

**NESUS CERTIFICATION SDN BHD**



# **MSPO CERTIFICATION SUMMARY REPORT**


FOR

**MTJS SDN BHD** (356811-X)

Date: 03<sup>th</sup> June 2024


Lot 6892, Block 26, 1st Floor, Muara Tuang District,  
70 Uni Central Commercial Centre, 94300 Kota  
Samarahan, Sarawak, Malaysia  
Phone: +6011 1211 4955 / 082-501070  
E-mail: [nesuscertainment@gmail.com](mailto:nesuscertainment@gmail.com)  
Website: [www.nesus.com.my](http://www.nesus.com.my)

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MSPO Certification Summary Report		
	Company Name:	MTJS Sdn Bhd (356811-X)
	Certifying Unit:	MTJS Estate
	Client Number:	NSC-12-01-22/MSPO
	Audit Type:	Individual / Surveillance 3 Year 4 Audit


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	Company Name:	MTJS Sdn Bhd (356811-X)
	Certifying Unit:	MTJS Estate
	Client Number:	NSC-12-01-22/MSPO
	Audit Type:	Individual / Surveillance 3 Year 4 Audit

## Abbreviations

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

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## 1. INTRODUCTION

**MTJS 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 **MTJS 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

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.

Audit:	Date:	Audit Team	
Client Review:	Mr Cheng Hap Hong	Date:	01 June 2021
<b>Surveillance 3 Year 4</b>	<b>10<sup>th</sup> - 11<sup>th</sup> May 2024</b>	<b>Lead Auditor</b>	<b>Jeffrey Denis Ridu</b> ; 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.
		<b>Auditor 1</b>	<b>Jiram Sidu</b> ; 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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<b>Peer Reviewer 1:</b>	-	<b>Date:</b>	-
<b>Peer Reviewer 2:</b>	-	<b>Date:</b>	-
<b>Certification Decision Panel:</b>	Mdm Monica Mone Lubong	<b>Date:</b>	06 <sup>th</sup> June 2024
<b>Approved by CM:</b>	Mr. Dickens Anak Mambu	<b>Date:</b>	06 <sup>th</sup> June 2024

**5 Years Audit Programme**

Planned month & year	S1 Date:	S2 Date:	SA1 Date: 10/6/22	SA2 Date: 10/6/23	SA3 Date: 10/6/24	S4 Date: 10/6/25	RA Date: 10/2/26
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"/>
<b>4.1 Management Commitment &amp; Responsibility</b>							
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"/>
<b>4.2 Transparency</b>							
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"/>
<b>4.3 Compliance to legal requirements</b>							
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"/>
<b>4.4 Social responsibility, health, safety and employment condition</b>							
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 to local sustainable development	<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"/>
4.4.4 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"/>
<b>4.5 Environment, natural resources, biodiversity</b>							
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"/>

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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"/>
<b>4.6 Best practices</b>							
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"/>
4.6.3 Transparent and fair price dealing	<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"/>
4.6.4 Contractor	<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"/>
<b>4.7 Development of new planting (not applicable)</b>							
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	-	-	10/6/22	10/6/23	10/6/24	10/6/25	10/2/26
Actual	-	-	18-19/4/22	20-21/04/23	10-11/05/24		
Team Leader	-	-	Jiram Sidu	Jeffrey Denis Ridu	Jeffrey Denis Ridu		
PR 1	-	-	Ting Moi Ngie	-	-		
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 2** audit was conducted on **10<sup>th</sup> - 11<sup>th</sup> 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 **MTJS Plantation Sdn Bhd** on **10<sup>th</sup> - 11<sup>th</sup> April 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **MTJS Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

**MTJS Sdn Bhd** started planting in year **2012**. **MTJS Sdn Bhd** is an oil palm plantation with an area of **1,214.00 hectares**. **MTJS 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.:
MTJS Sdn Bhd	Lot 68, Block 6 & Lot 16, Block 7, Lesong Land District, 94900 Sri Aman, Sarawak	1.351546	111.223339


Table 2: Supply Base Area Statement

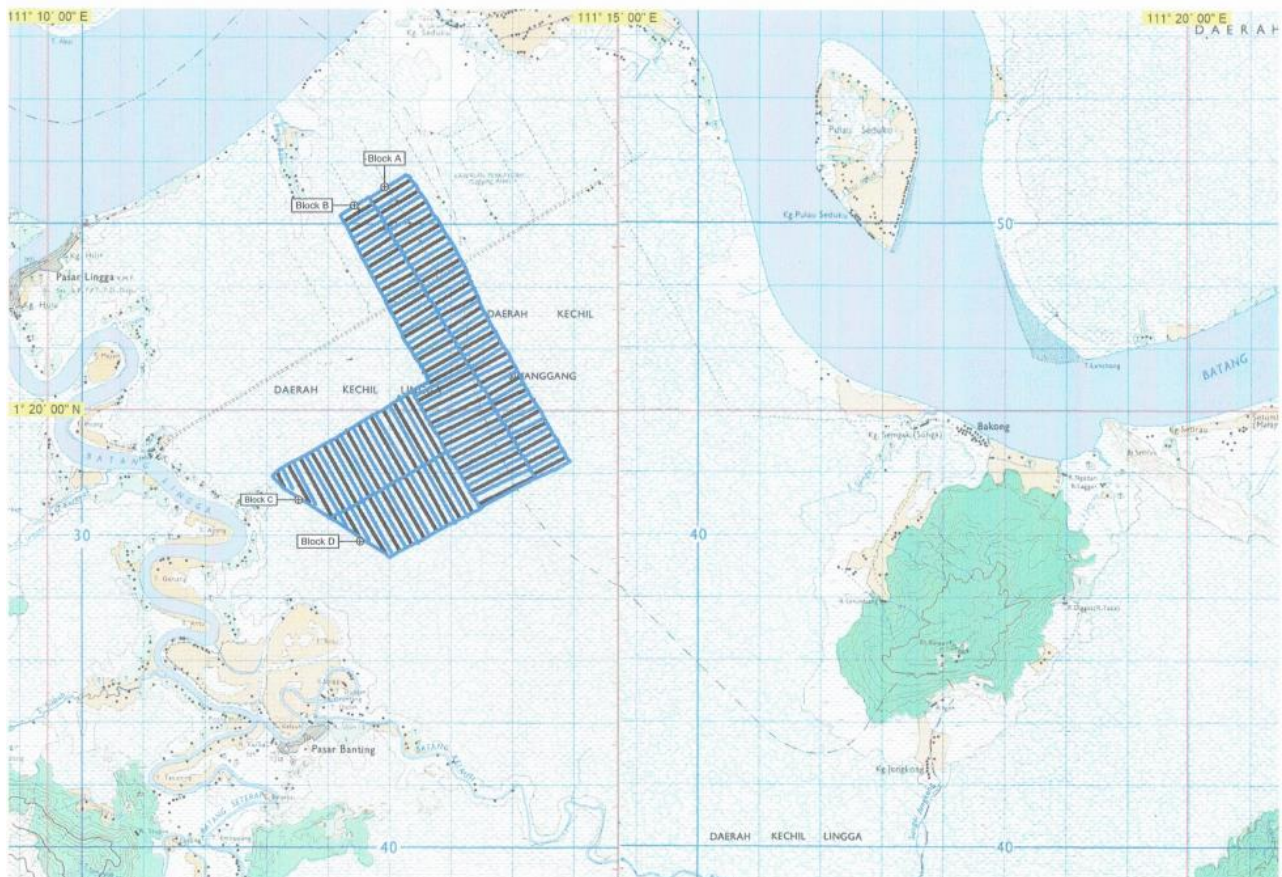
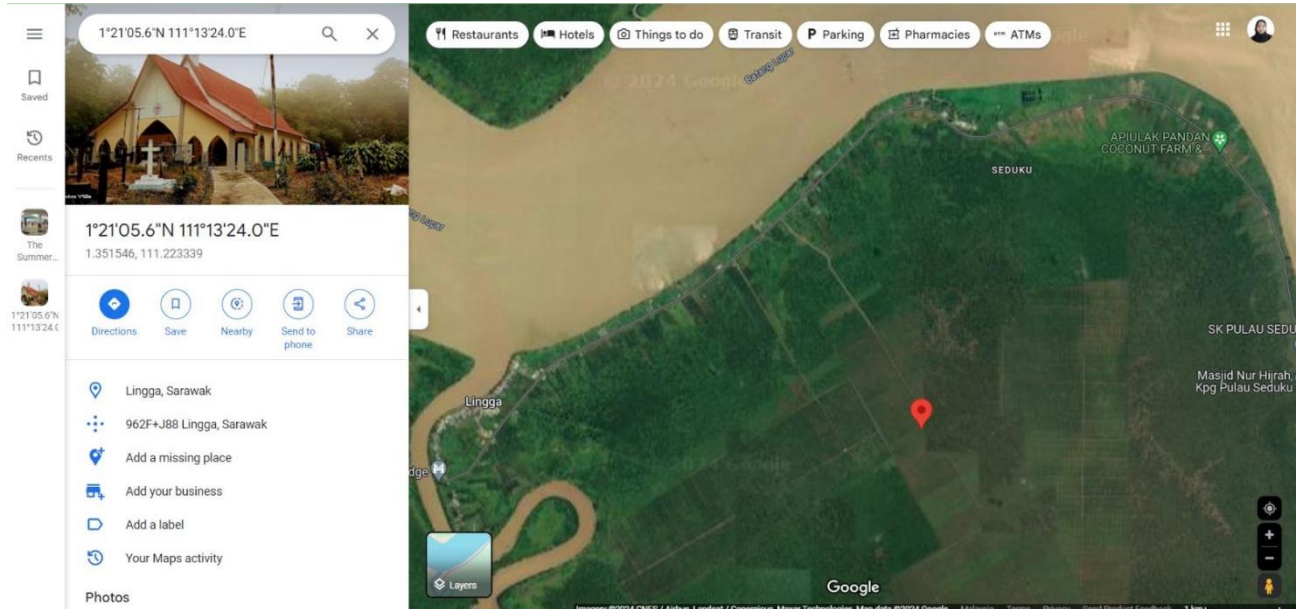
Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
MTJS Sdn Bhd	1,214.00	1,214.00	0	0


Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
MTJS Sdn Bhd	23,500.91	22,017.01

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**Location Map of the Production Unit****MTJS 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 **10<sup>th</sup> - 11<sup>th</sup> April 2024**.

During the **Surveillance 3** audit, there were **3 Major, 1 Minor and 0 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 **MTJS Sdn Bhd** to provide comments. As at audit date on **10<sup>th</sup> - 11<sup>th</sup> April 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for MTJS Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Government: Klinik Kesihatan Lingga	No issues.	Maintain the good relationship.
Buyer : TBS Oil Mill Sdn Bhd	The mill experience no issues dealing with estate throughout their business activities.	Maintain the good business relationship.
Local Community: Ketua Kampung Kawasan Seduku Lingga	There is a two-way communication. No adverse issues are raised.	Maintain good relationship with estate.

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Employee: Wee Tai How	Happy with the working environment. No issues.	Always looking after the welfare and well-being of all employees.
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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
<b>Principle 1</b>	Management Commitment & Responsibility	<p><b>Policy on Implementation of MSPO</b> MTJS Sdn Bhd has established its sustainability policy (DOC: MTJSSB-POL-MSPO01) for MSPO which was signed by the Managing Director dated 2<sup>nd</sup> December 2019. 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. Among other initiatives and targets, MTJS Sdn Bhd MSPO policy stated that the estate emphasize commitment to continual improvement.</p> <p><b>Internal Audit</b> It was sighted the Internal Audit Procedure for MTJS Sdn Bhd in their MSPO principle 1 file. Control No: MTJSSB-L03-TM01.</p> <p>Internal audits are to be conducted at least once a year, which was conducted on 08<sup>th</sup> December 2023. Based on records sighted in the internal audit summary report show that the audit team notes that the company has established proper internal audit plan that cover all operations within the estates.</p> <p>Several NCs has been identified and raised by internal audit team and the root cause of the NCs also has been identified and rectified.</p> <p>The internal audit report was prepared and presented to management for review at the end of the audit.</p>	Complied.

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		<p><b><u>Management Review</u></b> Management Review 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 MTJS Sdn Bhd was done on 20<sup>th</sup> December 2023, reviewed by the Managing Director.</p> <p><b><u>Continual Improvement</u></b> It was sighted that the estate has established plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p>Top management will be responsible to monitor and improve practices of new information and techniques or new industry standards and technology to be implemented. This include providing training to all operation workers and Training plan 2024 was sighted.</p> <p>Budget 2024 sighted. The budget for site improvement and for training of MSPO as the company was committed to obtain MSPO certificate and operate in a sustainable way.</p>	
<b>Principle 2</b>	Transparency	<p><b><u>Transparency of documents relevant to MSPO requirements</u></b> A Communication Procedure (Control No: MTJSSB-L03-TM02) has been established under the estate's Stakeholder Engagement Procedure to ensure appropriate and clear communication between two or more parties when resolving concerns or issues or relating new information. The estate management must keep a communication logbook to record every request made by stakeholders. The grievance and complaint box and forms are available at the estate's office.</p> <p>All publicly available documents were made available upon request. Mechanism on Information request by stakeholder's procedure was available.</p> <p><b><u>Transparent method of communication and consultation</u></b> A Communication Procedure and Release of Information to Stakeholder Procedure was established in respect of consultation and communication with its stakeholders. The Senior Estate Manager has been appointed as the Communication Management Officer. He was appointed vide an appointment letter signed by Managing Director dated 2<sup>nd</sup> December 2019 to handle any stakeholder consultation and communication. All relevant stakeholders have been identified and are included in the Stakeholder List.</p>	Complied

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		<p>The list of stakeholders for MTJS Sdn Bhd for 2023-2024 was available and updated.</p> <p><b><u>Traceability</u></b> Traceability Procedure is established to suit the conditions of each operating unit in order to achieve an effective traceability system. The procedure was created to demonstrate actual implementation, thereby reducing the need for frequent inspection. Traceability Officer was appointed on 20<sup>th</sup> December 2021 by the Managing Director to ensure that the system is consistently implemented. The procedure requires that all traceability records and documents be kept.</p> <p>The Weighbridge Advice Ticket contains the following information:</p> <ul style="list-style-type: none"> <li>- Ticket no</li> <li>- Date</li> <li>- MPOB no</li> <li>- Hectarage</li> <li>- Location</li> <li>- Vehicle no</li> <li>- Time</li> <li>- Gross weight</li> <li>- Nett Weight</li> </ul> <p>FFB production and delivery to the Collection Centres and Mills can be traced from its Delivery Orders and Weighbridge tickets. Records of sales, delivery or transportation of FFB are maintained daily and monthly.</p>	
<b>Principle 3</b>	Compliance to legal requirements	<p><b><u>Regulatory requirements</u></b> The estate is operating in compliance with local, state, national, and ratified international laws and regulations. The estate has appointed legal officer vide appointment letter dated 12<sup>th</sup> August 2019, is in charge of monitoring compliance. The legal requirements register will be updated as and when there are any new amendments or any new regulations coming into force.</p> <p>MTJS Sdn Bhd Example : MPOB license : Reg : 580303002000 Hectare: 1,214 Validity : 1<sup>st</sup> February 2024 - 31<sup>st</sup> January 2025.</p> <p>Trade Licence The Businesses, Professions and Trading Licensing Ordinance MTJS Sdn Bhd; 356811-X; Borang 1 No: A1240711; oil palm plantation Validity: 17/04/2024-07/04/2025</p> <p>SSM Registration Certificate No. Syarikat: 356811-X, Reg.25/08/1995</p> <p>MTJS Sdn Bhd has listed and updated all laws</p>	Complied.

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		<p>applicable to their operations in a legal requirements register as evident in Laws, Regulations &amp; Guidelines folder, and Procedure for Legal Requirements, MTJSSB-L03-TM04.</p> <p><b><u>Legal land use rights</u></b> All legality and ownership documentation was updated and well maintained. The extent of the estate's area has been depicted on maps.</p> <p>Boundary markers made from wooden pegs were sighted during audit. Boundaries demarcated by big drains to separate from others.</p> <p><b><u>Customary rights</u></b> The land is under legal provisional lease of state land. No customary rights claim on the said company's land.</p> <p>Copy of all the Land Titles were made available for verification. The original copies are maintained by the Head Office in Sibul, Sarawak. Copies of the land titles of estate were noted to be legally owned by the MTJS Sdn Bhd.</p> <p>The estate will respond according to the Complaints/Grievance Mechanism should any cases arise in future.</p>	
<b>Principle 4</b>	Social responsibility, health, safety and employment condition	<p><b><u>Social Impact Assessment</u></b> The SIA report showed that the social impact assessment has been conducted internally. It was carried out in order to identify the implications for the community, both positive and negative. The estate management team documents and responds to all feedback. In addition, the audit team noted that the assessment has been conducted with consultation with local communities.</p> <p>The management plans to mitigate the negative impacts and promote the positive ones.</p> <p><b><u>N/C NO. 1: MINOR (Principle 4.4.1.1)</u></b> <u>Social impacts should be identified and management plans to mitigate the negative impacts while promoting the positives ones should be incorporated, but was not revised and updated as per requirements of the new standard.</u> <u>There is a lack of in-depth assessment of the social impacts especially on the surrounding local communities and nearby estates.</u></p> <p><b><u>Complaints and grievances</u></b> A Complaints &amp; Grievances Procedure MTJSSB-L03-SR01 for MTJS Sdn Bhd has been developed. The procedure consists of objective, scope, complainants, time/ period,</p>	Minor and major Non Conformity have been raised.

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		<p>action to be taken and grievances recorded. The procedure also 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. Training and explanation on how to utilize the system was conducted.</p> <p>The management communicate with relevant stakeholders by sending memos, emails, social media and face to face to the relevant stakeholders in order to understand the negative and positive impacts of the estate operation to their daily lives.</p> <p>Complaint boxes are available at the entrances of offices where affected employees and other stakeholders can drop in their complaints to be acted upon by the Social Liaison Officers.</p> <p><b><u>Commitment to contribute to local sustainable developments</u></b></p> <p>The estate management has been actively assisting and contributing to the surrounding communities. The estate continuously provide training programs that caters to the workers needs. Stakeholders' communication was also conducted to discuss concerns raised. The estate was found to have kept all CSR records correctly. One of the CSR done include the construction and maintenance of the road entering the estate which benefited the neighbouring villages. In terms of job opportunities, the local community was prioritized.</p> <p><b><u>Employees safety and health</u></b></p> <p>The Occupational Safety and Health policy for MTJS Sdn Bhd Ref: MTJSSB-POL-OSHP01 was established on 2<sup>nd</sup> December 2019 and signed by the Managing Director. The policy is posted in the Estate Office and the Headquarters Office.</p> <p>HIRARC (MTJSSB-L03-SH05) has been established covering all activities and operations in the estate such as harvesting, spraying, manuring etc.</p> <p>Appropriate PPE has been provided to the workers in accordance to HIRARC. Verified the records of PPE issuance entitle "PPE Issued Record" and interview with the workers was confirmed they understood the need to wear appropriate PPE.</p> <p>SOP for Chemical Handling Procedure has been established which covers various activities including operational and non-operational activities. It is also pertains</p>	
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		<p>safety procedure for Requesting of Chemical, Chemical Storage, Chemical Transporting, Chemical Handling and Chemical Spillage. SDS was also made available at chemical store and fuel store.</p> <p>MTJS Sdn Bhd has established an OSH committee with Mr Robert Ginda, (Estate Manager) as Chairman and Secretary was Mr Justine Tugang who is also the Safety Officer as per Letter of appointment dated 12/08/2019.</p> <p>The safety operating procedure for handling accident is available. An emergency preparedness and response chart can also be seen set up at the notice board during audit. The chart demonstrated control of situation and the process of handling the situation and provides information. The important telephone contact numbers were also provided. Procedures guidelines were issued by the higher management and amended to tailor to the situation differences in the estate.</p> <p>The first aid box was made available by the estate during spraying works and the contents of the kits were checked and verified.</p> <p>Accident was monitored and recorded by yearly basis by estate in file "Accident Record" also been recorded in form JKKP 8 and submit to DOSH department by yearly basis. JKKP 8/177686/2023 submitted for MTJS Sdn Bhd on 30/01/2024.</p> <p><b>N/C NO. 2; MAJOR (Principle 4.4.4.2)</b>  The implementation of safety &amp; health aspect was found inadequate.  Upon document review, it was found the following:  (1) The latest OSH meeting had not been conducted according to the schedule.  (2) The appointment letters for the OSH committee had not been updated;  (3) There is no female representation in the committee;  (4) The attendance had not reflected the appointed members in the OSH committee as well as their designation.</p> <p><b>Employment conditions</b>  The Employment Policy for MTJS Sdn Bhd is covered by the Human Rights Policy Ref: MTJSSB-POL-HRP01, signed by the Managing Director on 2<sup>nd</sup> December 2019.</p> <p>Based on observation and interview session, it was noted that there are no discriminatory practices in the estate.</p>	
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		<p>Employment agreement with foreign workers, who are mostly Indonesian, stated all statutory fringe benefits and eligible incentives, e.g. working hours, overtime, leave and medical benefits, maternity leave for women, insurance coverage, deductions, resignation notice period, company rules.</p> <p>Pay slips are available for verification showed the workers were able to earn living wage that meet the Minimum Wage Order 2022.</p> <p>The management also provides free housing facilities with blue tank to store rain water and electricity.</p> <p>As stated in the estate's Policy on No Child Labour MTJSSB-POL-CLP01, established on 2<sup>nd</sup> December 2019, there are no underage workers employed by the estate.</p> <p><b>Training and competency</b> A formal training programme FY2024 covering aspects of estate operation were established. Review of the planned and implemented MSPO training at estate include among others the following:</p> <ol style="list-style-type: none"> <li>1. Harvesting and pruning</li> <li>2. Spraying training</li> <li>3. Manuring</li> <li>4. Use of PPEs.</li> </ol> <p><b>N/C NO. 3; MAJOR (Principle 4.4.6.1)</b> All employees are to be appropriately trained. A training programme that includes regular assessment of training needs and documentation, including records of training shall be kept but was not implemented. <b>Based on document review, there was no training plan and records of awareness and trainings being conducted for environment, safety &amp; health, operations and other requirements. Competency training is also required for the staff.</b></p>	
<b>Principle 5</b>	Environment, natural resources, biodiversity and ecosystem services	<p><b>Environmental management programme</b> The Environmental and Biodiversity Policy for MTJS Sdn Bhd was signed by the Managing Director on 2<sup>nd</sup> December 2019. The policy states commitment to sustainable development &amp; will achieve them through regular performance monitoring &amp; measuring, implementation of best environmental practices &amp; conserving biodiversity.</p> <p>The Environmental Aspects-Impacts Analysis was also verified during audit that covers activities with identification of pollution and its impacts well as mitigation measures and action plan formulated by the estate.</p> <p>The environmental improvement plan was</p>	Major Conformity has been raised. Non has

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		<p>observed integrated into the estate's Continuous Improvement Plan.</p> <p>The estate has prepared its Annual Training program for Year 2024. Apart from Health and Safety aspects, the training program include awareness and training on environmental aspects.</p> <p>The estate management has organised meetings on environment with employees. The last meeting was on 5/6/2023.</p> <p><b><u>Efficiency of energy use and use of renewal energy</u></b></p> <p>The estate has established its Procedure – Energy Management, MTJSSB-L03-EN02 to manage its energy consumption.</p> <p>The consumption of non-renewable energy for MTJS Sdn Bhd has been optimized and monitored by establishing baseline values and trends within an appropriate timeframe. The estate diesel consumption record has been monitored as the estate record the usage through monthly basis.</p> <p>It was sighted that MTJS Sdn Bhd has estimated the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. The budget allocation of diesel consumption for year 2024 was included.</p> <p>It was sighted that the estate has applied the use of renewable energy where possible. During site visit, it was found that MTJS Sdn. Bhd. has installed solar lights at strategic places.</p> <p><b><u>Waste management and disposal</u></b></p> <p>All wastes and sources of pollution has been identified and documented in file "Waste Management Procedure" Ref No:MPG-SOP-WM. The wastes identified were mostly general and scheduled wastes. It detailed the waste product, pollution sources, mitigation measures, target, and person in charge. Domestic waste from households, as well as empty chemical containers, were identified as wastes. The Waste Management Plan can be seen incorporated into the Continuous Improvement Plan.</p> <p>The used chemical handling procedure are in waste handling and storage guidance. Document Ref: MPG-SOP CH VERSION 1.0. The management has ensure proper and safe handling, storage and disposal of scheduled waste.</p>	
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		<p>A guideline for the triple rinse method is also seen available to assist with the management of used chemical containers.</p> <p>It was reported that all Used Oil were transported to Sibu for use in their own sawmill at Sibu.</p> <p><b>N/C NO. 4; MAJOR (Principle 4.5.3.3)</b></p> <p>The management has established its Standard Operating Procedure for handling of chemicals, including hazardous chemicals, to ensure its proper and safe handling, storage and disposal, but not implemented.</p> <p>Based on document review and site inspection, SW were not recorded and labelled accordingly. The estate should keep an inventory on the generation and disposal of scheduled wastes as required under Environmental Quality (Scheduled Waste Regulation 2005) to ensure proper and safe handling, storage &amp; disposal.</p> <p>MTJS Company disposed all their domestic wastes at Tapak Pelupusan sampah Lingga, which is under Sri Aman District Council. The domestic waste was collected every 2 week and sent to the dumpsite (Tapak pelupusan sampah Lingga).</p> <p><b><u>Reduction of pollution and emission</u></b></p> <p>The polluting activities assessment is done through Environment Management Plan and appropriate pollution-reduction action is formulated in Environment Management Plan to mitigate the pollutants.</p> <p><b><u>Natural water resources</u></b></p> <p>The estate developed and implemented a Water Management Plan (MTJSSB-L03-EN03) to ensure the quality and availability of natural water resources. The Water Management Plan covers the establishment of buffer zone for streams and rivers, water for domestic use, wastewater and water for agrochemical water.</p> <p>The latest EMR for 1st Qtr 2024 (Jan-Mar 2024), Ref. No. NREB/6-1/2B/54. Based on the report, the water qualities at Points MJ1 &amp; MJ2 were generally within Class IIB of the NWQSM. The current water analysis had not detected any major pollutant effects from the plantation.</p> <p>Rain water harvesting is practised in the estate. The rain water is utilized for non-consumable activities. Rain water harvesting is also done as precautionary measure during drought and appropriate action taken to minimize pollution of water source.</p>	
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		<p>The estate properly maintained their signages for the buffer zone area by using recycled chemical containers. It was sighted that the natural vegetation was maintain kept along the riparian buffer zone.</p> <p><b><u>Status of rare, threatened or endangered species and high biodiversity value area</u></b>          Biodiversity assessment document is available for MTJS Sdn. Bhd, which include action plan and monitoring of wild life and protected species.</p> <p>Their continual improvement plan towards conservation and management of biodiversity includes awareness program to staff and workers and constant communication with related government agencies regarding biodiversity and conservation</p> <p>No RTE species was sighted and reported in the biodiversity assessment report. Posters of RTE species were displayed, while "No hunting and fishing" signages were also sighted at the estate.</p> <p><b><u>Zero burning practices</u></b>          The estate adopts zero burning policy in the estate. The SOP for planting and replanting was available and practiced on site.</p>	
<b>Principle 6</b>	Best practices	<p><b><u>Implementation of standard best practices / Site management</u></b>          Standard Operating Procedures (SOP) or Good Agricultural Practices which outline the best management practices are stated in the Best Practices Procedure (BPP) and Good Actual Practices (GAP). An example of (BPP) are on Rat baiting and control and Pest and Disease. An example of (GAP) are Harvesting Oil Palm Procedure, Block Design SOP, and Manuring.</p> <p>The estate area is essentially a low-lying peat swamp with deep peat soils of Anderson series. The estate grounds are well covered with non-competitive vegetation allowed to grow to avoid bare ground cover</p> <p><b><u>Economic and financial viability plan</u></b>          The yearly budget for the estate allocates activities for operating expenditure in their budget list. Crop projection, cost of production, cost per tonne, and cost per hectare indicators were used to monitor the performance of the operating unit. Each year, the cost of production was reviewed and compared to expenditure, with projections for future years in place.</p> <p>No replanting programme carried out yet as</p>	Complied.

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		<p>the palms are still producing. Earliest planting in 2012.</p> <p>The estate replanting programme planning will be started in the year 2037. The replanting will be by phases.</p> <p>It was sighted evident that the achievement of goal and objectives have been regularly monitored, periodically reviewed and documented. Instruction has given that estate manager to submit report related to production data such as FFB production and expenses monthly. Monthly progress and operation report sighted.</p> <p><b><u>Transparent and fair pricing dealing</u></b> All pricing mechanism arrangements are handled at the Headquarters level. Contracts are primarily for FFB transportation, loading, harvesting, weeding, P&amp;D control, Pruning, Manuring, and other related services.</p> <p>Contract agreements are made with buyers for FFB sold to them and payment sighted paid according to the contract agreements.</p> <p><b><u>Contractor</u></b> There was contractor for transporting FFB from estate to the mill/collection centre. Payment based on statement from the mill. In future, there will be contract agreement and proper transaction records between contractor and estate. Contractor was auditable.</p>	
<b>Principle 7</b>	Development of new plantings	<p>Not Applicable</p> <p><b>Note:</b> the whole Principle 7 is not applicable for this audit as there is no new planting in the plantation areas.</p>	Not Applicable

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	✓
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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
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#### 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	Others: MSPO2530-3
	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 **MTJS Sdn Bhd.**

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


  
.....  
**(Jeffrey Denis Ridu)**  
**Lead Auditor**  
**Date: 03/06/2024**



#### 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.

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Signed for and on behalf of  
**MTJS Sdn Bhd**


(Chieng Huo Hung)  
Purchasing & MSPO in-charge

Date: 04/06/2024

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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