

MSPO CERTIFICATION AUDIT

PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:
RECERTIFICATION – CYCLE 2

MANAGEMENT UNIT

SEGAN PLANTATION SDN BHD

OFFICE: No 255-256 (Lot 7853-7854), Assyakirin Commerce Square, Jalan Sultan Iskandar, 97000 Bintulu, Sarawak Malaysia

SITE: Lot 960, Block 38, Kemena Land District, Jalan Ulu Segan, Sebauh-Bintulu, Bintulu Sarawak

CLIENT ID: KRMC18

SSM REG NO: 336769-K

REPORT REF: NO: KRMC181124

INITIAL CERTIFICATION DATE: 25 12 2019

CERTIFICATION BODY



KEBAL RESOURCES

ACB 064

KEBAL RESOURCES SDN BHD

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

Mobile: +6 017 713 8188

Email: kebalresource@gmail.com

Website: www.kebalresources.com.my



TABLE OF CONTENTS

ITEM NO	DESCRIPTION	PAGES
1.	CERTIFICATION ASSESSMENT INFORMATION	3
2.	MANAGEMENT UNIT	3 - 6
3.	ASSESSMENT PROCESS	6 - 10
4.	SUMMARY OF AUDIT RESULTS	10 - 17
5.	OFFICIAL ACKNOWLEDGEMENT OF ASSESSMENT FINDINGS	17 - 18
6.	CERTIFICATION DECISION	18
7.	LIST OF APPENDIX / ATTACHMENT	19



1.	CERTIFICATION ASSESSMENT INFORMATION
----	---

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 |

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 236.93 Hectares of Certified Area

1.3. ACB [Certification Body]

Previous ACB: UNICERT Certification Sdn Bhd

Current ACB: Kebal Resources Sdn Bhd (since 2023)

Notes: *Segan Plantation Sdn Bhd had been MSPO Certified under [MSPO 2530-3:2013 Part 3 since 25 12 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 13 – 14 11 2024 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 18)</i>

2.	MANAGEMENT UNIT
----	------------------------

2.1.	Introduction
------	---------------------

This is Recertification Audit and the Scope is Individual Certification of SEGAN PLANTATION SDN BHD, SEBAUH-BINTULU under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders.

SEGAN PLANTATION SDN BHD, SEBAUH-BINTULU [SPSB] main office is located at Lot 988, Block 26, Kemena Land District, Kidurong Light Industrial Estate, Jalan Tanjung Kidurong, 97000, Bintulu, Sarawak while the plantation site is located at Lot 960, Block 38, Kemena Land District, Jalan Ulu Segan, Sebauh-Bintulu, Bintulu, Sarawak [Geo-coordinates **N3.114629, E113.080593**]; approximately 20 km from Bintulu town; accessible by land; about 30 minutes driving journey using the Jalan Ulu Segan, Sebauh. The plantation is established in October **2009** and currently the total Certified Area is **236.93** hectares while total Planted Area is **236.00** hectares; with **17** planting blocks and **32,025** palm stand count. The land topography is generally lowland with soil type shallow peat & mineral soil.

The main activities of **SPSB** are to produce, transport and sale of sustainable fresh fruit bunches [FFB]. At the site **SPSB** currently employ 34 people (comprising 8 office staff and 26 workers). **SPSB** is self-sufficient having its own resources and amenities.

The assessment method used 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 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 notable findings during the audit are the following:

- a) There is a good working relationship between the management, staff and workers. The management from the main office often visit the estate to maintain the close rapport
- 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.
- c) Internet services is adequately available in estate office. To improve internet connectivity within the area the estate has installed STARLINK system.



	<p>d) Use of solar energy is well established with solar panels installed at estate office & workers quarters</p> <p>e) Staff and workers are remunerated above minimum Wage Order 2022. Salaries of staff / workers</p> <p>f) Other benefits include medical and annual bonus. Medical treatment [for normal ailment] is provided free by employer.</p> <p>g) There is no evidence that the estate is processing non-sustainable FFB</p> <p>The Audit team has conducted a rigorous assessment of SPSB through Field Audit Checklist, Audit Report Checklist, documents review and Stakeholder’s Consultation. It is evidenced that SPSB has complied and conformed to MSPO2530-3:2013 Certification Standards, conditions and requirements</p>
--	--

2.2.	Name: SEGAN PLANTATION SDN BHD		
2.3.	Site Address	Lot 960, Block 38, Kemena Land District, Jalan Ulu Segan, Sebauh-Bintulu, Bintulu Sarawak	

	Main Office Address	N0 255 – 256 (Lot 7853-7854)., Assyakirin Commercial Square, Jalan Sultan Iskandar, 97000 Bintulu Sarawak	
--	---------------------	---	--

2.3.1.	Headcount:	Office Staffs:	Field Staffs:	Total:
	34	8	26	34

2.3.2.	Date of Establishment:	Land Status:	Topography:	Soil Type
	2006	NCR (Rented)	Flat and undulating (small portion)	Mineral, Peat
2.3.3.	No of Planting Block:	Palm Stand Count:	Age Range of Palm Stand:	Planting Material:
	17	32,025 Palms 2024	10 - 15	<ul style="list-style-type: none"> • Felda Yangambi • United Plantation • GH500

2.4.	Management Contact Details			
	Name:	Position:	Tel No:	Email:
1.	Jessylin bte Neri	Quality Management Executive	012 – 862 2594	Jessylin.neri@wagro.com.my
2.	Malik bin Ugu	Estate Manager	011-2502 5083	malequgu@gmail.com

2.5.	MPOB License, Scope of Activities		
	MPOB License No:	5754 6800 2000	Expiry Date: 31 08 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	236.93	Planted Area	236.00 Hectares	
	Mature Area	Immature Area	HCV / Conservation Area	Others	
	236.00	-	NA	0.93 Hectares	

2.7.	Production Volume					Part 2 & Part 3
	Item	Actual	2023	Projection	2024	
	Planted Area	236.00	Hectares	236.00	Hectares	
	FFB Production	5,916	MT	6,400	MT	
	Yield Per Hectare	24mt/Ha	MT	27.12	MT	

2.8.	MSPO Certificate		Certificate No: KRMC130623
	Initial Certification Date:	25 12 2024	Expiry Date: 24 12 2029
	Recertification Date [Cycle 2]	25 12 2024	Expiry Date [Cycle 2]: 24 12 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.



			<ul style="list-style-type: none"> • 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, Lead Auditor ISO/IEC 17065:2012 2024, MSPO Lead Auditor Course MS2530:2022 2024, ISO 9001:2015 QMS Lead Auditor Course MS2530:2022 in2024, • 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 10.0 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: N3.114629, E113.080593		No of Mandays: 03
3.2.1.	Audit Site Location:			
	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:	13 - 14 11 2024		

3.2.2.	Audit Objectives
---------------	-------------------------



1.	Recertification Audit	The objectives of this Recertification Audit include:
		<ul style="list-style-type: none"> a. The review of previous surveillance audit reports and the performance of the management system over the most recent certification cycle b. 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 c. To assess demonstrated commitment to maintain the effectiveness and improvement of the management system in order to enhance overall performance 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. <p>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.</p>

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"> o Interviews – management & staffs o Observation of process & activities, using checklists. o Review of documentations & records o Site visits, camera evidence o Field inspections
	Assessment Method	<p>Paper</p> <ul style="list-style-type: none"> o Assessing past implementations from records, reports of the management system <p>Practice</p> <ul style="list-style-type: none"> o Assessing current implementation from observing current practices <p>People</p> <ul style="list-style-type: none"> o 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:	SEGAN PLANTATION SDN BHD			Client ID: KRMC27
Address:	N0 255 – 256 (Lot 7853-7854)., Assyakirin Commercial Square, Jalan Sultan Iskandar, 97000 Bintulu Sarawak			
Contact Person:	Position:	Tel No:	Email:	
Ms Jessylin bte Neri	Quality Management Executive	012-862 2594	Jessylin.neri@wagro.com.my	
Malik Bin Ugu	Estate Manager	011 2502 5083	malequgu@gmail.com	
Date of Initial Certification:	25 12 2019	Validity / Expiry Date:	24 12 2024	

1.	Recertification	Cycle Two (02)	No of Man-days:	03
	Note:	Within 4 months prior to Certificate Expiry Date		
	Plan Audit Date:	July 2024	Actual Audit Date:	27 08 2024
	Team Leader:	Maxwell S. Landong	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Peer Reviewer 1:	Haji Yusuf bin Nekmat	Peer Reviewer 2:	Tn Ismadi bin 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
-----------	---------------------------------

Audit Findings Classification			
	Term	Meaning	Description
	YES	Compliance	<ul style="list-style-type: none"> 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)
--	--

No Findings during Surveillance 04 Audit

Table:	Summary of Audit Findings	Audit Stage:	Recertification
No of Findings:	One (1)	Category:	Minor NC



No: 01 Findings Particulars:		
Principle: Four [4]	Criterion 1: Social Impact Assessment	Indicator: 4.4.1.1
Description of Process Requirements:	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	
Description of Objective Evidence:	SIA for Recertification (Cycle 2) has been conducted. However, it does not comply to the SIA guideline and approach for MSPO standard. The estate to conduct SIA in compliance to the new SIA guideline for MSPO standard	
Type of Finding	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]	<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	13 02 2024	
Root Cause & Corrective Actions to be taken and To be completed by Segan PlantationSdn Bhd, Bintulu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		

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] (Indicator 4.4.1.1)		X		
4.2.	Complaints and grievances	X			
4.3.	Commitment to local sustainable development	X			
4.4.	Employees safety & health				
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	0	0	0	0
6.	Best Practices	0	0	0	0
	Total No of Findings	1	1	0	0

4.2.	AUDIT FINDING REPORTS
-------------	------------------------------



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

There was one (1) finding Minor NC during this Recertification Audit (Refer to report under 4. Above)

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
	Respondents:			
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	Malik bin Ungu	830419-13-5581	Employee – Estate Manager
2	Rika Anak Gong	899017-13-6309	Employee – Clerk (since 2018)
3	Andreason Arriel Sadat Ak Thomas	050826 – 13 – 0799	Employee – Field Conductor
4	Cristine Anak Jambong	910519-13-5490	Admin Executive

1. CONSULTATION METHOD

Consultation Technique: 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	All of the four (4) staff are registered employee of SPSB. Their service with Segan Plantation ranged from two (2) months to six 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 with the four (4) staff, all agreed that that there is transparency of information between the organization and the staff and worker. This is enhanced through frequent

			estate visit by the Managing Director and officers from the main office
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 are happy working with the company and treated well
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	All of them 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. All the staff are happy with the treatment given by their employee
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 to their knowledge
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	They are aware about MSPO as all are involved in the documentation and follow-up/update the progress of MSPO requirements of SPSB
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, all the staff are directly involved in the MSPO implementation requirement
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]
	<p>During the interview all the staff respondents responded well and quite well-versed with regards to MSPO requirements. All of them are involved in various capacities. they are involved in the MSPO documentation and updating. They have no complain about their job as the company treated them well. Staff residing at the estate are provided with free housing, electricity and water</p> <p>Verification on the remuneration of staff on salary statement for the month of October 2024, all the staff are paid above the minimum wage.</p>	

NAME OF AUDITOR: Maxwell S. Landong & Robert Ensali

Date: 13 14 2024

B . Workers & Local Community

LIST OF RESPONDENTS			
No	Name	Identity No/Passport [if available]	Relationship to Auditee
1	Laode Rahmat	A1047360	Employee – TKI/Mandor
2	Elisabet Veronika Bessu	-	Employee – TKI/General Worker
3	Maria Chetryna Muna	-	Employee – TKI/General Worker
4	Selvianti	C4259214	Employee – TKI/General Worker
5	Selanjat Anak Usah	710824-13-5205	Landowner/ Tuai Rumah (Village Head) Sg. Segan
6	Lily Anak Peria	870624 - 5206174	Landowner/JKKK Sg Segan longhouse

1. 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)

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	All four (4) workers are registered workers of SPSB . They have worked with SPSB from 1 – 2 years. Two of the female workers are from Timur, while the male and another female workes are from Makassar, Sulawesi



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	<p>All the workers know their base wages and benefits. Any new information that required their attention is conveyed by the estate Manager.</p> <p>The two local community are aware of the estate activities as they occasionally visited the estate office and the Managing Director and estate staff of SPSB are having close rapport with the folks of TR Selanjat Anak Usah of Sg Segan</p>
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	<p>When interviewed, the workers said that they are comfortable living and working at the plantation.</p> <p>The local community are also happy with the new management and have received various assistance from the estate in kind or money.</p>
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. No complaint recorded to date.
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 land issue raised by the local community. The workers also said that, they are not aware of any land issue
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. The workers are happy with the treatment given by the organization
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	None. No environmental issues 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	<p>They can describe their work process according to the work instructions by the staff and understand the risks and precautionary steps to be taken. The workers possessed basic knowledge of MSPO such as safety and health requirement, usage of PPE while at work.</p> <p>The two (2) local community have little knowledge of MSPO as they seldom visit the estate.</p>

I.	Are / Is there any suggestion[s] / request[s] from these stakeholders to the organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	None
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

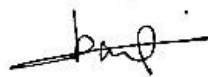
3.	AUDITOR SUMMARY STATEMENT	[Remarks, Comments & Opportunity for Improvements]
	<p>a) The TKI/Foreign Workers are happy with the facilities provided – free housing, water and electricity.</p> <p>b) All the workers are satisfied with their wages and payment is done within scheduled time. Based on payroll summary presented, all the workers’ salary are well above the Minimum Wage Order 2022</p> <p>c) The employee provided the workers with PPEs that are relevant to their work the estate.</p> <p>d) For improvement, it is recommended that, more training provided to the workers, especially on MSPO requirement and that is related to the Safety and health and other work-related subject</p>	

NAME OF AUDITOR: Maxwell S. Landong & Robert Ensali

Date: 13 – 11 – 2024




(Maxwell S. Landong)




(Robert Ensali)

5.	OFFICIAL ACKNOWLEDGEMENT OF ASSESSMENT FINDINGS
----	---

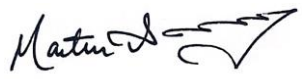
5.1.	Lead Auditor: Summary Statement & Certification Recommendation	
	Summary Statement:	<p>The audit team concludes that the organization had fulfilled and complied with the requirements of the MS 2530-3:2013 standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope, and the organization’s policy and objectives.</p> <p>It is to be noted that site management of the SEGAN PLANTATION SDN BHD Estate is well managed and generally conformed and complied with requirements of the MSPO Standards.</p>
	Certification Recommendation:	<p>The audit team recommends that, MSPO Certification be</p> <p><input type="checkbox"/> MAINTAINED and / or <input checked="" type="checkbox"/> GRANTED to SEGAN PLANTATION SDN BHD</p>
	Name:	Maxwell Stephen Landong
	Date:	26 11 2024

	Signature	
--	-----------	---

5.2.	Management Unit Representative	Acceptance of the Report
	Job Title: Quality Management Executive Name: Jessylin binti Neri	Date: 03 12 2024
	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.	

6.	CERTIFICATION DECISION
-----------	-------------------------------

6.1.	Peer Reviewers	Date of Review: 12 12 2024	<i>Applicable for Initial Certification & Recertification only</i>
	Decision		
	Peer Reviewer 1:	Agreeable to the findings as presented in the external audit report and supporting documents. Support and highly recommended. No issue.	
	Peer Reviewer 2:	Support the recommendation made by the audit team	

6.2.	CDP: Certifier Decision	Name: Martin Kusong	Date: 13 12 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 Segan Plantation Sdn Bhd tunder the Standard MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders.</p>		

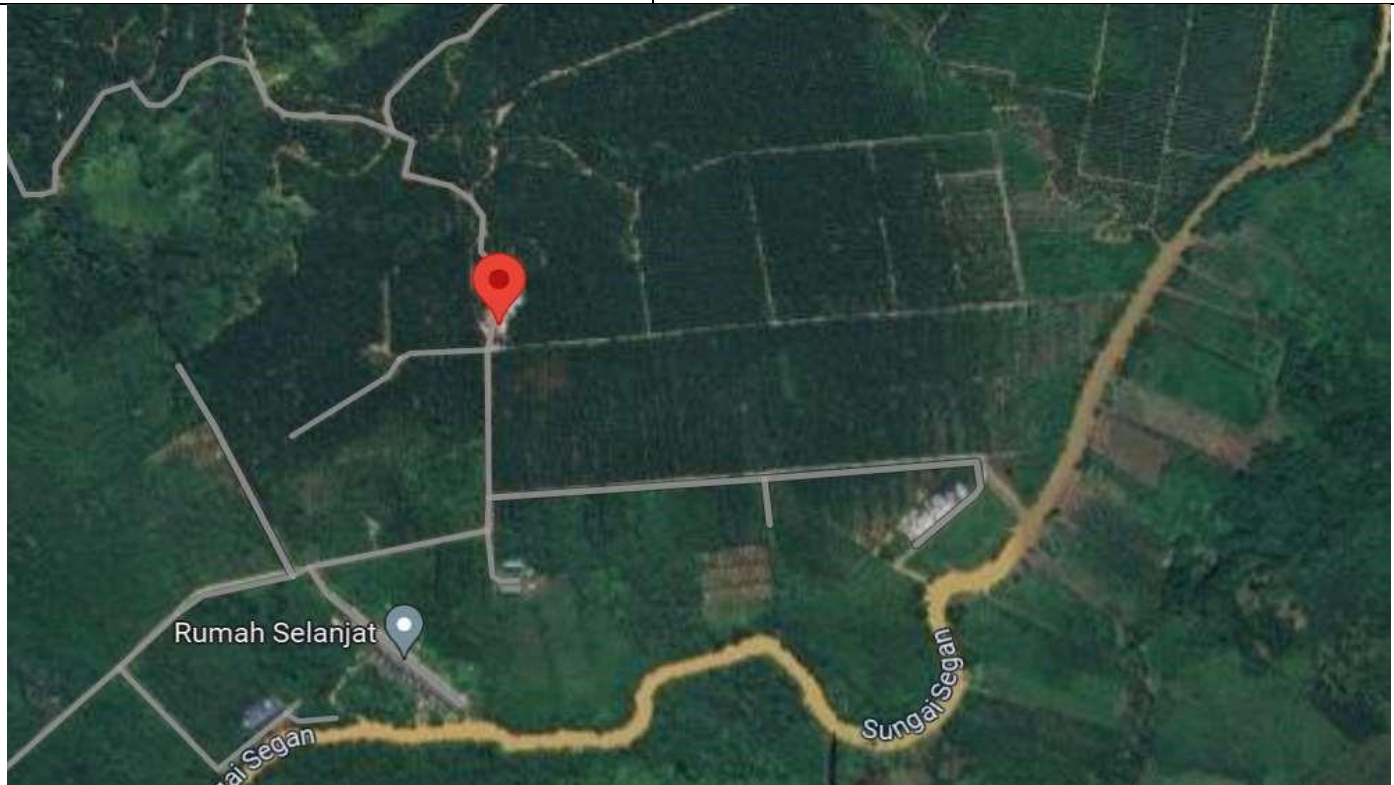
6.3.	Certification Approval by Executive Chairman, KRSB	Date: 14 12 2024
	KRSB Management hereby approved of:	
	<input checked="" type="checkbox"/>	Issuance of the certificate.
	<input type="checkbox"/>	Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.
	<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. Google Location Map	

8.	LIST OF APPENDIX / ATTACHMENTS	
-----------	---------------------------------------	--

A.	Google Location Map	Geo – coordinates: N3.114629, E113.080593
----	---------------------	---



- END OF REPORT -