

MSPO2530-3-2:2022

CERTIFICATION PUBLIC SUMMARY REPORT

- INITIAL CERTIFICATION – STAGE 2
 - SURVEILLANCE YEAR 01
 - SURVEILLANCE YEAR 02
 - SURVEILLANCE YEAR 03
 - SURVEILLANCE YEAR 04
 - RECERTIFICATION CYCLE 2**
-

GEMILANG BUMIMAS SDN BHD

Main Office Address:

Lot 39, No.449, 2nd Floor, Heights Drive Commercial Centre, Jalan Stutong, 93350 Kuching, 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 type="checkbox"/> RC Surveillance Year 01	<input type="checkbox"/> Surveillance Year 02
<input type="checkbox"/> Surveillance Year 03	<input type="checkbox"/> Surveillance Year 04	<input checked="" 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 684.20 hectares		
No. of Plantation:	One (1)	Planted Hectare:	684.20

1.3 MSPO Standard used for Assessment

<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"/> MS2350-3-2:2022; Malaysian Sustainable Palm Oil [MSPO] Part 3-2: General Principles for Oil Palm Plantations [more than 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
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Report Ref. No.:	KRMC130625		
Audit Stage:	<input type="checkbox"/> Initial Certification Stage 2	<input type="checkbox"/> Surveillance (1, 2, 3, or 4)	<input checked="" 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, KRMB/MSPO/ M17 Risk Management and MSPO Certification Scheme Document 2023. The estate is relatively homogeneous in terrains, soil type, palm age, experienced & skilled manager & Supervisors & workers. There no history of major non-conformance in the previous audit.	
This Recertification Audit	The Recertification Audit for Gemilang Bumimas Sdn Bhd-Co Sdn Bhd has been extended due to incomplete document on migration to the revised standard MS2530:2022 Subsequent to the client request KRMB has requested for the extension of MSPO Certificate. The extension was approved by MSPO. (refer eMSPO)		

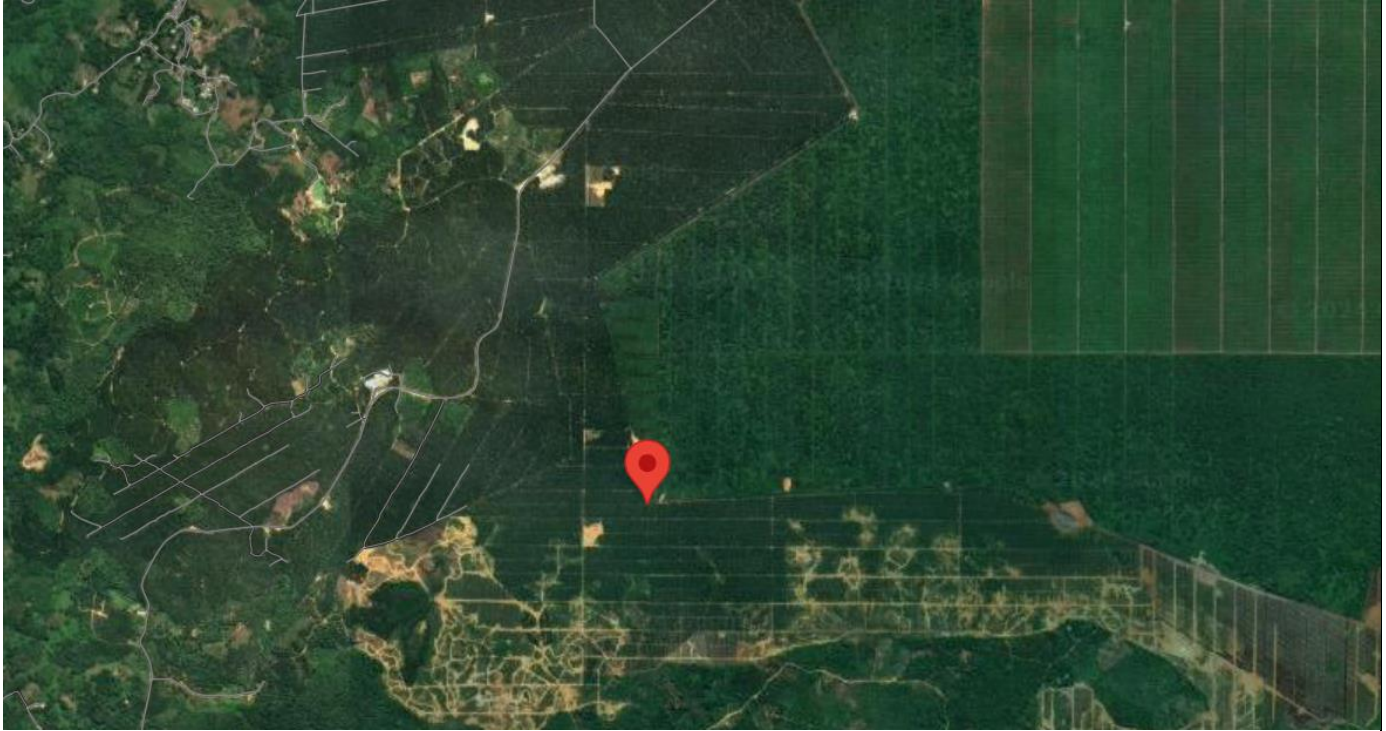


1.4 Boundary Map showing Geological Location and Legal Perimeter and Block Boundary Map – Gemilang Bumimas Sdn Bhd Sdn Bhd

1.4.1 Gemilang Bumimas Sdn Bhd Sdn Bhd

COORDINATES: N1.228639,E110.559139

Geological Location



Legal Perimeter and Block Boundary Map – Gemilang Bumimas Sdn Bhd



Gemilang Estate
Perimeter and Block B



2. DETAIL OF THE MANAGEMENT UNIT

2.1	Management Unit:	Gemilang Bumimas Sdn Bhd	ID No. / Reg No:	KRMC11/{808539-P}
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2.2	Site Address:	Gemilang Bumimas Sdn Bhd Estate, Lot 1513, Bukar Sadong, Land District 94700 Samarahan Sarawak		
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2.3	Management & Contact Person's Details	Name:	Mobile No.:	Position:	Email Address:
		Danny Lim Chung Teck	013-810 0206	Project Manager	Wintrip1@hotmail.com
		Ha Siew Ho	011 26811878	Field Executive	Witrip888@gmail.com

2.4	MPOB Licence	Licence No.:	Scope of Activity:	Expiry Date:
		616560002000	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	30 06 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
	684.20	0	684.20	0	0

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):	13,880.52 (87.20% of estimated production)	Estimated FFB (MT):	15,920.47
	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:		KRMC100223
		Issuance Date:	19 06 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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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) University Pertanian Malaysia (UPM) Successfully completed the following course: <ul style="list-style-type: none"> ✓ 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), ✓ Workshop on Best Practice in Social Impact Assessment (MASIA), 2022. Conversant [spoke / written] in BM, English and local Sarawak dialects Technical Reviewer for more than 30 Audit Certification Reports – Plantations & Palm Oil Mills More than 30 years working experience in Oil Palm Plantation environment, particularly in HR & Land Owner's Management
MSP0 Auditing Experience	<ul style="list-style-type: none"> Has clocked more than 130 man-days as Trainee Auditor, Auditor, Lead Auditor and has performed various types of audit category from Initial Certification, Surveillance and Recertification
Edward Agong Ajan	Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none"> Bac. of Forestry (Hons) Universiti Pertanian Malaysia, Selangor (1985) Successfully completed the following course: <ul style="list-style-type: none"> ✓ Lead Auditor IMS ISO14001 & ISO 45001 Exemplar Global Certified in May & June 2024 by Sincere GSE Consulting ✓ MSPO MS 2530:2022 Lead Auditor Course in May 2024 by Nesus Certification Sdn Bhd ✓ SA8000 Introduction and Basic Auditor Training by SAI in Kuala Lumpur in March 2024 ✓ ISO 9001:2015 QMS Exemplar Global Certified in March 2024 by Sincere GSE Consulting ✓ Endorsed Training Provider Trainer Course for MS2530:2022 in June 2024 by MSPO ✓ Workshop on Social Impact Assessment – Methodology & Practice by Malaysian Association of Social Impact Assessment (MASIA) Train the Trainer, HRDF in October 2022
MSP0 Auditing Experience	<ul style="list-style-type: none"> Has clocked more than 700 man-days as Lead Auditor, Auditor and Auditor In – Training since 2016 Performed onsite (plantation & palm oil mill) auditing on Initial Certification, Surveillance and Recertification



	<ul style="list-style-type: none"> Has more than 23 years experiences in Oil Palm Management with various plantation houses About 9 years involvement in various disciplines with MSPO among others are as freelance auditor, technical reviewer, consultant and trainer.
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3.2	Audit Plan
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3.2.1	Audit Dates, Site(s) visited, Total No. of Man-days spent based on the Sampling Formula (for Group Certification)
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Site* Visited	Date	Total Number of Man-day
Gemilang Bumimas Sdn Bhd Estate	05 06 – 06 06 2025	Four (4)
*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
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3.3.1	Proposed Dates of next Surveillance Audit and Information on Management Units to be audited in 5 – Year Cycle
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1.	RC Surveillance Audit 1	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after Recertification Audit Cycle 2		
	Plan Audit Date:	January 2026	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 1	<input type="checkbox"/> RC Surveillance	

2.	RC Surveillance Audit 2	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 1		
	Plan Audit Date:	January 2027	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 2	<input type="checkbox"/> RC Surveillance	

3.	RC Surveillance Audit 3	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 2		



Plan Audit Date:	January 2028	Actual Audit Date:	00 00 0000 – 00 00 0000
Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
Certifier:	TBC		
Remarks:			
Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 3		

4.	Recertification Audit 4	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 3		
	Plan Audit Date:	January 2029	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC	Peer Reviewer:	TBC
	Remarks:	Proposed Estate: BBL Plantation Sdn Bhd		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 4		

5.	Recertification Audit	Cycle 3	No of Mandays:	04
	Note:	* Within 4 months before the expiry of certification date		
	Plan Audit Date:	December 2029	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC	Peer Reviewer:	TBC
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Recertification Audit 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	REMARKS 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				
1.2.	New Planting	X				
1.3.	Existing Site Management	X				
1.4.	Replanting	X				
1.5.	Training and Competency	X				
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			4.2.1.1
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			4.3.1.1
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]		2X			4.4.1.1, 4.4.1.2
4.2.	Employee's Safety and Health	X	2X		X	4.4.2.2 (a), 4.4.2.2 (b) 4.4.2.3
4.3.	Employment Conditions		2X		X	4.4.3.2 4.4.3.5, 4.4.3.8
4.4.	Living Conditions		X			4.4.4.1
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services					
5.1.	Environmental Management		2X			4.5.1.1, 4.5.1.3
5.2.	Efficiency of Energy Use and Use of Renewable Energy	X				
5.3.	Waste Management and Disposal		X			4.5.3.1
5.4.	GHG Emission	X				
5.5.	Water Resources		X			4.5.5.1 b & c
5.6.	Environmental Conservation and Protection	X				
5.7.	Zero Burning Practices	X				
	Total Nonconformities & OFI: 15		13	2	0	

4.2 Lead Auditor's Summary and Recommendation for Certification

Summary Statement:	<p>The audit teams conclude that the organization had somewhat 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.</p> <p>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.</p>
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Recommendation The audit team recommends that MSPO Certification for **Recertification Cycle 2** be **GRANTED** to **Gemilang** for Certification: **Bumimas Sdn Bhd**

4.3	Details of Major and Minor Nonconformities, Opportunity for Improvement, and Issues raised during Stakeholders' Consultation
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4.3.1	Major and Minor Nonconformities and status including Root Cause Analysis and Corrective Action
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A. MAJOR NONCONFORMITIES - NIL

B. MINOR NONCONFORMITIES: 2

Findings Particulars:	No. 7		
Principle: 4 (Four)	Criterion 2: Employees Safety and Health	Indicator: 4.4.2.3	
Description of Process Requirements:	Occupational Safety and Health Record shall be maintained		
Description of Objective Evidence:	<p>1) JKPP 8 Submission – <i>No submission of accident reporting to DOSH</i> During the audit, we found no record of reporting of accidents to DOSH as required by OSH (Notification of Accident, Dangerous Occurrence Poisoning and Disease) Regulation 2004.</p> <p>2) Chemical Health Risk Assessment (CHRA) Report – <i>No Chemical Health Risk Assessment (CHRA) was conducted.</i> During the audit, we found no evidence of CHRA was conducted as required by Occupational Safety and Health (USECHH) Regulations 2000.</p> <p>3) Noise Risk Assessment - <i>Noise Risk Assessment was not conducted.</i> During the audit, we found no evidence of NRA was conducted as required by Occupational Safety and Health (Noise Exposure) Regulations 2019.</p>		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 8		
Principle: 4 (Four)	Criterion 3: Employment Condition	Indicator: 4.4.3.2	



Description of Process Requirements:	There shall be no forms of forced or trafficked labour whereby all work is voluntary and the following are prohibited: f) Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.		
Description of Objective Evidence:	<i>The management keeps the passport of workers, which is prohibited by the standard.</i> Interviewing workers in the estate, we were informed that their passports are kept by the management. This was confirmed by the management. This practised goes against Section 122(1)(f) of the Passport Act 1966 for retaining of passports.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.2 Opportunities for Improvement (OFI): 13

Findings Particulars:	No. 1		
Principle: Two (2)	Criterion 1: Communication and consultation	Indicator: 4.2.1.1	
Description of Process Requirements:	Communication and consultation procedures shall be established and communicated to relevant stakeholder.		
Description of Objective Evidence:	<i>The Management need to have a written procedure on Consultation and communication with the two(2) flow-chart as attachment</i>		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 2		
Principle: 3 (three)	Criterion 1: Regulatory Requirement	Indicator: 4.3.1.1	
Description of Process Requirements:	The Organization shall identify applicable legal requirements related to their operations. Changes shall be updated		



Description of Objective Evidence:	Two important laws and regulation were not listed: a) The Anti-Bribery Policy and Corruption Act Malaysia 2020 b) The Minimum Wage Order 2024 which is effective from 01 02 2025		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 3		
Principle: 4 (four)	Criterion 1: Social Impact Assessment (SIA)	Indicator: 4.4.1.1	
Description of Process Requirements:	A social impact assessment shall be conducted with the participation of relevant stakeholders in accordance with guidelines provided by the scheme owner to mitigate negative impacts and promote positive impacts. Food security and child rights shall be incorporated as aspects to be assessed, if applicable.		
Description of Objective Evidence:	While a SIA is established, it would be an improvement to ensure: i. The report provides clear SIA Management Plan (not attached) Appendices are to be provided (refer Part 15).		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 4		
Principle: 4 (four)	Criterion 1: Social Impact Assessment (SIA)	Indicator: 4.4.1.2	
Description of Process Requirements:	The results of the assessment shall be incorporated into an appropriate management plan(s) and/or operational procedures and reviewed at periodic intervals.		
Description of Objective Evidence:	While the SIA has identified impacts and their mitigation / promotion, it would be an appropriate to incorporate them into management plans and to review their progress of implementation.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025
Root Cause Analysis:	
Corrective Action Taken:	

Findings Particulars:	No. 5		
Principle: 4 (four)	Criterion 2. Employee Safety and Health	Indicator: 4.4.2.2 (a.)	
Description of Process Requirements:	The occupational safety and health plan shall cover the following. a) Person(s) responsible for workers' health and safety.		
Description of Objective Evidence:	A training for OSH Coordinator organised by NIOSH is planned on 12-14 Aug 2025, with Mr Tay Teck Sian identified to attend. It would be proper to appoint a certified Safety & Health Coordinators, ensuring compliance with regulatory requirements.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 6		
Principle: 4 (four)	Criterion 2. Employee Safety and Health	Indicator: 4.4.2.2 (b.)	
Description of Process Requirements:	The occupational safety and health plan shall cover the following. b) Hazard identification and Risk Assessment at the workplace using Hierarchy of Control		
Description of Objective Evidence:	A HIRARC was conducted, covering the followings: <ul style="list-style-type: none"> - Manuring - Harvesting - Pruning - Spraying Risk Control are recommended for every hazards It would be comprehensive to cover other activities in the HIRARC.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			



Corrective Action Taken:	
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Findings Particulars:	No. 9		
Principle: 4 (four)	Criterion 3. Employment conditions	Indicator: 4.4.3.5	
Description of Process Requirements:	The organisation shall ensure that employee's (including employees of contractors) pay and conditions, working hours and breaks of each employee, wages and overtime payments documented on pay slips shall comply with legal requirements and where applicable, Collective Agreements.		
Description of Objective Evidence:	During our reviewing of contract agreements, we found the contracts for 2 sampled employees (S, passport holder E1278142 and ATG, passport holder C8847354) states the rate of pay as RM58 per day, which is less than the minimum wage as fixed through the Minimum Wager Order 2024. It would be proper to ensure that new or revised legal requirement relating to employment are reflected in their contract agreement.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 10		
Principle: 4 (four)	Criterion 3. Employment conditions	Indicator: 4.4.3.8	
Description of Process Requirements:	All employees, including contractors' employees, shall be provided fair contracts that have been agreed by both employee and principal employer in accordance with legal requirements. The contract shall be made available in a language the worker understands, and copies of employment contracts shall be available to employees.		
Description of Objective Evidence:	It would be an improvement for the management to keep records of giving employees their copy of the contract as some workers appeared uncertain if they were given a copy.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			



Findings Particulars:	No. 11		
Principle: 4 (four)	Criterion 3. Living conditions	Indicator: 4.4.4.1	
Description of Process Requirements:	Where housing is provided, decent living conditions in accordance with applicable legal requirements shall be adhered to.		
Description of Objective Evidence:	While there are record of the premise inspection, it would be an improvement to conduct the inspection based on prepared checklist with comments on status of conditions of individual houses to be stated		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 12		
Principle: 5 (five)	Criterion 1. Environmental Management	Indicator: 4.5.1.1	
Description of Process Requirements:	An environmental policy shall be established, communicated and implemented.		
Description of Objective Evidence:	The implementation of the policy is noted through discussion of the members of management recorded in minutes of meeting (joint meeting with OSH and environment). It would be an improvement to maintain environmental agendas consistent to the objectives of the environmental policy.		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 13		
Principle: 5 (five)	Criterion 1. Environmental Management	Indicator: 4.5.1.3	
Description of Process Requirements:	The organisation shall establish, implement and review plans in line with legal requirements to mitigate adverse environmental impacts and promote beneficial impacts		
Description of Objective Evidence:	It would be proper to review the status of the plans in the EMP (Environmental Management Plans) to know their achievements over time.		



Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 14		
Principle: 5 (five)	Criterion 3. Waste Management Plan & Disposal	Indicator: 4.5.3.1	
Description of Process Requirements:	<p>A waste management plan to prevent and minimise pollution shall be established and implemented. The waste management plan shall include measures for (but not limited to):</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency of resources utilisation and recycling of potential wastes and/or converting them into value-added by-products, where applicable.</p>		
Description of Objective Evidence:	<p>While plans for recycling is specified in the waste management plan, we noted empty plastic bottles found thrown into metal drums placed in front of the house. It would be an improvement to ensure recyclable items are segregated and disposed of accordingly.</p>		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 15		
Principle: 5 (five)	Criterion 5. Water Resources	Indicator: 4.5.5.1	
Description of Process Requirements:	<p>The organisation shall establish and implement a water management plan, that should includes:</p> <p>b) Monitoring of outgoing water, which may have negative impacts into the natural waterways</p> <p>c) Ways to optimise water and nutrient usage to reduce wastage, including rainwater harvesting practice.</p>		

Description of Objective Evidence:	<p>- While quality of outgoing water were conducted, it would be informative for the results of the analysis to be discussed by the management in case of any action needed to address significant difference to normal allowable limits</p> <p>Checklist template on inspection of Labour Line was shown. It would be an improvement to start implementing the inspection with proper recordings and to include checking for no water leaks to ensure no wastage of water.</p>		
Type of Finding	<input type="checkbox"/> NC Major	<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:	05 09 2025		
Root Cause Analysis:			
Corrective Action Taken:			


4.3.3	Stakeholder Consultation	Issues raised during stakeholder consultation, responses by certified entities and auditors' conclusion
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I.	Issues Raised:	<p>Interviews were conducted involving staff, local community and foreign workers on 09 06 2025. During the interviews, all were asked if they have pertinent issues that was a concern and to be highlight to the management. However, there are no pertinent issues. All of them are happy with the treatment by the employer:</p> <ul style="list-style-type: none"> a) Happy with the facilities provided free of charge – accommodation, water and electricity (for the workers). The staff do not reside at the estate b) Safety PPEs that are relevant to their work at the estate are provided by the estate management c) Satisfied with their wages received ranging from RM1,700 0 RM3,500. Payment is always on time.
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II.	Responses by certified entity:	<ul style="list-style-type: none"> • The above findings were communicated to the client during the Closing Meeting. • The management unit is pleased with the comments. The Management also give commitment that any suggestions raised by the respondents in future for the improvement of the plantation shall be attended to professionally for the betterment for both parties.
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III.	Auditors' conclusion:	<ul style="list-style-type: none"> • Six (6) respondents turned up for an interview comprising three (3) staff, two (2) workers and one (1) local community representatives. • Based on the interview with the staff and workers, the level of transparency on information from the management to the stakeholders is satisfactory • No land dispute against the company.
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	<ul style="list-style-type: none"> No social issues. The employees are satisfied with the living conditions; work environment and the wages which are within the Minimum Wage Order 2024. 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.	<p>Details of the Survey are attached:</p> <p>Employees (Staff & Workers)</p>  <p>F55 Stakeholders' Consultation Report</p>
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5. OFFICIAL ACKNOWLEDGEMENT OF THE ASSESSMENT FINDINGS

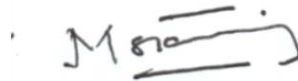
5.1	<p>Signature of the Lead Auditor with Date</p> <p>The undersigned, being the Lead Auditor, declared to have led the audit team to conduct the Recertification Audit with full of integrity and care to derive on accurate findings.</p>
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Name of Lead Auditor:


Signature:

Date:

Maxwell Stephen Landong




15 06 2025

5.2	<p>Signature of the Management Unit Representative with Date</p> <p>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.</p>		
Name:	Position:	Signature:	Date:
Danny Lim Chung Teck	Project Manager		16 06 2025

6	CERTIFICATION DECISION		
6.1	Peer Reviewers Decision	<i>Date of Review: 18 06 2025</i>	<i>Applicable for Initial Certification & Recertification only</i>
	Peer Reviewer:		



6.2	CDP: Certifier Decision Name: Martin Kusong Date: 19 06 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 Recertification of Gemilang Bumimas Sdn Bhd under the Standard MSPO MS2530-3-2:2022 General Principles for Oil Palm Plantations (above 500 Hectares)</p> 

- END OF REPORT PART 3-1 -