

# Malaysian Sustainable Palm Oil (MSPO)

## PUBLIC SUMMARY REPORT

### RIMBUNAN SAWIT BERHAD (PJP PELITA BIAWAK PLANTATION SDN BHD)

### PJP PELITA LUNDU PLANTATION SDN BHD

<b>BR No</b>	50451397		
<b>Company Address (HQ)</b>	North Wing, Menara Rimbulan Hijau, 101, Pusat Suria Permata, Jalan Upper Lanang, 96000 Sibu, Sarawak		
<b>Site Address</b>	LOT 28, LOT 29, LOT 30, LOT 7 BLOK 3, LOT 247 BLOK 4, LOT 385 BLOK 8 SUNGAI KENDAI / BATANG KAYAN, STUNGKOR LAND DISTRICT, LOT 47 BLOK 12, LOT 66, LOT 91, LOT 92, LOT 93 BLOK 11 SUNGAI KENDAI / BATANG KAYAN, GADING LUNDU LAND DISTRICT, LUNDU 94500, KUCHING, SARAWAK		
<b>Audit Date</b>	<b>Start</b>	23 October, 2024	<b>End</b> 24 October, 2024
<b>Standard</b>	MS 2530-3-2: 2022 - Oil Palm Plantations (more than 500 hectares)		
<b>Type of Certification</b>	Individual Certification		
<b>Type of Assessment</b>	Recertification Audit		

**Report prepared by:** S. RIDZUAN

**Peer Reviewer by:** REMI RASIDI

**Certification decision by:** MOHD HIDHIR HAMDAN

AUDIT REPORT\_PJP PELITA BIAWAK PLANTATION SDN BHD\_RA\_2024\_REVISD 2025-03-10-14

[Suite 56-4 Setia Avenue, Jalan Setia Prima S U13/S, Setia Alam Seksyen U13, 40170 Shah Alam, Selangor, Malaysia](#)

All aspects of the audit are considered confidential

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## SECTION 1.0 PUBLIC SUMMARY REPORT

### 1.0 Details of Certification Assessment

#### 1.1. Assessment information

<b>Audit Date</b>	23/10/2024 To 24/10/2024
<b>Type of Certification</b>	Individual Certification
<b>Scope of Certification</b>	Production of Sustainable Fresh Fruit Bunches from 3,914.62 ha total certified area
<b>Audit Type / Type of Audit</b>	Recertification Audit
<b>Method of Audit</b>	Onsite Audit
<b>MSPO Standards</b>	MS 2530-3-2: 2022 - Oil Palm Plantations (more than 500 hectares)

### 2.0 Details of Estate(s)

#### 2.1 Site Information

<b>a. Management Representative</b>	
Hari Chandan	
<b>b. Contact Information</b>	
<b>Telephone</b>	019-8877618
<b>Email</b>	<a href="mailto:hchandan@rsb.com.my">hchandan@rsb.com.my</a>
<b>Website</b>	<a href="http://www.rsb.com.my">http://www.rsb.com.my</a>

b. Details of MPOB License						
Estate Name	License No	Scope of Activity			Expiry Date	
PJP PELITA BIAWAK PLANTATION SDN BHD	504039902000	MENJUAL & MENGALIH FFB			30/9/2025	
c. Geographical Location of Individual						
Estate Name	Site Address				GPS Coordinate	
PJP PELITA BIAWAK PLANTATION SDN BHD	LOT 28, LOT 29, LOT 30, LOT 7 BLOK 3, LOT 247 BLOK 4, LOT 385 BLOK 8 SUNGAI KENDAI / BATANG KAYAN, STUNGKOR LAND DISTRICT, LOT 47 BLOK 12, LOT 66, LOT 91, LOT 92, LOT 93 BLOK 11 SUNGAI KENDAI / BATANG KAYAN, GADING LUNDU LAND DISTRICT, LUNDU 94500, KUCHING, SARAWAK				109.818489E, 1.523809N	
d. Hectarage Information (Ha)						
Estate Name	Mature	Immature	Planted (Mature + Immature)	HCV	Others (road, drain, etc)	Title
PJP PELITA BIAWAK PLANTATION SDN BHD	2,537.78	346.22	2,884	9.40	1,021.22	3,914.62
<b>Total</b>	<b>2,537.78</b>	<b>346.22</b>	<b>2,884</b>	<b>9.40</b>	<b>1,021.22</b>	<b>3,914.62</b>
e. Annual FFB Production (MT)						
Estate Name	Previous Year FFB (mt) Period : Jan – Sep 2023			Projection FFB (mt) Period: Jan – Sep 2024		
Estate	28,631.45			24,762.32		
<b>Total</b>	<b>28,631.45</b>			<b>24,762.32</b>		

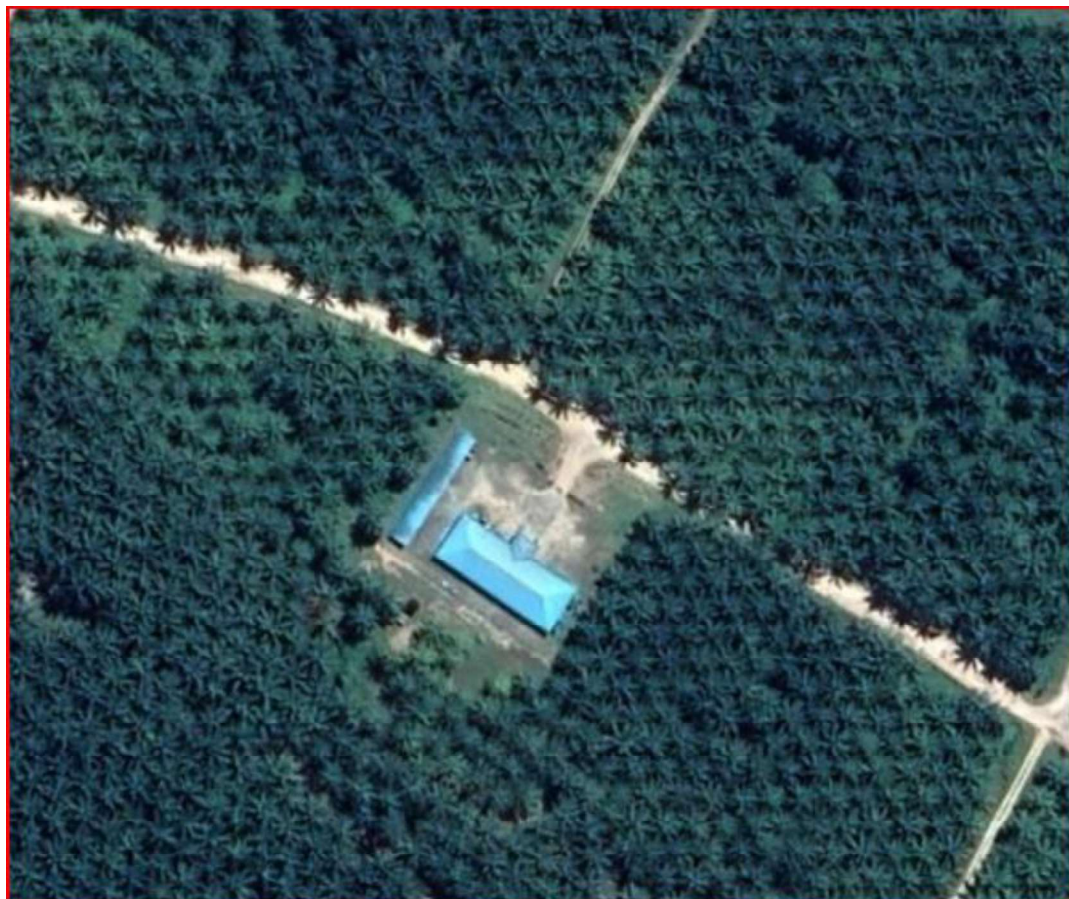
## 2.2 Certification Information

<b>MSPO Certificate</b>	Certificate No: 50451397 MSPO3
	Date of Certification: 9/1/2020
	Date of Expiry: 8/1/2025

## 2.1 Location Map

Map showing geographical location, with close-up of the certified entity (estates) with geographical coordinate map of appropriate scale, showing the location and external boundary of the certified area.

**Estate: PJP PELITA BIAWAK PLANTATION SDN BHD**  
**GPS Coordinate : 109.818489E, 1.523809N**



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### 3.0 Assessment Process

#### 3.1 Certification Body

##### 3.1.1 Audit Team Members

The qualification and competency criteria for the audit team members for this assessment as described below.

Name & Audit Role	Criteria	Description
S. RIDZUAN Lead Auditor	Education <input checked="" type="checkbox"/> Tertiary <input type="checkbox"/> Secondary	Graduated from Diploma in Planting Industry Management (DPIM) from UiTM Pahang in 1999.
	Work Experience	Started as Cadet Assistant Manager from Dynamic Plantation Sdn Bhd (IOI) in 1999. Last position in one of the GLC in 2022 as Human Resource & Admin Manager.  Join Certification Body (DQS) in 2016 as a freelancer for MSPO (inclusive MSPO SCCS) until present.
	Training	Has successfully completed 40 hours training in MS2530:2022, ISO 9001, SA 8000, IMS (14001 & 45001) lead auditor course and ISCC.
	Auditing Experience	Has experienced for more than Five (5) MSPO audit of various organization since 2016 and sustainability certification audits in ISCC since 2018.
SAHUDIN SAPIIN Choose an item.	Education <input checked="" type="checkbox"/> Tertiary <input type="checkbox"/> Secondary	Graduated from UPM Serdang, Selangor in Diploma in Agriculture (1974 - 1977)
	Work Experience	Started career as assistant in oil palm plantation in year 1998 until 2013 from the only organization Sime Darby plantation.

		Join certification body, DQS since 2016 as Lead auditor in MSPO and SCCS until present.
	Training	Lead Auditor MS 2530-2022 Lead Auditor Lead Auditor IMS ISO 9001:2015 (Exemplar Global) ISO 14001:2015 & 45000 (Exemplar Global) SA8000 by SAI
	Auditing Experience	Has experienced more than 500 Mandays MSPO audit of various organization since 2016.

### 3.2 Audit Plan

<b>Audit plan / Auditplan</b>	
	Version (date ) 12/10/2024 Ref. no. 50451397
Company name	RIMBUNAN SAWIT BERHAD
Satellite office address (if applicable)	<i>Site name and address</i>
Site(s)	PJP PELITA BIAWAK PLANTATION SDN BHD LOT 28, LOT 29, LOT 30, LOT 7 BLOK 3, LOT 247 BLOK 4, LOT 385 BLOK 8 SUNGAI KENDAI / BATANG KAYAN, STUNGKOR LAND DISTRICT, LOT 47 BLOK 12, LOT 66, LOT 91, LOT 92, LOT 93 BLOK 11 SUNGAI KENDAI / BATANG KAYAN, GADING LUNDU LAND DISTRICT, LUNDU 94500, KUCHING, SARAWAK
Standard(s)	MS 2530-3-2:2022: General Principles for Oil Palm Plantations (more than 500 hectares)
Type of audit	Recertification Audit
Type of certification	Individual Certification
Audit team	LEAD AUDITOR: S. RIDZUAN CO-AUDITOR: SAHUDIN BIN SAPIIN
Audit scope	Production of Sustainable Fresh Fruit Bunches Oil Palm Plantation
Audit language	English & Bahasa Melayu
Audit date	23/10/2024 to 24/10/2024
Audit criteria	

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- Requirements of the above-mentioned standard(s) /
- Relevant statutory, regulatory and contractual requirements for the management system /
- Process documentation of the management system developed by the client /
- DQS Audit and certification regulations

**Audit Objectives:**

**Recertification audit**

- Evaluation of the performance of the management system over the period of certification /
- Review of previous surveillance audit reports /
- Review of effectiveness of measures arising from the previous audit (if applicable) /
- Evaluation of effectiveness of the management system in its entirety in the light of internal and external changes /
- Evaluation of demonstrated commitment to maintain the effectiveness and improvement of the management system /
- Evaluation of achievement of the organization's policy and objective /
- Customer specific requirements /
- Others / :
-

Time	Subject; process Process names as defined by client / <i>Prozessbezeichnungen des Kunden</i>	Reference	Unit; department	Participants	Auditor(s)		R*
					SRA	SS	
	<u>Day 1 – 23/10/2024</u>						
800-830	Opening Meeting		PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√	√	
900 - 1200	Document review – <b>Principle 1: Management Commitment &amp; Responsibility</b> 4.1.1 MSPO Policy 4.1.2 New Planting 4.1.3 Existing Site Management 4.1.4 Replanting 4.1.5 Training & Competency 4.1.6 Economic & Financial Viability Plan 4.1.7 Commitment to Contribute to Local Sustainable Development 4.1.8 Complaints & Grievances 4.1.9 Internal Audit	MS 2530-4-1:2022 (P1)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors		√	

	4.1.10 Management Review						
900 - 1200	Site Visit – (Existing Site Management, Replanting, New Planting, Buffer Zone, Environmental Issues, Safety & Health issues, etc)	MS 2530-4-1:2022 (P1, P2, P3, P4 & P5)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√		
1200-1300	Lunch Break						
1300 - 1400	Document review – <b>Principle 2: Transparency</b> 4.2.1 Communication & Consultation 4.2.2 Traceability 4.2.3 Transparent & Fair Price Dealing 4.2.4 Ethical Conduct	MS 2530-4-1:2022 (P2)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√		
1400 - 1500	Document review – <b>Principle 3: Compliance with Legal &amp; Other Requirements</b> 4.3.1 Regulatory Requirements 4.3.2 Rights to Use Land 4.3.3 Native Customary Rights	MS 2530-4-1:2022 (P3)	PJP Pelita Biawak Plantation & Sustainable Team			√	
1500 - 1630	<b>Principle 4: Responsibility to Social, Health, Safety &amp; Employment Conditions</b>	MS 2530-4-1:2022 (P4)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√		

	4.4.1 Social Impact Assessment (SIA) 4.4.2 Employee's Safety & Health						
1630	Auditor Discussion & Soft Closing		PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√	√	
1700	End of Audit for Day 1						

Time	Subject; process Process names as defined by client / <i>Prozessbezeichnungen des Kunden</i>	Reference	Unit; department	Participants	Auditor(s)		R*
	<u>Day 2 – 24/10/2024</u>				SRA	SS	
800-1000	<b>Principle 4: Responsibility to Social, Health, Safety &amp; Employment Conditions</b> 4.4.3 Employment Conditions 4.4.4 Living Conditons	MS 2530-4-1:2022 (P4)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√		
1000-1200	Document review – <b>Principle 5: Environment, Natural Resources, Biodiversity &amp; Ecosystem Services</b> 4.5.1 Environmental Management 4.5.2 Efficiency of Energy Use and Use of Renewable Energy	MS 2530-4-1:2022 (P5)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors		√	
1200-1300	Lunch Break						
1300 - 1500	Document review – <b>Principle 5: Environment, Natural Resources, Biodiversity &amp; Ecosystem Services</b>	MS 2530-4-1:2022 (P5)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors		√	

	4.5.3 Waste Management & Disposal 4.5.4 GHG Emissions 4.5.5 Water Resources 4.5.6 Environmental Conservation & Protection 4.5.7 Zero Burning Practices						
1400 - 1500	Stakeholder Consultation	MS 2530-4-1:2022 (P2)	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√		
1500 - 1630	Preparing Documents & Auditor Discussions			Auditors	√	√	
1630	Closing Meeting	MS 2530-4-1:2022	PJP Pelita Biawak Plantation & Sustainable Team	Management representative Auditors	√	√	
1700	End of Audit for Day 2						

Audit objective(s)

#### Recertification audit

- Evaluation of the performance of the management system over the period of certification /
- Review of previous surveillance audit reports /
- Review of effectiveness of measures arising from the previous audit (if applicable) /
- Evaluation of effectiveness of the management system in its entirety in the light of internal and external changes /
- Evaluation of demonstrated commitment to maintain the effectiveness and improvement of the management system /

- Evaluation of achievement of the organization's policy and objective /
- Customer specific requirements /
- Others / :
- 

### 3.3 Assessment Programme

#### 3.3.1 Assessment Programme

Estate(s)	RA	AA1	AA2	AA3	AA4
	2025	2026	INSERT YEAR	INSERT YEAR	INSERT YEAR
PJP PELITA LUNDU PLANTATION SDN BHD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### 3.3.2 Previous Assessment

Type of assessment	Date of audit
Initial audit Stage 2	19/9/2019 to 20/9/2019
Surveillance Audit 1	22/6/2020 to 11/9/2020
Surveillance Audit 2	8/9/2021 to 9/9/2021
Surveillance Audit 3	17/10/2022 to 18/10/2022
Surveillance Audit 4	9/10/2023 to 10/10/2023
Recertification Audit	23/10/2024 to 24/10/2024

#### 3.3.3 Next assessment

Date of certification	9/1/2020
Date of expiry	8/1/2025
Proposed next certification	22/10/2025
Next certification type	Surveillance Audit 1

### 3.3.4 Information on management units to be audited in five years cycle.

PJP Pelita Biawak Plantation Sdn Bhd, under the umbrella of Rimbunan Sawit Berhad, is slated for its Recertification Audit in 2024, in accordance with the MS2530-3-2:2022 standard. This marks the beginning of a comprehensive five-year audit cycle that focuses on sustainable plantation management practices.

The Recertification Audit in 2024 will establish a thorough review of the plantation's adherence to the required standards and identify any areas for improvement. Subsequently, annual surveillance audits will be conducted in the following years (2025, 2026, 2027, and 2028) to continuously monitor compliance, address any emerging issues, and ensure the plantation maintains its commitment to sustainability principles.

Each audit within this cycle will encompass various aspects of the plantation's operations, including environmental stewardship, social responsibility, safety and health, and the integration of new information and technology. These audits aim to foster continuous improvement and uphold the plantation's compliance with national and international regulations.

The five-year audit cycle ensures that PJP Pelita Biawak Plantation Sdn Bhd remains aligned with industry best practices, promotes sustainable development, and maintains high standards of operational excellence.

## 4.0 Summary of Audit Results

This audit was conducted using a sampling process to assess the effectiveness and efficiency of the management system, based on the audit trail established by the assessor. The conclusion of the audit is as follows:

- 1) One (1) Major Non-Conformities**
- 2) Nil (0) Minor Non-Conformities**
- 3) Five (5) Opportunities for Improvement (OFI)**

All findings have been acknowledged by management, and a detailed summary is provided in this report.

#### 4.1. Overview of non-conformities

The following non-conformities were identified during this audit

Choose an item.

Non-Conformity 1	NCR Ref. No	1-1397-RA-24	Issuance Date	24/10/2024
MSPO clause	<p>4.4.1.1 A social impact assessment shall be conducted with the participation of relevant stakeholders in accordance with guidelines provided by the scheme owner to mitigate negative impacts and promote positive impacts. Food security and child rights shall be incorporated as aspects to be assessed, if applicable.</p> <p>4.4.1.2 The results of the assessment shall be incorporated into an appropriate management plan(s) and/or operational procedures and reviewed at periodic intervals.</p> <p>4.4.1.3 The SIA conducted shall be reviewed prior to replanting activities or at five-year intervals.</p>			
Statement of non-conformity	<p>Reference made to the Revised Transition Plan for the use of MSPO Standard (MS2530:2022 series) SECTION 6: Temporary Exemptions MPOCC has decided to grant temporary exemptions to certificate holders on following elements where ACBs shall raise Minor Non-Conformity (NC) during the transition audit if the certificate holders found to be non-conformance to the exempted requirements and verify the conformance during the subsequent audit. The minor NC closure timeline for the exempted clauses may be extended subject to ACBs evaluation and justification and shall obtain MSPO's approval.</p>			
Classification	<p><input type="checkbox"/> Minor <input type="checkbox"/> Major</p> <p><b>REMARKS: Re-approval of the revised report due to the annulled NC in accordance with the MSPO Circular: Resumption of New MSPO Certification Applications and the Provision of Temporary Exemptions, issued in February 2025</b></p>			
	<p>For Major issuance, repetitive issue on the specific objective evidence was found</p> <p><input type="checkbox"/> Yes, immediate suspension <input checked="" type="checkbox"/> No</p>			
Root Cause Analysis, Correction(s) and Corrective action(s) <i>(to be completed by company)</i>	<p><b><u>Root Cause Analysis</u></b></p> <p>The management prioritized aligning with the new MSPO Standard for certification, which included preparing for the Social Impact Assessment (SIA). To meet the new requirements, the progress has temporarily extended the timeline to complete the SIA preparation.</p> <p><b><u>Correction(s)</u></b></p>			

	<p>The management will expedite the completion of the Social Impact Assessment (SIA) with the participation of relevant stakeholders.</p> <p><b>Corrective Action(s)</b>            Conduct the pending Social Impact Assessment (SIA) without further delay, ensuring full compliance with the guidelines provided by the scheme owner.</p> <p>Incorporate the results of the SIA into an appropriate management plan.            Document the SIA process, findings, and actions taken to address any identified negative impacts and promote positive impacts.</p>
<b>Evidence of effectiveness (to be completed by auditor)</b>	
<b>Conclusion</b>	Choose an item.
<b>Status</b>	<input type="checkbox"/> Open <input type="checkbox"/> Closed, on 7/10/2024 <input type="checkbox"/> Upgrade to Major NC <input type="checkbox"/> Suspension, on Click or tap to enter a date. <input type="checkbox"/> Withdrawal, on Click or tap to enter a date.  <p><b>Remark : Re-approval of the revised report due to the annulled NC in accordance with the MSPO Circular: Resumption of New MSPO Certification Applications and the Provision of Temporary Exemptions, issued in February 2025</b></p>

Non-Conformity 2	NCR Ref. No	2-1397-RA-24	Issuance Date	24/10/2024
<b>MSPO clause</b>	4.5.4.1 The organisation shall identify GHG emissions and saving sources from: Land use change, after 31 December 2019; a) Use of fertiliser; b) Transportation of fertiliser/agricultural input and FFB; c) Use of energy; and d) Crop sequestration and conservation area, if available. 4.5.4.2 Monitoring of GHG emissions shall use the GHG calculator from the scheme owner and plans for reduction shall be established and implemented. 4.5.4.3 The organisation shall report the following to the scheme owner on an annual basis: a) Source of emission; b) Amount of emission; c) Energy usage and production volume; and d) Year-on-year GHG records.			
<b>Statement of non-conformity</b>	Reference made to the Revised Transition Plan for the use of MSPO Standard (MS2530:2022 series) SECTION 6: Temporary Exemptions MPOCC has decided to grant temporary exemptions to certificate holders on following elements where			

	<p>ACBs shall raise Minor Non-Conformity (NC) during the transition audit if the certificate holders found to be non-conformance to the exempted requirements and verify the conformance during the subsequent audit. The minor NC closure timeline for the exempted clauses may be extended subject to ACBs evaluation and justification and shall obtain MPOCC's approval.</p>
<p><b>Classification</b></p>	<p style="text-align: center;"> <input type="checkbox"/> Minor <span style="margin-left: 200px;"><input type="checkbox"/> Major</span> </p> <p><b>Remark : Re-approval of the revised report due to the annulled NC in accordance with the MSPO Circular: Resumption of New MSPO Certification Applications and the Provision of Temporary Exemptions, issued in February 2025</b></p>
	<p>For Major issuance, repetitive issue on the specific objective evidence was found</p> <p><input type="checkbox"/> Yes, immediate suspension <span style="margin-left: 100px;"><input checked="" type="checkbox"/> No</span></p>
<p><b>Root Cause Analysis, Correction(s) and Corrective action(s)</b> <i>(to be completed by company)</i></p>	<p><b><u>Root Cause Analysis</u></b></p> <p>The delay in identifying and monitoring GHG emissions is due to the scheme owner's unable to provide the necessary guidelines and GHG calculator for the industry. This has resulted in the organization being unable to fully comply with the requirements.</p> <p><b><u>Correction(s)</u></b></p> <p>The management will act upon guidance provided by the scheme owner to identify and monitor GHG emissions. The organization will implement the necessary steps once the scheme owner supplies the required guidelines and GHG calculator.</p> <p><b><u>Corrective Action(s)</u></b></p> <p>Improved readiness to implement the official GHG monitoring and reporting requirements once provided by the scheme owner. Enhanced interim measures to identify, monitor, and reduce GHG emissions, ensuring continuous improvement in environmental performance.</p>
<p><b>Evidence of effectiveness</b> <i>(to be completed by auditor)</i></p>	
<p><b>Conclusion</b></p>	<p>The corrective action plan were reviewed, verified, and accepted. The implementation of the corrective action plan will be verified during the next surveillance audit. Minor NC remains open.</p>

<b>Status</b>	<input type="checkbox"/> Open <input type="checkbox"/> Closed, on 7/10/2024 <input type="checkbox"/> Upgrade to Major NC <input type="checkbox"/> Suspension, on Click or tap to enter a date. <input type="checkbox"/> Withdrawal, on Click or tap to enter a date.  <b>Remark : Re-approval of the revised report due to the annulled NC in accordance with the MSPO Circular: Resumption of New MSPO Certification Applications and the Provision of Temporary Exemptions, issued in February 2025</b>			
<b>Non-Conformity 3</b>	<b>NCR Ref. No</b>	3-1397-RA-24	<b>Issuance Date</b>	24/10/2024
<b>MSPO clause</b>	4.4.3.2 There shall be no forms of forced or trafficked labour whereby all work is voluntary, and the following are prohibited: f) Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.			
<b>Statement of non-conformity</b>	<p>During the interview with the Admin Officer and Human Resource Officer also review of workers' IDs 32000387 and 32001298, it was determined that management is retaining the passports of foreign workers.</p> <p>This practice violates Clause 6 of the Human Rights Policy (First Edition 2019) on Forced Labour and Human Trafficking, which strictly prohibits the retention of identity documents.</p> <p>It also contravenes Section 12A of the Passports Act 1966 (Revised - 1974), which imposes severe penalties for offenses related to the unlawful procurement and retention of passports.</p> <p>This is a clear breach of the standard requirement 4.4.3.2, which mandates that all work must be voluntary and free from any form of forced or trafficked labour.</p>			
<b>Classification</b>	<input type="checkbox"/> Minor <input checked="" type="checkbox"/> Major			
	For Major issuance, repetitive issue on the specific objective evidence was found <input type="checkbox"/> Yes, immediate suspension <input checked="" type="checkbox"/> No			
<b>Root Cause Analysis, Correction(s) and</b>	<p><b>Root Cause Analysis</b></p> <p>The passports were kept by the company for safekeeping purpose, with written consent by the workers. The passports could be lost/misplaced when kept by the workers.</p>			

<b>Corrective action(s)</b> <i>(to be completed by company)</i>	<p><b><u>Correction(s)</u></b></p> <p>1. The passports returned to workers for their own safekeeping as shown in the written acknowledgment of received by the workers.</p> <p>2. If any worker lost his/ her passport, estate management will assist and facilitate the worker to get a replacement passport from Consulate General of Republic of Indonesia (KJRI).</p> <p><b><u>Corrective Action(s)</u></b></p> <p>The estate management team has conducted Passport Briefing sessions for managerial staff, executives, employees, and foreign workers to enhance their understanding of passport-related matters and to prevent future issues.</p>
<b>Evidence of effectiveness</b> <i>(to be completed by auditor)</i>	<p><b>Acknowledge the evidence provided by the management:</b></p> <p>1. Appendix 1: PB Acknowledge received of passport</p> <p>2. Appendix 2: PB Passport handover to Foreign Workers</p> <p>3. Briefing Material: Taklimat Hak Pasport Pekerja Asing</p> <p>4. Senarai Kehadiran Taklimat Hak Pasport Pekerja Asing</p>
<b>Conclusion</b>	<p>Major NC was addressed with the correction and corrective action which found to be effective. Successfully closed based on the evidence submitted, reviewed and verified by the Lead Auditor</p>
<b>Status</b>	<p><input type="checkbox"/> Open</p> <p><input checked="" type="checkbox"/> Closed, on 21/12/2024</p> <p><input type="checkbox"/> Upgrade to Major NC</p> <p><input type="checkbox"/> Suspension, on Click or tap to enter a date.</p> <p><input type="checkbox"/> Withdrawal, on Click or tap to enter a date.</p>

#### 4.1.2 Summary and status of audit findings on previous year

The following findings were raised during the previous year's audit.

Choose an item.

Category	NCR Ref. No	Previous year's status	Implementation of agreed corrective action
Minor NC	-	Closed. Evidence submitted was reviewed, verified and accepted by the lead auditor.	<input checked="" type="checkbox"/> Effective <input type="checkbox"/> Not effective

			<input type="checkbox"/> Not applicable
--	--	--	---

Category	NCR Ref. No	Previous year's status	Implementation of agreed corrective action
Minor NC	-	Closed. Evidence submitted was reviewed, verified and accepted by the lead auditor.	<input checked="" type="checkbox"/> Effective <input type="checkbox"/> Not effective <input type="checkbox"/> Not applicable

#### 4.1.3 Review and follow up on previous open audit findings

The followings open non-conformities from the previous year's audit have been verified.

There are no open non conformities from the previous year's audit

#### 4.2 Overview of Opportunity for Improvement (OFI)

The following Opportunity for Improvement (OFI) were identified during this audit

Choose an item.

No	MSPO Clause	Statement
1	4.1.3.1	The Agricultural Manual under section 12.3.1.1 currently includes a recommendation for Paraquat in Path & Circle Spraying. To improve safety and compliance, it would be beneficial for management to remove the Paraquat recommendation from the manual. <u>It is aligned with broader goals of safety, compliance and sustainability of the plantation operation.</u>
2	4.1.5.2	Several trainings, including Noise Risk and Chemical Calibration in April 2024, were conducted. To further improve these initiatives, it would be beneficial for the management to implement training evaluations for participants to assess their understanding of the material covered.
3	4.4.2.2 (g)	The necessary components of First Aid System are in place. To ensure the efficacy of the First Aid System within the organization, it is better if the management should utilize the Checklist for Components of First Aid Requirement (Appendix 5) and the Checklist for First Aid (Appendix 6) from the Guidelines on First Aid in the Workplace. Adopting these practices and utilizing the checklists, the organization can ensure a well-maintained and effective first aid system, prioritizing the health and safety of all employees.

4	4.4.3.8	The records of all contract employment are well kept. To prevent any confusion regarding the years of service and the associated benefits (such as annual leave and vacation leave pay), it is better if the management should retain the original employment contracts, including any amendments or revisions. By doing that, it helps in maintaining compliance with labor laws and regulations.
5	4.5.2.1	The management has effectively assessed, optimized, and monitored its diesel consumption for 2024. To further enhance overall efficiency, a similar approach should be implemented for the FFB transporters. The organization can achieve greater efficiency, cost savings, and environmental benefits.

### 4.3 Stakeholders Consultation

Stakeholder consultation process was conducted by taking samples from the list of stakeholders established by RIMBUNAN SAWIT BERHAD (PJP PELITA BIAWAK PLANTATION SDN BHD) to capture the view, opinion, and expectation of interested parties because of operation run by the organization.

1	<b>Contacted stakeholders</b>	<b>Konsulat Jeneral Republik Indonesia (KJRI), Kuching</b>
	<b>Response</b>	<p>The company is very active and maintains close communication with the Indonesian Consulate General (KJRI) to ensure their Indonesian workers directly benefit from the renewal process of work permits (PLKS) and passports.</p> <p>The KJRI officer interviewed (Wartadi) also agreed to have his name mentioned in the audit report. He further mentioned that the program conducted directly at the plantation office was a planned program that received approval from higher authorities at KJRI.</p> <p>(Sample shared similarly with PJP Pelita Lundu Plantation Sdn Bhd)</p>
2	<b>Contacted stakeholders</b>	<b>ADC Kampung Selampit</b>
	<b>Response</b>	The interview with the ADC Kampung Selampit generally received several positive responses. Among them, the good relationship with the company has successfully created a favorable situation between the community and the company.

		<p>In terms of contributions, the company has made many donations, and additionally, the company has shown great responsibility by deciding not to develop areas that are still under dispute.</p> <p>(Sample shared similarly with PJP Pelita Lundu Plantation Sdn Bhd)</p>
3	<b>Contacted stakeholders</b>	<b>Ketua Kampung Kendaie</b>
	<b>Response</b>	<p>Ketua Kampung Kendaie agrees that the existence of access, economic growth, and job opportunities has increased due to the plantation operations.</p> <p>Ketua Kampung Kendai wishes to request an increase in the payment amount to the program participants and individuals receiving the Annual Incentive Payment.</p> <p>(Sample shared similarly with PJP Pelita Lundu Plantation Sdn Bhd)</p>
4	<b>Contacted stakeholders</b>	<b>Chemical Spraying Gang</b>
	<b>Response</b>	<p>This group of workers consists of 2 individuals (2 locals). Based on the conducted interview, they have received training from their employer (Policy, Safety &amp; Health, Environment).</p> <p>They also mentioned that they are provided with work equipment free of charge. They are requesting consideration for an increase in the pay rate for their current jobs.</p> <p>These two samples are local people and housewives. Working in the plantation is just part of filling their gaps and looking for additional income.</p>

<b>Management feedback</b>	<p>Regarding the request from the Ketua Kampung Kendaie, the company states that the existence of a committee and the presence of relevant authorities in discussion sessions are important in the JV affairs between the company and the program participants. Considering the request for an increase in the incentive payment amount, it needs to refer to several factors, including the company's profit/loss, return on investment, mutual agreement with SADC, and other previously agreed-upon arrangements. Additionally, the company has never failed to make incentive payments, as evidenced by previous payment records.</p>
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<b>Auditor comments</b>	As auditors, we have observed that the company has carried out its duties with a high degree of tolerance and responsibility. This is essential to ensure that their daily operations are not disrupted by issues that could contribute to negative outcomes and interfere with their daily operations.

#### 4.4 Audit Summary and Recommendation for Certification




This report details the audit results including strengths, opportunities, and weaknesses. These results were presented to your management at the closing meeting of the audit. You can use these results to improve the effectiveness of your management system. We look forward to continuing our partnership towards sustainable business success.

In reference to MS 2530:3-2:2022, the audit team recommends to DQS:

- Issuance of the certificate
- Issuance of the certificate as soon as implementation of corrective actions has been demonstrated
- Maintenance of the certificate
- Maintenance of the certificate as soon as implementation of corrective actions has been demonstrated
- Not applicable, due to extraordinary type of report

Please remember to notify DQS about any significant change to your management system at your earliest convenience. Together we will then coordinate appropriate measures to maintain your current certification

#### 5.0 Official Acknowledgement of the Assessment Findings

	 
<b>Lead Auditor: S. RIDZUAN</b>	<b>Management Representative: Hari Chandan</b>
<b>Date: 29/10/2024</b>	<b>Date:</b> <small>Click or tap to enter a date.</small> 21.03.2025