

MSPO CERTIFICATION AUDIT PUBLIC SUMMARY REPORT

MSPO 2530-3:2013

AUDIT TYPE:
RECERTIFICATION AUDIT
(CYCLE 2)

MANAGEMENT UNIT

HAPPY GROWTH SDN BHD

OFFICE: F31, FIRST FLOOR, EMPORIUM NO.9, JALAN TUN JUGAH 93350 KUCHING

SITE: KAMPUNG SAGU, MANUKU LAND DISTRICT SEBUYAU 94580 SAMARAHAN,
SARAWAK

CLIENT ID: KRMC25

SSM REG NO: 107727- T

-REPORT REF: NO: KRMC251224

INITIAL CERTIFICATION DATE: 25 12 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

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 including planting, harvesting and delivery of fresh bunches (FFB) from 322.30 hectares Certified Area

1.3.	ACB [Certification Body]	
	Previous ACB:	Kebal Resources Sdn Bhd (Kebal)
	Current ACB:	Kebal Resources Sdn Bhd (since 2023)
	Notes: <i>Happy Growth Sdn Bhd (HGSB) had been MSPO Certified under [MSPO 2530-3:2013 Part 3 since 25 12 2019] HGSB was Kebal;s first MSPO client certified in 22 06 2023.</i>	

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

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

1.6.	Map Geographical Location	
	A. Google Location Map, Geo Coordinates: <i>(Appendix A Page 16)</i>	
	B. Location Map Perimeter Map – HGSB <i>(Appendix B Page 16)</i>	

2. MANAGEMENT UNIT

2.1.	Introduction
	This is Recertification (cycle 2) Audit and the Scope is Individual Certification of Happy Growth Sdn Bhd [HGSB] under the standards MSPO-3:2013 General Principles for Oil Palm Plantation and Organized smallholders. HGSB main office is located F31, Frist Floor, EMPORIUM No.9, Jalan Tun Jugah, 93350 Kuching, Sarawak . while the plantation site is located at Kampung Sagu, Manuku Land District Sebuyau 94580 Samarahan, Sarawak [Geo-coordinates N1.265359, E110.553099]; approximately 105 KM from Kuching City; accessible by land; about 2 hours driving journey using Kuching – Sebuyau coastal road,

The main activities of **HGSB** are to produce, transport and sale of sustainable fresh fruit bunches [FFB]. Main resources and amenities are located in the Plantation office premise. Staff and worker's housing are also sited within the vicinity of the office premises. **HGSB** currently employs 25 people.

The assessment method used in this audit follows the principle of three (3) Ps (paper, practice and people). Assessments were done at the Plantation Office and field sites.

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

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

Other findings during the audit are the following:

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

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

2.2.	Name: HAPPY GROWTH SDN BHD
2.3.	Site Address F31, First Floor, EMPORIUM No.9, Jalan Tun Jugah, 93350 Kuching, Sarawak.
	Main Office Address Kampung Sagu, Manuku Land Direct Sebuyau, 93350 Kuching, Sarawak

2.3.1.	Headcount:	Office Staff:	Field Workers:	Total:
	25	4	21	25
2.3.2.	Date of Establishment:	Land Status:	Topography:	Soil Type
	2009	Rental	Flat	Peat
2.3.3.	No of Planting Block:	Palm Stand Count:	Age Range of Palm Stand:	Planting Material:
	32	47,760	14 - 15 years	FELDA & AAR Hybrids

2.4.	Management Contact Details			
	Name:	Position:	Tel No:	Email:
1.	Lee Tiang Hee	Managing Director	012-2873002	happygrowth7727@gmail.com
2.	Ignatius Then	MSPO Coordinator	011 59805001	Ignatiusthen8888@gmail.com

2.5.	MPOB License, Scope of Activities	
	MPOB License No: 616502002000	Expiry Date: 31 05 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 322.30 Hectares		Planted Area 321.30 Hectares		
	Mature Area	Immature Area	HCV / Conservation Area	Others	
	321.30	-	NA	1.00 Hectares	

2.7.	Production Volume				Part 2 & Part 3
	Item	Actual	2023	Projection	2024
	Planted Area	321.30	Hectares	321.30	Hectares
	FFB Production	7628.22	MT	8,000	MT
	Yield Per Hectare	23.74	MT	24.30	MT

2.8.	MSPO Certificate		Certificate No: KRMC251223
	Initial Certification Date: 25 12 2019	Expiry Date:	24 12 2024
	Recertification (Cycle 2) 25.12.2024		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. Conversant [spoke / written] in BM, English and local Sarawak dialects

		<ul style="list-style-type: none"> 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 in 2024, MSPO Lead Auditor Course MS2530:2022 2024, ISO 9001:2015 QMS Lead Auditor Course MS2530:2022 in 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, Area Manager & Plantation Controller
	MSPO Auditing Experience	<ul style="list-style-type: none"> Has clocked 13.5 man-days as Trainee Auditor Has performed as a Trainee Auditor auditing onsite (plantation) on – Surveillance Audit, Recertification Cycle 2

3.2.	Audit Plan	Geo-Coordinates: N1.265359, E110.553099		No of Mandays: 03
3.2.1.	Audit Site Location:	Kampung Sagu, Manuku Land District Sebuyau 94580 Samarahan, 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:	16 – 17 12 2024		

3.2.2.	Audit Objectives	
1.	Recertification (cycle 2)	The objectives of this Recertification (Cycle 2) Audit include:
		<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

		<p>performance</p> <p>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> <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].</p> <p>Note: Stage 1 Audit is not required in this Recertification.</p>
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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"> 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	<ul style="list-style-type: none"> o Paper - Assessing past implementations from records, reports of the management system o Practice - Assessing current implementation from observing current practices o People - 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:	HAPPY GROWTH SDN BHD		Client ID: KRMC25
	Address:	F31, First Floor, EMPORIUM 9, Jalan Tun Jugah, 93350 Samarahan, Sarawak.		
	Contact Person:	Position:	Tel No:	Email:
	Lee Tiang Hee	Managing Director	012 2873002	happygrowth7727@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:	October 2024	Actual Audit Date:	16 – 17 12 2024
	Team Leader:	Maxwell S. Landong	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Peer Reviewer:	Haji Yusuf bin Nekmat		
	Certifier:	Martin Kusong		



2.	Surveillance Audit 1		No of Mandays:	03
	Note:	Not more than 12 months after Recertification		
	Plan Audit Date:	September 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:	August 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	o Fulfilled requirement of audited standard
	OFI	Opportunity for improvements	o Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
	NO (minor NC)	Minor non conformity	o 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	o 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 (ANNUAL SURVEILLANCE AUDIT 04)

FOUR FINDINGS – Three (3) NC Minor & One (1) OFI

Table:	Summary of Audit Findings	Audit Stage:	ASA 04
No of Findings:		Category:	
01	Management Review not conducted. It is planned to be conducted in December 2023	NC - Minor	Closed out
02	List of stakeholders sighted is not complete.	OFI	Closed out
03	OSH committee meeting was not conducted. Set up a new organisation chart for HGSB following the splitting from Noble Millennium Sdn Bhd	NC - Minor	Closed out
04	There is Annual Training Programme for 2023 sighted but no training need analysis (TNA) prepared.	NC - Minor	Closed out

RECERTIFICATION AUDIT (Cycle 2)

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

No: 01 Findings Particulars:		
Principle: One [1]	Criterion 3: Management Review	Indicator: 4.1.3.1
Description of Process Requirements:	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.	
Description of Objective Evidence:	It was noted that the Management Review Meeting only discussed on the Internal Audit Findings. Suggested that the agenda of the meeting should include at least: <ul style="list-style-type: none"> a) Audit Findings Report b) Decision on changes, if any c) Improvement Plan and timeline for implementation d) Estate plan and FFB production as against budget 	
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:	16 03 2025	
Root Cause & Corrective Actions to be taken and to be completed by Happy Growth Sdn Bhd, Lundu Sarawak		
Root Cause Analysis:		
Corrective Actions to be taken:		



No: 02 Findings Particulars:		
Principle: Four [1]	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:	HGSB has appointed a consultant to carry out the SIA for Recertification (Cycle 2) The preparation of Social Impact Assessment (SIA) is in the stage of data collection	
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:	16 03 2025	
Root Cause & Corrective Actions to be taken and to be completed by Happy Growth Sdn Bhd, Lundu 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 (Indicator 4.1.3.1)		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.	Employee's safety & health	X			
4.5.	Employment conditions	X			



4.6.	Training and competency				
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services				
5.1.	Environmental Plan	X			
5.2.	Efficiency of Energy Use and Use of Renewable Energy	X			
5.3.	Waste Management & Disposal	X			
5.4.	Reduction of pollution and emission	X			
5.5.	Natural water resources	X			
5.6.	Status of rare, threatened or endangered species and high biodiversity value area	X			
5.7.	Zero Burning Practices	X			
6.	Best Practices				
6.1	Site Management	X			
6.2	Economic and financial viability plan	X			
6.3	Transparent and fair price dealing	X			
6.4	Contractor	X			

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

4.2.	AUDIT FINDING REPORTS
4.2.1.	NC: Non-Conformance: Major & Minor

	Table:	Summary of Audit Findings	Audit Stage: Recertification (Cycle 2)
	No of Findings:	Two (2)	Category: 1 Minor NC, 1 OFI
	Refer to report in Item 4 above – Recertification		
4.3.	SUMMARY: STAKEHOLDERS CONSULTATION REPORT <i>(Applicable for Initial Certification & Recertification Only)</i>		
A.	Category of Respondents:	<input type="checkbox"/> Employees/Workers	<input type="checkbox"/> Communities <input type="checkbox"/> Other Stakeholders
B.	Consultation Method:	<input 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	Mr Ngu Cheng Hui	700318-13-5317	Employee - Plantation Manager (2 years)
2	Mr Jonathan Anak Banten	800606-13-6275	Employee - Estate Supervisor (7 years)
3	Mr Albert Anak Merikan	851128-13-6165	Employee- Mandor (7 years)
4	Madam Lourytina Anak Vacrelex	880214-13-5110	Employee - Weighbridge Clerk (2 years)

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. QUESTIONNAIRES

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 staff are registered employee of HGSB. Their service with Segan Plantation ranged from two (2) years to seven 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 of them stated that there is transparency of information between the organization and the staff and worker. This is enhanced through frequent estate visit by the Director and MSPO Coordinator 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 have no complain 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 (to their knowledge) 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 HPSB
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]

During the interview all the staff noted to have sufficient knowledge 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. The Plantation Manager resided at the estate and provided with free housing, electricity and water. The other staff commute daily as their houses are not far from the plantation

Verification on the remuneration of staff is through salary statement for the month of November 2024. It showed that all the staff are paid above the minimum wage.

NAME OF AUDITOR: Maxwell S. Landong & Robert Ensali

Date: 16 12 2024

B . Workers & Local Community

LIST OF RESPONDENTS			
No	Name	Identity No/Passport [if available]	Relationship to Auditee
1	Gawam Puji Santoso	C9049216	TKI – General Worker/Mandor (Have worked with HGSB for more than 4 years)
2	Ardi Jamaludin	E0998737	TKI – General Worker
3	Hamzah Maspida	C9833264	TKI – General Worker
4	Sasmiasi (F)	C7944112	TKI – General Worker
5	Suripto	C8371196	TKI – General Worker
6			

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. QUESTIONNAIRES

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 five (5) workers are registered workers of HGSB. They have worked with HGSB more than 1 year.
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	All the workers know their base wages and benefits. Any new information that required their attention is conveyed by the Plantation Manager or Estate Supervisor.
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	When interviewed, the workers said that they are comfortable living and working at the plantation. Their employer treated them 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. 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	The workers said that, they are not aware of any land issue raised by the local community
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	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.
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]
	a) The TKI/Foreign Workers are happy with the facilities provided – free housing, water and electricity. 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 c) The workers were provided by the employer with PPEs that are relevant to their work the estate. d) For knowledge advancement, 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	

NAME OF AUDITOR: Maxwell S. Landong & Robert Ensali


Date: 16 – 12 – 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 Happy Growth Sdn Bhd is well managed and generally conformed and complied with requirements of the MSPO Standards.</p>
	Certification Recommendation:	<p>The audit team recommends that, MSPO Recertification be</p> <p style="text-align: center;"><input type="checkbox"/> MAINTAINED and / or <input checked="" type="checkbox"/> GRANTED to HAPPY GROWTH SDN BHD</p>
	Name:	Date: 26 12 2024
	Signature	



5.2.	Management Unit Representative	Acceptance of the Report
	Job Title: MSPO Coordinator	Name: Ignatius Then Kim Pheng
		Date: 27 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 Decision	Date of Review: 28 12 2024	Applicable for Initial Certification & Recertification only
	Peer Reviewer 1:		

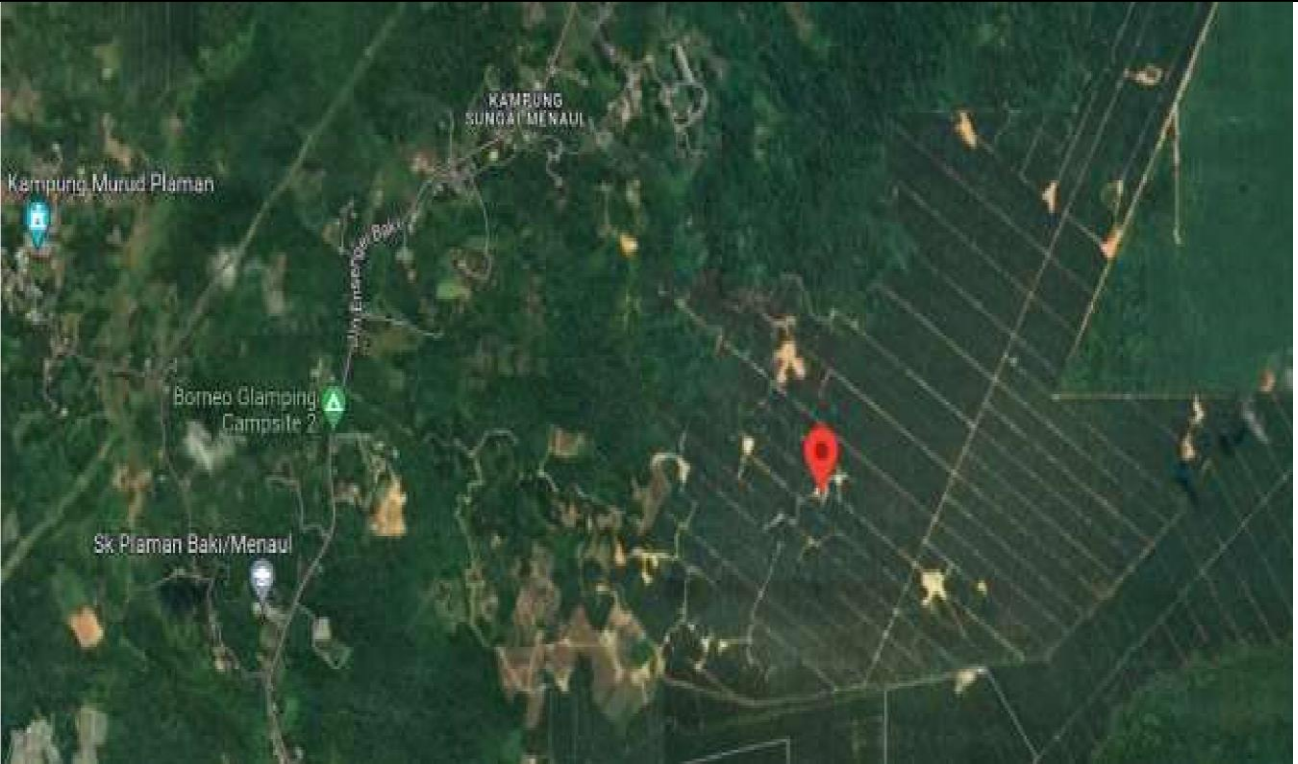
6.2.	CDP: Certifier Decision	Name: Martin Kusong	Date: 30 12 2024
	I confirm that I have examined thoroughly all contents of the Report in its' entirety. To the best of my knowledge the information and conclusions included in this report have been prepared in compliance with and fulfilled the Standard's requirements; and done in good faith and that the Lead Auditor recommendations had been based upon these informations.		
	I, hereby confirm the Surveillance Audit 03 of Happy Growth Sdn Bhd under the Standard MSPO MS2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders .		
			

6.3.	Certification Approval by Executive Chairman, KRSB	Date: 30 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. Geo – coordinates: N1.265359, E 110.553099
- B. Aerial, Block and Perimeter Map

A. Google Location Map	Geo – coordinates: N1.265359, E 110.553099
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B. Aerial, Block and Perimeter Map –



3.2.3-02 HGSB Estate
Legal Perimeter Map I

- END OF REPORT -