



Certification International  
Certification International

# MSPO ASSESSMENT REPORT

ON

MS 2530-3-1: 2022; Malaysian Sustainable Palm Oil  
(MSPO)

FOR

ENTITY NAME	ARUS JAYA PLANTATION SDN BHD		
MAIN ADDRESS	SHOPLOT DKT TAMAN TOSARAYA, KG KOBUSAK, JALAN KOBUSAK, OFF JLN. PINTAS PENAMPANG PENAMPANG 88300 KOTA KINABALU, SABAH		
SITE ADDRESS (IF ANY)	ARUS JAYA PLANTATION, SUGUT, SABAH		
REPORT NO.	MR3/MSPO/24/MAV/103		
DATE OF VISITATION	18/12/2024 TO 18/12/2024		
MSPO CERTIFICATE NO.	MSPO-03-103	VALIDITY	29/01/2025 - 28/01/2030
TYPE OF CERTIFICATION	SINGLE	IF GROUPING, NO OF GROUP MEMBERS	
TYPE OF AUDIT	ON-SITE VERIFICATION (FIELD VISIT & DOCUMENT REVIEW)		
AUDIT STAGE	MAIN ASSESSMENT VISIT (MAV)		

*[Disclaimer: This audit report reflects the compliance of the organization against the audit standard(s) to best accurateness. As the audit was carried out by sampling method, certain areas or processes may not be verified on its compliances. MR3 has taken every effort possible to ensure the accuracy of the audit and reporting. MR3 will not be held responsible should the audited organization failed to provide accurate information. MR3 has full ownership and the right of maintenance of this report and shall take action to deal with incorrect references to certification status or misleading use of certification documents, marks, or audit reports.]*


This assessment report has been meticulously prepared to provide a comprehensive analysis of the MSPO Main Assessment Visit (MAV). The objective of this report is to evaluate the current status, identify strengths and areas for improvement, and recommend actionable strategies to enhance overall performance and compliance with relevant standards.

Throughout the assessment process, we have employed a systematic approach, incorporating both qualitative and quantitative methods to ensure a thorough and accurate evaluation. Our team of experienced professionals has collaborated closely with stakeholders, conducted extensive fieldwork, and reviewed pertinent documentation to compile this report.

We extend our gratitude to all those who contributed to this assessment, including the management team, staff, and external partners, whose cooperation and valuable insights were instrumental in completing this report. We believe that the findings and recommendations presented herein will serve as a valuable resource for informed decision-making and strategic planning.

We trust that this report will facilitate continuous improvement and support the organization's commitment to excellence. Should you have any questions or require further clarification on any aspect of this report, please do not hesitate to contact us at [superadmin@mr3cert.com](mailto:superadmin@mr3cert.com).

Working TOGETHER, for a sustainable future.

Prepared By		Client's Representative Acknowledgement	
Signature		Signature & Company Stamp	
Name	Ts Gs Mohamad Faidullah Abu Bakar	Name	
Designation	Lead Auditor	Designation	
Date	December 18, 2024	Date	
Email	mdfaidullah@gmail.com	Email	

**Note for client:** Please fill in the "Client's Representative Acknowledgement" section once you have satisfied with the report and as indication of acceptance. A copy of this page to be reverted to MR3 Certification International for recording purpose.

For Office Purpose:		
Description	Date	Remarks
Client Review & Acceptance	19/12/2024	
Peer Reviewer	29/01/2025	
Certification Decision		
MSPO Certificate Approval / Issuance		

## ABBREVIATION

<b>CAP</b>	Corrective Action Plan
<b>CB</b>	Certification Body
<b>CHRA</b>	Chemical Health Risk Assessment
<b>CPO</b>	Crude Palm Oil
<b>FFB</b>	Fresh Fruit Bunch
<b>FY</b>	Financial Year
<b>GAP</b>	Good Agricultural Practices
<b>IA</b>	Internal Audit
<b>ISCC</b>	International Standard for Carbon Certification
<b>LA</b>	Lead Auditor
<b>MPOB</b>	Malaysian Palm Oil Board
<b>MPOCC</b>	Malaysian Palm Oil Certification Council
<b>MRM</b>	Management Review Meeting
<b>MSPO</b>	Malaysian Sustainable Palm Oil
<b>NA</b>	Not Applicable/ Non-Applicable
<b>NC</b>	Non-Conformance/ non-conformity
<b>OBS</b>	Observation
<b>OFI</b>	OFI
<b>P&amp;C</b>	Principle & Criteria
<b>PK</b>	Palm Kernel
<b>POM</b>	Palm Oil Mill
<b>PPE</b>	Personal Protective Equipment
<b>RTE</b>	Rare, Threatened & Endangered
<b>SCCS</b>	Supply Chain Certification Standard
<b>SEIA</b>	Social & Environment Impact Assessment
<b>SOP</b>	Standard Operating Procedure
<b>TM</b>	Team Member

## EXECUTIVE SUMMARY

The Malaysian Sustainable Palm Oil (MSPO) certification scheme represents a national commitment to the sustainable production of palm oil. This certification is designed to ensure that all aspects of palm oil production, from plantation management to processing, adhere to strict sustainability standards. Maintaining this standard is crucial for promoting environmental stewardship, social responsibility, and economic viability within the palm oil industry. The MSPO standard is essential for several reasons, including environmental protection by ensuring sustainable land use and reducing environmental impact, upholding the rights and welfare of workers and local communities through social responsibility, meeting the growing global demand for sustainably produced palm oil to secure market access, and enhancing the credibility and reputation of the Malaysian palm oil industry. It aims to promote sustainability across the palm oil supply chain. These elements include management commitment and responsibility, transparency, compliance with legal requirements, social responsibility, health, safety and employment conditions, environment, natural resources, biodiversity and ecosystem services, best practices, and the development of new plantings.

MR3 Certification International Sdn. Bhd. (MR3) is a privately-owned company based in Malaysia, incorporated in 2019 with registration number 1314255-P. Our head office is located at Level 6 & 7, The Tribeca, No. 215 Jalan Imbi, 55100 Kuala Lumpur, Malaysia. MR3 specializes in certification audits across various management systems, focusing particularly on Sustainability, Quality, Safety, and Environment. Our team boasts over 15 to 30 years of experience in diverse industries and certification processes. We bring a unique blend of expertise from various sectors, providing detailed insights during the audit process whilst empowered to exercise our judgment and make decisions to ensure that our services are both effective and engaging. This right mix of knowledge and experience allows us to deliver high-quality service to our clients at every level. With our global presence, extensive experience, and customer-centric approach, we confidently offer specialized services that cater to the needs of organizations across different industrial sectors. Our hands-on experience and delivery style ensure accurate and prompt service, establishing a solid foundation for the services we provide. Being a Certification Body, we play a pivotal role in the MSPO certification process with responsibility to conduct rigorous audit and upholding the integrity of the MSPO scheme through unbiased and transparent evaluation processes.

Achieving MSPO certification offers numerous benefits to palm oil producers. These benefits include enhanced market access by opening doors to international markets that demand sustainably produced palm oil, improved operational efficiency through the adoption of best practices that improve productivity and reduce costs, demonstrating a commitment to sustainable development and corporate social responsibility by having a positive social and environmental impact, building trust and confidence among consumers, investors, and other stakeholders through stakeholder confidence, and ensuring adherence to national and international regulations and standards by maintaining regulatory compliance.

In conclusion, the MSPO certification is not merely a standard but a strategic initiative that underscores the industry's commitment to sustainability. By maintaining rigorous compliance with the MSPO standards, the palm oil industry in Malaysia can continue to grow responsibly, benefiting the environment, society, and the economy.

## DETAILS OF THE CERTIFIED ENTITY

GENERAL INFORMATION	
Audit objectives	<input checked="" type="checkbox"/> To determine the conformity of the client's management system, with audit criteria <input checked="" type="checkbox"/> To determine the ability of the management system to ensure the client meets applicable statutory, regulatory, and contractual requirements. <input checked="" type="checkbox"/> To determine the effectiveness of the management system to ensure the client can reasonably expect to achieve its management plans. <input checked="" type="checkbox"/> To identify areas for potential improvement of the management system (if any) <input checked="" type="checkbox"/> To determine continuity of conformity of management system <input checked="" type="checkbox"/> To determine achievement and progress of client's management plans <input checked="" type="checkbox"/> To follow up on the previous audit's findings <input checked="" type="checkbox"/> To review use or logo / marks <input checked="" type="checkbox"/> To determine overall maintenance of client's management system conformity against audit criteria <input type="checkbox"/> Other, (please specify)
Fulfilment of the Audit objectives	<input checked="" type="checkbox"/> <b>YES</b> <input type="checkbox"/> <b>NO</b> , Justification:
Applicable National Standards	MS ISO/IEC 17021-1:2015, ISO/IEC 17065, MSPO Certification Scheme documents
Issue of certificate	<input checked="" type="checkbox"/> <b>YES</b> , Justification: Choose an item. <input type="checkbox"/> <b>NO</b> , Justification: No changes from the previous review.

CERTIFICATION SCOPE	
The applicable scope	Production of Fresh Fruit Bunches (FFB)
Exclusion	Development of New Planting Justification: The company doesn't have any new planting activities
Changes from previous registration	No
Extension/ changes of scope date	NA
Use of MSPO Logo	The Certification Unit is not using MSPO certification marks for any type of on- and off-product communication.

CONTACT INFORMATION	
Management Representative	Mr. Shobian Fadzal
Position	Estate Manager
Contact Number	+60 13-893 7672
E-mail address	deevin88@gmail.com
Office Number	Not Applicable
Alternative Contact	Not Applicable
Contact Number	Not Applicable
E-mail address	Not Applicable

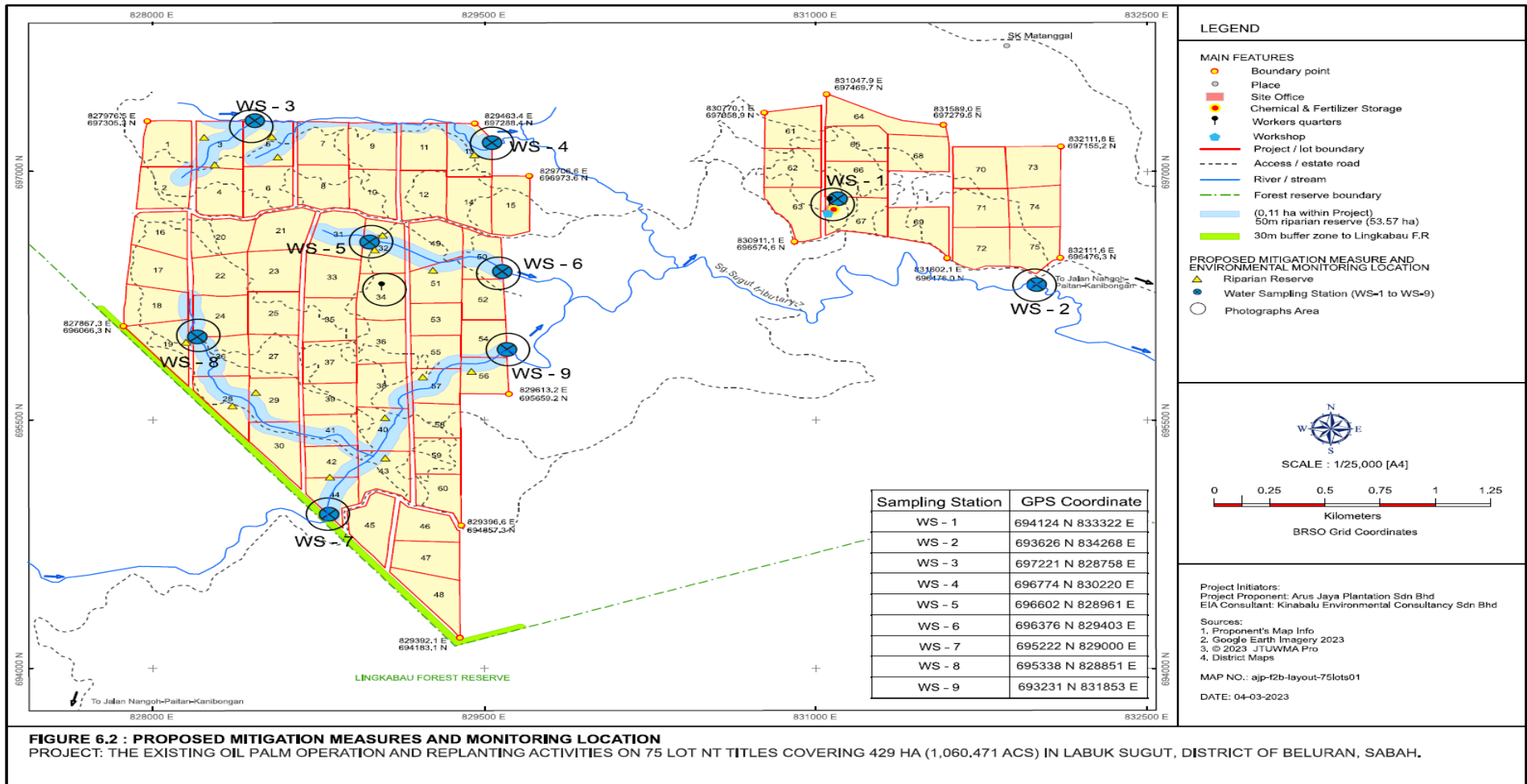
ESTATE INFORMATION:					
NAME OF UNIT	MPOB LICENSE NO	LOCATION	GPS COORDINATES	CERTIFIED AREAS (HA)	PLANTED AREAS (HA)
ARUS JAYA PLANTATION SDN BHD	622634002000	LOT NO. NT 083200426, PAITAN, SABAH  SHOPLOT DKT TAMAN TOSARAYA, KG. KOBUSAK, JLN. KOBUSAK, OFF JLN PINTAS PENAMPANG, 88300 KOTA KINABALU	6.286053, 117.183764	429.17	425.11
Other Sustainability Certification		NIL			

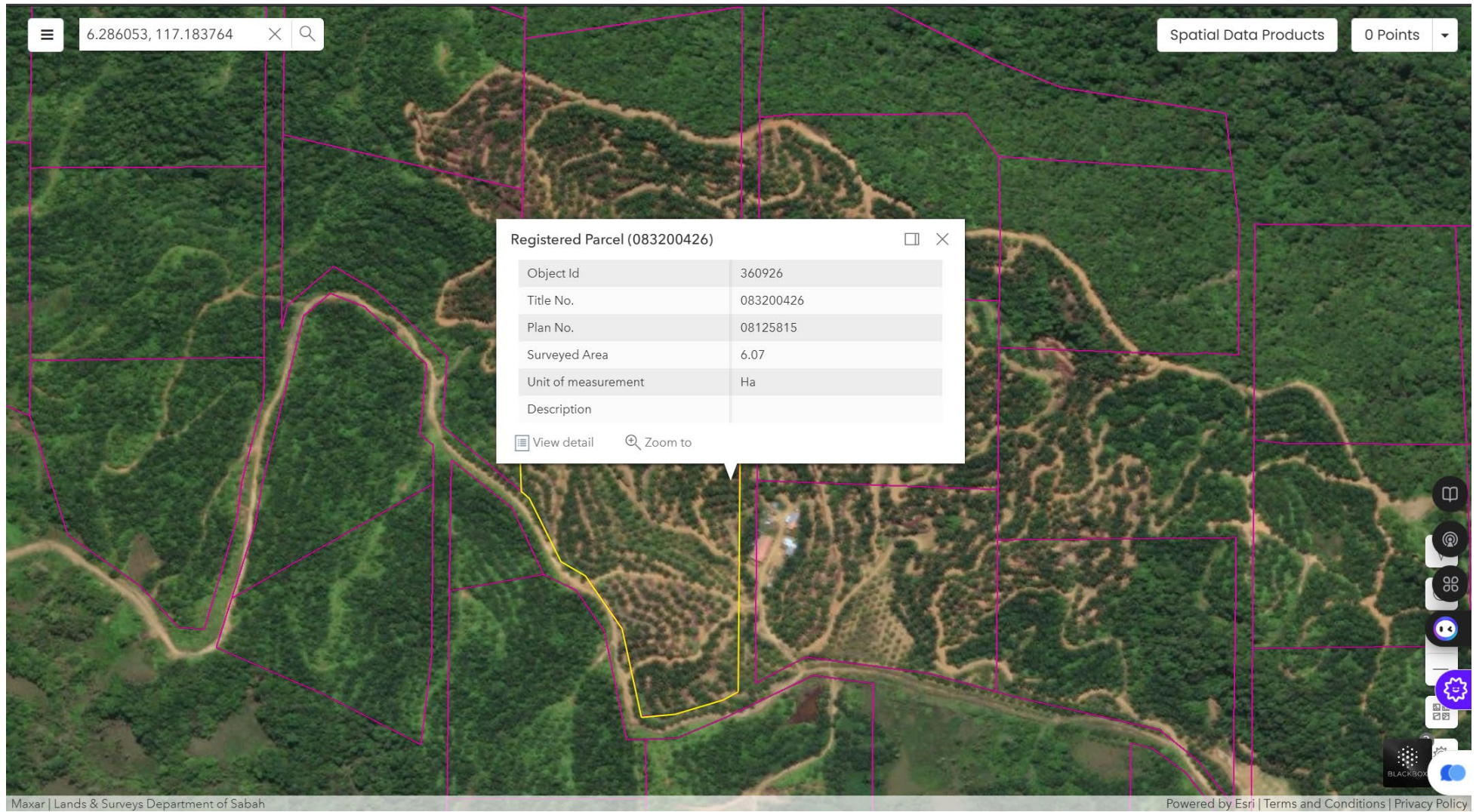
**Note:**

- (i) Maps showing geographical location, with close-up of the certified estates are attached as in the 'Estate Location & Map' of this report.  
(ii) With reference to MSPO Scheme Document dated on 5 January 2023.

AREA STATEMENT AND FFB FORECAST:							
NAME OF UNIT	CERTIFIED AREA (HA)	PLANTED AREA (HA)	FFB TON/ YEAR 2023	YIELD TON/ YEAR	MATURE/ YEAR	INMATURE AREA (HA)	HCV AREA (HA)
ARUS JAYA PLANTATION SDN BHD	429.17	425.11	-	-	336.75	88.37	-
TOTAL							

## ESTATE LOCATION & MAP





**Map 2.1: Locality Map of Arus Jaya Plantation Sdn Bhd (Coordinates: 6.286053, 117.183764)**

**MR3 Certification International Sdn. Bhd.** 201901004928 (1314255-P)  
Level 6 & 7, The Tribeca, No. 215 Jalan Imbi,  
55100 Kuala Lumpur, Malaysia.

# THE AUDIT PLAN



AUDIT PLAN	
MR3-P05-F3	Effective Date: 16/11/2023 v 02

Audit Plan & Scope Details						
<b>Organization Details</b>	Name	Arus Jaya Plantation Sdn Bhd				
	Registered Address	Shoplot DKT Taman Tosaraya, Kg Kobusak , Jalan Kobusak, Off Jln. Pintas Penampang Penampang 88300 Kota Kinabalu, Sabah				
	Estate Address	Arus Jaya Plantation Sdn Bhd, Sugut, Sabah				
	PIC	Datuk Chee Chi Vun				
	Position	Director				
	Tel	-				
	Email	deevin88@gmail.com				
<b>Audit Plan for</b>	<input type="checkbox"/>	First (Stage 1)				
	<input checked="" type="checkbox"/>	<b>Main (Stage 2)</b>				
	<input type="checkbox"/>	Surveillance No. 1				
	<input type="checkbox"/>	Surveillance No. 2				
	<input type="checkbox"/>	Surveillance No. 3				
	<input type="checkbox"/>	Surveillance No. 4				
	<input type="checkbox"/>	Re-assessment				
	<input type="checkbox"/>	Extension of Scope				
<b>Audit Date</b>	From	18/12/2024	To	18/12/2024	Man Days	2
<b>Language</b>	Verbal & Writing	English / Bahasa Malaysia				
<b>Audit Objective(s)</b>	1.	To evaluate that all elements of the proposed scope of registration meet the applicable statutory, regulatory and contractual requirements.				
	2.	To determine the organization conformance against the MSPO standards requirements.				
	3.	Follow up of previous issues of concern, if any.				
	4.	To make appropriate recommendations based on the audit findings.				
<b>Job Reference</b>	MR3/MSPO/24/MAV/103					
<b>Scope of Certification</b>	(i) Arus Jaya Plantation Sdn Bhd Production of Fresh Fruit Bunches (FFB)	429.17 ha of certified area	429.17 ha of planted area			
	MS 2530-3-1: 2022; Malaysian Sustainable Palm Oil (MSPO) Part 3-1: General Principles for Oil Palm Plantations (Less than 500hectares)					
<b>Issuance No.</b>	01	<b>Date</b>			2/12/2024	
<b>Lead Auditor (LA)</b>	Mr Ts. Mohamad Faidullah Abu Bakar (FD) ☎ 014-867 7243 ✉ mdfaidullah@gmail.com					
	Lead Auditor Course ISO 9001	Lead Auditor Course IMS	Lead Auditor Course MSPO 2.0	Social Competency		

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Email: [superadmin@mr3cert.com](mailto:superadmin@mr3cert.com)

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AUDIT PLAN	
MR3-P05-F3	Effective Date: 16/11/2023 v 02

	Completed	Completed	Completed	Completed
<b>Team Member(s) (TM)</b> Not Applicable <input type="checkbox"/>	Mr Mohd Shyaidal Abd Kadir (DL) ☎ 010-933 7993 ✉ adie.uniputra@gmail.com			
	Lead Auditor Course ISO 9001	Lead Auditor Course IMS	Lead Auditor Course MSPO 2.0	Social Competency
	Completed	Completed	Completed	Completed
<b>Trainee Auditor(s)</b> Not Applicable <input checked="" type="checkbox"/>	Not Applicable			
<b>Witness Auditor(s)</b> Not Applicable <input checked="" type="checkbox"/>	Not Applicable			
<b>Observer(s)</b> Not Applicable <input type="checkbox"/>	Pn Nabila Seth Niven ☎ 012-248 8905 ✉ superadmin@mr3cert.com			
<b>Audit Methodology</b>	1	The assessment will be carried out on reviewing of client's MSPO management system practice.		
	2	Reviewing the client's status and understanding regarding requirements of the MSPO standard, in particular with respect to the identification of key performance of significant aspects, processes, objectives and operation of the management system by interviewing the internal and external stakeholder (such as employees, neighbouring community, suppliers, etc.)		
	3	To collect necessary information regarding the scope of the MSPO management system, processes and location(s) of the client, and related statutory and regulatory aspects and compliance (e.g. quality, environmental, legal aspects of the client's operation, associated risks, etc.) by reviewing the documentation and records.		

# THE AUDIT PROCESS

The MSPO audit process is comprehensive and involves several key steps. These include pre-audit preparation, reviewing documentation and planning the audit scope, conducting on-site assessments to verify compliance with MSPO principles and criteria, engaging with stakeholders to gather additional insights and feedback, compiling findings into a detailed report that highlights areas of compliance and opportunities for improvement, and conducting follow-up assessments to ensure corrective actions have been implemented.

With reference to MSPO Certification Scheme Document dated 05 January 2023, Section 3.3 **REQUIREMENTS FOR LEAD AUDITOR, AUDITOR AND TECHNICAL EXPERTS**. This assessment has been conducted by the following approved assessors(s) which have sufficient qualifications and experiences to conduct MSPO Assessment. MR3 Certification International Sdn Bhd holds copies of educational qualifications, certificates and audit logs for each of the audit team members.

Summary of the Assessor's credentials are as follows:

Criteria	Requirement	Lead Auditor	Team Member
		Ts. Mohamad Faidullah Bin Abu Bakar (FD)	Mohd Shyaidal Abd Kadir (DL)
Education	Post-secondary education, college or university diploma/degree in one of the following: <ol style="list-style-type: none"> <li>i. Agriculture.</li> <li>ii. Science &amp; Technology (e.g., Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,);</li> <li>iii. Engineering, Process Technology.</li> <li>iv. Energy Management, Quality Management.</li> <li>v. Social Sciences and/or Anthropology.</li> <li>vi. Business Management; or</li> <li>vii. Other relevant related fields</li> </ol>	Ts Mohamad Faidullah Abu Bakar has educational background bachelor's degree Major in Forest Plantation & Agro-forestry from Universiti Malaysia Sabah (UMS).  Master's (Executive) Major in Safety, Health & Environment courses from Universiti Malaysia Pahang (UMP).	Mohd Shyaidal Abd Kadir graduated in BSc Forestry from Universiti Putra Malaysia.

Work Experience	<p>Lead: At least five (5) years of work experience in the oil palm sector or related fields such as social, health, safety and environment</p> <p>Auditor: <b>Post Secondary education:</b> At least ten (10) years of work experience in the oil palm sector or related fields such as social, health, safety and environment</p> <p><b>Tertiary education:</b> At least three (3) years of work experience in the oil palm sector or related fields such as social, health, safety and environment.</p>	With 13 years of experience in the palm oil industry, he also has 9 years of experience managing oil palm plantations (operation, administration, and certification) and is competent regarding Good Agricultural Practices (GAP), including Integrated Pest Management (IPM), Code of Good Practice for Oil Palm Nurseries (CoPN), and Employment & Logistics Management.	Mohd Shyaiddal Abd Kadir has been in the oil palm sector for more than 8 years where he was the Plantation Assistant Manager and has been involved in the estate operation under various Oil Palm Plantations.
Training	<p>i) Attended the MS 2530 series of standards training, or other auditor competency trainings endorsed by MPOCC or MPOB (pre-2016).</p> <p>ii) shall have undergone 40 hours of accredited <b>OR</b> 40 hours of lead auditor course either in Quality Management Systems (QMS) or Environmental Management Systems (EMS) or Occupational, Health and Safety Management Systems (OSH)</p>	<p>Has successfully attended and completed</p> <ul style="list-style-type: none"> <li>• Lead Auditor MSPO MS 2530 2022 in May 2024 &amp; MS 2530 2013 in August 2018,</li> <li>• SA8000 Social Compliance from SAI,</li> <li>• CQI &amp; IRCA Lead Auditor ISO 45001 OSHMS</li> <li>• CQI &amp; IRCA Lead Auditor ISO 9001 QMS,</li> <li>• Exemplar Global &amp; CQI &amp; IRCA ISO 14001 EMS</li> </ul> <p>Have undergone 40 hours of Lead Auditor QMS (Single Certificate Training)</p>	
Auditing Experience	<p>Lead: Conducted at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.</p> <p>Auditor: Conducted a minimum four (4) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.</p>	<p>The audit log from the previous company confirms that the auditor completed over 700 <b>man-days</b> across Part 2, Part 3, and Part 4 audits. Additionally, the lead auditor completed their training while working at a prior certification body.</p> <p>The evidence verified includes a competency evaluation from the previous certification body, confirming the following:</p> <ul style="list-style-type: none"> <li>• <b>20 man-days</b> as Co-Auditor, completed on <b>18/05/2019</b>.</li> <li>• <b>15 man-days</b> as Lead Auditor in Training, completed on <b>24/11/2019</b>.</li> </ul>	Mohd Shyaiddal Abd Kadir successfully met minimum man-days under the direction of Lead Auditor within the last 5 years.

General	A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language	Possessing a strong proficiency in handling and evaluating diverse sources of information and data. Proficient in communicating fluently in Bahasa Malaysia, English, as well as other local languages.
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## OPENING MEETING & CLOSING MEETING CRITERIA

### Opening Meeting

- a) introduction of the participants, including an outline of their roles.
- b) confirmation of the scope of certification.
- c) confirmation of the audit plan (including type and scope of audit, objectives and criteria), any changes, and other relevant arrangements with the client, such as the date and time for the closing meeting, interim meetings between the audit team and the client's management.
- d) confirmation of formal communication channels between the audit team and the client.
- e) confirm that the resources and facilities needed by the audit team are available.
- f) confirmation of matters relating to confidentiality.
- g) confirmation of relevant work safety, emergency and security procedures for the audit team.
- h) confirmation of the availability, roles and identities of any guides and observers.
- i) the method of reporting, including any grading of audit findings.
- j) information about the conditions under which the audit may be prematurely terminated.
- k) confirmation that the audit team leader and audit team representing the certification body is responsible for the audit and shall be in control of executing the audit plan including audit activities and audit trails.
- l) confirmation of the status of findings of the previous review or audit, if applicable.
- m) methods and procedures to be used to conduct the audit based on sampling.
- n) confirmation of the language to be used during the audit.
- o) confirmation that, during the audit, the client will be kept informed of audit progress and any concerns; opportunity for the client to ask questions.

### Closing Meeting

- a) informing the client that the audit evidence collected was based on a sample of the information; thereby introducing an element of uncertainty
- b) the method and timeframe of reporting, including any grading of audit findings;
- c) the certification body's process for handling nonconformities including any consequences relating to the status of the client's certification.
- d) the timeframe for the client to present a plan for correction and corrective action for any nonconformities identified during the audit.
- e) the certification body's post audit activities.
- f) information about the complaint handling and appeal processes.
- g) any diverging opinion that are not resolved.
- h) opportunity for the client to ask questions.

## ATTENDANCE DURING OPENING AND CLOSING MEETING

Date of Opening Meeting : 18/01/2025

Venue : Arus Jaya Plantation Estate Office

Date of Closing Meeting : 18/01/2025

Venue : Arus Jaya Plantation Estate Office

No.	Name	Position
1	Shobian Fadzal	Estate Manager
2	Adran Dariau	<b>Assistant Estate Manager</b>
3	Masdura Pamalu	MSPo Coordinator
4		
5		
6		

# THE AUDIT PROGRAMME MATRIX

(legend “☒” plan to cover/ covered, “☐” for not applicable)

Applicable principle/ Tentative Planned Year	1/2025	1/2026	1/2027	1/2028	1/2029
Internal Audits	☒	☒	☒	☒	☒
Stakeholder consultation / survey	☒	☒	☒	☒	☒
Use of MSPO logo	☒	☒	☒	☒	☒
Follow-up from previous audit finding	☒	☒	☒	☒	☒
Man-day Allocation					
Public Notification	☒	☒	☒	☒	☒
<b>4.1 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 and Competency	☒	☒	☒	☒	☒
4.1.6 Economic and financial viability plan	☒	☒	☒	☒	☒
4.1.7 Commitment to contribute to local sustainable development	☒	☒	☒	☒	☒
4.1.8 Complaints and grievances handling	☒	☒	☒	☒	☒
4.1.9 Internal audit	☒	☒	☒	☒	☒
4.1.10 Management Review	☒	☒	☒	☒	☒
<b>4.2 Transparency</b>					
4.2.1 Communication and Consultation	☒	☒	☒	☒	☒
4.2.2 Traceability	☒	☒	☒	☒	☒
4.2.3 Transparent and fair price dealing	☒	☒	☒	☒	☒
4.2.4 Ethical conduct					
<b>4.3 Compliance to legal requirements</b>					
4.3.1 Regulatory requirements	☒	☒	☒	☒	☒
4.3.2 Right to use land	☒	☒	☒	☒	☒
4.3.3 Native customary rights	☒	☒	☒	☒	☒
<b>4.4 Responsibility to social, health, safety and employment conditions</b>					
4.4.1 Social impact assessment (SIA)	☒	☒	☒	☒	☒
4.4.2 Employee’s safety and health	☒	☒	☒	☒	☒
4.4.3 Employment conditions	☒	☒	☒	☒	☒
4.4.4 Living conditions	☒	☒	☒	☒	☒
<b>4.5 Environment, natural resources, biodiversity and ecosystem services</b>					
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 emissions	☒	☒	☒	☒	☒
4.5.5 Water resources	☒	☒	☒	☒	☒
4.5.6 Environmental conservation and protection	☒	☒	☒	☒	☒
4.5.7 Zero burning practices	☒	☒	☒	☒	☒

**Note:** Surveillance Audit shall be conducted within 12 months after the certification date but not less than 9 months. Recertification shall be carried out minimum 2 months prior to the expiry of the certificate.

CONCLUSION OF 5 YEARS REVIEW		
1	The company has demonstrated effective implementation and maintenance/improvement on its management system	<input type="checkbox"/> Yes <input type="checkbox"/> No
2	The internal audit program has been fully implemented and demonstrates its effectiveness as a tool for maintaining and improving the management system.	<input type="checkbox"/> Yes <input type="checkbox"/> No
3	The management review process demonstrates its capability to ensure the continuing suitability, adequacy and effectiveness of the management system	<input type="checkbox"/> Yes <input type="checkbox"/> No
4	Throughout the audit process, the management system demonstrates overall conformance with the requirements of the audit standard	<input type="checkbox"/> Yes <input type="checkbox"/> No

CHANGES OF THE 5 YEARS AUDIT PROGRAMME
<input type="checkbox"/> <b>YES</b> , Justification:
<input type="checkbox"/> <b>NO</b> , Justification:

SAMPLING METHODOLOGY (GROUPING ONLY)
<p>Sampling of the operating units to be audited has been conducted in accordance with the Risk Management (MSPORMP) documents as below:</p> $S = r \sqrt{n}$ <p>Risk Level: Medium  <math>S = 1.5 (\sqrt{1}) = 1</math></p>
The selected operating units to be audited in Year 2025: <b>Arus Jaya Plantation Sdn Bhd</b>

## PREVIOUS AUDIT FINDING

The results of the last audit system have been reviewed, to ensure appropriate correction and corrective action has been implemented to address any non-conformity identified. The detail of verification is included below and concluded that:

<input checked="" type="checkbox"/>	No non-conformity / area of concern raised during last audit.
<input type="checkbox"/>	All non-conformity / area of concern identified during last previous audit have been corrected and the corrective action effective and acceptable.
<input type="checkbox"/>	One or more non-conformity / area of concern identified during last previous audit not effectively addressed and the specific non-conformity re-issued in the 'Current Audit Result & Non-Conformity Information' section of this report.

Verification of Previous Audit Result & Non-Conformity Information			
<b>Stage of Previous Audit</b>	Choose an item.		
<b>Date of Audit</b>	Not Applicable		
<b>No of Findings</b>	NIL Major Non-Conformance/s	NIL Minor Non-Conformance/s	Not Applicable OFI
<b>Status/ Remark</b>	Not Applicable since this is the main assessment visit (MAV)		

## CURRENT AUDIT FINDING

Based on the objective evidence reviewed, observed, and discovered during this assessment, the assessors concluded that **COMPANY Complies** with the MS 2530-3-1: 2022; Malaysian Sustainable Palm Oil (MSPO) standard and requirements. The following findings were identified:

CATEGORY	Number of Finding (s)				
	P1	P2	P3	P4	P5
Major Nonconformity (Major NC)	1	-	-	-	-
Minor Nonconformity (Minor NC)	1	2	1	3	3
Opportunity for Improvement (OFI)	-	-	-	-	1

SUMMARY OF THE FINDING/S:	
PRINCIPLE 1	<p><b>Indicator 4.1.10.1 NC-01/MAJ/DL</b> The organization has failed to conduct an annual management review as required under Indicator 4.1.10.1 of the MSPO standard. This review is critical to evaluating the effectiveness of the MSPO implementation and ensuring continual improvement.</p> <p><b>Indicator 4.1.7.1 NC-01/MIN/DL</b> During the audit, it was found that the management has not demonstrated contributions to local sustainable development through appropriate programs, as required under Indicator 4.4.3.3 of the MSPO standard. While management stated that no contributions have been made due to the absence of requests from local communities, the standard emphasizes proactive consultation with indigenous peoples and local communities to identify opportunities for collaboration and sustainable development initiatives.</p>
	<p><b>Indicator 4.2.1.2 NCR-02/MIN/DL</b> While the stakeholder list is comprehensive and up to date, a minor NC is raised due to the absence of records on consultations and stakeholder engagement actions.</p> <p><b>Indicator 4.2.4.2 NC-03/MIN/FD</b> Verified Arus Jaya Plantation Sdn Bhd has established an Ethical Conduct and Anti-Bribery Policy effective from 1 October 2024, there is no evidence of monitoring systems or records in place to ensure:</p> <ol style="list-style-type: none"> <li>1. Conformance to the policy requirements.</li> <li>2. Implementation of ethical business and anti-bribery practices across all operations.</li> </ol>
PRINCIPLE 3	<p><b>Indicator 4.3.1.2 NCR-04/MIN/FD</b></p> <ol style="list-style-type: none"> <li>i. The employer has yet to appoint a competent OSH coordinator as required under Section 29(3) of the Occupational Safety and Health Act 1994 (Act 514), which mandates the appointment of an OSH coordinator for workplaces with more than five employees to ensure compliance with occupational safety and health requirements.</li> <li>ii. During the site review, it was noted that the estate's genset had not been registered with the Energy Commission of Sabah, and a valid operating permit was not available at the time of assessment.</li> </ol>

<p><b>PRINCIPLE 4</b></p>	<p><b>Indicator 4.4.1.1 NCR-05/MIN/DL</b> Failure to conduct and approve the SIA assessment as required under the standard of Social Impact Assessment in accordance with guidelines provided by the MSPO, risking improper management of social aspects, including positive and negative impacts arising from the operation, as well as suspension or hold of certification decisions.</p> <p><b>Indicator 4.4.2.2 NC-06/MIN/DL</b> The management has failed to ensure that all safety and health plan as described in indicator 4.4.2.2 is implemented based on the following objective evidence.</p> <ol style="list-style-type: none"> <li>1. There is no awareness program implemented regarding emergency preparedness and response.</li> <li>2. During site visits to the housing and office are observed that there is no ERP Plan, portable fire extinguisher, emergency contact number and assembly point been provided.</li> <li>3. There is no two-way communication with employees where issues such as health, safety and wellbeing are discussed openly including concerns of employees and any remedial actions taken</li> <li>4. There is no First Aid System including First Aider available at the workplace.</li> </ol> <p><b>Indicator 4.4.4.2 NCR-07/MIN/DL</b> The management sourced their water from spring water and rainwater for domestic use of their worker. However, there is no evidence of water quality analysis been conducted at interval at least once a year.</p>
<p><b>PRINCIPLE 5</b></p>	<p><b>4.5.4 Criterion 4 NCR-08/MIN/FD</b> Failure to identify, monitor, and reduce GHG emissions as required under the standard prevents effective management of greenhouse gas impacts, jeopardizing the organization's compliance with scheme requirements.</p> <p><b>4.5.6 Criterion 6 NCR-09/MIN/FD</b> Failure to conduct and approve the HCV assessment as required for new developments may result in non-conformance with the scheme owner's requirements, risking improper management of HCVs and the suspension or hold of certification decisions.</p> <p><b>Indicator 4.5.3.2 NCR-10/MIN/FD</b> During the site visit, it was observed that scheduled waste items, such as used oil containers and lubricants, were improperly stored and scattered around the office and workshop area. This poses a potential risk of environmental contamination and non-compliance with scheduled waste management requirements.</p> <ul style="list-style-type: none"> <li>• It was discovered that for Arus Jaya Plantation Sdn Bhd it was found that the spent lubricant oil (SW 305) was not stored in accordance with the Environmental Quality (Scheduled Waste) Regulations 2005, Regulation 9.</li> </ul> <p><i>According to the guideline for Regulation 9, titled "Guideline for Packaging, Labelling, and Storage of Scheduled Wastes," Item 5.2, "Storage Design Criteria," and Item 5.2.3, which state that the entire storage area must be fenced in and considered a restricted area, Guideline for Packaging, Labelling, and Storage of Scheduled Wastes, Item 5.2:</i></p>

	<p><i>Storage Design Criteria, Item 5.2.3, which states that the entire storage area must be fenced-in and considered a restricted area.</i></p> <p><b>Indicator 4.5.5.3 - OBS-01/FD</b></p> <p>The installation of a filter net on water tanks in the employee housing area to capture debris from rain gutters is an effective measure to ensure the collected rainwater remains clean and free from contaminants such as leaves, twigs, and other particles.</p>
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**NOTE:**

*By the virtue of random sampling approach, there may exist chances of non-conformities not being identified during the assessment. Such occurrence shall therefore not be related with the assessor's competency and integrity in any way.*

## AUDIT CONCLUSION & RECOMMENDATION

The audit team conducted a process-based audit, focusing on significant aspects and risk objectives required by the standard(s). The audit methodology employed the 3P approach: People, Paper, and Practice. The audit team concludes and expresses:

- CONGRATULATIONS: the management system is in full compliance.
- CONGRATULATIONS: however, some processes need to address non-compliance(s).
- SORRY; the organization has not established and maintained its management system in line with the requirements of the standard and has
  - demonstrated
  - not demonstrated the ability of the system to systematically achieve agreed requirements within the scope of the organization.

Based on the records, there are NIL unresolved issues. Therefore, the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity, the management system certification be:

- Granted (initial certification or recertification)
- Granted upon the acceptance of the non-compliance(s)
- Continued (surveillance)
- Continued (surveillance) upon the acceptance of the non-compliance(s)
- Withheld
- Suspended until satisfactory corrective action(s) is completed
- Other (please specify)

Please note that this conclusion and recommendation are based on audit sampling within the organization's management system and therefore do not guarantee 100% conformity with all requirements.

## STAKEHOLDER CONSULTATION

Stakeholder Details	The Input/ Comments	The Output/ Response
Rimba Nilai POM	<ul style="list-style-type: none"> <li>The stakeholder is aware on MSPO certification. The crops are sent within acceptance of crop quality.</li> <li>No issues regarding estate operation. All boundaries are clearly demarcated.</li> <li>The stakeholder inform that their relationship Arus Jaya Plantation estate management are good and frequent communication were made discussion on oil palm management.</li> </ul>	Continue and maintain good relationship with neighbour estate.
Rimba Nilai Estate		
Sungai Sungai 2 Estate		
<b>Audit Team Conclusion</b>		It is concluded that management has maintained a good relationship with the stakeholder as no further complaints being made.

**NOTE:**

With reference to MSPO Certification Scheme Document dated 05 January 2023 **4.8 STAKEHOLDER CONSULTATION**. Whenever deemed applicable, stakeholder consultation/ interview may be held to obtain the internal and external stakeholders' inputs on the Company's compliance towards the MSPO standards and stakeholders' views on areas where the Company could improve. Such consultation will be conducted professionally and in absolute isolation from the Company officials. All comments made by the stakeholders will be recorded and presented in this assessment report.