

MSPO CERTIFICATION AUDIT

PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:

RECERTIFICATION – CYCLE 2

MANAGEMENT UNIT

SARE PLANTATION SDN BHD

OFFICE: NO 43, 1ST FLOOR, JALAN MASJID, 96100 SARIKEI SARAWAK

SITE: ULU SUNGAI SENTEBU, SENTEBU 3KM, JALAN SARE, 96100 SARIKEI

CLIENT ID: KRMC16

SSM REG NO: 783210 - M

REPORT REF: NO: KR160824

INITIAL CERTIFICATION DATE: 01 09 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,
SARAWAK.

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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 |

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 **402.35** Hectares of Certified Area

1.3. ACB [Certification Body]

Previous ACB: UNICERT Certification Sdn Bhd

Current ACB: Kebal Resources Sdn Bhd (since 2023)

Notes: *Sare Plantation 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 Audit on 27 08 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>
	B. Location Map – SARE Plantation Sdn Bhd <i>(Appendix B Page 19)</i>

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

SARE PLANTATION SDN BHD, SARIKEI [SPSB] main office is located at No 43, 1st Floor, Jalan Masjid Lama, 96100 Sarikei Sarawak while the plantation site is located at Ulu Sungai Sentebu, Sentebu 3km, Jalan Sare, 96100 Sarikei Sarawak [Geo-coordinates **N2.078632, E111.466228**]; approximately 14 km from Sarikei Town; accessible by land; about 17 minutes drives using tar-sealed road. The plantation is established in **2006**. Currently, the total Certified Area is **402.35** hectares while total Planted Area is **382.38** hectares; with 6 planting blocks and 49,373 palm stand count. The land topography is flat and undulation (small portion) with soil type mineral soil peat soil

The main activities of **SPSB** are to produce, transport and sale of sustainable fresh fruit bunches [FFB].

At the site **SPSB** currently employ 42 people (comprising seven (7) local staff & workers and thirty-five (35) foreign workers. The estate village comprise the Estate office and worker's quarters.

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 on 27th August 2024, interviews were conducted with stakeholders comprising staff and workers 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) The 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) Public telecommunication coverage is available in the area.
- d) The estate office and worker's quarters have the basic amenities. Electricity supplied by SESCO and treated water supply from JBALB. Solar panels are also used to supply electricity.
- e) Staff and workers are remunerated above minimum Wage Order 2022.
- f) Other benefits include medical and annual bonus and paid home leave for TKI. Medical treatment [for normal ailment] is provided free by the employer
- g) There is no evidence that the estate is processing non-sustainable FFB



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.

2.2.	Name: SARE PLANTATION SDN BHD
2.3.	Site Address Ulu Sungai Sentebu, Sentebu 3km, Jalan Sare, 96100 Sarikei Sarawak

Main Office Address	N0 43, 1 st Floor, Jalan Masjid Lama, 96100 Sarikei Sarawak
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2.3.1.	Headcount:	Office Staffs:	Field Staffs:	Total:
	42	7	35	42

2.3.2.	Date of Establishment:	Land Status:	Topography:	Soil Type
	2006	Owned Land	Flat and undulating (small portion)	Mineral, Peat
2.3.3.	No of Planting Block:	Palm Stand Count:	Age Range of Palm Stand:	Planting Material:
	6	6,600 (SPH)	18 years	<ul style="list-style-type: none"> • AAR Hybrid • GH500 • Felda

2.4.	Management Contact Details			
	Name:	Position:	Tel No:	Email:
1.	Mr Wong Hua Ting	Managing Director	013-8140319	huating1961@gmail.com
2.	Ms Su Si Chieng	Executive	016-8510098	susic91she@gmail.com

2.5.	MPOB License, Scope of Activities	
	MPOB License No: 5390 1100 2000	Expiry Date: 30 04 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 402.35	Planted Area 382.38 Hectares



Mature Area	Immature Area	HCV / Conservation Area	Others
382.38	-	NA	19.97 Hectares

2.7.	Production Volume				Part 2 & Part 3
Item	Actual	2023	Projection	2024	
Planted Area	382.38	Hectares	382.38	Hectares	
FFB Production	13,690	MT	13,757	MT	
Yield Per Hectare	35.15	MT	36.00	MT	

2.8.	MSPO Certificate		Certificate No: KRMC130623
Initial Certification Date:	01 09 2019	Expiry Date:	31 08 2024
Recertification Date [Cycle 2]	06 09 2024	Expiry Date [Cycle 2]:	31 08 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 45001 Lead Auditor Course. MPOB Training Course for Peer Reviewer on Oil Palm Management Certification (2017), MS2530:2013 LA course (2017) Conversant [spoke / written] in BM, English and local Sarawak dialects Technical Reviewer for more than 20 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.	Martin Kusong	Auditor



	Academic & Professional Qualifications	<ul style="list-style-type: none"> Bachelor in Agricultural Science UPM (1990). Corporate Master in Business Administration UNIMAS (2002) 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 45001 Lead Auditor Course, MPOB Training Course for Peer Reviewer on Oil Palm Management Certification Conversant [spoken / written] in BM & English and local Sarawak dialects Qualified Planter with 30 years of experience in oil palm industry as Plantation Manager & Agronomist
		<ul style="list-style-type: none"> Has clocked 83.5 man-days as Trainee Auditor, Auditor, Lead Auditor and undergone various types of audit category from Initial Certification until Recertification
3.	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 2024, 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
	MSPo Auditing Experience	<ul style="list-style-type: none"> Has clocked 3.5 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: N2.078632, E111.466228		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:	27 08 2024		

3.2.2.	Audit Objectives
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1.	Recertification Audit	<p>The objectives of this Recertification Audit include:</p> <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>
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3.2.3.	Assessment Methodology	
		<p>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.</p>
	<p>Information gathering Data collection</p>	<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>



		o Assessing future maintenance from interviewing personnel on understanding & assessing competencies
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3.3.	Audit Programme
3.3.1.	Five Years Audit Program - MSPO Certification

	Contact Information			
	Name of Client:	SARE PLANTATION SDN BHD		Client ID: KRMC16
	Address:			
	Contact Person:	Position:	Tel No:	Email:
	Mr Wong Hua Ting	Managing Director	013-8140319	huating1961@gmail.com
	Ms Su Si Chieng	Executive	016-8510098	susic91she@gmail.com
	Date of Initial Certification:	01 09 2019	Validity / Expiry Date:	31 08 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 B Nekmat	Peer Reviewer 2:	Tn Ismadi B Ismail
	Certifier:	Milton James Adam		

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	<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)
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There were three (3) findings OFI during Surveillance Audit 04

No:	Principle:	Type of Findings:	Criterion:	Indicator:	Closure Status:
1.	4	OFI	4 (Employee Safety & Health)	4.4.4.2 (g)	Closed 06 01 2024
2	4	OFI	4 (Employee Safety & Health)	4.4.4.2 (f)	Closed 08 01 2024



3	4	OFI	4 (Employee Safety & Health)	4.4.6.1	Closed 08 01 2024
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Table:	Summary of Audit Findings	Audit Stage:	Recertification
No of Findings:	One	Category:	Minor NC

No: 01 Findings Particulars:	
Principle: Four [4]	Criterion 4: Employee Safety & Health Indicator: 4.4.4.2 (g)
Description of Process Requirements:	The management shall conduct regular two-way communication with their employees where issues affecting their business.
Description of Objective Evidence:	The last OSH Committee Meeting held on 12 th August 2023, verified by Mr. Tiong Wu Kai found out that no workers' representative was formed. Secondly, since then the committee has not convened the OSH meeting in 2024.
Type of Finding	<input checked="" type="checkbox"/> NC Minor <input 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:	26 11 2024
Root Cause & Corrective Actions to be taken and To be completed by SARE Plantation Sdn Bhd, Sarikei 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]	X			
4.2.	Complaints and grievances	X			
4.3.	Commitment to local sustainable development	X			
4.4.	Employees safety & health {indicator 4.4.4.2 (g)}			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	OFl	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	0	1	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	0	1	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

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	Wong Siew Sing	910907-13-5839	Employee as Estate Supervisor
2	Su Si Chieng	910705-13-5638	Employee as Admin/Account Executive
3			

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 Sare Plantation Sdn Bhd. Both Mr Wong and Madam Su have served the organization for more than 10 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 Su Si Cheng is involved directly with the MSPO documentation while Mr Wong Siew Sing is directly involved in the field operations and workers management



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 and 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 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 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	Both of them have good knowledge & understanding of MSPO as they were 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 as they claimed to settle minor issues among themselves.
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, they are very cooperative in responding to questions asked particularly pertaining to MSPO requirements.</p> <p>The conducive working environment , good salary, and facilities provided attract them to stay longer in the company.</p>

NAME OF AUDITOR:
Maxwell S. Landong and Martin Kusong

Date:
27 08 2024

B. LOCAL & FOREIGN WORKER (TKI)

LIST OF RESPONDENTS			
No	Name	Identity No [if available]	Relationship to Auditee
1	Juti Anak Labu	751231135293	Employee – Local and Driver
2	Adi Soni	E2562564	Employee- Foreign worker, General Worker
3	Sulaiman	C9906712	Employee- Foreign worker, General Worker
4	Juhari Suhaili	C8373034	Employee- Foreign worker, General Worker

4. 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)

5. QUESTIONNAIRES

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 are registered employee of the organization. Juti worked for about 6 years, while the other three workers have worked about 5 years with SPSB
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 all of them mentioned that there is transparency of information between the organization and the workers. The Estate Supervisor frequently communicate with the drivers any new information that the workers need to know in 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 salary and benefits accorded
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 issued 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 and workers
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 SARE Plantation
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 such as 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 suggestions 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]

- All the workers are;
- a) Happy with the facilities provided – free housing, water and electricity.
 - b) Satisfied with their wages received (RM2,000 to RM3,500 monthly). Payment is done within scheduled time.
 - c) Provided with Safety PPEs that are relevant to their work the estate.

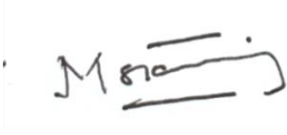
NAME OF AUDITOR: Martin Kusong & Robert Ensali

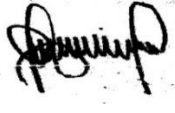
Date: 27 08 2024

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 SARE PLANTATION SDN BHD 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 SARE PLANTATION SDN BHD
	Name:	Maxwell Stephen Landong
	Date:	02 09 2024
	Signature	

5.2.	Management Unit Representative	Acceptance of the Report
	Job Title: <i>Managing Director</i>	Name: <i>Wong Hua Ting</i>
		Date: <i>02 09 2024</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.	

6.	CERTIFICATION DECISION
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6.1.	Peer Reviewers	Date of Review: <i>04 09 2024</i>	<i>Applicable for Initial Certification & Recertification only</i>
	Decision		
	Peer Reviewer 1: MYN	Support and highly recommended. No issue I agree and support the recommendation for certification based on Audit Report documents presented with all criteria and supportive evidence notes.	
	Peer Reviewer 2: ISIS	Overall, I do agree with recommendation made by Lead Auditor	

6.2.	CDP: Certifier Decision	Name: <i>Milton James Adam</i>	Date: <i>05 09 2024</i>
	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 Recertification of SARE Plantation Sdn Bhd tunder the Standard **MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders.**

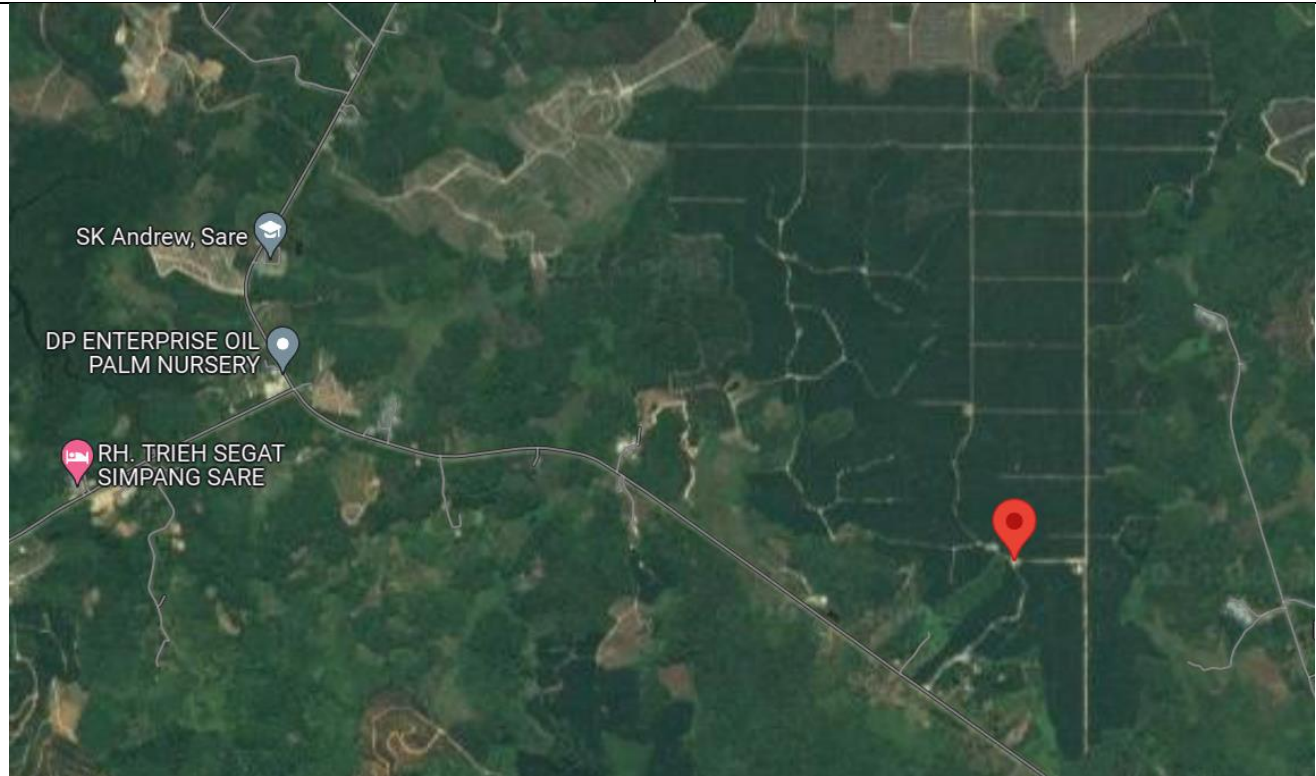
6.3.	Certification Approval by Executive Chairman, KRSB	Date: 05 09 2024
	KRSB Management hereby approved of:	
	<input checked="" type="checkbox"/> Issuance of the certificate.	
	<input type="checkbox"/> Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.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

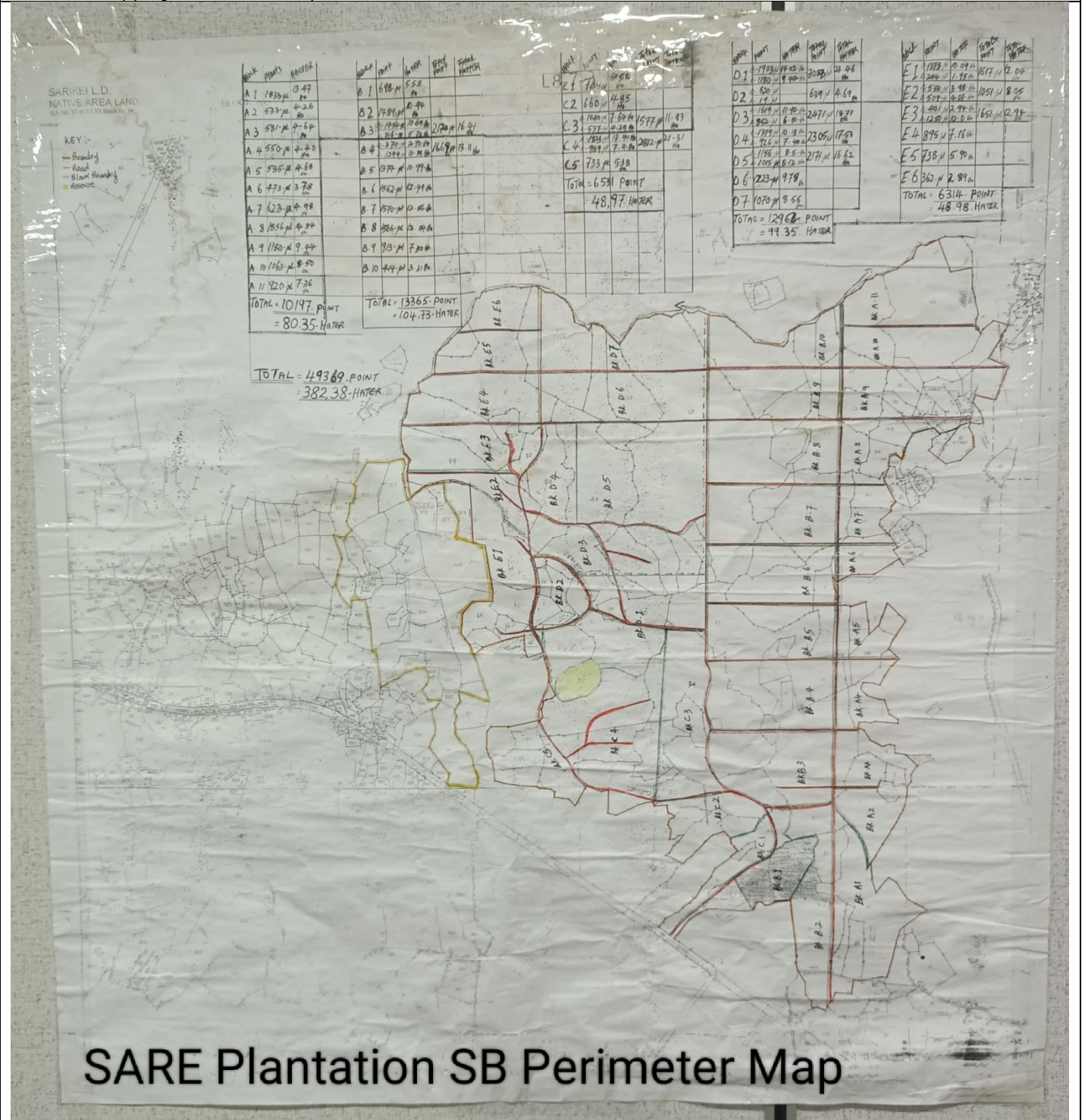
8. LIST OF APPENDIX / ATTACHMENTS

A. Google Location Map

Geo – coordinates: N2.078632, E111.466228



B. Aerial Mapping & Perimeter Map – SARE Plantation Sdn Bhd



- END OF REPORT -