

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

SALISAN SDN BHD (62 6471-M)

Date: 16th June 2024

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MSPO Certification Summary Report		
	Company Name:	Salisan Sdn Bhd (626471-M)
	Certifying Unit:	Salisan Sdn Bhd
	Client Number:	NSC-54-01-22/MSPO
	Audit Type:	Individual / Surveillance 3 Year 4 Audit


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Abbreviations

CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
DOE	Department of Environment
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
FFB	Fresh Fruit Bunch
GMP	Good Milling Practices
GPS	Global Positioning System
GAP	Good Agriculture Practices
ISO	International Standard Organization
MPOB	Malaysian Palm Oil Board
MPOCC	Malaysia Palm Oil Certification Council
MSPO	Malaysia Sustainable Palm Oil
NC	Non Conformity
OFI	Opportunities For Improvement
OSH	Occupational Safety and Health
P&C	Principle and Criteria
PK	Palm Kernel
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened and Endangered Species
SDS	Safety Data Sheet
SIA	Social Impact Assessment
SOP	Standard Operating Procedure

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1. INTRODUCTION

Salisan Sdn Bhd has commissioned Nesus Certification Sdn Bhd to conduct annual **Surveillance 3** audit for its oil palm plantations according to MS 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organized Smallholders.

1.1. Objective

The objective of this **surveillance 3** audit is to assess the oil palm plantations by an independent certification body with the aim for compliance of the standards.

1.2. Scope

Any changes in scope Yes ☐ No ☒

The certification is based on the documentation established by **Salisan Sdn Bhd**. The supporting documents provided to the audit team as well as information received by means of interviews, background investigation and site assessment.

The documents and information are reviewed against the requirements and criteria based on MS 2530-3: 2013 Part 3 General Principles For Oil Palm Plantations And Organized Smallholders. Nesus Certification Sdn Bhd has employed a risk-based approach in the audit, focusing on the identification of significant risks and reliability of the assessment and reporting.


The following references are used as part of the assessment; the compliance of the requirements of the guidelines applied are checked.

1. Malaysian Sustainable Palm Oil Part 3: General Principles For Oil Palm Plantations And Organized Smallholders audit guidance;

1.3. Appointment and Qualification of team members

Audit:	Date:	Audit Team	
Surveillance 3 Year 4	15th May 2024	Lead Auditor	Jeffrey Denis Ridu ; Certified MSPO SCCS Auditor (SGS Malaysia), Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SGS Malaysia), MSc Plantation Management (UPM), BS Agbusiness (Iowa State University, USA), DPIM (ITM Perlis); 25 years working experience related to palm oil; Site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.
		Auditor 1	Jiram Sidu ; Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SGS Malaysia), MSc Science and Rural Resources and Environmental Policy (UK), BSc (Hons) Social Science (USM); More than 40 years experience in agriculture and environment management field; Site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.

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		Auditor 2	Abdul Khalik Arbi ; MSPO Certified Lead Auditor, BSc. (Hons) Environmental Science, 18 years experiences working in Consultation (Environment, Safety and Health Aspect and Socio Aspect) in various industries such as Plantation, construction, master plan study.
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The audit team appointed consists of the team leader and team members. The team contributes to the review of documents, assessment of the project activity and preparation of this report.

Clients Review:	Mr. Yek Ibrahim	Date:	17 th June 2024
Peer Reviewer 1:	N/A	Date:	-
Peer Reviewer 2:	N/A	Date:	-
Certification Decision Panel:	Mdm Monica Mone Lubong	Date:	20 th June 2024
Approved by CM:	Mr. Dickens Anak Mambu	Date:	20 th June 2024

5 Years Audit Programme

Planned month & year	S1 Date:	S2 Date:	SA1 Date: 02/07/22	SA2 Date: 02/07/23	SA3 Date: 02/07/24	S4 Date: 02/07/25	RA Date: 02/03/26
Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stakeholder consultation / survey	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Use of logo	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Follow-up from previous audit finding	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1 Management Commitment & Responsibility							
4.1.1 MSPO Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.2 Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.3 Management review	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.4 Continual improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2 Transparency							
4.2.1 Transparency of information and documents relevant to MSPO requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.2 Transparent method of communication and consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.3 Traceability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Compliance to legal requirements							
4.3.1 Regulatory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.2 Land use rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.3 Customary rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4 Social responsibility, health, safety and employment condition							
4.4.1 Social impact assessment (SIA)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.2 Complaints and grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.3 Commitment to contribute	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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to local sustainable development							
4.4.4 Employees safety and health	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.5 Employment conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.6 Training and competency	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5 Environment. natural resources, biodiversity							
4.5.1 Environmental management plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.2 Efficiency of energy use and use of renewable energy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.3 Waste management and disposal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.4 Reduction of pollution and emission	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.5 Natural water resources	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.6 Status of rare, threatened, or endangered species and high biodiversity value area	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.7 Zero burning practices	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6 Best practices							
4.6.1 Site management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.2 Economic and financial viability plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.7 Development of new planting (not applicable)							
4.7.1 High biodiversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.7.2 Peat land	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.7.3 Social and Environmental Impact Assessment (SEIA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.7.4 Soil and topographic information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.7.5 Planting on steep terrain, marginal and fragile soils	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.7.6 Customary land	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note:

Legend:

☒ - plan to cover & covered

S1 - Stage 1

SA - Surveillance assessment (not more than 12 months from certification decision date)


☐ - for uncover

S2 - Stage 2

RA - Reassessment (4 months before certificate expiry)

Audit Stage	S1	S2	SA1	SA2	SA3	SA4	RA
Year	1	1	2	3	4	5	6
Plan			02/07/22	02/07/23	02/07/24	02/07/25	02/03/26
Actual			25-28/04/2022	24-25/02/2023	15/05/2024		
Team Leader			Jiram Sidu	Jeffrey Denis Ridu	Jeffrey Denis Ridu		
PR 1			Ting Moi Ngie	-	-		


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PR 2			Rohana Parilla	-	-		
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2. METHODOLOGY


The audit approach consists of the following steps:

- Contract review;
- Appointment of team members and technical reviewer;
- Contact client for relevant documentation according to the applicable MSPO standards;
- Audit planning;
- Background investigation, desk review of submitted documents;
- On-Site assessment, interviews with operational personnel, stakeholders and its contractors through phone call; review of documentation;
- On-site reporting
- Resolution of non-conformance (NC) (if any)
- Draft audit reporting
- Technical review
- Final audit reporting
- Peer review (if any)
- Address Peer Review Comments (if any)
- Certification Decision Panel (CDP)
- Final approval and issuance of certificate.

Surveillance Audit:

Surveillance 3 audit was conducted on **15th May 2024** which covers the following activities but not limited to below:

- On-site inspection, observations and review plantation documents for compliance to relevant Principles & Criteria of the applied standard;
- Interview operation personnel for understanding for the work assigned;
- Reviewed revised and updated documentation established and implemented;
- Operating records;
- Training records;
- Reports established;
- Work plans established;
- Review and closed out of non-conformance raised during **Surveillance 2** audit;
- Assessment reporting;

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On-site Assessment

The audit of the plantation was conducted according to the MS 2530-3:2013 Part 3 General Principles For Oil Palm Plantations And Organized Smallholders.

The methodology for objective evidence collection was through documentation review, monitoring data and site assessment. The audit evidence obtained was based on a sample of the information; thereby introducing an element of uncertainty. Checklists and questionnaires were used to guide the collection of information. The comments made by external stakeholders were taken into account in the assessment.

Non-conformance:


On the basis of the desk review, evidences presented during the audits, non-conformance (NC) Major, Minor and Observation may be raised during the audit.

Major non-conformance shall be addressed and responded within 90 days from closing date of audit. For minor non-conformance, an action plan need to be submitted within 30 days from closing date of audit for review and acceptance. Implementation of Minor NC will be reviewed and verified during the next audit.

Site Sampling

Sampling Methodology and Risk Determination
Not applicable.

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3. ORGANIZATION INFORMATION

This report presents the results of the certification assessment at **Salisan Sdn Bhd** on **15th May 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Salisan Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Salisan Sdn Bhd started planting in year 2017. **Salisan Sdn Bhd** is an oil palm plantation with an area of **160.42 hectares**. **Salisan Sdn Bhd** will apply the certification of MS2530-3:2013 as the organization is committed to become a Sustainable Palm Oil producer.

Table 1: Information of Estate Being Audited


Name of Organization	Location	Coordinates	
		Lat.:	Log.:
Salisan Sdn Bhd	Lot 1510, Lot 1511, Lot 1512, Bukar Sadong Land District, KM 9.7 Jalan Munggu Kopi-Sebemban, Serian, 94700 Samarahan, Sarawak.	1.238248	110.617637

Table 2: Supply Base Area Statement

Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Salisan Sdn Bhd	1,377.00	160.42	0	1,216.58

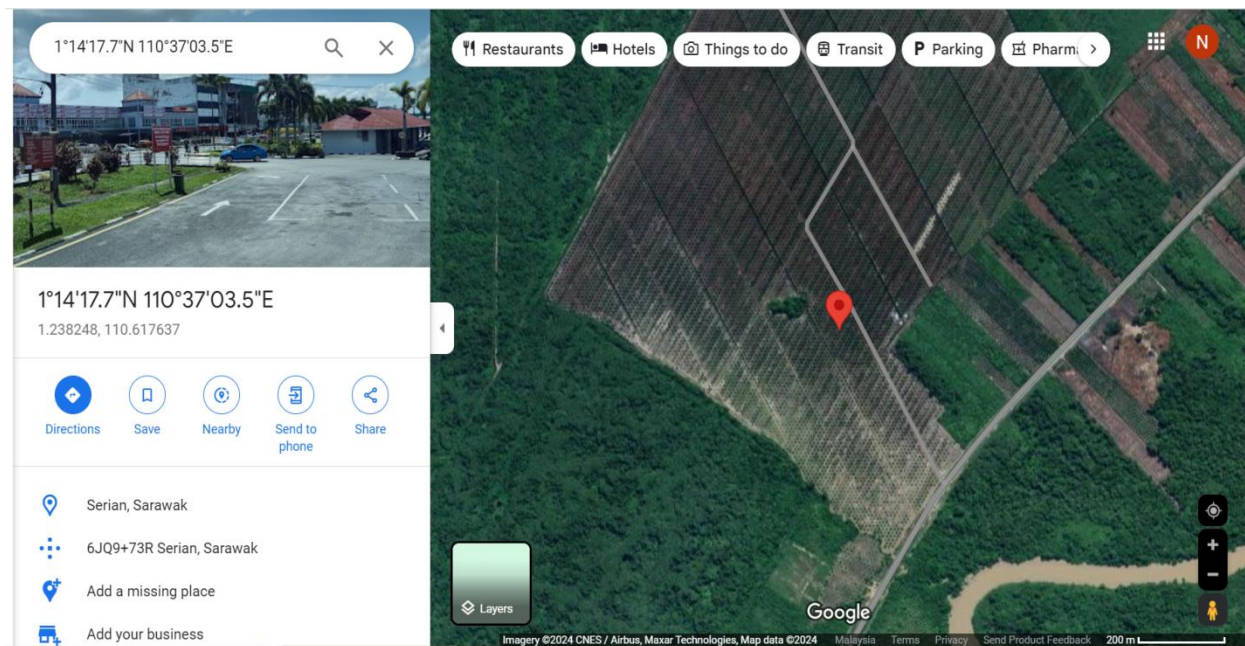
Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
Salisan Sdn Bhd	1,632.78	1,764.62


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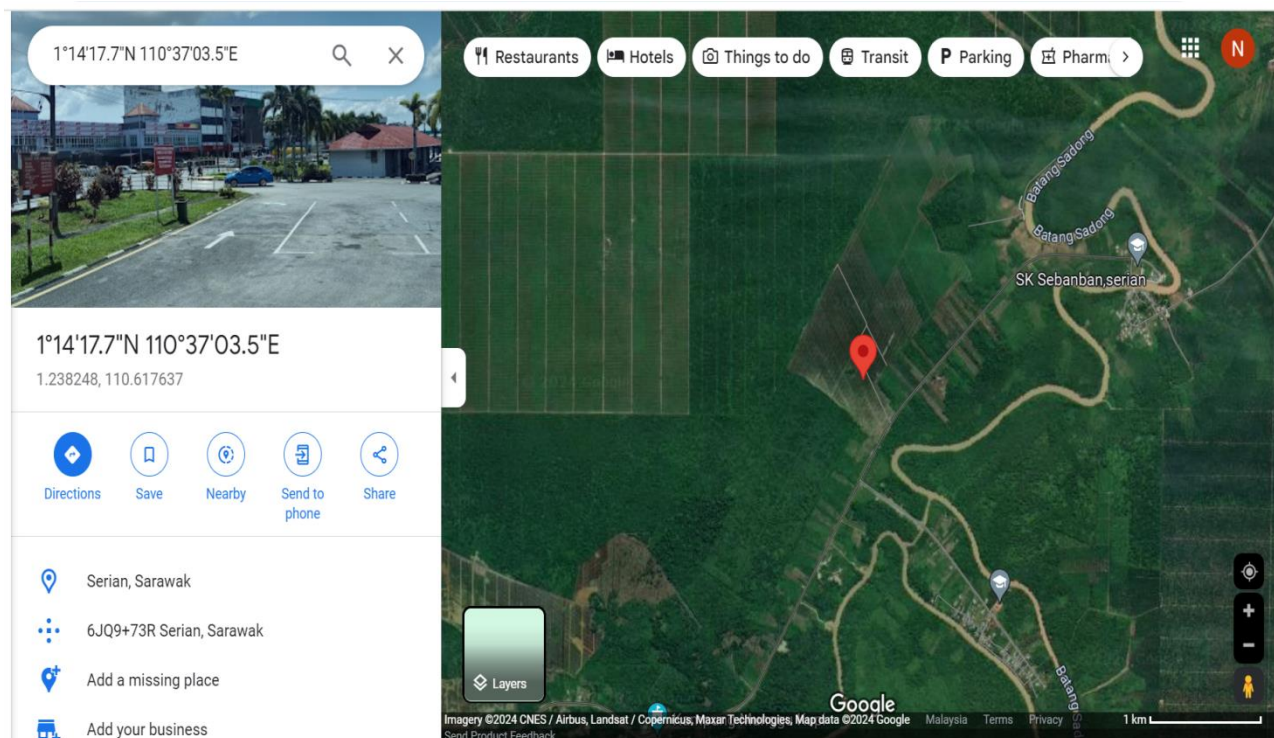
Location Map of the Production Unit

Salisan Sdn Bhd




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4. AUDIT ASSESSMENT

4.1 Surveillance Audit

The objective of the audit is to assess the activities of the plantation are in compliance with MS 2530-3:2013 Part 3 General Principles For Oil Palm Plantations And Organized Smallholders.

4.1.1 Surveillance 3

The **Surveillance 3** audit was conducted on **15th May 2024**.

During the **Surveillance 3** audit, there were **0 Major, 1 Minor and 1 OFI findings** being raised. The non-conformances raised during the audit were closed out by means of documents review that were established, revised and implemented appropriately and preventive actions taken by the estate.

During this audit, the minor non-compliance raised in the previous annual surveillance audit has been reviewed by the audit team by means of inspection of estate activities, conducted interviews, reviewed and verified documents that were established, corrected and implemented appropriately by the estate team. The corrective measures implemented were verified as appropriate.

For details of the assessment, refer to the summary of assessment for each indicator in section 4.4 of this report.


4.2 Stakeholders' Consultation

Nesus Certification Sdn Bhd, has notified the stakeholder as to accommodate stakeholder's consultation and communication for **Salisan Sdn Bhd** to provide comments. As at audit date on **15th May 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Salisan Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Supplier: Hung Li Agro Sdn Bhd	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Government Agency: NREB Sarawak	Estate has been committed in complying with the national guidelines of respective matters. No issues.	Maintain the good relationship.
Worker Representative: General worker	Happy with workplace and remuneration.	Estate always focuses on employee welfare and well being management.
Local Community: Kampung Sebemban	Have good relationship with the estate. There is a two-way communication where discussion on issues can be amicably done.	Maintain the good rapport with surrounding local communities.

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4.3 SUMMARY OF FINDINGS**Principle and Criteria Assessment Summary**

The assessment team conducted a thorough assessment of each principle and criteria. Over the 5 years' period of the certificate cycle, there will be 4 annual surveillance audits where all criterion will be assessed. Evidences are sought for conformity with the MSPO 2530-3:2013. The summary of the assessment can be seen below, where the "Findings/Comments" column reflects the findings in accordance with each criteria and indicator or evidences and when non conformity is found. Summary of the non-conformity can be found below.

4.4 COMMENT ON COMPLIANCE STATUS, POSITIVE OBSERVATION & OPPORTUNITIES FOR IMPROVEMENT


Principle	Description	Comment	Conformity
Principle 1	Management Commitment & Responsibility	<p><u>Policy on Implementation of MSPO</u> The MSPO Policy for Salisan Sdn Bhd was signed by Director, dated 01st September 2020.</p> <p>The policy is communicated in various ways, including posting it on the main signboard at their worker's quarters. It is also communicated to the employees during muster call. The policy emphasizes the company commitment towards sustainable development and continuous improvement in plantation operation.</p> <p><u>Internal Audit</u> Internal Audit Procedure has been established as per in the Management Policy and Procedure Ref No : SSB-L03-TM01.</p> <p>Internal audit is to be conducted at least once a year which was conducted for Salisan Sdn Bhd on 15th March 2024. The root causes of the findings have been identified and corrective action plan was sighted in the Non-Compliance Report. The internal audit report was prepared and presented to management for review at the end of the audit.</p> <p><u>Management Review</u> Management Review which is scheduled to be conducted once a year after internal audit has been conducted, discussing impacts mitigation and continuous improvement plan for operations with company's decision makers. The management review for Salisan Sdn Bhd was conducted on the 20th March 2024.</p> <p><u>Continual Improvement</u> The company has identified Continual Improvement Plan for several criteria such as environmental, social, safety and health.</p>	Complied.

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		<p>The training program for 2024 have been developed and the implementation will be observed by the management team.</p> <p>Should the new technology to be implemented at the estate level, the estate will invite the technology developer to provide training for the workers.</p>	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u></p> <p>The Standard Operating Procedures for "Complaints and Grievances Procedures" Ref. No:SSB-L03-SR01 was available.</p> <p>The estate management will communicate all information requested by relevant stakeholders thru estate appropriate channel and according to company's procedure of communication and consultation. The estate management will communicate all information requested by relevant stakeholders thru estate appropriate channel and according to company's procedure of communication and consultation</p> <p>All publicly available documents was made available upon request, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcome.</p> <p><u>Transparent method of communication and consultation</u></p> <p>The company has established a procedure for consultation and communication with the relevant stakeholders Communication and Consultation Procedures Ref No: SSB-L03-TM02.</p> <p>Social Liaison Officer has been appointed on 01st September 2020 to handle any stakeholders consultation and communication. List of stakeholders, records of all consultation, communication, and records of action in response to input from stakeholders have been properly maintained. Salisan Sdn Bhd management has planned to organize stakeholders meeting in June 2024.</p> <p><u>Traceability</u></p> <p>The company has established, implemented and maintained their procedure for supply chain traceability for their FFB in which Traceability procedure Ref Number: SSB-L03-TM04.</p> <p>Salisan Sdn Bhd had appointed Traceability Officers on 01st September 2020. The traceability officer will conduct regular</p>	Complied.

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		checks with regards to compliance to the traceability system.	
Principle 3	Compliance to legal requirements	<p><u>Regulatory requirements</u> The estate is run in accordance with local, state, national, and ratified international laws and regulations. The list of laws and regulations applicable to estate operations was available and well maintained. If there are any changes, estates management will be notified so that appropriate adjustments can be made. The updates will be conducted by assigned person in the estate. He is also responsible to update the legal register as and when there are any new amendments or any new regulations coming into force.</p> <p>MPOB License Reg. No.: 618124002000 Validity: 1st April 2024 - 31st March 2025 Hectarage: 1,377 Ha.</p> <p>Provisional Lease of State Land; Lot No. 1510 Block 0 Bukar-Sadong Land District; 537 Ha; Lot No. 1511 Block 0 Bukar-Sadong Land District; 72 Ha; Lot No. 1512 Block 0 Bukar-Sadong Land District; 768 Ha; Total area = 1,377 Hectares.</p> <p>SSM Form 9: 626471-M. Company established on 28/08/2003.</p> <p><u>Legal land use rights</u> There is no evidence showing the estate activities on the land diminish the rights of other user. Legal document regarding usage of the land. The land rented from NCR land has Agreements.</p> <p>There is no issue on legal acquisition of land title since the estates has been established.</p> <p>The boundary peg sighted at the site area. PVC pipe painted with red and white are sighted during site assessment as PL boundary.</p> <p><u>Customary rights</u> There is no issue or encumbered by customary rights in the estate. Verification of land use rights as seen from the Provisional Lease of State Land. The estate will respond according to the Complaints & Grievance Mechanism should any cases arise in future.</p>	Complied.
Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> An internal SIA was available dated April 2024 to identify the implications for the community, both positive and negative. The estate management team documents and</p>	Complied.

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		<p>responds to all feedback. The assessment was carried out by Op Agro Tech Sdn Bhd, and it included determining the social impact on estate workers and stakeholders.</p> <p><u>Complaints and grievances</u> Complaints & Grievance Procedure is available in the Complaint and Grievances procedure file. In addition, the procedure on work flow detailing the Grievance Procedure is available in the document which includes a process flow for complaints and grievances that specifies how long it should take to resolve any complaint received. The complaints and grievance mechanism has been made known to all relevant stakeholders.</p> <p>Complaint boxes are available at the entrances of estate where affected employees and other stakeholders can drop in their complaints to be acted upon by the Social Liaison Officer</p> <p>No complaints received from the internal and external stakeholder reported.</p> <p><u>Commitment to contribute to local sustainable developments</u> Main contribution of the estates to the local development was demonstrated in the provision of monetary contributions, where feasible such as providing gravel for road repair from longhouse to suspension bridge, providing transportation for those bereaved families from the longhouse and festive season contribution in form of cash.</p> <p><u>Employees safety and health</u> Salisan Sdn Bhd has established a Occupational Safety & Health Policy. The policy has been signed by Chairman on 01st September 2020. Policy has been updated dated 10th May 2024 (General Safety procedure- SSB-L03-SH04). Safety and Health Officer was appointed on 01st September 2020 by the estate manager.</p> <p>All operation risk were assessed and documented in the HIRARC Form. HIRARC procedure Ref: SSB-L03-SH05 in which the risk assessment covers Harvesting, Transporting of Workers, Manuring, etc.</p> <p>According to the training records and PPE issuance records, it was noted that workers were adequately outfitted with PPE. The management provided them with the necessary personal protective equipment (PPE), and replace broken or unfit PPE for free if the old or broken PPE is returned.</p>	
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		<p>c)Salisan Sdn Bhd has established a Chemical Handling Procedure to ensure proper and safe handling and storage in accordance to OSH (Classification Packaging and Labeling) Regulation 1997 and OSH (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. Ref: SSB-L03-SH02.</p> <p>Accident Investigation & Reporting procedures (SSB-L03-SH01) was sighted available. An emergency preparedness and response procedure includes Emergency response plan for injuries, Fire and explosion, spillage control, natural occurrence emergency response committee, investigation and reporting, and emergency drill procedure. Emergency layout are made available for office, quarters and store.</p> <p>The submission of JKPP 8 for Salisan Sdn Bhd sighted for 2022 Ref No: JKPP8/183761/2023 dated 15th April 2024.</p> <p><u>Employment conditions</u></p> <p>The Good Social Practices has been incorporated in the Human Rights Policy Ref: SSB-POL-HRP01 was signed on 01st September 2020. The top management of Salisan Sdn Bhd is committed to implement the equal opportunity within their organization. Their commitment is clearly described with the statement indicated in the "Human Rights Policy" established by the management</p> <p>There were no evidences of any form of discrimination based on race, national origin, religion, gender, union and political affiliation and is covered in the policy as well.</p> <p>All employees are provided with employment contracts in accordance with Sarawak Labour Ordinance. The payroll and pay slip records of employees showed that all employees are paid with the basic salary and in compliance with the local minimum wage's requirements.</p> <p>Among other social benefits that are provided by the employer to employees their families or the community such as incentives for good work performance, medical care and health provisions were verified. Other than that, transport to clinic for employees who are sick and needed medical treatment, free housing and basic amenities such as treated water and electricity were provided by the estate management.</p>	
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		<p>In the social policy committed by estate management, there is no restriction for workers to have their union if they want to develop it</p> <p>There is no indication of sexual harassment happening in the estate. Salisan Sdn Bhd has implemented a Sexual Harassment Policy and guideline, ref: SSB-POL-SHP01 whereby the estate is committed to create a work environment that is conducive, safe, and free of sexual harassment.</p> <p>As stated in the estate's Policy on No Child Labour, there are no underage workers employed by the estate.</p> <p>Training and competency Observed that all employees are appropriately trained. Training needs of individual employees was identified the specific skill and competency required to all employees based on their job description.</p> <p>It was observed that Training Plan FY2024 for Salisan Sdn Bhd was available which includes PPE training, harvesting training, pruning training, spraying training, pest and disease training and chemical usage training.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p>Environmental Management Programme The Estate's environmental and biodiversity policy was incorporated into one policy and signed on 01st September 2020. The policy aimed to achieve goals through:</p> <ul style="list-style-type: none"> a) Compliance with all relevant statutory and regulatory requirements, b) Incorporate any proven environmental friendly technology and best practices, c) Establishing and continually improving sustainable estate management system, d) Implementation action to become resources efficient organization on waste utilization, energy and water usage, e) Eliminating any potential adverse impact on environment and biodiversity. <p>The environmental management plan of Salisan Sdn Bhd included the management plan for different aspect such as water, soil, air, waste, biodiversity, energy management plan and environmental monitoring plan.</p> <p>Its continual improvement plan will promote programs on positive impacts while the negative impacts are identified, rectified and mitigation action plans taken.</p> <p>The estate has prepared its "Jadual Latihan untuk Alam Sekitar bagi Tahun 2024", which</p>	Minor Non Conformity and Opportunity For Improvement have been raised.

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		<p>include:</p> <ul style="list-style-type: none"> -Buffer zone management; -Solid waste management; -Triple Rinse; and -Water management. <p><u>N/C No. 1; MINOR (Principle 4.5.1.5)</u></p> <p>The estate has prepared its Annual Training Plan for environment, but was not implemented.</p> <p>Based on document review, there was no record of training on environment for its employees to date.</p> <p>The estate management has organized its meeting on environment with its staff and workers to discuss issues on the environment.</p> <p><u>N/C No. 2; Opportunity For Improvement (OFI) (Principle 4.5.1.6)</u></p> <p>Based on records, the estate has organized environmental meeting with its employees on 19/02/2024. The minutes of meeting was available. It would be useful if the minutes include the Chairman & Secretary, while the attendance list need to be signed by all those present.</p> <p><u>Efficiency of energy use and use of renewal energy</u></p> <p>Consumption of non-renewable energy is closely monitored and solar power is being used to reduce the consumption of diesel. Monthly Energy Efficiency is monitored as per its Energy Consumption Spreadsheet.</p> <p>Solar energy was used to power workers' quarters.</p> <p><u>Waste management and disposal</u></p> <p>All waste products and sources of pollution identified and documented through "Identification of waste/pollution and its impact and Environmental Management Plan". All waste products and pollution sources were identified and documented properly. A waste management plan, "Identification of waste/pollution and its impact and Environmental Management Plan" was developed, which includes wastes at workers quarters and field activities such as harvesting, manuring, weeding and upkeep maintenance. Procedures and guideline were used to guide the waste disposal activities and to reduce pollution on the routine operation and there is no workshop in the estate as all repairs will be outsourced at Serian town.</p>	
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		<p>Used chemical SOP is included in the Chemicals Handling Procedure whereby it was observed that the empty pesticide containers were properly disposed according to triple rinse procedure and stored/disposed accordingly.</p> <p>Domestic wastes are collected in gunny sacks and disposed at the council bulk bin in Serian.</p> <p><u>Reduction of pollution and emission</u> It was observed the domestic waste at workers camp, and all plantation facilities area was adequately addressed, and clean. Assessment of all polluting activities included the identifying and monitoring sources of waste and pollution document was sighted in its Environmental Management Plan File. Assessment and monitoring sources of pollution are based on every operation activities in the estate.</p> <p>Zero Burning policy is incorporated in the Environment & Biodiversity Policy Ref: SSB-POL-EBP01, established and signed by chairman on 01st September 2020 whereby they are committed with zero burning practices in all their operational area as a plan to reduce air pollution.</p> <p><u>Natural water resources</u> Water management plan was established to addressed water conservation, protection of riparian buffer and management procedure on terrain Ref:SSB-L03-EN03.</p> <p>Rain water harvesting practice is used by the workers for their daily use at line site and in operational activities. Appropriate action to complement this water source was the provision of collection water tanks by the management.</p> <p>Buffer zone demarcated and no activities carried out there.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> Biodiversity assessment document is available for Salisan Sdn Bhd whereas action plan and monitoring include installing conservation posters and signages in their estate. Their continual improvement plan towards conservation and management of biodiversity includes conducting awareness program to staff and workers and constant communication with related government agencies regarding biodiversity and</p>	
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		<p>conservation .</p> <p>No RTE species were sighted and reported in the estate. However, Salisan Sdn Bhd has installed awareness poster of the RTE and established a wildlife friendly manner in all their operation. Signages on "No hunting and fishing" were sighted at the estate.</p> <p><u>Zero burning practices</u> Zero Burning policy is incorporated in the Environment & Biodiversity Policy Ref: SSB-POL-EBP01, established and signed on 01st September 2020 whereby they are committed with zero burning practices in all their operational area as a plan to reduce air pollution. Controlled burning will only be allowed if with letter of approval from NREB but so far not yet applicable as this is the first cycle.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> The estate developed the Good Agricultural Practice which describes operational procedure of harvesting, pruning & Sanitation, Manuring, Weeding, pest & Diseases and water management. All the SOPs were implemented and monitored by the Estate Manager and supervisor and records for the operations were available.</p> <p>Estate is of peat and mineral soils, so management of peat is to refer to water management plans.</p> <p>Block marking using used tyres while boundary markings using PVC pipe colored red and white.</p> <p>The information shown in the block markings are: Block no., Hectarage and Year of Planting as per sampled – Block B5; 9.86 Ha; Nov 2018.</p> <p><u>Economic and financial viability plan</u> The estate has just commenced production. Monthly progress is monitored through update of work program.</p> <p>No plan for replanting yet as first planting was in 2017.</p> <p><u>Transparent and fair pricing dealing</u> Not yet come into full harvesting of FFB. Agreement is on a month to month basis for now.</p> <p><u>Contractor</u> There was no contractor used for plantation operations.</p>	Complied.

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Principle 7	Development of new plantings	Not Applicable. Note: the whole Principle 7 is not applicable for this audit as new planting in the plantation areas is yet to be carried out.	Not Applicable.
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Based on the audit, it was apparent that:

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system	✓
The management review process is adequate and effective.	✓
The organization has met its objectives and targets and monitored progress towards their achievement.	✓
The management system documentation confirms with the requirements of the MSPO audit standard.	✓

4.5 PREVIOUS AUDIT FINDINGS – IF APPLICABLE

Nonconformity identified during previous audits has been corrected and the corrective action continues to be effective	✓
Not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.	Nil

4.6 EXISTING CERTIFICATION

Currently are being certified to other certification schemes as below


Current Certification (Please tick the certification you are currently certified)			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001	x	MSPO
	None		

4.7 AUDIT SUMMARY AND RECOMMENDATION

The audit team concludes that the organization fulfill 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.

The audit team recommends that, MSPO certificate to be maintained by submission and accept the corrective action plan and evidence of NCRs within the stipulated time frame to **Salisan Sdn Bhd**.

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**Signed for and on behalf of
Nesus Certification Sdn Bhd**



.....
(Jeffrey Denis Ridu)
Lead Auditor
Date: 16/06/2024

**ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY AND CONFIRMATION OF AUDIT FINDINGS**

This is to acknowledge and confirm the audit described in this report and the acceptance of the contents and findings in this audit report.


Signed for and on behalf of
Salisan Sdn Bhd



.....
(Mr Yek Ibrahim)
Estate Manager
Date: 17/06/2024



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APPENDIX A: AUDIT FINDINGS

Refer to the Attachment (Appendix A)

APPENDIX B: CORRECTIVE ACTION PLAN & EVIDENCE

Refer to the Attachment (Appendix B)

APPENDIX C: AUDIT PLAN

Refer to the Attachment (Appendix C)

End of Report

NESUS CERTIFICATION