

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

**FOR
TITASA SDN BHD**

Date: 02nd July 2024


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MSPO Certification Summary Report		
	Company Name:	Titasa Sdn Bhd (495291-K)
	Certifying Unit:	Titasa Estate
	Client Number:	NSC-107-10-23/MSPO(2)
	Audit Type:	Individual / Re-certification Year 6

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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

Titasa Sdn Bhd has commissioned Nesus Certification Sdn Bhd to conduct **Re-certification** audit for its oil palm plantation according to MS 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organized Smallholders.

1.1. Objective

The objective of this **Re-certification** 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 **Titasa 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	
Re-certification	18 th April 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	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 Raymond Nyian	Date:	3 rd July 2024
Peer Reviewer 1:	Ting Moi Ngie	Date:	4 th July 2024
Peer Reviewer 2:	George Anak Akam	Date:	4 th July 2024
Certification Decision Panel:	Mr Edward Agong	Date:	05 th July 2024
Approved by CM:	Mdm Monica Mone Lubong	Date:	05 th July 2024

5 Years Audit Programme

Planned month & year	S1 Date: 12/12/22	S2 Date: 08-09/03 /23	SA1 Date:	SA2 Date:	SA3 Date:	S4 Date:	RA Date: 12/03/2024
Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Stakeholder consultation / survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Use of logo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Follow-up from previous audit finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.1 Management Commitment & Responsibility							
4.1.1 MSPO Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.2 Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.3 Management review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.4 Continual improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.2 Transparency							
4.2.1 Transparency of information and documents relevant to MSPO requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.2 Transparent method of communication and consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.3 Traceability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Compliance to legal requirements							
4.3.1 Regulatory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.2 Land use rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.3 Customary rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4 Social responsibility, health, safety and employment condition							
4.4.1 Social impact assessment (SIA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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4.4.2 Complaints and grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.3 Commitment to contribute to local sustainable development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.4 Employees safety and health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.5 Employment conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.6 Training and competency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5 Environment, natural resources, biodiversity							
4.5.1 Environmental management plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.2 Efficiency of energy use and use of renewable energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.3 Waste management and disposal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.4 Reduction of pollution and emission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.5 Natural water resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.6 Status of rare, threatened, or endangered species and high biodiversity value area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.7 Zero burning practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.6 Best practices							
4.6.1 Site management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.2 Economic and financial viability plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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	-	-	-	-	-	-	12/03/2024
Actual	-	-	-	-	-	-	18/04/2024
Team Leader	-	-	-	-	-	-	Jeffrey Denis Ridu
PR 1	-	-	-	-	-	-	

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Team Leader	-	-	-	-	-	-	Jeffrey Denis Ridu
PR 1	-	-	-	-	-	-	
PR 2	-	-	-	-	-	-	

NESUS CERTIFICATION

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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.

Re-certification:

Re-certification audit was conducted on **18th April 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 audit finding raised during **Surveillance 4** 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 **Titasa Sdn Bhd** on **18th April 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Titasa Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Titasa Sdn Bhd is an oil palm plantation with a planted area of **80.974 hectares** and first planting in year **2008**. **Titasa 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.:
Titasa Sdn Bhd	Lot 205-227, Block 2, Seduan Land District, Rantau Panjang, 96000 Sibu, Sarawak, Malaysia	2.4226111	111.870805

Table 2: Supply Base Area Statement


Area Statement (Ha)				
Estate	Total Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Titasa Sdn Bhd	83.178	80.974	0	2.204

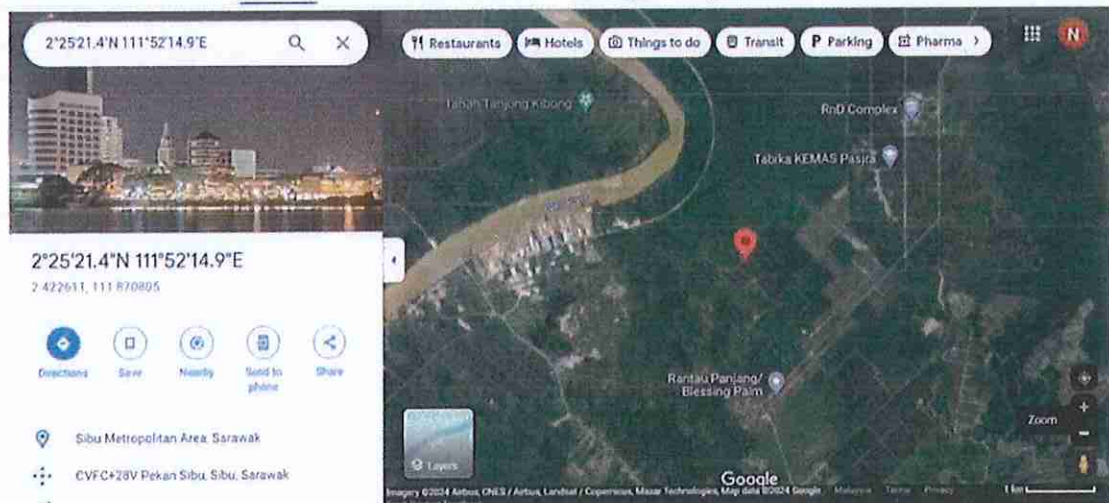
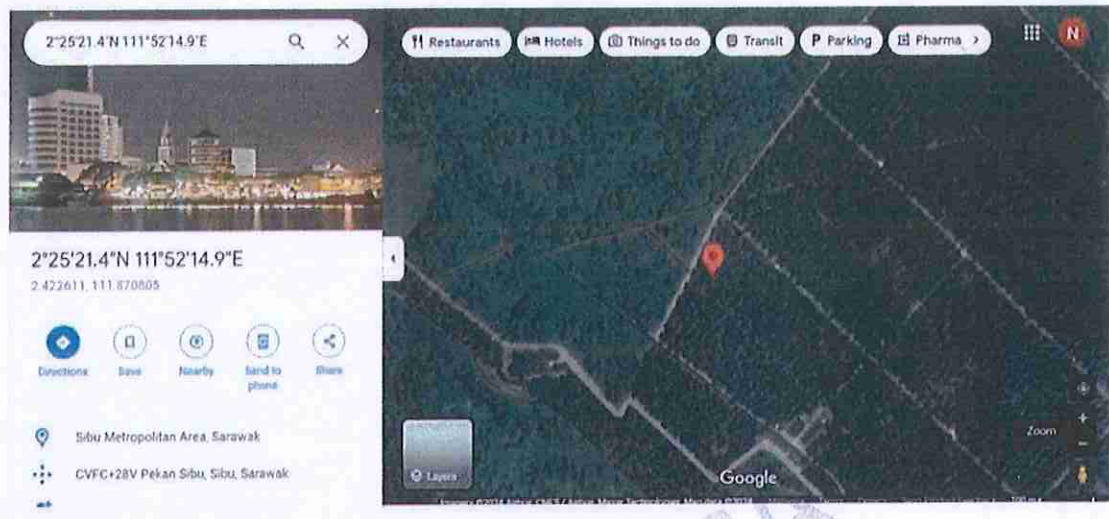
Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
Titasa Sdn Bhd	1760.26	1906.87


Location Map of the Production Unit

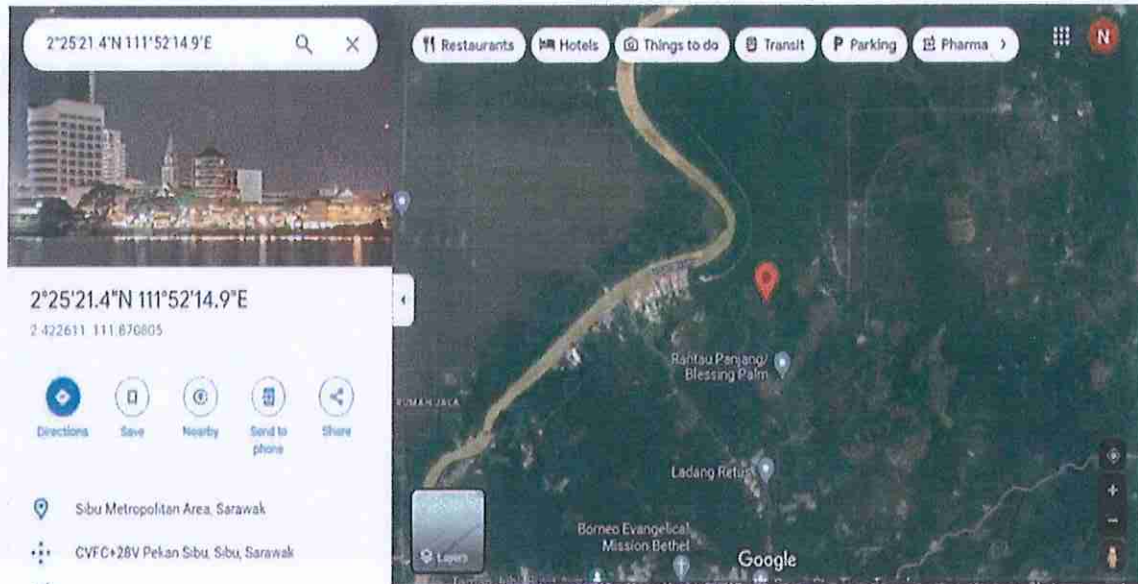
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Ladang Titasa Sdn Bhd

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4. AUDIT ASSESSMENT

4.1 Re-certification 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 Re-certification

The **Re-certification** audit was conducted on **18th April 2024**.

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

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 **Titasa Sdn Bhd** to provide comments. As at audit date on **18th April 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Titasa Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Government Agency: Department Of Environment, DOE	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.
Supplier	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Worker Representative	Happy with workplace and remuneration.	Estate always focuses on employee welfare and well being management.

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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	Conformity
Principle 1	Management Commitment & Responsibility	<p>Policy on Implementation of MSPO The MSPO Policy for Titasa Sdn Bhd was established on 19/02/2019, signed by the Managing Director.</p> <p>The latest policy – Anti-bribery & Corruption Policy was established on 10/01/2023 and signed by Managing Director.</p> <p>The policy is communicated in various ways, including posting it at estate office and other designated places.</p> <p>Internal Audit Internal audit is to be conducted at least once a year which was conducted for Titasa Sdn Bhd on 30-31/01/2024 by the Agronomy and Sustainability Department of Mafrika Corp Sdn Bhd. The internal audit was conducted based on the 2022 standard. The root causes of the findings were identified and corrective action taken.</p> <p>The Internal Audit Procedure was established on 25/03/2019 (Ref: PGHSB/SOPP/014/2016 (2019-05)).</p> <p>Management Review The Management Review for Titasa Sdn Bhd was held on 02/02/2024. No pertinent issues have been raised that need to be brought to the top management's attention.</p> <p>Continual Improvement The company has identified Continual Improvement Plan for several criteria such as environmental, safety and health, and social. The progress of each identified improvement plan is being monitored closely by the management and latest review was on January 2024. As of todate, no new information and techniques or new industry</p>

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		standards and technology adopted by the organization.	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u> A communication & Consultation Procedures, Ref: PGHSB/SOPP/001/2015 (2019-02) had been established on 15/04/2019 to ensure appropriate and clear communication between two or more parties when resolving concerns or issues or relating new information .</p> <p>The latest stakeholders meeting was held on 18/07/2023 at Victoria Square Estate, Sustainability Office. Minutes of meeting and attendance list available for review.</p> <p>All publicly available documents was made available upon request, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcome.</p> <p><u>Transparent method of communication and consultation</u> Titasa Sdn Bhd ha established its Communication & Consultation Procedures, Ref: PGHSB/SOPP/001/2015 (2019-02), Dated 15/04/2019 for effective communication with the stakeholders.</p> <p>Social Liaison cum Legal Officers was appointed on 02/02/2024 to handle any stakeholders consultation and communication.</p> <p>List of stakeholders have been made available as per Doc. Ref. No. ST 02 and was updated on Apr 2024.</p> <p><u>N/C No. 1: MINOR (Principle 4.2.2.3)</u> The list of stakeholders is available but was found not comprehensive. Some of the government agencies were not included in the list, such as MPOB, Jabatan Tenaga Kerja and Immigration Department, Sibu.</p> <p><u>Traceability</u> A traceability procedure is established, Ref: PGHSB/SOPP/001/2017 (2019-02), as a guide for the operating unit in order to ensure effectiveness of traceability system in the company. The procedure was created to demonstrate actual implementation, thereby reducing the need for frequent inspection.</p>	Minor Non Conformity has been raised.

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		Titasa Sdn Bhd had appointed Traceability Officers with appointment letter dated 02/01/2024. Traceability officer has been tasked to undertake regular inspection and monitoring of the FFBs harvested and delivered to the mill.	
Principle 3	Compliance legal requirements to	<p>Regulatory requirements Titasa Sdn Bhd Sdn Bhd continued to comply with most of the applicable local, national and ratified international laws and regulations. It maintains its legal register covering the applicable local, national and international laws.</p> <p>MPOB Licenses Licence No. 556165002000 Menjual & mengalih FFB Validity: 01/01/2024 – 31/12/2024 Lot 205-227 & Lot 12 in Block 2, Seduan LD Rantau Panjang, 96000 Sibul Area: 80.97 Ha</p> <p>Lease of State Land Total No. of Lots: 24 Lots in Block 2, Seduan Land District, Sibul The Register of Legal Land Titles, Ref: # ST06</p> <p>Trade Licence: No. A1150012 Oil palm plantation Validity: 02/08/2023 – 07/08/2024</p> <p>Titasa Sdn Bhd Sdn Bhd maintains and updates its legal register including the applicable local and national laws and regulations. Legal Register Reference, Ref No: OT05, updated 04/04/2024.</p> <p>N/C No. 2; MINOR (Principle 4.3.1.2) The management has established its legal register but found not comprehensive. Based on document review, it was found that some of the relevant state laws and regulations, such as relating to forestry, biodiversity and water resource management were not in the list. International governance and statutes, such as International Labour Organization (ILO) and United Nations Declaration on Human Rights were also omitted.</p> <p>Legal land use rights The Estate has been granted the Lease of State Land and Titled land and land document are verified. There is no issue on reducing land use rights as the operation is well known by all concerned parties.</p>	Minor Non Conformity has been raised.

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		<p>The plantation map with its perimeter boundary is available and clearly demarcated on the ground. The pegs are colored red and white stripes.</p> <p>Customary rights There is no issue or encumbered by customary rights in the estate. Not applicable as this is titled land and are not encumbered by customary rights. The estate will respond according to the Complaints & Grievance Mechanism should any cases arise in future.</p> <p>Estate Map and individual land titles available, and no issue on customary rights land.</p>	
Principle 4	Social responsibility, health, safety and employment condition	<p>Social Impact Assessment The Social Impact Assessment (SIA) for Titasa Sdn Bhd was made available conducted on 21/06/2019 by Wild Asia (Malaysia).</p> <p>The method used in the project was primarily via a participatory approach.</p> <p>N/C No. 3: MINOR (Principle 4.4.1.1) Social impacts should be identified and management plans to mitigate the negative impacts while promoting the positive ones should be incorporated, but was not revised and updated as per requirements of the new standard. There is a lack of in-depth assessment of the social impacts especially on the surrounding local communities and nearby estates.</p> <p>Complaints and grievances A Complaints & Grievances Procedure, Ref PGHSB/SOPP/002/2015 is available for Titasa Sdn Bhd. The procedure was established on 21/12/2015 and revised Rev. 02 dated 06/04/2017 includes a process flow for complaints and grievances that specifies how long it should take to resolve any complaint received. The complaints and grievance mechanism has been made known to all relevant stakeholders.</p> <p>The complaint form was available at the site office. Complaint boxes/ suggestion box available at the site office where affected employees and other stakeholders can drop in their complaints to be acted upon by the Social Liaison Officer, Communication Officer/SLO who was appointed on 02/01/2024.</p> <p>To date, no complaints received by the estate.</p>	Minor and Major Non Conformity have been raised.

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Commitment to contribute to local sustainable developments

As a means of contribution to the local sustainable development, one of which is through stakeholder meeting. The last stakeholder meeting was done 18/07/2023.

Other CSR activities included road repair, fire fighting awareness, donations to local communities during festive seasons.

Employees safety and health

Titasa Sdn Bhd has established an Occupational Safety and Health Policy signed by the Director on 01/01/2021. The presented policy was in 2 languages which are in Bahasa Malaysia and English.

All operation risk were assessed and documented in the HIRARC Form and it was updated for 2021. b)The HIRARC consist of the information on The Risk Matrix for Indicator Risk Level (Likelihood x Severity).

Safety training for employees is seen in the Training Activities Year 2024 for Titasa Sdn Bhd which covered, 1)SOP for harvesting, manuring, operators, ERP- fire Safety and Drill, Safety Handling Fire Extinguisher, Chemical Handling and Best practices for Manuring and spraying workers.

It was sighted the document of PPE issuance record made by the company. The company has provided a PPE to their employees as comply to requirement of MSPO. The document provided was regarding the PPE Matrix that show the PPE related each of the task in the estate prepared by Estate Safety and Health Coordinator.

It was observed that Titasa Sdn Bhd workers less than 40. Under Occupational Safety and Health (Safety and Health Committee) Reg. 1996, less than 40 workers and above is not compulsory to form the Safety and Health Committee. However, the company has established an OSH committee. However general safety meeting conducted regularly as platform for 2-way communication. The general safety meeting was conducted on 23rd March 2023. The meeting was attended by estate management and workers representative. Attendance was sighted.

Accident and emergency procedure was documented on file safe operating procedure. The objective of procedure to be a guidance to all employees and

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management to handle emergency or accident situation in workplace, such as Chemical Spillage and briefed to staff, workers, contractors, and visitors.

There were no accidents recorded for 2023 and the submission of JKPP 8 form has been done. Latest JKPP 8 submitted through myKKP was on 06/01/2024 Ref no: JKPP 8/122649/2023.

N/C No. 4; MAJOR(Principle 4.4.4.2)

The implementation of safety and health aspects was found lacking.

During site visit to the field operations, it was sighted the followings:

- (1) There was no HIRARC for the application of foliar fertilizer.
- (2) Suitable PPEs were not adequately provided.
- (3) There was also no Standard Operating Procedure (SOP) and training conducted on this particular activity.
- (4) Safety hazard and possible risk of injury to the tractor driver with regards to the metallic structure of the driver's seat.

Employment conditions

The Good Social Practices Policy Statement was established and signed by Director in 19/02/2019.

The top management of Titasa Sdn Bhd is committed to implement the equal opportunity within their organization. Their commitment is clearly described with the statement indicated in the Human Rights Policy.


Based on observation and interview session, it was noted that there are no discriminatory practices in the estate.

The employment terms and conditions are contained in the employment contracts are made clear to both local and foreign workers before they signing the contract.

The estate have followed the Sarawak Labour Ordinance (Ch. 76) Act and workers who are paid monthly and work a minimum of 8 hours per day, receive basic wages of more than RM1,500 per month in compliance with the Minimum Wage Order 2022.


Among other social benefits that are provided by the employer to employees are incentives, medical care and health provision.

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		<p>On-site living quarters are provided to general workers and staff. Observed that the living quarters are habitable and have amenities such as blue tank to store rain water, electricity from solar panels. Drinking water from mineral water provided by management while cleaning /washing using rain water.</p> <p>Titasa 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 Managing Director dated 19/02/2019.</p> <p>Titasa Sdn Bhd has established a No Child Labor Policy which stated "To Not Engage, Exploit and Employ Individual Below 16 Years Old". The policy has been signed by Managing Director dated 19/02/2019. Age Profile sighted in the estate office. There is no child labor recorded working in this estate.</p> <p>Training and competency Details of training conducted for each activity has been recorded in the Training File for Titasa Sdn Bhd. The report contains information that includes topic covered, the trainer, date and attendees. Among training conducted are on First Aid, pest and disease, manuring and harvesting.</p> <p>Training Matrix and training programme for 2024 were sighted during audit. Training Matrix for Titasa Sdn Bhd sighted for the different types of work such as slashing, spraying, manuring etc. This is to improve on specific skills & competency.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p>Environmental management programme Environmental Policy and MSPO Policy for Titasa Sdn Bhd have been established and communicated to its employees. Both Policies were signed by its Managing Director dated 19/02/2019.</p> <p>Environmental Management Plan for Titasa Sdn Bhd Sdn Bhd was prepared by its Forest Certification (Rev. January 2024) and available for review.</p> <p>Environmental Continual Improvement Plan, Rev. Jan 2024 has been established and approved dated 03/01/2024 covering the following impacts/aspects:</p> <ol style="list-style-type: none"> 1. Water management 2. Soil Erosion 3. Domestic waste management 4. Scheduled waste management 	Complied

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		<p>5. Chemical management 6. Labour line management 7. Peat management 8. Flora & fauna 9. Store management 10. Workshop management 11. Swiftlet farm management 12. Air quality management</p> <p><u>Efficiency of energy use and use of renewal energy</u> Based on its Energy Efficiency Data, consumption of non-renewable energy is closely monitored by the management. Solar lights are being installed to complement the use of genset, and there is only 1 labour line in the estate.</p> <p><u>Waste management and disposal</u> All waste and source of pollution document made available. Waste management plan is available and based on Identification of waste/pollution and its impact and Environmental Management Plan.</p> <p>Used chemical SOP is included in Chemicals Handling Procedure.</p> <p>The standard operating procedure is in line with the regulation under Environment quality management.</p> <p>Implementation of the SOP have been verified where storage, empty chemical container washing area and proper re-labeling of empty chemical containers.</p> <p>It was observed that the empty pesticide containers were properly disposed according to triple rinse procedure and stored/disposed accordingly.</p> <p><u>Reduction of pollution and emission</u> Environmental Management Plan for Titasa Sdn Bhd Sdn Bhd has been prepared. It has identified and assessed all polluting activities to minimize the adverse impacts and enumerate various steps/measures to be taken to improve the environment.</p> <p>An action plan to reduce identified significant pollutants and emissions has been incorporated in its Environmental Continual Improvement Plan, Rev. Jan 2024.</p> <p><u>Natural water resources</u> Water Management Plan 2024 has been developed to document the detail water related area of significance and the current water management practices and controls.</p>	
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		<p>No bund/weir/dam constructed along the waterways in the estate.</p> <p>Rain water harvesting practice is applied . It is also the main source of clean water in the estate. Appropriate action taken by management is to optimize this water source with the placement of a number of tanks connected together like a single big tank, instead of individual tank per house.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> Biodiversity Assessment has been done by its Sustainability team. No RTE species were sighted and reported in the biodiversity assessment report, however awareness program done and posters of RTE species and "No hunting" signages were also installed at the estate.</p> <p><u>Zero burning practices</u> Zero Burning policy was established and signed by Managing Director, and dated 19 Feb 2019.</p> <p>Based on its zero burning policy, no open burning is allowed in the estate and all their operation.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> List of SOPs and Policies for Palm group Holdings Sdn Bhd for Titasa Sdn Bhd as in file 4.1.3.1, updated 04/04/2024.</p> <p>The estate had maintained a visual identification/reference system for each established field/block. Boundary pegs are of wooden pegs painted red & white.</p> <p><u>Economic and financial viability plan</u> Estate Budget for Titasa Sdn Bhd for 2024 was made available. Budget calculated on based on FFB forecast. Also budgeted are OSHA, MSPO & ISCC audit fees.</p> <p>It was evident that the achievement of goals and objectives have been regularly monitored, periodically reviewed and documented.</p> <p>A Monthly Group Costing Status Report for whole group of 12 estates was sighted.</p> <p><u>Transparent and fair pricing dealing</u> Titasa Sdn Bhd sells their FFB to Bintulu Lumber Development Sdn Bhd (Igan Palm</p>	Complied.

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		Oil Mill). Contract of Sale of Fresh Fruit Bunches (FFB) dated 22/11/2023; Ref: BLDIPOM/CA/SYSY/2311038 with terms & conditions. Contractor There is no contractor for Titasa Sdn Bhd.	
Principle 7	Development of new plantings	Not Applicable. Note: the whole Principle 7 is not applicable for this audit as new planting in the plantation areas is yet to be carried out.	Not Applicable.

Based on the audit, it was apparent that:

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

4.5 PREVIOUS AUDIT FINDINGS – IF APPLICABLE

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

4.6 EXISTING CERTIFICATION

Currently are being certified to other certification schemes as below

Current Certification (Please tick the certification you are currently certified)			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001		Others:
x	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 **Titasa Sdn Bhd.**

Signed for and on behalf of
Nesus Certification Sdn Bhd




.....
(Jeffrey Denis Ridu)

Lead Auditor

Date:

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
Titasa Sdn Bhd





.....
(Raymond Nyian)

Manager, Sustainability

Date:

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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

