

MSPO2530-3-1:2022

**MSPO CERTIFICATION AUDIT
DETAILED REPORT**

INITIAL CERTIFICATION – STAGE 2

SURVEILLANCE YEAR 01 CYCLE 2

SURVEILLANCE YEAR 02

SURVEILLANCE YEAR 03

SURVEILLANCE YEAR 04

RECERTIFICATION

ADA TENAGA SDN BHD, [ATSB]

Main Office Address:

Wisma Sri Minyak, No.31, Lorong Dr. Wong Soon Kai 7, 96000 Sibu, Sarawak.

CERTIFICATION BODY:

ACB 064



KEBAL Resources Sdn Bhd

Sublot 7, No. 387, Lot 17821, 2nd Floor, Star Point Angle
Commercial Centre, Jalan Stutong, 93350, Kuching, Sarawak

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1. DETAIL OF CERTIFICATION ASSESSMENT

1.1	Type of Certification Assessment		
	<input type="checkbox"/> Initial Certification	<input checked="" type="checkbox"/> Surveillance Year 01 Cycle 2	<input type="checkbox"/> Surveillance Year 02
	<input type="checkbox"/> Surveillance Year 03	<input type="checkbox"/> Surveillance Year 04	<input type="checkbox"/> Recertification Cycle 2

1.2	Scope of MSPO Certification		
Scope of Certification:	Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from the certified area of 287.01 hectares		
No. of Plantation:	One (1)	Planted Hectare:	274.69

1.3	MSPO Standard		
	<input type="checkbox"/> MS2350-2: 2022; Malaysian Sustainable Palm Oil [MSPO] Part 2-2: General Principles for Organized Smallholders [less than 40.46 hectares]	<input checked="" type="checkbox"/> MS2350-3-1:2022; Malaysian Sustainable Palm Oil [MSPO] Part 3-1: General Principles for Oil Palm Plantations [40.46 hectares to 500 hectares]	<input type="checkbox"/> MS2350-4:2022; Malaysian Sustainable Palm Oil [MSPO] Part 4: General Principles for Palm Oil Mill / Palm Oil for Processing Facilities / Dealers

Report Ref. No.:	KRMC150825		
Audit Stage:	<input type="checkbox"/> Initial Certification Stage 2	<input checked="" type="checkbox"/> Surveillance 1 cycle 2	<input type="checkbox"/> Recertification Cycle 2
Type of Certification:	<input checked="" type="checkbox"/> Individual Certification	<input type="checkbox"/> Group Certification	No of Sampled Sites: NA
Risk Category:	Low Risk (1.0)	Risk factor (multiplier) had been conducted following established Quality Procedure of Kebal Resources Sdn Bhd, KRSB/MSPO/ M17 Risk Management and MSPO Certification Scheme Document (Ver.2) 2023. The estate is relatively homogeneous in terrains, soil type, palm age, experienced & skilled manager and no history of major non-conformance in the previous audit.	

1.4 Boundary Map showing Geological Location and Close-up of Management Unit with Geographical coordinates

1.4.1 ADA TENAGA SDN BHD

Geological Location: 2.350347 N 112.084809 E



Close – up of village site





2. DETAIL OF THE MANAGEMENT UNIT

2.1	Management Unit:	Ada Tenaga Sdn Bhd [ATSB]	ID No. / Reg No:	KRMC15 / 342300 - K
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2.2	Site Address:	25½ Mile, Ulu Oya Road, Lot 1690, Pasai Siong Land District, 96000 Sibul, Sarawak
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2.3	Management & Contact Person's Details	Name:	Mobile No.:	Position:	Email Address:
		Johnson Tiu Siew Hua	014 888 4555	Director	adatenaga@smtgroup.com.my
		Cecelia Ting	011 2686 9725	Executive	adatenaga@smtgroup.com.my
		Ling Li Jia	011 5857 8566	Admin Assistant	adatenaga@smtgroup.com.my

2.4	MPOB Licence	Licence No.:	Scope of Activity:	Expiry Date:
		5411 4300 2000	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	31 07 2026

2.5	Certified Area & Planted Area including Mature & Immature Area and HCV OR Conservation Area (for Part 2 & 3 and Part 4)				
	Certified Area		Planted Area		HCV/Conservation Area
	Mature (Ha)	Immature (Ha)	Mature (Ha)	Immature (Ha)	Ha
	274.69	0.0	274.69	0.0	12.32

2.6	Summary of Total Production in Metric Tonne (MT)				
	a)	For Part 2 & Part 3: Estimated and Actual tonnage of Annual FFB Production for Year 2024			
		Actual FFB (MT):	4,291.45 (7.29%) against estimate	Estimated FFB (MT):	4,000 mt
	b)	For Part 4.1 Estimated and Actual tonnage of Annual FFB Processed, CPO & PK Production (For Palm Oil Mill)			
		Products:	Year: 2024 Actual (MT):	Year: 2024 Estimated (MT):	
		FFB Processed	NA	NA	
		Crude Palm Oil	NA	NA	
	Palm Kernel	NA	NA		

2.7	MSPO Certificate Issuance & Validity Date	MSPO Certificate No:		KRMC150923
		Issuance Date:	18 09 2025	Validity Date:

2.8	Other Sustainability Certification held by the Management Unit			
	<input type="checkbox"/> ISO 9001	<input type="checkbox"/> EMS 14001	<input type="checkbox"/> ISO 45001	<input type="checkbox"/> ISO 22001
	<input type="checkbox"/> HACCP	<input type="checkbox"/> RSPO	<input type="checkbox"/> ISCC	<input type="checkbox"/> SCCS



3. ASSESSMENT PROCESS

3.1	Certification Body	Kebal Resources Sdn Bhd	Accreditation No. / Reg No.:	ACB 064 / 1398498 - T
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3.1.1	Audit Team Members
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Martin Kusong	Lead Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none"> Bac in Agric. Sc. UPM (1990), Corporate MBA UNIMAS (2002) Successfully completed Lead Auditor Course: <ul style="list-style-type: none"> ✓ MSPO MS2530:2013 & MS2530:2022 in October 2017 & March 2024 respectively. ✓ IMS ISO9001 QMS, ISO14001 EMS & ISO45001 OSHMS in April 2022 ✓ ISO/IEC 17065:2012 in January 2024 ✓ Exemplar Global Certified ISO 9001:2015 QMS in May 2024 ✓ Best Practice in Social Impact Assessment (MASIA), 2022.
MSPO Auditing Experience	<ul style="list-style-type: none"> Clocked 111.0 man-days as Trainee Auditor, Auditor & Lead Auditor Performed onsite (plantations and mills) auditing from Initial Certification, Surveillance and Recertification Qualified Planter & Agronomist for more than 30 years of experience in oil palm industry as Plantation Manager, Agronomist, Sustainability Manager [both in private sector & Government [Public] Statutory Body [SALCRA]
Siti Baizura Abdul Aziz	Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none"> Diploma in Planting Industry Management 2009, Universiti Teknologi Mara, Kota Samarahan BSc. Plantation Technology and Management Universiti Teknologi Mara, Kota Samarahan Sarawak (2011) Successfully completed the following course: <ul style="list-style-type: none"> ✓ Lead Auditor IMS Exemplar Global Certified on 10 – 14 June 2024 by The Best Solution ✓ MSPO MS 2530:2022 Lead Auditor Course on 13 – 17 May 2024 by NIOSH Certification ✓ SA8000 Introduction and Basic Auditor through zoom online on 4 – 8 April 2022 ✓ ISO 9001:2015 CQI/IRCA 15 – 19 May 2023 by SGS UK ✓ MSPO Endorsed Training Provider Trainer Course for MS2530:2022 on 6 – 8 March 2024 by MSPO ✓ Workshop on Social Impact Assessment – Methodology & Practice by Malaysian Association of Social Impact Assessment (MASIA) on 19 – 20 February 2024 ✓ HRD Corp Accredited Trainer effective from 08 – 08 – 2024 to 08 – 08 – 2027
MSPO Auditing Experience	<ul style="list-style-type: none"> Clocked > 500 man-days as Lead Auditor, Auditor and Auditor In – Training since 2019 Performed onsite (plantation & palm oil mill) auditing on surveillance and recertification Has 7 – year experience in Oil Palm Management About 7 years involvement in various disciplines with MSPO as freelance auditor and trainer.



3.1.2 Peer Reviewer Names

Peer Reviewers Decision	Date of Review: 00 00 0000	<i>Applicable for Initial Certification & Recertification only</i>
Peer Reviewer 1:		
Peer Reviewer 2:		

3.2 Audit Plan

3.2.1 Audit Dates, Site(s) visited, Total No. of Man-days spent based on the Sampling Formula (for Group Certification)

Site* Visited	Date	Total Number of Man-day
Ada Tenaga Sdn Bhd	28 th & 29 th August 2025	Three (3)
*Sampling Formula:	For this assessment, it is not applicable to use the formula for calculating the sample size of the audit: $[S = (\sqrt{n}) \times (r)]$ where s = sample size, r = risk factor (multiplier), n = number of the group members] as the estate is under individual entity .	

3.3 Audit Programme

3.3.1 Proposed Dates of next Surveillance Audit and Information on Management Units to be audited in 5 – Year Cycle

1.	Surveillance	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after Recertification		
	Plan Audit Date:	August 2025	Actual Audit Date:	28 & 29 08 2025
	Team Leader:	Martin Kusong	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	Maxwell S. Landong		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Surveillance 1	<input type="checkbox"/> RC Surveillance	

2.	Surveillance	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after Surveillance Audit 1		
	Plan Audit Date:	August 2026	Actual Audit Date:	00 & 00 0 2026
	Team Leader:	TBD	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBD		
	Remarks:	Extension duration		
	Audit Stage:	<input checked="" type="checkbox"/> Surveillance 2	<input type="checkbox"/> RC Surveillance	



3.	Surveillance	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after Surveillance Audit 2		
	Plan Audit Date:	August 2027	Actual Audit Date:	00 & 00 0 2027
	Team Leader:	TBD	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBD		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Surveillance 3		

4.	Surveillance	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after Surveillance Audit 3		
	Plan Audit Date:	July 2028	Actual Audit Date:	00 & 00 0 2028
	Team Leader:	TBD	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBD		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Surveillance 4		

5.	Recertification	Cycle 3	No of Mandays:	03
	Note:	* Within 4 months before the expiry of certification date		
	Plan Audit Date:	July 2029	Actual Audit Date:	00 & 00 0 2029
	Team Leader:	TBD	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBD	Peer Reviewer:	TBD
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Recertification Cycle 3		

4. SUMMARY OF AUDIT RESULTS

4.1 Audit Findings against all applicable MSPO Standard Principles, Criteria and Indicators

Principle	Requirements	YES	OFI	NC Minor	NC Major	Remark Criterion / Indicator
<i>Findings: Type letter X OR X on the appropriate box</i>						
1.	Management Commitment & Responsibility					
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy		X			C1 / 4.1.1.2
1.2.	New Planting	X				
1.3.	Existing Site Management		X			C3 / 4.1.3.5
1.4.	Replanting			X		C4 / 4.1.4.1
1.5.	Training and Competency		X			C5 / 4.1.5.2
1.6.	Economic and Financial Viability Plan	X				
1.7.	Commitment to Contribute to Local Sustainability development	X				
1.8.	Complaints and Grievances	X				



1.9.	Internal Audit	X				
1.10.	Management Review	X				
2.	Transparency					
2.1.	Communication and Consultation	X				
2.2.	Traceability	X				
2.3.	Transparent and Fair Price Dealing	X				
2.4.	Ethical Conduct	X				
3.	Compliance with Legal and Other Requirements					
3.1.	Regulatory Requirements	X				
3.2.	Right to use Land	X				
3.3.	Native Customary Rights	X				
4.	Responsibility to Social, Health, Safety & Employment Conditions					
4.1.	Social Impact Assessment [SIA]	X				
4.2.	Employee's Safety and Health			X		C2 / 4.4.2.3
4.3.	Employment Conditions	X				
4.4.	Living Conditions	X				
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services					
5.1.	Environmental Management	X				
5.2.	Efficiency of Energy Use and Use of Renewable Energy	X				
5.3.	Waste Management and Disposal	X				
5.4.	GHG Emission	X				
5.5.	Water Resources	X				
5.6.	Environmental Conservation and Protection	X				
5.7.	Zero Burning Practices	X				
	Total Nonconformities & OFI: 5		3	2	-	

4.2 Lead Auditor's Summary and Recommendation for Certification

Summary Statement:	The audit teams conclude that the organization had fulfilled and complied with the requirements of the MS 2530-3-1:2022 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 sites management of the audited plantation is well managed and generally conformed and complied with the requirements of MSPO Standards.
Recommendation for Certification:	The audit team recommends that MSPO Certification for Annual Surveillance Audit 1 Cycle 2 be <input checked="" type="checkbox"/> MAINTAINED to ADA TENAGA SDN BHD.


4.3 **Details of:**


4.3.1 **Major and Minor Nonconformities and status including Root Cause Analysis and Corrective Action**

A. MAJOR NONCONFORMITIES

	Principle 0: Criterion 0: Indicator:	No findings
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B. MINOR NONCONFORMITIES


 Audit Findings Report No. 03.docx	Principle 1: Criterion 4: Indicator:	Management Commitment and Responsibility Replanting 4.1.4.1
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 Audit Findings Report No. 05.docx	Principle 4: Criterion 2: Indicator:	Responsibility to Social, Health, Safety and Employment Conditions Employee's Safety and Health 4.4.2.3
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4.3.2 **Opportunities for Improvement (OFI)**

 Audit Findings Report No. 01.docx	Principle 1: Criterion 1: Indicator:	Management Commitment and Responsibility Malaysian Sustainable Palm Oil Policy 4.1.1.2
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 Audit Findings Report No. 02.docx	Principle 1: Criterion 3: Indicator:	Management Commitment and Responsibility Existing Site Management 4.1.3.5
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 Audit Findings Report No. 04.docx	Principle 1: Criterion 5: Indicator:	Management Commitment and Responsibility Training and Competency 4.1.5.2
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4.3.3 **Issues raised during stakeholder consultation, responses by certified entities and auditors' conclusion**

I.	Issues Raised:	The following are the issues being discussed: No issues raised
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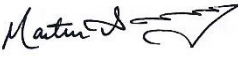
II.	Responses by certified entity:	<ul style="list-style-type: none"> • Matters arising from the interview are brought up during the Audit Closing Meeting. • The management unit is pleased and grateful to hear commendable remarks
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III.	Auditors' conclusion:	<ul style="list-style-type: none"> • Five (5) respondents turned up for an interview, each comprising two (2) foreign and local workers and one (1) staff. Reasonable feedback given. • The level of transparency on information from the management to the stakeholders is adequately satisfactory • No land dispute against the company. • No alarming social issues. They (employees) are satisfied with the living conditions; work environment and the wages are within the Minimum Wage Order 2024. The price mechanism offered to workers is based on a piece rate or contract rate which is productivity based. • On the environmental issue, they are aware of and in compliance with the environmental quality policy that the estate practices.
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IV.	Details of the Survey are attached:	
	Employees (Staff & Workers) Local Communities and Landowners of Neighbouring Estate	
	 Stakeholders' Consultation Report	

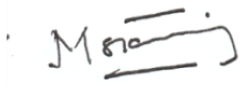
5. OFFICIAL ACKNOWLEDGEMENT OF THE ASSESSMENT FINDINGS

5.1	Signature of the Lead Auditor with Date
The undersigned, being the Lead Auditor, declared to have led the audit team to conduct the Surveillance Audit 1 Cycle 2 with full of integrity and care to derive on accurate findings.	

Name of Lead Auditor:	Signature:	Date:
Martin Kusong		10 09 2025

5.2	Signature of the Management Unit Representative with Date		
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.			
Name:	Position:	Signature:	Date:
Ling Li Jia	Administrative Assistant		11 09 2025



6.	CERTIFICATION DECISION		
6.1.	CDP: Certifier Decision	Name: Maxwell S. Landong	Date: 12 09 2025
	<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 this information.</p> <p>I, hereby confirm the certification of Ada Tenaga Sdn Bhd under the Standard MSPO MS2530-3-1:2022 General Principles for Oil Palm Plantations [40.46 ha. to 500 ha]</p> 		

- END OF REPORT PART 3-1 -