

# MSPO CERTIFICATION AUDIT PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:  
RECERTIFICATION CYCLE 2

## MANAGEMENT UNIT

ADA TENAGA SDN BHD

**OFFICE:** WISMA SRI MINYAK, NO.31, LORONG DR. WONG SOON KAI 7, 96000 SIBU,  
SARAWAK

**SITE:** 2½ MILE, ULU OYA ROAD, LOT 1690, PASAI SIONG LAND DISTRICT, 96000 SIBU,  
SARAWAK

CLIENT ID: KRMC15

SSM REG NO: 342300 - K

-REPORT REF: NO: KRMC150824

INITIAL CERTIFICATION DATE: 01 09 2019

## CERTIFICATION BODY



KEBAL RESOURCES SDN BHD

SUBLOT 7, NO 387, LOT 17821, 2<sup>ND</sup> FLOOR, STAR POINT ANGLE  
COMMERCIAL CENTER, JALAN STUTONG, 93350, KUCHING,  
SARAWAK.

ACB 064



Mobile: +6 017 713 8188

Email: kebalresource@gmail.com

Website: www.kebalresources.com.my

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1.	CERTIFICATION ASSESSMENT INFORMATION
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1.1.	Type of Assessment:	
	<input type="checkbox"/> Initial Certification	<input type="checkbox"/> Annual Surveillance Audit Year 1
	<input type="checkbox"/> Annual Surveillance Audit Year 2	<input type="checkbox"/> Annual Surveillance Audit Year 3
	<input type="checkbox"/> Annual Surveillance Audit Year 4	<input checked="" type="checkbox"/> Recertification Cycle 2

1.2.	Scope of MSPO Certification	
	Part 3	Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from <b>287.01</b> Hectares of Certified Area

1.3.	ACB [Certification Body]	
	Previous ACB:	UNICERT Certification Sdn Bhd
	Current ACB:	Kebal Resources Sdn Bhd (since 2022)
	Notes:	<i>Ada Tenaga Sdn Bhd had been MSPO Certified under [MSPO 2530-3:2013 Part 3 since 01 09 2019] Transfer of Certification is conducted according to KRSB-QP M18 Procedure [Transfer of Accredited Certification of Management Systems] Kebal Resources Sdn Bhd was appointed as Certification Body to conduct Recertification Cycle Audit on 26 08 2024</i>

1.4.	Other Current Certification (Nil)			
	<input type="checkbox"/> ISO 9001	<input type="checkbox"/> EMS 14001	<input type="checkbox"/> ISO 45001	<input type="checkbox"/> ISO 22001
	<input type="checkbox"/> HACCP	<input type="checkbox"/> RSPO	<input type="checkbox"/> ISCC	<input type="checkbox"/> OTHERS

1.5.	MSPO Standards	
	<input checked="" type="checkbox"/> MS2530-3:2013	

1.6.	Map Geographical Location	
	A.	Google Location Map, Geo Coordinates: (Appendix A Page 15)
	B.	Location Map Perimeter Map – Ada Tenaga Sdn Bhd (Appendix B Page 16)

2.	MANAGEMENT UNIT
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2.1.	Introduction	
	This is Recertification Cycle 2 Audit and the Scope is Individual Certification of <b>Ada Tenaga Sdn Bhd [ATSB]</b> under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders. <b>ADA TENAGA SDN BHD</b> main office is located at <b>Wisma Sri Minyak No 31, Lorong Dr. Wong Soon Kai 7, 96000 Sibu, Sarawak.</b> while the plantation site is located at <b>25½ Mile, Ulu Oya Road, Lot 1690, Pasai Siong Land District, 96000</b>	



**Sibu, Sarawak** [Geo-coordinates **N2.350347, E112.084809**]; approximately **393 KM** from Kuching City; accessible by land; about **5 hours 15 mins** driving journey using the Pan Borneo Highway. The plantation is established in **2006** and currently the total Certified Area is **287.01** hectares while total Planted Area is **274.69** hectares; with **14** planting blocks and **35,585** palm stand count. The land topography is generally undulating & hilly with mineral soil type. The main activities of ATSB are to produce, transport and sale of sustainable fresh fruit bunches [FFB]. Main resources and amenities are located in the Plantation office premise. Staff and worker's housing are also sited within the vicinity of the office premises. **ATSB** currently employs 15 people (comprising 6 staff & 9 workers).

The assessment method used in this audit follows the principle of three (3) Ps (paper, practice and people).

Assessments were done at the Plantation Office and field sites.

This certification assessment is a sampling process where management systems effectiveness and efficiency are confirmed via Audit Trail that the Auditor established to make an accurate conclusion. Information and data were systematically gathered and documented from interviews (with a cross section random sample of stakeholders), observations of process and activities, field audit and review of documentations and records. Assessments were done at the Plantation Office and field sites.

During the Audit, interviews were conducted with stakeholders comprising staff, workers and surrounding local community to find out their understanding of MSPO principles, its' importance to sustainable growth and production of oil palm products.

Other findings during the audit are the following:

- a) There is good working relationship between the management, staff and workers
- b) Staff and workers residing at the estate are provided with free accommodation, water and electricity
- c) Internet connection services are available at the estate premise
- d) CCTV's security devices are installed at the estate premise
- e) Staff and workers are remunerated above minimum Wage Order 2022.
- f) Other benefits include medical and annual bonus and paid home leave. Medical treatment [for normal ailment] is provided free by employer.
- g) There is no evidence that the estate is processing or trading in non-sustainable FFB

The Audit team has conducted a rigorous assessment of **ATSB** through Field Audit Checklist, Audit Report Checklist, documents review and Stakeholder's Consultation. It is evidenced that **ATSB** has complied with and conformed to MSPO2530-3:2013 Certification Standards, conditions and requirements.

2.2.	Name: <b>ADA TENAGA SDN BHD</b>
2.3.	Site Address <b>25½ Mile, Ulu Oya Road, Lot 1690, Pasai Siong Land District, 96000 Sibu, Sarawak</b>

Main Office Address	<b>Wisma Sri Minyak No 31, Lorong Dr. Wong Soon Kai 7, 96000 Sibu, Sarawak</b>
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2.3.1.	<b>Headcount:</b>	<b>Office Staff:</b>	<b>Field Staff:</b>	<b>Total:</b>
	15	6	9	15



2.3.2.	<b>Date of Establishment:</b>	<b>Land Status:</b>	<b>Topography:</b>	<b>Soil Type</b>
	2006	Own land	Undulating & hilly	Mineral soil
2.3.3.	<b>No of Planting Block:</b>	<b>Palm Stand Count:</b>	<b>Age Range of Palm Stand:</b>	<b>Planting Material:</b>
	14	35,585	18 years	• AAR, Sawit Kinabalu, GH500, FELDA

<b>2.4.</b>	<b>Management Contact Details</b>			
	<b>Name:</b>	<b>Position:</b>	<b>Tel No:</b>	<b>Email:</b>
1.	Johnson Tiu Siew Hua	Director	014 888 4555	<a href="mailto:adatenaga@smtgroup.com.my">adatenaga@smtgroup.com.my</a>

<b>2.5.</b>	<b>MPOB License, Scope of Activities</b>			
	MPOB License No:	5411 4300 2000	Expiry Date:	31 07 2025
	<b>Scope of Activities</b>			
	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	<input type="checkbox"/> Membeli FFB #		
	<input type="checkbox"/> Menjual dan Mengalih FFB, PK, CPO, SPO #	<input type="checkbox"/> Menyimpan PK, CPO, SPO #		
	<input type="checkbox"/> Membeli dan Mengalih FFB #	<input type="checkbox"/> Mengilang FFB #		

<b>2.6.</b>	<b>Production Area</b>			<b>Part 2 &amp; Part 3</b>
	<b>Certified Area</b>	287.01 Hectares	<b>Planted Area</b>	274.69 Hectares
	<b>Mature Area</b>	<b>Immature Area</b>	<b>HCV / Conservation Area</b>	<b>Others</b>
	274.69 Ha		NA	12.32 Ha

<b>2.7.</b>	<b>Production Volume</b>				<b>Part 2 &amp; Part 3</b>
	<b>Item</b>	<b>Actual</b>	<b>2023</b>	<b>Projection</b>	<b>2024</b>
	Planted Area	274.69	Hectares	274.69	Hectares
	FFB Production	3,842.06	MT	4,000	MT
	Yield Per Hectare	14.00	MT	14.60	MT

<b>2.8.</b>	<b>MSPO Certificate</b>		<b>Certificate No: KRMC150824</b>	
	Initial Certification Date:	01 09 2019	Expiry Date:	31 08 2024
	Recertification Date Cycle 2	06 09 2024	Expiry Date	31 08 2024

### **3. ASSESSMENT PROCESS**

<b>3.1.</b>	<b>Certification Body</b>	
3.1.1.	Audit Team Members	
1.	<b>Maxwell S. Landong</b>	<b>Lead Auditor</b>



	Academic & Professional Qualifications	<ul style="list-style-type: none"> <li>BSc (Hons) Resource Economics (1989) &amp; Master of Science in Human Resources Development (1998) UPM</li> <li>Successfully completed MSPO MS2530:2022 Lead Auditor Course in 2024, LA Course ISO 17065:2012 in 2024, LA Course ISO 9001:2015 QMS 2024. MSPO2530:2013 LA course and IMS 45001 were obtained in 2017 &amp; 2019 respectively.</li> <li>Conversant [spoke / written] in BM, English and local Sarawak dialects</li> <li>Technical Reviewer for more than 20 Audit Certification Reports – Plantations &amp; Palm Oil Mills</li> </ul>
	MSPO Auditing Experience	<ul style="list-style-type: none"> <li>Has clocked more than 130 man-days as Trainee Auditor, Auditor, Lead Auditor and undergone various types of audit category from Initial Certification until Recertification</li> </ul>
2.	<b>Martin Kusong</b>	<b>Auditor</b>
	Academic & Professional Qualifications	<ul style="list-style-type: none"> <li>Bachelor in Agricultural Science UPM (1990). Corporate Master in Business Administration UNIMAS (2002)</li> <li>Successfully completed MSPO MS2530:2022 Lead Auditor Course in 2024, LA Course ISO 17065:2012 in 2024, LA Course ISO 9001:2015 QMS 2024</li> <li>Conversant [spoken / written] in BM &amp; English and local Sarawak dialects</li> <li>Qualified Planter with 30 years of experience in oil palm industry as Plantation Manager &amp; Agronomist</li> </ul>
		<ul style="list-style-type: none"> <li>Has clocked 83.5 man-days as Trainee Auditor, Auditor, Lead Auditor and undergone various types of audit category from Initial Certification until Recertification</li> </ul>
3.	<b>Robert Ensali</b>	<b>Trainee Auditor</b>
	Academic & Professional Qualifications	<ul style="list-style-type: none"> <li>Diploma in Agricultural Science UPM (1989)</li> <li>Successfully completed Internal Auditor Course on OHSMS in 2018, Lead Auditor ISO/IEC 17065:2012 2024, MSPO Lead Auditor Course MS2530:2022 2024, ISO 9001:2015 QMS Lead Auditor Course MS2530:2022 2024</li> <li>Conversant [spoken / written] in BM &amp; English and local Sarawak dialects</li> <li>Qualified Planter more than 30 years of experience in oil palm industry as Plantation Manager</li> </ul>
	MSPO Auditing Experience	<ul style="list-style-type: none"> <li>Has clocked 3.5 man-days as Trainee Auditor. As Observer for quite a number of Estate Audits; both documentation &amp; on-site.</li> <li>Has performed as a Trainee Auditor auditing onsite (plantation) on – Surveillance Audit 3, Recertification Cycle 2</li> </ul>

<b>3.2.</b>	<b>Audit Plan</b>	<b>Geo-Coordinates: N2.350347, E112.084809</b>		<b>No of Mandays: 03</b>
3.2.1.	Audit Site Location:			
	MSPO Standards:	<input type="checkbox"/> MS2530:2	<input checked="" type="checkbox"/> <b>MS2530:3</b>	<input type="checkbox"/> MS2530:4
	Type of Certification:	<input checked="" type="checkbox"/> <b>Individual Certification</b>	<input type="checkbox"/> Group Certification	



No of Sites:	<input checked="" type="checkbox"/> <b>Single Site</b>	<input type="checkbox"/> Multi Sites	No of Sampled Sites: 00
Sampling Method:	Not applicable – Single Site	Risk Factor / Matrix:	<b>1.5 - medium</b>
Date of Audit:	<b>26 08 2024</b>		

<b>3.2.2.</b>	<b>Audit Objectives</b>
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1.	<b>Recertification Audit</b>	<p>The objectives of Recertification Audit include:</p> <ul style="list-style-type: none"> <li>a. The review of previous surveillance audit reports and the performance of the management system over the most recent certification cycle</li> <li>b. To assess the effectiveness of the management system in its entirety in the light of internal &amp; external changes and its continued relevance and applicability to the scope of certification</li> <li>c. To assess demonstrated commitment to maintain the effectiveness and improvement of the management system in order to enhance overall performance</li> <li>d. To assess the effectiveness of the management system with regard to achieving the certified clients' objectives and the intended results of the respective management systems.</li> </ul> <p><b>Recertification Audit activities may need to have a Stage 1 in situations where there have been significant changes to the management system, the organization, or the context in which the management system is operating [e.g., changes in legislation]. Note: Stage 1 Audit is not required in this Recertification.</b></p>
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<b>3.2.3.</b>	<b>Assessment Methodology</b>	<p>This certification assessment is a SAMPLING process where management systems effectiveness &amp; efficiency are confirmed via an audit trail that the Auditor established to make an accurate conclusion.</p>
	<p>Information gathering Data collection</p>	<ul style="list-style-type: none"> <li>• Interviews – management &amp; staffs</li> <li>• Observation of process &amp; activities, using checklists.</li> <li>• Review of documentations &amp; records</li> <li>• Site visits, camera evidence</li> <li>• Field inspections</li> </ul>
	Assessment Method	<ul style="list-style-type: none"> <li>• <b>Paper</b> - Assessing past implementations from records, reports of the management system</li> <li>• <b>Practice</b> - Assessing current implementation from observing current practices</li> <li>• <b>People</b> - Assessing future maintenance from interviewing personnel on understanding &amp; assessing competencies</li> </ul>



<b>3.3.</b>	<b>Audit Programme</b>
3.3.1.	Five Years Audit Program - MSPO Certification

	<b>Contact Information</b>			
Name of Client:	<b>ADA TENAGA SDN BHD</b>			Client ID: KRMC15
Address:	<b>Wisma Sri Minyak No 31, Lorong Dr. Wong Soon Kai 7, 96000 Sibul, Sarawak</b>			
Contact Person:	Position:	Tel No:	Email:	
Ling Li Jia	Administrative Assistant	011 5857 8566	<a href="mailto:adatenaga@smtgroup.com.my">adatenaga@smtgroup.com.my</a>	
Date of Initial Certification:	01 09 2019	Validity / Expiry Date:	31 08 2029	

<b>1.</b>	<b>Recertification</b>	<b>Cycle 2 (Two)</b>	<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Within 4 months prior to certificate expiry date</b>		
	Plan Audit Date:	August 2024	Actual Audit Date:	26 08 2024
	Team Leader:	Maxwell S. Landong	Work Shift:	<input checked="" type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	Milton James Adam		

<b>2.</b>	<b>Surveillance Audit 1</b>		<b>No of Mandays:</b>	<b>00</b>
	<b>Note:</b>	<b>Not more than 12 months after Recertification.</b>		
	Plan Audit Date:	July 2025	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	To be decided	Work Shift:	<input checked="" type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	To be decided		

<b>3.</b>	<b>Surveillance Audit 2</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Surveillance 1</b>		
	Plan Audit Date:	July 2026	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	To be decided	Work Shift:	<input checked="" type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	To be decided		

<b>4.</b>	<b>Surveillance Audit 3</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Surveillance 2</b>		
	Plan Audit Date:	July 2027	Actual Audit Date:	15 – 16 04 2024
	Team Leader:	To be decided	Work Shift:	<input checked="" type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	To be decided		

<b>5.</b>	<b>Surveillance Audit 4</b>		<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Surveillance 3</b>		
	Plan Audit Date:	June 2028	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	To be decided	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	To be decided		





5.	<b>Recertification</b>	<b>Cycle 2 (Three)</b>	<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Within 4 months prior to Certificate Expiry Date</b>		
	Plan Audit Date:	June 2029	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	To be decided	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Peer Reviewer 1:	To be decided	Peer Reviewer 2:	To be decided
	Certifier:	To be decided		

**4. SUMMARY OF AUDIT RESULTS**

<b>Audit Findings Classification</b>			
<b>Term</b>	<b>Meaning</b>	<b>Description</b>	
YES	Compliance	<ul style="list-style-type: none"> <li>Fulfilled requirement of audited standard</li> </ul>	
OFI	Opportunity for improvements	<ul style="list-style-type: none"> <li>Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization</li> </ul>	
NO (minor NC)	Minor non conformity	<ul style="list-style-type: none"> <li>Non-compliance to standard requirements or company's SOP; or are issues that when combined, jeopardized the functioning of the system</li> </ul>	
NO (major NC)	Major non conformity	<ul style="list-style-type: none"> <li>Demonstrate absence or total breakdown of system to meet standard requirement, or a number of minor NC against a clause of standard requirements / at a particular area of last assessment that are not effectively addressed will be classified as major NC.</li> </ul>	

**Previous Audit Findings (ANNUAL SURVEILLANCE AUDIT 04)**

**FINDING – No finding of NC or OFI during Surveillance Audit 04 (ASA 04)**

<b>Table:</b>	<b>Summary of Audit Findings</b>	<b>Audit Stage:</b>	<b>Recertification</b>
<b>No of Findings:</b>		<b>Category:</b>	
01	The Internal Audit findings has not been presented to the Management as the 1 <sup>st</sup> Management Meeting was conducted before the Internal Audit for 2024.	OFI	
02	During audit on 26.8.2024, a harvester was not wearing hand glove while loading/handling FFB	OFI	
03	At Block 2, the natural vegetations along the riparian buffer zone had been sprayed and palms fertilised on 19 08 2024 and 10 08 2024 respectively. These practices should not be done instead preserved the growth of natural vegetations to prevent water pollution.	OFI	



4.1.	Table: 1 Summary of Audit Findings				
Part 3	MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders				
Principles	Requirements	Yes	OFI	NC Minor	NC Major
Findings: Type letter X on the appropriate box					
<b>1.</b>	<b>Management Commitment &amp; Responsibility</b>				
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy	X			
1.2.	Internal Audit	X			
1.3.	Management Review		X		
1.4.	Continual Improvement	X			
<b>2.</b>	<b>Transparency</b>				
2.1.	Transparency of information and documents relevant to MSPO requirements	X			
2.2.	Transparent method of communication and consultation	X			
2.3.	Traceability	X			
<b>3.</b>	<b>Compliance to Legal and Other Requirements</b>				
3.1.	Regulatory Requirement	X			
3.2.	Land use rights	X			
3.3.	Customary Land Rights	X			
<b>4.</b>	<b>Responsibility to Social, Health, Safety &amp; Employment Conditions</b>				
4.1.	Social Impact Assessment [SIA]	X			
4.2.	Complaints and grievances	X			
4.3.	Commitment to local sustainable development	X			
4.4.	Employees safety & health		X		
4.5.	Employment conditions	X			
4.6.	Training and competency	X			
<b>5.</b>	<b>Environment, Natural Resources, Biodiversity and Ecosystem Services</b>				
5.1.	Efficiency of Energy Use and Use of Renewable Energy	X			
5.2.	Waste Management & Disposal	X			
5.3.	Reduction of pollution and emission	X			
5.4.	Natural water resources		X		
5.5.	Status of rare, threatened or endangered species and high biodiversity value area	X			
5.6.	Zero Burning Practices	X			
<b>6.</b>	<b>Best Practices</b>				
6.1.	Site Management				
6.2.	Economic and financial viability plan	X			
6.3.	Transparent and fair price dealing	X			
6.4.	Contractor	X			



Table: 2 Summary: No of Audit Findings by Principles					
Part 3	MS2530-3:2013: General Principles for Oil Palm Plantations and Organized Smallholders				
Principles	Requirements	Yes	OFI	NC Minor	NC Major
1.	Management Commitment & Responsibility	1	1	0	0
2.	Transparency	0	0	0	0
3.	Compliance to Legal and Other Requirements	0	0	0	0
4.	Responsibility to Social, Health, Safety & Employment Conditions	1	1	0	0
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services	1	1	0	0
6.	Best Practices	0	0	0	0
Total No of Findings		3	3	0	0

**4.2. AUDIT FINDING REPORTS**

**4.2.1. NC: Non-Conformance: Major & Minor**

Three (3) OFI

<b>4.3.</b>	<b>SUMMARY: STAKEHOLDERS CONSULTATION REPORT</b> <i>(Applicable for Initial Certification &amp; Recertification Only)</i>		
<b>A.</b>	<b>Category of Respondents:</b>	<input type="checkbox"/> Employees/Workers	<input type="checkbox"/> Communities <input type="checkbox"/> Other Stakeholders
<b>B.</b>	<b>Consultation Method:</b>	<input checked="" type="checkbox"/> Face to face Meeting	<input type="checkbox"/> Phone Interview <input type="checkbox"/> Written Review [Mail]
<b>C.</b>	<b>Survey Summary:</b>		

**A. STAFF / LOCAL COMMUNITY**

LIST OF RESPONDENTS			
No	Name	Identity No (if available)	Relationship to Auditee
1	Ling Li Jia	940702-13-5920	Employee (Since 2019)
2	Rinta Anak Uloh	970210-13-5702	Employee (since August 2023)
3	Ling Kah Sing	560602-13-5689	Employee (since August 2016)
4	Elizabeth Peggy ak Seliman	980703-13-6024	Employee (since March 2024)

**1. CONSULTATION METHOD**

Consultation Technique:  
 (Can select more than one)

- Face to face meeting (to submit list of participants if available)  
 Phone interview  
 Written views and comments (mail, email etc. based on pre-determined questions)

**2. QUESTIONAIRES**

No	Criteria	Result	Remarks
A.	Is/Are this stakeholder registered in the organization's stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	They are registered employee with Ada Tenaga Sdn Bhd; Ms Li Ling Jia joined in 2019, Ms Rinta Anak Uloh in August 2023, Mr. Ling Kah Sing in August 2016 and Ms. Elizabeth Peggy in March 2024
B.	Based on input received, is/are transparency of information between organization and stakeholder justified? (Clause 4.2.1 & 4.2.2)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Based on the interview they mentioned that there is transparency of information between the organization and the employees.



C.	Any feedback, complaint or grievances raised by this / these stakeholders before? (If yes, please briefly explain the nature of the feedback / complaint / grievance in Remarks)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	They do not have any complaint and happy working with the company
D.	If (C) above is Yes, does the organization handle the feedback/ complaint/ grievance appropriately?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Not applicable, as there is no complain and grievances reported
E.	Any land issue being raised during audit against the organization? (if yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	They mentioned that there is no land issued raised thus far against the company
F.	Any social issue being raised during audit against the organization? (if yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No social issue raised to date. They are happy with the treatment given by their employer.
G.	Any environmental issue being raised during audit against the organization? (if yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No environmental issue raised as to their knowledge
H.	How do you rate the knowledge & understanding of the stakeholders on MSPO?	<input type="checkbox"/> Poor <input checked="" type="checkbox"/> Average <input type="checkbox"/> Good	They are aware about MSPO for the case of Ms Ling and Ms. Rinta as they are involved in the documentation and follow-up/update on the progress of MSPO requirements of ATSB. Mr. Ling has adequate knowledge of MSPO as he has served for 8 years in the organization.
I.	Are / Is there any suggestion[s] / request[s] from these stakeholders to the organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No, as both Ms. Ling and Ms. Rinta are directly involved in the MSPO implementation requirement. No suggestion raised by Mr. Ling as he has followed closely with on the implementation of MSPO since it started.
J.	Is the issue stated above being brought to the Audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	N/A.

<b>3. AUDITOR SUMMARY STATEMENT</b>	<b>[Remarks, Comments &amp; Opportunity for Improvements]</b>
During the interview the respondents responded well and quite well-versed with regards to MSPO requirements. Both Ms. Ling and Ms. Rinta are involved in the MSPO documentation and updating while Mr. Ling involved in the implementation. They have no complain about their job as the company treated them well.	

**B. LOCAL/FOREIGN WORKERS**

List of Respondents			
No	Name	Identity No [if available]	Relationship to Auditee
1	Willie Bin Fred	640704-12-2895	Senior Worker
2	Yeik Ing Won	781029-13-5481	Machine Operator
3	Hamdani	E2910147	Harvester (Foreign workers)
4	Iswan	E3134121	Harvester (Foreign worker)

<b>1.0. Consultation Technique:</b>	<b>Consultation Technique:</b>
Consultation Technique: (Can select more than one)	<input checked="" type="checkbox"/> Face to Face Meeting (to submit list of participants if available) <input type="checkbox"/> Phone interview <input type="checkbox"/> Written views and comments (mail, email etc. based on pre-determined questions)

<b>2.0. Questionnaires</b>				
<table border="1"> <thead> <tr> <th>No</th> <th>Criteria</th> <th>Result</th> <th>Remarks</th> </tr> </thead> <tbody> </tbody> </table>	No	Criteria	Result	Remarks
No	Criteria	Result	Remarks	



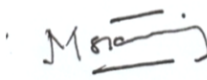
A.	Is/Are this stakeholder registered in the organization's stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	They are registered workers; Willie & Yeik have been working for more than 10 years while Hamdani & Iswan are foreign workers joined 5 years ago.
B.	Based on input received, is/are transparency of information between organization and stakeholder justified? (clause 4.2.1 & 4.2.2)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	From the interview they mentioned that company has practiced transparency of information between the employer and employees.
C.	Any feedback, complaint or grievances raised by this/these stakeholder before? (If Yes, please briefly explain the nature of the feedback/ complaint/ grievance in Remarks)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No complaint made thus far and satisfied with the working environment within the company.
D.	If (C) above is Yes, does the organization handle the feedback/ complaint/ grievance appropriately?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Should there be any issues, they settle among themselves
E.	Any land issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No. All they perceived is that the lands cultivated for oil palm belong to the company
F.	Any social issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No issue raised
G.	Any environmental issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No issue raised
H.	How do you rate the knowledge & understanding of the stakeholders on MSPO?	<input type="checkbox"/> Poor <input checked="" type="checkbox"/> Average <input type="checkbox"/> Good	They are aware about MSPO but the level of their understanding ranges from low to medium.
I.	Are / Is there any suggestion[s] / request[s] from these stakeholders to the organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No suggestions or requests made to the company
J.	Is the issue stated above being brought to the audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Not applicable. However, it is always their hope that their employer continues to provide updates on the current and latest development of MSPO so as to enhance their understanding.


3.0.	Auditor Summary Statement	[Remarks, Comments & Opportunity for Improvements]
	<p>The respondents' response well and gave full cooperation during the interview. They being aware of the implementation of MSPO but may not be able to understand in detail. Work instructions, notices, briefing, training and meeting are being complied with and keen in involving and supporting any activities organized by the company. As they have been given their specific roles and responsibilities, they admitted that they continue to play their parts to ensure MSPO requirement are met. Satisfactory with the working environment as the employer has taken good care of the workers' welfare and affairs. The salaries paid by employer are within the minimum pay order 2022.</p>	



	Name of Auditor:	
	Martin Kusong	Robert Ensali
		Date: 26 08 2024

**5. OFFICIAL ACKNOWLEDGEMENT OF ASSESSMENT FINDINGS**

5.1.	<b>Lead Auditor: Summary Statement &amp; Certification Recommendation</b>	
	Summary Statement:	The audit team concludes that the organization had fulfilled and complied with the requirements of the <b>MS 2530-3:2013</b> standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope, and the organization's policy and objectives.  It is to be noted that site management of the <b>ADA TENAGA SDN BHD</b> is well managed and generally I conformed and complied with requirements of the MSPO Standards.
	Certification Recommendation:	The audit team recommends that, MSPO Certification be  <input type="checkbox"/> MAINTAINED and / or <input checked="" type="checkbox"/> GRANTED to ADA TENAGA SDN BHD
	Name:	Maxwell S. Landong <span style="float: right;">Date: 03 09 2024</span>
	Signature 	

5.2.	<b>Management Unit Representative</b>	<b>Acceptance of the Report</b>
	Job Title: Director	Name: Johnson Tiu Siew Hua <span style="float: right;">Date: 04 09 2024</span>
	This is to acknowledge and confirm the audit visits / assessments described in this Report and the acceptance of the contents and findings in the said Audit Report.	 For the Director

**6. CERTIFICATION DECISION**

6.1.	Peer Reviewers Decision	Date of Review: 05 09 2024	<b>Applicable for Initial Certification &amp; Recertification only</b>
	Peer Reviewer 1: <b>MYN</b>	I agree and support the recommendation for certification based on Audit Report documents presented with all criteria and supportive evidence notes.	
	Peer Reviewer 2: <b>ISIS</b>	Overall, I do agree with recommendation made by Lead Auditor	

6.2.	CDP: Certifier Decision	Name: Milton James Adam	Date: 05 09 2024
	I confirm that I have examined thoroughly all contents of the Report in its' entirety. To the best of my knowledge the information and conclusions included in this report have been prepared in compliance with and fulfilled the Standard's requirements; and		



done in good faith and that the Lead Auditor recommendations had been based upon these informations.

I, hereby confirm the Surveillance Audit 03 of EJW Enterprise Sdn Bhd under the Standard *MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders*.

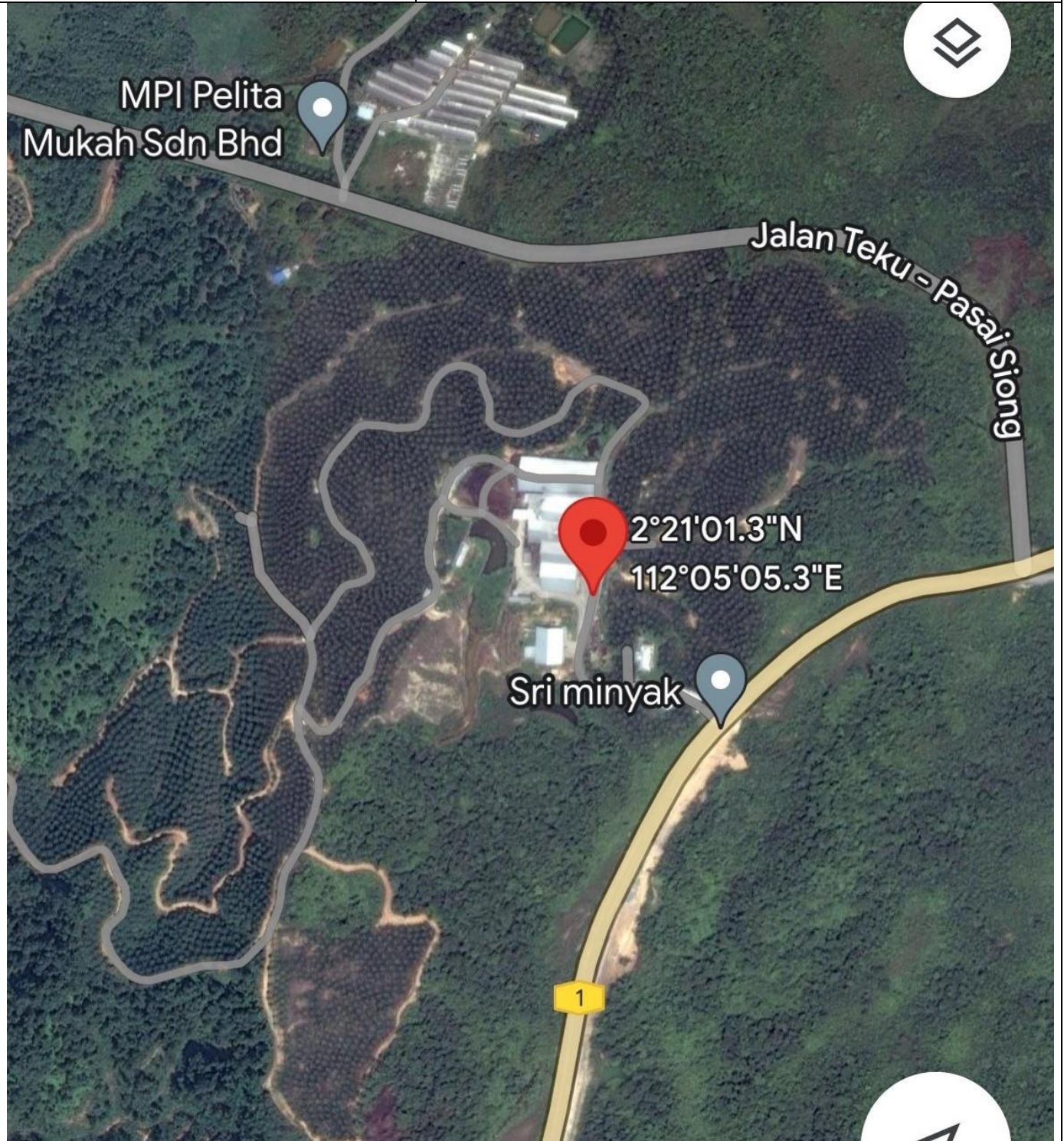
6.3.	Certification Approval by Executive Chairman, KRSB	Date: 05 09 2024
	KRSB Management hereby approved of:	
	<input checked="" type="checkbox"/> <b>Issuance of the certificate.</b>	
	<input type="checkbox"/> Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.	
	<input type="checkbox"/> Maintenance of the certificate.	
	<input type="checkbox"/> Maintenance of the certificate as soon as implementation of corrective action has been demonstrated.	

**7. LIST OF APPENDIX / ATTACHMENTS**

- A. Geo – coordinates: N2.350347, E112.084809
- B. Aerial Mapping and Perimeter Map

A. Google Location Map

Geo – coordinates: N2.350347, E112.084809





B. Aerial Mapping & Perimeter Map – Ada Tenaga Sdn Bhd



- END OF REPORT -