

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

APT GLORY SDN BHD (308925-U)

Date: 10th May 2024

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MSPO Certification Summary Report



	Company Name:	APT Glory Sdn Bhd (308925-U)
	Certifying Unit:	APT Glory Estate
	Client Number:	NSC-53-01-22/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

APT Glory Sdn Bhd has commissioned Nesus Certification Sdn Bhd to conduct annual **Surveillance 4** 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 **surveillance 4** audit is to assess the oil palm plantation 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 **APT Glory 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	16th - 17th 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	Jiram Sidu; Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SGS Malaysia), MSc Science and Rural Resources and Environmental Policy (UK), BSc (Hons) Social Science (USM); More than 40 years experience in agriculture and environment management field; Site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.

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Clients Review:	Mr Wong Kin Ping	Date:	10 th May 2024
Peer Reviewer 1:	-	Date:	-
Peer Reviewer 2:	-	Date:	-
Certification Decision Panel:	Ms Monica Mone	Date:	15 th May 2024
Approved by CM:	Mr Dickens Mambu	Date:	15 th May 2024

5 Years Audit Programme

Planned month & year	S1 Date:	S2 Date:	SA1 Date:	SA2 Date: 18/05/22	SA3 Date: 18/05/23	S4 Date: 18/05/24	RA Date: 18/01/25
Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stakeholder consultation / survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Use of logo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Follow-up from previous audit finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1 Management Commitment & Responsibility							
4.1.1 MSPO Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.2 Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.3 Management review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.4 Continual improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2 Transparency							
4.2.1 Transparency of information and documents relevant to MSPO requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.2 Transparent method of communication and consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.3 Traceability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Compliance to legal requirements							
4.3.1 Regulatory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.2 Land use rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.3 Customary rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4 Social responsibility, health, safety and employment condition							
4.4.1 Social impact assessment (SIA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.2 Complaints and grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.3 Commitment to contribute to local sustainable development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.4 Employees safety and health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.5 Employment conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.4.6 Training and competency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5 Environment, natural resources, biodiversity							
4.5.1 Environmental management plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.2 Efficiency of energy use and use of renewable energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.3 Waste management and disposal	<input type="checkbox"/>	<input type="checkbox"/>	<input 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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emission							
4.5.5 Natural water resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.6 Status of rare, threatened, or endangered species and high biodiversity value area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.7 Zero burning practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6 Best practices							
4.6.1 Site management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.6.2 Economic and financial viability plan	<input type="checkbox"/>	<input type="checkbox"/>	<input 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	-	-	-	18/05/22	18/05/23	18/05/24	18/01/25
Actual	-	-	-	11-12/4/22	10-11/01/23	16-17/04/24	
Team Leader	-	-	-	Jiram Sidu	Jeffrey Denis Ridu	Jeffrey Denis Ridu	
PR 1	-	-	-	Ting Moi Ngie	-	-	
PR 2	-	-	-	Rohana Parilla	-	-	

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2. METHODOLOGY

The audit approach consists of the following steps:

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

Surveillance Audit:

Surveillance 4 audit was conducted on **16th - 17th 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 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 **APT Glory Sdn Bhd** on **16th - 17th April 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **APT Glory Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

APT Glory Sdn Bhd started planting in year **2008** and is an oil palm plantation with an area of **327.44 hectares**. **APT Glory 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.:
APT Glory Sdn Bhd	Ladang APT, Sublot 1-6, (NCR Land) Pasai-Siong, 96000 Sibul, Sarawak.	2.453854	111.906625


Table 2: Supply Base Area Statement

Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
APT Glory Sdn Bhd	327.44	327.44	0	0

Table 3: FFB Production

Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
APT Glory Sdn Bhd	6,782.35	7,100.00

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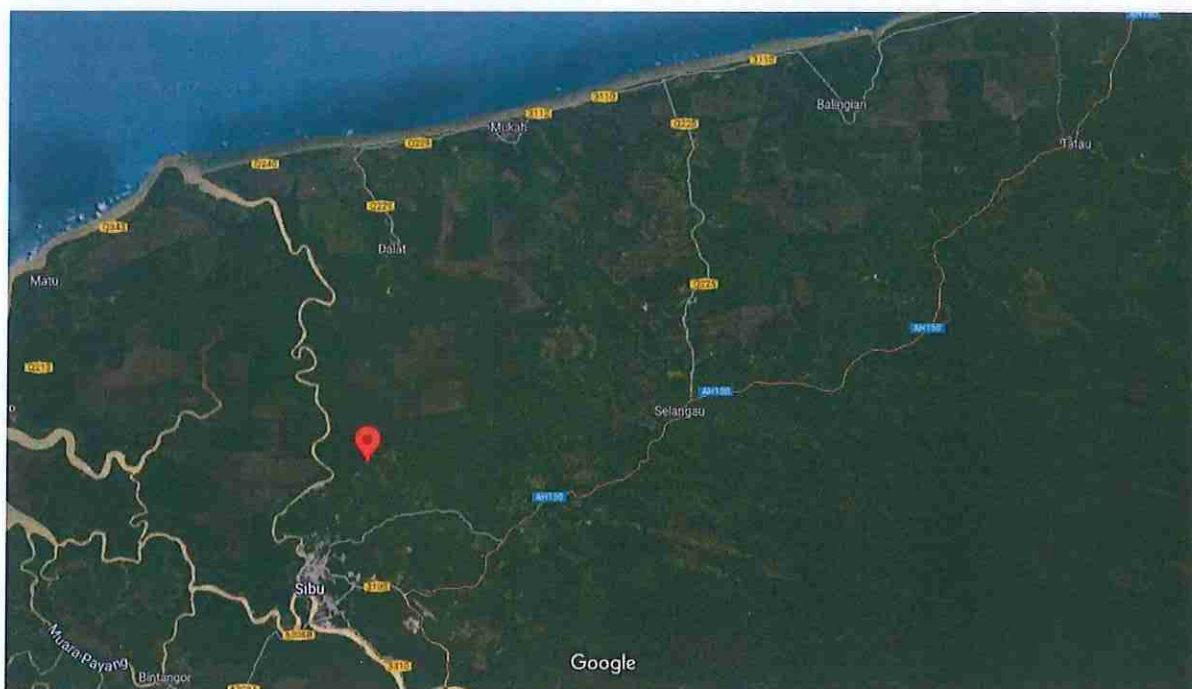
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Location Map of the Production Unit**APT Glory Sdn Bhd**

Google Maps

2°27'13.7"N 111°54'24.2"E

APT Glory Sdn Bhd (2.453811, 111.906717)

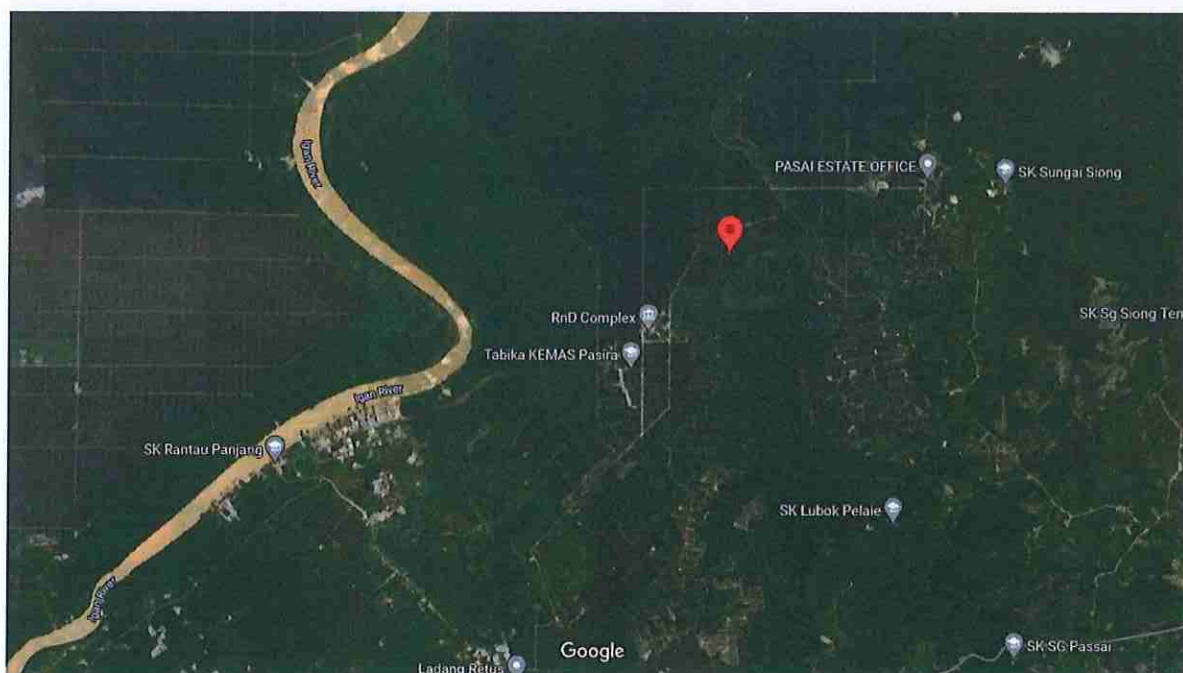


Imagery ©2022 TerraMetrics, Map data ©2022 Google 10 km

Google Maps

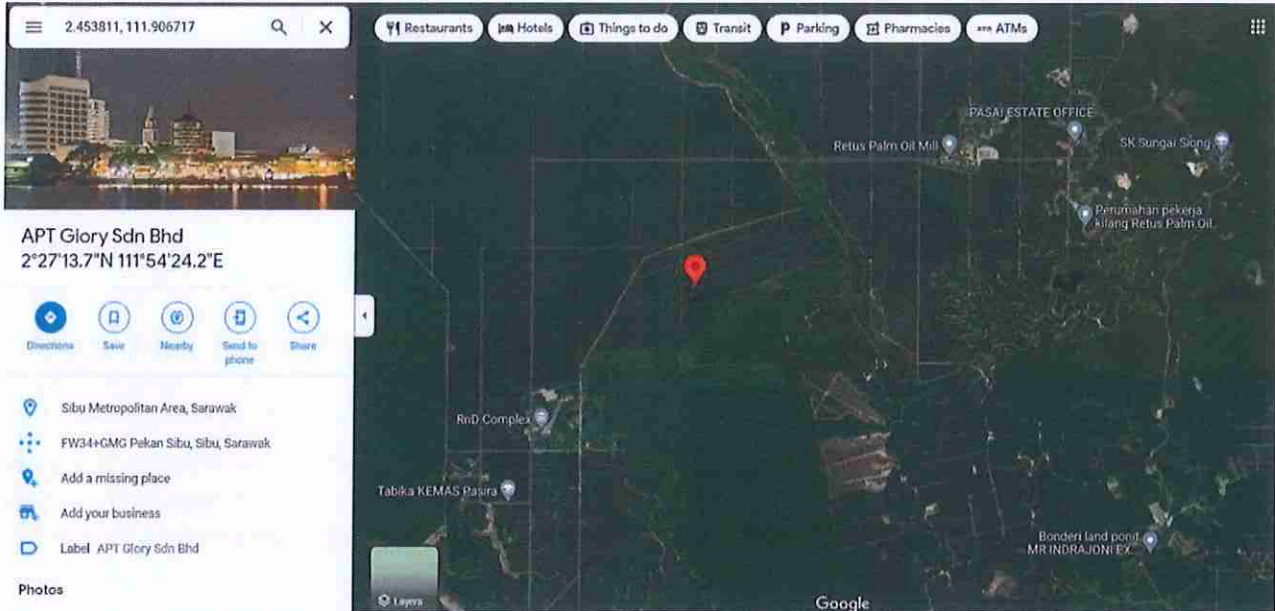
2°27'13.7"N 111°54'24.2"E

APT Glory Sdn Bhd (2.453811, 111.906717)




Imagery ©2022 TerraMetrics, Map data ©2022 Google 2 km

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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 **16th - 17th April 2024**.

During the **Surveillance 4** audit, there were **1 Major and 3 Minor 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 **APT Glory Sdn Bhd** to provide comments. As at audit date on **16th - 17th April 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for APT Glory Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Government Agency: NREB 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.
Contractor/Supplier/Buyer: BLD Igan Palm Oil Mill	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Local Community: 1. Semui Ak Resa; 2. Ayok Ak Empang	Local communities are aware of the Communication Procedure. No Adverse issues are raised.	Maintain good relationship with estate.
Worker representative: Aswandi	Happy with workplace and remuneration.	Estate looks into employees' welfare and well being at all times.

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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	<p>Management Commitment & Responsibility</p> <p><u>Policy on Implementation of MSPO</u> The MSPO Policy for APT Glory Sdn Bhd was signed by the estate's Director on 15th August 2019.</p> <p>The policy has been communicated in various ways, including posting it on the main signboard at their worker's quarters. It was also communicated to the employees during muster call. The policy highlights their commitment thriving for continual improvement, their resources and technology to operate in sustainable manners.</p> <p><u>Internal Audit</u> In Internal Audit Procedure was established as per document reference APTSB.L3.TM01 and it is to be conducted at least once a year in which it was conducted for APT Glory Sdn Bhd on 5th March 2024 by consultant. From the internal audit, root causes were identified and findings closed. The internal audit report was made available to the management for review and necessary decisions.</p> <p><u>Management Review</u> After the Internal Audit has been conducted, Management Review for APT Glory Sdn Bhd was held on 12th December 2022 and chaired by 2 estate directors. The management review discussed impacts mitigation and continuous improvement plan for operations with company's decision makers.</p> <p><u>Continual Improvement</u> APT Glory Sdn Bhd has established action plan for continual improvement on social, safety and health and environmental impact</p>	Complied.

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		<p>of the company. The Continual Improvement Plan contains the Improvement area, issue/weaknesses, Improvement strategies, completion target, projected cost, approved budget and progress review.</p> <p>There were some noteworthy practices adopted by the estate which would bring better improvement in terms of efficiency in operations, employees' welfare, security & monitoring and better outputs.</p>	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u></p> <p>The estate has no restriction in providing information to any of its stakeholder, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.</p> <p>All publicly available documents are made available upon request. Mechanism on Information request by stakeholder's procedure was available.</p> <p><u>Transparent method of communication and consultation</u></p> <p>The management has established its "Standard of Communication Procedure" from estate for information release that may be requested by the stakeholder. Mode of communication used by management to the stakeholders are through Stakeholders meeting/communication and Complaints and suggestion forms/box.</p> <p>The organization chart has been updated with regards to management official appointed for the various responsibility based on MSPO requirements.</p> <p>The Social Liaison Officer was appointed on 22nd November 2019, as per appointment letter APTGLET/19-03 to handle any stakeholders consultation and communication.</p> <p>The list of stakeholders was found to be very comprehensive. A stakeholder meeting was held on 23rd February 2024.</p> <p><u>Traceability</u></p> <p>Standard of Procedure Traceability was established on 1st January 2019, which described the process flow of FFB delivery from estate to Igan Palm Oil Mill including the documents and records involved. The procedure was created to demonstrate actual implementation, thereby reducing the need for frequent inspection.</p>	Complied.

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		<p>Regular inspection was done by field conductors through utilization of a checklist to verify the availability of all the related transportation documents such as FFB Harvesting and Evacuation Note, Delivery Note (DN), weighbridge ticket, etc. The estate's Traceability Officer was appointed on 22nd November 2019 to ensure that the system is consistently implemented. The procedures require that all traceability records and documents to be kept.</p> <p>FFB Production and delivery to the Mill can be traced from Delivery Orders and Weighbridge tickets. Records of sales, delivery or transportation of FFB are maintained daily and monthly.</p>	
Principle 3	Compliance to legal requirements	<p><u>Regulatory requirements</u> The estate is run in accordance with local, state, national, and ratified international laws and regulations. The list of laws and regulations applicable to Estate operations was available and legal register was last updated on 1st February 2022. The estate's appointed Legal Officer on 22nd November 2019 in charge of monitoring compliance. If there are any changes, estates management will be notified so that appropriate adjustments can be made.</p> <p>MPOB License Reg. No.: 586430002000 Validity: 1st July 2023 - 30th June 2024 Hectare: 327.44</p> <p><u>Legal land use rights</u> All legality and ownership documentation was updated and well maintained. Several Sub-Lease Agreement were presented by the estate as a legal land use agreement. The Sub-Lease Agreement were dated 11th August 2009 and another two of 1st September 2009. The total hectareage from all the agreements were 327.4362 hectares. The extent of the estate's area has been depicted on maps and it was discovered that the existing map corresponds to the landowner's agreement.</p> <p>There are no issues on legal acquisition of land title and fair compensation have been or are being made to previous owners and occupants in the estate.</p> <p><u>Customary rights</u> There is no issue or encumbered by customary rights in the estate. The estate will respond according to the Complaints & Grievance Mechanism should any cases arise in future.</p>	Complied.

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Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> The SIA for APT Glory Sdn Bhd was conducted on May 2022 to identify the implications for the community, both positive and negative.</p> <p><u>N/C No. 1: Minor (Principle 4.4.1.1)</u> 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.</p> <p><u>There is a lack of in-depth assessment of the social impacts especially on the surrounding local communities and nearby estates.</u></p> <p><u>Complaints and grievances</u> A Complaints & Grievances Procedure for APT Glory Sdn Bhd that is established 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. It was observed that the complaint form was available at the site office and if there is any complaints made, the Social Liaison Officer would act upon it. No complaints received so far.</p> <p><u>Commitment to contribute to local sustainable developments</u> As a means of contribution to the local sustainable development, one of which is through stakeholder meeting and consultation.</p> <p>Other CSR activities included road repair, fire fighting awareness, donations to local communities during festive seasons. In terms of job opportunities, the local community was prioritized.</p> <p><u>Employees safety and health</u> APT Glory Sdn Bhd has established an Occupational Safety and Health Policy signed by the Director on 15th August 2019. The policy is posted in the Estate Office and the Headquarters Office.</p> <p>All operation risk were assessed and documented in the HIRARC Form. The risk assessment has been updated on 18th May 2021.</p> <p>Workers are less than 40 so there is no OSH committee. The safety & Health matters are looked after by the director himself.</p> <p>According to the training records and PPE issuance records, it was noted that workers</p>	Minor non-conformances have been raised.
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		<p>were adequately outfitted with PPE. The management provided them with the necessary personal protective equipment (PPE), and replace broken or unfit PPE for free if the old or broken PPE is returned.</p> <p>SOP on handling accident been mentioned on specific procedure. An emergency preparedness and response chart demonstrates control of situation and the process of handling the situation and provides information have been set up.</p> <p>There has been no accident recorded in the estate for last year. APT Glory Sdn Bhd has submitted their annual return for JKPP 8 through myKKP. Ref: JKPP8/156909/2023 dated 6th January 2024.</p> <p><u>Employment conditions</u> The Good Social Practices Policy of APT Glory Sdn Bhd compromised of the following:</p> <ul style="list-style-type: none"> - Employment Policy - Harassment and Violence Prevention Policy - Human Rights Policy - Sexual Harassment Policy - No Child Labour Policy <p>The policy was signed by the Director on 15th August 2019. Based on the observation and interview session, it was noted that there are no discrimination practices in the estate.</p> <p>The employment contract observed during audit are clearly specified in the workers' contract which includes position offered, period of employment, salary, overtime rate, rest day every Sunday, rate of pay when working during rest day, days and hours of work, approved deduction, termination of employment, holiday pay, rate of pay when working during holidays, leave pay, sick leave, maternity leave, passage expenses, expatriation of remains and burial arrangement and insurance. The payroll and pay slip records of employees showed that all employees are paid with the basic salary and are in compliance with the local minimum wage's requirements.</p> <p>Among other social benefits that are provided by the employer to employees are incentives and medical benefits.</p> <p>For general workers and staffs who live in on-site living quarters, it was observed that the living quarters are habitable and have amenities such as blue tank to store rain water, electricity from solar panels while mineral waters for drinking are provided by management while cleaning /washing using</p>	
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		<p>rain water.</p> <p>As stated in the estate's Policy on No Child Labour, there are no underage workers employed by the estate sighted.</p> <p><u>Training and competency</u> Training program was sighted on 2024 and details of training conducted for each activity are to be recorded in the Training File for APT Glory Sdn Bhd. The report contains information that includes topic covered, the trainer, date and attendees. To improve on specific skills & competency of the workers, APT Glory Sdn Bhd used Training Matrix for the different types of work such as slashing, spraying, manuring etc.</p> <p><u>N/C No. 2; Minor (Principle 4.4.6.1)</u> All employees are to be appropriately trained. A training programme that includes regular assessment of training needs and documentation, including records of training shall be kept but was not fully implemented. The management has conducted training based on the training plan but appropriate records were not properly kept.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><u>Environmental management programme</u> The Estate's Environmental Policy was signed by the Director on 15th August 2019. The policy emphasizes the following aspects: 1. Compliance with all relevant statutory and regulatory requirements. 2. Minimize environmental risk and wherever possible eliminate any adverse environmental impact. 3. Promote active participation and environmental awareness among staff and workers. 4. Allocate the necessary resources to ensure the implementation of the existing environmental policy.</p> <p>The environmental management plan was in line with its environmental policy with the following objectives: a) To comply with existing and current legislation and regulations and to ensure that our operations are legally compliant. b) Respect the environment and biodiversity and utilize proven, environmentally-friendly technology in its estate operations. c) Establishing, maintaining and continually improving sustainable estate management system both internally and externally. d) To set targets and implementation</p>	Minor and Major non-conformances have been raised.

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		<p>actions to allow the group to become resource efficient on waste utilization, energy and water usage within our day to day operations.</p> <p><u>N/C No. 3; Minor (Principle 4.5.1.5)</u> The Annual training plan on environment aspects for 2023/2024 was established but was not implemented. Training record was not available for review.</p> <p>Regular discussion in concern of environmental issue and aspect such as compliance on scheduled waste handling, spillage handling and pollution prevention plan has been informally done during morning muster.</p> <p><u>N/C No. 4; Major (Principle 4.5.1.6)</u> The management has not organized any meetings where their concerns about environmental quality are discussed. Based on document review, minutes of meeting on environment with employees was not available.</p> <p><u>Efficiency of energy use and use of renewal energy</u> APT Glory Sdn Bhd has recorded their annual diesel usage for year 2023. The estate implement the use of solar energy to supplement the gen-set which help to reduced the use of non-renewable energy.</p> <p>Solar panels are installed for the office and workers quarters to complement the Gen-set electricity supply, which only operates for certain hours.</p> <p><u>Waste management and disposal</u> A waste management plan, "Identification of waste/pollution and its impact and Environmental Management Plan" was developed, which includes wastes at workers quarters and field activities such as harvesting, manuring, weeding and upkeep maintenance.</p> <p>A relevant Standard Operating Procedure for the Chemical Handling Procedure was sighted and the SOP is in line with the regulation under Environment quality management. It covers the issues of handling, labeling, storing, and disposal to ensure they meet the standards of the local authorities.</p> <p>It was observed that the empty pesticide containers were properly disposed according to triple rinse procedure and stored/disposed accordingly.</p>	
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		<p>Domestic wastes from APT Glory Sdn Bhd are brought to the designated domestic dumping pit for Retus Plantation which allow their nearby stakeholders to utilize their facility. This is in view of the difficulty to have a dumping site in a peat area.</p> <p><u>Reduction of pollution and emission</u> No EIA required as estate is less than 500 hectare. It was observed that the Environmental aspects and Impacts assessment, with mitigation measures have been incorporated in its Environmental management plan. All polluting activities have been identified and measures taken in the continuous improvement on pollution prevention.</p> <p>In their environmental impact and aspect one of the mitigation plan: Reducing wastage and pollution by fertilizers, they have utilized application of fertilizers in sachets. This method is slow release, no wastage and no leaching into waterways as compared to broadcasting.</p> <p><u>Natural water resources</u> Water management plan have been developed to address management of water resources, all water resources aspects including mitigation action of issues regarding natural water resources. The Water Management Plan was implemented through the following actions: -prevention of leakage from piping. -monthly monitoring of water usage. -for contingency purpose, every housing was supplied with HDPE tank for rain water harvesting.</p> <p>Rain water harvesting practice is applied in this estate. It is also the main source of clean water in the estate. Appropriate action to complement this water source was the provision of collection water tanks by the management.</p> <p>Riparian buffer zone are demarcated and awareness signboards and tree markings have been installed at riparian buffer zone areas.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> Biodiversity Assessment document is available for APT Glory Sdn Bhd. Their continual improvement plan towards conservation and management of biodiversity includes conducting awareness</p>	
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		<p>program to staff and workers and constant communication with related government agencies regarding biodiversity and conservation.</p> <p>No RTE species were sighted and reported in the estate. Posters and program on protected wild life and plant species were suggested to be installed and "No hunting" signage were installed. Awareness program were also conducted to raise their awareness.</p> <p><u>Zero burning practices</u> The estate has its Zero Burning Policy, established on 15th August 2019 and signed by Director. The zero burning policy will be strictly adhered by the estate. In the meantime where controlled burning is required, only with special approval from relevant authorities will it be applied.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> APT Glory Sdn Bhd has established their Plantation Manual and Good Actual Practice that outlines the best management practices which include APTGSB-L04-OP01 - Manuring; 02-Weeding; 03- Harvesting; OP04- Grading.</p> <p>Standard Operating Procedures had been appropriately documented and consistently implemented, monitored and updated to reflect recent development.</p> <p>APT Glory estate is composed of 25% Mineral and 75% Peat (shallow).</p> <p><u>Economic and financial viability plan</u> Budget 2023 for APT Glory Sdn Bhd was made available which was based on eCost. The budget provisions covered activities for upkeep, cultivation, harvesting & 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 the operating unit. The cost of production was reviewed and compared against expenditure each year with projections in place for future years.</p> <p>At the moment, the estate is not preparing for replanting as the earliest planting was in 2008.</p> <p>The achievement of goals and objectives are regularly monitored, periodically reviewed and documented. The monthly e-submission to MPOB records</p>	Complied.

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		<p>and monitors the monthly production of the estate and also keeps track on progress of crop quality.</p> <p><u>Transparent and fair pricing dealing</u> APT Glory Sdn Bhd now sells their FFB to Bintulu Lumber Development Sdn Bhd (Igan Palm Oil Mill). Contracts of Sales of Fresh Fruit Bunches (FFB) were signed by both parties on 22nd November 2019. The supplier has been informed of the pricing mechanism.</p> <p><u>Contractor</u> There is no contractor for APT Glory Sdn Bhd.</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.

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 **APT Glory Sdn Bhd**.

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



(Jeffrey Denis Ridu)

Lead Auditor

Date: 10th May 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
APT Glory Sdn Bhd**

APT GLORY SDN BHD
308925-U

NO. 55, 1ST FLOOR, PUSAT PEDADA,
JALAN PEDADA, 96000 SIBU.




(Wong Kin Ping)

Director

Date: 10th May 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