

**MALAYSIAN SUSTAINABLE PALM OIL  
– 2<sup>nd</sup> SURVEILLANCE ASSESSMENT  
Public Summary Report****MPOB-Sustainable Palm Oil Cluster (SPOC)- 8  
Beaufort**

Client company Address:

Pejabat MPOB Cawangan Beaufort, Lot 1 dan 2, Tingkat 1, Bangunan Cerah Industri  
Light, 89807 Beaufort, Sabah

Certification Unit:

**Sustainable Palm Oil Cluster (SPOC) 8 Beaufort**

Location of Certification Unit:

Pejabat MPOB Cawangan Beaufort, Lot 1 dan 2, Tingkat 1, Bangunan Cerah Industri  
Light, 89807 Beaufort, Sabah**Report prepared by:**  
**Elzy Ovktafia** (Lead Auditor)**Report Number: 9673714****Assessment Conducted by:**  
BSI Services Malaysia Sdn Bhd,  
Unit 3, Level 10, Tower A  
The Vertical Business Suites, Bangsar South  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur  
Tel +603 2242 4211 Fax +603 2242 4218  
[www.bsigroup.com](http://www.bsigroup.com)

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## Section 1: Executive Summary

<b>1.1 Organizational Information and Contact Person</b>			
MPOB License	As per Appendix C: Smallholder Member Details		
Company Name	MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort		
Address	Pejabat MPOB Cawangan Beaufort, Lot 1 dan 2, Tingkat 1, Bangunan Cerah Industri Light, 89807 Beaufort, Sabah		
Group name if applicable:	-		
Subsidiary of (if applicable)	-		
Contact Person Name	Zainih Bukari (Ketua Pejabat/Internal Control System (ICS))		
Website	www.mpob.gov.my	E-mail	zainih@mpob.gov.my
Telephone	087-222920	Facsimile	087-222924

<b>1.2 Certification Information</b>			
Certificate Number	MSPO 659656		
Issue Date	27/04/2017	Expiry date	26/4/2022
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Stage 1 Date	24-25 August 2016		
Stage 2 / Initial Assessment Visit Date (IAV)	20-21 October 2016		
Continuous Assessment Visit Date (CAV) 1	1-2/3/2018		
Continuous Assessment Visit Date (CAV) 2	25-29/3/2019		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		
<b>Other Certifications</b>			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
-	-	-	-

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<b>1.3 Location of Certification Unit</b>			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Longitude	Latitude
MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort	Pejabat MPOB Cawangan Beaufort, Lot 1 dan 2, Tingkat 1, Bangunan Cerah Industri Light, 89807 Beaufort, Sabah	115°43'34.00"E	5°21'17.00"N

\*The details of smallholders on Appendix C

<b>1.4 Plantings &amp; Cycle</b>					
Estate	Age (Years) - ha				
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30
MPOB-Sustainable Palm Oil Cluster (SPOC)- 8 Beaufort	59.29	657.31	22.89	1.52	-

<b>1.5 FFB Production (Actual) and Projected (tonnage)</b>			
Producer Group	Estimated (Mar 2018 - Feb 2019)	Actual (2019) (Mar 2018 - Feb 2019)	Forecast (Mar 2019 - Feb 2020)
MPOB-Sustainable Palm Oil Cluster (SPOC)- 8 Beaufort	750 MT	462.46 MT	818 MT

<b>1.6 Certified CPO / PK Tonnage</b>			
Mill Not Applicable	Estimated (Previous Year)	Actual (This Year)	Forecast (Next Year)
	CPO (OER: %)	CPO (OER: %)	CPO (OER: %)
	PK (KER: %)	PK (KER: %)	PK (KER: %)

<b>1.7 Certified Area</b>					
<b>Estate</b>	<b>Total Planted (Mature + Immature) (ha)</b>	<b>HCV (ha)</b>	<b>Infrastructure &amp; Other (ha)</b>	<b>Total Area (ha)</b>	<b>% of Planted</b>
MPOB-Sustainable Palm Oil Cluster (SPOC)- 8 Beaufort	741.01	-	-	741.01	100
<b>TOTAL</b>	<b>741.01</b>	<b>-</b>	<b>-</b>	<b>741.01</b>	<b>100</b>

<b>1.8 Details of Certification Assessment Scope and Certification Recommendation:</b>
<p>BSI Services Malaysia Sdn Bhd has conducted the <b>2<sup>nd</sup> Surveillance Assessment</b> Certification Assessment of <b>MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort</b>, located in <b>Beaufort, Sabah</b> comprising of <b>224 smallholders</b> and a Group Manager.</p> <p>The assessment was conducted onsite to assess the compliance of the certification unit against the <b>MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders</b>.</p> <p>The onsite assessment was conducted on <b>25-29/3/2019</b>.</p> <p>Based on the assessment result, <b>MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort</b> complies with the <b>MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for independent Small holders</b> and recommended for certification.</p>

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn Bhd,  
Unit 3, Level 10, Tower A  
The Vertical Business Suites, Bangsar South  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur  
Tel +603 2242 4211 Fax +603 2242 4218  
Nicholas Cheong: [Nicholas.Cheong@bsigroup.com](mailto:Nicholas.Cheong@bsigroup.com)  
[www.bsigroup.com](http://www.bsigroup.com)

BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

### Assessment Methodology, Programme, Site Visits

This on-site assessment was conducted from 25-29/3/2019. The audit programme is included as Appendix A. The approach to the audit was to treat the independent smallholders groups as a MSP0 Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-2:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The estates or smallholders sample were determined based on formula  $N = 1.0\sqrt{y}$  where  $y$  is the number of estates while when applicable, the smallholders sample were determined following the MSP0 Certification Requirement. The sampling of smallholders were based on the formula  $(1.0\sqrt{y}) \times (z)$ ; where 1.0 is the risk factor (may defer to 1.2 and 1.4 depending on risk), where  $y$  is total number of group members and where  $z$  is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix C.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSP0 requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix B. All the previous nonconformities are remains closed. The assessment findings for the initial assessment are detailed in Section 4.2. This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified. This report was externally reviewed by MSP0 approved Peer Reviewer prior to certification decision by BSI.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

<b>1. Assessment Program</b>					
<b>Name (Mill / Plantation / Group smallholders)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
MPOB-Sustainable Palm Oil Cluster (SPOC)- 8 Beaufort	√	√	√	√	√

**Tentative Date of Next Visit: March 16, 2020 - March 20, 2020**

**Total No. of Mandays: 10**

**BSI Assessment Team:**

**Elzy Ovktafia - Lead Assessor**

She graduated from Universiti Putra Malaysia in Diploma of Agriculture, holding the designatory of LISP from the Incorporated Society of Planters and currently in the midst of completing AISP. She involve in audits and technical reviews works mainly for Sustainability Programme includes RSPO, MSPO and 2nd Party Audit for Social Compliance Programme (URSA, ETI, etc) for more than 3 years in more than 11 countries. She is a qualified Lead Auditor/Auditor for MSPO, RSPO P&C, RSPO NEXT, RSPO SCC, ISO 9001:2015, ISO 14001:2015 and Social Compliance Audit by Verite. Prior to this, she was the Agronomist in R&D Department for almost 5 years in Oil Palm Plantation where her task involved in all Oil Palm Plantation Operations such as conducting experimental trials on Research & Development with technical paper publications, Crop Forecast, Leaf & Soil Sampling Collection, Fertilizer Recommendation, Pest and Diseases Training, Quality Control as well as special project namely Yield Intensification Project and Food for Palm Project for estates. During assessment, she covers the legal issues, land use rights, stakeholder consultation, worker’s welfare and social issues.

**Muhamad Nagiuddin - Team member**

He graduated with Bachelor of Science Horticulture at University Putra Malaysia. He started his career in 2009 as Researcher at Sime Darby Research Seed Centre and manage for Quality control for seed production for paddy, chilli and corn with collaboration with Malaysian Agricultural Research and Development Institute (MARDI) for 4 years. During the period, he was also involved with Nestle project on Red Rice production. He later joins the Sime Darby Plantation Berhad Sustainability Team in 2013 as Sustainability Executive. Joining the sustainability team, he managed, implemented and monitored the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training and internal audits related to RSPO, MSPO and other certifications where applicable to the operations within Sime Darby Plantation. He is a trained Safety Officer and he managed the Occupation Safety and Health of Northern Region Sime Darby Plantation Berhad operations.

**Accompanying Persons: -**

### Section 3: Assessment Findings

#### 3.1 Details of audit results

This assessment has been assessed using the following RSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

#### 3.2 Details of Nonconformities.

The nonconformity is listed below.

During the Certification Assessment there were **ONE (1)** Major & **ONE (1)** Minor nonconformities raised. The **MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort** Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Nonconformity(ies) has been verified for its effectiveness and closed accordingly.

Major Nonconformities:		
Ref	Area/Process	Clause
1756062-201903-M1	<i>Plantation</i>	4.2.1.1
Requirements:	The group management shall commit itself to implement and maintain the requirements for traceability.	
Statement of Nonconformity:	The group management implement and maintain the requirements for traceability inadequately.	
Objective Evidence:	<p>During the interview session with smallholder and further the documentation review, it was made understand that:</p> <ol style="list-style-type: none"> <li>1. Mr. Jarai@Jaraie bin Abd Razak = 2 plots of land with a total of 2.77 ha registered in land title but not tally with total hectarage of 5.86 ha in MPOB license (426841-301000).</li> <li>2. Md Yussof @Tukal Bin Masgop = The land title registered with SPOC Beaufort is 1.4 Ha but not tally with total hectarage of 3.15 Ha in MPOB license (509666-101000).</li> </ol> <p>Furthermore, it was found that the registration application on SPOC programme yet to be completed for the 200 newly joined smallholders include in the new scope. Thus, a major NC was issued.</p>	
Corrections:	Smallholder name: Jarai & Jaraei Bin Abdul Razak has 3 land plot in MPOB license (NT173164531, NT173174877, NT173177805). During the site visit by the audit team, the visited plot no: NT173174877 was the yielding plot. However, the other	



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	<p>2 plots (NT173164531 &amp; NT173177805) were immature palm that has been visited previously by the MPOB Gorup Manager.</p> <p>Secondly, the smallholder name Mr. MD YUSSOF @ TUKAL MASGOP, the withdrawal of Plot no: NT 173924671 in MPOB license no: 509666-101000 has been made and the evidence of withdrwawal is attached for reference.</p>
Root cause analysis:	The smallholder name is not registered in the information data during internal audit conducted yet the internal audit was conducted ineffectively.
Corrective Actions:	The annual internal audit will be conducted and the for this year, the internal audit was scheduled to be conducted on May 2019.
Assessment Conclusion:	<p>Audit team have reviewed the evidence summitted and the major NC is satisfactorily closed. Continuous implementation of corrective action taken will be further verified in the next assessment visit. The major NC was closed out on 24.06.2019.</p> <p>Evidence reviewed:</p> <ol style="list-style-type: none"> <li>1. Internal Audit Summary Report</li> <li>2. Internal Audit Checklist</li> <li>3. Internal Audit Plan</li> </ol>

<b>Minor Nonconformities:</b>		
Ref	Area/Process	Clause
1756062-201903-N1	<i>Plantation</i>	4.4.4.1
Requirements:	Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management.	
Statement of Nonconformity:	The independent smallholders awareness on Oil Palm management is inadequately demonstrated.	
Objective Evidence:	<p>The latest meeting/training titled 'Program Promosi Ahli KPSM Sipitang Sabah Berhad' includes MSPO scheme, Good Agricultural Practices and Environmental issues was carried out on 8/2/18 to all 71 smallholders however, during interview session with smallholder, it was found that:</p> <ol style="list-style-type: none"> <li>1. Empty chemical container was not disposed properly.</li> <li>2. Showed less awareness regarding MSPO.</li> <li>3. Newly joined smallholders (200 farmers) are yet to attend any training regarding Oil Palm management.</li> </ol>	
Corrections:	The registered smallholder will be provided with the annual program for briefing and training where the participants were made compulsory to join the program. Evidence of the annual program is as attached, The suggested date is 02 May 2019.	
Root cause analysis:	The MSPO program by phases causing many of registered participants are yet to join the official program for MSPO introduction where MSPO certification awareness only been made in MPOB branch office only.	
Corrective Actions:	The continuous program will be conducted from time to time on estate advisory visit, good agriculture practise and region program.	

Assessment Conclusion:	Audit team have reviewed and accept the Corrective Action Plan (CAP) submitted and the minor NC CAP implementation will be further verified in the next assessment visit.
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Noteworthy Positive Comments	
1	Good cooperation from the smallholders.

**3.3 Status of Nonconformities Previously Identified and OFI**

Major Nonconformities:		
Ref	Area/Process	Clause
1599988-201802-M1	<i>Plantation</i>	4.2.1.1
Requirements:	The group management shall commit itself to implement and maintain the requirements for traceability.	
Statement of Nonconformity:	Requirements for traceability was not effectively maintained	
Objective Evidence:	Smallholder registry dated 2016 has not been updated with the latest information. Sample: Hj Saidun Umbai - only one land title registered and not tally with MPOB license.	
Corrections:	The management will update the MSPO database according to the actual land title of the smallholders.	
Root cause analysis:	Some smallholders would like to register one land title for MSPO purpose as initial implementation.	
Corrective Actions:	The group manager will assess back the smallholder’s registry and keep in updated with latest information.	
Assessment Conclusion:	During the ASA 2 audit, it was found that the recurrence issue in regards for smallholder’s data on certified area is inadequately captured by the Group Manager. Therefore, a Major Non-Conformity was raised under clause 4.2.1.1.	

### 3.4 Issues Raised by Stakeholders

IS #	Description
1	<p><b>Issues:</b></p> <p><u>Pejabat Tanah &amp; Ukur Beaufort</u>            All of the registration of land titles for new and old smallholders were done in this land and survey office. The fee is RM 50 for registration and RM 100 for processing fee. In case for gazetted land for forest reserve or for paddy field that are not under land and survey office's jurisdiction.</p>
	<p><b>Management Responses:</b></p> <p>Management noted on the information.</p>
	<p><b>Audit Team Findings:</b></p> <p>No other issue.</p>
2	<p><b>Issues:</b></p> <p><u>Pejabat Pertanian Beaufort</u>            Previously the Agriculture Department has gave the oil palm seedlings for replanting to all the samllholders. The role of Agriculture Department also to provide the advisory of pest &amp; disease, culling, nursery etc. Apart from this, the Agriculture Department will support to change the condition of land or an additional condition except for paddy field because the government plan not to decreasing the paddy cultivation land.</p>
	<p><b>Management Responses:</b></p> <p>Management noted on the information.</p>
	<p><b>Audit Team Findings:</b></p> <p>No other issue.</p>
3	<p><b>Issues:</b></p> <p><u>Villagers Representative (Kampung Parit)</u>            Most of the villagers are having own oil palm plots. They also sell the pest and disease products between the smallholders. They have their own boundary stone and mostly they happy with MSP0 certification. They only have complaint regarding the FFB price which is now much lower than before.</p>
	<p><b>Management Responses:</b></p> <p>Management noted on the information. On the FFB price, MPOB can't do much because the price is based on the international markets.</p>
	<p><b>Audit Team Findings:</b></p> <p>No other issue.</p>

### 3.5 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1599988-201802-M1	Major	02/03/2018	Closed
1756062-201903-M1	Major	29/03/2019	Closed
1756062-201903-N1	Minor	29/03/2019	Open

**3.6 Summary of the findings by Principles and Criteria**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.1 Principle 1: Management commitment &amp; responsibility</b>			
<b>Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy</b>			
<b>4.1.1.1</b>	<p>There shall be a policy binding smallholders to MSPO. Applicable to independent smallholders under group management.</p> <p><b>- Major compliance -</b></p>	<p>MSPO Policy has been established and signed by SPOC Beaufort 8 Group Manager Mr Zainih Bukari, Ketua Pejabat MPOB Cawangan Beaufort, effective May 2016. Refer to MSPO policy, P-01/MSPO-SPOC/2016.</p> <p>The policy was kept by each individual smallholder in their personal file and made available in the cooperative office during the assessment.</p>	Yes
<b>Criterion 4.1.2 – Continual Improvement</b>			
<b>4.1.2.1</b>	<p>The action plan for continual improvement shall be based on the consideration for the main social and environmental impact and opportunities of the independent smallholder’s group, such as SPOC. Independent smallholders shall be aware of the need to understand the importance of continuous improvement.</p> <p><b>- Major compliance -</b></p>	<p>The group manager had established a list identifying the social and environmental impact with the action plan. Manual Prosedur Kerja, Pensijilan Minyak Sawit Mampan Malaysia (MSPO) Bagi Pekebun Kecil Persendirian updated 13 April 2018, refer to MSPO/SSCC/L-04/ISP dated 04/11/2018 issue 1 revision 1.</p> <p>Continual improvement activities incorporated and planned under annual training calendar for 2019. Among programme plan for 2019:</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>i) Kursus Sehari Sawit Bersama Pekebun Kecil on 18 Julai 2019.</li> <li>ii) Program Sehari Bersama Ahli Kelab 30 Tan on 25 April 2019.</li> <li>iii) Program latihan pensijilan GAP/Promosi KPSM on 27 August 2019.</li> </ul>	
<b>4.1.2.2</b>	<p>Group management shall establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the group members.</p> <p><b>- Major compliance -</b></p>	<p>The new technologies or information will disseminate through training program, site visit and discussion. The record of the training has been organized from time to time. The record of the recommended action will be recorded in the 'Laporan Pensijilan Kod Amalan Pertanian Baik (GAP)' by MPOB.</p> <p>First initial GAP visit for the sample smallholders checked:</p> <ul style="list-style-type: none"> <li>i) Saidun bin Umbai on 26.06.2008</li> <li>ii) Sainah Binti Mohd Junoh on 29.06.2018</li> </ul> <p>On top of GAP audit by MPOB, annual internal audit was carried out by MSPO secretariat on 24.01.2019. All MSPO principles and criteria were covered during the audit and non-conformities raised are yet to be closed.</p>	Yes

Criterion / Indicator	Assessment Findings	Compliance	
<b>4.2 Principle 2: Transparency</b>			
<b>Criterion 4.2.1 – Traceability</b>			
<b>4.2.1.1</b>	<p>The group management shall commit itself to implement and maintain the requirements for traceability.</p> <p><b>- Major compliance -</b></p>	<p>During the interview session with smallholder and further the documentation review, it was made understand that:</p> <ol style="list-style-type: none"> <li>Mr. Jarai@Jaraie bin Abd Razak = 2 plots of land with a total of 2.77 ha registered in land title but not tally with total hectarage of 5.86 ha in MPOB license (426841-301000).</li> <li>Md Yussof @Tukal Bin Masgop = The land title registered with SPOC Beaufort is 1.4 Ha but not tally with total hectarage of 3.15 Ha in MPOB license (509666-101000).</li> </ol> <p>Furthermore, it was found that the registration application on SPOC programme yet to be completed for the 200 newly joined smallholders include in the new scope. Thus, a major NC was issued.</p>	<p>Major NC</p>
<b>4.2.1.2</b>	<p>To keep records of sales and delivery or transportation of fresh fruit bunches.</p> <p><b>- Major compliance -</b></p>	<p>Records of weighbridge and purchase invoice of FFB sold to the collection centre managed by Group Manager were made available during audit. Sample of transactions:</p> <p>Jarai@Jaraie bin Abd Razak:</p>	<p>Yes</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>Ticket# M006559 dated 27/2/19, weight: 1.43 mt and ticket# M006376 dated 14/2/2019 weight: 1.97 mt.</p> <p>Jonathan Isaac Chong June Yung</p> <p>Ticket# 020588 dated 27/3/2019, weight: 1.66 mt</p> <p>Hj Asma:</p> <p>Tiket# 046133 dated 13/3/2019, weight : 0.3 mt and ticket# 046023 dated 11/3/2019, weight: 0.3 mt.</p>	
<b>4.3 Principle 3: Compliance to legal requirements</b>			
<b>Criterion 4.3.1 – Regulatory requirements</b>			
<b>4.3.1.1</b>	<p>Independent smallholders shall show awareness of compliance with all applicable local, state, national and ratified international laws and regulations.</p> <p><b>- Major compliance -</b></p>	<p>Interview with the smallholders found that they are aware of the compliance with all applicable laws.</p> <p>Document review found all the smallholders have obtained the MPOB license except for immature palm oil which not yielding yet. This is to avoid the FFB mixed with other plots for record purpose since the immature plot is not yielding.</p> <p>Sampled below smallholders:</p> <ol style="list-style-type: none"> <li>1. Jarai @ Jaraie bin Abd Razak –MPOB license: 426841-301000 valid from 01.09.2018 – 31.08.2023.</li> <li>2. Md. Yussof @ Tukul bin Masgop –MPOB license: 509666-101000 valid from 01.08.2019 – 31.07.2023.</li> </ol>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<p>3. Asmat bin Mutara –MPOB license: 546749-001000 valid from 07.07.2015 – 30.06.2020.</p> <p>4. Abdul Rahim bin Jambreh –MPOB license: 435560-01000 valid from 01.06.2014 – 31.05.2019.</p>	
<b>Criterion 4.3.2 – Lands use rights</b>			
<b>4.3.2.1</b>	<p>Independent smallholders shall demonstrate rights to their landholdings and there is no evidence of major land disputes.</p> <p><b>- Major compliance -</b></p>	<p>Most of the land that owned by the smallholders are registered under native title land @ "Bumiputera land" Sample of land title sample has included the purpose of land granted by the Land Department:</p> <ol style="list-style-type: none"> <li>1. Nining Binti Akang, Title No: 183325948 for 3.524 Ha</li> <li>2. Ignatius Herman Togium, Title No: 183351162 for 4.757 Ha</li> <li>3. Mohd Jinin bin Jamsin, Title No: 7137 for 6.14 Acre.</li> <li>4. Jaraie Ab Razak, Title No: 173174877 for 2.766 Ha.</li> <li>5. Abdul Rahim bin Jambreh, Title No: 173187767 for 4.830 Ha</li> </ol>	Yes
<b>Criterion 4.3.3 – Customary rights</b>			
<b>4.3.3.1</b>	<p>Independent smallholders shall demonstrate customary rights to their landholdings</p> <p>Note: Where recognized customary or legally owned land has been taken over and where there is documentary proof of a transfer of rights (e.g. sale) and of payment or provision of agreed compensation.</p> <p><b>- Major compliance -</b></p>	<p>There was no customary rights land for the smallholders under SPOC Beaufort. MPOB licenses of the owners were verified as the legal document for the land ownership.</p>	Yes
<b>4.3.3.2</b>	<p>Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.</p>	<p>There was no customary rights land for the smallholders under SPOC Beaufort. MPOB licenses of the owners were verified as the legal document for the land ownership.</p>	Yes



Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1: Complaints and grievances</b>			
<b>4.4.1.1</b>	Independent smallholders shall be able to respond to complaints that are raised by their neighbours or other stakeholders.  - Major compliance -	Complaint and grievances system titled Manual Prosedur Kerja MSPO Kelompok Minyak Sawit Mampan (SPOC), doc no: MSPO/SSCC/SOP-01/AR effective dated 13.04.2018 has been established by the group management for complaints & grievances. The total of 14 days is required for the whole process of complaints. All the complaints must be in written form using the complaint form established and sent to the Group Manager Internal Controller System (ICS). Sighted there is no complaint logged in 2018-2019. Interview with smallholders and stakeholders also confirmed that there is no complaint received from the neighbour and government department.	Yes
<b>4.4.1.2</b>	The local system should be able to resolve disputes.  - Minor compliance -	Local system used to resolve disputes was found to be effective. Based on the interview with the group members and other stakeholder, most of them understand the process and can be escalated to the group manager if the is unresolved issues. There was no dispute reported since the last assessment.	Yes
<b>Criterion 4.4.2: Employees safety and health</b>			
<b>4.4.2.1</b>	Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe.  - Major compliance -	MPOB produce Prosedur Kemalangan, Kejadian Berbahaya Dan Keracunan Perkerjaan under Manual Prosedur Kerja MSPO Kelompok Minyak Sawit Mampan (SPOC) and Garis Panduan	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<p>Keselamatan dan Kesehatan Pekerjaan (MSPO/SSCC/GP-02/KKP) dated 13 April 2018</p> <p>Under Senarai Impak Sosial, Persekitaran &amp; Pelan Tindakan (MSPO/SSCC/L-04/ISP) dated 4 Nov 2018 have mention planning for give awareness regarding to PPE during fertilizer application, triple rinsing and good agriculture practice to small holder.</p> <p>Site verification:</p> <p>Noted during site review at smallholder farms and interview with smallholders found safe working is practiced where PPE is used for chemical spraying and harvesting.</p> <p>Records will be kept by the group manager to monitor the effectiveness of the work safety implementation. Up to date, no accident reported.</p>	
<b>Criterion 4.4.3: Employment conditions</b>			
<b>4.4.3.1</b>	<p>For independent smallholders with temporary workers, work conditions shall be in accordance with a mutual verbal agreement made transparently and freely.</p> <p><b>- Minor compliance -</b></p>	<p>Based on the interview with the sampled smallholders, none of them is hiring any third party workers in their field operations. All works were done by themselves assisted by family members.</p>	Yes
<b>4.4.3.2</b>	<p>Independent smallholders &amp; group managers shall provide equal opportunity and treatment regardless of race, gender, religion, political affiliation, nationality, social origin or other distinguishing characteristics and shall not engage in or support discriminatory practices in line with national aspiration.</p>	<p>There was no evidence of workers were discriminated with regards to race, gender, religion, political affiliation, nationality, social origin or other distinguishing characteristics.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -		
4.4.3.3	Group managers for Independent smallholders shall ensure that worker's pay and conditions meet legal standards as per mutual agreements. - <b>Major compliance</b> -	This indicator is not applicable to this group of smallholder as there were no monthly workers being employed in the smallholding as it was managed by themselves and their respective family members or temporarily workers.	N/A
4.4.3.4	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities, where available and practical. - <b>Major compliance</b> -	This indicator is not applicable to this group of smallholder as there were no monthly workers being employed in the smallholding as it was managed by themselves and their respective family members or temporarily workers.	N/A
4.4.3.5	Children and young persons are not to be employed or exploited. The minimum age and conditions of employment shall comply with local, state or national legislation. Work by children is acceptable on family farms, under adult supervision, and when it does not interfere with their education. Children are not to be exposed to hazardous working conditions. - <b>Major compliance</b> -	This indicator is not applicable to this group of smallholder as there were no monthly workers being employed in the smallholding as it was managed by themselves and their respective family members or temporarily workers.	N/A
<b>Criterion 4.4.4: Training and competency</b>			
4.4.4.1	Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management. - <b>Minor compliance</b> -	Group Manager together with the "Pegawai Tunas Kawasan" Onsite MPOB Officers had planned and conducts regular trainings for the smallholders. Smallholders' interview found that they always seek advice from group manager and MPOB officers to increase their competency in oil palm management.	Minor NC

Criterion / Indicator		Assessment Findings	Compliance
		<p>The latest meeting/training titled 'Program Promosi Ahli KPSM Sipitang Sabah Berhad' includes MSPO scheme, Good Agricultural Practices and Environmental issues was carried out on 8/2/18 to all 71 smallholders however, during interview session with smallholder, it was found that:-</p> <ol style="list-style-type: none"> <li>1. Empty chemical container was not disposed properly.</li> <li>2. Showed less awareness regarding MSPO.</li> <li>3. Newly joined smallholders (200 farmers) are yet to attend any training regarding Oil Palm management.</li> </ol>	
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1: Environmental Management Plan</b>			
<b>4.5.1.1</b>	<p>Independent smallholders are expected to be aware of the environmental impact but are not expected to undertake any formal impact assessment unless there is a legal requirement.</p> <p><b>- Minor compliance -</b></p>	<p>Smallholders are trained by the group manager on the environmental Impacts. Last training was conducted on 26 April 2016 for the group smallholders during the MSPO Awareness Training. During interview with small holder they aware regarding to no open burning should be done and aware regarding to legal requirement for environment.</p>	Yes
<b>Criterion 4.5.2: Efficiency of energy use and use of renewable energy</b>			
<b>4.5.2.1</b>	<p>The use of renewal energy should be applied where possible.</p> <p><b>- Minor compliance -</b></p>	<p>Not applicable. There was no suitable opportunity to use renewal energy where possible.</p>	N/A

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.5.3: Waste management and disposal</b>			
<b>4.5.3.1</b>	All waste products and sources of pollution shall be identified by the group manager. <b>- Major compliance -</b>	Waste products and sources of pollution identified documented in the group procedure of Kelompok Minyak Sawit Mampan under Pengurusan Bahan Buangan Terjadual (MSPO/SSCC/SOP-03/BT) dated 13 April 2018, Identified waste and other source of pollutions recorded by group manager.	Yes
<b>4.5.3.2</b>	Group managers shall ensure that waste from the smallholdings is disposed of appropriately. Smallholders shall adopt local and national legislation to dispose of hazardous chemicals and their containers. <b>- Major compliance -</b>	Group manager has established management procedures as following:  <ol style="list-style-type: none"> <li>1. Pengurusan Bahan Buangan Terjadual (MSPO/SSCC/SOP-03/BT) dated 13 April 2018.</li> <li>2. Prosedur Pengendalian dan Pelupusan Bahan Kimia; MSPO/SSCC/SOP-02/BK.</li> </ol> <p>There is also a letter from Jabatan Alam Sekitar referred letter JAS 91/110/619/130 dated 24 May 2018 stated that empty container that have been triple rinse is not a scheduled waste.</p>	Yes
<b>Criterion 4.5.4: Natural water resources</b>			
<b>4.5.4.1</b>	Group managers should ensure that Independent smallholders can demonstrate that they understand the need to maintain the quality and availability of surface and ground water and steps are being taken for its implementation. <b>- Minor compliance -</b>	Group manager have establish Garis Panduan Zon Penampan Sungai; MSPO/SSCC/GP-03/ZPS dated 13 April 2018 for smallholder's reference.	Yes

Criterion / Indicator		Assessment Findings	Compliance
4.5.4.2	Water harvesting practices should be implemented. - <b>Minor compliance</b> -	Rain water harvesting has been implemented by the smallholder that are being used for premix for agrochemical.	Yes
<b>Criterion 4.5.5:</b> Status of rare, threatened, or endangered species and high biodiversity value			
4.5.5.1	Group manager or relevant government agency should ensure that Independent smallholders are able to show a basic understanding of any species or habitats of concern, together with their conservation needs. Information on protected species and their habitat with high biodiversity value may be obtained from relevant government agencies, such as the Forestry Department, Forest Research Institute of Malaysia and the Wildlife Department. - <b>Minor compliance</b> -	Interviewed of smallholders found that they are able to show a basic understanding of any species or habitats of concern, together with their conservation needs eventhough most of their smallholders farms are bordering with other oil palm plantations. According the smallholders, they only observed wild boar and monkey in their farm.	Yes
<b>Criterion 4.5.6:</b> Zero burning practices			
4.5.6.1	Independent smallholders shall not practice open burning during land preparation for oil palm cultivation or replanting, unless with the permission of relevant state authorities. - <b>Major compliance</b> -	Garis Panduan Amalan Pembakaran Sifar; MSP0/SSCC/GP-04/APS dated 13 April 2018. All new establish SOP already been communicated during 13 Feb 2019 under program promosi ahli KPSM Sipitang Sabah Berhad at MPOB Cawangan Beaufort. 72 person is attended the course.	Yes
<b>4.6 Principle 6: Best Practices</b>			
<b>Criterion 4.6.1:</b> Site Management			



Criterion / Indicator		Assessment Findings	Compliance
4.6.1.1	Group managers & relevant government agencies should encourage all independent smallholders' to implement best practices such as the MPOB Codes of Practice, Malaysian Standards and the Kod Amalan Baik (GAP) Pekebun Kecil. <b>- Minor compliance -</b>	Group Manager already established procedure titled Lampiran 10; Garis Panduan Pelan Daya Ekonomi dan Kewangan; MSPO/SSCC/GP-01/PEK.	Yes
4.6.1.2	A visual identification or reference system shall be established for each field or block of oil palm planting by group manager (where practical). <b>- Major compliance -</b>	Boundary markers between smallholders were sighted during site visit. Based on site visit at the sampled smallholders, it was noted that the boundaries were demarcated with various ways such as wooden pole, roads and trenches. The lands were mainly of natives title (NT) where there were no disputes noted between the neighboring land owners. Apart from that the group manager of the SPOC at the back office has the information about all the smallholders area based on their land titles.	Yes
<b>Criterion 4.6.2: Economic and financial viability plan</b>			
4.6.2.1	Group manager shall establish a documented business or management plan to demonstrate attention to economic and financial viability. <b>- Major compliance -</b>	MPOB has established the Manual Prosedur Kerja MSPO Kelompok Minyak Sawit Mampan (SPOC), Doc No: MSPO/SSCC/GP-01/PEK issue 1 revision 0 which cover Good Agriculture Practice, Fertilizer Recommendation, Weeding and spraying guideline and others.  MPOB has the approved budget of RM 725,000 in Dana Insentif Pekebun Kecil 2018 for all the SPOC under MPOB for MSPO certification. Sighted the minutes of meeting titled 'Mesyuarat Jawatankuasa Dana Insentif MSPO Pekebun Kecil di Bawah MPOB (Bil 1/2018) 12.02.2018.	Yes

Criterion / Indicator	Assessment Findings	Compliance	
<b>Criterion 4.6.3: Transparent and fair price dealing</b>			
<b>4.6.3.1</b>	<p>Independent smallholders are encouraged to communicate with and have consultations with dealers, millers, local communities and other affected or interested parties.</p> <p><b>- Minor compliance -</b></p>	<p>Group manager with the assistance of MPOB has negotiated FFB pricing with Mill for the smallholders FFB. Discussion on the agreed FFB price was sighted between both parties.</p> <p>FFB price was based on daily price and paid on monthly basis. There were no disputes on the payment noted during the audit.</p> <p>Smallholder and group manager has identified the FFB collection centre for within Beaufort area. Interview with smallholder Verified receiving slip, monthly production and income (average ton/Ha) and income average per month.</p> <p>Operation cost was recorded for harvesting and transportation and within the price guideline from Group manager. Sighted the 'Senarai upah untuk setiap jenis kerja (tuai, racun, baja dan lain-lain) for SPOC Beaufort' as below:</p> <ol style="list-style-type: none"> <li>1. Harvesting = RM 70 – RM 100/tan</li> <li>2. Pruning = RM 3.50/palm</li> <li>3. Fertilizer application = RM 7.00/50 kg</li> <li>4. Spraying = RM 80/Ha</li> </ol>	<p>Yes</p>
<b>4.7 Principle 7: Development of new planting</b>			
<b>Criterion 4.7.1: Oil palm shall not be planted on land with a high biodiversity value</b>			
<b>4.7.1.1</b>	<p>Independent smallholders shall not plant oil palm on land with high biodiversity value as identified by local, state and national legislation.</p>	<p>There is no new planting in smallholder estate.</p>	<p>N/A</p>



Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
<b>Criterion 4.7.2: Soil Survey</b>			
<b>4.7.2.1</b>	Independent smallholders should obtain information on soil types, topography and their suitability for oil palm plantings from the relevant government agency. New planting plans should be prepared in consultation with extension service officers.  - Minor compliance -	There is no new planting in smallholder estate.	N/A
<b>Criterion 4.7.3: Extensive planting on steep terrain, marginal and fragile soils</b>			
<b>4.7.3.1</b>	Extensive planting on steep terrain, marginal and fragile soils, shall be avoided unless permitted by local legislation. Independent smallholders who establish new plantings on steep terrain, marginal and fragile soils, should adopt appropriate and viable conservation measures.  - Major compliance -	There is no new planting in smallholder estate.	N/A

**Section 4: Assessment Conclusion and Recommendation**

<b>Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings</b>	
Based on the findings during the assessment <b>MPOB-Sustainable Palm Oil Cluster (SPOC)-8 Beaufort</b> Certification Unit complies with the <b>MS 2530-2:2013</b> . It is recommended that the certification of <b>MPOB-Sustainable Palm Oil Cluster (SPOC)- 8 Beaufort</b> Certification Unit is approved and/or continued.	
<b>Acknowledgement of Assessment Findings</b>	<b>Report Prepared by</b>
<b>Name:</b> <b>Jackie Chua</b>	<b>Name:</b> Elzy Ovktafia Chairul
<b>Company name:</b> <b>MPOB</b>	<b>Company name:</b> BSI Services Malaysia Sdn. Bhd.
<b>Title:</b> <b>RO SCCU/SSCC</b>	<b>Title:</b> Client Manager
<b>Signature:</b>  <b>Date: 24/06/2019</b>	<b>Signature:</b>  <b>Date: 24/06/2019</b>

**Appendix A: Assessment Plan**

Date	Time	Subjects	(EO)	(MN)
24.03.2019 Sunday	PM	Audit Team travelling to Kota Kinabalu from Kuala Lumpur Check in at Hotel in Beaufort	√	√
25.03.2019 Monday	0800 0830-0900	Traveling to MPOB Beaufort. Opening Meeting: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan.</li> </ul>	√	√
	0900-1230	Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, bio-D and ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	√
	1230-1330	Lunch	√	√
	1330-1630	Document Audit: Public documents, SOPs, Policies, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√
	1630-1700	Interim Closing briefing	√	√
26.03.2019 Tuesday	0900-1230	Field Inspection – Smallholder 1 to 5: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.	√	√
	1230-1330	Lunch	√	√
	1330-1630	Continue Field Inspection – Smallholder 1 to 5: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.	√	√
	1630-1700	Interim Closing briefing	√	√
27.03.2019 Wednesday	0900-1230	Field Inspection – Smallholder 6 to 10: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.	√	√
	1030-1230	Stakeholder Consultation with government bodies, neighbour community, NGO, contractors, suppliers, vendors, etc.	√	-
	1230-1330	Lunch	√	√
	1330-1630	Continue Field Inspection – Smallholder 6 to 10: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.	√	√
	1630-1700	Interim closing briefing	√	√
28.03.2019 Thursday	0900-1230	Field Inspection – Smallholder 11 to 15: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.	√	√
	1230-1330	Lunch	√	√
	1330-1630	Continue Field Inspection – Smallholder 11 to 15:	√	√

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Date	Time	Subjects	(EO)	(MN)
		Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc.		
	1630-1700	Interim closing briefing	√	√
29.03.2019 Friday	0900-1100	Verify any outstanding issues & Preparation for closing meeting	√	√
	1100-1200	Closing meeting	√	√
	1200-1330	Lunch & Friday Prayer	√	√
	1400	Audit Team travelling to Kota Kinabalu International Airport	√	√

**Appendix B: List of Stakeholders Contacted**

<b>External Stakeholders</b>	<b>Internal Stakeholders</b>
<ol style="list-style-type: none"><li>1. Villager's representative (Kampung Parit)</li><li>2. Jabatan Pertanian</li><li>3. Pejabat Tanah &amp; Ukur</li></ol>	<ol style="list-style-type: none"><li>1. Smallholders</li><li>2. Group Manager</li></ol>

**Appendix C: Smallholder Member Details**

No	Name of Registered Smallholder	Grant No.	MPOB License No.	Hectarage
1	SAIDUN @ JALIL BIN UMBAI @ AMBAI	NT 173067831 /CL 175344242	437842-101000	5.41
2	SALIHA BINTI MOHD JUNEH	NT173031957	RENEW LESEN	0.92
3	LUKNEH@SONEY BIN ACHING	NT173031966	56593990-1000	0.91
4	SAILI@SUHAILI@UKIN@OKIN	NT 173136943	569989-701000	1.88
5	MOHD JININ BIN JAMSIN	NT 173071371/NT173078772	59558180-1000	2.5
6	AZIZAH@AMING BINTI JUNAIDI	NT412248	569902-101000	2.5
7	ABDUL RAHIM B JAMBREH	NT 173187767	43556000-1000	4.83
8	CHAM TAT SANG	NT 173107787	RENEW LESEN	1.54
9	CHAM TAT HIN	NT 173107796	RENEW LESEN	1.98
10	RAMNAH BINTI AMIT	NT 173078763	52372900-1000	1.618
11	SITI RABINA BINTI BUDIRI	NT68771	RENEW LESEN	1.626
12	DULY BIN LUNGGI	NT 7955	523738-901000	2.56
13	AINEH ABD RAHMAN	NT173183616	42195870-1000	1.122
14	JAFAR ASIN	NT 7954	28423000-1000	1.522
15	SAIT BUJANG	NT173115038/2609/91171093	277129-101000	4.417
16	JAIS ENGGUN	NT 173202072/ NT17391197	510487-701000	3.5
17	ASMAT BIN MUNTRA	NT173227524	546749-001000	1.64

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18	AMIN AMIT	FR 174923221/NT17309181	277055-401000	1.28
19	KUNAH KAHAR	FR17492221008/NT24877	RENEW LESEN	1.32
20	YUSSUF @ TUKAL BIN MASGOP	NT173151730	509666-101000	1.44
21	MOHD LAMRI @ RAMLEE BIN MOH SAID	NT4357	284159-101000	1.5
22	AMRI BIN MUSTANI	NT173085848	569891-201000	2
23	MOHD AGHAMALI BIN ABU BAKAR	NT6204	566113-001000	2.46
24	TASIM @ CHUNGIL BIN AHMAD	NT174040183,NT3361	435797-101000	2.02
25	VICTORIA GUANIH	NT175048638/NT173038474	582855-701000	3.38
26	ZULKARNAEN BIN ABD DULAMIT	NT 173204067	BELUM MENGELUARKAN HASIL	0.83
27	WAHAP BIN AHMAD	FR 174034710/FR 174034729	BELUM MENGELUARKAN HASIL	2.45
28	WINNIH BINTI KUINTIN	NT 183352892	BELUM MENGELUARKAN HASIL	0.65
29	WILLIAM LEE	NT 183334474	BELUM MENGELUARKAN HASIL	3.26
30	WILIAM BIN GOHUMPO	CL 185310730	BELUM MENGELUARKAN HASIL	2
31	USAH @UKAL BIN SAMSUDDIN@SHAMSUDIN	NT 173133974/NT 173170459	BELUM MENGELUARKAN HASIL	2.04
32	THEIN SANG FOOK	CL 175311921	BELUM MENGELUARKAN HASIL	3.2
33	TERISIN @ MOHAMAD AZIM BIN ABDULAH	NT 173193158	BELUM MENGELUARKAN HASIL	4.03
34	TOIIS BIN RIMBANG	NT 174034238	BELUM MENGELUARKAN HASIL	3.78
35	SAMI BIN HASAN @ HASSAN	NT 7476	BELUM MENGELUARKAN HASIL	3.54
36	SALIN BIN LUTAM	PT 87170701	BELUM MENGELUARKAN HASIL	4.05
37	RUZLAM BIN LAMZA	NT 173177798/NT 173177823	BELUM MENGELUARKAN HASIL	1.79
38	ROSLEE BIN MANAN	NT 173251744	BELUM MENGELUARKAN HASIL	1.13

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39	RAHIM BIN ABD RAZAK	NT 173131685/NT 173155041	BELUM MENGELUARKAN HASIL	3.26
40	RAYMOND BIN BANDAR	NT 183307397 /NT 183312450 /NT 183308429	BELUM MENGELUARKAN HASIL	10.6
41	RABIAH BINTI ATAN	NT 173916884	BELUM MENGELUARKAN HASIL	2.95
42	REMIJIUS JESSIM BIN PUSIH @ USEH	NT 183340856	BELUM MENGELUARKAN HASIL	3.92
43	PRIMUS BIN JUSTINE	NT 173089079	BELUM MENGELUARKAN HASIL	3.65
44	OSLIN BIN BUSNAR	NT 173102451	BELUM MENGELUARKAN HASIL	1.21
45	OSRIN BIN ALI	NT 9141	BELUM MENGELUARKAN HASIL	2.92
46	MOHD ANUAR BIN MOHD ZAINI	NT 173076214	BELUM MENGELUARKAN HASIL	2.02
47	MAT SAM BIN TASAN	NT 173129069	BELUM MENGELUARKAN HASIL	2.08
48	RAJINAN BIN IDIN	NT 173118379/NT 173165314	BELUM MENGELUARKAN HASIL	2.3
49	JEFFRI BIN JAMUIL	NT 173192320	BELUM MENGELUARKAN HASIL	3.96
50	JUSBIAN KENNETH	NT 183351162	BELUM MENGELUARKAN HASIL	4.76
51	JIMMY @ BLASIUS BIN BELLY	NT 183963671	BELUM MENGELUARKAN HASIL	2.82
52	JILINUS JEPIN	NT 183315219	BELUM MENGELUARKAN HASIL	2.95
53	MOHD ROZAN BIN AB JIFNEH	NT 173029920/NT 173086881	BELUM MENGELUARKAN HASIL	1.16
54	KIPLIH BIN SAMSUDIN	NT 173104955	BELUM MENGELUARKAN HASIL	2.41
55	KADIM BIN HASSAN	FR 2839	BELUM MENGELUARKAN HASIL	1.62
56	LIAW CHING LIW	CL 175313461/CL 175338066	BELUM MENGELUARKAN HASIL	17.07
57	MOHD TAIP BIN HAJI OLIN	NT 173069148/NT 3132/NT 175329530	BELUM MENGELUARKAN HASIL	6.35
58	LIM BOON AN	NT 173071933/NT 87244/NT 7235/NT 6245	BELUM MENGELUARKAN HASIL	9.71
59	JUANIS BIN OMIN	NT 173072243 /NT 72378 /NT 173072369	BELUM MENGELUARKAN HASIL	5.14
60	BENIDICT SERRIUS @ TUNSIN	FR 184028279	BELUM MENGELUARKAN HASIL	4.22



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61	JARAI @ JARAIE BIN ABD RAZAK	NT 173164531 /NT 173177805/NT 173174877	BELUM MENGELUARKAN HASIL	5.86
62	MARMAYA @ OMARMAYA B ABDUL RAZAK	NT173164326	BELUM MENGELUARKAN HASIL	1.541
63	CHEW CHUN SIANG		BELUM MENGELUARKAN HASIL	3.76
64	SUNTIK BIN TUIN	NT183300450	486353-201000	2.62
65	ABDUL RAHIM BIN ABDUL HAMID	NT183322803	438990-301000	1.87
66	RIDWAN BIN YAHYA	NT7584	478481-101000	2.79
67	JAMILAH BINTI HJ ULIM	NT173086881	482280-101000	1.75
68	MUSTIPAN @ MUSTAPIN BIN SABLE	NT173193738	286769-801000	6.38
69	JAUDAH BIN MALAJIN	NT173187687	485357-001000	7.44
70	MUSTANI BIN JUDIH	NT73037940	435516-201000	1.21
71	AZMIH BIN ABD LATIF	NT173080772	277422-301000	4.14
72	ARSAT BIN ABD RAJAK	NT173188737	487115-201000	3.81
73	BIBAH BINTI MATRIH	NT173149883	285952-101000	5.01
74	CHIMLIN BIN KALAM	NT173115163	276132-601000	5.01
75	BANIAMIN BIN JUSRI	NT9766	486723-601000	4.04
76	ABDUL GHAFFAR BIN KADIR	NT174029237/NT173118244	274897-401000	4.8
77	SARIAH BINTI RASIMIN	NT175344233/NT173102004	409200-501000	3.18
78	NORASHID BIN MOHD YUSOP	NT173198377	474791-501000	2.12
79	FADZILAH BINTI KIFLI	LA2009170330/NT173208421/NT200617 0990/NT2006171002/NT2008170180	452393-601000	21.86
80	AHMAD BIN USU	NT173229368	486756-201000	1.39
81	ABD DULLAMIT BIN HASSAN	NT173128544/NT173193603	415466-301000	12.54
82	JALANI BIN RIJIM	FR174025284	PROSES PERMOHONAN LESEN	0.898

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83	SITI NUSIAH BINTI TIMBANG	NT3358/NT173207282	PROSES PERMOHONAN LESEN	2.296
84	IDAM BTE ACHIL	NT1816	PROSES PERMOHONAN LESEN	2.237
85	ABDUL AMIN @ LAMIN BIN EJIM	NT173198386	PROSES PERMOHONAN LESEN	1.83
86	SANIMAH BINTI TALI	FR3141	PROSES PERMOHONAN LESEN	1.417
87	ABD GHANI BIN ANSOT	NT173108239	PROSES PERMOHONAN LESEN	0.801
88	JISLIN B MUSKA@MUSKAH	NT173035991	PROSES PERMOHONAN LESEN	1.837
89	GHAPAR BIN MD DAUD	NT173037397	PROSES PERMOHONAN LESEN	1.644
90	EFELIN WILFRED NINI	NT173245148	PROSES PERMOHONAN LESEN	3.386
91	RUSNIAH BINTI ZAHARI	NT173164344	PROSES PERMOHONAN LESEN	1.649
92	ABDUL RAHMAN BIN ANUAR	NT173164335/NT173174868	PROSES PERMOHONAN LESEN	4.583
93	SARKAWI BIN SURAM	NT173249744	PROSES PERMOHONAN LESEN	3.251
94	RAMNAH BINTI AMIT	NT173171045	PROSES PERMOHONAN LESEN	3.522
95	AHMAD JAIS BIN BURUT	NT173078807	PROSES PERMOHONAN LESEN	1.99
96	TAMINI BINTI BURUT	NT7525	PROSES PERMOHONAN LESEN	2.1
97	TARIM BIN HAJI MUSTAPHA	NT173236783	PROSES PERMOHONAN LESEN	3.242
98	VITTY BINTI FUNG AH CHON	NT183049443	PROSES PERMOHONAN LESEN	2.3
99	RISNAH BINTI GAFFAR	NT183341899	PROSES PERMOHONAN LESEN	5
100	HAITY BINTI MIKOL	NT183311793/NT9244	PROSES PERMOHONAN LESEN	6.126
101	RAKBI BIN LUKIN	NT183022871	PROSES PERMOHONAN LESEN	2.43
102	MAT TUNDURI BIN TAUNG	NT183362049	PROSES PERMOHONAN LESEN	0.517
103	TARIJAH BINTI IDIN	NT183353942	PROSES PERMOHONAN LESEN	0.601
104	SENO BINTI RASAMAT	NT4543	PROSES PERMOHONAN LESEN	2.654
105	WILFRED NINI	NT173210396/NT183341700	PROSES PERMOHONAN LESEN	5.362

106	BOSTTI BINTI ULOI	NT184015549	PROSES PERMOHONAN LESEN	5.1
107	HILDA BINTI PENGGO	NT183373846	PROSES PERMOHONAN LESEN	0.765
108	A. DAMIT BIN MOHD	NT183308625	PROSES PERMOHONAN LESEN	1.926
109	ARTHUR DAVIS LIM	NT183363233/NT183363224/NT4925	PROSES PERMOHONAN LESEN	1.263+3.737
110	PAJI BIN NASAH	NT183303997	PROSES PERMOHONAN LESEN	5
111	ROMANA C UNGKIN	NT656	PROSES PERMOHONAN LESEN	1.659
112	TAN CHOON HONG	NT183323631/NT3379/NT18393450	PROSES PERMOHONAN LESEN	5
113	IBRAHIM BIN MOHD SAPRI	CL30279	PROSES PERMOHONAN LESEN	4.71
114	ANTHONY BIN KISSI	NT183355204/NT183355197	PROSES PERMOHONAN LESEN	2.384
115	JOE HINLOP KUANSIN	NT183355268	PROSES PERMOHONAN LESEN	1.171
116	VINCENT JONO	NT183363966	PROSES PERMOHONAN LESEN	1.319
117	EBOH BINTI AWANG	NT183365273/NT183348058	PROSES PERMOHONAN LESEN	1.278
118	ROSLIN BINTI SAPI	NT183362567	PROSES PERMOHONAN LESEN	2.809
119	FRICHA BIN KILO	NT183350987/NT183350996	PROSES PERMOHONAN LESEN	2.011
120	BETTY BINTI GAWA	NT183356103	PROSES PERMOHONAN LESEN	1.235
121	RITA JUSTINE	NT183347926	PROSES PERMOHONAN LESEN	3.606
122	CLEMENT BIN ENSIP	NT183330734	PROSES PERMOHONAN LESEN	4.202
123	MISONG BIN OJIM	NT183343517/NT183330663	PROSES PERMOHONAN LESEN	3.481
124	EDDIE AFFANDY BIN MOHD YUSSLEE	NT3474/NT5200	PROSES PERMOHONAN LESEN	3.19
125	SWEELIAN @ SWEELIANA BINTI ANSUN	NT183324585/NT183003394	PROSES PERMOHONAN LESEN	4.836
126	ERWIN BIN EDDY ABDUL KHALID	NT3768	PROSES PERMOHONAN LESEN	2.02
127	NINING BIN AWANG	NT183344407	PROSES PERMOHONAN LESEN	1.591
128	HEDRIANA BINTI STEPHEN @ BUIH	NT183325395	PROSES PERMOHONAN LESEN	1.348

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129	DONALD S. JALANI	NT183359140	PROSES PERMOHONAN LESEN	3.873
130	MOHAMAD BIN JAIR	NT183303013	PROSES PERMOHONAN LESEN	1.416
131	MUSTI BIN JUIN	NT183367302/NT183358661	PROSES PERMOHONAN LESEN	5
132	ANDREY WALTER MUSTI	NT183347748	PROSES PERMOHONAN LESEN	3.718
133	MOHAMMAD FAIZAL BIN WAHID	NT183304118	PROSES PERMOHONAN LESEN	2.484
134	APNAH BINTI ZAINUDIN	NT173036523	PROSES PERMOHONAN LESEN	1.26
135	ABD SIDEK BIN ANEH	NT173190960	PROSES PERMOHONAN LESEN	1.63
136	JONATHAN ISAAC CHONG JUNE YUNG	CL2956	PROSES PERMOHONAN LESEN	1.61
137	CHONG NYUK LIN @ JOHN	CL264598	PROSES PERMOHONAN LESEN	2.019
138	JUKMIN KUSING	NT173170888	PROSES PERMOHONAN LESEN	4.1470
139	MAMANTUKAN BIN PAHA	NT173153896/NT173169116	PROSES PERMOHONAN LESEN	3.8980
140	MOHD IREWAN MAT ZAINI	NT173122739	PROSES PERMOHONAN LESEN	3.9300
141	MOHD HASZAMI MAT ZAINI	NT173119821	PROSES PERMOHONAN LESEN	5.0000
142	DININ BIN MASIR @ BASIR	12665	PROSES PERMOHONAN LESEN	2.0200
143	LEE VUI HENG	CL175278976	PROSES PERMOHONAN LESEN	5.0000
144	TIRAMBANIS BINTI SITIM	NT173242003	PROSES PERMOHONAN LESEN	1.2140
145	SULIMAN BIN RAMBANG	NT173241999	PROSES PERMOHONAN LESEN	1.2140
146	SANADEH BIN AJANG	NT173242030	PROSES PERMOHONAN LESEN	1.2140
147	ZUARI BIN JANREH	NT173242049	PROSES PERMOHONAN LESEN	1.2140
148	RUSLI BIN SULAIMAN	NT173242021	PROSES PERMOHONAN LESEN	1.2140
149	NORSIMAH BINTI SULAIMAN	NT173242058	PROSES PERMOHONAN LESEN	1.2140
150	MOHD LIZAM LIM ABDULLAH	CL175143503/CL175269128	PROSES PERMOHONAN LESEN	3.2970
151	MAT JARI BIN SULAIMAN	NT173242012	PROSES PERMOHONAN LESEN	1.2140

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152	ABDULLAH BIN JAMRIH	NT173148251	PROSES PERMOHONAN LESEN	1.1520
153	ZUL HASHIM BIN SAIDEH	NT173159254	PROSES PERMOHONAN LESEN	0.8010
154	SAIMAN BIN GANI	NT173202965/NT173230825	PROSES PERMOHONAN LESEN	1.4230
155	IBRAHIM BIN BABA	NT173159263	PROSES PERMOHONAN LESEN	0.8010
156	SEHRAN BIN ANEH	NT173226287	PROSES PERMOHONAN LESEN	4.3270
157	EDWIN BIN LOUIS	NT173165261	PROSES PERMOHONAN LESEN	3.0650
158	MASNI BIN KABOL	NT173241168	PROSES PERMOHONAN LESEN	0.4730
159	MARIA AKONG	NT17310247/NT173223651	PROSES PERMOHONAN LESEN	3.1500
160	ABD RAHMAN BIN FATARA	NT173121045	PROSES PERMOHONAN LESEN	2.5460
161	SYLVIA BINTI KINJUIT	NT183325948	PROSES PERMOHONAN LESEN	3.5240
162	MARY BINTI JUTIN	NT183315595	PROSES PERMOHONAN LESEN	2.4281
163	RICHARD ANGGANG	NT183327988	PROSES PERMOHONAN LESEN	1.57
164	ELESIUS IKUN	NT183361659/NT183335891	PROSES PERMOHONAN LESEN	3.755
165	WILLIAM LEE	NT183367311/NT183370407/ NT183354805	PROSES PERMOHONAN LESEN	3.719
166	SUNGKIAN BINTI NGOWON	NT183347720	PROSES PERMOHONAN LESEN	2.947
167	USEH BIN TAUL	NT183340847	PROSES PERMOHONAN LESEN	4.116
168	LUCHILA @ BONNA BINTI JUSI	NT183347739	PROSES PERMOHONAN LESEN	3.611
169	LUNSIN BIN KANGON	NT183324656	PROSES PERMOHONAN LESEN	1.465
170	DECKSON BIN ONGKOROI	FR184019967	PROSES PERMOHONAN LESEN	0.5000
171	TALIP BIN MIJIN	NT183323882/NT183306710	PROSES PERMOHONAN LESEN	5.0000
172	AHMAD BIN DOLL	NT183335873	PROSES PERMOHONAN LESEN	4.8590
173	KIMLIN @ PAULINA BINTI G SIANG	NT183327728	PROSES PERMOHONAN LESEN	2.2570
174	JASTINE BIN SIANG @ GEORGE	NT183325859	PROSES PERMOHONAN LESEN	2.7030

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175	JAMES BIN MANDASA	NT183327737	PROSES PERMOHONAN LESEN	1.6060
176	PERRIE ROY PAUL ANIN	NT183329615	PROSES PERMOHONAN LESEN	4.0200
177	MINIK @ EJIP BIN TIANJI @ TIANJIH	NT183364016/NT173224989/NT183329268	PROSES PERMOHONAN LESEN	2.0960
178	RAGINA BINTI AWANG	NT183348101/NT183363108	PROSES PERMOHONAN LESEN	3.331
179	JALI BIN JAYA	NT183371664/NT183359195	PROSES PERMOHONAN LESEN	1.204
180	MOHD ALDAH BIN MOHD ALI	NT183314847	PROSES PERMOHONAN LESEN	4.403
181	CAROLINE BINTI CHRISTOPHER @ RUBIH	NT183373864	PROSES PERMOHONAN LESEN	0.765
182	RUBIH @ CHRISTOPHER BIN LAGANG	NT183373855/NT183321593/NT183342878	PROSES PERMOHONAN LESEN	3.285
183	LEE JOK SAN	NT183046657	PROSES PERMOHONAN LESEN	4.01
184	MELI BINTI G SIANG	NT183325886	PROSES PERMOHONAN LESEN	2.711
185	SULIMAN BIN RAMBANG	NT173192759	PROSES PERMOHONAN LESEN	3.97
186	ASREH BINTI ANDO	NT173211375	PROSES PERMOHONAN LESEN	2
187	ASNAN SULONG BIN ALI BASAH	NT173082285	PROSES PERMOHONAN LESEN	2.36
188	LIDIN BIN MUJI	NT173193550	PROSES PERMOHONAN LESEN	2
189	SUANTI BINTI KAMAR	NT173187794	PROSES PERMOHONAN LESEN	4.2
190	SAMAT BIN ASON	NT173193658	PROSES PERMOHONAN LESEN	2
191	KATRA BINTI MIKEH	NT173193569/NT173134613	PROSES PERMOHONAN LESEN	2.5
192	JIMI B INSUN	NT173193578	PROSES PERMOHONAN LESEN	1.48
193	TADIN BIN MOSDIM	NT173062014	PROSES PERMOHONAN LESEN	2.05
194	EBRAHIM BIN MATZIN	NT173071415	PROSES PERMOHONAN LESEN	1.26
195	MOHAMMAD SMARAH BIN PAHA	NT173107867	PROSES PERMOHONAN LESEN	1.62
196	ABU BAKAR@ABU ZAKARY B ANTAM	FR174925270	PROSES PERMOHONAN LESEN	0.93

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197	MOHD DININ BIN DAUD	NT173193407	PROSES PERMOHONAN LESEN	4.19
198	ABDULLAH BIN NURUSIN	NT173147870	PROSES PERMOHONAN LESEN	4.047
199	JURI BIN TUAJIN	NT173192884	PROSES PERMOHONAN LESEN	4.22
200	SAILIN BIN MANAN	NT173134542	PROSES PERMOHONAN LESEN	0.43
201	SARBANIN BIN ABD LATIP	NT173193238	PROSES PERMOHONAN LESEN	3.89
202	SANAWI BIN JAPONG	LA 2005170759/LA 2011171319	PROSES PERMOHONAN LESEN	34.18
203	MATAYASIN BIN YUNOS	NT173193523	PROSES PERMOHONAN LESEN	4.37
204	MUJI BIN LAJIM	NT173116142	PROSES PERMOHONAN LESEN	1.62
205	YUNUS BIN EDUP	NT173192400	PROSES PERMOHONAN LESEN	4.42
206	KEPNIH BIN NAIM	NT173192544	PROSES PERMOHONAN LESEN	2
207	AMIT BINTI AZAK	NT173188700	PROSES PERMOHONAN LESEN	2.162
208	AB SAMAT BIN ABAS	NT173192491	PROSES PERMOHONAN LESEN	3.79
209	ISKAHAARRUDIN BIN AHMAD	PL176291553	PROSES PERMOHONAN LESEN	36.45
210	MUHAILI BIN MUNTAHA	NT173164522	PROSES PERMOHONAN LESEN	4.96
211	JUHHARIS BIN JANALIH	NT173932691	PROSES PERMOHONAN LESEN	1.2
212	ABDUL AMIN @ LAMIN BIN EJIM	NT173037208	PROSES PERMOHONAN LESEN	2.96
213	SEHRAN BIN ANEH	NT173185156/NT173072645	PROSES PERMOHONAN LESEN	4.19
214	NURIDAH BINTI IMAM KASAM	NT173187589	PROSES PERMOHONAN LESEN	3.98
215	MAJID BIN GIMPILIT	NT173187543	PROSES PERMOHONAN LESEN	4.93
216	MUAMAT BIN TAHA	NT173192919	PROSES PERMOHONAN LESEN	3.7
217	SARABINI BIN AHMAD	NT173193005	PROSES PERMOHONAN LESEN	4.2
218	LIL KIPLEE BIN KADIR	NT173038312/FR174041546	PROSES PERMOHONAN LESEN	3.15
219	SAINAH BINTI HARIS	NT173193729	PROSES PERMOHONAN LESEN	4.618

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220	RAHMAN BIN ILI	NT173193327	PROSES PERMOHONAN LESEN	2.24
221	RAMLAN BIN MASRIN	NT173071326	PROSES PERMOHONAN LESEN	2.18
222	DAYANG RUSNANI BINTI MASLIN	NT173103903	PROSES PERMOHONAN LESEN	1.16
223	SHAMSUL BIN BAGUL	NT173193596	PROSES PERMOHONAN LESEN	4.01
224	RAIN BIN SALLIH	NT173193087	PROSES PERMOHONAN LESEN	3.83



**Appendix G: List of Abbreviations**

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure