


# MSPO INITIAL CERTIFICATION SUMMARY REPORT

<b>STANDARD:</b>	<b>MS2530-3:2013 (Part 3)</b> General Principles for Oil Palm Plantations and Organized Smallholders	
<b>PLANTATION:</b>	<b>MAJRANY PLANTATION SDN BHD</b> Lot 696 & 697, Block 51, Sungai Nyalau, Kemena Land District, 97000 Bintulu, Sarawak.	
<b>OWNED BY:</b>	<b>BBC PLANTATION SDN BHD (380137-X)</b> Lot 1643, Junction 5 Commercial Centre, Jalan Tun Hussain Onn, 97007 Bintulu Sarawak.	
		
<b>PROJECT NO:</b>	<b>BQAS/BBC/MRN/001-5</b>	<b>JULY 2018</b>
<b>CERTIFICATION BODY:</b>	<b>BQAS Certification (M) Sdn Bhd (11179994-x)</b> Sublot 6, 2 <sup>nd</sup> Floor, Block A, Kings' Center, Simpang Tiga, 93350, Kuching, Sarawak.  Tel: +6 082 572 043 Mobile: +6 017 814 1112 Email: <a href="mailto:bqassb@gmail.com">bqassb@gmail.com</a> Website: <a href="http://www.bqas.com.my">www.bqas.com.my</a>	
<b>Documented by:</b>	<b>Douglas Alau Tayan</b>	<b>22 July 2018</b>
<b>Certified by:</b>	<b>Patrick Sibat Sujang</b>	<b>29 September 2018</b>
<b>Certificate Issued on:</b>	<b>1<sup>st</sup> January 2019</b>	<b>Valid till 31<sup>st</sup> December 2023</b>

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<b>PLANTATION</b>	<b>MAJRANY PLANTATION SDN BHD</b>
<b>OWNED BY</b>	<b>BBC PLANTATION (380137-X)</b>
<b>PROJECT NO</b>	<b>BQAS/BBC/MRN/001-5</b>

## 1. INFORMATION: CERTIFICATION ASSESSMENT

1.1	Type of Assessment:	Initial Certification Audit	
1.2	Scope of MSPO Certification:	Individual Certification	
1.3	MSPO Standard:	MS2530-3:2013	
1.4	Maps: (Refer Attachments)	1.	Google – Location
		1A.	Location of Workers' Quarters - Majrany Plantation Sdn Bhd.
		2a, 2b, 2c.	Map-Majrany Plantation Block Marking Boundary
		3.	Stakeholders' Consultation
	Geo-Coordinates:	N 3° 36'58.1" E 113° 29'0.7"	

## 2. INFORMATION ON CERTIFIED ENTITY

2.1	Name of Plantation: Location:	<b>MAJRANY PLANTATION SDN BHD</b> Lot 696 & 697, Block 51, Sungai Nyalau, Kemena Land District, 97000 Bintulu, Sarawak.		
	Wholly owned by:	<b>BBC PLANTATION SDN BHD (380137-X)</b>		
2.2	Main Office Address:	Lot 1643, Junction 5 Commercial Centre, Jalan Tun Hussain Onn, 97007 Bintulu Sarawak.		
2.3	Management/Contact Details:			
	a. Mr. Christopher Yek Nae Tsuey Managing Director	Tel: 086-313441	Email: admin@bbcgrou.com.my	
	b. Mr. Leram Sedin General Manager	HP:016-879 7031	Email: majrany.admin@bbcgrou.com.my	
2.4	MPOB License No:	503225602000	Expiry Date:	31-07-2019
	Scope of Activity:	Menjual dan Mengalih BTS		
2.5	Certified Area:	3,743.0 HA	Planted Area:	3,743.0 HA
			Conserved Area:	HA
2.6	FFB Annual Production:	Estimated: 2019	64,000 Metric Ton	
2.7	Date of Certification:	January 2019	Validity:	5 years / Dec 2023
2.8	Other Sustainability Certification:	Nil		

### 3. ASSESSMENT: AUDIT TEAM / METHODOLOGY / PLAN / PROCESS

3.1		AUDIT TEAM	
The Audit Team:		Name:	Role
Stage 1 Audit Date: 17 May 2018		Dominic Retan Giah	Lead Auditor
		Wilfred Landong	Auditor
		Charles Tibok	Auditor
		Douglas Alau Tayan	Auditor
Stage 2 Audit Date: 19 July 2018		Dominic Retan Giah	Lead Auditor
		Wilfred Landong	Auditor
		Charles Tibok	Auditor
		Douglas Alau Tayan	Auditor
Dominic Retan Giah		Lead Auditor	
Qualifications: <ul style="list-style-type: none"> <li>● Bachelor of Science in Wood Science &amp; Technology, Colorado State University, Fort Collins; 1987,</li> <li>● Diploma in Wood Technology, Institut Teknologi MARA (UiTM), Shah Alam; 1983,</li> <li>● St Joseph School, Kuching, Sarawak; 1963-1975</li> <li>● Attended and successfully completed and passed the MSPO Lead Auditor Course by DQS (Malaysia) in Setia Alam, Selangor from 26<sup>th</sup> to 30<sup>th</sup> Jan 2015.</li> <li>● Conducted more than 40 days audit for MSPO since year 2016.</li> <li>● Completed 30 days on-site audits as Lead Auditor for MSPO P&amp;C scheme.</li> </ul>			
Wilfred Landong		Auditor	
Qualifications: <ul style="list-style-type: none"> <li>● Advanced Dip in Business &amp; Management, WGIHE, UK</li> <li>● Degree in Marketing, CIM, UK</li> <li>● Masters in Marketing, UNN, UK</li> <li>● Qualified &amp; successfully completed MSPO Lead Auditor Course (Pioneer Group) on 30<sup>th</sup> January, 2015</li> </ul>			
Charles Tibok		Auditor	
Qualifications: <ul style="list-style-type: none"> <li>● Bachelor of Science (Hons) in Quantity Surveying, UK</li> <li>● Successfully completed MSPO Lead Auditor Course in 2017</li> </ul>			
Douglas Alau Tayan		Auditor	
Qualifications: <ul style="list-style-type: none"> <li>● Diploma Agric.(UPM, M'sia),</li> <li>● B. Agr. Sc. (USA),</li> <li>● M.Sc. Agr. Sc. (USA).</li> <li>● Passed the Certified ISO 14001:2015 Lead Auditor Training Course and currently doing Lead Auditor-in-Training for several oil palm plantations and mills.</li> <li>● MSPO Peer Reviewer Training (14-15/06/2017) by MPOCC, &amp; ISO/IEC 17021-1:201</li> <li>● ISO/IEC 17021-1:2015 Conformity Assessment – Requirements for Bodies Providing Audit and Certification of Management Systems organized by Saytech General Inspection Services Sdn. Bhd. - 5<sup>th</sup> – 6<sup>th</sup> December, 2017.</li> <li>● Audit Report of MSPO and RSPO Certification (P &amp; C Part 3 &amp; 4); Stage 2 of 5 Oil Palm Plantations and 4 Palm Oil Mills since 2017.</li> </ul>			

### 3.2 AUDIT METHODOLOGY

The Audit was carried out in conformity with the procedures as laid down in the BQAS Procedure Manual and the MSPO Program Manual for the auditors and Certifier. During the Audit the qualified BQAS auditors used the MSPO standard as endorsed for the country in which the audit took place and recorded their findings.

This is a **Stage 2 Audit** planned and executed according to **MS 2530-3:2013** standard reference.

The assessment criteria are the certification standards as documented in the audit schedule, as well as the organization's MSPO management system documentation.

The sampling process, if applicable, was carried out according to MSPO sampling guideline in ACB-OPMC2 by the accreditation body (Department of Standard Malaysia).

During the audit, methods used to obtain information were one or more of the following:

- a) Interviews;
- b) Observations of processes and activities;
- c) Review of documentation and records.

The audit findings summarizing conformity and detailing nonconformity are identified, classified and recorded in the respective MSPO Audit Checklist of BQAS, the Nonconformity Report(s) as well as this audit report, all prepared by the appointed BQAS audit team.

Workers and local communities were interviewed and evidence sought to confirm ongoing compliance to include:

- **Chemical stores.** Storage, MSDS leaflets, Herbicide mixing areas, PPE, Ventilation, Security.
- **Field inspections.** Herbicide application programs. Harvesting sites and efficiency. Fertilizing operations. SOP's. Soil maps. Land preparation. Ground cover. IPM. First aiders and boxes. Ground cover. Soil erosion. Field observations of all operations.
- **Worker interviews.** OSH. Sexual, religious, racial harassment. Pay and contracts. Child labor. First aid. Awareness.
- **Re-planting sites.** Zero burning.
- **Water management.** Water courses. Water monitoring.
- **Road maintenance.** Run off.
- **Social amenities.** Social Impact Audits.
- **Local communities.** Contributions made. Employment opportunities. Social impacts. Complaints procedures.
- **Workshops.** Oil traps. Safe working environment. PPE. Diesel tanks. Environmental waste management.
- **Line sites.** Interviews with householders. Inspection of water discharge points. Water improvement plans. Waste disposal.
- **Documentation review.**

#### Verification:

Verification of implementation was done through field observations, workshop and chemical store inspections, worker and community interviews and mill inspections as summarized above.

Verification of effectiveness of taken corrective actions regarding previously identified non-conformities

3.3 AUDIT PLAN						
AUDIT SITES						
For both Stage 1 & Stage 2 the Audit Team performed assessments at: <ul style="list-style-type: none"> <li>BBC Plantation Head Office</li> <li>Majrany Plantations &amp; Estates site offices</li> </ul>						
STAGE 1 AUDIT						
Date:	17 <sup>th</sup> May 2018	No of Auditors	4	No of Mandays	4	
Audit Program & Agenda						
Assessed areas: <ul style="list-style-type: none"> <li>Basic information about the entity</li> <li>Management system: scope &amp; documentation</li> <li>Evaluation of location/site specific conditions</li> <li>Review understanding regarding requirements of the MSPO Standards (key performance, processes, objectives)</li> <li>Related statutory &amp; regulatory aspects &amp; compliance</li> <li>Land status/legality</li> <li>MSPO policies, procedures</li> <li>Management Manual</li> <li>Management Plan</li> <li>Resources management (water/non-renewable energy use)</li> <li>Determine preparedness for Stage 2 Audit</li> <li>Fertilizers/Chemical/Schedule waste stores</li> <li>Estate Office &amp; Workers Quarters, Signages</li> <li>Boundary Markers, Geo-coordinates, Buffer Zone, Riparian Reserves</li> <li>Stakeholders interview</li> </ul>						
Day 1 A.M.	Documentation Audit at BBC Plantation Head Office.					
Day 1 P.M.	Majrany Plantation Site Audit					
STAGE 2 AUDIT						
Date	19 July, 2018	No of Auditors	4	No of Mandays	4	
Audit Program & Agenda						
Assessed Areas: <ul style="list-style-type: none"> <li>Evaluate implementation, including effectiveness of the management system</li> <li>Information &amp; evidence about conformity to all requirements</li> <li>Performance monitoring, measuring, reporting</li> <li>Reviewing against key performance objectives &amp; targets</li> <li>Performance as regards legal compliance</li> <li>Operational control of the client's process</li> <li>Internal auditing &amp; Management review</li> <li>Management responsibilities for policies</li> <li>Links between the normative requirements, policy</li> <li>Competence of personnel</li> <li>Customer specific requirements</li> <li>Harvesting / collection of loose fruits / logistics &amp; traceability of FFB</li> <li>Use of PPE / Safety &amp; Health training program</li> <li>Revisit other points/areas of buffer zone, Riparian reserves, boundaries</li> <li>Implementation of Policies &amp; procedures at all stores (fertilizer, chemical, schedule waste – new store)</li> <li>Improvements to workers quarters – health &amp; safety</li> <li>Infrastructure / roads &amp; drainage / natural water management</li> <li>Continuous improvement plan &amp; implementation</li> <li>Implementation of Best practices</li> <li>Implementation of environmental management plan</li> <li>Stakeholders &amp; workers interview</li> </ul>						
Day 1: a.m.	Documentation Audit at Majrany Plantation site office.					
Day 1: p.m.	Majrany Plantation Sdn Bhd Site Audit					

3.4 AUDIT PROCESS			
The Audit Process for both Stage 1 & 2 Assessments were conducted similarly as follows:			
No	Process	Description	
1	Public Notification	Notice issued 1 month before audit dates	
2	Audit Plan	Auditee receives 2 weeks before audit dates	
3	Day 1: Assessment	Opening Meeting & Documentation Audit	
4	Day 2: Assessment	Plantation Site Audit & Closing meeting	
5	Audit Report / Findings	Report / Checklists: review, discuss & decide corrective & forward action to be taken with Auditee	
4 SUMMARY OF FINDINGS			
STAGE 1 AUDIT			
No of Findings:	25	Classification	AWF Acceptable with findings noted
Areas of Findings:	Internal Audit, Management Review, Continual Improvement, Social Impact Assessment (SIA), Employee Safety & Health, Environmental Management Plan, Waste Management Plan, Zero Burning practices		
<b>CAR closed</b>	<b>Corrective Action Report closed on 20<sup>th</sup> June, 2018</b>		
STAGE 2 AUDIT			
No of NC	8		
No of OFI	11		
Areas of OFI	Continuous Improvements, Regulatory requirements, Employees' Safety and Health, Site management, Water Resources, Environmental management plan, Social Impact Assessment.		
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>		
<b>Area of NC 01</b>	<p><b>Aspect of standard: P4C4I2a: Employees safety and health</b></p> <p>b) The risks of all operations shall be assessed and documented.</p> <p>Observations made on the ground: General conditions of the workers barracks with improper storage of tools, storage of petrol and gas cylinders and a septic tank with a broken cover which had not been attended to.</p> <p>Observations made on the ground: General conditions of the workers barracks with improper storage of tools, storage of petrol and gas cylinders and a septic tank with a broken cover which had not been attended to.</p>		
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>		
<b>Area of NC 02</b>	<p><b>Aspect of standard: P4C4I2a: Employees safety and health</b></p> <p>b) The risks of all operations shall be assessed and documented.</p> <p>Observations made on the ground: General conditions of the workers barracks with improper storage of tools, storage of petrol and gas cylinders and a septic tank with a broken cover which had not been attended to.</p> <p>Observations made on the ground: General conditions of the workers barracks with improper storage of tools, storage of petrol and gas cylinders and a septic tank with a broken cover which had not been attended to.</p> <p><b>Review of evidences submitted to BQAS:</b>  <b>Pictorial evidence showed Majrany management fulfill the MSPO requirement, thus the Major Non-conformity Issue No. 1 is closed.</b></p> <p><b>Action plan accepted. Verified and accepted by Lead Auditor on 28 September 2018.(Refer to Conformity Report 1 of 8 Attached) in the main Audit Report.</b></p>		
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>		
<b>Area of NC 03</b>	<p><b>Aspect of standard: Part 3,P4C4I2c: Employees safety and health</b></p> <p>c) An awareness and training programme which includes the following</p>		

	<p>requirements for employees exposed to pesticides:</p> <p>i) all employees involved shall be adequately trained on safe working practices</p> <p>ii) all precautions attached to products shall be properly observed and applied</p> <p><b>Evidence of non-conformity:</b></p> <p><b>NC 1.</b> A worker riding a motorcycle on the estate road was observed to be holding a soil basket in one hand.</p> <p><b>NC 2:</b> Failure to observe traffic rules. Motorcyclists travelling with more than 1 passenger and without crash helmets. Drivers of motor vehicles not strapped in.</p>
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>Area of NC 04</b>	<p><b>Aspect of standard: Part 3,P4C4I2d: Employees safety and health</b></p> <p>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p><b>Evidence of non-conformity:</b> Harvester in Estate M1 observed not wearing safety gloves while at work.</p>
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>Area of NC 05</b>	<p><b>Aspect of standard: Part 3, P4C4I2e: Employees safety and health</b></p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p><b>Evidence of non-conformity:</b></p> <p><b>NC 1.</b> Oil spills on the workshop floor (although spill trays are being fabricated) and at the loading ramp.</p> <p><b>NC 2.</b> The design of the oil sump and oil trap at the workshop, generator house and skid tank needs further improvement to be effective.</p> <p><b>NC 3.</b> Storage of petrol and gas cylinders within the workers barracks.</p> <p><b>NC 4.</b> Absence of eye wash at the chemical store.</p>
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>Area of NC 06</b>	<p><b>Aspect of standard: Part 3, P4C5I5: Employment</b></p> <p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p><b>NC:</b> These were not sighted.</p> <p><b>Evidence of non-conformity:</b></p> <p><b>There is no proper format to register accurate account of all employees in one summary sheet. Employee registration details are only stored in the file individually.</b></p>

<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>Area of NC 07</b>	<p><b>Aspect of standard: Part 3,P4C5I11: Employment</b></p> <p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p> <p><b>Evidence of non-conformity:</b></p> <p><b>NC:</b> Unhygienic conditions due to chicken coops and rearing compound as an extension of the housing units.</p>
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>Area of NC 08</b>	<p><b>Aspect of standard: Part 3 : P5C3I5: Waste management and disposal</b></p> <p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p><b>Evidence of non-conformity:</b></p> <p><b>NC.</b> Domestic waste seen in a heap in the vicinity of the workers housing area. <b>2018.(Refer to Conformity Report 1 of 8 Attached).</b></p>
<b>CAR Closed</b>	<b>Corrective Action Report closed on 28<sup>th</sup> September, 2018</b>
<b>5</b>	<b>CERTIFICATION RECOMMENDATIONS</b>

## Introduction

Majrany Plantation Sdn Bhd is located at Lot 696 & 697, Block 51, Kemena Land District, 97000 Bintulu, Sarawak. As a subsidiary of the BBC Plantation Sdn Bhd, it had been desirous of obtaining MSPO accreditation to comply with the government aspiration for all planters (smallholdings and plantations) and millers to achieve this certification by 31<sup>st</sup> Dec. 2019. The certification for Majrany Plantation Sdn Bhd shall be as an individual certification unit.

This report is prepared by BQAS to describe the preparedness of Majrany Plantation Sdn Bhd to be certified by Malaysian Sustainable Palm Oil in accordance to the MS 2530-3:2013, Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for oil palm plantations and organised smallholders (MS2530-3:2013).

Stage 1 had been carried out on 17<sup>th</sup> May 2018 to meet with the requirement of MSPO certification procedure. The result showed that the organization had demonstrated their readiness to go for certification.

Stage 2 audit was conducted on 19<sup>th</sup> July 2018 according to MS 2530-3:2013 standard reference. The satisfactory resolution of Stage 2 audit findings indicated that Majrany Plantation Sdn Bhd is running and operating under a sustainability management system.

The audit criteria used are the certification standards as documented in the audit schedule as well as the current management system documentation of the company.

## Report Summary

Majrany Plantation Sdn Bhd, is participating in the certification scheme at the behest of the holding company BBC Plantations Sdn Bhd. After the Stage 1 Audit, there was a general awareness on commitment toward improving transparency and the need to follow up on the continual improvement plans. The management, staff and workers were generally supportive and eager to participate in the management system toward sustainability through MSPO.



Commitment shown by the management of Majrany Plantation Sdn Bhd toward MSPO was evident through the display of MSPO Policy documents at strategic places in the plantation office, stores and workshops. There was a general awareness on the need for legal compliance and continual improvement plans were in place to cover both environmental aspects as well as social ones. There was an understanding on the need to maintain proper records and to communicate information to all stakeholders. Up to the time of the Stage 2 Audit, no complaints and grievances had been recorded. This might be attributed to the company's commitment to local sustainable development. Majrany Plantation Sdn Bhd showed that it was involved in the local community through its corporate social responsibility program.

Staff and workers had been given awareness briefing on safety and health including usage of proper PPE. Good compliance was noted towards worker safety and health and employment conditions. Training programs were implemented for workers to attain competency.

The BBC Environmental Policy indicated an awareness to protect wildlife and the conservation of their habitats. This included a training on buffer zone awareness. Posters of rare, threatened and endangered species were displayed at prominent places where workers and other stakeholders congregate such as the office and the entrance to the plantation. Environmental issues were also discussed for resolution at regular OSH meetings.

There was generally a good adherence to proper waste management and disposal. It was noted that prompt rectification for compliance was followed through after a visit to a dump pit in the plantation.

Overall Majrany Plantation Sdn Bhd is implementing a management system that is fulfilling the requirement of the MSPO standards with some improvement areas as outlined in Section 5 below.

### Stakeholders' Consultation

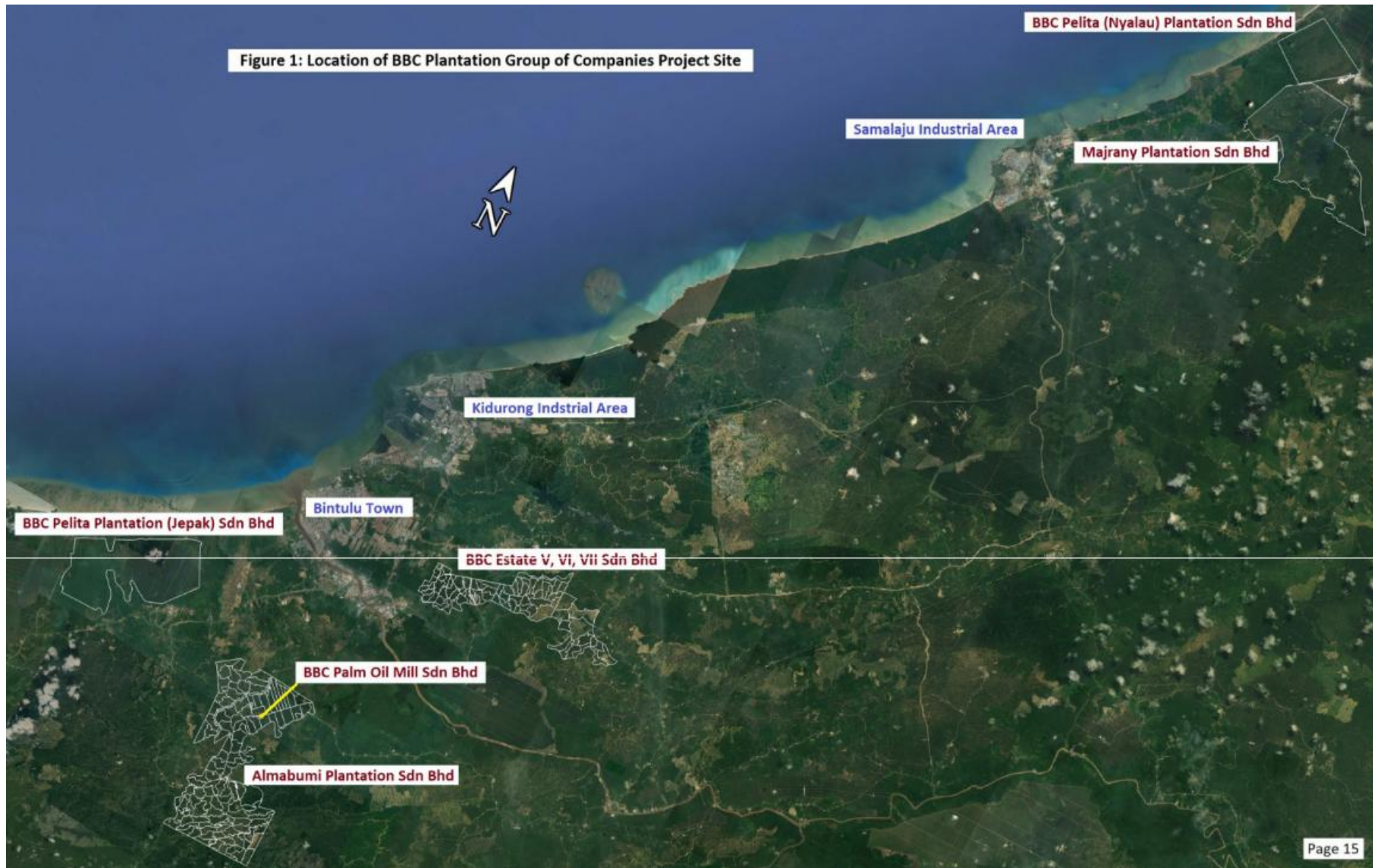
This was conducted by the selection of 2 samples (one at BBC Estate VII Sdn Bhd and another at Majrany Plantation Sdn Bhd) to represent the BBC Plantations Sdn Bhd as a group. The sample taken from the Majrany's list of stakeholders to be interviewed was En. Sung bin Bakir, the headman of Kampung Tengah Nyalau, just a short drive from the junction to Majrany Plantation.

Majrany Plantation Sdn Bhd has complied & conformed to Certification standards, conditions & requirements.

The Lead Auditor therefore recommended that Majrany Plantation Sdn Bhd be certified under MSPO Standards MS2530-3:2013.

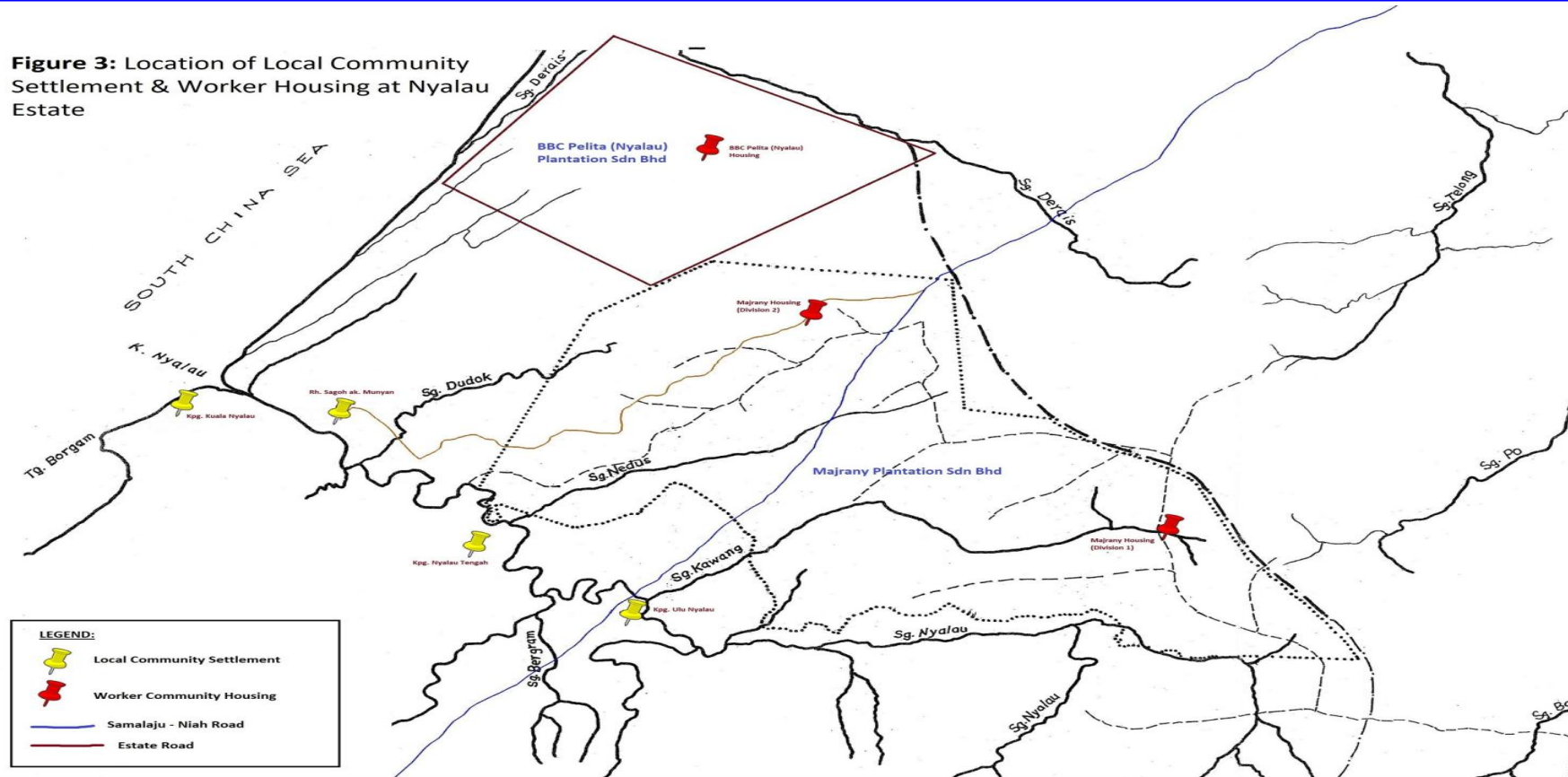
6.	DATE OF 1 <sup>ST</sup> Year SURVEILLANCE AUDIT	June, 2019
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### ANNEX 1: Location Map for this Certification Unit



ANNEX 1 A : LOCATION OF WORKERS ' QUARTERS - MAJRANY PLANTATION SDN BHD.

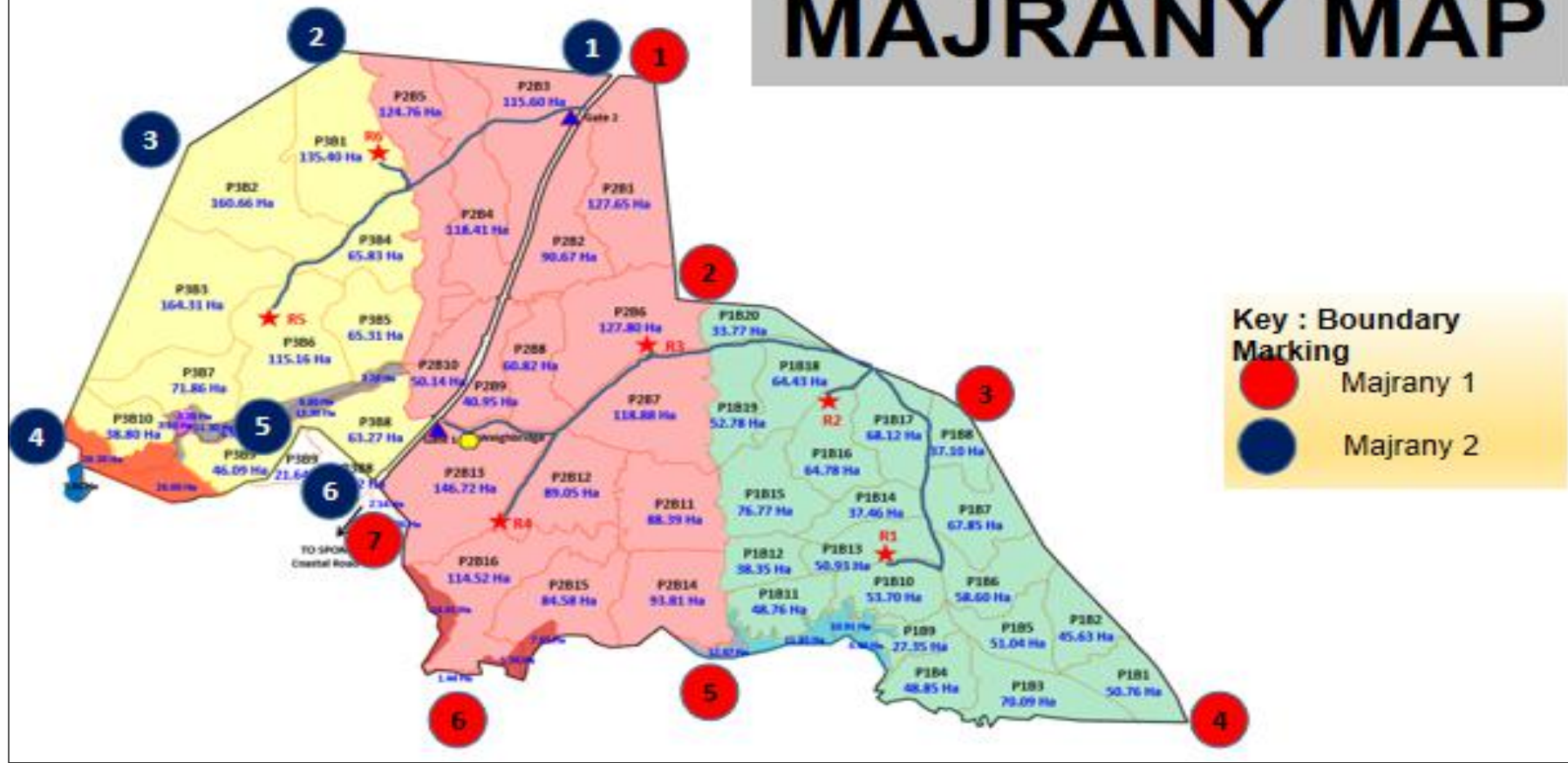
**Figure 3:** Location of Local Community Settlement & Worker Housing at Nyalau Estate





ATTACHMENT 2 : MAJRANY PLANTATION - BLOCK BOUNDARY MARKINGS

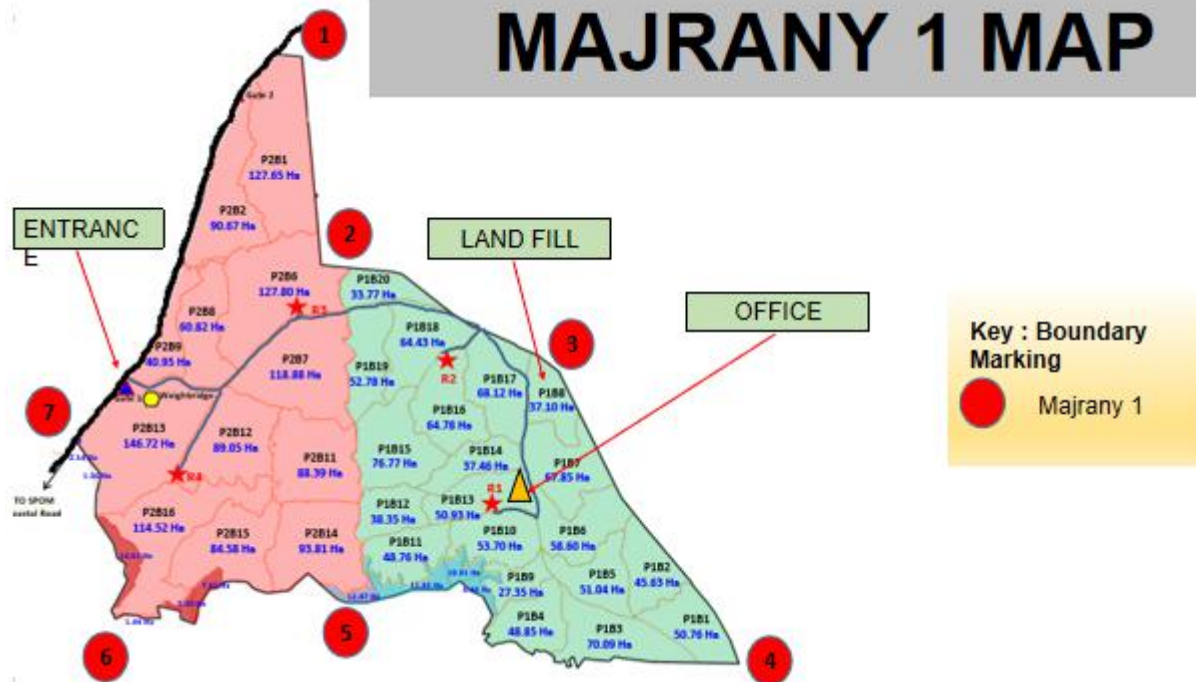
# MAJRANY MAP





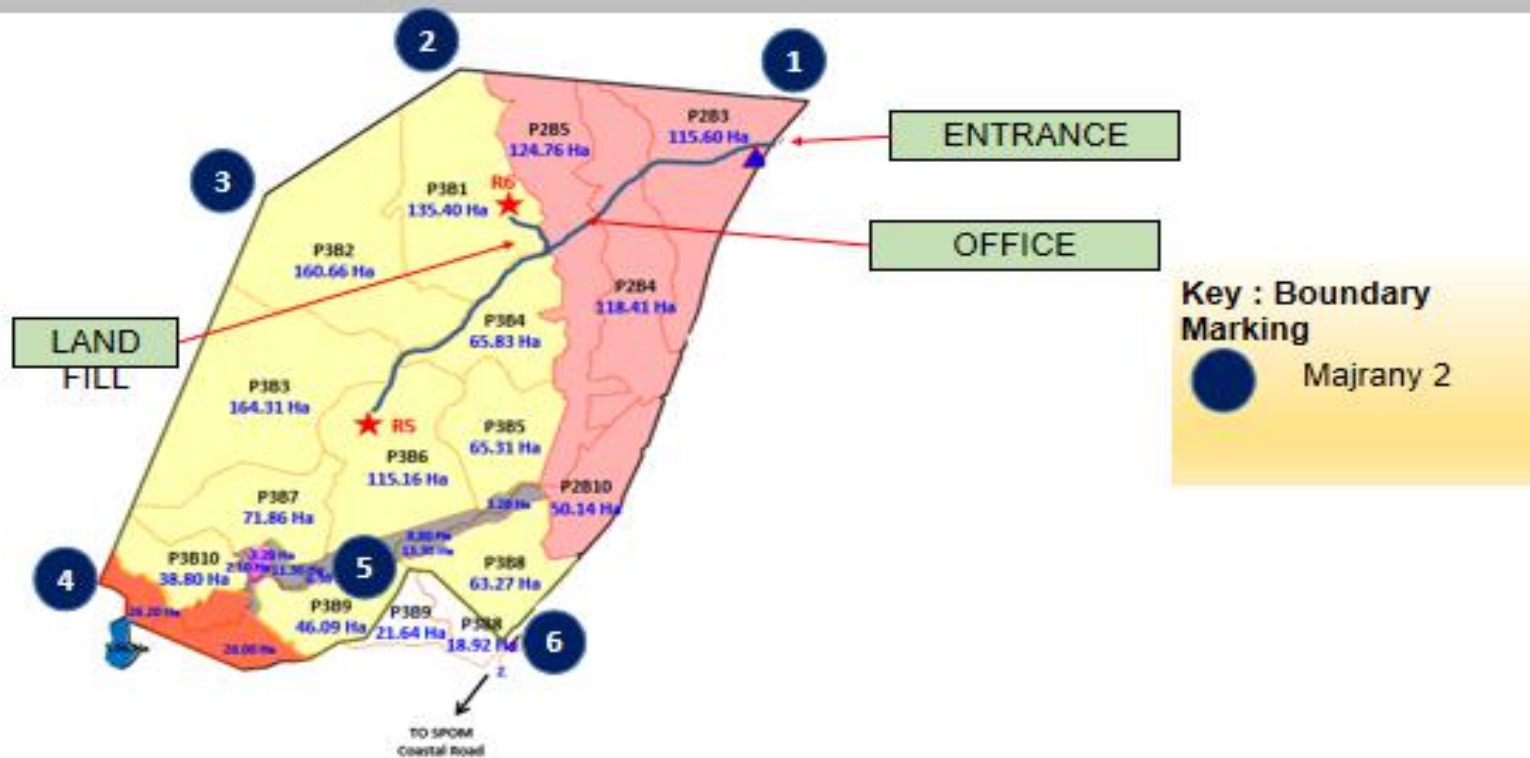
ATTACHMENT 2A : MAJRANY PLANTATION - BLOCK BOUNDARY MARKINGS (ESTATE 1)

# MAJRANY 1 MAP



ATTACHMENT 2 B :MAJRANY PLANTATION - BLOCK BOUNDARY MARKINGS (ESTATE 2)

# MAJRANY 2 MAP



## ATTACHMENT 3 : Stakeholders' consultation

## MSPO Stakeholder Consultation Report

<b>Company Name:</b>	BBC Plantations Sdn Bhd (BBC Estate VII Sdn Bhd & Majrany Plantation Sdn Bhd)		
<b>Standard(s):</b>	<input type="checkbox"/> MS 2530-2:2013	<input checked="" type="checkbox"/> MS 2530-3:2013	<input type="checkbox"/> MS 2530-4:2013
<b>Assessment Type:</b>	Oil Palm Plantation		
<b>Consultation Date:</b>	20/07/2018		
<b>Consultation Technique:</b>	<input checked="" type="checkbox"/> Meeting (to submit list of participants if available) <input type="checkbox"/> Phone interview <input type="checkbox"/> Written views and comments (mail, email etc. based on pre-determined questions) <input type="checkbox"/> Research (internet, journal or other credible literature sources)		

1.	<b>Is this stakeholder register in the organization's stakeholder list?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remarks : A sample from a grouping of external stakeholders
2.	<b>Based on input received, is transparency of information between organization and stakeholder justified? (clause 4.2.1 &amp; 4.2.2)</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Remarks : The driver had attended the MSPO awareness briefing by BBC Estate.
3.	<b>Any feedback, complaint or grievances raised by this stakeholder before? (If Yes, please briefly explain the nature of the feedback/ complaint/ grievance in Remarks)</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remarks : 
4.	<b>If (3) above is Yes, is the organization handle the feedback/ complaint/ grievance appropriately?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Remarks : 
5.	<b>Any land issue being raised during against the organization? (if Yes, does the issue been, or in progress of being resolved?)</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remarks : 
6.	<b>Any social issue being raised during against the organization? (if Yes, does the issue been, or in progress of being resolved?)</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remarks : 
7.	<b>Any environmental issue being raised during against the organization? (if Yes, does the issue been, or in progress of being resolved?)</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Remarks : 
8.	<b>Is the issue stated above being brought to the audit?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	Remarks : 

Remarks, comments and opportunities for improvement:

Mr Rahman bin Kadri, the BBC Estate driver for the delivery of FFB to the BBC mill, pointed out that sorting and grading took up waiting time at the mill grading yard, indicating a vigilant in-field checking of fruit bunches would greatly reduce his downtime and increase productivity. Rejected fruit bunches would have to be collected back.

The headman of Kpg Nyalau, Mr Sung bin Bakir, appreciated the establishment of the Majrany Plantation as it provided a sustainable alternative to fishing. Far from being seasonally employed as fishermen, 6 young men from his village and several others from nearby Kedayan villagers were able to be gainfully employed as plantation workers. Value-added training for these young people would help to improve their livelihood further. The headman looked forward to a briefing on MSPO to be conducted by Majrany Plantation soon.

