

**NESUS CERTIFICATION SDN BHD**



# **MSP0 CERTIFICATION SUMMARY REPORT**


FOR

**HYPER YIELD PLANTATION SDN BHD**  
(1393243-U)

Date: 11<sup>th</sup> September 2024

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| MSPO Certification Summary Report   |                  |  |
|---|------------------|--|
|  | Company Name:    | Hyper Yield Plantation Sdn Bhd (1393243-U) |
|   | Certifying Unit: | Hyper Yield Plantation Estate              |
|   | Client Number:   | NSC-88-06-22/MSPO                          |
|   | Audit Type:      | Individual / Surveillance 2 Year 3 Audit   |

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**Abbreviations**

|                |   |
|----------------|---|
| <b>CHRA</b>    | Chemical Health Risk Assessment         |
| <b>CPO</b>     | Crude Palm Oil                          |
| <b>CSR</b>     | Corporate Social Responsibility         |
| <b>DOE</b>     | Department of Environment               |
| <b>EFB</b>     | Empty Fruit Bunch                       |
| <b>EIA</b>     | Environment Impact Assessment           |
| <b>FFB</b>     | Fresh Fruit Bunch                       |
| <b>GMP</b>     | Good Milling Practices                  |
| <b>GPS</b>     | Global Positioning System               |
| <b>GAP</b>     | Good Agriculture Practices              |
| <b>ISO</b>     | International Standard Organization     |
| <b>MPOB</b>    | Malaysian Palm Oil Board                |
| <b>MPOCC</b>   | Malaysia Palm Oil Certification Council |
| <b>MSPO</b>    | Malaysia Sustainable Palm Oil           |
| <b>NC</b>      | Non Conformity                          |
| <b>OFI</b>     | Opportunities For Improvement           |
| <b>OSH</b>     | Occupational Safety and Health          |
| <b>P&amp;C</b> | Principle and Criteria                  |
| <b>PK</b>      | Palm Kernel                             |
| <b>POME</b>    | Palm Oil Mill Effluent                  |
| <b>PPE</b>     | Personal Protective Equipment           |
| <b>RTE</b>     | Rare, Threatened and Endangered Species |
| <b>SDS</b>     | Safety Data Sheet                       |
| <b>SIA</b>     | Social Impact Assessment                |
| <b>SOP</b>     | Standard Operating Procedure            |

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## 1. INTRODUCTION

**Hyper Yield Plantation Sdn Bhd** has commissioned Nesus Certification Sdn Bhd to conduct annual **Surveillance 3** audit for its oil palm plantations according to MS 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organized Smallholders.

### 1.1. Objective

The objective of this **surveillance 2** 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 **Hyper Yield Plantation Sdn Bhd**. The supporting documents provided to the audit team as well as information received by means of interviews, background investigation and site assessment.

The documents and information are reviewed against the requirements and criteria based on MS 2530-3: 2013 Part 3 General Principles For Oil Palm Plantations And Organized Smallholders. Nesus Certification Sdn Bhd has employed a risk-based approach in the audit, focusing on the identification of significant risks and reliability of the assessment and reporting.

The following references are used as part of the assessment; the compliance of the requirements of the guidelines applied are checked.

1. Malaysian Sustainable Palm Oil Part 3: General Principles For Oil Palm Plantations And Organized Smallholders audit guidance;

### 1.3. Appointment and Qualification of team members

The audit team appointed consists of the team leader and team members. The team contributes to the review of documents, assessment of the project activity and preparation of this report.

| Audit:                           | Date:                                | Audit Team          |  |
|----------------------------------|--------------------------------------|---------------------|--|
| <b>Surveillance 2<br/>Year 3</b> | <b>02<sup>nd</sup> July<br/>2024</b> | <b>Lead Auditor</b> | <b>Jeffrey Denis Ridu</b> ; 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. |
|                                  |                                      | <b>Auditor 1</b>    | <b>Dickens Mambu</b> ; 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   |

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|  |  |                  |  |
|--|--|------------------|--|
|  |  |                  | palm oil; site & documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.   |
|  |  | <b>Auditor 2</b> | <b>Jiram Sidu</b> ; 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. |

|                                      |                         |              |                                 |
|--------------------------------------|-------------------------|--------------|---------------------------------|
| <b>Clients Review:</b>               | Mr Ung Ka Hie           | <b>Date:</b> | 12 <sup>th</sup> September 2024 |
| <b>Peer Reviewer 1:</b>              | -                       | <b>Date:</b> | -                               |
| <b>Peer Reviewer 2:</b>              | -                       | <b>Date:</b> | -                               |
| <b>Certification Decision Panel:</b> | Mdm. Monica Mone Lubong | <b>Date:</b> | 13 <sup>th</sup> September 2024 |
| <b>Approved by CM:</b>               | Mr. Dickens Anak Mambu  | <b>Date:</b> | 13 <sup>th</sup> September 2024 |

**5 Years Audit Programme**

| Planned month & year  | S1<br>Date:<br>17/08/22             | S2<br>Date:<br>21-22/09<br>/22      | SA1<br>Date:<br>31/10/23            | SA2<br>Date:<br>31/10/24            | SA3<br>Date:<br>31/10/25            | S4<br>Date:<br>31/10/26             | RA<br>Date:<br>30/06/27             |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Internal audit  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Stakeholder consultation / survey   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Use of logo   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Follow-up from previous audit finding   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.1 Management Commitment &amp; Responsibility</b>                         |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4.1.1 MSPO Policy   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.1.2 Internal audit  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.1.3 Management review   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.1.4 Continual improvement   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.2 Transparency</b>   |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4.2.1 Transparency of information and documents relevant to MSPO requirements | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.2.2 Transparent method of communication and consultation                    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.2.3 Traceability  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.3 Compliance to legal requirements</b>                                   |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4.3.1 Regulatory requirements   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.3.2 Land use rights   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.3.3 Customary rights  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.4 Social responsibility, health, safety and employment condition</b>     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |

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|  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| 4.4.1 Social impact assessment (SIA)   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.4.2 Complaints and grievances  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.4.3 Commitment to contribute to local sustainable development                          | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.4.4 Employees safety and health  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.4.5 Employment conditions  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.4.6 Training and competency  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.5 Environment. natural resources, biodiversity</b>                                  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4.5.1 Environmental management plan  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.2 Efficiency of energy use and use of renewable energy                               | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.3 Waste management and disposal  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.4 Reduction of pollution and emission  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.5 Natural water resources  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.6 Status of rare, threatened, or endangered species and high biodiversity value area | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.5.7 Zero burning practices   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.6 Best practices</b>  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4.6.1 Site management  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.6.2 Economic and financial viability plan  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.6.3 Transparent and fair price dealing   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4.6.4 Contractor   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>4.7 Development of new planting (not applicable)</b>                                  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 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        | 17/08/22 | 21-22/09/22 | 31/10/23 | 31/10/24 | 31/10/25 | 31/10/26 | 30/06/27 |

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|             |            |                |                    |                    |   |   |  |
|-------------|------------|----------------|--------------------|--------------------|---|---|--|
| Actual      | 17/08/22   | 21-22/09/22    | 23-24/06/23        | 02/07/24           |   |   |  |
| Team Leader | Jiram Sidu | Martina Su     | Jeffrey Denis Ridu | Jeffrey Denis Ridu |   |   |  |
| PR 1        | -          | George Akam    | -                  | -                  | - | - |  |
| 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 2** audit was conducted on **02<sup>nd</sup> July 2024** which covers the following activities but not limited to below:

- On-site inspection, observations and review plantation documents for compliance to relevant Principles & Criteria of the applied standard;
- Interview operation personnel for understanding for the work assigned;
- Reviewed revised and updated documentation established and implemented;
- Operating records;
- Training records;
- Reports established;
- Work plans established;
- Review and closed out of non-conformance raised during **Surveillance 1** 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 **Hyper Yield Plantation Sdn Bhd** on **02<sup>nd</sup> July 2024** by Nesus Certification Sdn Bhd. The purpose was to assess the operations of **Hyper Yield Plantation Sdn Bhd** against the requirements of the Malaysian Sustainable Palm Oil (MSPO) certifications.

**Hyper Yield Plantation Sdn Bhd** started planting in year **2016** and **Hyper Yield Plantation Sdn Bhd** is an oil palm plantation with an area of **240.00 hectares**. **Hyper Yield Plantation Sdn Bhd** will apply the certification of MS2530-3:2013 as the organization is committed to become a Sustainable Palm Oil producer.

Table 1: Information of Estate Being Audited

| Name of Organization           | Location                                 | Coordinates |            |
|--------------------------------|--|-------------|------------|
|                                |  | Lat.:       | Log.:      |
| Hyper Yield Plantation Sdn Bhd | Semuntik Ulu Siong, 96000 Sibu, Sarawak. | 2.401971    | 112.048964 |


Table 2: Supply Base Area Statement

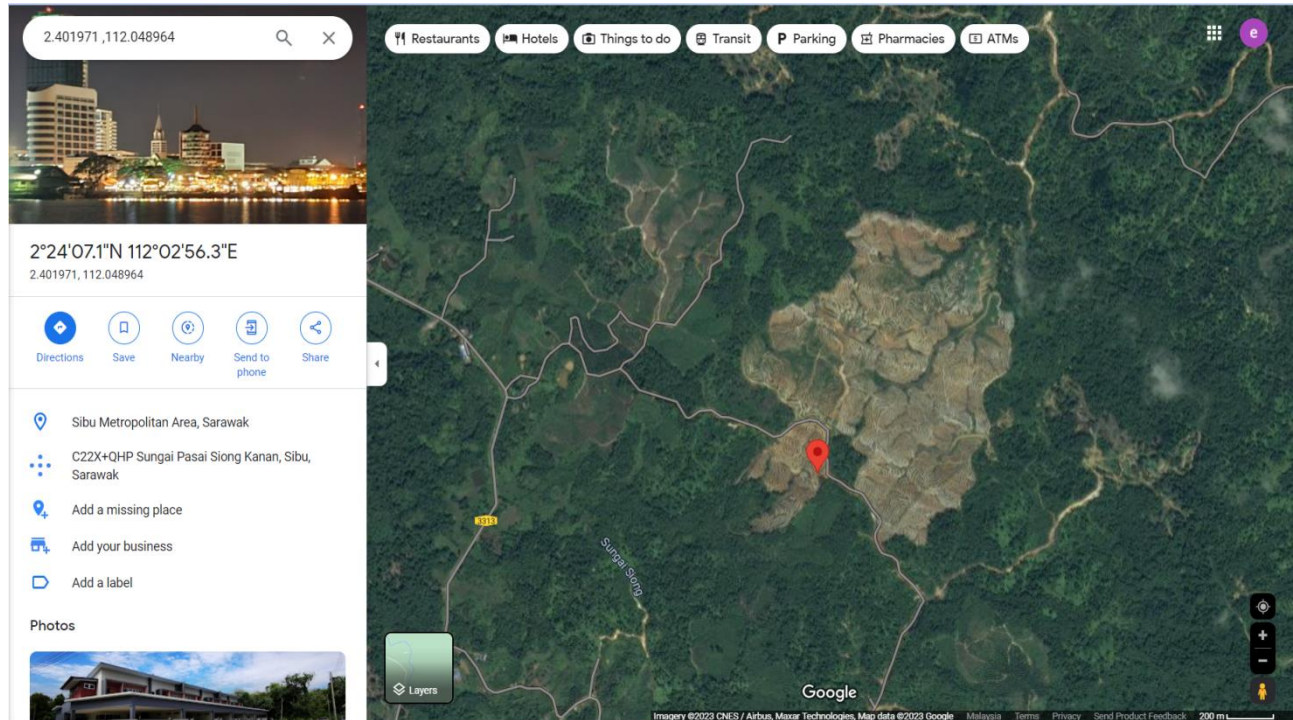
| Area Statement (Ha)            |                              |              |                         |             |
|--------------------------------|------------------------------|--------------|-------------------------|-------------|
| Estate                         | Titled & Certified Area (Ha) | Planted (Ha) | Conservation / HCV (Ha) | Others (Ha) |
| Hyper Yield Plantation Sdn Bhd | 240.00                       | 234.898      | -                       | 5.102       |

Table 3: FFB Production


| Estate                         | FFB Production (Mt) |                           |
|--------------------------------|---------------------|---------------------------|
|                                | Year 2023 (Actual)  | Year 2024 (Projection***) |
| Hyper Yield Plantation Sdn Bhd | 3,015.13            | 3,775.82                  |

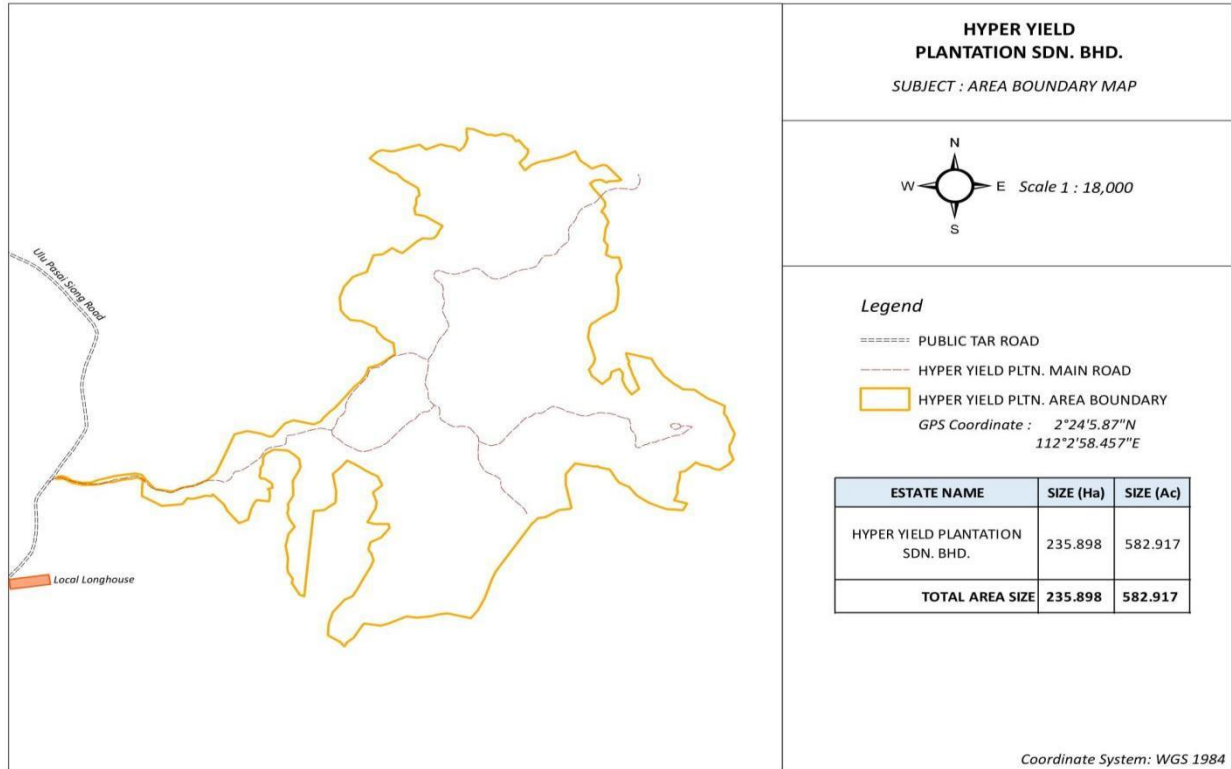
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**Location Map of the Production Unit****Hyper Yield Plantation Sdn Bhd**

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## 4. AUDIT ASSESSMENT

### 4.1 Surveillance Audit

The objective of the audit is to assess the activities of the plantation are in compliance with MS 2530-3:2013 Part 3 General Principles For Oil Palm Plantations And Organized Smallholders.

#### 4.1.1 Surveillance 2

The **Surveillance 2** audit was conducted on **02<sup>nd</sup> July 2024**.

During the **Surveillance 2** audit, there were **0 Major, 3 Minor and 1 OFI findings** being raised. The non-conformances raised during the audit were closed out by means of documents review that were established, revised and implemented appropriately and preventive actions taken by the estate.

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


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

### 4.2 Stakeholders' Consultation

Nesus Certification Sdn Bhd, has notified the stakeholder as to accommodate stakeholder's consultation and communication for **Hyper Yield Plantation Sdn Bhd** to provide comments. As at audit date on **02<sup>nd</sup> July 2024**, there were no adverse comments received.

Table 5: Stakeholder Consultation for Hyper Yield Plantation Sdn Bhd

| Stakeholders Categories                                  | Stakeholder's Input / Comments  | Clients Feedback / Response  |
|--|---|--|
| Contractor/Supplier/Buyer:<br>Pasai Siong Sawit Sdn Bhd  | Have a good business relationship and committed with MSPO implementation. No issues arise.                                | Maintain the good business relationship.                                     |
| Government Agency:<br>MPOB Sibul                         | No issues.  | Communication for all parties are clear and followed as stated in procedure. |
| Worker Representative:<br>Seri Ganang                    | Satisfied with workplace and remuneration.  | Estate always focuses on employee welfare and well being management.         |
| Local Community/<br>Neighbouring Villages:<br>TR Patrick | 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 |
|--------------------|--|--|------------|
| <b>Principle 1</b> | Management Commitment Responsibility & | <p><b><u>Policy on Implementation of MSPO</u></b><br/>Hyper Yield Plantation Sdn Bhd has established its Sustainability Policy Doc Ref: HYPSB-POL MSPO01 Revision 1.0 dated 22<sup>nd</sup> June 2022, The policy was signed by its Director. The policy is communicated in various ways, including posting it on the main signboard at their worker's quarters. It is also communicated to the employees during muster call.</p> <p><b><u>Internal Audit</u></b><br/>Internal audits are to be conducted at least once a year, and sighted the estate has conducted Internal Audit on 23<sup>rd</sup> May 2024. This requirement was clearly stated in the newly developed Internal Audit Procedure. The results of MSPO internal audit was documented in Hyper Yield Plantation Sdn Bhd Audit Summary Report. The internal audit report was made available to the management for review and necessary decisions.</p> <p><b><u>Management Review</u></b><br/>Management Review is scheduled to be conducted once a year after internal audit has been conducted, discussing impacts mitigation and continuous improvement plan for operations with company's decision makers. The management review done by the estate on 06<sup>th</sup> June 2024.</p> <p><b><u>Continual Improvement</u></b><br/>The company has identified Continual Improvement Plan for several criteria such as environmental, social, safety and health. The progress of each identified improvement plan is being monitored closely by the</p> | Complied   |

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|                    |              | management. No new techniques or technology has been implemented yet. If there are any new technology in future, the technology provider will provide the necessary training to the staff & workers.   |          |
| <b>Principle 2</b> | Transparency | <p><b><u>Transparency of documents relevant to MSPO requirements</u></b><br/>Hyper Yield Plantation Sdn Bhd has established its "Communication Procedure", HYPSPD-08 to ensure transparent method of communication with its stakeholders.</p> <p>Any requests for information from any stakeholders will be entertained accordingly by estate management and its social liaison officer.</p> <p>Except for confidential documents or where disclosure of information would result in negative environmental or social outcomes, other management documents was made publicly available to stakeholder upon request.</p> <p><b><u>Transparent method of communication and consultation</u></b><br/>A communication procedure for consultation and communication had been established. The established procedure was for internal and external stakeholder communication practices related to social, environmental, safety and health which is conducted through several mechanisms such as Meetings and briefings, Internal circulars, Noticeboards, Training sessions etc.</p> <p>The list of stakeholders is available for review and updated on 17<sup>th</sup> June 2023.</p> <p>The estate management has organized its stakeholders meeting on 12<sup>th</sup> May 2024. Based on minutes of meeting, a total of 26 attendees presents and minute of meeting sighted during the audit.</p> <p><b><u>Traceability</u></b><br/>From the estate procedure "Traceability procedure" Dated 22<sup>nd</sup> June 2022 which described the process flow of FFB delivery from estate to Collection Centre including the documents and records involved.</p> <p>Crop book also maintained to record daily crop production, from which block it is harvested, task done by</p> | Complied |

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|                    |                                  | <p>which group of harvesters, and number of Bunches harvested.</p> <p>Regular inspections will be conducted by management to ensure compliance with the traceability system through daily crop book.</p>  |           |
| <b>Principle 3</b> | Compliance to legal requirements | <p><b>Regulatory requirements</b><br/> The estate is operating in compliance with local, state, national, and ratified international laws and regulations. The estate's appointed legal officer is in charge of monitoring compliance. If there are any changes, estates management will be notified so that appropriate adjustments can be made.</p> <p><u>MPOB Licence</u><br/> No Lesen: 621233002000<br/> Validity: 08/09/2023 - 31/08/2024<br/> Size: 240 Ha</p> <p><u>Trade Licence</u><br/> Registration No :A1185449 -OP Plantation<br/> Validity: 30<sup>th</sup> November 2023 - 22<sup>nd</sup> November 2024</p> <p><u>SSM Registration</u><br/> Certificate of incorporation: 202001036922 (1393243-U)<br/> Date: 13<sup>th</sup> November 2020</p> <p>Legal register is available that includes the relevant International covenants, Federal and State laws and regulations and was last updated on June 2022.</p> <p>The legal requirements register will be updated as and when there are any new amendments or any new regulations coming into force. The updates will be done any time or reviewed once a year by legal officer through government agencies website or official circular : DOE, DOSH etc.</p> <p><b>Legal land use rights</b><br/> Hyper Yield Plantation Sdn Bhd estate was established on NCR land that has been leased from the NCR land owner as per Lease agreement that has been verified.</p> <p>The estate field map is evident and boundary marked with pole and boundary drain.</p> <p>There is no issue on legal acquisition of land. The estate will respond according to the Complaints/Grievance Mechanism should any cases arise in future.</p> | Complied. |

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|                           |   | <p><b>Customary rights</b><br/>There are no issues or encumbered by customary rights in the estates. The estate will respond according to the Complaints/Grievance Mechanism should any cases arise in future.</p>  |   |
| <p><b>Principle 4</b></p> | <p>Social responsibility, health, safety and employment condition</p> | <p><b>Social Impact Assessment</b><br/>Social Impact Assessment for Hyper Yield Plantation Sdn bhd was conducted by consultant, Op Agro Tech Sdn Bhd on April 2023. The assessment conducted showed positive and negative social impacts. Also included were rental inputs and the complaints and grievances procedure.</p> <p><u>N/C No. 1; MINOR (Principle 4.4.1.1)</u><br/>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. <b>There is a lack of in-depth assessment of the social impacts especially on the surrounding local communities and nearby estates.</b></p> <p><b>Complaints and grievances</b><br/>A Complaints and Grievances Procedure Doc Ref HYP-SD-16 that 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. Currently, no complaint received from stakeholders.</p> <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 carried out to ensure all employees understand the procedure and any complaints or suggestion can be made at any time.</p> | <p>Minor non conformity have been raised.</p> |

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|  |  | <p><b><u>Commitment to contribute to local sustainable developments</u></b><br/>The estate management has been actively helping and contributing to the local communities in vicinity. Observed all CSR records were retained appropriately by the estate. Employment opportunity was priority given to the local community.</p> <p><b><u>Employees safety and health</u></b><br/>Safety policy was included in MSPO policy which was signed by top management dated 22<sup>nd</sup> June 2022. OSH policy is displayed at the notice board and safety signage is erected in numerous places. The policy has been communicated to workers through briefing and training.</p> <p>HIRARC for the estates is available (Ref: HYPSB-PROC-18 and covers changes to work process, accident incidences and amendment to legislative requirement.</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 such as Harvesting, Manuring, Lorry Driver, etc.</p> <p>Training programs was sighted available. It include training on safe working practice for all categories of workers: harvesters, sprayers, manures, general workers, or employees exposed to pesticides are available in estate..</p> <p>Estate have provided PPE to the employees such as safety helmets, gloves relevant to the work handled by the workers. Records of PPE issuance for the estate was sighted. During the site visit workers was observed to be in PPE. Sighted issuance of PPE record for the workers.</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>Procedures was documented in Chemical Handling Ref:</p> |  |
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|  |  | <p>HYPSEB-PROC-15. The procedures cover the Triple Rinse Procedure, Chemical Handling Procedure. Safety Data Sheet (SDS) was available at point of use for each chemical.</p> <p>The management was 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.</p> <p>The procedures for emergency preparedness &amp; response has been established. Doc Ref:HYPSEB09. 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 &amp; chemical spillages.</p> <p>The estate had procedures for handling of fire, chemical spillage &amp; motor vehicle, first aid team.</p> <p>ERP team was established and displayed for information of the employees. The important telephone contact numbers were also provided therein.</p> <p>First Aid boxes are available at workshop, stores, labor lines and work operations in the field.</p> <p><b><u>N/C NO.2: MINOR (Principle 4.4.4.2)</u></b><br/> The implementation of safety and health aspects was found lacking.<br/> From site inspection, it was sighted the following:<br/> (1) Re-used chemical containers were used at the labour quarters for planting vegetables and used at the chicken coop; and<br/> (2) There was no safety signages at the FFB loading ramps.</p> <p><b><u>Employment conditions</u></b><br/> Human Rights Policy, Sexual Harassment Policy, and No Child Labor Policy were spotted and displayed on the notice board at the estate offices. The Director, signed all policies dated 22<sup>nd</sup> June 2022.</p> <p>Based on observation and interview session, it was noted that there are no discriminatory practices in the estate.</p> |  |
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|  |  | <p>The pay slip in the form of payment voucher contains the date, salary payable including any allowances(if any), minus any deductions such as statutory deductions (SOCSSO, EPF, EIS). It was found that the wages have met minimum wage rate.</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 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/payment vouchers.</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>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.</p> <p>Housing facilities are provided to the workers in the estate. Visit by the Auditor at the linesites found, the houses were in good conditions and comfortable. Interviews with the workers reveal that they were satisfied with the accommodation provided at the linesites. Solar energy is used at the labor quarters.</p> <p>No indication of sexual harassment happening in the estate. The site establishes a Human Rights Policy endorsed by the Managing Director on 22<sup>nd</sup> June 2022 which in the policy has include clause on humane treatment of labour which includes sexual harassment, abuse, coercion or punishment according to the latest labour act.</p> <p>The Human Rights Policy Ref: HYPSB-POL-HRP01 for Hyper Yield</p> |  |
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|                    |   | <p>Plantation Sdn Bhd also covers the rights of employees to join trade union. The management adhere to the following principles on 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>As stated in the estate's Policy on No Child Labour, there are no underage workers employed by the estate.</p> <p><b><u>Training and competency</u></b><br/>Training Plan 2024 for Hyper Yield Plantation Sdn Bhd sighted, which covers all sectors.</p> <p>Training needs of individual employees need to be identified prior to the planning and implementation of the training programs to provide the specific skill and competency required to all employees based on their job description.</p> <p>Continuous training need to be established in the yearly training program.</p>                                 |                                       |
| <b>Principle 5</b> | Environment, natural resources, biodiversity and ecosystem services | <p><b><u>Environmental management programme</u></b><br/>Environmental policy seen established signed by Managing Director Mr Ung Ka Hie, Director, dated 22<sup>nd</sup> June 2022. Environmental Management Policy (EMP) was established with relevant objectives that emphasize on good management practice and mitigation of environmental impacts. Evidence of Environmental Management Plan was communicated to all employees through training sessions conducted for the workers.</p> <p>It was observed the Estate has taken necessary action to improve the environmental management plan.</p> <p>Positive impacts have been included in the continual improvement plan, such as air pollution, noise pollution, water pollution and odour pollution.</p> <p>Training Plan on various aspects, including environmental aspect prepared for year 2024.</p> <p>Based on the training record, training on Environment, Safety &amp; Health for its workers, was held on 03<sup>rd</sup> January</p> | Minor non conformity has been raised. |

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|  |  | <p>2024 and on 12<sup>th</sup> May 2024. Attendance record verified.</p> <p>The management has organized its meeting with employees, where their concerns about environmental quality are discussed.</p> <p>Based on minutes of meeting and attendance, the last environmental meeting was held on 22<sup>nd</sup> May 2024.</p> <p><b><u>Efficiency of energy use and use of renewal energy</u></b><br/>Monthly records of FFB production, Fuel Consumption and Energy efficiency are available for review.</p> <p>The estate has been using solar power to provide electricity for labour lines, office and store, as well as, for its CCTV. CCTV have been installed at strategic places to enable the management to monitor the activities in the estate.</p> <p>The estate has estimated/allocated budget for its direct usage of non-renewable energy. Solar power is widely used to reduce its diesel consumption, mainly for its vehicles and machinery.</p> <p><b><u>Waste management and disposal</u></b><br/>Waste management plan was established containing identification and monitoring of waste sources. For each identified waste source, the estate has determined the appropriate measure to ensure all waste generated in the estate is being handled responsibly.</p> <p>Relevant Standard Operating Procedure of Handling of Used Chemical has been established which covering the aspects of handling labeling, storing and disposal to ensure they meet the local authority requirements.</p> <p>The estate has established its Triple Rinse Procedure 2023 to ensure proper disposal of the empty pesticide containers.</p> <p><b><u>N/C NO.3; MINOR (Principle 4.5.3.4)</u></b><br/>Empty pesticide containers were not managed in an environmentally and socially responsible way.<br/><b>Based on site inspection, empty chemical containers, that are being recycled for for other purpose were</b></p> |  |
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|  |  | <p>not properly labelled accordingly to their use and their original labels were still intact.</p> <p>The rubbish pit were sighted appropriately manage by estate. Rubbish were collected once a week and buried in layers of soil. The closed rubbish pit were mark with date it was closed.</p> <p>It was observed that all rubbish pit are in appropriate distance from habitation and natural waterways.</p> <p><b><u>Reduction of pollution and emission</u></b></p> <p>It was observed the assessment of all polluting activities was available in continuous improvement on pollution prevention and environment plan.</p> <p>Water management plan have been developed for the estate. Rain water harvesting done using water tanks for domestic use.</p> <p>Appropriate action plan of reducing pollution identified were sighted. Containment bund, oil trap, warning sign at buffer zone and triple rinse procedure were sighted.</p> <p>Zero Burning policy was established and signed by Plantation Director as their commitment to comply with the MSPO Policy.</p> <p><b><u>Natural water resources</u></b></p> <p>Water management plan have been developed to address the management of water resources, and all water resources aspects including mitigation action of issues regarding natural water resources.</p> <p>All activities that can affect natural water quality were in constant monitoring and pollution mitigation action are applied as in waste and pollution management plan.</p> <p>Rain water harvesting is practised in this estate. It is also the main source of clean water for the estate. Appropriate action to minimize this water source was observed such as collection tank provided by management.</p> <p>Riparian buffer zone are demarcated and awareness sign and tree marking have been install at riparian</p> |  |
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|                    |                | <p>buffer zone.</p> <p>Natural vegetation are kept along the riparian buffer zone. Training on buffer zone procedure also sighted.</p> <p>No bore well in Hyper Yield estate.</p> <p><b><u>Status of rare, threatened or endangered species and high biodiversity value area</u></b></p> <p>High Conservation Value Assessment (HCV), Technical Document 2023, April 2023 and Annual Review for Biodiversity Assessment, June 2022 available for review with its action plan and monitoring, including conservation posters and no hunting signage in the estate.</p> <p>Their continual improvement plan towards conservation and management of biodiversity includes conduct awareness program to staff and workers and constant communication with related government agencies regarding biodiversity and conservation.</p> <p>No RTE species were ever present or sighted in Hyper Yield Plantation Sdn Bhd estate. Sighted that "no hunting" signage was installed and awareness program were conducted to raise awareness.</p> <p><b><u>Zero burning practices</u></b></p> <p>Zero Burning policy is established on 22<sup>nd</sup> June 2022. The policy has been signed by Director, whereby showing the estates committed with zero burning practices in all their operational area as a plan to reduce air pollution.</p> |  |
| <b>Principle 6</b> | Best practices | <p><b><u>Implementation of standard best practices / Site management</u></b></p> <p>SOP for best practices for Hyper Yield Plantation Sdn Bhd include among others the following:</p> <p>(a)FFB Grading Ref: HYPSPD-27;<br/> (b)Harvesting Ref: HYPSPD-28;<br/> (c)Manuring Ref: HYPSPD-29;<br/> (d)Weeding Ref: HYPSPD-30</p> <p>The estate applies the method for soil organic matter preservation for the upkeep of mature oil palms available in List of SOP and Policies BMP.</p> <p>Vegetation maintained in inter-row to minimise soil erosion, improve soil physical properties and organic status.</p>   | Opportunity for Improvement has been raised. |

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|  |  | <p>Example Nephrolepis Biserrata and Mucuna Bracteata in field.</p> <p>FronD stacking to prevent run-off and retain ground moisture.</p> <p>Buffer Zone was demarcated and maintained to prevent runoff of chemical to natural waterways.</p> <p>Appropriate sloping, terraces and side drain sighted during site visit.</p> <p>Infilling of vacant areas to maximize land area and land use.</p> <p>The estate has established 8 blocks from Block A to H. Block markings are progressively being put up.</p> <p><u>N/C NO.4; Opportunity For Improvement (Principle 4.6.1.3)</u><br/>The block signage has only the block number. It should contain the hectarage, year of planting, total number of palms or SPH, and source of seedling.</p> <p><b><u>Economic and financial viability plan</u></b><br/>The document on Financial Viability of the project was made available for Hyper Yield Plantation Sdn Bhd. They had taken over from a previous owner and now improving the field conditions as well as overall management of the estate.</p> <p>No replanting program yet as estate has just been developed and first planting in 2014.</p> <p>Estate has been undergoing rehabilitation.</p> <p>There has been a slight improvement in the oil palm yields through better manuring programs, upkeep and improved palm stand.</p> <p><b><u>Transparent and fair pricing dealing</u></b><br/>Hyper Yield Plantation sell their FFB to a collection centre named Pasai Siong Sawit Sdn Bhd. Presently on contractual on a month-to-month basis.</p> <p><b><u>Contractor</u></b><br/>Contractor for Hyper Yield Plantation Sdn Bhd is the transporter, Infinity Transport Company. They have verbal contract since 2021.</p> |  |
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| <b>Principle 7</b> | Development of new plantings | Not Applicable<br><b>Note:</b> the whole Principle 7 is not applicable for this audit as there is no new planting in the plantation areas. | Not Applicable |
|--------------------|------------------------------|--|----------------|

Based on the audit, it was apparent that:

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| 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

| <b>Current Certification</b> <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: MSPO2530-3 |
|   | None                  |   |                    |

| MSPO Certification Summary Report   |                  |  |
|---|------------------|--|
|  | Company Name:    | Hyper Yield Plantation Sdn Bhd (1393243-U) |
|   | Certifying Unit: | Hyper Yield Plantation Estate              |
|   | Client Number:   | NSC-88-06-22/MSPO                          |
|   | Audit Type:      | Individual / Surveillance 2 Year 3 Audit   |

#### 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 **Hyper Yield Plantation Sdn Bhd**.

Signed for and on behalf of  
Nesus Certification Sdn Bhd



(Jeffrey Denis Ridu)  
Lead Auditor  
Date: 11/09/2024



#### 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  
Hyper Yield Plantation Sdn Bhd



(Ung Ka Hie)  
Director  
Date: 12/09/2024

**MSPO Certification Summary Report**

|   |                  |  |
|---|------------------|--|
|  | Company Name:    | Hyper Yield Plantation Sdn Bhd (1393243-U) |
|   | Certifying Unit: | Hyper Yield Plantation Estate              |
|   | Client Number:   | NSC-88-06-22/MSPO                          |
|   | Audit Type:      | Individual / Surveillance 2 Year 3 Audit   |

**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