

Malaysian Sustainable Palm Oil (MSPO)

PUBLIC SUMMARY REPORT

Rimbunan Hijau Group (Alam Hijau Sdn Bhd)

Alam Hijau Sdn Bhd

BR No	50700190		
Company Address (HQ)	North Wing, Menara Rimbunan Hijau, 101, Pusat Suria Permata, Jalan Upper Lanang, 96000 Sibu, Sarawak		
Site Address	Lot 712, Blok 15 & Lot 4, Blok 11, Sungai Likau Ulu Mukah, Gigis Land District, 96000 Sibu, Sarawak		
Audit Date	Start	9 December, 2024	End 9 December, 2024
Standard	MS 2530-3-1: 2022 - General principles for oil palm plantations (40.46 hectares to 500 hectares)		
Type of Certification	Individual Certification		
Type of Assessment	Recertification Audit		

Report prepared by: S. RIDZUAN

Peer Reviewer by: SYAHRIZAN SYAHLAN

Certification decision by: Sean Tee

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SECTION 1.0 PUBLIC SUMMARY REPORT

1.0 Details of Certification Assessment

1.1. Assessment information

Audit Date	9/12/2024 To 9/12/2024
Type of Certification	Individual Certification
Scope of Certification	Production of Sustainable Fresh Fruit Bunches from 328 ha total certified area
Audit Type / Type of Audit	Recertification Audit
Method of Audit	Onsite Audit
MSPO Standards	MS 2530-3-1: 2022 - General principles for oil palm plantations (40.46 hectares to 500 hectares)

2.0 Details of Estate(s)

2.1 Site Information

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

b. Details of MPOB License						
Estate Name	License No	Scope of Activity			Expiry Date	
Alam Hijau Sdn Bhd	617554002000	Menjual & Mengalih FFB			31/7/2025	
c. Geographical Location of Individual						
Estate Name	Site Address				GPS Coordinate	
Alam Hijau Sdn Bhd	Lot 712, Blok 15 & Lot 4, Blok 11, Sungai Likau Ulu Mukah, Gigis Land District, 96000 Sibul, Sarawak				2.5904167, 112.327	
d. Hectarage Information (Ha)						
Estate Name	Mature	Immature	Planted (Mature + Immature)	HCV	Others (road, drain, etc)	Title
Alam Hijau Sdn Bhd	222.37	0	222.37	0	105.63	328
Total	222.37	0	222.37	0	105.63	328
e. Annual FFB Production (MT)						
Estate Name	Previous Year FFB (mt) Period : Jan - Dec 2023			Projection FFB (mt) Period: Jan - Dec 2024		
Estate	2,591.75			3,100.09		
Total	2,591.75			3,100.09		

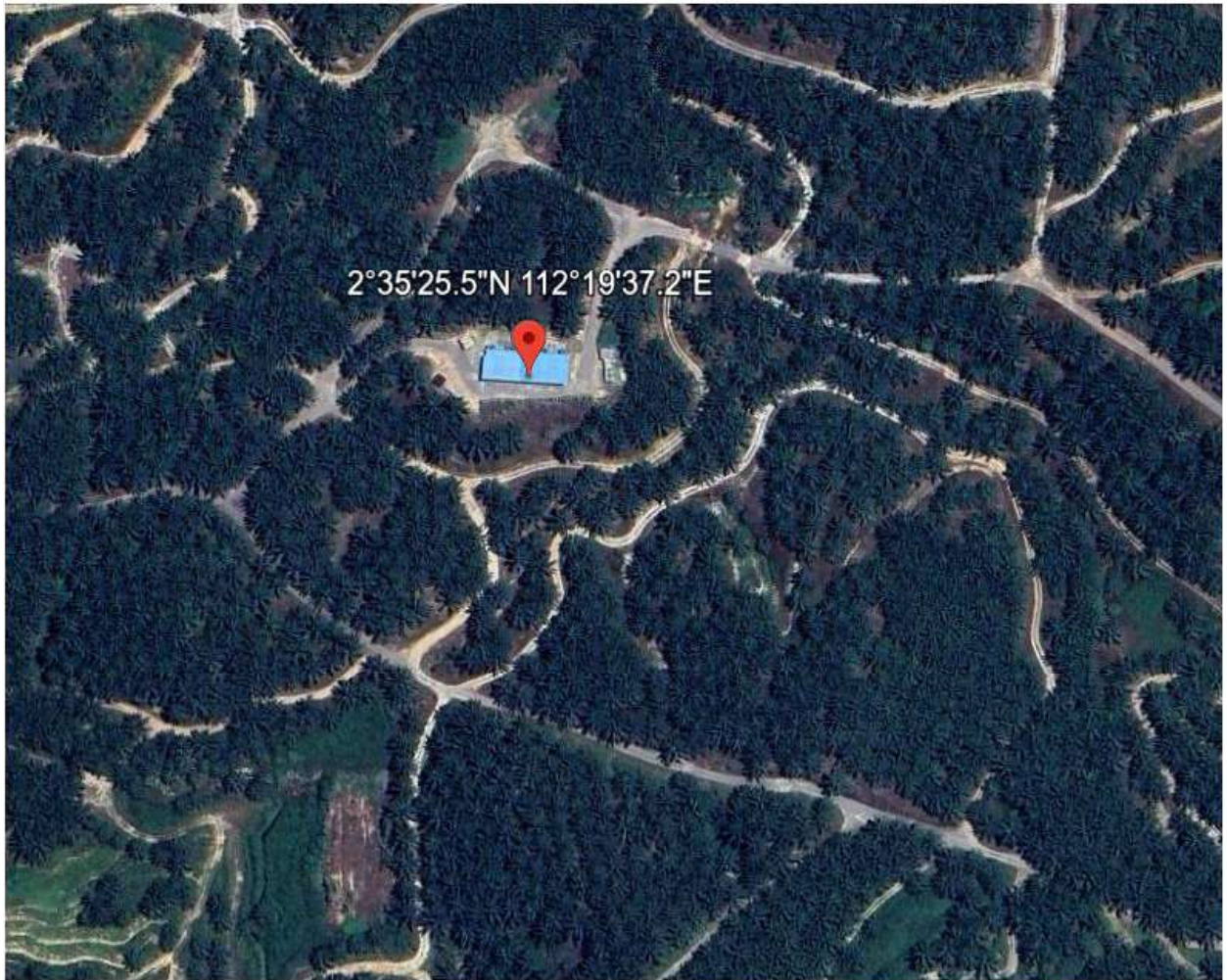
2.2 Certification Information

MSPO Certificate	Certificate No: DMC MSPO 0049 (A) - (Previous CB: DIMA Certification)
	Certificate No: (pending from DQS after finalized the audit report)
	Date of Certification: 21/1/2020
	Date of Expiry: 20/1/2025

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: ALAM HIJAU SDN BHD
GPS Coordinate : 2.5904167 112.327



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
<p>S. RIDZUAN</p> <p>Lead Auditor</p>	<p>Education</p> <p><input checked="" type="checkbox"/> Tertiary</p> <p><input type="checkbox"/> Secondary</p>	<p>Graduated from Diploma in Planting Industry Management (DPIM) from UiTM Pahang in 1999.</p>
	<p>Work Experience</p>	<p>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.</p> <p>Join Certification Body (DQS) in 2016 as a freelancer for MSPO (inclusive MSPO SCCS) until present.</p> <p>Endorsed Trainer for MSPO 2.0 (for DQS).</p>
	<p>Training</p>	<p>Has successfully completed 40 hours training in MS2530:2022, ISO 9001, SA 8000, IMS (14001 & 45001) lead auditor course, and ISCC</p>
	<p>Auditing Experience</p>	<p>Has experienced for more than Five (5) MSPO audit of various organization since 2016 and sustainability certification audits in ISCC since 2018.</p>
<p>SARJIT SINGH</p> <p>Auditor</p>	<p>Education</p> <p><input checked="" type="checkbox"/> Tertiary</p> <p><input type="checkbox"/> Secondary</p>	<p>1988 - Associate Diploma - Incorporated Society of Planters (AISP)</p> <p>1967 - Senior Cambridge/Malaysia Certificate of Education (SC/MCE)</p> <p>1969 - Higher School Certificate (HSC)</p>

	<p>Work Experience</p>	<p>52 years in the plantation Industry (Palm OIL Mill/Estate Mill Admin/Estate Accounts/Estate Managerial positions)</p> <ol style="list-style-type: none"> 1. 1972 - 1975 - Mill Clerk / Office Administration, Supervisor Palm Oil Mill Processing 2. 1975 - 1982 Group Mill Clerk, Storekeeper, Mill Supervisor, Estate 3rd Clerk, 2nd Clerk and Chief Clerk 3. 1982 - Sarawak - Chief Clerk / Instructor/Accounts-Admin Officer 4. 1983 - Trainee Assistant/Assistant Estate Manager 5. 1989 - Senior Assistant Estate Manager 6. 1994 - Acting Estate Manager 7. 1995 - Estate Manager 8. 1st Feb '99 - Senior Estate Manager 9. 31st Jan - 2005 - Retired from AEB/I&P Group 10. 1st Nov 2005 - January, 2010 - Plantation Manager in Miri, Sarawak 11. July- December, 2020 - project - CH Williams Talhar Wong & Yeo - Miri. Agronomic Consultancy on plantation- 4,856 hectares - Plantation in Liquidity 12. 4 Feb., 2021 - Sime Darby - Appointment as freelance Planting Adviser - 2021- Sarawak <p>2010 - present; Eco-Palma Enterprises - Sole proprietorship - Plantation/MSPO Consultancy</p>
	<p>Training</p>	<ol style="list-style-type: none"> 1. 23-27 April, 2018- MSPO MS2530:2013 Lead Auditor Course - DQS Certification 2. 13-18th August 2018 - Lead Auditor Integrated Management Systems (IMS) ISO 9001, ISO 14001 & ISO 45001 Exemplar Global Certified - SIRIM STS 3. 13 -18th August 2018 - Integrated Environment, Health & Safety and Quality Lead Auditor Course - THE SYS 3 GROUP PTY LTD 4. 13-14 November, 2018 Training Course for Peer Reviewers No: 2-18 on Oil Palm Management Certification - MPOCC 5. 10-20 January, 2019 - SIRIM STS - MSPO SCCS Auditor Training 6. March 2024 - ISO9001:2015 - Lead Auditor - SINCERA GSE CONSULTING- Certificate of Achievement - Exemplar Global 7. MSPO MS 2530:2022 - Lead Auditor Training - Certificate of Achievement - DQS Academy - dated 23 October, 2024
	<p>Auditing Experience</p>	<p>Auditing experience in MSPO/SCCS since 2018 with DQS, NIOSH Certification and PSV Certification Bodies, auditing various organizations in the oil palm industry.</p>

3.2 Audit Plan

Audit plan / Auditplan	
	Version (date) 26/11/2024 Ref. no. 50700191
Company name	RIMBUNAN HIJAU GROUP
Satellite office address (if applicable)	N.A.
Site(s)	ALAM HIJAU SDN BHD, Lot 712, Blok 15 & Lot 4, Blok 11, Sungai Likau Ulu Mukah, Gigis Land District, 96000 Sibul, Sarawak
Standard(s)	MS 2530-3-1:2022: General Principles for Oil Palm Plantations (40.46 hectares to 500 hectares)
Type of audit	Recertification Audit
Type of certification	Individual Certification
Audit team	LEAD AUDITOR: S. RIDZUAN CO-AUDITOR: SARJIT SINGH
Audit scope	Production of Sustainable Fresh Fruit Bunches Oil Palm Plantation
Audit language	English & Bahasa Melayu
Audit date	9/12/2024 to 9/12/2024
Audit criteria	
	<ul style="list-style-type: none"> – 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 – 9/12/2024</u>						
800-830	Opening Meeting		Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors	√	√	N
830 - 1200	Document review – Principle 1: Management Commitment & Responsibility 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 4.1.10 Management Review	MS 2530-4-1:2022 (P1)	Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors		√	N

900 - 1100	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)	Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors	√		N
1100 - 1200	Stakeholder Consultation		Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors Stakeholder	√		N
1200-1300	Lunch Break						
1300 - 1400	Document review – Principle 2: Transparency 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)	Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors		√	N
1400 - 1500	Document review – Principle 3: Compliance with Legal & Other Requirements 4.3.1 Regulatory Requirements 4.3.2 Rights to Use Land 4.3.3 Native Customary Rights	MS 2530-4-1:2022 (P3)	Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors		√	N

1500 - 1600	Principle 4: Responsibility to Social, Health, Safety & Employment Conditions 4.4.1 Social Impact Assessment (SIA) 4.4.2 Employee's Safety & Health 4.4.3 Employment conditions 4.4.4 Living conditions	MS 2530-4- 1:2022 (P4)	Alam Hijau Sdn Bhd & Sustainable Team	Management representati ve Auditors	√		
1500 - 1600	Principle 5: Environment, natural resources, biodiversity and ecosystem services 4.5.1 Environmental management 4.5.2 Efficiency of energy use and use of renewable energy 4.5.3 Waste management and disposal 4.5.4 GHG emission 4.5.5 Water Resources 4.5.6 Environmental conservation and protection 4.5.7 Zero burning practices					√	N
1600- 1630	Auditor Discussion & Soft Closing		Alam Hijau Sdn Bhd &	Management representati ve	√	√	N

			Sustainable Team	Auditors			
1630	Closing Meeting		Alam Hijau Sdn Bhd & Sustainable Team	Management representative Auditors			N
1700	End of Audit for Day 1						

3.3 Assessment Programme

3.3.1 Assessment Programme

Estate(s)	RA	AA1	AA2	AA3	AA4
	2024	2025	INSERT YEAR	INSERT YEAR	INSERT YEAR
ALAM HIJAU SDN BHD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note : Tap (+) button to add section/row if required. (to delete this note)

3.3.2 Previous Assessment

Type of assessment	Date of audit
Initial audit Stage 2	19/9/2019 to 19/9/2019
Surveillance Audit 1	26/11/2020 to 26/11/2020
Surveillance Audit 2	19/12/2021 to 19/12/2021
Surveillance Audit 3	22/11/2022 to 22/11/2022
Surveillance Audit 4	24/11/2023 to 24/11/2023
Recertification Audit	9/12/2024 to 9/12/2024

3.3.3 Next assessment

Date of certification	21/1/2020
Date of expiry	20/1/2025
Proposed next certification	9/12/2025
Next certification type	Surveillance Audit 1

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

Alam Hijau Sdn Bhd, situated in Sarawak, Malaysia, is a well-established oil palm plantation company managing a land title of 328 hectares. With 222.37 hectares planted with oil palm, the plantation began its operations in 2015. The company has demonstrated a strong commitment to sustainable practices by achieving certification under the MS2530-3:2013 standard, initially certified by DIMA Certification (Group Certification – DMC MSPO 0049(A)). Currently the management has decided to carry out the MSPO Certification based on individual certification.

In a bid to ensure continual improvement and adherence to the latest standards, the management decided to transfer the certification body, and this year, DQS Certification (M) Sdn Bhd conducted the recertification audit under the MS2530-3-1:2022 standard. This transition underscores the plantation's dedication to maintaining high standards of sustainability and compliance.

The plantation's operations are meticulously managed, focusing on sustainable palm oil production and environmental conservation. Alam Hijau Sdn Bhd remains committed to sustainable development, ensuring the well-being of its employees and the surrounding communities.

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) Seven (3) Minor Non-Conformities
- 3) Three (3) 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	1-0190-RA-24	Issuance Date	9/12/2024
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 MPOCC's approval.</p>
Classification	<p style="text-align: center;"> <input type="checkbox"/> Minor <input type="checkbox"/> Major </p> <p>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</p> <hr/> <p>For Major issuance, repetitive issue on the specific objective evidence was found <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><u>Root Cause Analysis</u></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><u>Correction(s)</u></p> <p>The management will expedite the completion of the Social Impact Assessment (SIA) with the participation of relevant stakeholders.</p> <p><u>Corrective Action(s)</u></p> <p>Conduct the pending Social Impact Assessment (SIA) without further delay, ensuring full compliance with the guidelines provided by the scheme owner. 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>
Evidence of effectiveness <i>(to be completed by auditor)</i>	<p>Acknowledged by client</p>
Conclusion	<p>Choose an item.</p>
Status	<p> <input type="checkbox"/> Open <input type="checkbox"/> Closed, on 7/10/2024 <input type="checkbox"/> Upgrade to Major NC </p>

	<input type="checkbox"/> Suspension, on Click or tap to enter a date. <input type="checkbox"/> Withdrawal, on Click or tap to enter a date. 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
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Non-Conformity 2	NCR Ref. No	2-0190-RA-24	Issuance Date	9/12/2024
MSPO clause	4.4.2.2 The occupational safety and health plan shall cover the following: a) Person(s) responsible for workers' health and safety.			
Statement of non-conformity	<p>The organization has appointed Officer, Safety and Health for Alam Hijau Sdn Bhd. Reference made to the letter of appointment (Perlantikan Sebagai Orang Yang Dipertanggungjawabkan Untuk Memantau Aktiviti Keselamatan & Kesihatan Pekerjaan) dated on 1/2/2024 and signed by Director. However, this appointment does not comply with OSHA 1994 (Amended) section 29a,</p> <p>New section 29a 29. The principal Act is amended by inserting after section 29 the following section: "Occupational safety and health coordinator 29a. (1) An employer whose place of work is not included in any class or description of place of work as published in the Gazette under subsection 29(1) shall appoint one of his employees to act as an occupational safety and health coordinator if he employs five or more employees at his place of work</p>			
Classification	<input checked="" type="checkbox"/> Minor <input 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			
Root Cause Analysis, Correction(s) and Corrective action(s) <i>(to be completed by company)</i>	<p><u>Root Cause Analysis</u></p> <p>OSHA Coordinator is available at estate however, under new regulation OSHA act 2022 is not available due to estate management not aware about new requirement. To discuss with safety and health department for OSH Coordinator at estate for the training.</p> <p><u>Correction(s)</u></p> <p>1. OSH Coordinator training is done on the 13 – 15 January 2025 (3days).</p>			

	<p>2. Estate Manager In-Charge (Mr. Wong Siew Kui) has appointed Mr. Azlan Bin Impu (FC) to be OSH Coordinator.</p> <p>Corrective Action(s) Estate management has sent Safety & Health coordinator and appointed Mr. Azlan Bin Impu (FC) starting 13th January 2025.</p>
Evidence of effectiveness (to be completed by auditor)	<p>ACKNOWLEDGE EVIDENCE PROVIDED BY THE MANAGEMENT:</p> <ol style="list-style-type: none"> 1. E-mail : Acknowledgment to attend the Training (OSH-C) 2. Name list of attendees (Azlan Impu) 3. Letter of appointment as Safety & Health Coordinator to Azlan Impu
Conclusion	Minor NC was addressed with the correction and corrective action, which is successfully implemented. Successfully closed based on the evidence submitted, reviewed and verified by the Lead Auditor
Status	<input type="checkbox"/> Open <input checked="" type="checkbox"/> Closed, on 10/1/2025 <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. Remark:

Non-Conformity 3	NCR Ref. No	3-0190-RA-24	Issuance Date	9/12/2024
MSPO clause	4.4.2.2 The occupational safety and health plan shall cover the following: g) First-Aid system in workplace.			
Statement of non-conformity	The organization lacks trained first aiders as required by workplace safety regulations. Although records of the first-aid kit available at site exist, there is no available trained first aider.			
	<input checked="" type="checkbox"/> Minor	<input type="checkbox"/> Major		

Classification	For Major issuance, repetitive issue on the specific objective evidence was found <input type="checkbox"/> Yes, immediate suspension <input checked="" type="checkbox"/> No
Root Cause Analysis, Correction(s) and Corrective action(s) <i>(to be completed by company)</i>	<p><u>Root Cause Analysis</u></p> <p>Since the change in management, there has been no first aider on the estate, as the previous management was combined with the Mill.</p> <p><u>Correction(s)</u></p> <p>Estate management will send staff (Mr. Azlan Bin Impu) training for First Aid with Red Crescent on the month of March as the Red Crescent are currently fully booking.</p> <p><u>Corrective Action(s)</u></p> <p>Estate manager in-charge to appoint Mr. Azlan Bin Impu (FC) to be the first aider after completion of his training.</p>
Evidence of effectiveness <i>(to be completed by auditor)</i>	<p>ACKNOWLEDGE THE EVIDENCE PROVIDED BY THE MANAGEMENT:</p> <ol style="list-style-type: none"> 1. Evidence of Basic First Aid & CPR Training – Registration Form 2. Evidence of Quotation for Basic First Aid & CPR Training – Red Crescent
Conclusion	Minor NC was addressed with the correction and corrective action, which is successfully implemented. Successfully closed based on the evidence submitted, reviewed and verified by the Lead Auditor
Status	<input type="checkbox"/> Open <input checked="" type="checkbox"/> Closed, on 10/1/2025 <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. Remark:

Non-Conformity 4	NCR Ref. No	4-0190-RA-24	Issuance Date	9/12/2024
MSPO clause	4.4.3.2 There shall be no forms of forced or trafficked labour whereby all work is voluntary, and the following are prohibited: a)Abuse of vulnerability;			

<p>Root Cause Analysis, Correction(s) and Corrective action(s) <i>(to be completed by company)</i></p>	<p><u>Root Cause Analysis</u></p> <ul style="list-style-type: none"> Alam Hijau submitted letter (Ref No. AM/FW/AP/24/01 dated <u>16th April 2024</u>) to Jabatan Tenaga Kerja Sarawak for Application for a Letter of Approval in Principle (New) Under Section 119 of the Ordinance (Cap 76, Sarawak) for 30 Indonesian Workers. The letter was acknowledged receipt by Pejabat Tenaga Kerja, Mukah on <u>19th April 2024</u>. Alam Hijau further made submission letter (Ref No. AM/FW/AP/24/01 dated <u>26th July 2024</u>) to Jabatan Tenaga Kerja Sarawak, due to further clarification and required changes on supporting document. The letter was acknowledged receipt by Pejabat Tenaga Kerja, Mukah on <u>2nd August 2024</u>. The approval was given by Jabatan Tenaga Kerja Sarawak was given on <u>27th December 2024</u>. <p>The duration of the application took <u>more than 8 months</u>.</p> <p><u>Correction(s)</u></p> <p>Jabatan Tenaga Kerja Sarawak has issued the letter of Approval in Principle (AP) Quota for Alam Hijau Sdn Bhd, thru Ref No. JTK-MG-MKH-01261-126(A)(4) dated 27.12.2024:</p> <p>Total worker : 10 Type of Occupation : General Worker Country of Origin : Indonesia Address/Place of work : Alam Hijau Sdn Bhd Lot 712, Blok 15 & Lot 4, Blok 11, Sungai Likau, Ulu Mukah, Gigis Land District 96000 Sibul</p> <p>Letter with our Ref No. AH/FW/LL/25/01-01 dated 6th Jan 2025, for the application of new labour license under the AP for three (3) Indonesian general workers, has been submitted to the Jabatan Tenaga Kerja Sarawak.</p> <p>Furthermore, Alam Hijau is ongoing to recruit balance seven (7) Indonesian general worker with valid Indonesian passport and apply for valid work permit. Hence, to employ legal foreign worker to work in the plantation.</p>
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	<p><u>Corrective Action(s)</u></p> <ul style="list-style-type: none"> • Apply labour license under AP for three (3) Indonesian general workers and submitted to the Jabatan Tenaga Kerja Sarawak, with Ref No. AH/FW/LL/25/01-01 dated 6th Jan 2025. • Alam Hijau is ongoing recruit balance seven (7) Indonesian general worker. • Additional license only can be applied upon completed recruitment from the previous labour license.
<p>Evidence of effectiveness (to be completed by auditor)</p>	<p>ACKNOWLEDGE EVIDENCE PROVIDED BY THE MANAGEMENT:</p> <ol style="list-style-type: none"> 1. Letter of Approval Application (30 foreign workers – 16/4/2024) 2. Letter of Approval Application (30 foreign workers – 26/7/2024) 3. Kelulusan Dasar (JTK approved 10 only – 27/12/2024) 4. Letter of Approval Application (3 foreign workers – 6/1/2025) <p>The application has been requested from the management to JTK since 2024, the approval only received after 8 months of waiting. The management still pursuing to apply to ensure all foreign workers employ is legal.</p>
<p>Conclusion</p>	<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>
<p>Status</p>	<p> <input type="checkbox"/> Open <input checked="" type="checkbox"/> Closed, on 10/1/2025 <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> <p>Remark: To revisit the status in the next surveillance audit</p>

Non-Conformity 5	NCR Ref. No	5-0190-RA-24	Issuance Date	9/12/2024
MSPO clause	4.4.2.3 Occupational safety and health records shall be maintained.			

Statement of non-conformity	<p>There is no evidence of JKPP 8 submission to DOSH as required by the Guidelines on Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning, and Occupational Disease) Regulations 2004 [NADOPOD]. According to PART IV, Section 3 of these regulations, the employer or self-employed person must send extracts from the registry to the Director General before 31 January each year, covering the period of 12 months ending on 31 December.</p>
Classification	<input checked="" type="checkbox"/> Minor <input type="checkbox"/> Major
	<p>For Major issuance, repetitive issue on the specific objective evidence was found <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><u>Root Cause Analysis</u></p> <p>The new estate management took over the operation around October 2024 and overlook on the submission of JKPP8.</p> <p><u>Correction(s)</u> Alam Hijau has submitted JKPP8 for Year 2024 and acknowledge received on the 17th January 2025.</p> <p><u>Corrective Action(s)</u> Starting Jan 2025 JKPP 8 submission to DOSH will be submitted annually.</p>
Evidence of effectiveness <i>(to be completed by auditor)</i>	<p>ACKNOWLEDGE THE EVIDENCE SUBMITTED BY THE MANAGEMENT:</p> <ol style="list-style-type: none"> 1. Safety & Health Program 2025 (Reminder to submit JKPP) 2. Letter from Safety Department – Reminder to submit JKPP 8 3. Evidence of JKPP 2024 submitted
Conclusion	<p>Minor NC was addressed with the correction and corrective action, which is successfully implemented. Successfully closed based on the evidence submitted, reviewed and verified by the Lead Auditor</p>
Status	<input type="checkbox"/> Open <input checked="" type="checkbox"/> Closed, on 10/1/2025 <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.

	Remark:
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Non-Conformity 6	NCR Ref. No	6-0190-RA-24	Issuance Date	9/12/2024
MSPO clause	<p>4.5.4.1 The organisation shall identify GHG emissions and saving sources from:</p> <ul style="list-style-type: none"> a) Land use change, after 31 December 2019; b) Use of fertiliser; c) Transportation of fertiliser/agricultural input and FFB; d) Use of energy; and <p>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.</p> <p>4.5.4.3 The organisation shall report the following to the scheme owner on an annual basis:</p> <ul style="list-style-type: none"> a) Source of emission; b) Amount of emission; c) Energy usage and production volume; and <p>Year-on-year GHG records.</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 MPOCC's approval.</p>			

Classification	<p style="text-align: center;"> <input type="checkbox"/> Minor <input type="checkbox"/> Major </p> <p>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</p> <p>For Major issuance, repetitive issue on the specific objective evidence was found <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><u>Root Cause Analysis</u></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><u>Correction(s)</u></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><u>Corrective Action(s)</u></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>
Evidence of effectiveness <i>(to be completed by auditor)</i>	Acknowledged by client
Conclusion	Choose an item.
Status	<p> <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> <p>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</p>

4.1.2 Summary and status of audit findings on previous year

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

No non-conformities were identified during the previous year's audit

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.

Choose an item.

4.2 Overview of Opportunity for Improvement (OFI)

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

No Opportunities for Improvement(OFI) were identified during this audit

No	MSPO Clause	Statement
1	4.1.3.5	The Management could consider enhancing the ecological balance and pest control measures within the estate by planting beneficial species such as Turnera subulata, Cassia cobanensis, and Antigonon leptopus along the roads and boundaries to host natural predators for biological control of bagworm infestations (Metisa plana, Metisa pendula, etc.)
2	4.1.5.1	The training feedback form for the MSPO Policy Training on 13/08/2024 is well-maintained. The feedback forms for other training modules listed above are missing. The reason provided is the workers' lack of literacy to complete the feedback forms. It is better if those personnel conducting the training to assist the workers with this task to complete the feedback forms.
3	4.4.2.2 b	The management has established HIRARC. In reference to the HIRARC Table, Item 3 Kawalan Risiko, it is recommended that the management specifies the type of Hierarchy of Control for Cadangan Kawalan, as this would further enhance risk management practices also its aligned with HIRARC Guidelines from DOSH.

4.3 Stakeholders Consultation

Stakeholder consultation process was conducted by taking samples from the list of stakeholders established by Rimbunan Hijau Group (Alam Hijau Sdn Bhd) to capture the view, opinion, and expectation of interested parties because of operation run by the organization.

1	Contacted stakeholders	Tuai Rumah Entinggi
	Response	Tuai Rumah Entinggi has 156 occupants. He acknowledged that he was always dealing with RH Selangau Mill due to access due to all access belonging to the mill not to the plantation. He has no issues pertaining to plantation operation. All access to the old cemetery and rubber estates belongs to the RH Selangau Mill.
2	Contacted stakeholders	Driver (Super Bull Machine)
	Response	He is origin from Indonesia. He clarifies that the earnings he gets monthly is more than sufficient for his living. The management provided good housing, medical and transportation. He is giving a positive remark to his employer and happy to work in the plantation.
3	Contacted stakeholders	Security Guard
	Response	He confirms that access to the old cemetery and rubber estates belongs to the RH Selangau Mill. He also agrees that RH Selangau Mill is holding authorities for the access. He acknowledged that the plantation has changed its management. No negative issues raised during the interview with lead auditor.

Management feedback	Acknowledged the findings from the auditor. Also noted that most of the issue will be dealt directly with RH Selangau Mill.
Auditor comments	Found no negative issues raised by interviewed Stakeholders.

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 2530:3-1:2022, 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

	 
Lead Auditor: S. RIDZUAN	Management Representative: Hari Chandan
Date: 24/12/2024	Date: 21.03.2025