

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

PREMIER GLOW PLANTATION SDN BHD
(789469-D)

Date: 25th July 2024

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MSPO Certification Summary Report



	Company Name:	Premier Glow Plantation Sdn Bhd (789469-D)
	Certifying Unit:	Premier Glow Plantation Sdn Bhd
	Client Number:	NSC-03-06-20/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

Premier Glow Plantation 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 **Premier Glow Plantation 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	13th 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

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			(UTM); 15 years working experience related to palm oil; Site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.
		Auditor 2	Abdul Khalik Arbi ; MSPO Certified Lead Auditor, BSc. (Hons) Environmental Science, 18 years experiences working in Consultation (Environment, Safety and Health Aspect and Socio Aspect) in various industries such as Plantation, construction, master plan study.

Clients Review:	Ling Cheng Yii	Date:	27 th July 2024
Peer Reviewer 1:	-	Date:	-
Peer Reviewer 2:	-	Date:	-
Certification Decision Panel:	Monica Mone Lubong	Date:	30 th July 2024
Approved by CM:	Dickens Anak Mambu	Date:	30 th July 2024

5 Years Audit Programme

Planned month & year	S1 Date: 24/07/20	S2 Date: 25-26/08 /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	24/07/20	25-26/08/20	11/09/21	11/09/22	11/09/23	11/09/24	11/05/25
Actual	24/07/20	27-28/08/20	26-27/07/21	15/06/22	7-8/08/23	13/07/24	
Team Leader	Siti Baizurah	Siti Baizurah	Dickens Mambu	Dickens Mambu	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 **13th 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 **Premier Glow Plantation Sdn Bhd** on **13th July 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Premier Glow Plantation Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Premier Glow Plantation Sdn Bhd started planting in year **2016**. **Premier Glow Plantation Sdn Bhd** is an oil palm plantation with an area of **157.20 hectares**. **Premier Glow Plantation 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.:
Premier Glow Plantation Sdn Bhd	NCR, Ulu Sungai Sebenda, Tamin, Sibul, 96000 Sibul, Sarawak.	2.394007	112.216045


Table 2: Supply Base Area Statement

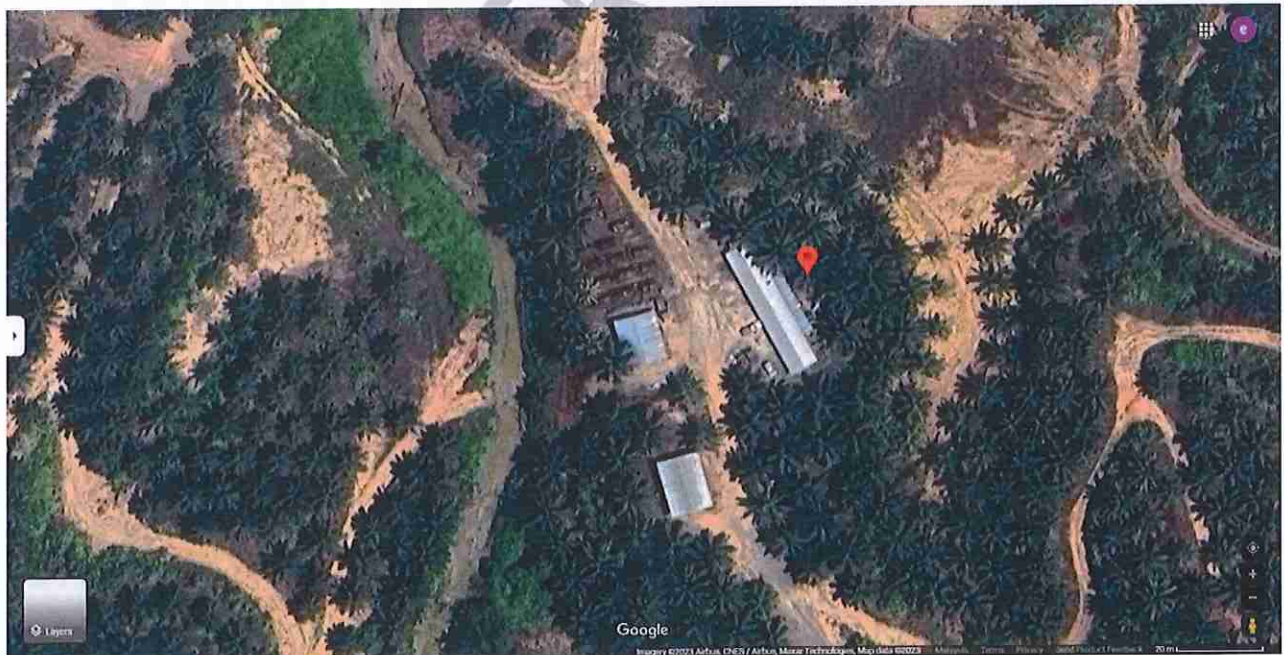
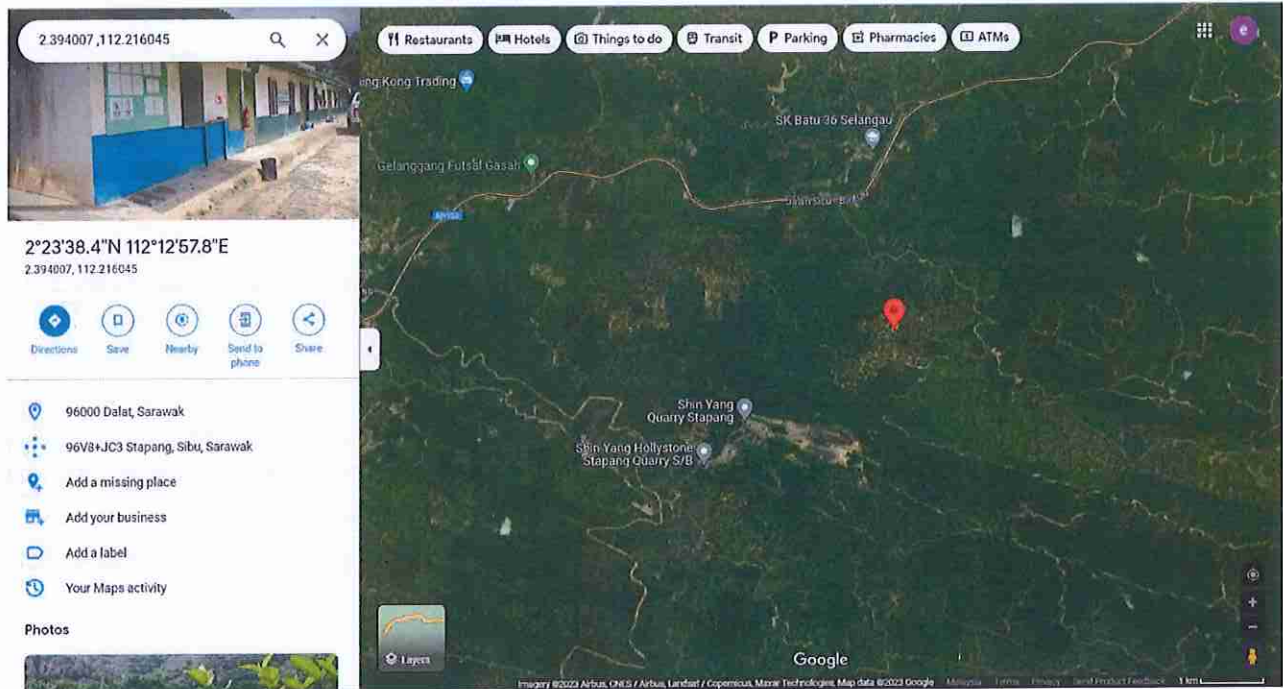
Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Premier Glow Plantation Sdn Bhd	157.20	157.20	0	0

Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
Premier Glow Plantation Sdn Bhd	268.64	319.24

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Location Map of the Production Unit**Premier Glow Plantation 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 **13th July 2024**.

During the **Surveillance 4** audit, there were **0 Major, 1 Minor and 1 OFI findings** being raised. The non-conformances raised during the audit were closed out by means of documents review that were established, revised and implemented appropriately and preventive actions taken by the estate.

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


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

4.2 Stakeholders' Consultation

Nesus Certification Sdn Bhd, has notified the stakeholder as to accommodate stakeholder's consultation and communication for **Premier Glow Plantation Sdn Bhd** to provide comments. As at audit date on **13th July 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Premier Glow Plantation Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Supplier/Buyer: Syarikat Hui Loong	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Government Agency: MPOB Sibul	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: Ong Yew Chai	Happy with workplace and remuneration.	Estate always focuses on employee welfare and well being management.
Local Community/ Neighbouring Villages: TR. Mathews Chuat Anak Seribu	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>Policy on Implementation of MSPO Premier Glow Plantation Sdn Bhd has established its MSPO policy entitled "Premier Glow Plantation Sdn Bhd Sustainability Policy (MSPO)" dated 11th November 2019, The policy was signed by its Managing Director. The policies have been revised dated 31/05/2024</p> <p>The policy statement emphasized on their commitment towards continual improvement in all operation through regular training and consistent monitoring & review of existing procedures. All Policies were displayed at main sign Board at their Worker's quarters.</p> <p>Internal Audit The internal audit for Premier Glow Plantation was conducted by its consultant, Op Agrotech, on 05th June 2024. From its SOP for Internal audit, it is expected to be done annually. The SOP for Internal audit was established as in Document PGPSB-L03-TM01 for Premier Glow Plantation Sdn Bhd.</p> <p>The internal audit report was to be made available for review at the Management review meeting.</p> <p>Management Review The Management Review Procedure PGPSB-L03-TM03 for Premier Glow Plantation Sdn Bhd.</p> <p>The management review on its Internal Audit findings was conducted on 6th June 2024.</p> <p>Continual Improvement Continual improvement Plan will be incorporated into its Annual Training Plan for the estate.</p>	Complied.

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		<p>No new information and techniques. If any information or techniques to be introduced, training will be provided to the workers accordingly.</p> <p>Necessary resources will be provided for training whenever required by the estate.</p>	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u> The estate management has established its Communication Procedure on 11th November 2019 (PGPSB-L03-TM02).</p> <p>The management has no restriction in providing the information to any of its stakeholders, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcome.</p> <p>Management documents for the estate will be made publicly available upon request except for confidential documents.</p> <p><u>Transparent method of communication and consultation</u> The management has established its Communication Procedure for release of information from estate upon request by stakeholder as mentioned above.</p> <p>Main mode of communication to the stakeholders will be through Stakeholders meeting. Stakeholders meeting was conducted one on one meeting at Premier Glow Plantation Sdn Bhd.</p> <p>The Estate management has appointed its Manager in charge, Mr Ling Cheng Yii as Person responsible for issues related to indicator 1. Through appointment by its Director, Mr Ting Tiu Ging dated 01st October 2022, Mr Ling Chih Yii has been appointed to undertake a multi-roles as:</p> <ol style="list-style-type: none"> 1.Social Liaison Officer, 2.Traceability Officer, 3.Safety & Health Officer and 4.Environmental Officer. <p>The list of stakeholders for Premier Glow was maintained and updated on 5th June 2024. The stakeholders comprised Govt Agencies, Fertilizer, Chemical & Spareparts Suppliers, and NCR landowners.</p> <p><u>Traceability</u> Traceability Procedure has been established Ref:PGPSB-L03-TM02.</p>	Complied.

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		<p>Manager in charge, Mr Ling Cheng Yii has been appointed as Traceability Officer to monitor FFB delivery & sales to SOP Balingian Palm Oil Mill.</p> <p>All documents of FFB from harvesting until FFB dispatched were verified to ensure the status of the FFB. Volumes of FFBs had been properly recorded and monitored daily.</p>	
Principle 3	Compliance to legal requirements	<p>Regulatory requirements 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>Premier Glow Plantation Sdn Bhd MPOB license Reg: 543287002000 Hectare: 157.20 ha Validity: 01/11/2023 - 31/10/2024</p> <p>COMPANY REGISTRATION NO 789469D registered on 25/10/2007.</p> <p>Legal requirement register (Ref: PGPSB-L03-TM04) is maintained and updated in digital format and verified. The list includes both Federal and State laws/regulations that are applicable.</p> <p>Any change of the law will be updated by the legal officer. As to date, the estate has updated the Minimum Wages Order 2022 and Protection of Public Health Ordinance 1999.</p> <p>Legal land use rights 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 was found the established map is tally with the agreement with the land owner.</p> <p>It was verified that the locality plan was included in the agreement. The legal use of the land confirmed to be for cultivation of oil palms. There were no recorded of known dispute over the land.</p> <p>Boundary pole using wood painted with red is used for boundary marking at Premier Glow Plantation Sdn Bhd.</p> <p>Customary rights 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>	Complied.

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		<p>Negotiation with landowners is made prior of development. Estate map and agreements between management and landowners available. Negotiation with landowner started around 2008 for Premier Glow Plantation Sdn Bhd.</p>	
Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> The Social Impact Assessment was done with proper analysis by its consultant. There was an in-depth assessment of the social impacts especially on the NCR landowners directly involved with Premier Glow Plantation Sdn Bhd.</p> <p><u>Complaints and grievances</u> A Complaints & Grievances Procedure for Premier Glow Plantation Sdn Bhd (PGPSB-L03-SR01) sighted. A process flow chart is attached in the procedure with timeline to inform complainant on status. A timeline to settle complaints is also stated.</p> <p>Complaints Form is used in the estate. Any individual (workers, contractors and external stakeholders) can fill up and submit the complaint to the office. At the point of audit, no complaint received from stakeholders.</p> <p>In order to ease the employees in both estate and relevant stakeholders to lodge any complaints, complaint box placed at the labor quarters.</p> <p>Interview with employees and stakeholders showed that they are aware that the estate has Procedure to complaint, and also post the procedure on public notice board near the labor quarters. The estate also has developed the form and book to keep the records of complaint.</p> <p>To date, no complaints have been received by the estate.</p> <p><u>Commitment to contribute to local sustainable developments</u> The estate continued to organize Training programs for its workers.</p> <p>Training Plan for Year 2023 include:</p> <ol style="list-style-type: none"> 1.MSPO awareness 2.Safety work training 3.Environment Training 4.Best practices <p>From training record, the above training were carried out.</p>	Complied.

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Employees safety and health

The Occupational Safety & Health Policy for Premier Glow Plantation Sdn Bhd and was sighted signed by Mr Ting Tiu Ging, Director on 11th November 2019. A revised OSH Policy signed dated 31st May 2024. Policy displayed at notice board and communicated to workers during training and meeting. During morning muster call, assistant manager will briefed workers on safety aspect of work including PPE and safety working procedures.

HIRARC Doc Ref: PGPSB-L03-SH05 for the estate is available and formalized in July 2020. The estate had identified and reviewed significant hazards and risks and determined appropriate risk control measures.

Appropriate PPE were distributed based on the job activities in the estate. Procedure of storage and handling of Personal Protective Equipment (PGPSB-L03-SH06) sighted. d)PPE Training Records are kept in the Training file. The PPE Issuance Record dated 14th May 2024 available for review.

Premier Glow Plantation Sdn Bhd has a Chemical Handling (Ref: RHPSB-L03-SH02)' sighted 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. Update dated 05th June 2023.

Mr Ling Cheng Yii has been appointed safety & health coordinator. He is also the First aider for Premier Glow Plantation Sdn Bhd.

Safety Meetings are usually done through informal way such as morning muster and during training as the number of employee does not exceed 40 person in the estate.

First aid box available in the estate. Checklist of items clearly indicate that only approved items available in the box. All consumable medicine were kept in other place. First aid awareness training was conducted by the Safety PIC. First aid Box checked on 31st May 2024 by Mr Ling Cheng Yii.

Accident investigation & reporting PGPSB-L03-SH01 procedures available.

Submission of JKPP 8 (Ruj: JKPP8/125171/2023) dated 27th April 2024 was done for Premier Glow Plantation Sdn

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Bhd and document available for review.

Employment conditions

The Policy on Good Social Practices comprised of:

- 1) Human Rights Policy dated 11th November 2019.
- 2) No child labour, dated 11th November 2019.
- 3) Sexual Harassment Policy dated 11th November 2019.

All were seen signed by Director of Premier Glow Plantation Sdn Bhd.

The top management of the estate is committed to implement the equal opportunity within their organization. Their commitment is clearly described with the statement indicated in the Human Rights Policy signed by Director of Premier Glow Plantation Sdn Bhd dated 11th November 2019.

There were no evidence of any form of discrimination based on race, national origin, religion, gender, union and political affiliation and is covered in the policy as well.

The payroll and pay slip records of employees showed that all employees are paid with the basic salary are compliance with the local minimum wages requirements for the estate.


The management will ensure the employees of contractors are paid based on legal minimum standards through monitoring of their wages.

Housing was provided to all employees. The houses were generally in good conditions. Each houses has either 1 or 2 bedrooms. All houses were provided with water and electricity supply. Electricity thru genset provided. Water storage tank provided to collect rain water for domestic use. Workers usually buy drinking water on a monthly basis.

The policy to prevent sexual and other forms of violence is contained in the Sexual Harassment Policy dated 11th November 2019. This policy is implemented and communicated to all levels of workforce.

The policy on non-employment of children is contained in the No Child Labor Policy. There was no evidence that the estate employ anyone below the age of 18 years. This was verified by examining the master lists of workers.

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		<p><u>Training and competency</u> Training were provided in the estate as sighted in Personnel Training Record organized by Mr Ling Cheng Yii, estate manager.</p> <p>The training needs for the estates have been established titled 'Training Matrix' covering all workers.</p> <p>The training plan for the year 2024 covering all aspects sighted available.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><u>Environmental management programme</u> Environmental & Biodiversity Policy for Premier Glow Plantation S/B was signed by its Director, Mr Ting Tiu Ging dated 11th November 2019.</p> <p>Under its Environmental Policy, the Estate is committed to sustainable development and will achieve its development goals through regular performance monitoring & measuring, implementation of best environmental practices & conserving biodiversity. Company Policies was communicated to the workers during MSPO awareness training 14th May 2024 at the Premier Glow estate.</p> <p>The Environmental Management Plan (EMP) for Premier Glow Plantation Sdn Bhd has been prepared.</p> <p>Environmental Improvement plan to mitigate and promote the negative and positive impacts respectively will be reviewed and continue to be implemented.</p> <p>Waste Management Plan has been established. Among the pollution prevention being identified are control of chemical application, monitoring water course and Schedule Waste.</p> <p>Awareness and training program on environment have been done, and record of training/briefing verified during the audit.</p> <p>Premier Glow Management has organized a meeting cum briefing on environment with its workers. Record of meeting-briefing with its workers verified.</p> <p><u>Efficiency of energy use and use of renewal energy</u> Monthly Fuel Consumption Reports based on its Fuel Log Sheet and Energy Consumption Spreadsheet available for review.</p>	Complied.

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Solar is also used for Worker's Quarters at Premier Glow Plantation Sdn Bhd.

Waste management and disposal

Premier Glow Plantation has identified all wastes and sources of pollution. Environmental Impact Assessment, Management Action Plans & Continuous Improvement Plans were established to mitigate and control the identified wastes and source of pollution.

A waste management plan to avoid or reduce pollution has been developed and implemented.

Used chemical SOP is include in Chemicals Handling Procedure sighted in the MSPO Folder Principle 4.

Triple Rinse Procedure for empty pesticide containers available. The procedure clearly outlined instructions on how to manage empty pesticide containers as required by DOE. Any disposal of empty containers will only through DOE authorize collectors. At the point of audit, the estate mainly reused empty chemical containers used for spraying.

Domestic Wastes are collected and brought regularly by the Estate Manager to Dumping Bins at Sibu Municipal Council.

Reduction of pollution and emission

Domestic waste at workers camp, and all plantation facilities area was adequately addressed. Assessment of all polluting activities, including identifying and monitoring sources of waste and pollution document was made.

Action Plan to reduce identified significant pollutants included in its Environmental Management Plan.


Natural water resources

Water management plan was established to addressed water conservation, protection of riparian buffer and management procedure on terrain.

There was no construction of bund, weirs and dams observed across the natural waterways.


Estate practicing rain water harvesting for workers daily use at line site and in operational activity. Pruned fronds were stacked along the palm rows.

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		<p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> No RTE Species spotted in the estate. Estate Management however installed awareness posters of the RTE and wildlife in a friendly manner in all their operation.</p> <p><u>Zero burning practices</u> Zero Burning Policy for Premier Glow Plantation S/B was signed by its Director, Mr Ting Tiu Ging dated 11th november 2019.</p> <p>Zero burning Policy practised and signages on 'No Open Burning' available to prohibit any open burning. No new planting or replanting as both estates are about 10 years old.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> Standard Operating Procedures (SOP) or Good Agricultural Practices covers: ✓• Oil Palm Harvesting (PGPSB-L04-OP03) ✓• Oil Palm Manuring (PGPSB-L04-OP01) ✓• Oil Palm Weeding (PGPSB-L04-OP02)</p> <p>Standard Operating Procedures (SOP) or Good Agricultural Practices which outline the best management practices are stated in the Plantation Manual and Good Actual Practices (GAP) established in December 2019. An example of Plantation Manual are on Harvesting Oil Palm SOP, Block Design SOP which was prepared in January 2019. An example of (GAP) are Termite Control on Oil Palm Planted on Peat, IPM- Beneficial Plants.</p> <p>The estate continued to comply with the management strategy in place for planting on slopes and to minimize and control erosion and degradation of soils. The undulating and hilly areas were terraced. It was also observed that practices to minimize and control erosion and degradation of soils were also advocated through proper stacking of fronds, avoidance of blanket spraying, road maintenance and maintenance of soft vegetation in interlines.</p> <p><u>N/C NO.1; MINOR (Principle 4.6.1.2)</u> Best practices at hilly area were not implemented accordingly. It was sighted blanket spray being carried out at some areas along the roadside at the gate area and occurrence of soil erosion taking place.</p> <p>The estate has maintained their block marking. Block marking is made of wood which contain block number. Sighted the</p>	<p>Minor Non-Conformity and Opportunity For Improvement have been raised.</p>

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		<p>perimeter survey map which contain block number and hectareage of each block and block boundary.</p> <p><u>Economic and financial viability plan</u> Premier Glow Plantation continued to have documented business plans with projections until the financial year 2025. At the estate, the budget provisions covered activities for upkeep, cultivation, harvesting & evacuation, welfare, capital expenditure, MSPO compliance, 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>Replanting has not yet been planned as the earliest planting was in 2008.</p> <p>Review of last 2 years performance note that there was a drop in FFB production comparing year 2023 to 2022.</p> <p><u>N/C NO.2: Opportunity For Improvement (OFI) (Principle 4.6.2.3)</u> There is a need check on palm nutrient deficiency and then improve formulation of fertilizers. With better manuring program, it will help to improve FFB yield.</p> <p><u>Transparent and fair pricing dealing</u> At the moment there are no contractors hired in the estate. No formal agreement between estate and collection centre except informal commitment on a month-to-month basis. Pricing is based on FFB daily price.</p> <p><u>Contractor</u> No contractors hired in the estate. The management however do prepare a template on MSPO Terms and Conditions for contractors if they intend to hire contractors in the future.</p>	
Principle 7	Development of new plantings	<p>Not Applicable.</p> <p>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.

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	√

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achievement.	
The management system documentation confirms with the requirements of the MSPO audit standard.	√

4.5 PREVIOUS AUDIT FINDINGS – IF APPLICABLE

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

4.6 EXISTING CERTIFICATION

Currently are being certified to other certification schemes as below

Current Certification (Please tick the certification you are currently certified)			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001	x	MSPO 2530-3
	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 **Premier Glow Plantation Sdn Bhd.**


Signed for and on behalf of
Nesus Certification Sdn Bhd



.....
(Jeffrey Denis Ridu)
Lead Auditor
Date: 25/07/2024



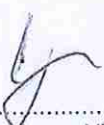
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ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY AND CONFIRMATION OF AUDIT FINDINGS


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
Premier Glow Plantation Sdn Bhd


(Ling Cheng Yii)
Manager
Date: 27/07/2024



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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

