

15th May 2024

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.

UJ Estates (Holdings) 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 **19th June 2024 to 20th June 2024**. Date and time for consultation of interested parties are as follows:

Date : 19th June 2024
Time : 10:30 am to 12:30 pm
Location : UJ Estates (Holdings) Sdn Bhd,
Block 11 Bijat Land Sri Aman,
Pejabat Ladang Bijat,
Lot 81 Jalan Tg. Asam,
95700 Betong, Sarawak.

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	UJ Estates (Holdings) Sdn Bhd
Contact details	En. Zainal bin Bujang Management Representative, UJ Estates (Holdings) Sdn Bhd, Block 11 Bijat Land Sri Aman, Pejabat Ladang Bijat, Lot 81 Jalan Tg. Asam, 95700 Betong, Sarawak. +6019-4492696 ujestatesholdings@ujehsb.com



Brief business information of applicant	UJ Estates (Holdings) Sdn. Bhd. is based in Malaysia, with the head office in Betong, was incorporated on 20 December 1988 in Malaysia under the name UJ Estates (Holdings) Sdn. Bhd. with registration number of 198801009729 (177086-W). UJ Estates (Holdings) Sdn. Bhd.'s business includes cultivation of fresh fruit bunches.
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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)	
			Longitude	Latitude	CPO	Palm Kernel
(POM)	MT/Hr	Address	Longitude	Latitude	CPO	Palm Kernel
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
Bijat Estate	E 111. 4688864	N 1.3259644	8,770.99
Total			8,770.99

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:

Omar Arbain bin Mohd Supir (Lead Auditor)

Bachelor of Science (Hons) (Plantation Technology and Management) First Class with more than 7 years working experience in plantation company and skills in Good Agricultural Practices (GAP) including Integrated Pest Management (IPM). Experienced in handling mineral oil palm estate. Knowledgeable in chemical in control of weeds and pest & disease in Oil Palm Plantation sector. Also, incharge estate workers (local and foreign) and estate work programme. Completed and certified on MSPO Auditor course (MPOCC Endorsed) in 2019 held by SGS (Malaysia) Sdn Bhd and successfully completed ISO 9001:2015 & 14001:2015 by Platinum Shauffmantz Veritas. Member of GGC MSPO audit team. 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 the MSPO Lead Auditor course conducted on 2019. Successfully completed ISO9001:2015 Quality Management System Lead Auditor conducted on July 2021. 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. Member of GGC MSPO audit team. Able to speak and understand Bahasa Malaysia and English.

Kanchana Devi Neelaganden (Auditor)

Graduated in Intensive Diploma in Oil Palm Management & Technology and Master of Business Administration from UNITAR International University. Equipped with more than 20 years of working experience in HR and Administration, Sales and Marketing inclusive of 4 years in sustainable industry. Successfully completed and certified as ISO 9001:2015 Lead Auditor in year 2021 by Exemplar Global. Member of GGC audit team. 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. Further, Mohd Azmi, is also a Panel Member of the Industrial Relations Court 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, MSPO-SCCS (endorsed by MPOCC) and RSPO Auditors Training Course. Further, he has also attended Social Auditing Workshop in Melaka in 2019 conducted by Verite. He is a member of the GGC MSPO audit team and able to read and write in English and Bahasa Malaysia fluently.



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



15hb Mei 2024

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.

UJ Estates (Holdings) 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 **19hb Jun 2024 hingga 20hb Jun 2024**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 19hb Jun 2024
Masa : 10:30 pagi hingga 12:30 petang
Lokasi : UJ Estates (Holdings) Sdn Bhd,
Block 11 Bijat Land Sri Aman,
Pejabat Ladang Bijat,
Lot 81 Jalan Tg. Asam,
95700 Betong, Sarawak.

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	UJ Estates (Holdings) Sdn Bhd
Butiran Pemohon	En. Zainal bin Bujang Management Representative, UJ Estates (Holdings) Sdn Bhd, Block 11 Bijat Land Sri Aman, Pejabat Ladang Bijat, Lot 81 Jalan Tg. Asam, 95700 Betong, Sarawak. +6019-4492696 ujestatesholdings@ujehsb.com
Maklumat ringkas perniagaan pemohon	UJ Estates (Holdings) Sdn. Bhd. berpangkalan di Malaysia, dengan ibu pejabat di Betong, telah diperbadankan pada 20 Disember 1988 di Malaysia di bawah nama UJ Estates (Holdings) Sdn. Bhd. dengan nombor pendaftaran 198801009729 (177086-W). UJ Estates (Holdings) Sdn. Perniagaan Bhd. termasuk penanaman tandan buah segar.



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

RANTAIAN BEKALAN BTS YANG TERLIBAT DALAM SKOP PENSIJILAN INI

Nama Ladang / Pertubuhan	Rujukan GPS		Jumlah kawasan (Ha)
	Longitude	Latitude	Jumlah
Ladang Bijat	E 111. 4688864	N 1.3259644	8,770.99
Jumlah			8,770.99

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:

Omar Arbain bin Mohd Supir (Ketua Juruaudit)

Sarjana Muda Sains (Kepujian) (Teknologi dan Pengurusan Perladangan) Kelas Pertama dengan lebih daripada 7 tahun pengalaman dalam syarikat perladangan dan kemahiran dalam Amalan Pertanian Baik (GAP) termasuk Pengurusan Perosak Bersepadu (IPM). Berpengalaman dalam mengendalikan ladang kepala sawit di kawasan mineral. Berpengetahuan dalam kawalan rumpai dan perosak & penyakit dalam sektor kelapa sawit. Juga, menguruskan pekerja ladang (tempatan dan asing) dan program kerja ladang. Selesai dan diperakui hadir untuk kursus Juruaudit MSPO (Disahkan MPOCC) pada 2019 yang dikendalikan oleh SGS (Malaysia) Sdn Bhd dan berjaya menamatkan ISO 9001:2015 & 14001:2015 oleh Platinum Shauffmantz Veritas. Ahli pasukan MSPO audit GGC. Boleh bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

Ahmad Syazwan bin Mohd Shahar (Juruaudit)

Siswazah dalam Kimia Gunaan daripada Universiti Teknologi Mara Shah Alam dengan pengalaman lebih daripada 10 tahun bekerja di sebuah syarikat perladangan di Malaysia. Mempunyai kemahiran dalam Amalan Pengilangan Baik (GMP). Telah menghadiri dan berjaya menamatkan kursus persijilan MSPO Lead Auditor yang dijalankan pada 2019. Memperoleh dengan jayanya sijil kursus Ketua Juruaudit ISO9001: 2015 Sistem Pengurusan Kualiti dihadiri pada Julai 2021. Juga, disahkan sebagai Pegawai yang Bertanggungjawab dalam Pengurusan Bahan Buangan Terjadual serta Operasi "Scrubber". Memahami dalam hubungan industri dan undang-undang buruh. Menghadiri kursus Akta OSH 1994 & Peraturan-Peraturan dan Akta Kilang & Jentera 1967 & Peraturan. Ahli pasukan MSPO audit GGC. Boleh bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.

Kanchana Devi Neelaganden (Juruaudit)

Berkelulusan Diploma Intensif Kelapa Sawit Pengurusan & Teknologi dan Sarjana Pentadbiran Perniagaan dari UNITAR Universiti Antarabangsa. Dilengkapi dengan lebih daripada 20 tahun pengalaman bekerja dalam HR dan Pentadbiran, Jualan dan Pemasaran termasuk 4 tahun dalam industri lestari. Berjaya menyelesaikan latihan dan diperakui sebagai Juruaudit Utama ISO 9001:2015 pada tahun 2021 oleh Exemplar Global. Ahli pasukan audit GGC. Boleh bertutur dan memahami Bahasa Malaysia dan Bahasa Inggeris.



Mohd Azmi Samynathan bin Abdullah (Juruaudit)

Graduan MBA dalam jurusan Pengurusan Sumber Manusia (University of Western Sydney) Sarjana Muda Perniagaan dalam Pentadbiran Perniagaan (RMIT University, Australia), Diploma Pengurusan Sumber Manusia (University Malaya) dan Sijil Pertanian dari Institut Pertanian Semenanjung Malaysia. Beliau memiliki pengalaman luas dalam bidang Pengurusan Sumber Manusia yang merangkumi lebih dari dua dekad dalam Industri pembuatan. Sebelum ini, beliau memegang pelbagai Jawatan Pengurusan Sumber Manusia & Pentadbiran dengan beberapa Syarikat Multinasional. Azmi mempunyai pengalaman luas dalam pengambilan Tenaga Kerja Asing, menguruskan proses Rundingan Damai di Jabatan Tenaga Kerja dan di Jabatan Perhubungan Perusahaan, menangani masalah Disiplin Pekerja, Kebajikan Pekerja, Mengkaji & Mengemas kini Dasar dan Prosedur Sumber Manusia. Dia telah menasihati pengurusan syarikat sepanjang kariernya mengenai keperluan Undang-Undang Buruh. Selain dari itu, Mohd Azmi, adalah Anggota Panel Mahkamah Perhubungan Perusahaan Malaysia mewakili majikan yang telah dilantik oleh Menteri Sumber Manusia. Seterusnya, beliau juga merupakan Juruaudit “External Supply Chain Assurance System” (ESCAS) dalam industry ternakan dan telah menjalankan Audit di Malaysia, Brunei, Singapura dan Vietnam. Selain pengalamannya yang luas dalam bidang Pengurusan Sumber Manusia, Azmi juga merupakan juruaudit yang bertauliah dan berpengalaman dalam sistem audit pihak kedua dan ketiga. Dilatih sepenuhnya dalam audit Sistem Pengurusan Kualiti ISO 9001: 2008 dan audit Kelastarian MSPO, MSPO-SCCS dan RSPO. Seterusnya beliau telah menghadiri “Social Auditing Workshop” di Melaka pada tahun 2019 yang dikendalikan oleh Verite. Beliau adalah ahli pasukan audit GGC dan boleh membaca dan menulis dalam Bahasa Malaysia dan Bahasa Inggeris dengan lancar.

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