

**14<sup>th</sup> March 2025**

Innial issuance notification: 14th March 2025

This notification: 1st 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.

**Genting Plantations Berhad** 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 **14th April 2025 to 16th April 2025**. Date and time for consultation of interested parties are as follows:

Date : 14th April 2025  
Time : 10:00 am to 12:00 pm  
Location : Genting Mewah Estate,  
KM 20, Genting Mewah Rd,  
Off 75th KM, Sandakan-Lahad Datu Rd,  
90200 Kinabatangan,  
Sabah, 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>       | Genting Plantations Berhad                                                                                                                                                                                     |
| <b>Contact details</b> | <b>Mr. Sivaji Palanisamy</b><br>Management Representative,<br>10th Floor, Wisma Genting,<br>Jalan Sultan Ismail, 50250,<br>Kuala Lumpur, Malaysia.<br>+03-23333355<br>sivaji.palanisamy@gentingplantations.com |



|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Brief business information of applicant</b> | Genting Plantations Berhad widely-recognised in the investment community as one of the best-managed and lowest-cost palm oil producers was incorporated as a private limited company on 29 September 1977. Since the commencement of operations, Genting Plantations has successfully transformed itself from a modest, predominantly rubber-based enterprise into one of the region's leading oil palm plantation groups. The Company, through its subsidiaries, also develops and invests in properties, processes fresh fruit bunches, trades rubber wood, provides palm oil mill management services, and operates golf course. Currently, the Company owns 11 oil mills, comprising 1 in West Malaysia, 6 in Sabah and 4 in Indonesia, with a combined capacity of 665 metric tonnes per hour. |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| 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             |
| Genting Mewah Estate                    | E 117.744008  | N 5.526656 | 3,266.44          |
| Genting Lokan Estate                    | E 117.743548  | N 5.468639 | 2,314.33          |
| Total                                   |               |            | 5,580.77          |

| <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> |
| Genting Mewah Oil Mill       | 45                   | KM20, Genting Mewah Rd, Off 75th Km, Sandakan-Lahad Datu Rd, 90200 Kinabatangan, Sabah, Malaysia. | E 117.707716         | N 5.51874       | 23,316.57                            | 5,093.31           |

### Processing Facilities

| Name of Unit | Unit Capacity | Location | GPS reference |          | Forecasted Annual output (MT) |           |
|--------------|---------------|----------|---------------|----------|-------------------------------|-----------|
| (POM)        | MT/Hr         | Address  | Longitude     | Latitude | <Product>                     | <Product> |
| Nil          | Nil           | Nil      | Nil           | Nil      | Nil                           | Nil       |

### Dealer

| 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.

**Sudakhar Palanisamy (Auditor)**

Graduated in Master of Business Administration (MBA) from UNITAR International University, Professional Diploma in Human Resource Management, Certified Human Resource Manager (CHRM) from Malaysian Institute of Human Resource Management (MIHRM) and holds an Intensive Diploma in Oil Palm Management & Technology (IDOPMT) with Institute of Malaysian Plantation and Commodities (IMPAC – in collaboration with MPOB). Equipped with experience in Human Resources Management, Sales & Marketing, Small Scaled Plantation, Customer Experience and People Management. Has more than 30 years of working experience including 5 years in Business Strategy and Development for MSPO P&C, MSPO SCCS and ISCC schemes. Completed MSPO MS2530:2013 Auditor Training Course, MS2530:2022 Lead Auditor Training and ISO 9001:2015 Quality Management System Lead Auditor Course. He is also a HRD Corp Accredited Trainer and involved in Internal Audit for ISO9001:2008 & 2015 (Quality Management System) and Green Gold Label's Supplier Verification Audit. Currently attached with Hong Bee Group of Companies as GM - Group HR Manager. Able to communicate in Bahasa Malaysia, English, Bahasa Sarawak (written and spoken).



**Shaharuddin bin Mohd Rashid (Auditor)**

Graduated with a Diploma in Agriculture and Bachelor in Agriculture Science from UPM, Serdang Selangor in 1984 and 1988 respectively. Has more than 35 years of working experience in the oil palm plantation industry. Well-versed in plantation Good Agriculture Practices (GAP) and involved in field operations audits in oil palm plantations in Malaysia and Indonesia. Completed the MSPO 2530:2013 Lead Auditor Course by OSH -ISIS Integrated Solution Sdn.Bhd in January 2019, MSPO 2530:2022 Lead Auditor Training by NIOSH Certification in March 2024, Integrated Management System ISO 9001:2015 & ISO 14001:2015 Lead Auditor Course in April 2019 by PSV Sdn Bhd and Integrated Management System ISO 14001:2015 & ISO 45001:2018 Lead Auditor Course in 2024. Involved in MSPO assessment since 2019. Able to communicate in English and Bahasa Malaysia.

\*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

14hb Mac 2025

Tarikh Notis Awal: 14hb Mac 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.

**Genting Plantations Berhad** 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 **14hb April 2025 hingga 16hb Mac 2025**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 14hb April 2025  
Masa : 10:00 pagi hingga 12:00 petang  
Lokasi : Genting Mewah Estate,  
KM 20, Genting Mewah Rd,  
Off 75th KM, Sandakan-Lahad Datu Rd,  
90200 Kinabatangan,  
Sabah, 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> | Genting Plantations Berhad |
|-------------------------|----------------------------|

|                        |                                                                                                                                                                                                       |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Butiran Pemohon</b> | <b>Mr. Sivaji Palanisamy</b><br>Wakil Pengurusan,<br>10th Floor, Wisma Genting,<br>Jalan Sultan Ismail, 50250,<br>Kuala Lumpur, Malaysia.<br>+03-23333355<br>sivaji.palanisamy@gentingplantations.com |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Maklumat ringkas<br/>perniagaan pemohon</b> | Genting Plantations Berhad diiktiraf secara meluas dalam komuniti pelaburan sebagai salah satu pengeluar minyak sawit terurus terbaik dan kos terendah telah diperbadankan sebagai syarikat sendirian berhad pada 29 September 1977. Sejak mula beroperasi, Genting Plantations telah berjaya mengubah dirinya daripada sebuah perusahaan sederhana yang kebanyakannya berasaskan getah kepada salah satu kumpulan perladangan kelapa sawit terkemuka di rantau ini. Syarikat, melalui anak-anak syarikatnya, juga membangun dan melabur dalam hartanah, memproses tandan buah segar, berdagang kayu getah, menyediakan perkhidmatan pengurusan kilang kelapa sawit, dan mengendalikan padang golf. Pada masa ini, Syarikat memiliki 11 kilang minyak, terdiri daripada 1 di Malaysia Barat, 6 di Sabah dan 4 di Indonesia, dengan kapasiti gabungan 665 tan metrik sejam. |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

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

| <b>Ladang Sawit</b>     |              |            |                     |
|-------------------------|--------------|------------|---------------------|
| Nama Ladang/ Pertubuhan | Rujukan GPS  |            | Jumlah Kawasan (Ha) |
|                         | Longitude    | Latitude   | Jumlah              |
| Genting Mewah Estate    | E 117.744008 | N 5.526656 | 3,266.44            |
| Genting Lokan Estate    | E 117.743548 | N 5.468639 | 2,314.33            |
| <b>Jumlah</b>           |              |            | <b>5,580.77</b>     |

| <b>Kilang Kelapa Sawit</b> |                        |                                                                                                   |                    |                 |                                          |                    |
|----------------------------|------------------------|---------------------------------------------------------------------------------------------------|--------------------|-----------------|------------------------------------------|--------------------|
| <b>Nama Kilang Sawit</b>   | <b>Kapasiti Kilang</b> | <b>Lokasi</b>                                                                                     | <b>Rujukan GPS</b> |                 | <b>Anggaran Pengeluaran Tahunan (MT)</b> |                    |
| <b>(KKS)</b>               | <b>MT/Jam</b>          | <b>Alamat</b>                                                                                     | <b>Longitude</b>   | <b>Latitude</b> | <b>CPO</b>                               | <b>Palm Kernel</b> |
| Genting Mewah Oil Mill     | 45                     | KM20, Genting Mewah Rd, Off 75th Km, Sandakan-Lahad Datu Rd, 90200 Kinabatangan, Sabah, Malaysia. | E 117.707716       | N 5.51874       | 23,316.57                                | 5,093.31           |

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

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

**Sudakhar Palanisamy (Juruaudit)**

Berkelulusan Sarjana Pentadbiran Perniagaan (MBA) dari Universiti Antarabangsa UNITAR, Diploma Profesional Pengurusan Sumber Manusia dan merupakan Pengurus Sumber Manusia Bertauliah (CHRM) dari Institut Pengurusan Sumber Manusia Malaysia (MIHRM) dan memiliki Diploma Intensif dalam Pengurusan Kelapa Sawit & Teknologi (IDOPMT) dengan Institut Perlindungan dan Komoditi Malaysia (IMPAC – dengan kerjasama MPOB). Dilengkapi dengan pengalaman dalam Pengurusan Sumber Manusia, Jualan & Pemasaran, Perlindungan Berskala Kecil, Pengalaman Pelanggan dan Pengurusan Orang. Mempunyai lebih daripada 30 tahun pengalaman kerja termasuk 5 tahun dalam Strategi dan Pembangunan Perniagaan untuk skim MSPO P&C, MSPO SCCS dan ISCC.

Menyelesaikan Kursus Latihan Juruaudit MSPO MS2530:2013, Latihan Ketua Juruaudit MS2530:2022 dan Kursus Ketua Juruaudit Sistem Pengurusan Kualiti ISO 9001:2015. Beliau juga merupakan Jurulatih Bertauliah HRD Corp dan terlibat dalam Audit Dalaman untuk ISO9001:2008 & 2015 (Sistem Pengurusan Kualiti) dan Audit Pengesahan Green Gold Label. Kini bekerja dengan Hong Bee Group of Companies sebagai GM - Pengurus HR Kumpulan. Berkebolehan berkomunikasi dalam Bahasa Malaysia, Inggeris, Bahasa Sarawak (bertulis dan bertutur).

#### **Shaharuddin bin Mohd Rashid (Juruaudit)**

Berkelulusan Diploma Pertanian dan Sarjana Muda Sains Pertanian dari UPM, Serdang Selangor masing-masing pada tahun 1984 dan 1988. Mempunyai lebih 35 tahun pengalaman bekerja dalam industri perladangan kelapa sawit. Mahir dalam Amalan Pertanian Baik (GAP) perladangan dan terlibat dalam audit operasi lapangan di ladang kelapa sawit di Malaysia dan Indonesia. Menyelesaikan Kursus Ketua Juruaudit MSPO 2530:2013 oleh OSH -ISIS Integrated Solution Sdn.Bhd pada Januari 2019, Latihan Ketua Juruaudit MSPO 2530:2022 oleh Pensijilan NIOSH pada Mac 2024, Sistem Pengurusan Bersepadu Kursus Ketua Juruaudit ISO 9001:2015 & ISO 14001 pada April 2019 oleh PSV Sdn Bhd dan Sistem Pengurusan Bersepadu ISO 14001:2015 & Kursus Ketua Juruaudit ISO 45001:2018 pada 2024. Terlibat dalam penilaian MSPO sejak 2019. Boleh berkomunikasi dalam Bahasa Inggeris dan Bahasa Malaysia.

\*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.

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