

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

PENGURUSAN AMIEKU SDN BHD (1150959-H)

Date: 18th August 2024

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MSPO Certification Summary Report		
	Company Name:	Pengurusan Amieku Sdn Bhd (1150959-H)
	Certifying Unit:	Amieku Estate
	Client Number:	NSC-01-06-20/MSPO
	Audit Type:	Individual / Surveillance 4 Year 5 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

Pengurusan Amieku 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 4** 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 **Pengurusan Amieku 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	
Surveillance 4 Year 5	23rd July 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	Dickens Mambu ; Certified MSPO SCCS Auditor (SGS Malaysia), Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Lead Auditor (DQS Certification), MSc Sustainable Land Use (Unimas), BSc (Hons) Conservation Biology (UMS), Exec. Diploma in Plantation Management (UTM); 15 years working experience related to

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			palm oil; site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.
		Auditor 2	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.

Clients Review:	Mr Gan Chai Tiong	Date:	21 st August 2024
Peer Reviewer 1:	-	Date:	-
Peer Reviewer 2:	-	Date:	-
Certification Decision Panel:	Mr. Abdul Khalik Bin Arbi	Date:	24 th August 2024
Approved by CM:	Mr. Dickens Mambu	Date:	24 th August 2024

5 Years Audit Programme

Planned month & year	S1 Date: 17/07/20	S2 Date: 17/08/20	SA1 Date: 11/09/21	SA2 Date: 11/09/22	SA3 Date: 11/09/23	S4 Date: 11/09/24	RA Date: 11/05/25
Internal audit	<input checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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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4.4.3 Commitment to contribute to local sustainable development	<input checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" 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	17/07/20	17/08/20	11/09/21	11/09/22	11/09/23	11/09/24	11/05/25
Actual	17/07/20	19/08/20	16-17/07/21	27/06/22	5-6/07/23	23/07/24	
Team Leader	Siti Baizurah	Siti Baizurah	Dickens Mambu	Jiram Sidu	Jeffrey Denis Ridu	Jeffrey Denis Ridu	

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PR 1	-	George Akam	-	-	-	-	
PR 2	-	Ting Moi Ngie	-	-	-	-	

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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 4 audit was conducted on **23rd July 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 3** 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 **Pengurusan Amieku Sdn Bhd** on **23rd July 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Pengurusan Amieku Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Pengurusan Amieku Sdn Bhd started planting in year **2016**. **Pengurusan Amieku Sdn Bhd** is an oil palm plantation with an area of **352.54 hectares**. **Pengurusan Amieku 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.:
Pengurusan Amieku Sdn Bhd	Ladang Amieku, Sungai Antu, Sebuyau, 94850 Samarahan, Sarawak.	1.473768	110.936560


Table 2: Supply Base Area Statement

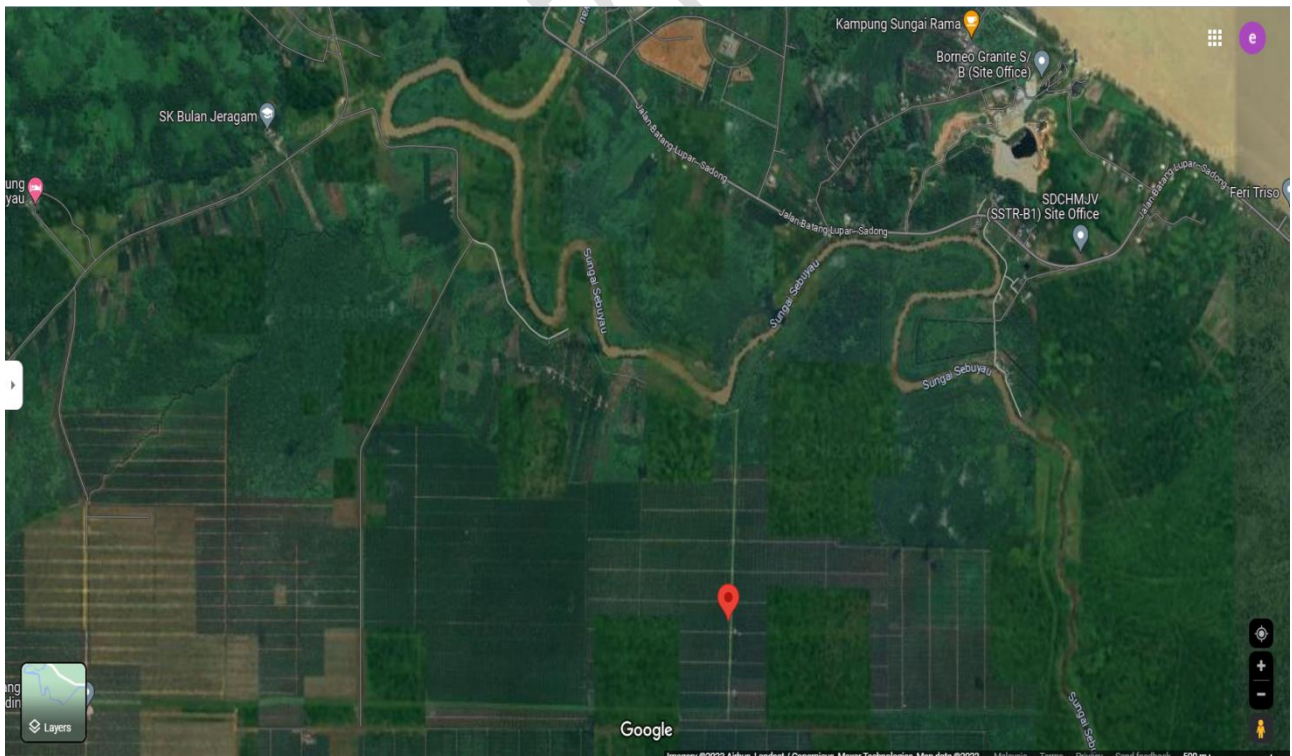
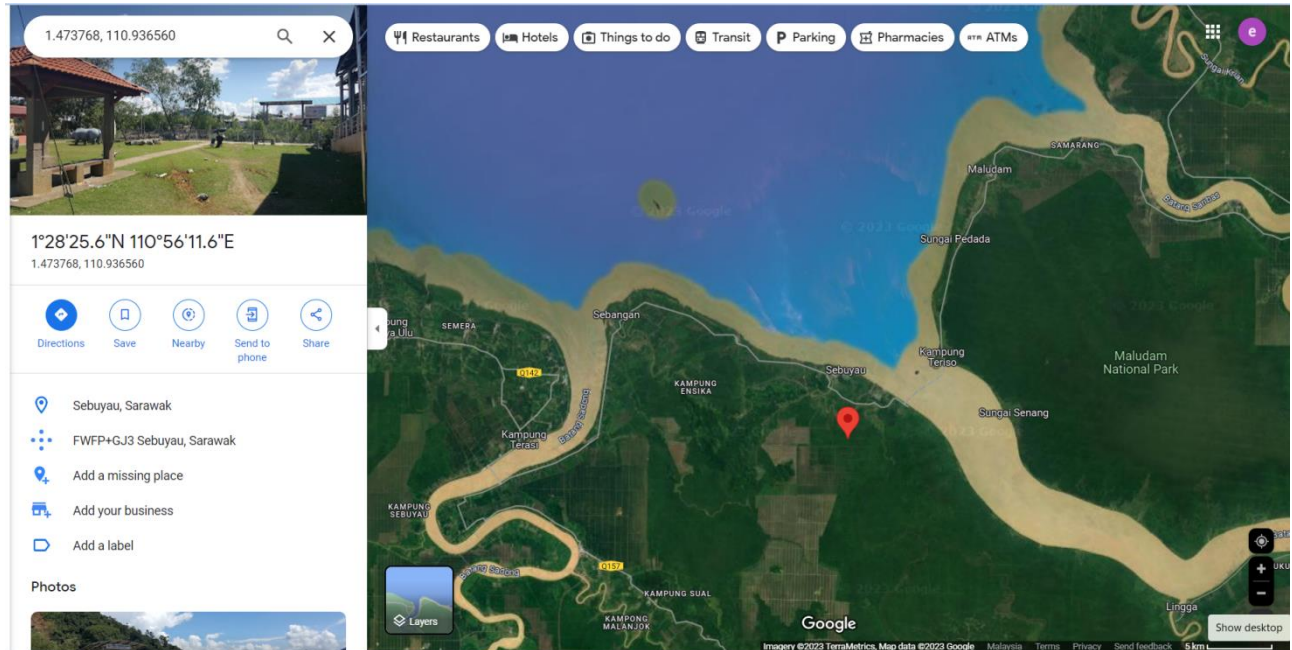
Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Pengurusan Amieku Sdn Bhd	352.54	352.54	0	0


Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
Pengurusan Amieku Sdn Bhd	7,193.83	7,627.10

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Location Map of the Production Unit**Pengurusan Amieku 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 4

The **Surveillance 4** audit was conducted on **23rd July 2024**.

During the **Surveillance 4** audit, there were **0 Major, 2 Minor and 2 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 **Pengurusan Amieku Sdn Bhd** to provide comments. As at audit date on **23rd July 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Pengurusan Amieku Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Supplier/Buyer: Felcra Jaya Samarahan Sdn Bhd	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Government Agency: Pejabat Daerah Sebuyau	Estate has been committed in complying with the national guidelines of respective matters. No issues.	Communication for all parties are clear and followed as stated in procedure.
Worker Representative: Loader & Harvester	Happy with workplace and remuneration.	Estate always focuses on employee welfare and well being management.
Local Community/ Neighbouring Villages: Lita ak Sadong Grugo Anak Likon	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 company has established Sustainable Palm Oil Policy dated on 18th December 2019 signed by Director. The policy is being communicated through several ways such as by displaying the policy at office and labour quarters. It is also being communicated to the employees during muster call. The policy emphasizes the company commitment towards sustainable development and continuous improvement in plantation operation.</p> <p>During the stakeholder consultation, the MSPO requirements were also briefed to stakeholders present.</p> <p><u>Internal Audit</u> Internal Audit was planned to be conducted at least once not exceeding a year period. This requirement was clearly indicated in the Internal Audit Procedure developed Ref No : PASB/MSPO/1.2.3. The internal audit was conducted on 10th July 2024. Internal Audit Report produced at the end of the audit and brought up to the management and reviewed accordingly.</p> <p><u>Management Review</u> Management Review is scheduled to be conducted once a year after internal audit has been conducted. The meeting attended by top management. The management has periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. The management review was conducted after the internal audit was done. Latest Management review meeting was conducted on 11th July 2024. Main agenda stated in minutes of meeting prepared by estate</p>	Opportunity for improvement has been raised.

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		<p>manager was regarding overall estates operation activities including effectiveness in continual improvement system for both estates.</p> <p><u>Continual Improvement</u> The company has identified Continual Improvement Plan for several criteria such as environmental, social, safety and health. The progress of each identified improvement plan is being monitored closely by the management.</p> <p><u>N/C No 1: Opportunity For Improvement (Principle 4.1.4.1)</u> It would be beneficial to include in the Continual Improvement Plan to conduct analysis on the population of the pollinating weevils.</p> <p>The new technology has been implemented at the estate level such as the usage of new excavator, forklift and lorry. The estate also constructed a new weighbridge for internal use to monitor the traceability.</p>	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u> The management has established its "Stakeholder Engagement Procedure - Communication Procedure" (Ref : PASB/MSPO/2.2.1) with its Communication Procedure flow chart.</p> <p>All publicly available documents was made available upon request. Mechanism on Information request by stakeholder's procedure was available.</p> <p>Also sighted Appointment letter for Social Liaison Officer dated 12th December 2019.</p> <p><u>Transparent method of communication and consultation</u> The management has established its "Standard of Communication Procedure" for release of information from estate upon request of stakeholder. Ref : PASB/MSPO/2.2.1. Mode of communication to the stakeholders is through Stakeholders meeting.</p> <p>The estate has appointed Person in Charge for issues related to handling communication with external stakeholder and this is confirmed through Appointment Letter dated 12th December 2019.</p> <p>The list of stakeholders for both estates was maintained (PASB/MSPO/2.2.3/1 and updated on 30th May 2024.</p>	Complied.

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		<p>Stakeholders meeting was organized on 1st June 2024 at Estate office. The minutes of meeting and attendance available and verified during the audit.</p> <p><u>Traceability</u> Traceability Procedure, PASB/MSPO/2.3.1 FFB Selling Record and Delivery Order Ticket of Pengurusan Amieku Sdn Bhd available for review and their FFBs are now sold to Felcra Jaya Samarahan Sdn Bhd (Kilang Kelapa Sawit Samarahan). Samples of delivery to the mill seen and are in good order.</p> <p>All documents of FFB from harvesting until FFB dispatched were verified to ensure the status of the FFB. The task assign according to job scope is to conduct traceability inspection at defined interval.</p>	
Principle 3	Compliance to legal requirements	<p><u>Regulatory requirements</u> Estate operations are in compliance with the relevant laws and regulations. The legal register covering the applicable local and international laws is updated and available for review.</p> <p><u>MPOB License</u> Reg No: 617733002000 Hectare: 352.54 ha Validity: 01/11/2024 - 31/10/2025</p> <p><u>Trade License</u> Reg No : A1104740/15, Agriculture, Validity: 18/07/2023 - 27/07/2024</p> <p><u>Suruhanjaya Syarikat Malaysia</u> Company Registration No: 1150959-H Registered date : 03/07/2015.</p> <p><u>Permit Khas Barang Kawalan Berjadual</u> No. Rujukan: PPDN(W)PGK/05/08/18-201 Diesel @ 200 L/Day Validity : 27/08/2023 – 26/08/2024</p> <p>Appointment of Legal officer was signed by Director dated 18th December 2019.</p> <p>The legal requirements register was updated as and when there are any new amendments or any new regulations coming into force. Legal register latest updated on 01st June 2024.</p> <p><u>Legal land use rights</u> The estate assessed managed to present the agreement for respective areas. All legality and ownership documents were found well maintained. Maps have been established indicating the extent of the estate's area. It</p>	Complied.

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		<p>was found the established map is tally with the agreement with the land owner.</p> <p>Sublease Agreements sighted signed by the NCR landowners with the company. 4 blocks in total. Pengurusan Amieku Sdn Bhd estate were on lease land with NCR land owner. Lease agreement were sighted and verified. Land owner also contacted to verify the agreement and status of payment.</p> <p><u>Customary rights</u> There are no issues on legal acquisition of land. The estate will respond according to the Complaints/Grievance Mechanism should any cases arise in future.</p> <p>There are no issues or area encumbered by customary rights in the estates. Up to date, no complaints regarding land issue and other related issues have been made against the Estate.</p>	
Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> Social Impact Assessment (SIA) report is available dated June 2023, prepared by General Manager.</p> <p><u>Complaints and grievances</u> The procedure for responding to grievances and complaints were outlined in the Complaints and Grievance Procedure. The flow chart of the procedures was sighted also made available on notice boards at the estate office. The system is open to all affected parties, set to resolve disputes in an effective, timely and appropriate manner. It was confirmed through interview that all workers understand about this procedure.</p> <p>The complaint forms were made available at the estate, where affected employees and other stakeholders can drop in their complaints to be acted upon by Social Liaison Officer.</p> <p>Evidence of consultation during the stakeholder meeting. Observed that the consultation has been conducted in a way to inform them on complaints or suggestion that can be made any time by them. Stakeholder Meeting was conducted on 01st June 2024 through the use of letters.</p> <p>No complaints sighted for the estate. Grievances Procedure sighted stated that the record will be kept for at least 24 months.</p> <p><u>Commitment to contribute to local sustainable developments</u> The estate management has shown their</p>	Minor non-conformity has been raised.

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		<p>commitment towards local communities through employment of local communities.</p> <p>During document review it was sighted that the management had provide CSR to local communities whereby a form "Borang Bantuan & Sumbangan Kepada Penduduk" was made available for review.</p> <p><u>Employees safety and health</u></p> <p>Pengurusan Amieku Sdn Bhd has established a Health and Safety Policy signed Director dated 18th December 2019.</p> <p>The Health and Safety training was conducted 13th June 2024.</p> <p>All operation risk were assessed and documented in the HIRARC Form. The risk assessment (Harvesting, Spraying, Manuring) has been updated on 01st January 2020. Appropriate risk control measures were determined and implemented for the respective activities and operation. In general, the control measures were appropriate to the identified risks. A person-in-charge at the site was appointed to monitor the implementation of the control measures.</p> <p>Safety training for employees for the year 2024 sighted available.</p> <p>Appropriate PPE were distributed for the specific risk assessed operations as per HIRARC. Records of PPE issuance are kept in the PPE Issuance Record. Samples seen dated 01st June 2024.</p> <p>Pengurusan Amieku Sdn Bhd has a Standard Operating 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. It was observed that Standard Operating Procedure was available for "Prosedur Pengendalian Bahan Kimia."</p> <p>The appointment as per informed in the job description for the appointed person as person in charge for all estate operation within their area. Mr Mohd Iswandi Bin Wahab has been appointed the safety & health officer/secretary of OSH committee. Appointed 31st July 2024.</p> <p>The estate had conducted regular two-way communication with their employees where issues affecting their business such as</p>	
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		<p>employee's health, safety and welfare through management meeting and workers training. The meeting attended by top management and field supervisor. Supervisor will communicated to all workers. The management sighted not established the Safety and Health committee as their workers less than 40. Minutes of meeting seen dated 01st June 2024.</p> <p>Emergency Response Plan was established mainly on ERP for Spillage, ERP for Fire and ERP for Accident. Evacuation Routes sighted available. It was sighted that all workers have been briefed and trained for First aid training.</p> <p>There was no accident recorded in the estate. JKPP 8 submission dated 03rd January 2024, Ref JKPP 8/153319/2023.</p> <p><u>N/C NO.2; MINOR (Principle 4.4.4.2)</u> The implementation of safety and health aspects was found lacking. During field visit, it was sighted inappropriate PPE being used by a sprayer.</p> <p><u>Employment conditions</u> Pengurusan Amieku Sdn Bhd has established an Equal Opportunity Policy signed by Director of Pengurusan Amieku Sdn Bhd dated 18th December 2019.</p> <p>Interviews conducted with the staff and workers at the estate confirmed that there is no discrimination of any form at the estate. 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>The top management of Pengurusan Amieku Sdn Bhd is committed to implement the minimum wages in their operation. Interviews with workers reveal that they understood the contents of the pay slip and would seek clarifications from the relevant clerk if they were unsure or have questions regarding their remunerations.</p> <p>Estate documentation of pay in the form of monthly pay slips was provided to all workers, staff received a copy of their pay slip every month. The pay slip contains the date, salary payable including any commissions minus any deductions such as statutory deductions (SOCSSO, EPF, EIS), Interviews with workers reveal that they understood the contents of the pay slip and would seek clarifications from the relevant clerk if they were unsure or have questions</p>	
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		<p>regarding their remunerations.</p> <p>Observed that the working hours and breaks for each employee indicated in the Contractor's Agreement comply with the legal requirements.</p> <p>Other forms of social benefits were offered by the employer to employees, their families or the community such as incentives for achieved tonnage, professional development, medical care and health provisions. The management also provides free workers quarters facilities. Labor Quarters are provided to contracted employees. Observed that the labor quarters are habitable and have amenities such as blue tank to store rain water for domestic use, solar energy used as source of electricity etc.</p> <p>Pengurusan Amieku Sdn Bhd has established a Sexual Harassment Policy and committed to provide a work environment which is conducive, safe and free from sexual harassment. The policy was signed by Director of Pengurusan Amieku Sdn Bhd dated 18th December 2019.</p> <p>Pengurusan Amieku Sdn Bhd has established Freedom and Rights to join Trade Union Policy signed by Director of Pengurusan Amieku Sdn Bhd dated 18th December 2019. There was no union formed at the estate. However, there are workers representatives who represented the whole estate workers to liaise with the management on any issues.</p> <p>No underage worker is being employed in the estate as per company Policy on No Child Labour dated 18th December 2019 signed by the Director.</p> <p><u>Training and competency</u></p> <p>Training Schedule 2024 was provided in session in the estate. Training needs of individual employees had been identified prior to the planning and implementation of the training programme to provide the specific skill and competency required to all employees based on their job description. The training matrix of every employee was established to determined their competency and level of skills.</p> <p>Observed that the continuous training was established in the yearly training program. Training include MSPO Awareness and Training, Safe Work handling Training, Environmental Training and Social Training.</p>	
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Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><u>Environmental management programme</u></p> <p>Environmental policy seen established signed by Director dated 18th December 2019. Also sighted the EAIA is established and reviewed on 02nd January 2022 and the EMP established with relevant objectives that emphasized on good management practice and mitigation of environmental impacts. Evidence of Environmental Management Plan was communicated to all employees through training sessions conducted for the workers.</p> <p>Pengurusan Ameiku Training Schedule 2024 is available and include training on MSPO awareness and environmental related aspects (such as buffer zone, domestic wastes and chemical handling).</p> <p>Based on training record, Environmental awareness on "Penjagaan Alam Sekitar & Biodiversiti" was held on 20th June 2024. Attendance list available & verified.</p> <p>The management has organized its latest meeting on environment with its employees on 01st June 2024 at estate ramp/office. Minutes of meeting and attendance list available.</p> <p><u>Efficiency of energy use and use of renewal energy</u></p> <p>A plan for improving the efficiency on the use of fossil fuels is in place incorporated into the Environmental Impact Assessment. Yearly and Monthly Fuel Consumption Reports available for review.</p> <p>Monthly Diesel Consumption, FFB production and Energy Efficiency for Year 2024 to date.</p> <p>Solar power is used at the Worker's Quarters.</p> <p><u>Waste management and disposal</u></p> <p>Waste Management Plan & Procedure for General Waste available and included activities as Circle Spray; Domestic Waste; Repair of Excavator and Fertilizer bags.</p> <p>The waste management and disposal plan to avoid or reduce pollution had been documented and implemented. Procedures and guideline were used to guide the waste disposal activities and to reduce pollution on the routine operation. All empty chemical containers have been tripled rinsed and labeled accordingly to be re-used for other permissible purposes.</p>	Minor Non-Conformity has been raised.
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		<p>There was no workshop in the estate. Any repair works and servicing of its machineries and vehicles will be outsourced and done outside by its suppliers.</p> <p>Prosedur Pengendalian Bahan Kimia implemented in respect of used pesticide containers.</p> <p>Domestic wastes from worker's quarters will be collected regularly collected and sent to the main Rubbish Bins at Pasar Sebuyau by Estate Manager.</p> <p><u>Reduction of pollution and emission</u> Assessment of all polluting activities were included in the EAIA. The assessment of identified polluting activities was being conducted and monitored at the estate. Pollution Identification Environmental improvement action plan was used to identify the waste products and sources of pollution and being reviewed accordingly.</p> <p>No workshop and Genset used at the Estate as Solar power is being used at the worker's Quarters. Any repair works and servicing of machineries will be outsourced.</p> <p><u>Natural water resources</u> Water Management Plan available, periodically review & covering: a) Soil Moisture conservation Program b) Buffer Zone of Streams & Rivers c) Water for Domestic Use</p> <p>Water Management Plan has been established by the estate management.</p> <p>No river except DID drains passing through the Estate; Infield & collection drains are well maintained to collect rain water.</p> <p>Water spillage during pre-mixing of chemicals, from washing of PPE and from triple rinsing were collected back from the sumps and recycled for spraying.</p> <p>No buffer zone or natural waterways through the estates and No bore well or dam in the estates.</p> <p>Rain water harvesting practice in all their operation including for spraying activities.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> Biodiversity Assessment was done.</p>	
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		<p><u>N/C NO.3; MINOR (Principle 4.5.6.1)</u> Information on identification of HVC areas and conservation status of rare, threatened, or endangered species was not adequately covered. Based on record, biodiversity assessment was too simplified.</p> <p>Proper signage on prohibiting hunting and fishing have been made at strategic places. No RTE species were ever present or sighted in the estate. 'No hunting' signages were installed and awareness program conducted to raise awareness.</p> <p><u>Zero burning practices</u> Zero burning Policy signed by Mr Gan Chai Tiong, dated 18th December 2019 that prohibited any open burning for new planting or replanting.</p> <p>No land preparation for oil palm cultivation or replanting was reported by the management.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> The management has established several procedures regarding the estate operation. Estates adopted the following documented manuals and documents as their standard operating procedures.</p> <ol style="list-style-type: none"> Manuring Spraying Pruning Harvesting Tractor Driver Driving FFB Lorries <p>Interview with selected estate workers revealed that they are aware on the MSPO requirements. All palms in the estate are planted entirely on flat area.</p> <p>Estate is typically flat land and it was also observed that practices to minimize and control erosion and degradation of soils were also advocated through proper stacking of fronds, road maintenance and maintenance of soft vegetation in the interlines.</p> <p>Block marking was observed at each block made of wood which contained the following information: Block No., total hectare, total palm, progeny and date planted.</p> <p><u>Economic and financial viability plan</u> Estate continued to have documented business plans with projections until the financial year 2023/2024. At the estate, the budget provisions covered activities for</p>	<p>Opportunity for improvement has been raised.</p>

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		<p>upkeep, cultivation, harvesting and evacuation, welfare, capital expenditure, etc. Attention was given to crop projection, cost of production, cost per ton and per hectare indicators to monitor the performance of each operating unit. The cost of production was reviewed and compared against expenditure each year with projections in place for future years.</p> <p>No replanting programme in near future as the profile age of palms is between 6-7 years.</p> <p>Business plan to be review yearly. Estate prepare monthly progress report to monitor regularly performance of estate.</p> <p><u>N/C NO.4; Opportunity For Improvement (Principle 4.6.2.4)</u> There has been a lot of rejected crop in the field due to incomplete formation and ripening of the FFB. It would be good to look into the cause of the incomplete formation and the declining population of the pollinating weevils.</p> <p><u>Transparent and fair pricing dealing</u> Pricing mechanisms are well documented in contract agreements between the estates and contractors. All arrangement of the pricing mechanism is handled through Head Office level. Pricing mechanism were understood by the supplier.</p> <p>Sales and purchase agreement sighted and verified during the audit. Supplier also verified all business dealing were done in an appropriate manner.</p> <p><u>Contractor</u> Communication was carried out between Pengurusan Amieku and contractor on the term and condition to ensure issue related to legal compliance, company policies and specified requirement related to job offered were adhered to by the contractors.</p>	
Principle 7	Development of new plantings	<p>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.</p>	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 <i>(Please tick the certification you are currently certified)</i>			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001	x	MSPO 2530-3
	None		

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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 **Pengurusan Amieku Sdn Bhd.**

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



.....
(Jeffrey Denis Ridu)
Lead Auditor
Date: 18/08/2024

**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
Pengurusan Amieku Sdn Bhd**

PENGURUSAN AMIEKU SDN. BHD.
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.....
(Gan Chai Tiong)
Director
Date: 21/08/2024

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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