

MSPO CERTIFICATION AUDIT PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:

RECERTIFICATION – CYCLE 2

MANAGEMENT UNIT

SYARIKAT ILAM

OFFICE: NO 27, Jalan Repok, 96100 Sarikei Sarawak

SITE: Oil Palm Mini Estate, Sg. Paoh, 96100 Sarikei Sarawak

CLIENT ID: KRMC17

SSM REG NO: SKI/111/91

REPORT REF: NO: KR170924

INITIAL CERTIFICATION DATE: 15 10 2019

CERTIFICATION BODY



ACB 064

KEBAL RESOURCES SDN BHD

SUBLOT 7, NO 387, LOT 17821, 2ND FLOOR, STAR POINT ANGLE
COMMERCIAL CENTER, JALAN STUTONG, 93350, KUCHING,
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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 2
<input type="checkbox"/> Annual Surveillance Audit Year 4 | <input type="checkbox"/> Annual Surveillance Audit Year 1
<input type="checkbox"/> Annual Surveillance Audit Year 3
<input checked="" type="checkbox"/> Recertification |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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 **265.98** Hectares of Certified Area

1.3. ACB [Certification Body]

Previous ACB: **UNICERT Certification Sdn Bhd**

Current ACB: **Kebal Resources Sdn Bhd (since 2023)**

Notes: *Syarikat Ilam had been MSPO Certified under [MSPO 2530-3:2013 Part 3 since 15 10 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 Audit on 10 – 11 09 2024

1.4. Other Current Certification (Nil)

- | | | | |
|-----------------------------------|-----------------------------------|------------------------------------|------------------------------------|
| <input type="checkbox"/> ISO 9001 | <input type="checkbox"/> EMS14001 | <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

- MS2530-3:2013

1.6.	Map Geographical Location
	A. Google Location Map, Geo Coordinates: <i>(Appendix A Page 17)</i>

2.	MANAGEMENT UNIT
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2.1.	Introduction
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This is Recertification Audit (Cycle 2) and the Scope is Individual Certification of SYARIKAT ILAM, SARIKEI under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders.

SYARIKAT ILAM, SARIKEI [SILAM] main office is located at No 27, Jalan Repok, 96100, Sarikei, Sarawak while the plantation site is located at Oil Palm Mini Estate, Sg. Paoh, 96100, Sarikei Sarawak [Geo-coordinates **N2.033050, E111.443757**]; approximately 45 km from Sarikei town; accessible by land; about 40 minutes driving using Jalan Ulu Sg. Paoh. The plantation is established in October **2003** and currently the total Certified Area is **265.98** hectares while total Planted Area is **250.00** hectares. The land topography is generally undulating and hilly with mineral soil type.

The main activities of **Syarikat Ilam (SILAM)** are to produce, transport and sale of sustainable fresh fruit bunches [FFB].

Syarikat Ilam currently employ 13 people (comprising three (3) office staff and 10 workers (7 local & 3 TKI).

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

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

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 notable findings during the audit are the following:

- a) There is a good working relationship between the management, staff and workers;
- b) Workers are provided with habitable housing & living conditions with adequate facilities and amenities. The accommodation, water supply and electricity are provided free of charge. Only foreign workers resided at the estate while local workers commute from their own house
- c) Internet is available in the estate and most other areas within the estate.
- d) Electricity is supplied by using solar panel is well established with solar panels installed at the workers quarters
- e) Staff and workers are remunerated above minimum Wage Order 2022. Salaries of staff /workers range from RM2,000 to RM3,000 per month
- 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 non-sustainable FFB



	The Audit team has conducted a rigorous assessment of SILAM through Field Audit Checklist, Audit Report Checklist, and documents review. It is evidenced that SILAM has complied and conformed to MSPO2530-3:2013
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2.2.	Name: SYARIKAT ILAM
2.3.	Site Address Oil Palm Mini Estate, Sg. Paoh, 96100 Sarikei Sarawak

	Main Office Address N0 27, Jalan Repok, 96100 Sarikei Sarawak
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2.3.1.	Headcount:	Office Staffs:	Field Staffs:	Total:
	13	3	10	13

2.3.2.	Date of Establishment:	Land Status:	Topography:	Soil Type
	2003	Owned & Rented Land	Undulating & hilly (small portion)	Mineral
2.3.3.	No of Planting Block:	Palm Stand Count:	Age Range of Palm Stand:	Planting Material:
	15	33, 125 (SPH)	21 years	• Golden Hope (GH500)

2.4.	Management Contact Details			
	Name:	Position:	Tel No:	Email:
1.	Madam Ilam binte Imam	Managing Director	084 656 608	
2.	Mr Ahmad Wildan Wong	Director/ MSPO Coordinator	019 819 3255	Wildan.wong@yahoo.co.uk

2.5.	MPOB License, Scope of Activities	
	MPOB License No: 5510 7600 2000	Expiry Date: 30 06 2025
	Scope of Activities	
	<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 #

2.6.	Production Area Part 2 & Part 3			
	Certified Area	265.98	Planted Area	250.00 Hectares
	Mature Area	Immature Area	HCV / Conservation Area	Others
	250.00	-		15.98

2.7.	Production Volume				Part 2 & Part 3
	Item	Actual	2023	Projection	2024
	Planted Area	233.56	Hectares	250	Hectares
	FFB Production	8276.75	MT	8,000	MT
	Yield Per Hectare	35.40	MT	32.00	MT

2.8.	MSPO Certificate		Certificate No: KRMC171023
	Initial Certification Date:	15 10 2019	Expiry Date: 14 10 2024
	Recertification Date [Cycle 2]	15 10 2024	Expiry Date [Cycle 2]: 14 10 2029

3. ASSESSMENT PROCESS

3.1.	Certification Body	
3.1.1.	Audit Team Members	
1.	Maxwell S. Landong	Lead Auditor
	Academic & Professional Qualifications	<ul style="list-style-type: none"> BSc (Hons) Resource Economics (1989) & Master of Science in Human Resources Development (1998) UPM Successfully completed MSPO MS2530:2022 Lead Auditor Course in 2024, LA Course ISO 17065:2012 in 2024, LA Course ISO 9001:2015 QMS 2024, IMS ISO 9001, ISO 14001 & ISO 45001 Lead Auditor Course (Exemplar Global Certified) 2021. MPOB Training Course for Peer Reviewer on Oil Palm Management Certification (2017), MS2530:2013 LA course (2017), Best Practice in Social Impact Assessment (MASIA), 2022. Conversant [spoke / written] in BM, English and local Sarawak dialects Technical Reviewer for more than 30 Audit Certification Reports – Plantations & Palm Oil Mills More than 30 years working experience in Oil Palm Plantation environment, particularly in HR & Land Owner's Management
	MSPO Auditing Experience	<ul style="list-style-type: none"> 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
2.	Robert Ensali	Trainee Auditor
	Academic & Professional Qualifications	<ul style="list-style-type: none"> Diploma in Agricultural Science UPM (1989) Successfully completed Internal Auditor Course on OHSMS in 2018,



		<p>Lead Auditor ISO/IEC 17065:2012 2024, MSPO Lead Auditor Course MS2530:2022 2024, ISO 9001:2015 QMS Lead Auditor Course MS2530:2022 2024,</p> <ul style="list-style-type: none"> • Conversant [spoken / written] in BM & English and local Sarawak dialects • Qualified Planter more than 30 years of experience in oil palm industry as Plantation Manager, Area Manager & Plantation Controller
	MSPO Auditing Experience	<ul style="list-style-type: none"> • Has clocked 7.0 man-days as Trainee Auditor • Has performed as a Trainee Auditor auditing onsite (plantation) on – Surveillance Audit 3, Recertification Cycle 2

3.2.	Audit Plan	Geo-Coordinates: N2.033050, E111.443757		No of Mandays: 03
3.2.1.	Audit Site Location:	Ulu Sungai Sentebu, Sentebu 3km, Jalan Sare, 96100 Sarikei Sarawak		
	MSPO Standards:	<input type="checkbox"/> MS2530:2	<input checked="" type="checkbox"/> MS2530:3	<input type="checkbox"/> MS2530:4
	Type of Certification:	<input checked="" type="checkbox"/> Individual Certification	<input type="checkbox"/> Group Certification	
	No of Sites:	<input checked="" type="checkbox"/> Single Site	<input type="checkbox"/> Multi Sites	No of Sampled Sites: 00
	Sampling Method:	Not applicable – Single Site	Risk Factor / Matrix:	1.5 - medium
	Date of Audit:	10 – 11 09 2024		

3.2.2.	Audit Objectives
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1.	Recertification Audit	<p>The objectives of this Recertification Audit include:</p> <ol style="list-style-type: none"> The review of previous surveillance audit reports and the performance of the management system over the most recent certification cycle To assess the effectiveness of the management system in its entirety in the light of internal & external changes and its continued relevance and applicability to the scope of certification To assess demonstrated commitment to maintain the effectiveness and improvement of the management system in order to enhance overall performance 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. <p>Recertification Audit activities may need to have a Stage 1 in situations</p>
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		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.
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3.2.3.	Assessment Methodology		
		This certification assessment is a SAMPLING process where management systems effectiveness & efficiency are confirmed via an audit trail that the Auditor established to make an accurate conclusion.	
	Information gathering Data collection	<ul style="list-style-type: none"> ○ Interviews – management & staffs ○ Observation of process & activities, using checklists. ○ Review of documentations & records ○ Site visits, camera evidence ○ Field inspections 	
	Assessment Method	<p>Paper</p> <ul style="list-style-type: none"> ○ Assessing past implementations from records, reports of the management system <p>Practice</p> <ul style="list-style-type: none"> ○ Assessing current implementation from observing current practices <p>People</p> <ul style="list-style-type: none"> ○ Assessing future maintenance from interviewing personnel on understanding & assessing competencies 	

3.3.	Audit Programme
3.3.1.	Five Years Audit Program - MSPO Certification

	Contact Information			
	Name of Client:	SYARIKAT ILAM		Client ID: KRMC17
	Address:	N0 27, Jalan Repok, 96100 Sarikei Sarawak		
	Contact Person:	Position:	Tel No:	Email:
	Madam Ilam bte Imam	Managing Director	013-8140319	-
	Mr Ahmad Wildan Wong	Director/ MSPO Coordinator	019 819 3255	Wildan.wong@yahoo.co.uk
	Date of Initial Certification:	15 10 2019	Validity / Expiry Date:	14 10 2024

1.	Recertification	Cycle Two (02)	No of Man-days:	03
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	Note:	Within 4 months prior to Certificate Expiry Date		
	Plan Audit Date:	July 2024	Actual Audit Date:	10 – 11 09 2024
	Team Leader:	Maxwell S. Landong	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Peer Reviewer 1:	Haji Yusuf B. Nekmat	Peer Reviewer 2:	Tn Ismadi B. Ismail
	Certifier:	Martin Kusong		

2.	Surveillance Audit 1		No of Mandays:	03
	Note:	Not more than 12 months after Recertification		
	Plan Audit Date:	August 2025	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBA		

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

4.	Surveillance Audit 3		No of Mandays:	03
	Note:	Not more than 12 months after Surveillance 2		
	Plan Audit Date:	July 2027	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBA	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBA		

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

4.	SUMMARY OF AUDIT RESULTS
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Audit Findings Classification			
Term	Meaning	Description	
YES	Compliance	o Fulfilled requirement of audited standard	



	OFI	Opportunity for improvements	<ul style="list-style-type: none"> Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
	NO (minor NC)	Minor non conformity	<ul style="list-style-type: none"> Non-compliance to standard requirements or company's SOP; or are issues that when combined, jeopardized the functioning of the system
	NO (major NC)	Major non conformity	<ul style="list-style-type: none"> 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.

	Previous Audit Findings (SURVEILLANCE AUDIT 04)
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There were Two (2) findings OFI during Surveillance Audit 04

No:	Principle:	Type of Findings:	Criterion:	Indicator:	Closure Status:
1.	4	OFI	6 (Training & Competency)	4.4.6.2	Closed 11 12 2023
2.	4	OFI	6 (Training & Competency)	4.4.6.3	Closed 11 12 2023

	Table:	Summary of Audit Findings	Audit Stage:	Recertification
	No of Findings:	Two (2)	Category:	OFI – 1, NC Minor - 1

NO	PRINCIPLE	TYPE OF FINDINGS	CRITERION	INDICATOR	SUMMARY OF FINDINGS
1	Four (4)	OFI	6.Training & Competency	4.4.6.2	Training Need Analysis (TNA) for 2024 training program was sighted but no training been conducted or recorded if training has been conducted in 2024.
2	Five (5)	NC Minor	5. Natural Water Resources	4.5.5.1 (b)	No record of water sampling done in 2024. The Estate to conduct water sampling for year 2024

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
		<i>Findings: Type letter X on the appropriate box</i>			
1.	Management Commitment & Responsibility				
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy	X			
1.2.	Internal Audit	X			
1.3.	Management Review	X			
1.4.	Continual Improvement	X			
2.	Transparency				
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			
3.	Compliance to Legal and Other Requirements				
3.1.	Regulatory Requirement	X			
3.2.	Land use rights	X			
3.3.	Customary Land Rights	X			
4.	Responsibility to Social, Health, Safety & Employment Conditions				
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		
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services				
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			
6.	Best Practices				
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	0	0	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	0	1	0
6.	Best Practices	0	0	0	0
Total No of Findings		2	1	1	0

4.2. AUDIT FINDING REPORTS

4.2.1. NC: Non-Conformance: Major & Minor

There was one (1) finding Minor NC and One (1) OFI during this Recertification Audit

4.3. SUMMARY: STAKEHOLDERS CONSULTATION REPORT

A.	Category of <input checked="" type="checkbox"/> Employees/Workers <input checked="" type="checkbox"/> Communities <input type="checkbox"/> Other Stakeholders
B.	Consultation Method: <input checked="" type="checkbox"/> Face to face Meeting <input type="checkbox"/> Phone Interview <input type="checkbox"/> Written Review [Mail]
C.	Survey Summary:

A. Staff

LIST OF RESPONDENTS			
No	Name	Identity No [if available]	Relationship to Auditee
1	Noreen Bte Bujang	870130-52-5526	Employee as Admin Assistant/Clerk
2			

1. CONSULTATION METHOD

Consultation Technique: **Face to Face Meeting** (to submit list of participants if available)



(Can select more than one)

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	Noreen is registered employee (as Admin Assistant/Clerk) of Syarikat Ilam. She has been working with the company for more than five(5) years
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, the estate management practices transparency of relevant information to their employees. Ms Noreen bte Bujang is involved directly with the MSPO documentation.
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	No complaints had been raised thus far. She is satisfied with the conducive working environment at the work site.
D.	If (3) 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	To their knowledge, there is no land issued raised thus far against the company any stakeholders.
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 as they are well taken care of by the 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 her knowledge as evidence shows that there have been no complaints from the surrounding communities of the estate's practice of indiscriminate wastes (domestic or schedule) disposal.
H.	How do you rate the knowledge & understanding of the stakeholders on MSPO?	<input type="checkbox"/> Poor <input type="checkbox"/> Average <input checked="" type="checkbox"/> Good	She has good knowledge & understanding of MSPO as she was directly involved in the implementation and monitoring the management system.
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 issue
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.

3. AUDITOR SUMMARY STATEMENT

[Remarks, Comments & Opportunity for Improvements]

During the interview, Noreen responded well to questions asked, particularly pertaining to MSPO requirements. The conducive working environment, good salary, and facilities provided made her stay in the company. Her remuneration is well above minimum wages.

NAME OF AUDITOR:
Maxwell S. Landong and Robert Ensali

Date:
10 09 2024

B. LOCAL & FOREIGN WORKER (TKI)

LIST OF RESPONDENTS			
No	Name	Identity No [if available]	Relationship to Auditee
1	Leong Cheng King	980418-13-3735	Employee – Local and Driver
2	Yii Lii Ping	891018-13-5213	Employee - Local and driver
3	Sanggau Anak Janin	710207-13-5901	Employee - Local and driver
4	Jali Anak Akon	840619-13-6369	Employee – Local, Driver/Harvester
5	Berji Anak Gerana	800220-13-5085	Employee – Local, Driver/Harvester/General Worker
6	Bandan Anak Munan	851211-13-5139	Employee – Local, Harvester/General Worker
7	Seliau Anak Brandi	840916-13-5901	Employee – Local, Harvester/General Worker
8	Lalu Ismayadi	202001435845	Employee (FW) – Harvester/General Worker
9	Hasirin Usnan Sayuti	202001382727	Employee (FW) – Harvester/General Worker
10	Amrin	202303030089	Employee (FW) – Harvester/General Worker

4. CONSULTATION METHOD

Consultation Technique:
 (Can select more than one)

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

5. QUESTIONAIRES

No	Criteria	Result	Remarks
K.	Is/Are this stakeholder registered in the organization's stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	All of them (7 local & 3 FW) are registered employee of the organization.
L.	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 with the workers, they mentioned that there is transparency of information between the organization and the workers. The MSPO Coordinator frequently communicate with them any new information that the workers need to know that is related to field operations.
M.	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	All of them mentioned that they do not have any complaint and happy working with the company with regards to the salary and benefits
N.	If (3) 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
O.	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	All of them mentioned that, to their knowledge, there is no land issue raised thus far against the company.
P.	Any social issue being raised during audit against the organization? (if yes, does tthe issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No social issue raised to date. All are happy with the treatment given by their employee. They have good relationship with the local community
Q.	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 far as they know or reported to Syarikat Ilam
R.	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	During the interview, they are aware about MSPO requirement particularly those that are related to safety and health and Plantation Best Practice.



S.	Are / Is there any suggestion[s] / request[s] from these stakeholders to the organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	No, there is no record of request from all of them so far.
T.	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.


6.	AUDITOR SUMMARY STATEMENT	[Remarks, Comments & Opportunity for Improvements]
	<ul style="list-style-type: none"> a) The staff, Noreen Binti Bujang is happy working with the organization and has no complain about the salary, benefits and treatment given by the company b) The TKI/Foreign Workers are happy with the facilities provided – free housing, water and electricity. c) All the workers are satisfied with their wages and payment is done within scheduled time. Based on payroll summary presented, all the workers’ salary are well above the Minimum Wage Order 2022 d) The employee provided the workers with PPEs that are relevant to their work the estate. e) For improvement, it is recommended that, more training for the workers, especially that is related to the Safety and Health 	

NAME OF AUDITOR: Maxwell S. Landong & Robert Ensali Date: 10 09 2024

5. OFFICIAL ACKNOWLEDGEMENT OF ASSESSMENT FINDINGS


5.1.	Lead Auditor: Summary Statement & Certification Recommendation	
	Summary Statement:	The audit team concludes that the organization had fulfilled and complied with the requirements of the MS 2530-3:2013 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 SYARIKAT ILAM Estate is well managed and generally 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 SYARIKAT ILAM
	Name:	Maxwell Stephen Landong Date: 15 09 2024
	Signature	

5.2.	Management Unit Representative	Acceptance of the Report
	Job Title: Director/MSPO Coordinator Name: Wong Ling Tung	Date: 17 09 2024

	<p><i>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.</i></p>	
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6.	CERTIFICATION DECISION
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6.1.	Peer Reviewers Decision <i>Date of Review: 23 -9 2024</i>	<i>Applicable for Initial Certification & Recertification only</i>
	Peer Reviewer 1: Support the Auditor's recommendation as per findings presented in the documents. MYN	
	Peer Reviewer 2: Support the recommendation made by the Audit Team ISIS	

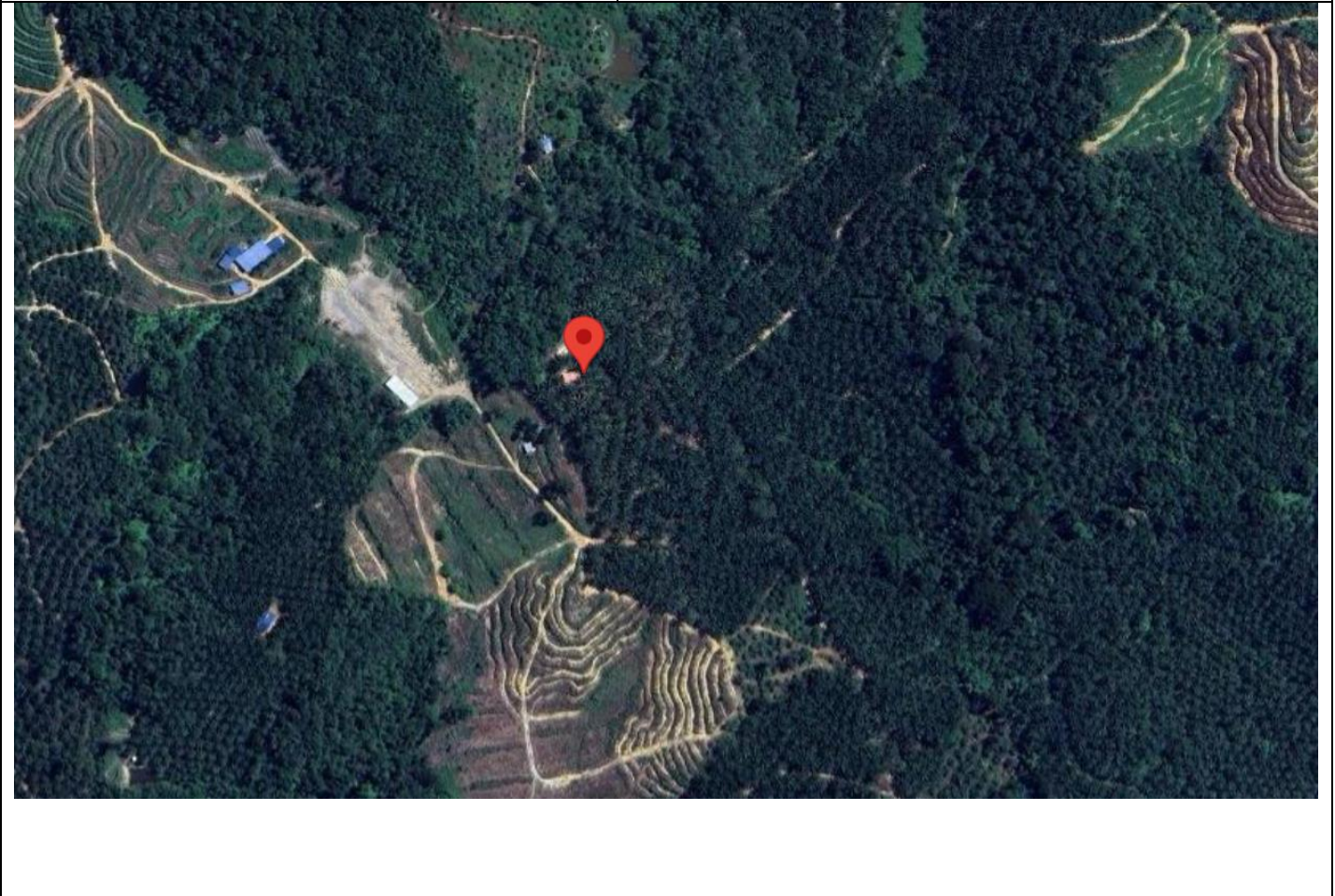
6.2.	CDP: Certifier Decision	Name: Martin Kusong	Date: 24 09 2024
	<p>I confirm that I have examined thoroughly all contents of the Report in its' entirety. To the best of my knowledge the information and conclusions included in this report have been prepared in compliance with and fulfilled the Standard's requirements; and done in good faith and that the Lead Auditor recommendations had been based upon these informations.</p> <p>I, hereby confirm the Recertification of Syarikat Ilam under the Standard MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders.</p>		

6.3.	Certification Approval by Executive Chairman, KRSB	Date: 24 09 2024
	<p>KRSB Management hereby approved of:</p> <p><input checked="" type="checkbox"/> Issuance of the certificate.</p> <p><input type="checkbox"/> Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.</p> <p><input type="checkbox"/> Maintenance of the certificate.</p> <p><input type="checkbox"/> Maintenance of the certificate as soon as implementation of corrective action has been demonstrated.</p>	

7.	LIST OF APPENDIX / ATTACHMENTS
	A. Google Location Map

8.	LIST OF APPENDIX / ATTACHMENTS
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A. Google Location Map	Geo – coordinates: N2.033050, E111.4443757
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- END OF REPORT -