

**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 **25<sup>th</sup> November 2025 to 27<sup>th</sup> November 2025**. Date and time for consultation of interested parties are as follows:

Date : 26<sup>th</sup> November 2025  
Time : 10:30 am to 12:30 pm  
Location : Kunak Palm Oil Mill,  
KM 90, Tawau-Lahad  
Datu highway,  
91009 Tawau, 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> | <p><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</p> |



|                                                |                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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. |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

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

| <b>Oil Palm Plantations</b>             |               |            |                   |
|-----------------------------------------|---------------|------------|-------------------|
| Owned Oil Palm Plantation / Association | GPS reference |            | Area Summary (Ha) |
|                                         | Longitude     | Latitude   | Total             |
| Madai Estate                            | E 118.162353  | N 4.752859 | 2,712.00          |
| Bongalio Estate                         | E 118.150039  | N 4.602511 | 1,948.84          |
| Pegagau Estate                          | E 118.454376  | N 4.382262 | 3,523.00          |
| <b>Total</b>                            |               |            | <b>8,183.84</b>   |

| <b>Palm Oil Mill</b>  |               |                                                     |               |            |                               |             |
|-----------------------|---------------|-----------------------------------------------------|---------------|------------|-------------------------------|-------------|
| Name of Palm Oil Mill | Mill Capacity | Location                                            | GPS reference |            | Forecasted Annual output (MT) |             |
| (POM)                 | MT/Hr         | Address                                             | Longitude     | Latitude   | CPO                           | Palm Kernel |
| Kunak Palm Oil Mill   | 45            | KM 90, Tawau Lahad Datu highway 91009 Tawau, Sabah. | E 118.139570  | N 4.757519 | 16,235.55                     | 3,424.36    |

| <b>Processing Facilities</b> |               |          |               |          |                               |           |
|------------------------------|---------------|----------|---------------|----------|-------------------------------|-----------|
| 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       |

| <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:

**Adnin Aminurrashid bin Zilah (Lead 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.

**Mohd Azmi Samynathan bin Abdullah (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.

#### **Muhammad Syafiq bin Abd Razak (Auditor)**

Executive Master In Corporate Management, Specialization in Plantation Management from Universiti Malaysia Pahang and Diploma in Planting Industry Management (DPIM) from Universiti Teknologi Mara with more than 7 years working experience in various plantation company and skills in Good Agricultural Practices (GAP) including Integrated Pest Management (IPM). Also, have more than 10 years' experience as an auditor / Lead Auditor in various schemes.

Fully trained in similar sustainability certification programs such as RSPO, SCCS, MSPO, ISCC and etc. Qualified as Lead Auditor/Auditor in several certification programme. Involved in RSPO and MSPO assessment since 2014. Involved in audits conducted in for many different companies in Malaysia, Indonesia, Australia, Pakistan, India, Arab Saudi, Ivory Coast and Egypt. Completed and certified MSPO Auditor course in 2014 (3rd Batch) held by MPOB and MSPO MS 2530:2022 Lead Auditor Training in 2024.

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 & Regulations and Factories & Machinery Act 1967 & Regulations Training. Participated in Workshop for Oil Palm Growers on Peat at Bogor, Indonesia. Completed and attended Social Impact Assessment Training at Bogor, Indonesia organized by Remark Asia. Also, has attended training for RSPO GHG calculation on year 2015 in Kuala Lumpur and Social Auditing Workshop on year 2019 in Melaka and conducted by Verite. 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 **25hb November 2025 hingga pada 27hb November 2025**. Tarikh dan masa bagi perundingan pihak berkepentingan adalah seperti berikut:

Tarikh : 26hb November 2025  
Masa : 10:30 pagi hingga 12:30 petang  
Lokasi : Kilang Kelapa Sawit Kunak,  
KM 90, Tawau-Lahad  
Datu highway,  
91009 Tawau, 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 Madai            | E 118.162353 | N 4.752859 | 2,712.00            |
| Ladang Bongalio         | E 118.150039 | N 4.602511 | 1,948.84            |
| Ladang Pegagau          | E 118.454376 | N 4.382262 | 3,523.00            |
| Jumlah                  |              |            | 8,183.84            |

| <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 Sawit Kunak  | 45              | KM 90, Tawau Lahad Datu highway 91009 Tawau, Sabah. | E 118.139570 | N 4.757519 | 16,235.55                         | 3,424.36    |

| <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:

**Adnin Aminurrashid bin Zilah (Ketua 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, Latihan ISCC Sisa & Residu.

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.

**Mohd Azmi Samynathan bin Abdullah (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.

### **Muhammad Syafiq bin Abd Razak (Juruaudit)**

Sarjana Eksekutif dalam Pengurusan Korporat, Pengkhususan dalam Pengurusan Ladang dari Universiti Malaysia Pahang dan Diploma Pengurusan Ladang (DPIM) dari Universiti Teknologi Mara dengan lebih daripada 7 tahun pengalaman bekerja di pelbagai syarikat ladang serta mempunyai kemahiran dalam Amalan Pertanian Baik (GAP) termasuk Pengurusan Perosak Bersepadu (IPM). Juga mempunyai lebih daripada 10 tahun pengalaman sebagai juruaudit / Ketua Juruaudit dalam pelbagai skim.

Sepenuhnya terlatih dalam program pensijilan kelestarian yang serupa seperti RSPO, SCCS, MSPO, ISCC dan lain-lain. Berkelayakan sebagai Ketua Juruaudit/Juruaudit dalam beberapa program pensijilan. Terlibat dalam penilaian RSPO dan MSPO sejak 2014. Terlibat dalam audit yang dijalankan untuk banyak syarikat berbeza di Malaysia, Indonesia, Australia, Pakistan, India, Arab Saudi, Ivory Coast dan Mesir. Tamat kursus dan berkelayakan sebagai Juruaudit MSPO pada tahun 2014 (Kumpulan ke 3) yang dikendalikan oleh MPOB dan Latihan Ketua Juruaudit MSPO MS 2530:2022 pada tahun 2024.

Berpengalaman dalam mengendalikan ladang kelapa sawit di tanah mineral dan tanah gambut. Mempunyai pengetahuan dalam kawalan bahan kimia terhadap rumput dan perosak & penyakit dalam sektor Ladang Kelapa Sawit. Memahami hubungan perindustrian dan undang-undang buruh. Menghadiri Latihan Akta OSH 1994 & Peraturan-Peraturan dan Akta Kilang & Jentera 1967 & Peraturan. Menyertai Bengkel untuk Penanam Kelapa Sawit mengenai Tanah Gambut di Bogor, Indonesia. Menyelesaikan dan menghadiri Latihan Penilaian Impak Sosial di Bogor, Indonesia yang dianjurkan oleh Remark Asia. Juga telah menghadiri latihan untuk pengiraan GHG RSPO pada tahun 2015 di Kuala Lumpur dan Bengkel Audit Sosial pada tahun 2019 di Melaka yang dikendalikan oleh Verite. Boleh 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.

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,  
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