

NESUS CERTIFICATION SDN BHD



MSPO CERTIFICATION SUMMARY REPORT

FOR

GONXI JAYA DEVELOPMENT SDN BHD
(656990-P)

Date: 26th June 2024

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MSPO Certification Summary Report



	Company Name:	Gonxi Jaya Development Sdn Bhd (656990-P)
	Certifying Unit:	Sg. Mas Estate
	Client Number:	NSC-106-01-24/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

Gonxi Jaya Development Sdn Bhd has commissioned Nesus Certification Sdn Bhd to conduct **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 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 **Gonxi Jaya Development 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	06th - 07th May 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

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			2530-3:2013.
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Clients Review:	Mr Chieng Eu Hea	Date:	26 th June 2024
Peer Reviewer 1:	-	Date:	
Peer Reviewer 2:	-	Date:	
Certification Decision Panel:	Mdm Monica Mone Lubong	Date:	01 st July 2024
Approved by CM:	Mr Dickens Mambu	Date:	01 st July 2024

5 Years Audit Programme

Planned month & year	S1 Date:	S2 Date:	SA1 Date:	SA2 Date:	SA3 Date:	S4 Date: 04/06/24	RA Date: 04/06/25
Internal audit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stakeholder consultation / survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Use of logo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Follow-up from previous audit finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.3 Traceability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5 Environment. natural resources, biodiversity							

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4.5.1 Environmental management plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.4 Reduction of pollution and emission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.5.5 Natural water resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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 type="checkbox"/>	<input 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	-	-	-	-	-	04/06/24	04/02/25
Actual	-	-	-	-	-	06-07/05/24	
Team Leader	-	-	-	-	-	Jeffrey Denis Ridu	
PR 1	-	-	-	-	-	-	
PR 2	-	-	-	-	-	-	

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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 **06th - 07th May 2024** which covers the following activities but not limited to below:

- On-site inspection, observations and review plantation documents for compliance to relevant Principles & Criteria of the applied standard;
- Interview operation personnel for understanding for the work assigned;
- Reviewed revised and updated documentation established and implemented;
- Operating records;
- Training records;
- Reports established;
- Work plans established;
- Review and closed out of audit finding raised during **Surveillance 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 **Gonxi Jaya Development Sdn Bhd** on **06th - 07th May 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Gonxi Jaya Development Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

Gonxi Jaya Development Sdn Bhd is an oil palm plantation with a planted area of **119.35 hectares** and first planting in year **2012**. **Gonxi Jaya Development 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.:
Gonxi Jaya Development Sdn Bhd (Sg. Mas Estate)	Tanah NCR, Sg. Gan, Sg. Mas, 97000 Bintulu, Sarawak	3.094573	112.997163


Table 2: Supply Base Area Statement

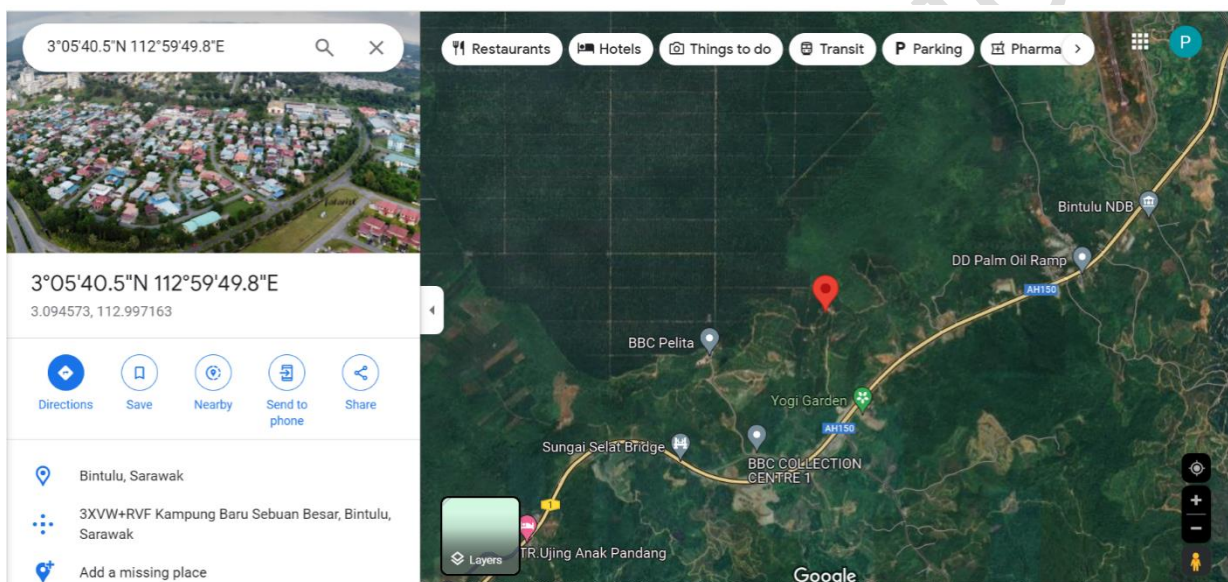
Area Statement (Ha)				
Estate	Total Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Gonxi Jaya Development Sdn Bhd (Sg. Mas Estate)	119.35	119.35	0	0

Table 3: FFB Production


Estate	FFB Production (Mt)	
	Year 2023 (Actual)	Year 2024 (Projection***)
Gonxi Jaya Development Sdn Bhd (Sg. Mas Estate)	1,897.82	2406

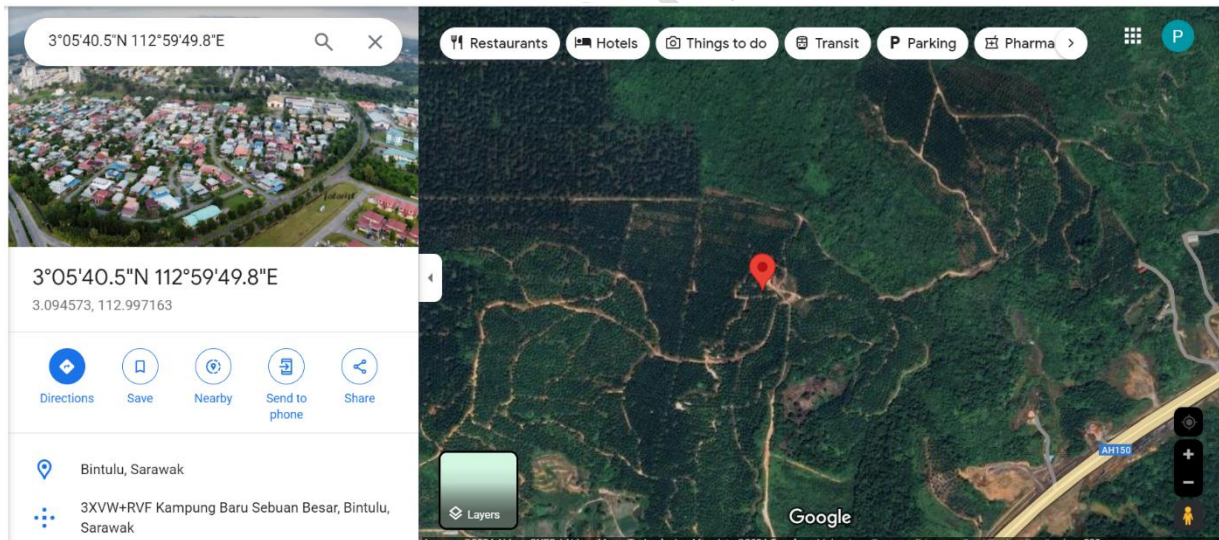
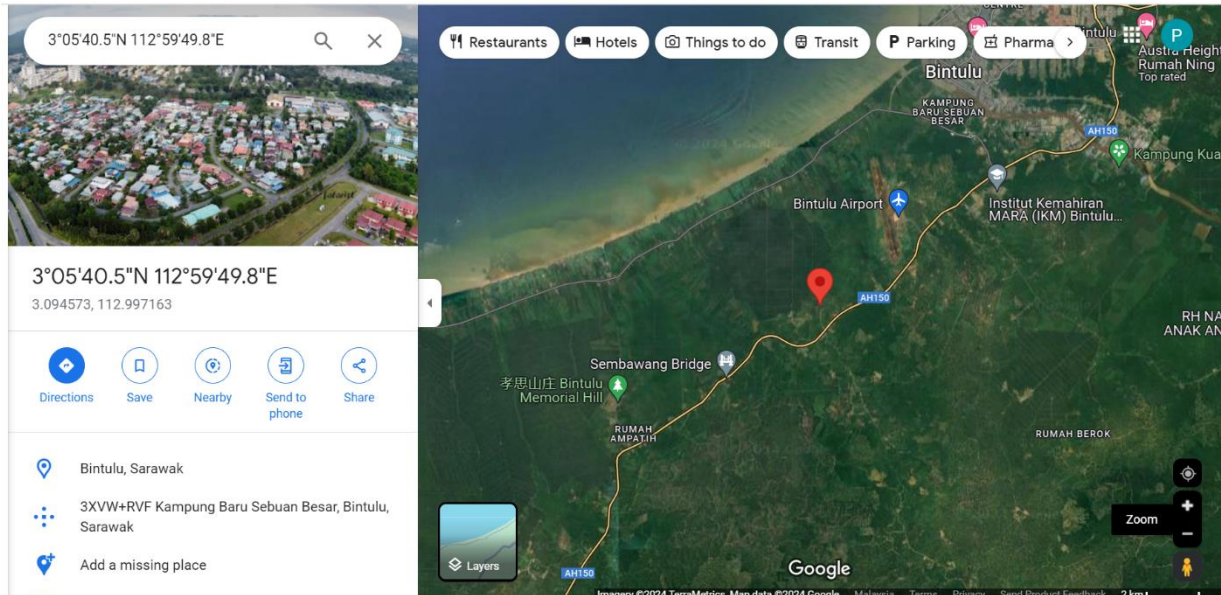
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Location Map of the Production Unit**Gonxi Jaya Development Sdn Bhd (Sg. Mas Estate)**

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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 **06th - 07th May 2024**.

During the **Surveillance 4** audit, there were **0 Major, 2 Minor and 1 OFI findings** being raised. The non-conformances raised during the audit were closed out by means of documents review that were established, revised and implemented appropriately and preventive actions taken by the estate.

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 **Gonxi Jaya Development Sdn Bhd** to provide comments. As at audit date on **06th - 07th May 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Gonxi Jaya Development Sdn Bhd

Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Government Agency: Natural Resources Environment Board (NREB)	Estate has been committed in complying with the national guidelines of respective matters. No issues.	Communication for all parties are clear and followed as stated in procedure.
Supplier: Lu & Sons Engineering Sdn Bhd	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.
Local Community: Rumah Sam Ak Sumbang	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.
Supplier: Dai Lieng Trading Sdn Bhd	Have a good business relationship and committed with MSPO implementation. No issues arise.	Maintain the good business relationship.

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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 MSPO Policy for Gonxi Jaya Development Sdn Bhd (Sg. Mas Estate) was signed by the Director dated 01/11/2019.</p> <p>The policy is communicated in various ways, including posting it at estate office and other designated places. The policy highlights their commitment thriving for continual improvement, their resources and technology to operate in sustainable manners.</p> <p>Internal Audit Internal audit is to be conducted at least once a year which was conducted for Gonxi Jaya Development Sdn Bhd on 11/02/2024. The internal audit plan 2024 was sighted.</p> <p>The Internal Audit Procedure was established on September 2019. Based on the internal audit records, the audit team observed that several NCs has been identified –and raised by internal audit team. The root cause of the NCs has been addressed in the Internal Audit Report.</p> <p>Management Review The Management Review for Gonxi Jaya Development Sdn Bhd was held on 20/03/2024, discuss the internal audit report following the audit conducted on 11/02/2024. Also discussed the continual Improvement Plan.</p>	Complied.

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		<p><u>Continual Improvement</u> The company has identified Continual Improvement Plan for several criteria such as environmental, safety and health, and social. The progress of each identified improvement plan is being monitored closely by the management.</p>	
Principle 2	Transparency	<p><u>Transparency of documents relevant to MSPO requirements</u> A communication procedure had been established to ensure appropriate and clear communication between two or more parties when resolving concerns or issues or relating new information. MSPO Committee was formed for the purpose of MSPO implementation.</p> <p>Management documents for the estate that can be made publicly available upon request, which include:</p> <ol style="list-style-type: none"> MSPO Policy Social impact management plan Environment, Occupational Health & Safety Policy Form 9 – SSM Registration certificate Trade/MPOB licences MSPO certificate Good Social Practice policy Complaints & Grievances policy Sexual harassment & Violent policy <p><u>Transparent method of communication and consultation</u></p> <p>Gonxi Jaya Development Sdn Bhd has established its SOP for Communication, Consultation and Grievances, Jan 2020.</p> <p>The organization chart has been updated with regards to management official appointed for the various responsibility based on MSPO requirement.</p> <p>The latest stakeholders meeting was held on 30/04/2024 at its office at Bintulu town.</p> <p><u>Traceability</u> Gonxi Jaya Development Sdn Bhd has established its Standard of Procedure for Traceability on October 2019. It is to ensure that all records of production documented, verified and other information maintained across supply chain.</p> <p>Gonxi Jaya Development Sdn Bhd had appointed Traceability Officers with appointment letter dated 01st May 2023.</p>	Complied.

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		Traceability officer has been tasked to undertake regular inspection and monitoring of the FFBs harvested and delivered to the mill. All Records of sales, delivery or transportation of FFB are maintained and available.	
Principle 3	Compliance legal requirements to	<p><u>Regulatory requirements</u> It was observed that Gonxi Jaya Development Sdn Bhd does comply with applicable local, state, national and ratified international laws and regulations.</p> <p>Gonxi Jaya Development Sdn Bhd MPOB License No.: 610911002000 Validity: 01/05/2024 – 30/04/2025</p> <p>Legal Officer at Gonxi Jaya Development Sdn Bhd is Ms Chieng Na Hee. Appointment letter signed by Director, Mr Chieng Eu Hea, dated 03/02/2024.</p> <p>Gonxi Jaya Development Sdn Bhd has listed all laws applicable to them based on its legal register. Legal register was updated 30/06/2023.</p> <p><u>Legal land use rights</u> All legality and ownership documentation was updated and well maintained. There are no issues on land dispute recorded as Gonxi Jaya Development Sdn Bhd has JV Agreement between NCR Land owners & investor/developer. Copy of the agreement available & verified.</p> <p>The estate field map is evident and boundary pegs marked with numbers with reference to coordinates.</p> <p><u>Customary rights</u> There is no issue or encumbered by customary rights in the estate. Estate Map and individual land titles available, and no issue on customary rights land.</p>	Complied.

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Principle 4	Social responsibility, health, safety and employment condition	<p><u>Social Impact Assessment</u> The Social Impact Assessment (SIA) for Gonxi Jaya Development Sdn Bhd was made available conducted in 05/10/2019 by Peterson.</p> <p><u>N/C No. 1; MINOR (Principle 4.4.1.1)</u> Social impacts should be identified and management plan 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 is available for Gonxi Jaya Development Sdn Bhd. The procedure was established on November 2019. The procedure 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 the complaint form was available at the site office. Complaint boxes/ suggestion box available at the site office where affected employees and other stakeholders can drop in their complaints to be acted upon by the Social Liaison Officer.</p> <p>The Communication Officer/ Social Liaison Officer was appointed on 01/05/2023.</p> <p>To date, no complaints received by the estate.</p> <p><u>Commitment to contribute to local sustainable developments</u> As a means of contribution to the local sustainable development, Corporate Responsibility Report recorded showed the estate gives out donations/food gifts during festive season and assistance during any funerals to workers.</p> <p><u>Employees safety and health</u> Gonxi Jaya Development Sdn Bhd has established an Occupational Safety and Health Policy signed by the Director on</p>	Minor Non Conformity has been raised.
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		<p>01/11/2019. 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 (Harvesting, Transporting of Workers, Manuring, Loose fruit collection, Storage area, Genset operation & maintenance, Farm tractor operation) has been updated in 30/10/2023 and review by HQ.</p> <p>Workers are less than 40 so there is no OSH committee. However, the estate does have Safety & Health meeting on 25/04/2024.</p> <p>The PPE issuance record for Gonxi Jaya Development Sdn Bhd was sighted to be updated and in good order. Items received and signed by person who received the PPE.</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. The estate has submitted their annual return for JKPP 8 through MyKKP. Ref: JKPP8/148807/2023 dated 18/08/2023.</p> <p><u>Employment conditions</u></p> <p>The Good Social Practices Policy for Gonxi Jaya Development Sdn Bhd was established and signed by Director in 01/11/2019 which adhere following principles:</p> <ul style="list-style-type: none"> a) Equal opportunities; b) Stakeholder consultation and communication; c) Employee consultation and communication; d) Prevention of Sexual harassment & assault; e) Trade union; f) No child and forced labour; <p>Based on observation and interview session, it was noted that there are no discriminatory practices in the estate.</p> <p>The employment terms and conditions are contained in the employment contracts are made clear to both local and foreign workers before they sign the contract.</p>	
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		<p>The estate have followed the Sarawak Labour Ordinance (Ch. 76) Act and workers who are paid monthly and work a minimum of 8 hours per day, receive basic wages of more than RM1,500 per month in compliance with the Minimum Wage Order 2022.</p> <p>Among other social benefits that are provided by the employer to employees are incentives, medical care and health provision.</p> <p>On-site living quarters are provided to general workers and staff. Observed that the living quarters are habitable and have amenities such as blue tank to store rain water, electricity from solar panels. Drinking water from mineral water provided by management while cleaning /washing using rain water.</p> <p><u>Training and competency</u> Details of training conducted for each activity has been recorded in the Training File for Gonxi Jaya Development Sdn Bhd. The report contains information that includes topic covered, the trainer, date and attendees.</p> <p>Training Needs Analysis for 2024 and Safety & Health training matrix were sighted during audit. Sighted the training needs of individual employees has been identified prior to the planning and implementation of the training programme in order to provide the specific skill and competency required to all employees based on their job description. A Continuous Training Programme for 2024 was available for Gonxi Jaya Development Sdn Bhd.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><u>Environmental Management programme</u> Gonxi Jaya Development Sdn Bhd has established and combined its policy on "Polisi Kesihatan, Keselamatan dan Alam Sekitar" The policies were established and signed by the director on 01/11/2019.</p> <p>Gonxi Jaya Development Sdn Bhd is committed with corporate value to operate its business operation in a manner that does not adversely affect the health & safety of its employees, contractor and visitors through implementation and safe work practices and environmental management that is sustainable and responsible.</p>	Opportunity for Improvement and Minor Non Conformity have been raised.

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		<p>The Environmental management plan was developed from results of aspect and impact analysis, mitigation and monitoring plans with records of implementation and timeline. It is based on Aspect and impact assessment on waste from all its operational work in estate.</p> <p>The estate management has organised its environmental meeting regularly. The latest meeting was held on 13/03/2024 as per the minutes of meeting and attendance list verified.</p> <p><u>Efficiency of energy use and use of renewal energy</u></p> <p>Energy efficiency is monitored as per records of diesel usage and FFB produced daily/monthly.</p> <p>The estate is now using its solar energy for its site office & labour qtrs. to reduce the use of non-renewable energy.</p> <p><u>Waste management and disposal</u></p> <p>Gonxi Jaya Development Sdn Bhd has its Waste Identification & Management Plan and SOP for Waste management, Nov. 2019</p> <p>3 main types of wastes identified:</p> <ol style="list-style-type: none"> 1) Domestic waste 2) Scheduled waste and 3) Recycle waste. <p>The estate has its own Procedures to deal with empty pesticide containers, and being implemented. It was observed that the empty pesticide containers were properly disposed according to triple rinse procedure and stored/disposed accordingly.</p> <p>Domestic wastes from the estate are properly collected and disposed at its dumping pit, which is located from living quarters & water course.</p> <p><u>OFI No.2; Opportunity For Improvement (4.5.3.5)</u></p> <p>Domestic waste should be properly disposed and managed to avoid the risk of contamination to environment. It would be an improvement if the followings can be done:</p> <ol style="list-style-type: none"> 1) To put up proper signage on opening & closing of dumping pit; and 2) To collect all recyclables, such as aluminium cans and plastic bottles, for sale. 	
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		<p><u>Reduction of pollution and emission</u> Environmental Management Plan for Gonxi Jaya Development Sdn Bhd has been prepared. It has identified and assessed all polluting activities to minimize the adverse impacts and enumerate various steps/measures to be taken to improve the environment.</p> <p><u>N/C No. 3; MINOR (4.5.4.2)</u> An action plan to reduce identified significant pollutants has been established, but not effectively implemented. Based on site inspection, traces of oil spillage were detected at the diesel storage area and there was no containment bund to prevent soil contamination from any oil spillage.</p> <p><u>Natural water resources</u> Gonxi Jaya Development Sdn Bhd, Water Management Plan has been developed to document the detail water related area of significance and the current water mgt practices and controls.</p> <p>Rain water harvesting practice is applied in this estate. It is also the main source of clean water in the estate.</p> <p>Riparian and buffer zone monitoring is done regularly for its conservation and protection.</p> <p>No bund/weir/dam constructed along the waterways in the estate.</p> <p><u>Status of rare, threatened or endangered species and high biodiversity value area</u> A comprehensive Biodiversity Assessment Report for Gonxi Jaya Development Sdn Bhd was done as per report dated 05/10/2019 by its Consultant.</p> <p>No RTE species were sighted and reported in the biodiversity assessment report, however awareness program done and posters of RTE species and "No hunting" signages were also installed at the estate.</p> <p><u>Zero burning practices</u> Gonxi Jaya Development Sdn Bhd has its Zero Burning Policy signed by its Director dated 1 Nov 2019.</p>	
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		Based on its zero burning policy, no open burning is allowed in the estate and all their operation.	
Principle 6	Best practices	<p><u>Implementation of standard best practices / Site management</u> The Standard Operating Procedures for Gonxi Jaya Development Sdn Bhd shown.</p> <p>Gonxi Jaya Development Sdn Bhd estate is of undulating mineral with some sandy loam soils.</p> <p>The estate had maintained a visual identification/reference system for each established field/block. Block markings are of wooden post painted white and marked with block number at strategic locations.</p> <p><u>Economic and financial viability plan</u> Budget for 2024 available. They only budget for a year at a time for their crop. It was evident that the achievement of goals and objectives have been regularly monitored, periodically reviewed and documented.</p> <p><u>Transparent and fair pricing dealing</u> Gonxi Jaya Development Sdn Bhd sells their FFB to BBC Palm Oil Mill Sdn Bhd (906961-T). Purchase Agreement of Oil Palm Fresh Fruit Bunches (FFB) dated 01/08/2021; Ref: AUG/2021/001 with terms & conditions.</p> <p><u>Contractor</u> There is no contractor for Gonxi Jaya Development Sdn Bhd.</p>	Complied.
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.	✓

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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		Others:
x	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 **Gonxi Jaya Development Sdn Bhd**

Signed for and on behalf of
Nesus Certification Sdn Bhd




.....
(Jeffrey Denis Ridu)

Lead Auditor

Date: 26th June 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
Gonxi Jaya Development Sdn Bhd



.....
(Chiang Eu Hea)
Director

Date: 26th June 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