

**08<sup>th</sup> October 2024**

Innial issuance notification: 08<sup>th</sup> October 2024

This notification: 1<sup>st</sup> Revision

Dear Sir/Madam,

**STAKEHOLDER CONSULTATION INVITATION TO COMMENT ON MALAYSIAN SUSTAINABLE PALM OIL (MSPO) RE-CERTIFICATION AUDIT**

We are pleased to invite you to attend and provide comments in the stakeholder consultation meeting.

**Tee Teh Sdn Bhd** has applied to Global Gateway Certifications Sdn Bhd to carryout certification activities in accordance with the Malaysian Sustainable Palm Oil (MSPO) standards.

The standards that shall be applied in the assessment are as below;

- MS 2530-3: MSPO, Part 3: General Principles for Oil Palm Plantations and Organized Smallholders
- MS 2530-4: MSPO, Part 4: General Principles for Palm Oil Mills

As planned, the auditing will be conducted on **12th November 2024 to 14th November 2024**. Date and time for consultation of interested parties are as follows:

Date : 13th November 2024  
Time : 10:30 am to 12:30 pm  
Location : Tee Teh Palm Oil Mill  
Blok 10, Mukim Keratong,  
Daerah Rompin,  
Pahang Darul Makmur, Malaysia.

Note \*: If you are unable to attend the meeting you are most welcome to meet our audit team and convey your comments during any of the audit days.

<b>Applicant</b>	Tee Teh Sdn Bhd
<b>Contact details</b>	<b>Mr. Baxter Raymond Kisil</b> <b>Management Representative,</b> Tee Teh Sdn Bhd No. 10, Bukit Ceylon, 50200 Kuala Lumpur, Malaysia. +6012 822 1129 baxteraymond@gmail.com



<b>Brief business information of applicant</b>	Tee The Sdn Bhd [Mill & Estates] is located at Pahang. The company's headquarters is also located in Kuala Lumpur. The company mainly produces Fresh Fruit Bunches (FFB) for the consumption of the Malaysian market.
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<b>PALM OIL MILL (POM) FOR THIS ASSESSMENT</b>						
Name of Palm Oil Mill	Mill Capacity	Location	GPS reference		Forecasted Annual output (MT)	
(POM)	MT/Hr	Address	Longitude	Latitude	CPO	Palm Kernel
Tee Teh Palm Oil Mill	45	Blok 10, Mukim Keratong, Daerah Rompin, Pahang Darul Makmur.	E 102.8654	N 2.84011	14,220.00	3,950

<b>ASSOCIATED SUPPLY BASE OF FFB TO THE ABOVE POM TO BE INCLUDED IN THIS ASSESSMENT</b>			
Owned Oil Palm Plantation / Association	GPS reference		Area Summary (Ha)
	Longitude	Latitude	Total
Tee Teh Oil Palm Estate	E 102.866258	N 2.839627	2,118.93
Bukit Jalil Keratong Oil Palm Plantations Sdn Bhd	E 102.759958	N 2.867183	2,046.64
Ai Resources Sdn Bhd	E 103.151178	N 3.615927	1,073.96
<b>Total</b>			<b>5,239.53</b>

Stakeholder consultation is one of the most important parts in certification process; during which relevant national, regional as well as local stakeholders are asked to give their views and opinions as to whether the applicant's certification units comply with the requirements of the MSPO's requirements.

We invite all stakeholders to take part in this consultation process as you can make a positive contribution to the certification decision. We invite you to raise any issues, both positive and negative, by sending a written response by mail, fax or by e-mail to our Global Gateway Certifications Sdn Bhd .

For your guidance, you may consider the following points:

- Environmental protection.
- Biodiversity conservation.
- Opportunities for employment.
- Provision of housing, sanitation, amenities and educational support.
- Company approach to community development.
- Participation in decision making.
- Any other issue, both positive and negative that you consider may be of relevance to the assessment.



Please direct your comments to:

**Global Gateway Certifications Sdn Bhd**  
**Scheme Manager - MSPO,**  
**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,  
E-Mail: admin@ggc.my

Details on the audit team:

### **Mohd Faiz bin Samin (Lead Auditor)**

Graduated with a Diploma in Plantation Technology and Management and currently pursuing Bachelor of Science (Honours) in Plantation Technology and Management from MARA University of Technology, with over 14 years of experience in managing oil palm and rubber plantations. Expertise spans working on estates and with smallholders who fully implement Good Agricultural Practices (GAP), and track record in monitoring and coordinating farms developed in collaboration with the Jabatan Kemajuan Orang Asli Malaysia (JAKOA) across peninsular Malaysia. Actively involved in certification and compliance affairs, including MSPO, RSPO, ISO 9001, ISO 14001, OHSAS 18001, and 5S Certification by the Malaysia Productivity Corporation. Efforts have extended to introducing the Global Platform for Sustainable Natural Rubber to small rubber farmers. Successfully completed and certified in the MSPO 2530:2013 Auditor course (MPOCC Endorsed) by SGS Malaysia Sdn Bhd in June 2019 and MSPO MS2530:2022 Lead Auditor by MAA Training Academy Plt (MSPO Endorsed) in May 2024, RSPO P&C Lead Auditor by David Ogg & Partners Ltd (RSPO-endorsed) in September 2023, ISO9001:2015 Quality Management System Lead Auditor conducted on December 2023. Able to speak and understand Bahasa Malaysia and English.

### **Mohd Azmi Samynathan bin Abdullah (Auditor)**

Mohd Azmi holds an MBA majoring in Human Resource Management, Bachelor of Business in Business Administration, Diploma in Human Resource Management and Certificate in Agriculture from University of Western Sydney, RMIT University, Australia, University Malaya and Institut Pertanian Semenanjung Malaysia respectively. He has vast experience in the field of Human Resource Management spanning more than two decades in the manufacturing industry. Prior to this he held various key management positions in Human Resource & Administration with several multinational companies. Azmi has extensive hands-on experience in recruitment and selection of Foreign Labour, Managing Conciliation meetings at the Labour and Industrial Relations Department, handling employee disciplinary issues, employee welfare, developing, reviewing & updating human resource policies and procedures. He has been advising management teams throughout his career on requirements of the Labour Laws. Mohd Azmi is also a Panel Member of the Industrial Relations Court from 17th February 2019 until 16th February 2022 representing the employers appointed by the Minister of Human Resources. Further, he is also an External Supply Chain Assurance System (ESCAS) auditor in the cattle industry conducting audits in Malaysia, Brunei, Singapore, and Vietnam. Besides his vast experience in HRM, Azmi is also an experienced auditor in second and third-party auditing system. Fully trained in ISO 9001:2008 (Quality Management System) Lead Auditor Course and successfully completed MSPO 2530: 2013 Auditor Training Course and MSPO 2530:2022 Lead Auditor Training, MSPO SCCS Auditor Course (endorsed by MPOCC) and RSPO P&C Lead Auditor Training Course. Further, he has also attended Social Auditing Workshop in Melaka in 2019 conducted by Verite. Able to read and write in English and Bahasa Malaysia fluently.



**Mohamad Najmuddin Bin Abdul Jameel (Auditor)**

Bachelor of Business Administration in Human Resources Management from University of Tenaga Nasional. More than 9 years of working experience in various industries. Completed the MSPO 2013 Auditor Training Course conducted in June 2019, MSPO MS2530:2022 Lead Auditor course conducted in May 2024 and ISO9001:2018 Quality Management System Lead Auditor Course. Experienced in handling Compliance Internal Audit, Second and Third-party Audit in Manufacturing Sector. Further, had vast experience in the field of Human Resource Management, Finance and Quality Management. Able to speak and understand Bahasa Malaysia and English.

**Ahmad Syazwan bin Mohd Shahar (Auditor)**

Graduated in Applied Chemistry from University Teknologi Mara Shah Alam with more than 10 years of working experiences in a plantation company in Malaysia. Having a skill in Good Milling Practices (GMP). Attended and successfully completed and certified in the MSPO 2530:2013 Auditor course (MPOCC Endorsed) by SGS Malaysia Sdn Bhd in June 2019 and MSPO MS2530:2022 Lead Auditor by MAA Training Academy Plt (MSPO Endorsed) in May 2024, RSPO P&C Lead Auditor by David Ogg & Partners Ltd (RSPO-endorsed) in September 2023, ISO9001:2015 Quality Management System Lead Auditor conducted on December 2023. Also, certified as Competent Person in Schedule Waste and Scrubber Operation. Understanding in Industrial relation and labour law. Attended OSH Act 1994 & Regulations and Factories & Machinery Act 1967 & Regulations Training. Able to speak and understand Bahasa Malaysia and English.



Comments received within 30 days from the date of this letter will be considered in this Assessment. Please include the following information should we need to contact you for clarification on any issues raised:

Name : \_\_\_\_\_  
Address : \_\_\_\_\_  
E-Mail : \_\_\_\_\_  
Phone Number : \_\_\_\_\_  
Summary of Issue : \_\_\_\_\_

If you wish your comments to be treated confidentially or remain anonymous, please mark your reply "CONFIDENTIAL".

We thank you for the participation and feedback.

Yours Sincerely,



**Muhd Jamalul Arif bin Hamid**  
Scheme Manager - MSPO,  
Global Gateway Certifications Sdn Bhd



08hb Oktober 2024

Tarikh Notis Awal: 08hb Oktober 2024

Tarikh Notis Ini: Semakan Pertama

Kepada Badan atau Orang Perseorangan yang Berkepentingan,

**JEMPUTAN UNTUK MEMBUAT ULASAN BERKENAAN DENGAN PENSIJILAN  
PIAWAIAN KELESTARIAN MINYAK SAWIT MALAYSIA (MSPO)**

Dengan sukacita kami menjemput pihak Tuan/ Puan untuk menghadiri dan memberi komen di sesi rundingan seperti di atas.

**Tee Teh Sdn Bhd** telah memohon kepada Global Gateway Certifications Sdn Bhd untuk melaksanakan penilaian pensijilan Piawaian Kelestarian Minyak Sawit Malaysia (MSPO).

Keperluan piawaian yang akan digunapakai semasa proses pensijilan adalah:

- MS 2530-3: MSPO, “Bahagian 3: Prinsip-Prinsip Umum Untuk Ladang Sawit dan Pekebun-Pekebun Teratur”

Seperti yang dijadualkan, penilaian pensijilan tersebut akan bermula pada **12hb November 2024 hingga 14hb November 2024**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 13hb November 2024  
Masa : 10:30 pagi hingga 12:30 petang  
Lokasi : Tee Teh Palm Oil Mill  
Blok 10, Mukim Keratong,  
Daerah Rompin,  
Pahang Darul Makmur, Malaysia.

Nota\*: Sekiranya pihak Tuan /Puan tidak dapat menghadiri mesyuarat penilaian, pihak Tuan/Puan disarankan untuk bertemu Juruaudit dan memaklumkan sebarang ulasan ketika sesi audit berkenaan berlangsung.

<b>Syarikat Pemohon</b>	Tee Teh Sdn Bhd
<b>Butiran Pemohon</b>	<b>Mr. Baxter Raymond Kisil</b> <b>Wakil Pengurusan,</b> Tee Teh Sdn Bhd No. 10, Bukit Ceylon, 50200 Kuala Lumpur, Malaysia. +6012 822 1129 baxteraymond@gmail.com
<b>Maklumat ringkas perniagaan pemohon</b>	Tee The Sdn Bhd terletak di Pahang. Ibu pejabat Syarikat ini terletak di Kuala Lumpur. Syarikat ini menghasilkan Buah Tandan Segar (BTS) untuk kegunaan pasaran Malaysia.



**MAKLUMAT KILANG KELAPA SAWIT YANG TERLIBAT DALAM SKOP PENSIJILAN INI.**

Nama kilang sawit (KKS)	Kapasiti Kilang MT/Jam	Lokasi Alamat	Rujukan GPS		Anggaran Pengeluaran Tahunan (MT)	
			Longitude	Latitude	CPO	Palm Kernel
Kilang Kelapa Sawit Tee Teh	45	Blok 10, Mukim Keratong, Daerah Rompin, Pahang Darul Makmur.	E 102.8654	N 2.84011	14,220.00	3,950

**RANTAIAN BEKALAN BTS YANG TERLIBAT DALAM SKOP PENSIJILAN INI**

Nama Ladang / Pertubuhan	Rujukan GPS		Jumlah kawasan (Ha)
	Longitude	Latitude	Jumlah
Ladang Tee Teh Oil Palm	E 102.866258	N 2.839627	2,118.93
Bukit Jalil Keratong Oil Palm Plantations Sdn Bhd	E 102.759958	N 2.867183	2,046.64
Ai Resources Sdn Bhd	E 103.151178	N 3.615927	1,073.96
<b>Jumlah</b>			<b>5,239.53</b>

Perundingan dari pihak berkepentingan adalah salah satu aktiviti dalam utama dalam proses pensijilan, di mana semua pihak berkepentingan diminta untuk memberi pandangan yang boleh mempengaruhi keputusan samada keperluan MSPO dipatuhi.

Kami meminta anda mengemukakan sebarang isu, baik positif mahupun negatif melalui surat, fax atau e-mel kepada Global Gateway Certifications Sdn Bhd. Tuan/ Puan boleh menghadiri sesi bersama pihak berkepentingan semasa audit.

Sebagai rujukan, anda boleh mempertimbangkan isu-isu seperti berikut;

- Perlindungan alam sekitar
- Pemulihan kepelbagaian biologi
- Pengwujudan peluang pekerjaan
- Penyediaan perumahan, sanitasi, dan pendidikan sokongan
- Pendekatan syarikat dalam perkembangan masyarakat
- Mengambil bahagian dalam membuat keputusan
- Isu-isu yang lain baik positif atau negatif yang anda fikir relevan kepada penilaian.

Sila hantar pandangan / komen anda kepada:

**Global Gateway Certifications Sdn Bhd**

**Pengurus Skim - MSPO,**  
**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  
Email: [admin@ggc.my](mailto:admin@ggc.my)

Maklumat terperinci anggota Juruaudit:

**Mohd Faiz bin Samin (Ketua Juruaudit)**

Berkelulusan Diploma Teknologi dan Pengurusan Perladangan dan sedang mengikuti pengajian Sarjana Muda Sains (Kepujian) dalam Teknologi dan Pengurusan Perladangan dari Universiti Teknologi MARA, dengan pengalaman lebih 14 tahun dalam menguruskan ladang kelapa sawit dan getah. Kepakaran merangkumi kerja di ladang dan dengan pekebun kecil yang melaksanakan sepenuhnya Amalan Pertanian Baik (GAP), dan rekod prestasi dalam memantau dan menyelaras ladang yang dibangunkan dengan kerjasama Jabatan Kemajuan Orang Asli Malaysia (JAKOA) di seluruh semenanjung Malaysia. Terlibat secara aktif dalam hal ehwal pensijilan dan pematuhan, termasuk MSPO, RSPO, ISO 9001, ISO 14001, OHSAS 18001, dan Pensijilan 5S oleh Perbadanan Produktiviti Malaysia. Usaha telah diperluaskan untuk memperkenalkan Platform Global untuk Getah Asli Lestari kepada petani getah kecil. Berjaya menamatkan dan diperakui dalam Kursus Juruaudit MSPO 2530: 2013 (MPOCC Disahkan) oleh SGS Malaysia Sdn Bhd pada Jun 2019 dan Kursus Ketua Juruaudit MSPO MS 2530:2022 oleh MAA Training Academy Plt (MSPO Disahkan) pada Mei 2024, Kursus Ketua Juruaudit P&C RSPO oleh David Ogg & Partners Ltd (disahkan oleh RSPO) pada September 2023, Kursus Ketua Juruaudit Sistem Pengurusan Kualiti ISO9001:2015 dijalankan pada Disember 2023. Berkebolehan bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

**Mohd Azmi Samynathan bin Abdullah (Juruaudit)**

Mohd Azmi memegang ijazah MBA dalam jurusan Pengurusan Sumber Manusia, Sarjana Muda Perniagaan dalam Pentadbiran Perniagaan, Diploma Pengurusan Sumber Manusia dan Sijil Pertanian dari University of Western Sydney, RMIT University, Australia, University Malaya dan Institut Pertanian Semenanjung Malaysia masing-masing. Beliau mempunyai pengalaman luas dalam bidang Pengurusan Sumber Manusia yang menjangkau lebih dua dekad dalam industri pembuatan. Sebelum ini beliau memegang pelbagai jawatan pengurusan utama dalam Sumber Manusia & Pentadbiran dengan beberapa syarikat multinasional. Azmi mempunyai pengalaman hands-on yang luas dalam pengambilan dan pemilihan Buruh Asing, Menguruskan mesyuarat Pendamai di Jabatan Buruh dan Perhubungan Perusahaan, mengendalikan isu disiplin pekerja, kebajikan pekerja, membangun, menyemak & mengemas kini dasar dan prosedur sumber manusia. Beliau telah menasihati pasukan pengurusan sepanjang kerjayanya mengenai keperluan Undang-undang Buruh. Mohd Azmi juga merupakan Ahli Panel Mahkamah Perhubungan Perusahaan dari 17 Februari 2019 hingga 16 Februari 2022 mewakili majikan yang dilantik oleh Menteri Sumber Manusia. Seterusnya, beliau juga merupakan juruaudit Sistem Jaminan Rantai Bekalan Luar (ESCAS) dalam industri lembu yang menjalankan audit di Malaysia, Brunei, Singapura, dan Vietnam.





Selain pengalaman luasnya dalam HRM, Azmi juga merupakan juruaudit berpengalaman dalam sistem pengauditan pihak kedua dan ketiga. Terlatih sepenuhnya dalam Kursus Ketua Juruaudit ISO 9001:2008 (Sistem Pengurusan Kualiti) dan berjaya menamatkan Kursus Juruaudit MSPO 2530:2013 dan Latihan Ketua Juruaudit MSPO 2530:2022, Kursus Juruaudit MSPO SCCS (disahkan oleh MPOCC) dan Kursus Ketua Juruaudit P&C RSPO. Seterusnya, beliau juga telah menghadiri Bengkel Pengauditan Sosial di Melaka pada tahun 2019 yang dikendalikan oleh Verite. Boleh membaca dan menulis dalam Bahasa Inggeris dan Bahasa Malaysia dengan lancar.

#### **Mohamad Najmuddin Bin Abdul Jameel (Juruaudit)**

Sarjana Muda Pentadbiran Perniagaan dalam Pengurusan Sumber Manusia dari Universiti Tenaga Nasional. Lebih daripada 9 tahun pengalaman bekerja dalam pelbagai industri. Menyelesaikan Kursus Latihan Juruaudit MSPO 2013 yang dijalankan pada Jun 2019, Kursus Persijilan Ketua Juruaudit MSPO MS2530:2022 yang dijalankan pada May 2024 dan Kursus Ketua Juruaudit Sistem Pengurusan Kualiti ISO9001:2018. Berpengalaman dalam mengendalikan Audit Dalaman Pematuhan, Audit Pihak Kedua dan Ketiga dalam Sektor Pembuatan. Selain itu, mempunyai pengalaman luas dalam bidang Pengurusan Sumber Manusia, Kewangan dan Pengurusan Kualiti. Boleh bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

#### **Ahmad Syazwan bin Mohd Shahar (Juruaudit)**

Berkeleluasan dalam bidang Kimia Gunaan dari Universiti Teknologi Mara Shah Alam dengan lebih 10 tahun pengalaman bekerja di sebuah syarikat perladangan di Malaysia. Mempunyai kemahiran dalam Amalan Pengilangan Baik (GMP). Menghadiri dan berjaya menamatkan Kursus Juruaudit MSPO 2530:2013 (MPOCC Disahkan) oleh SGS Malaysia Sdn Bhd pada Jun 2019 dan Kursus Ketua Juruaudit MSPO MS 2530:2022 oleh MAA Training Academy Plt (MSPO Disahkan) pada Mei 2024, Kursus Ketua Juruaudit P&C RSPO oleh David Ogg & Partners Ltd (disahkan oleh RSPO) pada September 2023, Kursus Ketua Juruaudit Sistem Pengurusan Kualiti ISO9001:2015 dijalankan pada Disember 2023. Juga, diperakui sebagai Orang yang Kompeten dalam Operasi Sisa dan Penggosok Jadual. Kefahaman dalam perhubungan perindustrian dan undang-undang buruh. Menghadiri Akta KKP 1994 & Peraturan-Peraturan dan Akta Kilang & Jentera 1967 & Latihan Peraturan. Berkebolehan bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.



Komen yang diterima dalam tempoh 30 hari daripada tarikh surat ini akan dipertimbangkan. Sila sertakan maklumat bertulis dalam format berikut untuk kami menghubungi anda (jika perlu) untuk mendapat penjelasan terperinci mengenai isu-isu yang dibangkitkan.

Nama : \_\_\_\_\_  
Alamat : \_\_\_\_\_  
E-mel : \_\_\_\_\_  
Nombor Telefon : \_\_\_\_\_  
Ringkasan Isu : \_\_\_\_\_

Jika komen anda ingin dirahsiakan, sila tanda perkataan "SULIT" di penjuru atas borang tersebut.

Sekian, terima kasih.

Yang benar,



**Muhd Jamalul Arif bin Hamid**  
Pengurus Skim - MSPO,  
Global Gateway Certifications Sdn Bhd