



BBL GROUP
BBL Plantation Sdn Bhd [733550-D]
SNB Plantation Sdn Bhd [883056-U]

BQAS CERTIFICATION [M] SDN BHD

ACB MSPO 15

REF: BQAS/BBLG/026/01/21

10 01 2021

MSPO MS 2530-3:2013 INITIAL CERTIFICATION PUBLIC SUMMARY REPORT

BBL Group

BBL Plantation Sdn Bhd [733550-D]
SNB Plantation Sdn Bhd [883056-U]

1ST FLOOR, LOT 8524-8526, STUTONG COMMERCIAL CENTER, JLN
STUTONG, 93350, KUCHING, SARAWAK



BQAS Certification [M] Sdn Bhd

Lot 7823, Sublot 6, 2nd Floor, Block A, King Center,
Simpang Tiga, 93350, Kuching, Sarawak.

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Website: www.bqas.com.my

Accreditation No: ACB MSPO CB15



CERTIFIED ENTITY	BBL GROUP BBL Plantation Sdn Bhd [733550-D] SNB Plantation Sdn Bhd [883056-U]	
MSPO Standards: MS2530-3:2013	General Principles for Palm Oil Plantations & Organized Smallholders	
Type of Certification:	<input checked="" type="checkbox"/> Group	
Project Ref No:	BQAS/BBLG/026/01/21	
MSPO Certificate No:	BQAS P3 026 0221	
Validity:	01 02 2021 – 31 01 2026	Certified since 01 02 2021
Main Office Address:	1st Floor Lot 8524-8526, Stutong Commercial Center, Jln Stutong, 93350, Kuching Sarawak	
Site Address:	Tanah NCR, Kampung Sungai Nibong, Block 3, Sebang-an-KePAYang Land District, Simunjan 94300, Samarahan, Sarawak.	
Contact Person / Job Title	Mr Jong Koh Thau	Estate Manager
Telephone / Mobile		013 837 6278
Email / Website		
Contact Person / Job Title	Ms Tan Kia Li	Account Executive
Telephone / Mobile	082 367 337	016 898 6522
Email / Website	kialitan.bsl@gmail.com	

CERTIFICATION BODY	BQAS CERTIFICATION [M] SDN BHD [11179994-x]	
Office Address:	Lot 7823, Sublot 6, 2n Floor, Block A, Kings' Centre, Simpang Tiga, 93350, Kuching Sarawak.	
Contact Person / Job Title	Wilfred S Landong	Managing Director
Telephone / Mobile	+6 082 572043	+6 017 222 5555
Email / Website	bqassb@gmail.com	www.bqas.com.my
Lead Auditor	Wilfred S Landong	
Certifier	Patrick Sibat	

Disclaimer:

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EXECUTIVE SUMMARY

This is an Initial Certification Audit & scope is Group Certification of BBL Group under the Standards MSPO MS2530-3:2013 for Oil Palm Plantations & Organized Smallholders.

BBL Group main office is located at 1st Floor Lot 8524-8526, Stutong Commercial Center, Jln Stutong, 93350, Kuching Sarawak. Other key information on BBL Group are as follows:

	BBL Plantation Sdn Bhd	SNB Plantation Sdn Bhd
Site Address	Tanah NCR, Kampung Sungai Nibong, Block 3, Sebangan-Kepayang Land District, Simunjan-Samarahan, Sarawak	
Distance from Kuching City	Approximately 75 kilometers	
Location Geo Coordinates	N01.487776 E110.780088	N01.496548 E110.773841
Certified Area	116 hectares	124 hectares
No of Employees	4 locals, 6 foreign: 10	

The assessment method used follows principles of **3P** (Paper, Practice & People).

This certification assessment is a sampling process where management systems effectiveness & efficiency are confirmed via an Audit Trail that the Auditor established to make an accurate conclusion. Information & data were systematically gathered & documented from interviews [with a cross section random sample of stakeholders], observations of process and activities, field audits & review of documentations and records.

Assessments were done at both the Head Office in Kuching and the Plantation/Site Office at Simunjan during both Stage 1 & Stage 2 Audits.

Stage 1 Audit was conducted on 21 - 22 01 2020 & Stage 2 on 17 – 19 10 2020 respectively. The unavoidable long delay in conducting Stage 2 was due to compliance of movement control order as imposed by the government and authorities on COVID19 pandemic. 2 Auditors were assigned to do the Assessments; clocking a total of 10 Mandays to complete the Audits.

There were 20 Findings in Stage 1 Audit classified as AWF (acceptable with findings noted); in areas of management system readiness, policy/policies documentation, legal register, procedures documentation, HIRARC, management plan, & contractors agreement. The corrective action report (CAR) raised for these findings were closed out on 16 03 2020; with exception of findings No 17 & 18 which was closed out 17 10 2020.

In Stage 2 Audit there were 10 findings; 4 Minor Non Conformity, 6 OFI (opportunity for improvements) in areas of Traceability, SIA, Employees Safety & Health, Environmental Management Plan, Employment Conditions, Waste management disposal, reduction of pollution and emission, economic and financial viability . The corrective action report (CAR) for these findings were closed out on 30 12 2020.



In both Audit Stages, dialogues and interviews were conducted with stakeholders [workers, local communities, landowner & other land users] to gauge understanding of MSPO principles, applications & its importance and relevance to sustainable growth and production of palm oil products. Also assessed were their opinion & working relationship with BBL Management and this was found to be meeting requirements. Local communities were also allowed access and use of roads within the plantation.

Plantation workers are remunerated in accordance with minimum wage order requirements; and living conditions in the Estate meet the bare minimum requirements of health & safety regulations. Available amenities in the estate include treated water, solar energy and telecommunication services.

Generally, it is noted by the Auditors that Estate management and workers needed more commitment, further training and knowledge to be more effective in implementing and managing its management system in compliance with MSPO 2530-3:2013 Standards.

The Audit team has conducted a rigorous assessment of BBL Group and it is noted that it has made improvements between Stage 1 and Stage 2 Assessment to comply & conform to MSPO2530-3:2013 Certification standards, conditions & requirements.

Conclusively, the Lead Auditor therefore, recommended that upon conclusion and closure of findings of Stage 2 BBLB Group of Estates be certified under MSPO Standards MS2530-3:2013.

1. INFORMATION: CERTIFICATION ASSESSMENT

1.1.	Type of Certification Assessment	<input checked="" type="checkbox"/>	Initial Certification / Main Audit	
		<input type="checkbox"/>	Annual Surveillance Audit [Year 1]	
		<input type="checkbox"/>	Re-certification Audit	
1.2.	Scope of MSPO Certification	<input checked="" type="checkbox"/>	Production of Sustainable Fresh fruit Bunch from:	
			Total Planted Area	Total Certified Area
	BBL Plantation Sdn Bhd		116 hectares	116 hectares
	SNB Plantation Sdn Bhd		124 hectares	
1.3.	MSPO Standards	<input checked="" type="checkbox"/>	PART 3: MS2530-3:2013	
		<input type="checkbox"/>	PART 4: MS2530-4:2013	
1.4.	Maps [Refer Attachments]	<input checked="" type="checkbox"/>	Google Location	
		<input checked="" type="checkbox"/>	Boundary / Block Map	
		<input type="checkbox"/>	Topography	
		<input type="checkbox"/>	Soil	

**2. INFORMATION: CERTIFIED ENTITY****1. BBL PLANTATION SDN BHD**

1.	INFORMATION	CERTIFIED ENTITY
Company Name & Registration No:		BBL PLANTATION SDN BHD [733550-D]
Main Address:		1st Floor Lot 8524-8526, Stutong Commercial Center, Jln Stutong, 93350, Kuching Sarawak
Site Name:		BBL Sg Nibong
Primary Function:		<input checked="" type="checkbox"/> Plantation/Organized Smallholders <input type="checkbox"/> Mill
Site Address:		Tanah NCR, Kampung Sungai Nibong, Block 3, Sebangsan-Kepayang Land District, Simunjan-Samarahan, Sarawak
Management Contact Details		
1.	Mr Jong Koh Thau	Estate Manager
	Mobile: 013 837 6278	Tel: Email:
2.	Ms Tan Li Kia	Account Executive
	Mobile: 016 898 6522	Tel: 082 367 337 Email: kialitan.bsl@gmail.com
Headcount:		Staff: 4 General Workers: 6 Total: 10
MPOB License No: 6095 6000 2000		Expiry Date: 31 03 2021
Scope of Activity: MENJUAL DAN MENGALIH #		
Date of Establishment: 11 05 2015		Geo-Coordinates: N01°29' 16.0" E110°46' 48.3": N1.487776, 110.780088
Certified Area: 116 Hectares		Planted Area: 116 hectares
FFB Production (actual) 2019: 1586.44 MT		FFB Production (estimate) 2020: 1900MT
Sources of FFB: own estate		Main FFB purchaser: Sarjin Trading Sdn Bhd [collection center]
No of Planting Blocks: 6		No of Palm trees: 17481
Palm Species: Felde DxP		Age Range of Palm Trees: 5 years
Topography: lowland		Soil Type: peat
Land Status: Ownership:		<input type="checkbox"/> Rented <input checked="" type="checkbox"/> Own Land <input type="checkbox"/> Joint Venture
Other Sustainability Certification:		Nil

2. SNB PLANTATION SDN BHD

	INFORMATION	CERTIFIED ENTITY
Company Name & Registration No:		SNB PLANTATION SDN BHD [883056-U]
Main Address:		1st Floor Lot 8524-8526, Stutong Commercial Center, Jln Stutong, 93350, Kuching Sarawak
Site Name:		SNB Sg Nibong
Primary Function:		<input checked="" type="checkbox"/> Plantation/Organized Smallholders <input type="checkbox"/> Mill
Site Address:		Tanah NCR, Kampung Sungai Nibong, Block 3, Sebangsan-Kepayang Land District, Simunjan-Samarahan, Sarawak



Management Contact Details			
1.	Mr Jong Koh Thau	Estate Manager	
	Mobile: 013 837 6278	Tel:	Email:
2.	Ms Tan Kia Li		
	Mobile: 016 898 6522	Tel: 082 367 337	Email: kialitan.bsl@gmail.com
Headcount: shared with BLSB		Staff: 4	General Workers: 6 Total: 10
MPOB License No: 6114 8500 2000		Expiry Date: 30 04 2021	
Scope of Activity: MENJUAL DAN MENGALIH #			
Date of Establishment: 01 04 2016		Geo-Coordinates: N1.496548 E110.773841	
Certified Area: 124 Hectares		Planted Area: 124 Hectares	
FFB Production (actual) 2019: combined with BBL		FFB Production (estimate) 2020: combined with BBL	
Sources of FFB: own estate		Main FFB purchaser: SARJIN TRADING SB [collection center]	
No of Planting Blocks: 6		No of Palm trees: 18409	
Palm Species: Felda DxP		Age Range of Palm Trees: 6 years	
Topography: Lowland		Soil Type: Peat	
Land Status: Ownership:		<input type="checkbox"/> Rented	<input checked="" type="checkbox"/> Own Land <input type="checkbox"/> Joint Venture
Other Sustainability Certification:		Nil	

3. ASSESSMENT METHODOLOGY

This certification assessment is a SAMPLING process where management systems effectiveness & efficiency are confirmed via an audit trail that the Auditor established to make an accurate conclusion

Information gathering	Interviews – staffs, contractors, local communities, FFB suppliers & other stakeholders
Data collection from	<ul style="list-style-type: none"> • Observation of process & activities • Review of documentations & records • Site visits • Field inspections
Assessment method	<p>Paper</p> <ul style="list-style-type: none"> • Assessing past implementations from records, reports of the management system <p>Practice</p> <ul style="list-style-type: none"> • Assessing current implementation from observing current practices <p>People</p> <ul style="list-style-type: none"> • Assessing future maintenance from interviewing personnel on understanding & assessing competencies.

Stage 1	Audit Findings Classification
Term	Meaning / Description
Acceptable	<ul style="list-style-type: none"> • Fulfilled requirement of audited standard



Acceptable with findings noted	•	Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
Not acceptable	•	Demonstrate absence or total breakdown of system to meet standard requirement

Stage 2		Audit Findings Classification	
Term	Meaning	Description	
YES	Compliance	•	Fulfilled requirement of audited standard
OFI	Opportunity for improvements	•	Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
NO (minor NC)	Minor non conformity	•	Non-compliance to standard requirements or company's SOP; or are issues that when combined, jeopardized the functioning of the system
NO (major NC)	Major non conformity	•	Demonstrate absence or total breakdown of system to meet standard requirement, or a number of minor NC against a clause of standard requirements / at a particular area. Of last assessment that are not effectively addressed will be classified as major NC.

4. ASSESSMENT PROCESS

4.1. AUDIT TEAM

Assessment Stage	Name	Role
Stage 1	Wilfred S Landong	Lead Auditor
	Maxwell S Landong	Auditor
Stage 2	Wilfred S Landong	Lead Auditor
	Maxwell S Landong	Auditor

A. Wilfred S Landong

Lead Auditor

i. Qualifications:

- Advanced Dip in Business & Management, UK
- Degree in Marketing, UK
- Masters in Marketing, UK
- Successfully completed MSPO Lead Auditor Course (Pioneer Group) on 30th January, 2015

B. Maxwell S Landong

Auditor

i. Qualifications



- Advanced Diploma in Veterinary Science, UPM
- Bachelor of Science (Hons) in Resource Economics, UPM
- Masters of Science in Human Resource Development, UPM
- Completed Train the Trainer Course by HRDF in August 2018
- Completed MSPO Auditor Course in July 2018
- Completed Peer Reviewer Course in 2018

4.2. AUDIT PLAN

4.2.1. AUDIT OBJECTIVES

Initial Certification Audit

- Evaluate the implementation, including effectiveness, of the management system
- Information and evidence about conformity to all requirements
- Performance monitoring, measuring, reporting
- Reviewing against key performance objectives and targets
- Performance as regards legal compliance
- Operational control of the client's processes
- Internal auditing and management review
- Management responsibility for policies
- Links between the normative requirements, policy, performance objectives and targets
- Competence of personnel
- Customer specific requirements

4.2.2. ASSESSMENT SITES/PROGRAMS/PARAMETERS

MS2530-3:2013

General Principles for Palm Oil Plantation & Organized Smallholders

Assessment Sites

Assessments were performed at:

- Main Office & Estate Office – documentations & records
- Estate – FFB evacuation, processes, stores, waste & water management, workshop and related facilities etc.
- Staff facilities – housing, amenities etc.

Stage 1

Audit Program



Date: 21- 22 01 2020

No of Auditors: 2

No of Mandays: 4

Day 1

- Site Audit @ Estate, Simunjan
- Estate site Assessment & field Audits
Inspection/observation of staff/workers housing & living conditions, facilities & amenities, interview foreign workers, domestic waste treatment, Harvesting etc. Stakeholders dialogues/interviews (contractors, FFB suppliers, local community representatives, adjacent landowners)

Day 2

- Opening Meeting at Main Office
- Documentation Audit
- Review Stage 1 Audit Report

Stage 2**Main Assessment Program**

Date: 17 – 19 10 2020

No of Auditors: 2

No of Mandays: 6

Day 1

- Site Audit @ Estate, Simunjan
- Estate site Assessment & field Audits
Inspection/observation of staff/workers housing & living conditions, facilities & amenities, interview foreign workers, domestic waste treatment, Harvesting etc. Stakeholders dialogues/interviews (contractors, FFB suppliers, local community representatives, adjacent landowners)

Day 2

- Opening Meeting at Main Office
- Review Stage 1 Audit Report
Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6

Day 3

- Documentation Audit [continuation]
- Joint Estate Closing Meeting
- Presentation of Audit Checklist / Report

Assessment Parameters

- Evaluate implementation, including effectiveness of the management system
- Information & evidence about conformity to all requirements
- Performance monitoring, measuring, reporting
- Reviewing against key performance objectives & targets
- Performance as regards legal compliance
- Operational control of the client's process
- Internal auditing & Management review
- Management responsibilities for policies
- Links between the normative requirements, policy
- Competence of personnel
- Customer specific requirements
- Traceability of FFB



- Use of PPE / Safety & Health training program
- Assess other points/areas of buffer zone, Riparian reserves, boundaries
- Implementation of Policies & procedures at all stores (fertilizer, chemical, schedule waste store)
- Improvements to workers' quarters – health & safety
- Infrastructure / roads & drainage / natural water management
- Continuous improvement plan & implementation
- Implementation of Best practices
- Implementation of environmental management plan
- Stakeholders & workers interview

4.2.2.3 THE AUDIT PROCESS

The Audit Process for Stage 2 Assessments was conducted as follows:

NO	PROCESS	DESCRIPTION/ACTIVITIES
1	Public Notification	Written notice to inform public on MSPO Audit is posted at Estate Office 1 month before Audit dates
	↓	
2	Audit Plan	Auditee received 1 month before Audit dates
	↓	
3	Audit Day 1	<ul style="list-style-type: none"> • <u>Estate site Assessment & field Audits</u> • Participants: Audit Team & Auditee Management • <u>Stakeholders Consultation / Field & Site Audits</u> • Stakeholders interviews • MSPO knowledge of Estate staffs • Checks & verifications on Boundary, Buffer Zone, Riparian Zone, Waste/scheduled waste management, Water management, Water courses, Harvesting • Staff/workers housing & amenities, • Use of PPE, Stores, Workshop
	↓	
4	Audit Day 2	<u>Opening Meeting</u> <u>Review of Stage 1 Audit Report</u> <u>Documentation Review</u> <ul style="list-style-type: none"> • Management Systems, Policies, Procedures, MSPO Principles 1 to 6 documents etc.
	↓	
5	Audit Day 3	<u>Documentation Review [continuation]</u>



- Management Systems, Policies, Procedures, MSPO Principles 1 to 6 documents etc.

Closing meeting

- Participants:
Audit Team & Auditee Management
- Agenda:
Review Stakeholders feedbacks
Presentation of Report / Checklists. Review, discuss & decide corrective & forward action to be taken by Auditee

5. SUMMARY OF ASSESSMENT RESULTS [STAGE 2]

5.1. KEY FINDINGS

Principles	P1	P2	P3	P4	P5	P6	Total
No of NC: Major	0	0	0	0	0	0	0
No of NC: Minor	0	1	0	1	2	0	4
No of OFI: Opportunity for Improvement	0	0	0	3	1	2	6
Total	0	1	0	4	3	2	10

PRINCIPLE 2 TRANSPARENCY

Finding No		1.	
Criterion 4.2.3: Traceability			
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Refer FFB Traceability procedure page 2 of BBL/MSPO/P2/T & T/01. There is no evidence of any actual implementation of this procedure. No inspection records are made available upon request.

PRINCIPLE 4 SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS

Finding No		2.	
Criterion 4.4.1: Social impact assessment (SIA)			
Indicator	Requirement	Compliance	Findings
4.4.2.3	A complaint form should be made available at the premises, where	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	The complaint form is sighted in the Procedure but not displayed at the Estate Premises.



	employees and affected stakeholders can make a complaint.	<input type="checkbox"/> NC - Major	
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Finding No		3.	
Criterion 4.4.4: Employees safety and health			
I.	Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	First Aid Kit is sighted at the Estate during site visit on 17 th September 2020 No evidence of employee trained on first aid/as first aider.

Finding No		4.	
Criterion 4.4.4: Employees safety and health			
J.	Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No record on report of accident submitted to JKKP sighted. There must be a report submitted even if there are is accident – recorded as no accident

Finding No		5.	
Criterion 4.4.5: Employment conditions			
4.4.5.5	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.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Record of employee is available and sighted in the staff summary report and salary voucher, but not complete. The record to also include gender, entry date, wage and period of employment,

PRINCIPLE 5 ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES

Finding No		6.	
Criterion 4.5.1: Environmental management plan			
Indicator	Requirement	Compliance	Findings
4.5.2.3	The use of renewable energy should be applied where possible.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Diesel [fossil fuel] is used to generate [by generator] energy and used for tractors and providing electricity in the estate. There is no plan noted to apply use of renewable energy [solar energy]



Finding No		7.	
Criterion 4.5.3: Waste management and disposal			
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national program on recycling of used HDPE pesticide containers.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The SOP on dealing with empty pesticide container is sighted in Doc Reference BBL/MSP0/P5/WMD/01 dated 8th November 2019 (clause 5.3).</p> <p>It is observed in the fertilizer and chemical store that there is storage of schedule waste, water pumps.</p> <p>It is also observed that there is no schedule waste store in the estate</p>

Finding No		8.	
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The assessment of polluting activities is sighted vide document No BBL/MSP0/P5/EIA/01 (clause 5.1.2 (b) dated 8th November 2019.</p> <p>It is observed during inspection of the diesel skid tank that there are oil spillage and uncovered jerry can [containing some diesel] at the side of the skid tank. The skid tank is not labelled as containing diesel.</p> <p>An inspection of the stores also found oil spills at the chemical and fertilizer store.</p>


PRINCIPLE 6 BEST PRACTICES

Finding No		9.	
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The business/management plan is not fully documented at Audit time.</p>



Finding No		10.	
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The business management plan for BBL had not been completely documented during Audit time

5.2. SUMMARY STATEMENT BY LEAD AUDITOR

AUDIT CONCLUSION		
Summary Statement of Lead Auditor	Signature	
<p>Stage 2 Audit conducted on 17 – 19 09 2020 yielded 10 findings; 6 OFI – opportunity for improvement and 4 NC – minor non-conformance. Documentations of MSPO related management systems had improved tremendously from Stage 1 Audit.</p> <p>However, estate / field in-situ management of BBL require a number of urgent improvements [refer NC-minor].</p> <p>The Audit team had made rigorous assessment of BBL suitability and compliance to all requirements and criterion of Part 3 Principles 1 – 6 of the Standards MS2530-3:2013.</p> <p>The Audit team recommend the Certification of BBL Plantation Sdn Bhd / Group under the Standard MS2530-3:2013 but this is solely subject to satisfactory confirmation of closure of all 10 findings of the Stage 2 Audit.</p>	 Wilfred S Landong Date: 19 09 2020	

5.3. CORRECTIVE ACTIONS BY CERTIFIED ENTITY

10 Corrective action reports were raised on 19 09 2020; all corrective action reports were closed out on 30 12 2020

**5.4. STAKEHOLDERS' CONSULTATION REPORT****Date of Consultation: 17 09 2020****List of Respondents**

No	Name	Identity No [if available]	Relationship to Auditee
1	Then Liang Ping		Worker – Field Assistant
2	Sakeran Bin Sapiee		Worker – Excavator driver
3	Hariman Bin Nufi		Worker – General Worker

1.0. Consultation Technique:

Consultation Technique: Face to face interview
(Can select more than one)

Meeting (to submit list of participants if available)

Phone interview

Written views and comments (mail, email etc. based on pre-determined questions)

2.0. Questionnaires

No	Criteria	Result	Remarks
1.	Is/Are this stakeholder registered in the organization's stakeholder list?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<i>Registered in the payroll</i>
2.	Based on input received, is/are transparency of information between organization and stakeholder justified? (clause 4.2.1 & 4.2.2]	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<i>Daily communication based on work requirement</i>
3.	Any feedback, complaint or grievances raised by this/these stakeholder before? (If Yes, please briefly explain the nature of the feedback/ complaint/ grievance in Remarks)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
4.	If (3) above is Yes, does the organization handle the feedback/ complaint/ grievance appropriately?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	
5.	Any land issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<i>No issue on land development being raised</i>
6.	Any social issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	



7.	Any environmental issue being raised during audit against the organization? (if Yes, does the issue been, or in progress of being resolved?)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
8.	Is the issue stated above being brought to the audit?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A	

3.0.	Auditor Summary Statement	[Remarks, Comments & Opportunity for Improvements]
	<p>All the three interviewed are workers of the company. As such there is no issue raised on land ownership, environment. most of the questions asked and feedback related are work related.</p> <p>POSITIVE COMMENT FROM THE WORKERS</p> <ul style="list-style-type: none"> The three (3) workers mentioned that they are happy with timely payment of salary. No issue on accommodation as they commute daily to and back from work. <p>OPPORTUNITIES FOR IMPROVEMENT AND AUDITOR'S COMMENT</p> <ul style="list-style-type: none"> The two workers namely Sakeran Sapiee & Hariman Nufi asked the rationale of salary deduction if they don't turn up for work during public holiday. When they turn for work during public holidays, they are paid normal salary. The two workers also said starting this year, they are not given any sick leave, but instead their salary will be deducted. Sakeran said that he has been with the company for seven (7) years and that he only has two(2) salary increment during the seven(7) years of service. The field Assistant said he did received bonus. He did not have any complain as his resides nearby. Both Sakeran and Hariman also mentioned that they did not have any other incentives other than salary. The field Assistant said he did received bonus. He did not have any complaint as his resides nearby and satisfied with the current working condition. The company's practice on salary and benefits must meet the minimum requirement under Sarawak Labor Ordinance. Deduction of worker's salary for not working during public holiday and on sick leave (provided the leave is certified by the Medical Doctor) is non-compliance and unfair labor practice 	

**6. OFFICIAL SIGN OFF****6.1. ACKNOWLEDGEMENT BY CERTIFIED ENTITY MANAGEMENT REPRESENTATIVE**

This is to acknowledge and confirm the Audit Visits/Assessments described in this Report and the Acceptance of the Contents and Findings in the said Audit Report.

Ms Tan Kia Li
Date: 19 09
2020

6.2. ASSESSMENT RECOMMENDATIONS: LEAD AUDITOR**LEAD AUDITOR: CONCLUSION & RECOMMENDATION**

Based on the Findings/Action taken by Auditee/Closures above, BBL Group of Estates [BBL Plantation Sdn Bhd & SNB Plantation Sdn Bhd had been able to demonstrate generally its compliance to and with requirements of the Standard MSPO MS2530-3:2013 under General Principles for Oil Palm Plantations & Organized Smallholders. Therefore, it is recommended that the Initial Certification of TCSB be approved.

Wilfred S Landong
Lead Auditor
10 01 2021

6.3. ASSESSMENT REVIEW BY CERTIFIER**CERTIFIER: STATEMENT & CERTIFICATION CONFIRMATION**

I/the undersigned, being the Certifier, confirm that I have examined thoroughly all contents of the Report in its' entirety. I would conclude that:

- The Audit report has the necessary contents to act as the foundation for the award of a Certificate
- The Audit team has carried out an objective and professional audit of the management unit for certification against the requirements of the MSPO MS2530-3:2013 series.
- The Audit team has investigated adequate and relevant data sources and avenues of the enquiry
- The Audit team has arrived at an appropriate conclusion and recommendation based on the evidence presented to it.
- The Audit team has prepared a concise and comprehensive report to the requirements of the standards

I confirm that, to the best of my knowledge the information and conclusions included in this report have been prepared in compliance with the Standards requirements; and done in good faith and that the Lead Auditor recommendations had been based upon this information. I, hereby confirm that, TCSB can be granted Certification under the Standard **MSPO2530-0:2013 [Part 3]: General Principles for Oil Palm Plantations & Organized Smallholders**

Date: 30 01 2021

Patrick Sibat
Certifier

**7.****CONCLUSION****7.1.****CERTIFICATION: BQAS MANAGEMENT**

In reference to MS 2530-3:2013, the BQAS Management hereby approved of:

- Issuance of the certificate.
- Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.
- Maintenance of the certificate.
- Maintenance of the certificate as soon as implementation of corrective action has been demonstrated.

7.2.**NEXT SURVEILLANCE ASSESSMENT PLAN**

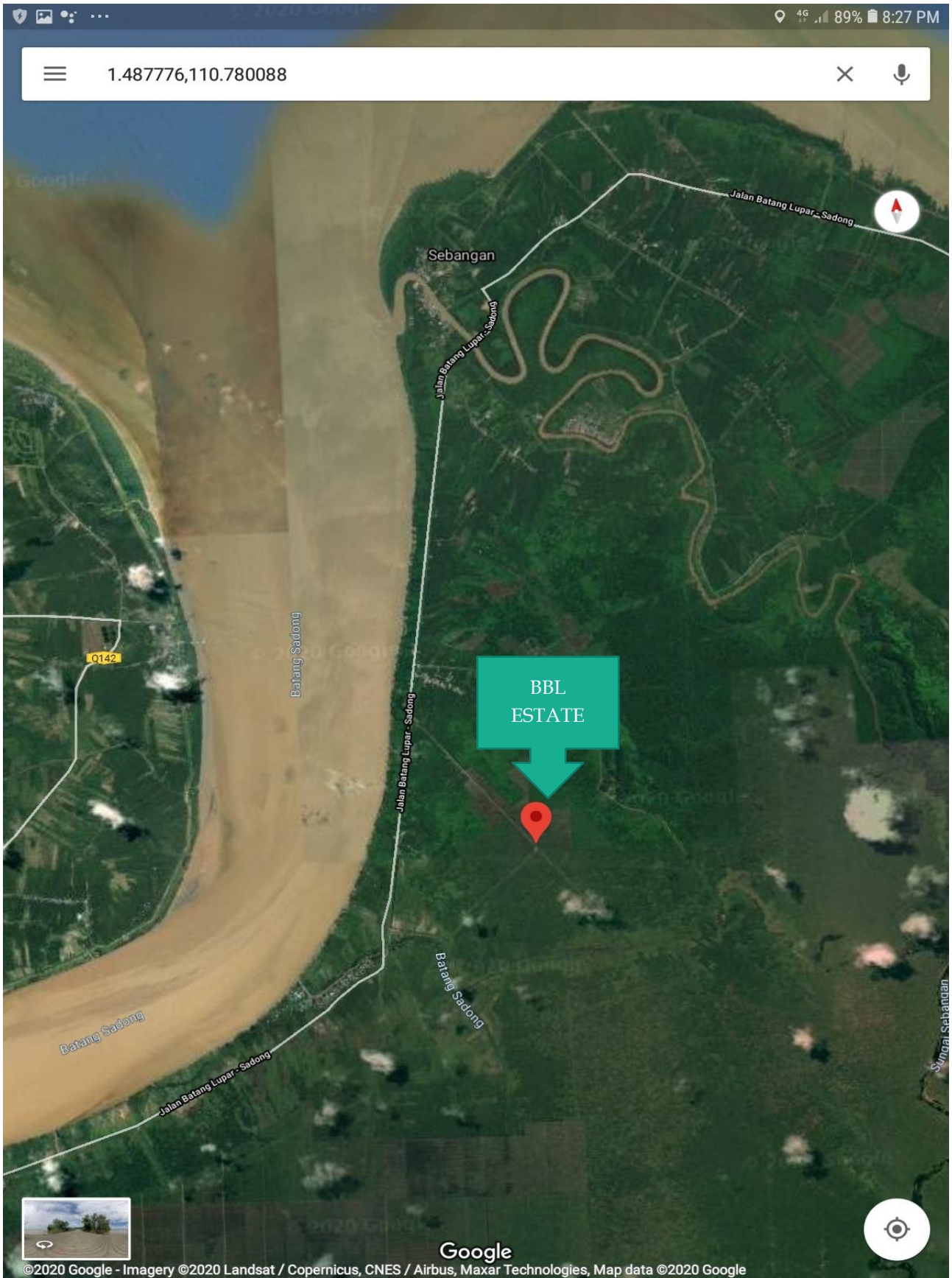
Surveillance Assessment Year 01 of BBL Group of Estates is scheduled to be in January 2022.

8.0.**APPENDICES**

Google Location Maps

FOOTNOTES

All audit findings are based on a sampling process, targeted towards reliable evidence for effective implementation and compliance of the management system. Where applicable findings and required corrective action were or will be agreed upon with the responsible managers or management representatives, steps have been or will be defined to resolve such non-conformity. Further business aspects may exist, positive or negative, which have not been reviewed by the audit team. It is the organization's responsibility to investigate and evaluate the potential impact and scope of findings, thus continuously ensuring full compliance to the applied standard(s).



MSPO MS 2530-3:2013: INITIAL CERTIFICATION PUBLIC SUMMARY REPORT



BBL GROUP
BBL Plantation Sdn Bhd [733550-D]
SNB Plantation Sdn Bhd [883056-U]

BQAS CERTIFICATION [M] SDN BHD

ACB MSPO 15

REF: BQAS/BBLG/026/01/21

10 01 2021

