

**7<sup>th</sup> November 2025**

Initial issuance notification: **7<sup>th</sup> November 2025**

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

Dear Sir/Madam,

**STAKEHOLDER CONSULTATION INVITATION TO COMMENT ON MALAYSIAN SUSTAINABLE PALM OIL (MSPO) ANNUAL SURVEILLANCE AUDIT**

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

**Sawit Kinabalu Group** 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 2530-2-1:2022 : General Principles For Independent Smallholders (Less Than 40.46 hectares)                | <input type="checkbox"/>            |
| MS 2530-2-2:2022 : General Principles For Organised Smallholders (Less Than 40.46 hectares)                  | <input type="checkbox"/>            |
| MS 2530-3-1:2022 : General Principles For Oil Palm Plantations (40.46 hectares to 500 hectares)              | <input type="checkbox"/>            |
| MS 2530-3-2:2022 : General Principles For Oil Palm Plantations (More than 500 hectares)                      | <input checked="" type="checkbox"/> |
| MS 2530-4-1:2022 : General Principles For Palm Oil Mill Including Supply Chain Requirements                  | <input checked="" type="checkbox"/> |
| MS 2530-4-2:2022 : General Principles For Palm Oil Processing Facilities Including Supply Chain Requirements | <input type="checkbox"/>            |
| MS 2530-4-3:2022 : General Principles For Dealers Including Supply Chain Requirements                        | <input type="checkbox"/>            |

As planned, the auditing will be conducted on **27<sup>th</sup> November 2025 to 29<sup>th</sup> November 2025**. Date and time for consultation of interested parties are as follows:

Date : 27<sup>th</sup> November 2025  
Time : 10:00 am to 12:00 pm  
Location : Sandau Palm Oil Mill,  
KM 33, Lebu Raya Sandakan/Lahad  
Datu, Peti Surat 60211,  
91111 Lahad Datu, Sabah.

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>       | Sawit Kinabalu Group                                                                                                                                                                                                                                                                  |
| <b>Contact details</b> | <b>Ms. Jenny Francis</b><br><b>Sustainability Assurance Manager</b><br>Sawit Kinabalu Group<br>Sustainability Division<br>4th Floor, Block B, Menara Kinabalu,<br>Jalan Sulaman, Teluk Likas,<br>88400 Kota Kinabalu, Sabah.<br>Tel: 088-235819 Ext. 60<br>jenny@sawitkinabalu.com.my |



|                                                |                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Brief business information of applicant</b> | Sawit Kinabalu Group main business activities are cultivating, processing, procuring and trading of oil palm products such as Fresh Fruit Bunches (FFB), Crude Palm Oil (CPO) and Palm Kernel (PK). Sawit Kinabalu Group also develops and markets its own Palm Oil Industrial Cluster (POIC), property and integrated cattle farming in selected estates. |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Independant Smallholder                 |               |          |                   |
|-----------------------------------------|---------------|----------|-------------------|
| Owned Oil Palm Plantation / Association | GPS reference |          | Area Summary (Ha) |
|                                         | Longitude     | Latitude | Total             |
| Nil                                     | Nil           | Nil      | Nil               |
| Total                                   |               |          | Nil               |

| Organised Smallholder                   |               |          |                   |
|-----------------------------------------|---------------|----------|-------------------|
| Owned Oil Palm Plantation / Association | GPS reference |          | Area Summary (Ha) |
|                                         | Longitude     | Latitude | Total             |
| Nil                                     | Nil           | Nil      | Nil               |
| Total                                   |               |          | Nil               |

| Oil Palm Plantations                    |               |            |                   |
|-----------------------------------------|---------------|------------|-------------------|
| Owned Oil Palm Plantation / Association | GPS reference |            | Area Summary (Ha) |
|                                         | Longitude     | Latitude   | Total             |
| Sandau Estate                           | E 118.124647  | N 5.207283 | 2,707.00          |
| Mensuli Este                            | E 118.072339  | N 5.174661 | 4,024.00          |
| Boonrich Estate                         | E 118.168600  | N 5.194000 | 2,251.00          |
| Sg. Pin Estate                          | E 117.896944  | N 5.408889 | 2,453.00          |
| Total                                   |               |            | 11,435.00         |

| <b>Palm Oil Mill</b>         |                      |                                                                                  |                      |                 |                                      |                    |
|------------------------------|----------------------|----------------------------------------------------------------------------------|----------------------|-----------------|--------------------------------------|--------------------|
| <b>Name of Palm Oil Mill</b> | <b>Mill Capacity</b> | <b>Location</b>                                                                  | <b>GPS reference</b> |                 | <b>Forecasted Annual output (MT)</b> |                    |
| <b>(POM)</b>                 | <b>MT/Hr</b>         | <b>Address</b>                                                                   | <b>Longitude</b>     | <b>Latitude</b> | <b>CPO</b>                           | <b>Palm Kernel</b> |
| Sandau Palm Oil Mill         | 45                   | KM 33, Lebuhraya Sandakan/Lahad Datu, Peti Surat 60211, 91111 Lahad Datu, Sabah. | E 118.1354           | N 5.2032        | 26,849.57                            | 6,092.31           |

| <b>Processing Facilities</b> |                      |                 |                      |                 |                                      |                        |
|------------------------------|----------------------|-----------------|----------------------|-----------------|--------------------------------------|------------------------|
| <b>Name of Unit</b>          | <b>Unit Capacity</b> | <b>Location</b> | <b>GPS reference</b> |                 | <b>Forecasted Annual output (MT)</b> |                        |
| <b>(POM)</b>                 | <b>MT/Hr</b>         | <b>Address</b>  | <b>Longitude</b>     | <b>Latitude</b> | <b>&lt;Product&gt;</b>               | <b>&lt;Product&gt;</b> |
| Nil                          | Nil                  | Nil             | Nil                  | Nil             | Nil                                  | Nil                    |

| <b>Outsourced Unit(S) For This Assessment</b> |          |               |          |                    |
|-----------------------------------------------|----------|---------------|----------|--------------------|
| Name of Facility                              | Location | GPS reference |          | Type of activities |
|                                               | Address  | Longitude     | Latitude |                    |
| Nil                                           | Nil      | Nil           | Nil      | Nil                |

| <b>Dealer</b>  |          |               |          |                                   |
|----------------|----------|---------------|----------|-----------------------------------|
| Name of Dealer | Location | GPS reference |          | FFB Forecasted Annual output (MT) |
|                | Address  | Longitude     | Latitude |                                   |
| Nil            | Nil      | Nil           | Nil      | Nil                               |

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](mailto:admin@ggc.my)

Details on the audit team:

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

Mohd Azmi holds an MBA in Human Resource Management, a Bachelor of Business in Business Administration, a Diploma in Human Resource Management, and a Certificate in Agriculture, from the University of Western Sydney, RMIT University, University Malaya, and Institut Pertanian Semenanjung Malaysia, respectively. He has over two decades of extensive experience in Human Resource Management, particularly within the manufacturing industry. Prior to his current role, he held various senior management positions in Human Resources and Administration at several multinational companies. Azmi possesses a broad range of expertise in recruitment and selection of foreign labor, managing conciliation meetings at the Labour and Industrial Relations Department, handling employee disciplinary issues, overseeing employee welfare, and developing, reviewing, and updating human resource policies and procedures. Throughout his career, he has provided strategic advice to management teams on compliance with labor laws. Mohd Azmi also served as a Panel Member of the Industrial Relations Court from 17th February 2019 to 16th February 2022, representing employers, appointed by the Minister of Human Resources. Additionally, he is an External Supply Chain Assurance System (ESCAS) auditor in the cattle industry, conducting audits in Malaysia, Brunei, Singapore, and Vietnam. In addition to his extensive HRM experience, Azmi is a highly experienced auditor in second- and third-party auditing systems. He has been fully trained in the ISO 9001:2008 Quality Management System Lead Auditor Course and has successfully completed the MSPO 2530:2013 Auditor Training Course, MSPO 2530:2022 Lead Auditor Training, IMS Lead Auditor Training by Punyam Academy (endorsed by Exemplar Global), MSPO SCCS Auditor Course (endorsed by MPOCC), and RSPO P&C Lead Auditor Training Course. He also participated in the Social Auditing Workshop in Melaka in 2019, conducted by Verité. He is fluent in both English and Bahasa Malaysia, with proficiency in reading and writing.

**Mohd Shahrul Nizam bin Mohd Aderis (Auditor)**

Holds a Diploma in Planting Industry Management (DPIM) from Universiti Teknologi MARA. An experienced plantation professional with over 15 years of expertise in managing the oil palm sector across Peninsular and East Malaysia. Has overseen estate operations—including replanting, planning, and team leadership—through progressively senior roles in leading plantation companies. Successfully led and coordinated operations across multiple estates and mills in a senior management capacity, with responsibilities including budgeting, regulatory compliance, and workforce strategy, while ensuring adherence to RSPO, MSPO and ISCC sustainability standards. Possesses strong expertise in cost control, mechanization, manpower management, and safety compliance. Fully trained in ISO 9001:2008 (Quality Management System) Lead Auditor Course and ISO 14001:2015 Auditor/Lead Auditor Training for Integrated Management Systems. Also completed MSPO 2530:2022 Lead Auditor Training (endorsed by MPOCC), and has attended CePSWaM and OSH training. Able to speak and understand Bahasa Malaysia and English.



**Adnin Aminurrashid Bin Zilah (Auditor)**

Graduate in plantation management with more than 10 years working experience in various plantation company and skills in Good Agricultural Practices (GAP) including Integrated Pest Management (IPM). Also, have more than 7 years' experience as an auditor / Lead Auditor in various schemes such as ISO 9001, RSPO, MSPO and ISCC. Fully trained in similar agriculture certification programs such as RSPO, MSPO and ISCC. Completed and certified in ISO 9001:2015 Quality Management System, ISO14001:2015 Environmental Management System Lead Auditor course in 2017 and 2018, RSPO Lead Auditor Course, MSPO MS2530:2013 Auditor Training Course, MSPO MS2530:2022 Lead Auditor Training, ISCC EU & Plus Basic Training, ISCC Waste & Residue Training. Experienced in handling mineral and peat soil oil palm estate. Knowledgeable in chemical in control of weeds and pest & disease in Oil Palm Plantation sector. Understanding in Industrial relation and labour law. Attended OSH Act 1994, Labour and Environment related laws and regulations Training. Also participated in MSPO peer reviewer training conducted by MPOCC. He has experience in handling social issues and Native Customary Right (NCR) land dispute as negotiator during his service with one of the companies in Sarawak from 2015 till 2017. He also has experience conducting Social Impact Assessment (SIA) as team member for few companies. Able to speak and understand Bahasa Malaysia and English.

\*The details of audit team members are subject to change with the equivalent competency and audit team composition.



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**  
Senior Scheme Manager - MSPO,  
Global Gateway Certifications Sdn Bhd

07hb November 2025

Tarikh Notis Awal: 07hb November 2025

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.

**Sawit Kinabalu Group** 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 2530-2-1:2022: Prinsip-Prinsip Umum Untuk Pengusaha Kebun Kecil (Kurang daripada 40.46 hektar)                   | <input type="checkbox"/>            |
| MS 2530-2-2:2022: Prinsip-Prinsip Umum Untuk Pengusaha Kebun Teratur (Kurang daripada 40.46 hektar)                 | <input type="checkbox"/>            |
| MS 2530-3-1:2022: Prinsip-Prinsip Umum Untuk Ladang Sawit (40.46 hektar hingga 500 hektar)                          | <input type="checkbox"/>            |
| MS 2530-3-2:2022: Prinsip-Prinsip Umum Untuk Ladang Sawit (Lebih daripada 500 hektar)                               | <input checked="" type="checkbox"/> |
| MS 2530-4-1:2022: Prinsip-Prinsip Umum Untuk Kilang Kelapa Sawit Termasuk Keperluan Rantaian Bekalan                | <input checked="" type="checkbox"/> |
| MS 2530-4-2:2022: Prinsip-Prinsip Umum Untuk Kemudahan Pemprosesan Minyak Sawit Termasuk Keperluan Rantaian Bekalan | <input type="checkbox"/>            |
| MS 2530-4-3:2022: Prinsip-Prinsip Umum Untuk Peniaga Termasuk Keperluan Rantaian Bekalan                            | <input type="checkbox"/>            |

Seperti yang dijadualkan, penilaian pensijilan tersebut akan bermula pada **27hb November 2025 hingga pada 29hb November 2025**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 27hb November 2025  
Masa : 10:00 pagi hingga 12:00 petang  
Lokasi : Kilang Kelapa Sawit Sandau,  
KM 33, Lebuhraya Sandakan/Lahad  
Datu, Peti Surat 60211,  
91111 Lahad Datu, Sabah.

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> | Sawit Kinabalu Group |
|-------------------------|----------------------|

|                        |                                                                                                                                                                                                                                                                                       |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Butiran Pemohon</b> | <b>Ms. Jenny Francis</b><br><b>Sustainability Assurance Manager</b><br>Sawit Kinabalu Group<br>Sustainability Division<br>4th Floor, Block B, Menara Kinabalu,<br>Jalan Sulaman, Teluk Likas,<br>88400 Kota Kinabalu, Sabah.<br>Tel: 088-235819 Ext. 60<br>jenny@sawitkinabalu.com.my |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                            |                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Maklumat ringkas perniagaan pemohon</b> | Aktiviti utama perniagaan Kumpulan Sawit Kinabalu adalah menanam, memproses, memperoleh dan memperdagangkan produk kelapa sawit seperti Buah Segar Sawit (FFB), Minyak Sawit Mentah (CPO) dan Inti Sawit (PK). Kumpulan Sawit Kinabalu juga membangun dan memasarkan Kluster Perindustrian Minyak Sawit (POIC) sendiri, hartanah dan penternakan lembu bersepadu di ladang-ladang terpilih. |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Pengusaha Pekebun Kecil |             |          |                     |
|-------------------------|-------------|----------|---------------------|
| Nama Ladang/ Pertubuhan | Rujukan GPS |          | Jumlah Kawasan (Ha) |
|                         | Longitude   | Latitude | Jumlah              |
| Tiada                   | Tiada       | Tiada    | Tiada               |
| Jumlah                  |             |          | Tiada               |

| Pengusaha Kebun Teratur |             |          |                     |
|-------------------------|-------------|----------|---------------------|
| Nama Ladang/ Pertubuhan | Rujukan GPS |          | Jumlah Kawasan (Ha) |
|                         | Longitude   | Latitude | Jumlah              |
| Tiada                   | Tiada       | Tiada    | Tiada               |
| Jumlah                  |             |          | Tiada               |

| Ladang Sawit            |              |            |                     |
|-------------------------|--------------|------------|---------------------|
| Nama Ladang/ Pertubuhan | Rujukan GPS  |            | Jumlah Kawasan (Ha) |
|                         | Longitude    | Latitude   | Jumlah              |
| Ladang Sandau           | E 118.124647 | N 5.207283 | 2,707.00            |
| Ladang Mensuli          | E 118.072339 | N 5.174661 | 4,024.00            |
| Ladang Boonrich         | E 118.168600 | N 5.194000 | 2,251.00            |
| Ladang Sg. Pin          | E 117.896944 | N 5.408889 | 2,453.00            |
| Jumlah                  |              |            | 11,435.00           |



| <b>Kilang Kelapa Sawit</b> |                 |                                                                                  |             |          |                                   |             |
|----------------------------|-----------------|----------------------------------------------------------------------------------|-------------|----------|-----------------------------------|-------------|
| Nama Kilang Sawit          | Kapasiti Kilang | Lokasi                                                                           | Rujukan GPS |          | Anggaran Pengeluaran Tahunan (MT) |             |
| (KKS)                      | MT/Jam          | Alamat                                                                           | Longitude   | Latitude | CPO                               | Palm Kernel |
| Kilang Kelapa Swit Sandau  | 45              | KM 33, Lebuhraya Sandakan/Lahad Datu, Peti Surat 60211, 91111 Lahad Datu, Sabah. | E 118.1354  | N 5.2032 | 26,849.57                         | 6,092.31    |

| <b>Kemudahan Pemprosesan Minyak Sawit</b> |                 |        |             |          |                                   |           |
|-------------------------------------------|-----------------|--------|-------------|----------|-----------------------------------|-----------|
| Nama Kilang Sawit                         | Kapasiti Kilang | Lokasi | Rujukan GPS |          | Anggaran Pengeluaran Tahunan (MT) |           |
| (KKS)                                     | MT/Jam          | Alamat | Longitude   | Latitude | <Produk >                         | <Produk > |
| Tiada                                     | Tiada           | Tiada  | Tiada       | Tiada    | Tiada                             | Tiada     |

| <b>Unit Subkontrak Untuk Penilaian Ini</b> |        |             |          |                |
|--------------------------------------------|--------|-------------|----------|----------------|
| Nama Fasilitas                             | Lokasi | Rujukan GPS |          | Jenis Aktiviti |
|                                            | Alamat | Longitude   | Latitude |                |
| Tiada                                      | Tiada  | Tiada       | Tiada    | Tiada          |

| <b>Peniaga</b> |        |             |          |                                       |
|----------------|--------|-------------|----------|---------------------------------------|
| Nama Peniaga   | Lokasi | Rujukan GPS |          | Anggaran Pengeluaran BTS Tahunan (MT) |
|                | Alamat | Longitude   | Latitude |                                       |
| Tiada          | Tiada  | Tiada       | Tiada    | Tiada                                 |

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

Maklumat terperinci anggota Juruaudit:

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

Mohd Azmi memegang Ijazah MBA dalam Pengurusan Sumber Manusia, Ijazah Sarjana Muda Perniagaan dalam Pentadbiran Perniagaan, Diploma Pengurusan Sumber Manusia, dan Sijil Pertanian, masing-masing dari Universiti Western Sydney, Universiti RMIT, Universiti Malaya dan Institut Pertanian Semenanjung Malaysia. Beliau mempunyai lebih dua dekad pengalaman luas dalam Pengurusan Sumber Manusia, khususnya dalam industri pembuatan. Sebelum memegang jawatan sekarang, beliau memegang pelbagai jawatan pengurusan kanan dalam Sumber Manusia dan Pentadbiran di beberapa syarikat multinasional. Azmi memiliki pelbagai kepakaran dalam pengambilan dan pemilihan buruh asing, menguruskan mesyuarat perdamaian di Jabatan Buruh dan Perhubungan Perusahaan, mengendalikan isu disiplin pekerja, menyelia kebajikan pekerja, dan membangunkan, menyemak dan mengemas kini dasar dan prosedur sumber manusia. Sepanjang kerjayanya, beliau telah memberikan nasihat strategik kepada pasukan pengurusan tentang pematuhan undang-undang buruh. Mohd Azmi juga pernah berkhidmat sebagai Ahli Panel Mahkamah Perhubungan Perusahaan dari 17hb Februari 2019 hingga 16hb Februari 2022, mewakili majikan yang dilantik oleh Menteri Sumber Manusia. Selain itu, beliau adalah juruaudit Sistem Jaminan Rantaian Bekalan Luaran (ESCAS) dalam industri lembu, menjalankan audit di Malaysia, Brunei, Singapura dan Vietnam. Sebagai tambahan kepada pengalaman HRM yang luas, Azmi adalah juruaudit yang sangat berpengalaman dalam sistem pengauditan pihak kedua dan ketiga. Beliau telah dilatih sepenuhnya dalam Kursus Juruaudit Utama Sistem Pengurusan Kualiti ISO 9001:2008 dan telah berjaya menamatkan Kursus Latihan Juruaudit MSPO 2530:2013, Latihan Juruaudit Utama MSPO 2530:2022, Latihan Juruaudit Utama IMS oleh Akademi Punyam (disahkan oleh Exemplar Global), Kursus MSPO SCCS (disahkan oleh MPOCC), dan Kursus Juruaudit RSPO P&C. Beliau juga menyertai Bengkel Pengauditan Sosial di Melaka pada 2019, yang dikendalikan oleh Verité. Fasih berbahasa Inggeris dan Bahasa Malaysia, dengan kemahiran membaca dan menulis.



### **Mohd Shahrul Nizam bin Mohd Aderis (Juruaudit)**

Berkelulusan Diploma Pengurusan Perladangan (DPIM) dari Universiti Teknologi MARA. Mempunyai pengalaman dan kepakaran perladangan lebih 15 tahun dalam menguruskan sektor kelapa sawit di seluruh Semenanjung dan Malaysia Timur. Telah mengetuai pelbagai operasi ladang termasuk penanaman semula, perancangan, dan pengurusan pasukan melalui jawatan-jawatan kanan di syarikat perladangan utama. Berjaya memimpin dan menyelaras operasi di beberapa ladang dan kilang dalam kapasiti pengurusan kanan, merangkumi tanggungjawab seperti penyediaan bajet, pematuhan peraturan, dan strategi tenaga kerja, sambil memastikan pematuhan kepada piawaian kelestarian RSPO, MSPO, dan ISCC. Mempunyai kepakaran kukuh dalam kawalan kos, mekanisasi, pengurusan tenaga kerja, dan pematuhan keselamatan. Telah menjalani latihan penuh Kursus Ketua Juruaudit ISO 9001:2008 (Sistem Pengurusan Kualiti) dan Kursus Latihan Juruaudit/Ketua Juruaudit ISO 14001:2015 untuk Sistem Pengurusan Bersepadu. Turut menamatkan Latihan Ketua Juruaudit MSPO 2530:2022 (diiktiraf oleh MPOCC) serta menghadiri latihan CePSWaM dan OSH. Fasih berbahasa Melayu dan mahir dalam Bahasa Inggeris.

### **Adnin Aminurrashid Bin Zilah (Juruaudit)**

Lulusan dalam pengurusan perladangan dengan lebih 10 tahun pengalaman bekerja dalam pelbagai syarikat perladangan dan kemahiran dalam Amalan Pertanian Baik (GAP) termasuk Pengurusan Perosak Bersepadu (IPM). Juga, mempunyai pengalaman lebih daripada 7 tahun sebagai juruaudit / ketua juruaudit dalam pelbagai skim seperti ISO 9001, RSPO, MSPO dan ISCC. Terlatih sepenuhnya dalam program pensijilan pertanian yang serupa seperti RSPO, MSPO dan ISCC. Selesai dan diperakui dalam Sistem Pengurusan Kualiti ISO 9001:2015, Kursus Ketua Juruaudit Sistem Pengurusan Alam Sekitar ISO14001:2015 pada tahun 2017 dan 2018, Kursus Ketua Juruaudit RSPO, MSPO MS2530:2013 Kursus Latihan Juruaudit, Kursus Ketua Juruaudit MSPO MS2530:2022, Latihan Asas ISCC EU & Plus, Sisa & Residu ISCC Latihan. Berpengalaman dalam mengendalikan ladang kelapa sawit mineral dan tanah gambut. Berpengetahuan dalam bidang kimia dalam mengawal rumpai dan perosak & penyakit dalam sektor Perladangan Kelapa Sawit. Kefahaman dalam perhubungan perindustrian dan undang-undang buruh. Menghadiri Akta KKP 1994, Undang-undang dan peraturan berkaitan Buruh dan Alam Sekitar Latihan. Turut menyertai latihan peer reviewer MSPO yang dikendalikan oleh MPOCC. Beliau mempunyai pengalaman dalam mengendalikan isu sosial dan pertikaian tanah Hak Adat Anak Negeri (NCR) sebagai perunding semasa berkhidmat dengan salah sebuah syarikat di Sarawak dari 2015 hingga 2017. Beliau juga mempunyai pengalaman mengendalikan Penilaian Kesan Sosial (SIA) sebagai ahli pasukan untuk beberapa syarikat. Berkebolehan bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

\*Butiran ahli pasukan audit tertakluk kepada perubahan dengan kecekapan yang setara dan komposisi pasukan audit.

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.

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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,  
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