

13th December 2024

Innial issuance notification: 13th December 2024

This notification: 1st 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.

Alma Rubber Estates 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

As planned, the auditing will be conducted on **14th January 2025 till 17th January 2025**. Date and time for consultation of interested parties are as follows:

Date : 14th January 2025
Time : 10:30 am to 12:30 pm
Location : Kati Estate
MK Chegar Galah
Kuala Kangsar,
Perak.

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.

| | |
|------------------------|--|
| Applicant | Alma Rubber Estates Sdn Bhd |
| Contact details | Mr. Dennis Teoh Li Soon, Alma Rubber Estates Sdn Bhd 2320 Jalan Alma, 14000 Bukit Mertajam, Seberang Perai, Pulau Pinang. 019-4132383 dennis@almarubber.com |



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| Brief business information of applicant | Alma Rubber Estates Sdn Bhd is one of Malaysia's most established producers and exporters of natural rubber such as High Ammonia Latex, Low Ammonia Latex, SMR 20 and SMR CV 60. The company is founded in 1959 and have own rubber plantations to ensure constant supply to produce truly “Malaysian Origin” natural rubber. |
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PALM OIL MILL (POM) FOR THIS ASSESSMENT

| Name of Palm Oil Mill | Mill Capacity | Location | GPS reference | | Forecasted Annual output (MT) | | |
|-----------------------|---------------|----------|---------------|-------|-------------------------------|-----------|----------|
| | | | (POM) | MT/Hr | Address | Longitude | Latitude |
| Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |

ASSOCIATED SUPPLY BASE OF FFB TO THE ABOVE POM TO BE INCLUDED IN THIS ASSESSMENT

| Owned Oil Palm Plantation / Association | GPS reference | | Area Summary (Ha) |
|---|---------------|-------------|-------------------|
| | Longitude | Latitude | Total |
| Bukit Selambau Estate | E 100.63111 | N 5.6461111 | 444.22 |
| Siew Yong Estate | E 100.59118 | N 5.3732778 | 488.65 |
| Kati Estate | E 100.918858 | N 4.9197472 | 791.21 |
| Nalla Estate | E 100.955669 | N 4.4148306 | 420.52 |
| Chegar Galah Estate | E 100.974419 | N 4.9011667 | 163.28 |
| Karai Estate | E 100.961358 | N 4.8498889 | 444.68 |
| Bagan Sena Plantation | E 100.674938 | N 5.4564694 | 1310.14 |
| Total | | | 4,062.70 |

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:

Ahmad Syazwan Bin Mohd Shahar (Lead 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.

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 the requirements of 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 the Social Auditing Workshop in Melaka in 2019 conducted by Verite. He able to read and write in English and Bahasa Malaysia fluently.



Md Jefri Bin Shara'ai (Auditor)

Bachelor Degree in Chemical Engineering and Master Degree (Science) in Quality & Productivity. Work experience since year 1992, in various industries and discipline that include manufacturing, engineering services, quality management, environmental management, research and development. Audit experience in Quality Management System (ISO9001), Environmental Management System (ISO14001) and Safety & Health (OHSAS 18001) since year 2008. Qualified auditor in sustainability certification programs such as Roundtable Sustainable Palm Oil, Principles & Criteria (RSPO P&C), Roundtable Sustainable Palm Oil Supply Chain (RSPO SCC), Malaysian Sustainable Palm Oil (MSPO) MS 2530:2013 and MS 2530:2022, MSPO Supply Chain (MSPO SCCS). 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



13hb Disember 2024

Tarikh Notis Awal: 13hb Disember 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.

Alma Rubber Estates 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 **14hb Januari 2025 hingga 17hb Januari 2025**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 14hb Januari 2025
Masa : 10:30 pagi hingga 12:30 petang
Lokasi : Kati Estate
MK Chegar Galah
Kuala Kangsar,
Perak.

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.

| | |
|-------------------------|--|
| Syarikat Pemohon | Alma Rubber Estates Sdn Bhd |
| Butiran Pemohon | Mr. Dennis Teoh Li Soon, Alma Rubber Estates Sdn Bhd 2320 Jalan Alma, 14000 Bukit Mertajam, Seberang Perai, Pulau Pinang. 019-4132383 dennis@almarubber.com |



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|--|---|
| Maklumat ringkas perniagaan pemohon | Alma Rubber Estates Sdn Bhd merupakan salah satu pengeluar dan pengeksport getah asli yang paling terkenal di Malaysia seperti High Ammonia Latex, Low Ammonia Latex, SMR 20 dan SMR CV 60. Syarikat ini ditubuhkan pada 1959 dan mempunyai ladang getah sendiri untuk memastikan bekalan berterusan kepada menghasilkan getah asli yang benar-benar “Asal Malaysia”. |
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MAKLUMAT KILANG KELAPA SAWIT YANG TERLIBAT DALAM SKOP PENSIJILAN INI.

| Nama kilang sawit | Kapasiti Kilang | Lokasi | Rujukan GPS | | Anggaran Pengeluaran Tahunan (MT) | | | |
|-------------------|-----------------|--------|-------------|--------|-----------------------------------|-----------|----------|-------|
| | | | (KKS) | MT/Jam | Alamat | Longitude | Latitude | CPO |
| Tiada | Tiada | Tiada | Tiada | Tiada | Tiada | Tiada | Tiada | Tiada |

RANTAIAN BEKALAN BTS YANG TERLIBAT DALAM SKOP PENSIJILAN INI

| Nama Ladang / Pertubuhan | Rujukan GPS | | Jumlah kawasan (Ha) |
|--------------------------|--------------|-------------|---------------------|
| | Longitude | Latitude | Jumlah |
| Bukit Selambau Estate | E 100.63111 | N 5.6461111 | 444.22 |
| Siew Yong Estate | E 100.59118 | N 5.3732778 | 488.65 |
| Kati Estate | E 100.918858 | N 4.9197472 | 791.21 |
| Nalla Estate | E 100.955669 | N 4.4148306 | 420.52 |
| Chegar Galah Estate | E 100.974419 | N 4.9011667 | 163.28 |
| Karai Estate | E 100.961358 | N 4.8498889 | 444.68 |
| Bagan Sena Plantation | E 100.674938 | N 5.4564694 | 1310.14 |
| Jumlah | | | 4,062.70 |

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:

Ahmad Syazwan Bin Mohd Shahar (Ketua Juruaudit)

Berkelulusan 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.

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 Rantaian 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.

Md Jefri Bin Shara'ai (Juruaudit)

Ijazah Sarjana Muda Kejuruteraan Kimia dan Ijazah Sarjana (Sains) dalam Kualiti & Produktiviti. Pengalaman kerja sejak tahun 1992, dalam pelbagai industri dan disiplin termasuk pembuatan, perkhidmatan kejuruteraan, pengurusan kualiti, pengurusan alam sekitar, penyelidikan dan pembangunan. Pengalaman audit dalam Sistem Pengurusan Kualiti (ISO9001), Sistem Pengurusan Alam Sekitar (ISO14001) dan Keselamatan & Kesihatan (OHSAS 18001) sejak tahun 2008. Juruaudit berkeelayakan dalam program pensijilan kemampunan seperti Roundtable Sustainable Palm Oil, Principles & Criteria (RSPO P&C), Roundtable Sustainable Palm Oil Supply Chain (RSPO SCC), Malaysian Sustainable Palm Oil (MSPO) MS 2530:2013 dan MS 2530:2022), MSPO Supply Chain (MSPO SCCS). 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