

GLOBAL GATEWAY CERTIFICATIONS

MALAYSIAN SUSTAINABLE PALM OIL (MSPO)


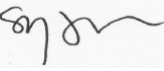


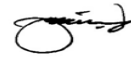
CERTIFICATION AUDIT REPORT


Part 3 : General Principles for Oil Palm Plantations and Organized Smallholders

Ladang TM Aur Gading
[Estate]

-Individual Certification-

MAIN ASSESSMENT AUDIT
17th June 2019

Revision History					
Rev	Date	Description	Performed by	Role	Signature
A	04/07/19	Issued as Draft Report	Mohd Fadzli Bin Bistamam	Lead Auditor	
A	15/07/19	Peer Review 1 Comments	Muhammad Syafiq bin Abu Bakar	Peer Reviewer 1	
A	15/07/19	Peer Review 2 Comments	Mohamad Fitri bin Mustafa	Peer Reviewer 2	
B	18/07/19	Issued as Final Report	Mohd Fadzli Bin Bistamam	Lead Auditor	
B	19/07/19	Final Report Approved	Muhammad Syafiq bin Abd Razak	Certifier	

Acknowledgment by Tanah Makmur Berhad					
Rev	Date	Description	Management Representative	Role	Signature
B	19/07/19	Acceptance of the contents	Mr. Shahrul Nizam bin Abdul Aziz	Group Chief Operating Officer	

Declaration

The auditor(s) has (had) no personal, business or other ties to the client and the assessment is carried out objectively and independently.

WITH INTEGRITY WE SERVE



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Table of Contents

SECTION I : PUBLIC SUMMARY REPORT	3
1.1 Certification Scope	3
1.2 Company details and Contact information.....	3
1.3 Certification Unit.....	3
1.4 Map Showing Geographical Location	4
1.5 Production Area, Actual and Projected FFB Production (MT)	5
1.6 Certificate Details.....	6
1.7 Qualification of the Lead Assessor and Assessment Team.....	7
1.8 Audit Methodology	7
1.9 Audit Plan Information	8
1.10 Audit Result Summary Findings	8
1.11 Stakeholder Consultation.....	8
1.12 Recommendation	10
1.13 Date of Next Surveillance Audit.....	11
1.14 Confidentiality	11
1.15 Abbreviations Used	11
SECTION II : ASSESSMENT FINDINGS BY PRINCIPLES AND CRITERIA.....	12
2.1 Principle 1 : Management commitment and responsibility.....	12
2.2 Principle 2 : Transparency	14
2.3 Principle 3 : Compliance to legal requirements.....	16
2.4 Principle 4 : Social responsibility, health, safety and employment condition	19
2.5 Principle 5 : Environment, natural resources, biodiversity, and ecosystem services	28
2.6 Principle 6 : Best practices.....	35
2.7 Principle 7 : Development of new planting.....	38
2.8 Details of Audit Findings.....	42

Note: Section II of this report contain confidential information and been protected from public disclosure.

SECTION I : PUBLIC SUMMARY REPORT

1.1 Certification Scope

Global Gateway Certifications Sdn. Bhd. (GGC) has conducted the Certification Assessment of **Ladang TM Aur Gading [Estates]**. During this **Main Assessment Audit (Stage 2)**, the audit team were briefed by Estate Manager, of the supply base disposition. The group consists of 4 estates.

This assessment was conducted onsite on **17th June 2019** to assess the compliance of the certification unit against the **"MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholder"**. The scope of certification is **"Management of Sustainable Oil Palm Plantations from Cultivation, Planting and Production of Fresh Fruit Bunches"**.

1.2 Company details and Contact information

Company Name	Tanah Makmur Berhad
Business Address	Bangunan Tanah Makmur Berhad, Kotasas Avenue, Persiaran Kotasas, Kota Sultan Ahmad Shah, 25200 Kuantan, Pahang.
Contact Person	Mr. Shahrul Nizam Bin Abdul Aziz
Office Telephone	013-3435517
E-Mail	gcoo.tmb@gmail.com, nizam@tanahmakmurberhad.com

1.3 Certification Unit

Name of the Certification Unit

No	Name of the Certification Unit	Site Address	GPS Reference of the site office	
			Longitude	Latitude
1.	Ladang TM Aur Gading	Ladang TM Aur Gading, 26500 Maran, Pahang, Malaysia.	E 102° 50' 44.97"	N 3° 35' 47.70"



MPOB License Information

No	Name of the Site	LICENCE NUMBER	EXPIRY DATE	SCOPE ACTIVITY
1	Ladang Aur Gading	5478250002000	29/02/2020	Menjual dan Mengalih FFB

Others Sustainability Certification

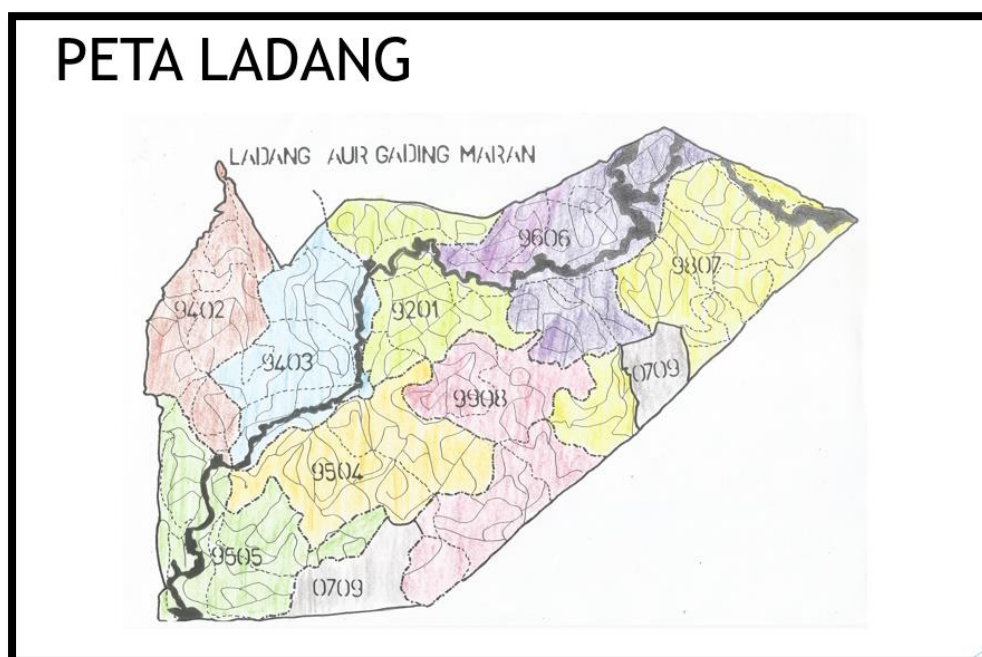
No	Name Of The Site	Others Sustainability Certifications
1.	NIL	NIL

1.4 Map Showing Geographical Location

1) TM Aur Gading Estate Location



2) Estate Map



1.5 Production Area, Actual and Projected FFB Production (MT)

Name of the Certification Unit	Area Summary (HA)		
	Certified Area (per Land Title)	Planted	Mature
Ladang TM Aur Gading	544.49	544.49	534.00
Total	544.49	544.49	534.00

Name Of The Supply Base	Area Summary (HA)		
	Conservation Area	HCV	Others
Total	NIL	NIL	NIL

Name of the Certification Unit	FFB Summary (MT)		
	Projected from last audit	Actual Production for 12 Months [Jun 2018-May 2019]	Projected Production for next 12 Months [Jun 2019-May 2020]
Ladang TM Aur Gading	NIL	8,913.32	9,000.00
Total	NIL	8,913.32	9,000.00

1.6 Certificate Details

Certification body	Global Gateway Certifications Sdn. Bhd., No. 10 Jalan Rasmi 7, Taman Rasmi Jaya, 68000 Ampang, Selangor Darul Ehsan, Malaysia. Tel.: +603 4256 2689; Fax: +603 4256 2687 Website: www.ggc.my
Assessment standard	(MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholders
Certificate number	GGC-TMB002-MSPO-00-2019
Initial certificate issued date	19 th July 2019
Certificate expiry date	18 th July 2024
Stage 1 assessment date	09 th April 2019
Stage 2 / Main Assessment	17 th June 2019
Annual Surveillance 1 [ASA 1]	June 2020
Annual Surveillance 2 [ASA 2]	June 2021
Annual Surveillance 3 [ASA 3]	June 2022
Annual Surveillance 4 [ASA 4]	June 2023

1.7 Qualification of the Lead Assessor and Assessment Team

Lead Auditor

Name: Mohd Fadzli bin Bistamam

Post graduate qualification in Agricultural Engineering with more than 7 years working experience in Oil Palm Plantation Industry. More than 7 years of working experience in Oil Palm Plantation Industry with skills in Good Agricultural Practices (GAP) and Integrated Pest Management (IPM). Experience in managing estate workers, handling of mineral and peat soil and knowledgeable in chemical control of weeds and Pest & Diseases in Oil Palm Plantation Sector.

Fully trained in similar agriculture certification programs such as RSPO, MSPO and ISCC. Completed and certified in ISO 9001:2015, RSPO Lead Auditor Course, MSPO Training and ISCC Basic Training. Thus, became qualified Lead Auditor for the above programs.

Involved in Oil Palm Sustainability Audit since year 2016. Involved in audits conducted in Malaysia, Indonesia, Papua New Guinea, Ivory Coast, India and Singapore. Able to write and speak in Bahasa Malaysia and English.

Auditor

Name: Md Jefri Sharaai

Bachelor Degree in Chemical Engineering and Master Degree (Science) in Quality & Productivity. Total of 25 years working experiences in various industries and disciplines; manufacturing, production, quality, internal audit, research & development, oil & gas design engineering. Involved in auditing, developing, implementing and maintaining of ISO 9001, ISO 14001 and OHSAS 18001. Having years of auditing experiences in Roundtable on Sustainable Palm Oil (RSPO) and Malaysian Sustainable Palm Oil (MSPO) sustainable programme.

1.8 Audit Methodology

The audit was conducted based on sampling following the method as specified in the MSPO requirements (MSPO-Questionnaire Self-Assessment – RA). In the case of this certification unit, sampling calculation was not applied as there is only one estate namely Ladang TM Aur Gading.

The assessment activities include of documents review and site inspection. The documents that had been reviewed among others were company policy, internal procedures, management system procedures, waste management procedures, legal documents etc. Significant issues that would impact to the environmental and social were also been verified.

The methodology for collection of objective evidence was established during physical site inspections, observation of tasks and processes, interviews of stakeholders, interview of officers, review of documents and data. Checklists and questionnaires were used to guide the collection of information and the comments made by external stakeholders were also been taken into consideration in this assessment.

Appendix A (Audit Plan) details the actual assessment plan. Stakeholders were consulted randomly during the assessment to obtain feedback on the management compliance and performance (Appendix C) of MSPO.

1.9 Audit Plan Information

Audit Date	17 th June 2019
Name of site(s) visited	Ladang TM Aur Gading
Total number of man-days spent	2 man-days

1.10 Audit Result Summary Findings

Category	Numbers	Status (Closed/Open/Not Applicable/No Action Requires)
Major Nonconformities	0	No action requires
Minor Nonconformities	0	No action requires
Area of Concern	1	No action requires
Noteworthy /Positive Comments	6	No action requires

1.11 Stakeholder Consultation

As per ACB-Malaysian Sustainable Palm Oil (MSPO); ACB-OPMC4; Issue 1, 01st August 2017; Stakeholder Consultation Requirements For Certification Bodies Operating Oil Palm Management Certification Under Malaysian Sustainable Palm Oil (MSPO) Certification Scheme. The consultation during the audit will be carried out during the stage 2 and recertification audit of the management unit. The CB shall carry out stakeholder consultation to ensure continued compliance with the requirements of the certification standards. However, stakeholders' consultation during surveillance audit may be limited to those stakeholders who have raised concerns, complaints or disputes prior to the audit.

GGC has published the public notification on 15th May 2019 and as to accommodate a stakeholders' consultation meeting for mill and estate. Therefore, it was conducted on 17th June 2019 in Ladang TM Aur Gading to gather information from the local communities in accordance to Certification Scheme and Stakeholder Consultation requirements.

During this Main Assessment (Stage 2) audit, the audit team has conducted stakeholder consultations involving both internal and external stakeholders as to understand the practices in relation to environmental, social performance and their performance with respect to the MSPO requirements. The meeting was conducted without the present of estate management.

At the start of meeting, the auditor explained the purpose of the audit followed by an evaluation of the relationship between the stakeholders before discussions continued. The auditor recorded comments made by stakeholders and verified with the estate management before incorporating into the assessment findings. There was no negative complaint or feedback received during the audit or during the field assessment when interviewing with the external and internal stakeholders. The details is as per table below:

No	Stakeholders Name	Subject raised / Identified Risk	Company response and proposed action to be taken. [What we did]	Assessment team findings [Outcome]
1.	Stakeholders A (Contractors)	<ul style="list-style-type: none"> • They have good understanding about MSPO. • He is clear that if he employs a worker, he has to officially inform estate management. He also knows the working hours, minimum salary, Socso & EPF (for local workers) that has to be paid as he has been briefed in the Stakeholders meeting. • They informed that the payments were made promptly without any delay. Contract agreement were signed prior commencement of work. • They were aware that any complaints or suggestions could be forwarded to the mill/estate management. • He is very happy with the management and hopes to continue his contract for a long time. • The company has good relation with supplier and there is no issue with company's performance. 	No action requires	Positive findings
2.	Stakeholders B (Contractors)	<ul style="list-style-type: none"> • Most of the stakeholders attended the meeting are aware about the MSPO. • Most of them has little knowledge on the existence of method/ mechanism of complaints/ grievances. • 	Management will continue briefing to all stakeholders on MSPO and complaint and grievance mechanism	Will review by next surveillance audit
3.	Stakeholder G (Neighbouring Estate)	<ul style="list-style-type: none"> • They have good relationship with the management. • There is no conflict ever happened with mill & estate. 	No action requires	Positive findings
4.	Stakeholder H (Estate workers)	<ul style="list-style-type: none"> • MSPO awareness, company policy and SOP are briefed among workers during muster call. 	No action requires	Positive findings

		<ul style="list-style-type: none"> • Personal Protective Equipment are distributed free of charged by management. • They have good understanding about complaint and grievance mechanism. • They are very happy with the management and hopes to continue their contract for a long time. • Company well managing the welfare, health and safety of their workers. • Housing facilities is provided with water and electrical supply. • They have been treated equally without any discrimination. Their salary was according to Minimum Wage Order 2018. 		
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1.12 Recommendation

The company has established sustainability policy, objectives and procedures that define an effective system for the administration and control of sustainability management system throughout all operation activities of Ladang TM Aur Gading. Estate Manager is in charge and ensures that facility and his subordinates comply with the requirements and procedures stated in this manual.

The management is committed to comply with MSPO system by giving awareness training to all personnel involved in this standard to make them understand the procedures and implementation of the standard. The employees are aware of the requirements of MSPO. There was no complaint or feedback received during this Main Assessment (Stage 2) Audit.

This report will be internally reviewed prior to certification decision by GGC and externally peer reviewed by independents panel reviewers (qualified and trained by MPOCC). During this Main Assessment (Stage 2) Audit, based on MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO)] Part 3: General Principles for Oil Palm Plantations and Organized Smallholders), there were 0 major, 0 minor non-conformities and 1 area of concern has been raised to the facility that being audited.

Since the audit objectives as mentioned in the audit plan have been achieved and assessment resulted of major non-conformity findings is closed. Therefore, the Lead Auditor recommends a certificate of compliance "**MS 2530-4:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General Principles for Oil Palm Plantations and Organized Smallholders**" is awarded to Ladang TM Aur Gading.

1.13 Date of Next Surveillance Audit

The first annual surveillance assessment visit will be scheduled after 12 months of the MSPO Certificate being issued.

1.14 Confidentiality

GGC auditors will not discuss or reveal any of the confidential information seen during the audit to any third party. Any public summary of the main assessment will be approved by the client prior to publication.

1.15 Abbreviations Used

BOD	Biological Oxygen Demand
CHRA	Chemical Health & Risk Assessment
CIP	Continuous Improvement Plan
COD	Chemical Oxygen Demand
CoP	Code of Practise
CSPO	Certified Sustainable Palm Oil
CPO	Crude Palm Oil
CSPK	Certified Sustainable Palm Kernel
DOE	Department of Environmental
DOSH	Department of Occupational Safety and Health Malaysia
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
FFB	Fresh Fruit Bunch
FGS	Finished Good Stock
GAP	Good Agriculture Practise
GHG	Greenhouse Gas
GGC	Global Gateway Certifications Sdn Bhd
HIRARC	Hazard Identification, Risk Assessment and Risk Control
ISCC	International Sustainability & Carbon Certification
IPM	Integrated Pest Management
MPOB	Malaysian Palm Oil Board
MPOCC	Malaysian Palm Oil Certification Council
MSPO	Malaysian Sustainable Palm Oil
NCR	Non-Conformance Report
NGO	Non-Government Organization
OHS	Occupational Health & Safety
OHSAS	Occupational Health and Safety Assessment Series
PK	Palm Kernel
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
SEIA	Social Environmental Impact Assessment
SOP	Standard Operating
SPO	Sludge Palm Oil

SECTION II : ASSESSMENT FINDINGS BY PRINCIPLES AND CRITERIA

2.1 Principle 1 : Management commitment and responsibility

Criterion 1 Malaysian Sustainable Palm Oil (MSPO) Policy

Indicator 1 A policy for the implementation of MSPO shall be established.

Summary There is "Polisi Pelaksanaan dan Komitmen Terhadap MSPO" date on 1st November 2018 signed by MD Tengku Dato' Sri Ahmad Faisal Bin Tengku Ibrahim is established by Tanah Makmur Berhad.

There is evidence of the policy communicated to all level workers during morning muster call. Record available i.e. on 4/12/2018 and 11/12/2018.

The following workers were interviewed and in general they are aware on the policy established,

- Shamsudin – Harvesting Worker
- Bokran – Harvesting Worker
- Nurul Nadia – Chief Clerk
- Halijah -Clerk
- Khamila -Clerk

In Compliance **Yes** No Not Applicable

Indicator 2 The policy shall also emphasize commitment to continual improvement.

Summary TH Plantations Berhad has established Sustainability Policy. The policy has been proved by Mr. Muzmi bin Mohamed; Chief Executive Officer dated on 1st March 2019.

Stated in the Sustainability Policy; Point no 2 – "To continuously improve our operations in line with social, environmental and economic requirements".

In Compliance **Yes** No Not Applicable

Criterion 2 Internal audit

Indicator 1 Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.

Summary The policy emphasize on top management commitment towards sustainable production of palm oil, continuous improvement and compliance to legal requirement.

In Compliance **Yes** No Not Applicable

Indicator 2 The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.

Summary Internal audit procedure TMB/MSPO/IAM-01 "Prosedur Audit Dalam MSPO" date on 15/11/2018. The procedure is specified on annual internal audit program, audit plan, audit checklist, NC report, NC closure and internal audit report.

Auditee need to identified root cause analysis and corrective action plan within 14 days from date of NCR.

There is annual programme for MSPO Internal Audit (IAM-01/JPT/L1) prepared by Isrizal Bin Israni (Internal Auditor) from HQ for all TM estates. Next internal audit is planned on November 2019. Last internal audit conducted on 1st March 2019 by internal audit team from HQ, led by Mr. Isrizal Bin Israni.

In Compliance **Yes** No Not Applicable

Indicator 3 Report shall be made available to the management for their review.

Summary In Internal Audit Procedure stated the result of audit will be discussed in Management Review meeting on annual basis. Sighted latest MR minutes meeting last internal audit result was discussed including corrective action plan taken. This meeting is chaired by estate manager, Johan Bin Derus on 20th March 2019.

In Compliance **Yes** No Not Applicable

Criterion 3 Management review

Indicator 1 The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.

Summary Latest MR minutes meeting is available date on 20th March 2019 which include agenda as continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification is required by Ladang Aur Gading.

In Compliance **Yes** No Not Applicable

Criterion 4 Continual improvement

Indicator 1 The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.

Summary There is CIP document available # MRM-02/PPB/L2 "Pelan Penambahbaikan Berterusan" date on 5/4/2019.

The CIP is based on consideration from SIA & EIA documents with input gathered from stakeholders.

In Compliance **Yes** No Not Applicable



Indicator 2 The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology, where applicable, that are available and feasible for adoption

Summary There is no new application of new technology implemented during the certification period. Currently the company has implemented PMMP System for monitoring of FFB quality and quantity.

In Compliance **Yes** **No** **Not Applicable**

Indicator 3 An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established.

Summary Trainings were conducted for the introduction and implementation of any new information or technology that is feasible and applicable to the company.

In Compliance **Yes** **No** **Not Applicable**

2.2 Principle 2 : Transparency

Criterion 1 Transparency of information and documents relevant to MSPO requirements

Indicator 1 The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.

Summary Aur Gading Estate has established the Communication Procedure; Title: Komunikasi dan Konsultasi Pihak Berkepentingan. Doc No.: TMB/MSPO/CCS-03. Procedure has been communicated to the stakeholders during the stakeholder meeting dated 14th March 2019. Minutes of meeting is available. Records of request and complaint is available as referred to: "Borang Permohonan Maklumat –Berkaitan MSPO" CCS-03/BMM/L4.

In Compliance **Yes** **No** **Not Applicable**

Indicator 2 Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.

Summary Sighted listing of management documents that are confidential and non-confidential that can be made publicly. Doc No.: "Senarai Dokumen Boleh Didedahkan". Document is approved by the Manager, Johan bin Derus dated 1st March 2019.

All these documents were sighted in the estate office. Requests for official documents through the estate office will have to go through the estate manager/assistant in charge, whom will make the decision as to whether the information can be shared to or viewed by the person requesting the information or document.

In Compliance **Yes** No Not Applicable

Criterion 2 Transparent method of communication and consultation

Indicator 1 Procedures shall be established for consultation and communication with the relevant stakeholders.

Summary Aur Gading Estate has established the Communication Procedure; Title: Komunikasi dan Konsultasi Pihak Berkepentingan. Doc No.: TMB/MSPO/CCS-03.

In Compliance **Yes** No Not Applicable

Indicator 2 A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.

Summary Appointment letter for the management representative responsible for consultation and communication is available with document number : (04)dml.LCP/T<B/02/22 and the PIC is En Mohd Bazlan bin Ali dated 27th February 2019.

In Compliance **Yes** No Not Applicable

Indicator 3 List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.

Summary Complete list of stakeholders is available with document named: "Senarai Pihak Berkepentingan". Stakeholder consultation has been conducted on 14th March 2019 and minutes of meeting is available.

In Compliance **Yes** No Not Applicable

Criterion 3 Traceability

Indicator 1 The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).

Summary SOP on traceability is available as referred to: TMB/MSPO/TRC-04 dated 15th Nov 2018. A PIC on Traceability is En. Nik Mohd Kairol bin Mohd Yusoff appointed on 27th February 2019. Verified that the FFB be able to trace up to the particular block, through master chit. Sighted master chit for block 9807, FFB delivered to Sri Jelutung Palm Oil Mill on 16/06/19.

In Compliance **Yes** No Not Applicable

Indicator 2 The management shall conduct regular inspections on compliance with the established traceability system.

Summary Internal Audit has been conducted on 1st March 2019. Audit report is available at the time of audit.

In Compliance **Yes** **No** **Not Applicable**

Indicator 3 The management should identify and assign suitable employees to implement and maintain the traceability system.

Summary The PIC on Traceability is En. Nik Mohd Kairol bin Mohd Yusoff appointed on 27th February 2019.

In Compliance **Yes** **No** **Not Applicable**

Indicator 4 Records of sales, delivery or transportation of FFB shall be maintained.

Summary Weighbridge ticket information are recorded on Lorry No. Block No., Transporter, product, Destination, Time, Quantity, etc.

In Compliance **Yes** **No** **Not Applicable**

2.3 Principle 3 : Compliance to legal requirements

Criterion 1 Regulatory requirements

Indicator 1 All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.

Summary Procedure sighted as per document No: TMB/MSPO/PUU-11 (Prosedur Pematuhan Undang-Undang), dated 05.04.2019.

List of applicable laws has been established as documented in "Legal and Other Requirements Register (LORR)". The list contains of local and international laws and regulations. There is set of Legal Requirements been divided into 3 types:

- a. General
- b. Environmental
- c. Occupational Safety and Health
- d. General
- e. Other requirements

Example permit sighted:

- a. MPOB license No: 547825002000(Validity 01.03.2019 – 29.02.2020)
- b. Weighbridge calibration by Metrology Corporation Malaysia Sdn Bhd, Cert. No B1302981 dated 10.09.2018

In Compliance **Yes** **No** **Not Applicable**

Indicator 2 The management shall list all laws applicable to their operations in a legal requirement register.

Summary The list is fully covered the requirements that related to MSPO compliance. These documents include information on laws, enforcement bodies, main requirement, environmental aspect, standard, fine, person in charge, and compliance status.

In Compliance **Yes** No Not Applicable

Indicator 3 The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.

Summary As per interviewed with Pn. Khamila Binti Mohd Yunan, she will update any new amendments or any regulations once received through the communication with HQ Department, legal register, communication with law/enforcement officers.

In Compliance **Yes** No Not Applicable

Indicator 4 The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.

Summary Sighted appointment letter dated 27.02.2019 to Pn. Khamila Binti Mohd Yunan as MSPO Officer of Law, signed by the Estate Manager En. Johan Bin Derus.

In Compliance **Yes** No Not Applicable

Criterion 2 Land use rights

Indicator 1 The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.

Summary Land title sighted during the audit. Total of 2 land title available totaling 453.9448 Ha of agricultural land (Lot No 4585 and Lot 41174). Another area of 90.54 ha has been granted by state government to TMB as per letter sighted from Pejabat Daerah dan Tanah Maran dated 24.06.2016 (Ref. No: Bil(24) dlm. PTM. 6/3/5204/12(P)).

The copy of land title is maintained in estate office. There is clearly stated "Syarat - Syarat Nyata" is for Oil Palm only.

In Compliance **Yes** No Not Applicable

Indicator 2 The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.

Summary Land title sighted during the audit. Total of 2 land title available totaling 453.9448 Ha of agricultural land (Lot No 4585 – 0.3448 ha and Lot 41174 – 453.60 ha). Another area of 90.54 ha has been granted by state government to TMB as per letter sighted from Pejabat Daerah dan Tanah Maran dated 24.06.2016 (Ref. No: Bil(24) dlm. PTM. 6/3/5204/12(P)).



The copy of land title is maintained in estate office. There is clearly stated "Syarat - Syarat Nyata" is for Oil Palm only (Lot 4585) and for building only (Lot 41174).

In Compliance **Yes** No Not Applicable

Indicator 3 Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.

Summary Legal boundary stone map (Coordinate Ladang Aur Gading) sighted during the audit. Total of 65 markings documented by the management.

Presence on the ground has been verified during estate site visit to estate perimeter.

In Compliance **Yes** No Not Applicable

Indicator 4 Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).

Summary There is no evidence of conflict present in this estate. There is no violence in instigated violence in maintaining peace because company has a clear procedure for land conflict.

During interview with stakeholders, no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported.

In Compliance **Yes** No Not Applicable

Criterion 3 Customary rights

Indicator 1 Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.

Summary There is no customary land in or surrounding the estate. There are also no land disputes or claims involving this estate. The company has proper legal land tile for the land ownership.

In Compliance **Yes** No Not Applicable

Indicator 2 Maps of an appropriate scale showing extent of recognized customary rights shall be made available.

Summary There is no customary land in or surrounding the estate. There are also no land disputes or claims involving this estate. The company has proper legal land tile for the land ownership. Therefore, no maps for recognized customary rights is available.

In Compliance **Yes** No Not Applicable

Indicator 3 Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.

Summary There is no customary land in or surrounding the estate. There are also no land disputes or claims involving this estate. The company has proper legal land tile for the land ownership.

In Compliance **Yes** No Not Applicable

2.4 Principle 4 : Social responsibility, health, safety and employment condition

Criterion 1 Social impact assessment (SIA)

Indicator 1 Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.

Summary SIA conducted on 14.03.2019 as per document "Laporan Penilaian Impak Sosial (SIA) Ladang Aur Gading", prepared by En. Mohd Bazlan Bin Derus and approved by the Estate Manager, En. Johan Bin Derus. The assessment has involved 35 stakeholders from staff, workers, government department, locals and contractors.

Comments received from workers and external stakeholders are then included in SIA Assessment Plan (Pelan Penilaian Impak Sosial SIA). Total of 12 social factors / criteria being analyzed as per documented in form "Hasil daripada boring soal selidik". Example of criteria sighted:

- a. MSPO understanding
- b. Relationship with the estate
- c. CSR
- d. Housing facilities
- e. Transport facility

SIA action plan has been established according to the findings from the SIA analysis conducted by the estate. Example action taken regarding "MSPO Understanding" is to conduct meeting with stakeholders and providing training and briefing regarding to MSPO. The plan also included the PIC and target date for each plan documented.

In Compliance **Yes** No Not Applicable

Criterion 2 Complaints and grievances

Indicator 1 A system for dealing with complaints and grievances shall be established and documented.

Summary Sighted procedure "Komuniikasi dan Konsultansi Pihak Berkepentigan", document No: TMB/MSPO/CCS-03 dated 15.11.2018.

In Compliance **Yes** No Not Applicable

Indicator 2 The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.

Summary Sighted procedure "Komuniikasi dan Konsultasi Pihak Berkepentingan", document No: TMB/MSPO/CCS-03 dated 15.11.2018.

In Compliance **Yes** No Not Applicable

Indicator 3 A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.

Summary Complain forms sighted as per document No: CCS-03/BAM/L2 "Borang Aduan dan Maklumbalas".

Blank complaint forms available outside the office for estate workers and other stakeholders to write complaints to the estate management. This matter has been verified during estate site verification.

In Compliance **Yes** No Not Applicable

Indicator 4 Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.

Summary Blank complaint forms available outside the office for estate workers and other stakeholders to write complaints to the estate management. This matter has been verified during estate site verification.

Workers has shown good understanding on estate complain procedure as per interview session with them during estate site visit.

In Compliance **Yes** No Not Applicable

Indicator 5 Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request.

Summary Complain record sighted as per document no: CCS-03/ARM/L3 (Aduan Pihak Berkepentingan dan Resolusi Matriks).

Records of complains are available during the audit. All request and complaints have been resolved by the management. Example request sighted:

Date: 14.03.2019

Request: To repair estate road

Resolve date: 20.03.2019 (The road has been repaired)

In Compliance **Yes** No Not Applicable

Criterion 3 Commitment to contribute to local sustainable development



Indicator 1 Growers should contribute to local development in consultation with the local communities.

Summary Sighted "Rekod Sumbangan Ladang Aur Gading" during the audit.

Example local contribution sighted:

1. Contribution to SK. Ulu Luit (RM200.00)
Payment Voucher No. P10-18/255 dated 14.10.2018
2. Contribution to SK. Ulu Luit for school activity (RM300.00)
Payment Voucher No. B01-18/040 dated 01.01.2018

In Compliance **Yes** No Not Applicable

Criterion 4 Employees safety and health

Indicator 1 An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.

Summary OSH policy sighted in "Polisi Keselamatan, Kesihatan dan Persekitaran Pekerjaan" dated 13.03.2018 signed by the Managing Director.

OSH Plan has been established as documented in "Pelan Pengurusan Keselamatan dan Kesihatan Pekerjaan".

In Compliance **Yes** No Not Applicable

Indicator 2 The occupational safety and health plan shall cover the following:

- a) A safety and health policy, which is communicated and implemented.
- b) The risks of all operations shall be assessed and documented.
- c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:
 - i) all employees involved shall be adequately trained on safe working practices; and
 - ii) all precautions attached to products shall be properly observed and applied.
- d) The management shall provide the appropriate personal protective equipment (PPE) at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).
- e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.
- f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.
- g) The management shall conduct 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.
h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.
i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.
j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.

Summary

- a) OSH policy sighted in "Polisi Keselamatan, Kesehatan dan Persekitaran Pekerjaan" dated 13.03.2018 signed by the Managing Director, Tengku Dato' Sri Ahmad Faisal Bin Tengku Ibrahim.
- b) Risk related to estate operations has been assessed as per document "HIRARC Document No: TMB/KKP/HSE-MS-001, dated 15.11.2018" documented in file "Sistem Pengurusan Keselamatan, Kesehatan dan Persekitaran bagi Ladang Tanah Makmur"
- c) Training plan sighted in document "LKP-09/KLT/L1 Kalendar Latihan Tahunan" dated 01.03.2019.
Training records sighted during the audit as documented in "Borang Kedatangan Latihan".
- d) PPE issuance record as per document "Borang Aduan Penerimaan Alatan Kerja / Barang".
- e) CHRA report for Ladang Aur Gading sighted during the audit. Report No: JKPP HIE 127/171/2(8)-2018/095 by Occumed Consultancy & Services Sdn Bhd dated 01.01.2019.

Record of medical surveillance sighted. Latest report dated 20.03.2019 for 3 estate workers issued by Poliklinik Ar Razi. Example report sampled for ZAKIRIN (Lab No: 198083607). Result shown he is fit to work.

SOP Setor Bahan Kimia and SOP Membancuh Racun available in Elemen 6: Garis Panduan dan Prosedur KKP, Document No. TMB/KKP/HSE-MS-001 dated 15/11/2018. Copy of SDS available during the audit. The SDS also found displayed in estate chemical store.
- f) Sighted OSH Organisation Chart for Ladang Aur Gading. The chairman is Mr Johan Bin Derus (Estate Manager). The organization consist of 4 employer representative and 4 workers representatives. Appointment letter sighted during the audit.
- g) OSH meeting regularly conducted every 3 months. Minute meeting sighted during the audit. Latest meeting was conducted on 19.04.2019 as per minute meeting sighted.
- h) ERP (Emergency response plan) sighted during the audit: as documented in Sistem Pengurusan Keselamatan, Kesehatan dan Persekitaran bagi Ladang



Tanah Makmur” Elemen 5: Plan Kecemasan (ERP) Document No: TMB/KKP/HSE-MS-001 dated 15.11.2018.

- i) Trained first aider is available in the estate. Total of 6 certified first aider as per certificate issued by Pejabat Kesihatan Daerah Temerloh dated 11.03.2019. Sighted certificate for En. Khairol Bin Mohd Yusoff and En. Mohd Bazlan Bin Ali.
- j) Procedure for monitoring and accident reporting documented in “Sistem Pengurusan Keselamatan, Kesihatan dan Persekitaran bagi Ladang Tanah Makmur” Elemen 7 Pemantauan Prestasi dan Laporan Kemalangan Document No. TMB-KKP/HSE-MS-001 dated 15.11.2018. One accident reported (40 days LTI) occurred on 16.04.2018. All documents related to the accident has been verified during the audit. The insurance claim for the worker involved is on going with insurance provided, Etiqa Takaful.

JKKP 8 for year 2018 has been submitted by the estate as per letter dated 25.01.2019 (Ref. (15)d/m. TMB/LAG/PENT 12/95) to JKKP Putrajaya.

In Compliance **Yes** No Not Applicable

Criterion 5 Employment conditions

Indicator 1 The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.

Summary Policy sighted related to human rights:
 1. Polisi Gangguan Seksual
 2. Polisi Peluang Kesaksamaan
 3. Polisi Kemasyarakatan dan Hak Asasi Manuasia

In Compliance **Yes** No Not Applicable

Indicator 2 The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.

Summary No evidence of discrimination based on race, skin color, religion, gender, national origin, ancestry, disability, marital status, and sexual orientation was found in the estate. All workers enjoy the same scale of pay.

In Compliance **Yes** No Not Applicable

Indicator 3 Management shall ensure that employees’ pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.



Summary The salary is according to 'Guidelines on the Implementation on the Minimum Wages'. National Wages Consultative Council Act 2011 (Act 732), Minimum wage order 2018. Malaysian minimum salary is RM1100.00 as stated in the guidelines.
Sample salary slips during audit:

Name: Renah
Empl. No: 14535
Month: May 2019
Earnings: RM 2,541.20
Deductions: RM 100.00
Net Pay: RM 2,441.20

Name: Sahwan
Empl. No: 14548
Month: May 2019
Earnings: RM 3,133.93
Deductions: RM 100.00
Net Pay: RM 3,033.93

In Compliance **Yes** No Not Applicable

Indicator 4 Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.

Summary No contractor workers in the estate.

In Compliance **Yes** No Not Applicable

Indicator 5 The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.

Summary List of estate workers and contractor workers available during audit. Sighted document "Senarai Nama Pekerja TKI Sehingga 17 Jun 2019". Total workers for the estate are 26.

In Compliance **Yes** No Not Applicable

Indicator 6 All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.

Summary Employment contract available during the audit. The employment contract consists of several conditions and subjects such as:
1. Probation period
2. Working hours



3. Overtime
4. Productivity Incentive
5. Incentive Scheme and Bonus
6. Housing facility and Subsidy

Example sighted for:

Name: Sahwan
Passport No: AU14548
Job offered: FFB Harvester
Date: 12.01.2018

Name: Renah
Passport No: AU56642
Job offered: FFB Harvester
Date: 07.10.2017

In Compliance **Yes** No Not Applicable

Indicator 7 The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.

Summary Time recording is based on daily check roll record book during morning muster assembly.
Overtime record is as per orang Kerja Lebih Masa (OT)".
Working hours: 07.30 am to 03.30 pm
OT starts from 03.30 pm

In Compliance **Yes** No Not Applicable

Indicator 8 The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.

Summary The working hour and break time has been clearly stated in the Employment Contract. Sighted in the Contract Agreement the rate of overtime which agreed by both parties.

There is no complaint received regarding payment or forced to work on overtime during site interview.

In Compliance **Yes** No Not Applicable

Indicator 9 Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.

Summary Pay Slip and Employment Contracts of each workers sighted. Salary slips clearly shows the calculations of gross salary, all deductions and net salary of a worker. Workers interviewed confirmed that they are being paid more than the stipulated minimum wage and that they understand all the deductions being made.



In Compliance **Yes** No Not Applicable

Indicator 10 Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.

Summary All workers have been provided with medical and accident insurance.

With regards to local workers, staffs and executives, all of them are covered under EPF & SOCSO as required by the Malaysian Laws and Regulations.

Sighted insurance policy for Indonesian workers:

Certificate No: TWF-W5033183-C1
Workers covered: Sahwan (Passport No: AU154624)
Insurance: Etiqa Takaful
Period: 13.01.2019 – 12.01.2020

In Compliance **Yes** No Not Applicable

Indicator 11 In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.

Summary All workers are provided with housing facilities at workers linesite. Electricity is provided by the management from Generator and water for domestic is from tube well. Permit for water extraction sighted issued by "Pengarah Tenaga Kerja Negeri Pahang Darul Makmur" dated 01.06.2018. The permit is valid for 3 years.

Regular inspection to estate housing area is being done as per report "Borang Pemeriksaan Perumahan Pekerja". Latest inspection was conducted on 10.06.2019. 2 Blocks of new workers housing has been completed and waiting for CF from JTK Pahang. Sighted letter addressed to JTK Pahang dated 29.04.2019 (Ref: (154)dlm. TMB/PENT/BA 12/16).

In Compliance **Yes** No Not Applicable

Indicator 12 The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.

Summary Procedure for handling sexual harassment established as per document "Polisi Gangguan Seksual" signed by Pengarah Urusan, Tengku Dato' Sri Ahmad Bin Tengku Ibrahim dated 01.11.2018.

In Compliance **Yes** No Not Applicable

Indicator 13 The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the

freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.

Summary No registered workers union in the estate. However, the company has established Human Rights Policy which allows workers to form and join union according to applicable local laws.

In Compliance **Yes** No Not Applicable

Indicator 14 Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.

Summary As per Human Rights Policy.
No children below ages of 18 working in the Estate and this was proven through checking the list of employees. The workers were clear that no one below 18 years old should be employed.

In Compliance **Yes** No Not Applicable

Criterion 6 Training and competency

Indicator 1 All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.

Summary Training program for 2019 has been developed by the management. Sighted document "LKP-09/KLT/L1 Kalendar Tahunan" dated 03.03.2019. Example training planned for year 2019 such as:

1. Latihan Pematuhan MSPO
2. Latihan Alam Sekitar
3. Latihan First Aid
4. Latihan Kebakaran

In Compliance **Yes** No Not Applicable

Indicator 2 Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.

Summary Training needs analysis for estate workers available during the audit as per document No LKP-09/TNA/L2 (Analisis Keperluan Latihan).

In Compliance **Yes** No Not Applicable

Indicator 3 A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.

Summary Training procedure sighted as per document No: TMB/MSPO/LKP-09 dated 15.11.2018 (Prosedur Operasi Standard Latihan dan Kompetensi).

Training program for 2019 has been by the management. Training records and attendance evident during the audit.

In Compliance **Yes** No Not Applicable

2.5 Principle 5 : Environment, natural resources, biodiversity, and ecosystem services

Criterion 1 Environmental management plan

Indicator 1 An environmental policy and management plan which shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented.

Summary Environmental Policy is available at Aur Gading Estate as referred to: "Polisi Perlindungan dan Penjagaan Alam Sekitar" dated 1 November 2018. Policies have been communicated on 7th March 2019 at 7:45am. Attended by all workers, and Estate management. Records are available in the "MSPO PRINSIP 4" File.

Policies have been communicated through on 20th March 2019 at 3:30pm. Attended by the contractors. Records are available in the "MSPO PRINSIP 6" File. Environmental Management Plan is available as referred to: "Plan Pengurusan Alam Sekitar 2018" dated 5th March 2019.

In Compliance **Yes** No Not Applicable

Indicator 2 The environmental management plan shall cover the following:
a) An environmental policy and objectives;
b) The aspects and impacts analysis of all operations.

Summary Environmental Policy is available as referred to: "Polisi Perlindungan dan Penjagaan Alam Sekitar" dated 1 November 2018. The aspect and impact analysis of all operations is available as referred to document: EVM-06/AIS/L1 dated 6th . March 2019.

Verified that impact aspect analysis available and adequate. EIA report is also available dated 4th September 2018.

In Compliance **Yes** No Not Applicable

Indicator 3 An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.

Summary Issues from the aspect impact analysis were translated to the Environmental Improvement Plan as referred to: "Pelan Penambahbaikan Berterusan Alam Sekitar 2019" dated 1st April 2019 and Kalender Latihan Tahunan Alam Sekitar, dated 1st April 2019. Verified that the negative impact were identified and implemented accordingly, however it could be further improved to promote the positive impact.

In Compliance **Yes** No Not Applicable

Indicator 4 A programme to promote the positive impacts should be included in the continual improvement plan.

Summary Continuous Improvement Plan is available as referred to: "Pelan Penambahbaikan Berterusan" MRM-02/PPB/L2 dated 5th April 2019. Programme to promote the positive impact could be further improved.

In Compliance **Yes** No Not Applicable

Indicator 5 An awareness and training programme shall be established and implemented to ensure that all employees understand the policy, objectives of the environmental management and improvement management plans and are working towards achieving the objectives.

Summary Training programmes on the environmental management and improvement are available as referred to "Kalendar Latihan Tahunan Alam Sekitar" dated 1st April 2019 and "Kalendar Latihan Tahunan" dated 1st March 2019.

In Compliance **Yes** No Not Applicable

Indicator 6 Management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.

Summary Meetings where the environmental quality are discussed were conducted on 6th March 2019 during the "Mesyuarat Alam Sekitar Ladang Aur Gading, Maran". Sighted the Attendance list and Minutes of meeting.

In Compliance **Yes** No Not Applicable

Criterion 2 Efficiency of energy use and use of renewable energy

Indicator 1 Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.

Summary Records on the consumption of non-renewable energy and the baseline values are available as referred to : "Rekod Penggunaan Tenaga" as to-date. Sighted, baseline diesel/mt was 1.2 liter/mt and could be further improved to identified the cause of usage.

In Compliance **Yes** No Not Applicable

Indicator 2 The oil palm premises shall estimate the direct usage of nonrenewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.

Summary Records on the consumption of non-renewable energy and the baseline values are available as referred to : "Rekod Penggunaan Tenaga" as to-date.

In Compliance **Yes** No Not Applicable

Indicator 3 The use of renewable energy should be applied where possible.

Summary Management of energy used is available as recorded in the "Pelan Pengurusan Tenaga Tahun 2019" dated 5th April 2019 and "Pelan Pengurusan Gas Rumah Hijau" dated 4th April 2019.

In Compliance **Yes** No Not Applicable

Criterion 3 Waste management and disposal

Indicator 1 All waste products and sources of pollution shall be identified and documented.

Summary Waste Management Plan is available as referred to: "Pelan Pengurusan Sisa" dated 5th April 2019. Sighted waste products identified, SW 410, SW 408 and SW 306. Currently, all the wastes were kept in the schedule waste store and the estate in the midst of finding the approved schedule waste collector.

In Compliance **Yes** No Not Applicable

Indicator 2 A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measures for:
a) Identifying and monitoring sources of waste and pollution.
b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.

Summary Waste Management Plan is available as referred to: "Pelan Pengurusan Sisa" dated 24th January 2019. Site verification sighted. Chemical used containers were recorded and kept in schedule waste stored. Used chemical containers are triple rinsed. Selection of approved contractor for collection of empty chemical containers are done by HQ.

In Compliance **Yes** No Not Applicable

Indicator 3 The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.

Summary Sighted the list of SW available Doc No.: SWM-05/SBJ/L1. Site visit confirm that the estate following the Environment Quality regulations.

In Compliance **Yes** No Not Applicable

Indicator 4 Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.

Summary Empty container kept in the schedule waste store, after been punctured. SOP available ,name SOP Basuhan Tiga Kali Bekas Racun.

In Compliance **Yes** No Not Applicable

Indicator 5 Domestic waste should be disposed as such to minimise the risk of contamination of the environment and watercourse.

Summary Domestic waste for linesite area is managed by the estate. All domestic wastes are disposed at landfill in estate block. Landfill location identified in the estate map. Landfill holes indicated as open-closed date.

In Compliance **Yes** No Not Applicable

Criterion 4 Reduction of pollution and emission including greenhouse gas

Indicator 1 An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent.

Summary Management of energy used is available as recorded in the "Pelan Pengurusan Tenaga Tahun 2019" dated 5th April 2019 and "Pelan Pengurusan Gas Rumah Hijau" dated 4th April 2019.

In Compliance **Yes** No Not Applicable

Indicator 2 An action plan to reduce identified significant pollutants and emissions shall be established and implemented.

Summary Zero burning policy is available asreferred to: "Polisi Larangan Pembakaran Terbuka" dated 1 November 2018. All potential polluting activities were included in the "Pelan Penambahbaikan Berterusan Alam Sekitar" dated 1st April 2019.

In Compliance **Yes** No Not Applicable

Criterion 5 Natural water resources

Indicator 1 The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water).
The water management plan may include:

- a) Assessment of water usage and sources of supply.
- b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities.
- c) Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).
- d) Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.
- e) Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.
- f) Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.

Summary Water management plan is translated in the : WMP-08/MSA/L1 of "Borang Mengenalpasti & Penggunaan Sumber Air Ladang" dated 11th March 2019.

- i. Water usage record is available in the : Rekod Penggunaan Air.
- ii. Sighted on Records of water quality sampling dated 29th March 2019. The parameters for the Sampling are TOC, BOD, COD, pH, Colours and Turbidity.

The estate periodically monitor Sg.Kertam river quality crossing the estate. It was observed that there was no significant river water polluted from estate activities. Sighted certificate of analysis for 3 selected sampling point dated 26th April 2019 , done by Central Laboratory, Universiti Malaysia Pahang. Verified during site visit that signages were erected for riparian buffer zone. Water bore is being use for workers quarter. The estate has obtained approval from Jabatan Tenaga Kerja Negeri Pahang. The estate periodically measures the water quality.

In Compliance **Yes** No Not Applicable

Indicator 2 No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.

Summary During site visit, no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.

In Compliance **Yes** No Not Applicable

Indicator 3 Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).

Summary Based on site visit, auditor sighted numbers of road side drains constructed along the main road to divert surface water run-offs.

In Compliance **Yes** No Not Applicable



Criterion 6	Status of rare, threatened, or endangered species and high biodiversity value area
Indicator 1	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover: a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.

Summary Records are available in the:

- a. HBV-07/MHB/L1 "Matriks Mengenalpasti Habitat dan Status Pemuliharaan" dated 8th March 2019.
- b. HBV-07-PHB/L2 "Pelan Pengurusan Habitat Nilai Biodiversiti Tinggi" dated 8th March 2019.
- c. HBV-07/LPB/L3 "Lembaran Pemantauan Kepelbagaian Biodiversity.
- d. HBV-07/GHL/L4 "Lampiran bergambar"

The Management Plan is available as referred to: "Pelan Pengurusan Habitat Nilai Biodiversiti Tinggi" dated 8th March 2019. Site visit confirmed signage were erected mentioning on:

- Dilarang membakar (No open burning)
- Dilarang memburu (No illegal hunting)
- Dilarang memancing (No fishing)

None RTE species were observed, however the estate continually monitoring of RTE present.

In Compliance **Yes** No Not Applicable

Indicator 2	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include: a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts.
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Summary None RTE species were observed, however the estate continually monitoring of RTE present.

In Compliance **Yes** No Not Applicable

Indicator 3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.
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Summary The Management Plan is available as referred to: "Pelan Pengurusan Habitat Nilai Biodiversiti Tinggi" dated 8th March 2019. None RTE species were observed, however the estate continually monitoring of RTE present.



In Compliance **Yes** No Not Applicable

Criterion 7 Zero burning practices

Indicator 1 Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.

Summary Zero burning policy is available dated 1 November 2018.
SOP on replanting is available as referred to : Manual "Polisi Amalan Pertanian bagi Penanaman dan Penjagaan Kelapa Sawit. Dated October 2015.

In Compliance **Yes** No Not Applicable

Indicator 2 A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop.

Summary As per interview with Estate Manager, no special approval needed to do open burning. All replanting activities are using the felling method. The practice is observed during field assessment.

In Compliance **Yes** No Not Applicable

Indicator 3 Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.

Summary As per interview with Estate Manager, no special approval needed to do open burning. All replanting activities are using the felling method. The practice is observed during field assessment.

In Compliance **Yes** No Not Applicable

Indicator 4 Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.

Summary SOP on replanting activity is available as referred to : Manual "Polisi Amalan Pertanian bagi Penanaman dan Penjagaan Kelapa Sawit, dated October, 2015.

Open burning in relation to new planting, re-planting or other development is not allowed and this was communicated to all employee and stakeholder. During replanting process, the old palm to be felled, chipped and pulverized and been remained in the field for self-composed.

In Compliance **Yes** No Not Applicable

2.6 Principle 6 : Best practices

Criterion 1 Site management

Indicator 1 Standard operating procedures shall be appropriately documented and consistently implemented and monitored.

Summary Best practice procedure Is available in "Polisi Amalan Pertanian Bagi Penanaman dan Penjagaan Kelapa Sawit" dated published in October 2015. The document contains SOP and procedures for most of estate operations such as:

- a. Oil Palm Replanting
- b. Oil Palm Nursey Establishment
- c. Land preparation for replanting
- d. Soil and water conservation
- e. Roads and boundaries
- f. Legume cover crop
- g. Immature oil palm maintenance
- h. Harvesting
- i. Black Bunch Census (BBC)
- j. Mature Palm maintenance
- k. Fertilizer application

In Compliance **Yes** No Not Applicable

Indicator 2 Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.

Summary As sighted in "Polisi Amalan Pertanian Bagi Penanaman dan Penjagaan Kelapa Sawit", sloping land and levels is available in clause 6.5.

During site visit conducted, terrace planting is sighted as 90% of Aur Gading Estate is on hilly area. No area which is more than 25° in the estate.

In Compliance **Yes** No Not Applicable

Indicator 3 A visual identification or reference system shall be established for each field.

Summary Field marking to divide estate blocks sighted during site visit conducted.

In Compliance **Yes** No Not Applicable

Criterion 2 Economic and financial viability plan

Indicator 1 A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.

Summary Business forecast year 2019 for Ladang Aur Gading. The estate is also forecasting for 5 years projection as per document “Estate budgeted profit and loss for 5 years projection (2020 – 2024).

DETAILS	2020	2021
Mature area	382.00	382.00
FFB	7,640 mt	7,494 mt
CPO	7,640 mt (19%)	7,494 mt (19%)
Total Revenue RM	3,865,840	3,791,964
Total Expenditure RM	1,842,549	1,827,803

In Compliance **Yes** No Not Applicable

Indicator 2 Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.

Summary Replanting program for Ladang Aur Gading documented in TMB Replanting Program 2019 – 2027.

YEAR	HECTARE
2019	
2020	152.00
2021	
2022	212.00
2023	
2024	
2025	170.00
2027	

In Compliance **Yes** No Not Applicable

Indicator 3 The business or management plan may contain:
a) Attention to quality of planting materials and FFB.
b) Crop projection: site yield potential, age profile, FFB yield trends.
c) Cost of production: cost per tonne of FFB.
d) Price forecast.
e) Financial indicators: cost benefit, discounted cash flow, return on investment.

Summary Annual budget is available in Budget 2019 document.

In Compliance **Yes** No Not Applicable

Indicator 4 The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.

Summary Monthly progress budget is available for 2019. Sighted "Laporan Kemajuan Bulanan Mei 2019". The document is submitted to YM Tengku Dato' Sri Pengarah Urusan Tanah Makmur Berhad on monthly basis.

In Compliance **Yes** No Not Applicable

Criterion 3 Transparent and fair price dealing

Indicator 1 Pricing mechanisms for the products and other services shall be documented and effectively implemented.

Summary As sighted in contract agreement between TMB Aur Gading with Azam Zainudin Enterprise, the payment agreed is stated in the contract agreement. As sighted for FFB internal transport work, the work will be paid RM 19.00 per Metric Tonne.

Contract agreement with Sri Jelutong oil palm mill is available and the price is well mention in the agreement.

In Compliance **Yes** No Not Applicable

Indicator 2 All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.

Summary The contract is fair with the contract being sign with both parties. Statement of agreed period of payment to contractor sighted in the signed contract. Sighted payment made to Azam Zainudin Enterprise for May 2019:

Total FFB Transported: 849.76 MT
Amount: RM 16,145.44

Payments are done by TMB HQ directly to contractor bank account.

In Compliance **Yes** No Not Applicable

Criterion 4 Contractor

Indicator 1 Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.

Summary All the contractors are aware that estate will be certified under MSPO. Therefore, the contractor has been informed by estate management to follow the MSPO standard requirement.

In Compliance **Yes** No Not Applicable



Indicator 2 The management shall provide evidence of agreed contracts with the contractor.

Summary The contract agreement with contractor is available, as sighted several contract agreements is available for:

- Azam Zainudin Enterprise (Contract No: LAG/02/2019) dated 25.03.2019

In Compliance **Yes** No Not Applicable

Indicator 3 The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.

Summary As sighted in contractor agreement, the contractor is agreed to be assessed by MSPO approved auditors to verify assessments through physical inspection if required ensure that contractor is auditable.

In Compliance **Yes** No Not Applicable

Indicator 4 The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted.

Summary As sighted, the management has use the daily progress report to monitor the contractor work. The document has done by the supervisor and check by assistance manager and approved by the estate manager. Payment voucher is available.

In Compliance **Yes** No Not Applicable

2.7 Principle 7 : Development of new planting

Criterion 1 Oil palm shall not be planted on land with a high biodiversity value

Indicator 1 Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 2 No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Criterion 2 Peat land
Indicator 1 New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Criterion 3 Social and Environmental Impact Assessment (SEIA)
Indicator 1 A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 2 SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 3 The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 4 Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Criterion 4 Soil and topographic information
Indicator 1 Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation.



Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 2 Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Criterion 5 Planting on steep terrain, marginal and fragile soils

Indicator 1 Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 2 Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 3 Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Criterion 6 Customary land

Indicator 1 No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 2 Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 3 Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 4 The owner of recognized customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 5 Identification and assessment of legal and recognised customary rights shall be documented.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 6 A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 7 The process and outcome of any compensation claims shall be documented and made publicly available.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

Indicator 8 Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development.

Summary There were no new plantings involving forest land or land with high biodiversity. Thus, it is not applicable for Ladang TM. Aur Gading.

In Compliance Yes No **Not Applicable**

2.8 Details of Audit Findings

Details Non-Conformity

- See Appendix B -

Details of Area of Concern

- See Appendix B -

Details of Noteworthy / Positive Findings

- 1) Top management continuously establishes directions for the middle and upper management to execute in ways to comply with the MSPO management system in future.
- 2) The management is highly committed to comply the MSPO system by adopting continuous improvement programs.
- 3) The estate management has demonstrated fully commitment during the entire audit process.
- 4) Signages throughout office, chemical area and in the field sites, effectively maintained and appropriate to the needs of the process.
- 5) Good relationship being maintained with surrounding smallholders and villages.
- 6) Good positive feedback received from internal and external stakeholders.

Appendix A: Audit Plan

AGENDA				
Date	Time	Subjects	Lead Auditor	Auditor
16 th June 2019		Auditors Travelling from Ampang	FB	JS
17 th June 2019	08:30 – 09:00	<ul style="list-style-type: none"> ➤ Opening Meeting at TM Alur Gading: • Presentation by the manager/coordinator • Presentation by Lead Auditor. ➤ Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation – where applicable). 	FB	JS
	09:00 – 13:00	TM Alur Gading Estate <ul style="list-style-type: none"> ➤ Document Audit: • Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, payment records, complaint records, workers records, training records, permits, CIP, etc. 	FB	JS
	10:30 – 12:30	<ul style="list-style-type: none"> ➤ Estate inspection: • Field inspection, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, conservation area, office, workshop, agriculture best practices, chemical store, and pre-mixing, etc. 	FB	JS
	13:00 – 14:00	Lunch / Break	FB	JS
	14:00 – 16:00	<ul style="list-style-type: none"> ➤ Continue document review • Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, payment records, complaint records, workers records, training records, permits, CIP, etc. 	FB	JS
	16:00 – 16:30	<ul style="list-style-type: none"> ➤ Preparation for Closing Meeting 	FB	JS
	16:00 – 17:00	Closing Meeting <ul style="list-style-type: none"> ➤ Presentation of findings by the audit team ➤ NC closure dateline (if any) ➤ Questions and answers ➤ Final summary by team leader End of assessment	FB	JS



Appendix B : Non-Conformity details

Non-Conformities Identified During This Audit			
Major Nonconformities:	No Major NC's was raised for this audit.		
Minor Nonconformities:	No Minor NC's was raised for this audit.		
Area of Concern:	The following area of concern was raised for this audit.		
Company Name	Ladang Aur Gading (Tanah Makmur Berhad)		
Stage of Audit	Initial Stage 1	<input type="checkbox"/>	Initial Stage 2
	Surveillance	<input type="checkbox"/>	Recertification
Audited Standard	Part 3 : MSPO Oil Palm Plantations and Organised Smallholders		
Client Number	GGC-Y1-MSPO-2019		
NC No. / Ref.	T7/MSPO/AOC/01	Date Detected	17 th June 2019
Site(s) concern	Ladang Aur Gading	Target Completion	nil
Normative Reference and Requirement	4.5.3.3 Major The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.		
NC Type	<input type="checkbox"/> Major <input type="checkbox"/> Minor <input checked="" type="checkbox"/> Area of Concern		
Description of Non-Conformity	Current practices of changing engine oil could be further improved for better control of the used engine oil thus protect the environment.		
During site visit, it was observed that there was no indication of engine oil spillage and the used engine oil was kept in the schedule waste store. However, there was no proper facilities or area where the vehicle services activities could be done to protect the environment.			
Lead Auditor Signature:		Client Signature:	
			

Appendix C : List of Stakeholders Contacted

Attendance List

Internal Stakeholders

- 1) Ladang TM Aur Gading management team and staff
- 2) Gender Committee Representatives
- 3) Male and Female workers
- 4) Workers Representatives
- 5) Foreign Workers Representatives

External Stakeholders

- 1) En. Munir Qayyum – MPOB
- 2) En. Mohammad Jais Bin Suratman – JKKP
- 3) Cik Wan Nurafiza Bt. Mohamed – JTK Semenanjung
- 4) En. Mohd Shafari Bin Mohd Yusof – Pejabat Daerah dan Tanah Daerah Maran
- 5) En. Shamsul Affendy Bin Sulaiman – Jabatan Bomba dan Penyelamat Malaysia
- 6) Pn. Rohayu Bt. Ismail – Klinik Desa Kg. Luit
- 7) Pn. Sanisah Bt. Ramli – Pejabat Kesihatan Daerah Maran
- 8) Hj. Alias Bin Hj. Samah – Guru Besar Sekolah kebangsaan Ulu Luit
- 9) En. Muhamad Hanafiah Bin Mohd Tahir – Majlis Daerah Maran
- 10) Insp Mohd Jefri Bin Mat Nawi – Balai Polis Maran
- 11) En. Noor Izwan Bin Bahuddin – Pengurusan Air Pahang Berhad Maran
- 12) Pn. Nasiha Syahirah Bt. Omar – MPOCC
- 13) Mr. Albert Leong Jitkuan – Indah Agro Sdn Bhd
- 14) En. Khairunnadridin Bin Gimam – Sri Jelutong Palm Oil Mill
- 15) Mr. Tey Yong Jian – Caruk Putting Palm Oil Mill
- 16) En. Roni Sazlan Bin Mohamad – Dominion Square Palm Oil Mill
- 17) Mr. Chiong Jeng – Kien Hin Machinery Trading
- 18) En. Mohd Ridzuan Bin Hussain – Fajar Mutiara Niaga, Stesen Minyak Shell
- 19) En. Azman – Tok Empat kg. Luit
- 20) En. Mohd Pozairi Bin Ishak – LKPP Batu 55 Maran