

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

BANJARAN MAJUSAMA SDN BHD (1097856-M)

Date: 09th April 2024

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MSPO Certification Summary Report		
	Company Name:	Banjaran Majusama Sdn Bhd (1097856-M)
	Certifying Unit:	Banjaran Majusama Estate
	Client Number:	NSC-63-11-21/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

Banjaran Majusama Sdn Bhd has commissioned Nesus Certification Sdn Bhd to conduct annual **Surveillance 4** 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 **Banjaran Majusama 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	04th - 05th March 2024	Lead Auditor	Jeffrey Denis Ridu ; Certified MSPO SCCS Auditor (SGS Malaysia), Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SGS Malaysia), MSc Plantation Management (UPM), BS Agbusiness (Iowa State University, USA), DPIM (ITM Perlis); 25 years working experience related to palm oil; Site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.
		Auditor 1	Dickens Mambu ; Certified MSPO SCCS Auditor (SGS Malaysia), Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Lead Auditor (DQS Certification), MSc Sustainable Land Use (Unimas), BSc (Hons) Conservation Biology (UMS), Exec. Diploma in Plantation Management (UTM); 15 years working experience related to palm oil; Site & documentation audit and interview based on

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		Principles 1 to 7 of MS 2530-3:2013.
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Clients Review:	Desmond Chee	Date:	16 th April 2024
Peer Reviewer 1:	-	Date:	-
Peer Reviewer 2:	-	Date:	-
Certification Decision Panel:	Monica Mone Lubong	Date:	25 th April 2024
Approved by CM:	Dickens Anak Mambu	Date:	25 th April 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	<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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disposal							
4.5.4 Reduction of pollution and emission	<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"/>
4.5.5 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	-	-		18/05/23	18/05/24	18/05/25	18/01/26
Actual	-	-		29-30/04/22	12-13/04/23	4-5/03/24	
Team Leader	-	-		Dickens Mambu	Jeffrey Denis Ridu	Jeffrey Denis Ridu	
PR 1	-	-		George Ak Akam	-	-	
PR 2	-	-		Rohanna Parilla Binti Abdul Salam	-	-	

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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 **04th - 05th March 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 **Banjaran Majusama Sdn Bhd** on **04th - 05th March 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Banjaran Majusama Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Banjaran Majusama Sdn Bhd started planting in year **2017**. **Banjaran Majusama Sdn Bhd** is an oil palm plantation with an area of **149.1 hectares**. **Banjaran Majusama 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.:
Banjaran Majusama Sdn Bhd	Office location: Lot 1045, 1st Floor, Shang Garden Shophouse, Jalan Permaisuri Pujut, 98000 Miri, Sarawak.	-	-
	Site location: Lot 15, Block 21 Kemena Land District, 97000 Bintulu, Sarawak.	3.298696	113.167203


Table 2: Supply Base Area Statement

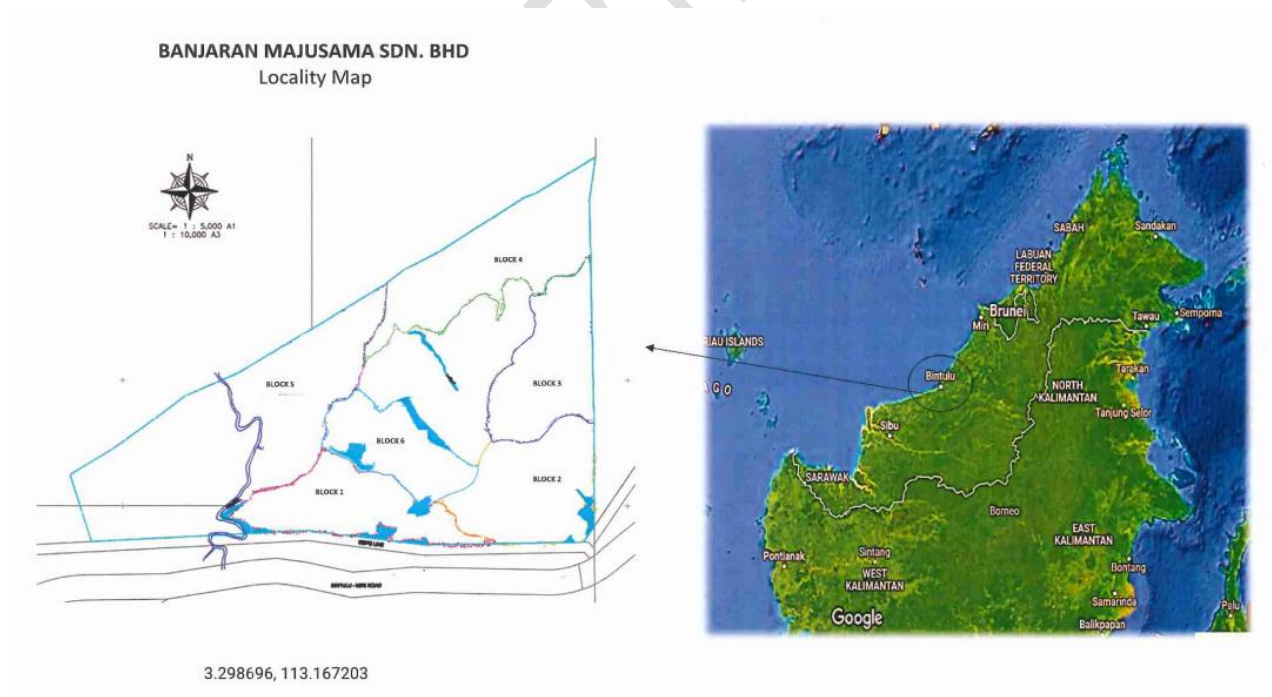
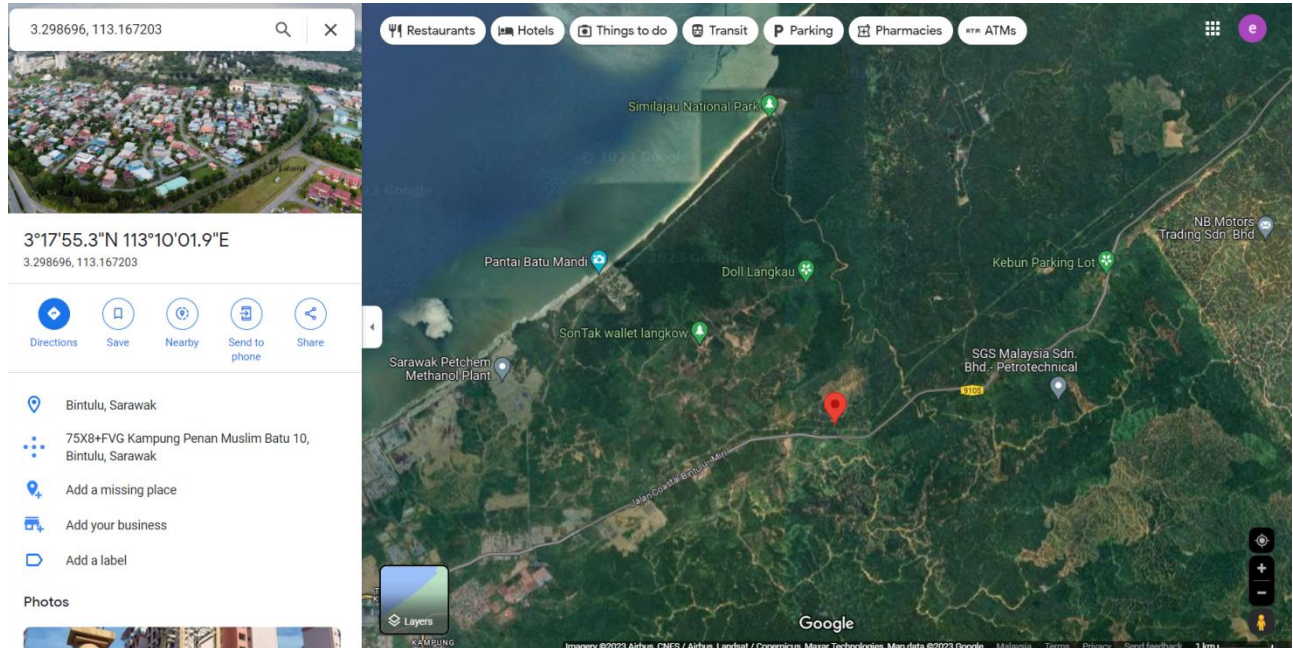
Area Statement (Ha)				
Estate	Titled & Certified Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Banjaran Majusama Sdn Bhd	149.1	146.42	0	2.68

Table 3: FFB Production


Estate	FFB Production (Mt)	
	Year 2023(Actual)	Year 2024 (Projection***)
Banjaran Majusama Sdn Bhd	2,195.13	2,746.60

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Location Map of the Production Unit**Banjaran Majusama 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 **04th - 05th March 2024**.

During the **Surveillance 4** audit, there were **0 Major, 3 Minor and 2 OFI finding** 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 **Banjaran Majusama Sdn Bhd** to provide comments. As at audit date on **04th - 05th March 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Banjaran Majusama Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Supplier/Buyer: Wagro Trading Sdn Bhd	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Government Agency: Balai Polis Tanjung Kidurong	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: Employee	Happy with workplace and remuneration.	Estate always focuses on employee welfare and well being management.
Local Community/ Neighbouring Villages: Sepadan Usaha Sdn Bhd	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 The Estate has established its Sustainability Policy Doc Ref: BMSB-POL-MSPO01 dated 04/03/2024, The policy was signed by its Chairman, Mr Chia Siak Vong.</p> <p>The other policies include: (1)Code of Business Conduct & Anti-Bribery Policy Ref: BMSB-POL-ABP01. (2)Environmental & High Conservation Value (HCV) Policy Ref: BMSB-POL-EHP01. (3)Occupational Safety & Health Policy Ref: BMSB-POL-OSH01. (4)Agrochemical Policy Ref: BMSB-POL-AGP01. (5)Human Rights policy Ref: BMSB-POL-HRP01. (6)Sexual Harassment Forced Labour Policy Ref: BMSB-POL-SHP01. (7)No Child Labour Policy Ref: BMSB-POL-CLP01.</p> <p>The rest of the policies remains unchanged dated 06/01/2023.</p> <p>The policy statement has emphasized their commitment to ensure continual improvement in the management of FFB production. All policies displayed at main display board & verified during the surveillance audit.</p> <p>Internal Audit Internal audit has been planned to be conducted annually. The latest MSPO internal audit was conducted on 18/01/2024 by Op Agro Tech Sdn Bhd.</p> <p>The management has planned and designed MSPO management system and documents based on the new MSPO standard MS2530: 2022. Documentation tailored towards MS 2530-3-1:2022 General Principles For Oil</p>	Opportunity For Improvement (OFI) has been raised.

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		<p>Palm Plantations (Less than 500 Hectares).</p> <p>The SOP for Internal audit was established for Banjaran Majusama Sdn Bhd Ref: BMSB-IA.</p> <p>The findings have thus been analyzed on the root causes and corrective action taken.</p> <p>The internal audit report was made available to the management for review and necessary decisions.</p> <p>Management Review Management Review Procedure for Banjaran Majusama Sdn Bhd ref: BMSB-MR.</p> <p>Management review meeting was conducted on 02/03/2024 to discuss on the Gap Analysis done during Internal Audit.</p> <p><u>N/C No.1; Opportunity For Improvement (OFI) (Principle 4.1.3.1)</u> The management review has been conducted as review of gap analysis internal audit findings. It would be more appropriate to conduct it as management review with agenda focusing on internal audit findings, corrective action taken, management response on them as well as continual improvement plans. The management review is to be attended by the top management for their decision.</p> <p>Continual Improvement The Continual Improvement Plan is through use of CIRF. Propose for all main roads to be maintained. Target date of completion: end of year 2024.</p> <p>No new information and techniques. Budget would be allocated whenever necessary.</p> <p>Necessary resources will be provided for training whenever required. Under Company budget for Year 2024, Banjaran Majusama Sdn Bhd has allocated certain budget for MSPO preparation & Certification.</p>	
Principle 2	Transparency	<p>Transparency of documents relevant to MSPO requirements The management has established its Procedure for Transparent & Communication, BMSB-TCP to ensure effective communication with stakeholders. 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>	Minor Non-Conformity has been raised.

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		<p>Records of stakeholders communication sighted via emails and fax to the stakeholders. Emails dated 11th January 2024 was sighted and copies of fax kept record inside the estate HQ offices.</p> <p>The estate has also its Complaints & Grievances Procedure, BMSB-CAG, 06/01/2023, to deal with any complaints from its stakeholders.</p> <p>From 2024 surveillance audit, there is no complain received by estate.</p> <p><u>Transparent method of communication and consultation</u></p> <p>The management has established its Procedure for Transparent & Communication, BMSB-TCP, dated 6 Jan 2023 to ensure effective communication with its stakeholders.</p> <p>Stakeholders engagement via email and letters was done as per emails/letters dated 11th January 2024. Feedbacks from stakeholders were verified and no issue raised against the estate.</p> <p>Estate Manager, Mr Chiong Swee Tiea, has been appointed as a Social Liaison Officer to deal with communication and consultation with stakeholders, including public requests for information. His appointment letter was signed by Estate Director, Mr Chia Siak Vong dated 06/01/2023. There is no changes for 2024.</p> <p><u>N/C No.2; MINOR (Principle 4.2.2.3)</u></p> <p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained but was not updated.</p> <p>The stakeholders list for Banjaran Majusama Sdn Bhd was not updated.</p> <p><u>Traceability</u></p> <p>The management has established its Procedure for Traceability, BMSB-TP, and being implemented by the estate.</p> <p>Monitoring of the traceability system will be done accordingly based on its Traceability SOP.</p> <p>The management has appointed Mr Chiong Swee Tiea, Estate manager as a Traceability Officer to monitor the compliance to the traceability system. Appointment letter was signed by MS Jong Soon Yun, Office Manager, dated 02/01/2023.</p>	
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		Records of sales, delivery or transportation is maintained.	
Principle 3	Compliance to legal requirements	<p><u>Regulatory requirements</u> The estate is operating in compliance with the applicable local, state, national and ratified international laws and regulations. Mr Chia Chok Hian has been appointed as Legal Officer taking charge of the legal register as per letter of appointment signed by Ms Jong Soon Yun, Office Manager, dated 02/01/2023. He will be assisted by Ms Chung Chui Yin.</p> <p>The estate Procedure for Legal Requirement, BMSB-LR is available.</p> <p>MPOB License Reg. No.: 616598002000 Validity: 1st July 2023 - 30th June 2024</p> <p>The estate Procedure for Legal Requirement, BMSB-LR available. Annual review for List of Law for Banjaran Majusama Sdn Bhd was done in March 2023 and available for review.</p> <p>Any change in the law is disseminated to all estates which then updates its legal register from time to time. Document last updated on March 2024. Any change in the legal register is communicated to the respective estate.</p> <p><u>Legal land use rights</u> The estate land was under Lease of State Land; Lot No. 15, Block 21, Kemena Land District, containing 149.1Ha; TRN: 09-LCPLS-032-021-00015; Classification: Mixed Zone Land; Category: Country Land; Locality: Bintulu Miri Coastal Road, Bintulu.</p> <p>Legal perimeter boundary markers were available and sighted on the ground</p> <p><u>Customary rights</u> There is no issue or encumbered by customary rights in the estates.</p> <p>The estate will respond according to the Complaints/Grievance Mechanism should any cases arise.</p>	Complied.
Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> The Social Impact Assessment for Banjaran Majusama Sdn Bhd was prepared in Jan 2024 by Op Agro Tech Sdn Bhd.</p> <p><u>Complaints and grievances</u> Complaint and grievance procedure Doc Ref BMSB-CAG. Review of the complaint will be done in 3 days. The workers interviewed were aware of the system.</p>	Opportunity For Improvement (OFI) and Minor Non-Conformities have been raised.

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		<p>The established grievance procedures specifies the estimated time 3 days from the date that the SLO receive the complaint to review the complaints and shall be taken for each of the process to be addressed before proceed to the subsequent process.</p> <p>In order to ease the employees and relevant stakeholders to lodge the complaint, the complaints and grievances logbook is available at the labor quarters and office.</p> <p>Briefing on Complaint and grievance procedure was done during the stakeholders communication through letters on 11/01/2024.</p> <p>Currently, No complaint received from stakeholders.</p> <p><u>Commitment to contribute to local sustainable developments</u> CSR only done internally to own workers as there are no nearby communities. CSR was done in the form of food benefits.</p> <p><u>Employees safety and health</u> Banjaran Majusama Sdn Bhd has established a Safety and Health Policy. The policy has been signed by the Plantation Controller, Mr Chia Chok Hian on 06/01/2023. The OHS management plan sighted addressed issues related to hazards and risks, legal register and its requirements for compliance, OSH awareness and training program, accident and emergency procedures, use of PPE, safety meetings, etc. Generally, the OSH plans are acceptable.</p> <p>HIRARC for the estate is available and was formalized on 06/01/2023. Procedures for HIRARC ref: BMSB-HIRARC.</p> <p>The estate had identified and reviewed significant hazards and risks and determined appropriate risk control measures. At the estate, among the HIRARC covered activities are: 1. Gen store; 2. Scheduled waste store; 3. Chemical store; 4. Block activities --Harvesting, spraying, pruning, manuring; 5. FFB transporter.</p> <p>The training programs include training on safe working practice for all categories of workers: harvesters, sprayers, manurers, general workers or employees exposed to pesticides are available in estate. Practices, and PPE Training.</p> <p>Estate have provided PPE to the employees</p>	
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		<p>such as safety helmets, gloves relevant to the work handled by the workers. Records of PPE issuance for the estate were sighted dated 15/02/2024. Sampled workers: Junaedi, Corah, Mohammad Yani and Muhdin who were issued the above PPEs and signed by them.</p> <p>Chemical hazards were communicated through awareness and training to all workers involved in handling of dangerous chemicals. The objective was to ensure all workers involved have been adequately trained in understanding SDS, safe working practices and the correct use of PPE.</p> <p>Procedure was documented in Chemical Handling Procedure Doc Ref: BMSB-CH, dated 06/01/2023. Triple Rinse Procedure is also documented in the Chemical Handling Procedure. Safety Data Sheet (MSDS) was available at point of use for each chemical.</p> <p>The estate has only 13 employees, thus not required to have a Safety and Health committee. Nevertheless, the management has conducted regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded. Workplace inspection dated 20/03/2023 carried out by Mohd Yani, maintenance.</p> <p>The procedures for accident and emergencies has been revised, Doc Ref: BMSB-AIR dated 06/01/2023. There are formation of ERP Team & ERP for all the identified incidences. In addition the procedures have been summarized in a chart flow form and displayed for information of all employees. They includes emergencies relating fire, explosion, oil spillages & chemical spillages.</p> <p>First aider for the estate is Mr Chiong Swee Tiea; Basic first aid & CPR; Validity: 07/11/2022 - 07/11/2025; Certificate No. Siri (PCA01) 31977.</p> <p>First Aid boxes inspection checklist sighted dated 29/02/2024.</p> <p>Currently no accident had been recorded. The JKPP8 for Banjaran Majusama Sdn Bhd for year 2023 has been submitted on 16/01/2024. Reference No: JKPP8/164697/2023. Average no. Of</p>	
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		<p>workers: 18.</p> <p><u>N/C No.3; Opportunity For Improvement (OFI) (Principle 4.4.4.2)</u> The signage for "Beware of crocodiles" is available but only as a small part of Buffer Zone signage, which is not quite visible. It would be better to have a bigger signage which would attract anyone's attention and warn on the danger of crocodiles. Also to put up a " No swimming" signage.</p> <p>Employment conditions Banjaran Majusama Sdn Bhd has established a Good Social Practice Policy. The policy has been signed by the Plantation Controller, Mr Chia Chok Hian on 06/01/2023. The management adhere to the following principles Freedom of association and right for collective bargaining, prohibition on all forms of forced labor, prohibition of child labor, prohibition of discrimination in respect of employment.</p> <p>Interviews with migrant workers and female employees confirm that there is no evidence of any form of discriminatory practices by the estates.</p> <p>Banjaran Majusama Sdn Bhd has established a Good Social Practice Policy. The policy has been signed by the Plantation Controller, Mr Chia Chok Hian on 06/01/2023. The management is committed in prohibition of discrimination in respect of employment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>The pay slip contains the date, salary payable including any allowances, overtime pay, paid medical leave, bonus, minus any deductions such as advances taken, statutory deductions (SOCSSO, EPF, EIS). It was found that the wages have met minimum wage rate.</p> <p><u>N/C No.4; MINOR (Principle 4.4.5.3)</u> Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements but was not fully followed. The payslips of workers were not standardized and not showing payment details and acknowledgement.</p> <p>The employment contract for the workers below were verified during the audit; The workers interviewed stated that the terms of their contracts, payments and conditions of</p>	
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		<p>employment were clearly explained to them at the time of the signing of the contract. The monthly pay received by staffs and workers are shown in their pay slips.</p> <p>Details of workers were available in the Master File Document. The records contained full names, gender, I/C number or passport, date of birth, date of entry, a job description, type of employment (Monthly/daily rated) and the period of employment.</p> <p>N/C No.5: MINOR (Principle 4.4.5.5) The management shall establish records that provide an accurate account of all employees and should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. The employee registration details had left out gender, date of birth, period of employment and other relevant details.</p> <p>Contracts for Indonesian foreign workers were sampled. The terms and conditions of employment are contained in the employment contracts and include duration of employment, place of work, salary, working hours, medical benefits, accommodation, termination of service, and other benefits provided (housing etc). The contract has been signed by both employee and employer.</p> <p>Estate has establish a time recording system that makes working hours and overtime transparent for both employees and employer by using workers attendance card. Sighted card showed working hours and overtime were clearly recorded for each worker.</p> <p>Estate have followed the Sarawak Labour Ordinance (Ch. 76) Act which is working hours and breaks of the individual worker are 8 hours work and 2 hours break. The time for break at the Estate at 12-2pm.</p> <p>Other forms of social benefits were offered by the employer to employees, their families or the community such as incentives for good work performance, medical care and health provisions were verified. Estate gives each workers drinking water and food every week.</p> <p>Housing facilities are provided to the workers in the estate. Visit by the Auditor of the linesites found, the houses were in good conditions and comfortable. Interviews with the workers reveal that they were satisfied</p>	
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		<p>with the accommodation provided at the linesites. Solar energy is used at the labor quarters.</p> <p>Banjaran Majusama Sdn Bhd has established a Sexual Harassment & Violence Policy. The policy has been signed by Plantation Controller, Mr Chia Chok Hian on 06/01/2023. The management is committed in providing a workplace that is free from any type of harassment. Interviewed workers at the estate confirmed that they have not encountered any form of sexual harassment.</p> <p>Banjaran Majusama Sdn Bhd has established a Good Social Practices Policy. The policy has been signed by Plantation Controller, Mr Chia Chok Hian on 06/01/2023. The management adhere to the following principles Freedom of association and right for collective bargaining. Currently there are no trade union in the estate. However there is a worker representative which help to negotiate with management if any issue arise on work conditions.</p> <p>Banjaran Majusama Sdn Bhd has established a No Child Labour Policy. The policy has been signed by Plantation Controller, Mr Chia Chok Hian on 06/01/2023. Observations were also made during field inspection and during interviews with workers confirmed that no one below 18 is employed in the estates.</p> <p><u>Training and competency</u> A formal Training Program Plan 2024 covering aspects of estate operation was established. Review of the planned and implemented MSPO training at estate include among others the following:</p> <ol style="list-style-type: none"> 1. Environmental awareness (Biodiversity) 2. Fire safety 3. Code of business conduct, anti-bribery training 4. Riparian buffer zone <p>Training needs of individual employees had been identified prior to the planning and implementation of the training programmes to provide the specific skill and competency required to all employees based on their job description. The training matrix Ref: BMSB-TC.</p> <p>Observed that the continuous training was established in the yearly training program. Training records based on orientation training, scheduled training.</p>	
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Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><u>Environmental management programme</u></p> <p>Banjaran Majusama Sdn Bhd has established its Sustainability Policy (MSPO) and Environmental & High Conservation Value (HCV) Policy to ensure their commitment towards sustainable production of Palm oil and their commitment in the implementation of best environmental practices, as well as, biodiversity conservation. The policy was signed by Director/MSPO Chairman on 06th January 2023.</p> <p>The estate has prepared its Environmental Aspect and Impact Analysis (EAIA) dated March 2023. The analysis cover all operations and activities, including identification of potential impacts, mitigation measures and recommended actions required. There is no changes of the document for this surveillance audit. No changes of the documentation during this annual audit 4.</p> <p>Environmental Improvement Plan is incorporated into the EAIA. Significant environmental impact was derived from the environmental impact evaluation. Those activities evaluated as significant were then monitored using the mitigation measure established for each activity where the significant impacts occurred. A program to promote positive impacts are included in its continual improvement plan.</p> <p>Training Program for year 2024 was prepared, which include training on environmental management and related issues.</p> <p>Based on record, the estate has organized its meeting-cum training and briefing on environment with/for its workers/staff on 13/01/2024, and attended by 7 workers. Trainer is Mr Cheong.</p> <p><u>Efficiency of energy use and use of renewal energy</u></p> <p>The Estate has established its Procedure on Energy Management, BMSB-EM, for the monitoring of Energy Consumption. Fuel Consumption, FFB production and Energy Efficiency of the estate are monitored monthly/yearly and available for review. Sample of Banjaran Majusama Sdn Bhd – Energy consumption Spreadsheet, Monthly Energy Efficiency (EE); Location – Kidurong Site.</p> <p>No genset use in the estate, diesel only for machinery & vehicles. Solar lights are used</p>	Complied.

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		<p>for its labour quarters.</p> <p><u>Waste management and disposal</u> The estate has done Annual Review for Identification of Waste Pollution & its Impact and EMP in March 2023. It covered and identified the following wastes and proposed its mitigation measures: 1.Vegetative/Biomass wastes; 2.Domestic waste; 3.Raw sewage 4.Scheduled waste.</p> <p>Waste management Plan has included its Identification of Wastes and Pollution and its Impact assessment document, Annual Review in March 2023.</p> <p>The estate has established its Triple Rinse Procedure 2023, Technical Document, for handling of Empty pesticide containers.</p> <p>There is no workshop in the estate as any repair and servicing of its vehicles and machinery will be outsourced and done outside in Bintulu.</p> <p>Procedure for Triple Rinse for empty pesticide containers available & being practised by estate workers. The technical document sighted in estate office dated March 2024.</p> <p>Domestic wastes are regularly collected and brought to rubbish pit at block 13B. The dumping pit was sighted and confirmed during site visit.</p> <p><u>Reduction of pollution and emission</u> Assessment of all polluting activities and action Plan to reduce identified significant pollutants were included in the EAIA.</p> <p><u>Natural water resources</u> The estate has established its Water Management Plan 2024 on March 2024 which include its water management plans for pollution prevention and water resources management.</p> <p>Rain water harvesting practice is applied in this estate. It is used as water supply for domestic use. Appropriate action to complement this water source was the provision of collection water tanks by the management.</p> <p>Procedure on Riparian Buffer 2024 has been established and implemented whereby estate continues to protect its water courses and wetlands including maintaining</p>	
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		<p>and restoring appropriate riparian buffer zones.</p> <p>No bore well for water supply was observed.</p> <p>No bunds, weirs and dam constructed across main drainage or waterways.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u></p> <p>High Conservation Value Assessment (HCV) Technical Document 2023 has been done and available for review. The estate has its proper boundary with Simalajau National Park. In the HCV document, there is information on HCV definitions, Identification of impacts, ecological impacts, mitigation measure and list of protected species.</p> <p>To date, no RTE species reported at the estate, and any reported cases will be handled accordingly based on its procedure for Biodiversity & Ecosystem. Proper signage on prohibiting, hunting and fishing have been made at strategic places.</p> <p>Estate is committed to discourage any illegal or inappropriate hunting, fishing or collecting activities. Evidence was seen during the site review that signage to prohibit hunting were erected</p> <p><u>Zero burning practices</u></p> <p>The estate has its Zero Burning policy, and it is being practised and complied by the estate. During the field visit the signages "Dilarang Membakar" were clearly erected and no evidence of open burning seen.</p>	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u></p> <p>SOP for best practices for Banjaran Majusama Sdn Bhd include among others the followings:</p> <ul style="list-style-type: none"> (a) IPM - Beneficial plants (b) Rat control (c) Ganoderma (d) Leaf eating caterpillars <p>Good Agricultural Practice covers among others the followings:</p> <ul style="list-style-type: none"> (a) Harvesting Oil Palm (b) Nursery (c) Manuring <p>The estate areas are having relatively undulating terrain and largely with mineral soils. Appropriate terracing and planting of cover crops are done to prevent soil erosion and as best management practices.</p>	Complied.

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		<p>Preparation of the area involved roads & terracing as it is dominated by undulating hills.</p> <p>The estate has established blocks with signboards on the ground. Boundary pegs are also available along its perimeter boundaries.</p> <p>Economic and financial viability plan The document on Financial Viability of the project was made available for Banjaran Majusama Sdn Bhd Ref: BMSB-BMP.</p> <p>Budget & Projection - Oil Palm for Banjaran Majusama Sdn Bhd was made available for year 2024 to 2029.</p> <p>Replanting programme is not applicable as palms were newly established. Earliest planting was in 2017. However from 2017 till 2021 the estate was in a bad state and started rehabilitation in 2022.</p> <p>The estate business/management plan will be implemented and monitored accordingly</p> <p>Transparent and fair pricing dealing Pricing mechanisms for its products will be based on fair dealings.</p> <p>All contracts will be based on fair dealings and mutual agreement with interested parties.</p> <p>FFB Supplier Statement; PSS Oil Mill Sdn Bhd (796791-U); Statement No: PSS/BMS/2401-01; Date: 01/02/2024; Period: 01-31/01/2024; Total FFB supplied: 230.23 MT; Price: 699.04/MT.</p> <p>Contractor No contractor involve in the activities within the estate.</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 <i>(Please tick the certification you are currently certified)</i>			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001	x	Others: 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 **Banjaran Majusama Sdn Bhd**.

Signed for and on behalf of
Nesus Certification Sdn Bhd

.....
(Jeffrey Denis Ridu)
Lead Auditor
Date: 09/04/2024



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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
Banjaran Majusama Sdn Bhd



.....
(Desmond Chee)
Operations System Consultant
Date: 16/04/2024

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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