



MSPO SURVEILLANCE CERTIFICATION REPORT [YEAR 02] 2021



**Beetuah
Agroventures
Sdn Bhd** (1121580-w)

Stungkor Oil Palm Estate

1st Floor, Cg204, Batu Kawah New Township, Jalan Batu Kawa, 93250,
Kuching, Sarawak.



BQAS Certification [M] Sdn Bhd

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

Tel: 082 572 043

Email: bqascertification@gmail.com

Website: www.bqas.com.my

Accreditation No: ACB MSPO CB15



MSPO SURVEILLANCE CERTIFICATION REPORT Year 02: 2021

BEETUAH AGROVENTURES SDN BHD
STUNGKOR OIL PALM ESTATE

BQAS CERTIFICATION [M] SDN BHD [1179994-X]

Ref No: BQ/BASB/SVA2/05/21

Standard: MS 2530-3:2013

Remote Audit

Report Date: 20 08 2021

CERTIFIED ENTITY

MSPO Standards	<input checked="" type="checkbox"/> MS2530-3:2013	
	General Principles for Plantations & Organized Smallholders	
Type of Certification:	<input checked="" type="checkbox"/> Individual	<input type="checkbox"/> Group
Project Ref No:	BQ/BASB/SVA2/05/21	
MSPO Certificate No:	BQAS 003	
MSPO Certificate Validity:	07 06 2019 to 06 06 2024	
Main Office Address:	1 st Floor, Cg204 Batu Kawa New Township, Jalan Batu Kawa, 93250, Kuching, Sarawak	
Site Address	Sg Gawea, Kampung Stungkor Baru, Batu 18, Jalan Bau-Lundu, Lundu 94500, Kuching Sarawak.	
Contact Person / Job Title:	Datin Rose Sanden	Managing Director
Telephone / Mobile:	082 450450	
Email / Website:	beetuahagro15@gmail.com	
Contact Person / Job Title:	Ms Yolanda Peter Nansian	Executive Director
Telephone / Mobile:	082 450450	010 984 1007
Email / Website	yolanda.peter.nansian07@gmail.com	

CERTIFICATION BODY

BQAS CERTIFICATION [M] SDN BHD [1179994-X]

Office Address:	Lot 7823, Sublot 6, 2n Floor, Block A, Kings' Center, Simpang Tiga, 93350, Kuching Sarawak.	
Contact Person / Job Title:	Managing Director	
Telephone / Mobile:	+6 082 572043	
Lead Auditor:	Wilfred S Landong	
Technical Reviewer:	Patrick Sibat Sujan	

Disclaimer:

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Report Date: 20 08 2021

EXECUTIVE SUMMARY

Stungkor Oil Palm Estate (SOPE), the Certified Entity is located at **Sg. Gawe, Kampung Stungkor Baru, Batu 18, Jalan Bau-Lundu, Sarawak**. SOPE is wholly owned by **Beetuah Agroventures Sdn Bhd**.

SOPE Geo Coordinates location is **N1°49.456' E109°94.177'**; and the estate site is approximately 57 kilometers distance from Kuching City.

Plantation land is wholly owned by **Beetuah Agroventures Sdn Bhd**. Plantation land acquisitions & status are verified as legally & properly documented in accordance with existing laws and regulations. The Plantation management practices the Policy of giving employment opportunities to the local communities who are mainly engaged as plantation staffs and loose fruit pickers.

This is a **Surveillance [Remote] Audit [Year 2]**, 3rd year of certification to assess performance & maintenance of the management system & continued certification of SOPE under the Standard MSPO2530-3:2013 General Principles for Plantations & Organized Smallholders & scope is **Individual Certification**.

Guidance documents for this Remote Audit is MPOCC Version 3 Updated Circular [22 March 2021]

Guidance on remote audits due to Covid 19 Pandemic Restrictions.

Risk Assessment was conducted and it was determined prior to conducting the audit that **SOPE** is categorized as **low risk entity** and qualify to be audited remotely.

ICT tools and audit medias in use during this Audit include zoom meetings, google drive for uploading documents, emails, whatsapp chat group for Auditors & Auditees [clients] personnel, postings of realtime photographs evidence and other relevant virtual communication tools etc.

The assessment method 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.

The following are pertinent information on SOPE:

No of Employees	• 30 employees: staff & field workers
MPOB License No / Expiry date	• 6169 7000 2000 / 30 11 2021
Date of Establishment	• 2006
Certified Area	• 318.28 hectares
FFB Actual Production Volume 2020	• 5113.00 MT
FFB Estimated Production Volume 2021	• 6010.00 MT



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The Surveillance Audit was conducted on **24 – 25 05 2021; 2 Auditors; 4 mandays**.

The purpose of this Audit is to evaluate the implementation, including effectiveness, and continuous compliance to MSPO requirements of **SOPE** management systems.

Assessments were done on management system documentation compliance, estates facilities and palm oil cultivation activities & operations. Information & data were systematically gathered & documented from online interviews, realtime photos as evidence & review of documentations and records.

There was only **1 finding classified as OFI [opportunity for improvements] on Criterion 4.4.4: Employee safety and health**. Corrective action report was raised on **25 05 2021** and closed out on **24 06 2021**.

In this Audit, the Auditors also determined that actions to be taken on findings in SVA01 had been implemented satisfactorily and in compliance with requirements of the Standards.

During the Audit, online interviews were conducted with staff & field workers, 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 on working & business relationship with **SOPE** management and this was found to be positive, cordial & mutually beneficial.

Estate employees are remunerated in compliance with Employment Act & minimum wage regulations; and living & housing conditions in the staff housing and facilities continue to comply with standard requirements of health & safety regulations & the relevant Housing Act.

Available amenities in **SOPE** include treated water, electricity, telecommunication services and waste disposal services

SOPE is a well managed estate and its' management systems has continuously improved, complied & conformed to MSPO Certification standards, conditions & requirements.

Conclusively, the Lead Auditor therefore recommended that **SOPE** certification under MSPO Standards MS2530-3:2013 Part 3 – General Principles for Oil Palm Plantations & Organized Smallholders to be continued and maintained.



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1.0. INFORMATION: CERTIFICATION ASSESSMENT

1.1.	Type of Certification Assessment	<input type="checkbox"/>	Initial Certification / Main Audit
		<input checked="" type="checkbox"/>	Annual Surveillance Audit [Year 2]
		<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 Areas Total Certified Areas
	Stungkor Oil Palm Estate		318,28 hectares 304.39 hectares
1.3.	MSPO Standards	<input type="checkbox"/>	PART 3: MS2530-3:2013
1.4.	Maps [Refer Attachments]	<input type="checkbox"/>	Location
		<input type="checkbox"/>	Boundary
		<input type="checkbox"/>	Topography
		<input type="checkbox"/>	Soil
	Geographical Coordinates		Refer Information on Certified entity & Executive Summary

2.0. INFORMATION: CERTIFIED ENTITY

Company Name & Reg. No:	BEETUAH AGROVENTURES SDN BHD {1121580-W}		
Main Address:	1st Floor, Cg204 Batu Kawa New Township, Jalan Batu Kawa, 93250, Kuching, Sarawak		
Site Name:	STUNGKOR OIL PALM ESTATE		
Primary Function:	<input checked="" type="checkbox"/> Plantation/Organized Smallholders		
Site Address:	Sg Gawea, Kampung Stungkor Baru, Batu 18, Jalan Bau-Lundu, Lundu 94500, Kuching Sarawak {57 Kilometers from Kuching}		
Management Contact Details			
1.	Datin Rose Sanden		Managing Director
		Tel: 082 450450	Email: beetuahagro15@gmail.com
2.	Yolanda Peter Nansian		Executive Director
	Mobile: 010 984 1007	Tel: 082 450450	Email: yolanda.peter.nansian07@gmail.com
Headcount:	Staff: 10	General Workers: 20 (TKI – 7)	Total: 30

MS 2530-3:2013 General Principles for Plantations & Organized Smallholders



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MPOB License No: 6169 7000 2000	Expiry Date: 30 11 2021
Scope of Activity: Menjual & Mengalih FFB	
Date of Establishment: 2006	Geo-Coordinates: N1.29'31.91" E109.56.31.80'
Certified Area: 318,28 hectares	Planted Area: 304.39 hectares
FFB Production (actual) 2020: 5113.00 MT	FFB Production (estimate) 2021: 6010.00 MT
Sources of FFB: Own Estate	Main FFB purchaser: SALCRA Bau Palm Oil Mill
No of Planting Blocks: 12	No of Palm trees (stand count): 45,016
Palm Species: DxP, Sawit Kinabalu, United Plantation	Age Range of Palm Trees: 3 – 15 years
Elevation: lowest 6 meters: highest 52 meters	Palm density per Ha: 139 stand-count
Topography: flat to undulating terrain	Soil Type: mixture of clay, peat and mineral soil
Land Status: Ownership:	<input type="checkbox"/> Rented <input checked="" type="checkbox"/> Own Land <input type="checkbox"/> Joint Venture
Validity/Date of Certification: 07 06 2019 to 06 06 2024	Other Sustainability Certification:

3.0. 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	<ul style="list-style-type: none"> ICT tools and audit medias in use during this Audit include zoom meetings, google drive for uploading documents, emails, whatsapp chat group for Auditors & Auditees [clients] personnel, postings of realtime photographs evidence and other relevant virtual communication tools etc.
Data collection	
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 evidence collection on current practices <p>People</p> <ul style="list-style-type: none"> Assessing future maintenance from interviewing online the auditee personnel on understanding & assessing competencies.

Surveillance Audit		Audit Findings Classification
Term	Meaning	Description
YES	Compliance	<ul style="list-style-type: none"> Fulfilled requirement of audited standard



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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.

4.0. ASSESSMENT PROCESS

The assessment process was preceded by/with **Risk Assessment of the certified entity** to determine that the Audited Entity qualify to be audited vide **Remote Audit**. BQAS had assessed that surveillance audit 02 of **Stungkor Oil Palm Estate** is classified as **low risk**.

4.1. AUDIT TEAM

Assessment Year	Name	Role
Surveillance Year 02	Wilfred Landong	Lead Auditor
	Maxwell S landong	Auditor

4.2. AUDIT PLAN

4.2.1. AUDIT OBJECTIVES

Surveillance Audit Year 02

- Changes to the certified client and its management system
- Verification of continuous management system implementation
- Review of effectiveness of measures arising from the previous audit (if applicable)
- Confirmation of fulfillment of certification requirements
- Enquiries on aspects of certification (Complaints)
- Review of any client's statements with respect to its certified operations (promotional material, website, use of BQAS logos and marks, use of the certificate)
- Customer specific requirements



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4.2.2. ASSESSMENT SITES / PROGRAMS / PARAMETERS

MS2530-3:2013	General Principles for Plantations & Organized Smallholders
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4.2.2.1. Assessment Sites

Remote Assessments were performed on:

- Documentations & records
- Estate – field sites / activities
- Estate – processes, stores, waste & water management, workshop and related facilities
- Staff facilities – housing, amenities etc.

4.2.2.2. Assessment Program

Date: 24 – 25 05 21

No of Auditors: 2

No of Mandays: 4

Day 1

- Opening Meeting
- Review Certification Audit Report Year 02
- Documentation Audit / Record Review
- Estates – facilities review (chemical, schedule waste stores, workshop, etc.)
- FFB evacuation process

Day 2

- Assessment/review of staff/workers housing & living conditions, facilities & amenities, domestic waste treatment etc.
- Documentation Audit continued
- Closing meeting
- Presentation of Audit Checklist / Report

4.2.2.3. 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



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- Use of PPE / Safety & Health training program
- Revisit 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

5.0. SURVEILLANCE ASSESSMENT

5.1. AUDIT REPORT

Standard(s):	<input type="checkbox"/> MS 2530-1	<input type="checkbox"/> MS 2530-2	<input checked="" type="checkbox"/> MS 2530-3
Other Standard and/or Edition:	Nil		

INFORMATION:	CERTIFICATION BODY	
Name:	BQAS Certification [M] Sdn Bhd [1179994-x]	
CB No:	ACB MSPO 15	
Address:	Lot 7823, Sublot 6, 2 nd Floor, Block A, Kings' Centre, Simpang Tiga, 93350, Kuching, Sarawak.	
Contact:	Tel: +6 082 572 043	
	Website: www.bqas.com.my	
Surveillance Audit Date:	24 – 25 05 2021	Audit Duration: 2 man-days
BQAS Audit Team:	Name	Role in the Audit
	Wilfred Landong	Lead Auditor
	Maxwell Stephen Landong	Auditor

PRINCIPLE 1 MANAGEMENT COMMITMENT & RESPONSIBILITY

Criterion 4.1.1: Malaysian Sustainable Palm Oil (MSPO) Policy

Indicator	Requirement	Compliance	Findings
4.1.1.1	A policy for the implementation of MSPO shall be established.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	BASB has established and documented twelve (12) MSPO Policies. The Policies which were signed by the Managing Director and Chairman



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		<input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	of BASB has been implemented effective from 1 October 2018. The following are the 12 Policies: <ul style="list-style-type: none"> • MSPO Policy • Occupational Safety & Health • Good Social Practice • Environmental & Biodiversity • Open Burning • Sexual Harassment Policy • No Child Labor Policy • Traceability System • Land Use Rights • Foreign Workers Employment • Employee Rights to Form or join Trade Union • Emergency & Accident Policy No new policies introduced since the last Surveillance Audit. Implementation of policies is verified
4.1.1.2	The policy shall also emphasize commitment to continual improvement.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The commitment to continual improvement is stated under Para 4 of MSPO Policy as follows: <ul style="list-style-type: none"> • "Beetuah Agroventures Sdn Bhd shall also strive for continuous improvement by harnessing its resources, people, processes, and technology in order to ensure the continuous production of our oil palm in a sustainable manner"

Criterion 4.1.2: Internal audit

Indicator	Requirement	Compliance	Findings
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	BASB conducted its' internal Audit for 2021 on 19 – 20 th February 2021. This is in accordance with their plan as stipulated in their Internal Audit Procedure to conduct audit annually.
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Internal Audit Procedure Doc reference BASB/MSPO/P1/C2/01 approved by the Managing Director dated 01/10/2018. Audited



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	to implement the necessary corrective action.		The results of the Internal Audit Review is documented vide BASB/MSPO/P1/C2/12/ACLS-02. Noted on the findings as follows: 118 Compliance; 4 OFI All OFI's closed on 18 th March 2021 Documentation all in order.
4.1.2.3	Report shall be made available to the management for their review.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Internal Audit was presented to the Management for review on 26 th February 2021
Criterion 4.1.3: Management review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Management Review was conducted on 26 th February 2021. The meeting was attended by the Chairman, management and staff of BASB. Matters discussed at the meeting include the following: <ul style="list-style-type: none"> a. Internal Audit report whereby all OFI and Corrective Action Plan documented. b. Financial Report c. Report from the Plantation d. Admin & Human Resource Report
Criterion 4.1.4: Continual improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Continual Improvement Plan (CIP) viewed and verified. Revision date 18 03 2019. CIP implemented in 2019 <ol style="list-style-type: none"> 1. Aerial survey and biography mapping for Stungkor Estate to ensure accurate census and confirmation of inventories, palm counts, boundaries, buffer zone etc. 2. Extension & renovation of staff quarters & construction of new block for toilets & shower units to improve housing and working condition in the estate. CIP implemented in 2020



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			<p>1. Installation of new LSL steel water storage tank with multi-stage centrifugal pump to improve water pressure. the installation work was completed on 16 June 2020.</p> <p>CIP implemented in 2021</p> <p>1. Block Marking Signage constructed with concrete to make it more durable. Work completed on 26th March 2021</p>
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology, where applicable, that are available and feasible for adoption.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>One of the latest technologies with regards to Continuous Improvement Plan that BASB had implemented was Aerial Survey Mapping using UAV & geospatial service for Stungkor Oil Palm Estate.</p>
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB documented Training Plan Year 2021 is noted. Refer doc BASB/MSPO/P4 dd 01 10 2018.</p> <p>Noted the following training conducted in 2021:</p> <ul style="list-style-type: none"> MSPO training & awareness (23/01/2021) attended by 22 people comprising staff and workers, PPE training (22/2/2021) attended by, 21 people comprising staff and workers. Basic first aid, and CPR dated 10 -11 March 2021 (external) attended by two (2) officers. <i>Latihan Keselamatan Mengangkut Dan Mengendalikan Buah Tandan</i> dated 30 April and attended by four (4) Drivers <i>Latihan Keselamatan Mengendalikan Bahan Kimia/Racun Dan Baja</i> <p>Despite the impact of the current COVID 19 pandemic, BASB have conducted in house training programme for its' staff and workers to enhance their knowledge and skills in performing their work.</p>



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PRINCIPLE 2

TRANSPARENCY

Criterion 4.2.1: Transparency of information and documents relevant to MSPO requirements

Indicator	Requirement	Compliance	Findings
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Viewed Stakeholders file, kept and maintained at the main office. A copy is also available at the Estate Office.</p> <p>Documentation of minutes of meeting & other communication with stakeholders are in local language and Bahasa. The latest meeting with the stakeholders was held on 5th March 2021 with 6 attendees and chaired by the Plantation Executive Encik Luta Ak Mili</p> <p>CSR program conducted with surrounding villages. Correspondences and program documented in Bahasa and English.</p> <p>Notices at main office and estate are regularly updated</p> <p>Noted on various communications and with stakeholders' as follows:</p> <ul style="list-style-type: none"> MSPO SIA survey on 14 12 2019 conducted at estate office. Invitees are local community leaders and representatives from contractors & suppliers. CSR programme with REDEEM on 22nd November 2019 Christmas donations @ to local church and community on 20th December 2019 CSR program – Donation to TKI for new year celebration On 22 January 2021.
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	Relevant Management documents were displayed and made available



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<p>information would result in negative environmental or social outcomes.</p>	<p><input type="checkbox"/> NC - Major</p>	<p>MSPO Corner (for public viewing). Some of those documents established at the main and Estate office and are:</p> <ul style="list-style-type: none"> • MSPO Policy, Estate information etc. • MSPO Corner at Site Office. • MSPO Policy, Wildlife Posters, Complaints & Grievance Form, Estate information etc. <p>Notices & public information at site office all in both Bahasa and English</p> <p>These documents are still maintained and regularly updated.</p>
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Criterion 4.2.2: Transparency method of communication and consultation

<p>4.2.2.1</p>	<p>Procedures shall be established for consultation and communication with the relevant stakeholders.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>Consultation & Communication Procedure documented. BASB/MSPO/P2 (clause 4.2.2.1) dated 01/10/2018.</p> <p>Procedure detailed a two-way communication with given timeline for action and closure.</p> <p>No changes or amendments noted in the procedure. Communications to stakeholders are noted to be in accordance with established procedure (Refer clause 4.2.2.1).</p>
<p>4.2.2.2</p>	<p>A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>Luta Anak Mili was appointed as Social Liaison Officer with effect from 15th October 2020 (letter reference BASB/MSPO/LA-SLO/2020-01).</p> <p>Luta is the Plantation Executive based in Estate office. He took over from Eddy Anak Jiton who has resigned in October 2020</p>
<p>4.2.2.3</p>	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>BASB maintain Stakeholder file in both main & site office (Document reference BASB/MSPO/P2 Issue N0 2 – Stakeholder List). Files were viewed and records are in order. A total of 70 stakeholders were listed</p>



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			Action taken were consistent with procedure and properly maintained. The list of stakeholders is regularly updated. The list had since been revised three (3) times on 1 st November 2019, 31 st March 2020 and 27th February 2021 respectively.
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Criterion 4.2.3: Traceability

4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Traceability SOP BASB/MSPO/P2/C3file established 01/10/2018 was viewed. Procedures for traceability of fresh fruit bunch (FFB) and loose fruits clearly documented. The Estate practice as explained by the Plantation Executive on Harvesting & delivery of FFB confirmed procedures are adhered to. This procedure has been revised three (3) times on 1 st November 2019, 31 st March 2020 and 1st February 2021 respectively.
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Traceability System is established vide Document Reference BASB/MSPO/P2/C3 effective 1 st October 2018 The Estate Executive and the Field Supervisor conduct inspection daily basis. Inspection checklist form is the monitoring documents used. The Plantation Executive compiled and submit monthly report to top management. The report is presented at monthly management meeting. The frequencies of inspection is verified through Management minutes of meeting.
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Kathleen Apoi had been appointed to replace Tracy Elynnie Anak Jikab as Traceability Officer with effect from on 31 st

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			March 2020 (letter reference BASB/PO/P2/CI/LA-TO-2020/02)
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Records are maintained using the following documentations:</p> <ul style="list-style-type: none"> • Weighbridge ticket • BASB invoice • Mill official receipt and payment voucher • FFB payment records • Daily Loose fruit Collection Summary • FFB / FLF (fresh loose fruit) harvesting chit • Daily FLF collection summary • FLF collection note • Harvest team list/FFB daily Records • Inspection Check list <p>The implementation is in accordance established traceability procedure</p>

PRINCIPLE 3 COMPLIANCE TO LEGAL REQUIREMENTS**Criterion 4.3.1: Regulatory requirements**

Indicator	Requirement	Compliance	Findings
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Record of regulatory requirements are properly kept & maintained and all operations are noted to be in compliance with the requirement (Refer BASB MSPO File on Compliance to Legal Requirement Principle 3).</p> <p>A list of regulatory requirements is sighted vide Doc No BASB/MSPO/P3/4.3.1.1. effective 01 10 18 Issue 1 Rev 01.</p> <p>The list include the following:</p> <ul style="list-style-type: none"> • MPOB license (616970002000) • Trade license (A628379) • SSM Borang 9 (1121580-W)



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			<ul style="list-style-type: none"> Levi Kastam (Y60-201800000001) KPDNKK-diesel permit(Q001086) Jabatan Imigresen Negeri Sarawak(3-PTK-KG-11123-135(A) - 2 JLDD5) Jabatan Tenaga Kerja Sarawak (JTK-MG-11123-135(A)(14). TKI Work Permit
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirement register.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Doc No.4.3.1.2 BASB/MSPO/P3/4.3.1.2 effective 1st October 2018 Issue 1. 40 relevant laws `related to palm oil business were listed. In total fifty-four (54) relevant laws were list.</p> <p>The List is regularly maintained both in soft and printed copies. Noted and verified.</p>
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>No changes to the list during the time of this Audit.</p> <p>Legal register is maintained in both hard and soft copy. Sighted and verified.</p>
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Ms. Liti anak Bahak was appointed as Legal Compliance Officer on 3rd September 2019 vide letter BASB/MSPO/P3/CI/LA-LO-03 and still holding the responsibility</p>

Criterion 4.3.2: Land use rights

4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Policy statement for land use rights was sighted vide DOC NO BASB/MSPO/11/P3/C2/11 effective 1st October 2018 Issue N0 1; clearly stating BASB adhered to this condition.</p> <p>To verify this the Auditor has sampled a stakeholder view and comments during Surveillance Audit 01.</p> <p>Diol Anak Litui of Kampung Stungkor Baru, an owner of a 30 acres parcel of land within the plantation was interviewed and</p>
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			<p>confirmed that there are no issues with the plantation and has unencumbered use of his land. He is given unrestricted access to his property.</p> <p>The same respondent was interviewed in Surveillance Audit 01. No issue raised.</p> <p>The same person also attended the Stakeholder's meeting on 5th March 2021 chaired by the Plantation Executive. No issues raised</p>
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>All land acquisitions are done by an agreement between the landowner & Peter Nansian ak Ngusie, Chairman of BASB a legal document. These documents were made available for verification and found to be legally & properly documented. As these are Native Customary rights land, verification and confirmation is done and witnessed by the Ketua Kampung. Land acquisition summary was also sighted. All documentations on Land acquisition are legally done vide Legal Agreement that protect the rights of both parties. No evidence of land being illegally acquired. The same Document/ information remained in this Surveillance Audit 02</p>
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The SOP on boundary marking is verified vide Doc No BASD/MSPO/P3/4.3.2.3 effective 1st October 2018 Issue N0 1. This SOP documentation follows the land & survey dept prescribed guidelines to mark boundaries. Pictorial evidence noted that belian peg perimeter Boundary Markers are used on site and clearly seen (improvement from Surveillance Audit 01). This is supplemented by planted bamboo groves as traditional boundary markers.</p>



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4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The land acquisition information is properly documented vide the Land Acquisition summary report. The information includes the date of acquisition, previous owner, land size and amount paid. Amount of compensation is stated under clause 3 of each Agreement. No evidence of dispute is found in respect of all Agreements signed. This Surveillance Audit 02 again confirmed that no disputes or claims in respect of ownership had been raised against BASB.
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Criterion 4.3.3: Customary rights

4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted the Transfer of Rights Agreement between Datuk Peter Nansian Ak Ngusie, Chairman of BASB and former owner Abot ak Aros for 12.50 acres dated 28 March 2005 and Land Acquisition Summary list in file Compliance to Legal Requirements MSPO Part 3 Principle 3. Rights of Transferor & Transferee are stated in Clause 2 & 6 of the Agreement. The records are in order. Related documents are verified in this surveillance audit 02. No changes sighted.
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Refer: Beetuah Agroventures Sdn. Bhd Estate Inventory Mapping Report dated 11 November 2019. UAV Aerial survey and biography mapping for Stungkor Estate to ensure accurate census and confirmation of inventories, palm counts, boundaries, buffer zone etc. and this mapping models also comprehensively documented Maps of an appropriate scale showing extent of recognized customary rights Geo mapping was done in 2019.



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4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Negotiation and FPIC is evidenced by Transferor acceptance and signing of the Agreement dated 28 th March 2005. The agreement is legally enforceable
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PRINCIPLE 4 SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS

Criterion 4.4.1: Social impact assessment (SIA)

Indicator	Requirement	Compliance	Findings
4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	SGIS Sdn. Bhd. carried out the SIA from 22 nd - 28 th Dec 2018. A complete SEIA report inclusive of mitigation plans to promote positive impact to the surrounding environment are noted. The SEIA report is sighted and verified. Refer: SEIA report dated December 2018.

Criterion 4.4.2: Complaints and grievances

4.4.2.1	A system for dealing with complaints and grievances shall be established and documented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	System for dealing with complaints available. Flow chart on Complaints and grievance sighted and verified (Ref: BASB/MSPO/P4/4.4.2.1 dated 1 st Dec 2018).
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Complaints and Grievances Procedure Doc No BASB/MSPO/P4/C1/4.4.2.1 dated 01st Oct 2018 has stated for a timeline in resolving disputes. A two-way system ensures all parties will be fairly represented (in the event of any dispute) is in the procedure.
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Form available at the premises for all staff, workers and stakeholders at all time. Six complaints were recorded in both 2020 and 2021 respectively (at time of audit). All the complaints have been investigated and resolved within the time frame

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			Complain Form sighted, reviewed and verified. Ref: BASB/MSPO/P4/C2/CF/4.4.2.3 dated 1st Dec 2018.
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Stakeholders / Staff meeting held on 14 th Dec 2019 informed all present of this procedure. The same matter was also re-emphasized during the meeting with Stakeholders on 5 th March 2021 chaired by the Plantation Executive.
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Twelve (12) complaints have been reported and resolved by estate management in the past 24 months. The record/document of complaint are sighted and verified.

Criterion 4.4.3: Commitment to contribute to local sustainable development

4.4.3.1	Growers should contribute to local development in consultation with the local communities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Corporate Social Responsibility Form Doc No BASB/MSPO/P2 for applications of assistance from stakeholders sighted. a. New Year Celebration 2021 b. Christmas Hampers (2019) c. Usage Estate roads for surrounding villages) Ref: file MSPO principle 4 document No. BASB/MSPO/P4/C3/4.4.3.1 dated 01 st Oct 2018
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Criterion 4.4.4: Employees safety and health

4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	OSH policy and plan established and documented. Policy are implemented and communicated to staff and workers in meetings and morning muster. The evidence is also found in Training Records and minute of meeting emphasizing on importance of safety and health particularly on usage of PPE by workers.
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	The occupational safety and health plan shall cover the following:		
A.	A safety and health policy, which is communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Safety and Health Policy - Doc No BASB/MSPO/P4/04 dated 01 03 18 is displayed on estate office as well as min office notice board.</p> <p>The policy is communicated and implemented as shown in SOP for Morning Muster) Doc No BASB/MSPO/P4/4.4.4.2ci dated 01 10 18</p> <p>The Policy is implemented and communicated to staff and workers in meetings, trainings and at morning muster.</p>
B.	b) The risks of all operations shall be assessed and documented	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>HIRARC Manual Doc No (BASB/MSPO/P4/4.4.4.2d) dated 1st October 2018 covers all activities and operation and workplace hazards.</p> <p>Document sighted and verified to be in compliance with MSPO requirements.</p>
C.	An awareness and training program which includes the following requirements for employees exposed to pesticides:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Awareness annual training program for year 2021 developed including safety and health aspects.</p> <p>Records of training and records of attendant sighted.</p> <p>Ref: BASB/MSPO/P4 Training Plan 2021.</p>
C.1	All employees involved shall be adequately trained on safe working practices; and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Adequate training on safe working practices conducted.</p> <p>Training attendance record and photos are sighted.</p> <p>Evidence sighted (Refer MSPO file Principle 4: Social Responsibility, health, safety and employment conditions.</p> <p>The following training were conducted in 2021:</p> <ul style="list-style-type: none"> MSPO Awareness Training – 23/1/2021 attended by 22 people comprising staff, drivers and workers



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			<ul style="list-style-type: none"> • Usage of PPE – 23/2/2021 attended by 21 people comprising staff, drivers and workers • Basic first Aid and CPR course – 10 -11 March 2021 attended by two(2) staff • FFB Evacuation – 30/4/2021 attended by five (5) drivers • Best Management Practices - Safety measures in handling chemical and fertilizer on 10/5/2021 attended by four (4) general workers.
C.2	All precautions attached to products shall be properly observed and applied.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>All Safety Data Sheet on all product are available and communicated to relevant employees.</p> <p>SDS folder on all product available. Document sighted and verified.</p>
D.	The management shall provide the appropriate personal protective equipment (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).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Personal Protective Equipment are provided free of charge by the management as identified by HIRARC. Evidence of issuance of PPE in files are sighted and verified (Refer PPE issuance record dated 23 March 2021).</p> <p>All workers are provided with adequate and correct PPE (face mask, helmet, mask & apron given to those who are doing manuring and spraying, gloves to all those working in the field)</p> <p>Ref: BASB/MSPO/P4/C4/4.4.4.2d dated 01st Oct 2018</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	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Standard Operating Procedures for handling of chemicals to ensure proper and safe handling and storage of chemicals in accordance to OSH developed.</p> <p>Ref : BASB/MSPO/P4/C4/4.4.4.2e dated 1st October 2018)</p>



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	Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.		CHRA report available sighted and verified.
F.	The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Plantation Executive, Mr. Luta Anak Mili is appointed as the Occupational Safety and Health (OSH) Coordinator with effect from 15 th October 2020 Letter of appointment is sighted and verified.
G.	The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The OSH Committee meeting conducted to discuss matters and issues that affect their business related their employee's safety and health and welfare. Minute of meeting are taken, and any remedial action taken are recorded. Refer: BASB/MOM/2019/02 9 March 2019. Minute of meeting sighted and verified. No meeting conducted in 2020 due to Covid 19 Pandemic. However, matters and issues that affect the workers are regularly communicated during morning muster and monthly staff meeting. The management to consider OSH meeting in 2021
H.	Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Accident and emergency procedures exist and understood by all employees. Procedures and instruction are communicated and explained to employees during morning muster and staff meeting. Ref: BASB/MSPO/P4/C4/4.4.4.2(h) dated 01 st Oct 2018
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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Record of training in First Aid and training material are available and sighted. First Aid equipment are available at the Estate First aid box and accident guideline available.



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			The trained First Aider (updated on 12 th March 2021): 1. Miss. Yolanda Peter Nansian. 2. Mr. Alban Anak Paul Certificates of competency for both Yolanda and Alban sighted and verified.
J.	Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Record of accident is documented vide Accident Summary Ledger. For Year 2021 one (1) incident was reported on 1 st February 2021 involving one (1) TKI Zero accident registered in 2020 and reported as required by regulation. Ref: JKKP 8/68225/2020 dated 06/01/2021 AKUAN PENERIMAAN PENDAFTARAN JKKP8.

Criterion 4.4.5: Employment conditions

4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Policy established and sighted in MSPO file Principle 1 – Management Commitment and Responsibility. Ref: BASB/MSPO/P4/C4/05 dated 01 st Oct 2018 with regard to the Policy. Policy signed by the Chairman and Managing Director. The Policy is also displayed at the main and Estate office and communicated during meetings. Evidence of good social practice is as per conversation with the staff as well as interview with stakeholders in previous audit.
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, color, sex, religion, political opinion, nationality,	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	All workers are given equal employment opportunities as stated in the Good Social Practice and Human Right Policy Ref: BASB/MSPO/P4/C4/05 dated 01 st Oct 2018.



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	social origin or any other distinguishing characteristics.		The Policy is also displayed at the main and Estate office. Policy signed by the Chairman and Managing Director
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Employees pay and condition meet the legal or industry minimum standard. Evidence were sighted in the following document.</p> <p>a. Summary of staff payroll for the month of January 2021</p> <ul style="list-style-type: none"> Luta Anak Mili – Plantation Executive Alban Anak Paul – Field Supervisor Liti Bahak – Admin & HR Assistant <p>b. Payroll summary for the month of January 2021 – operator/driver/general worker</p> <ul style="list-style-type: none"> Fredric Anak Jitep – driver Dickson anak Atong – Excavator driver <p>c. Payroll summary for month of January 2021 (TKI)</p> <ul style="list-style-type: none"> Sukarji Gunawan Mulyono <p>Employment contract of staff are also randomly checked and in accordance with Industry standard All the related document on wages verified.</p>
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Not applicable BASB currently do not engage any contractors.</p>



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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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Accurate records of all employees including workers and sighted in the staff and workers listing:</p> <p>Staff: 10</p> <p>Workers: 20 workers (7 TKI and 13 local). Ref: BASB/MSPO/P4 effective 1st October 2018</p> <p>List of TKI workers includes name, passport number, expiry date, date of birth and gender.</p> <p>Detailed Record sighted and verified.</p>
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Copies of all employment contract signed by both parties are sighted.</p> <p>Sample of employment contract:</p> <ol style="list-style-type: none"> 1. Luta Anak Mili (IC N0 841021-13-6123), Plantation Executive 2. Joopie Anak Ingan(IC 750441-13-5755), Lorry Driver.
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Punch Card System, placed at the estate office entrance is used to record and monitor working hours.</p> <p>Punch cards used for staff and daily-paid workers. Field workers including TKI are based on piece-rate and productivity</p> <p>Document sighted and verified.</p>
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Working hours are in compliance with legal regulations and employment contract. Working hours is stated in the staff or workers employment contract.</p> <p>Working hours and break displayed at the entrance to the site office</p> <p>Sighted and verified in the following employment contract:</p> <ol style="list-style-type: none"> 1. Luta Anak Mili – Plantation Executive Working Hours and days Monday – Saturday : 8.00 – 5.00pm Lunch break : 12.00noon – 1.00pm



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			Rest Day: Sunday 2. Joonpie Anak Ingan Working hours and days Monday – Saturday: 8.00am – 5.00pm Lunch break : 12.00noon – 1.00pm Rest Day: Sunday
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Current wages reflected in pay slip and payroll summary is based on productivity/piece-rated. Statutory contribution for all employee and workers are also sighted Sample of pay slip and payroll summary Sighted in BASB MSPO file under Social Responsibility, Health, Safety and Employment Condition – Principle 4
- 4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The following social benefits are given to employees: a. Free medical for all staff and foreign workers. b. Free housing/quarters all employers at the Estate. c. Free Water and electricity. d. Free Domestic waste collection.
4.4.5.11	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.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Living quarters for staff and workers residing at the Estate are provided free of charge with basic amenities and facilities in compliance with workers minimum standard housing and amenities. Water and electricity are provided free. Confirmed by the Management and all basic amenities and facilities maintained
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Ref: BASB/MSPO/P4/C1/08 dated 01/09/2018 on Sexual harassment and Violence Policy. The Policy is also displayed at noticeboard both at the estate and main



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			office. Constant reminder to staff and workers is also communicated during morning muster (verified with the Plantation Executive). Policy Document sign by the Chairman and Managing Director on 1 st October 2018
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Employees Rights to Form or Join Trade Unions, good social practice and Human Rights policy established vide Document reference BASB/MSPO/MSPO/P4/C5/13 effective 1st October 2018.</p> <p>Policy document sighted in BASB MSPO file Social Responsibility, Health, Safety and Employment Condition – Principle 4 file and verified. The Policy is also displayed at the notice board</p> <p>Policy Document sign by the Chairman and Managing Director on 1st October 2018</p>
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Ref: BASB/MSPO/P4/C5/09 dated 1st October 2018 on the Child Labor Policy .</p> <p>No evidence of children or young person employed by the management in list of employees and workers (Refer BASB MSPO file Social Responsibility, Health, Safety and Employment Condition – Principle 4</p> <p>The Policy is also displayed at the notice board at the estate and main office</p>
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training program (appropriate to the scale of the organization) that includes regular assessment of training needs and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Adequate training on safe working practices conducted.</p> <p>Training attendance record and photos are sighted.</p>



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	documentation, including records of training shall be kept.		<p>Evidence sighted (Refer MSPO file Principle 4: Social Responsibility, health, safety and employment conditions.</p> <p>The following trainings were conducted in 2021:</p> <ul style="list-style-type: none"> • MSPO Awareness Training – 23/1/2021 attended by 22 people comprising staff, drivers and workers • Usage of PPE – 23/2/2021 attended by 21 people comprising staff, drivers and workers • Basic first Aid and CPR course – 10 -11 March 2021 attended by two(2) staff • FFB Evacuation – 30/4/2021 attended by five (5) drivers • Best Management Practices - Safety measures in handling chemical and fertilizer on 10/5/2021 attended by four (4) general workers. <p>Training Plan for year 2020 and 2021 are sighted.</p> <p>Training Need Analysis was conducted in year 2020</p>
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training program in order to provide the specific skill and competency required to all employees based on their job description.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB conducted training need analysis annually.</p> <p>This is sighted in the Training Matrix (Refer Training Matrix for year2020)</p> <p>The Training Matrix is transferred to Training Plan for year 2020 and 2021.</p> <p>Document sighted and verified (Refer MSPO file Principle 4: Social Responsibility, health, safety and employment conditions.</p>
4.4.6.3	A continuous training program should be planned and implemented to ensure	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	Training plan for 2021 for all employees is sighted in MSPO file Principle 4: Social



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<p>that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p>	<p><input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major</p>	<p>Responsibility, health, safety and employment conditions. Some of the Training Plan has already been implemented</p>
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PRINCIPLE 5 ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES

Criterion 4.5.1: Environmental management plan

Indicator	Requirement	Compliance	Findings
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Doc Reference BASB MSPOOP5/C1/06 effective date 1st October 2021: Environmental Protection and Biodiversity Policy. The document is communicated to the Estate Team and displayed at the Estate Notice Board. The Policy was signed by the Chairman and Managing Director dated 1st October 2018.</p>
4.5.1.2.	The environmental management plan shall cover the following:		
A.	An environmental policy and objectives	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The Environmental policy and objective is sighted under clause 4.5.1 criterion 1: Environmental plan (Refer 4.5.1.2 (2a)). The policy has been implemented and regularly communicated to the staff and stakeholders through meeting. Sample minute of meeting Training Record sighted that discussed on environmental issues: a. Refer minute of meeting reference 2021/01 and BASB/MOM/ BASB/MOM/2021/02 dated 21st January 2021 (attended by 10 staff) and 26 February 2021 (Attended by 8 staff</p>



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			b. Training Record: "Latihan Keselamatan Mengendalikan Bahan Kimia/Racun & Baja" dated 10 May 2021 Stungkor Oil Palm Estate
B.	The aspects and impacts analysis of all operations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Ref Document: BASB/MSPO/P5 Effective 1st October 2018</p> <p>The aspect and impact analysis of all operations is stated under clause 4.5.1.2(2b) – Criterion 1 Environmental Management Plan.</p>
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The environmental improvement plan to mitigate the negative impacts has been implemented and monitored.</p> <ul style="list-style-type: none"> • A proper scheduled wastes storage. • All vehicles (tractors, trucks) were parked under designated covered area near the office. • There is a designated chemical washing area, fertilizer store. • In term of socio economy, the estate workforce comprised 65% of local workers. The remaining are TKI • The local community are also allowed access through the estates to tend to their farm passing estate (Refer interview on 22nd September 2020 with stakeholder report).
4.5.1.4	A program to promote the positive impacts should be included in the continual improvement plan.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The company has developed and implement several initiatives to promote the positive impact. Described below are some of the initiatives that are already implemented and monitored:</p> <ul style="list-style-type: none"> • Water quality monitoring which is done half yearly. For 2021 the evidence is sighted vide Lab Analysis Report conducted by Chemsain Konsultant(Report dated 23 February



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			<p>2021 (Lab Report N0 CK/ML105/134874/21. 2021</p> <ul style="list-style-type: none"> • A proper schedule waste storage in use. • To establish good rapport with the local community, the company has appointed the Plantation Executive as Social Liaison Officer (Letter reference BASB/MSPO/LA-SLO/2020-01 dated 15th October 2020).
4.5.1.5	An awareness and training program shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB conducted training of which environmental management and improvement plan are included. Sample of Training conducted are:</p> <ol style="list-style-type: none"> 1. MSPO Auditor Training – attended by two staff from 15 – 17th October 2019 2. One (1) staff attended MSPO Awareness Training held from 22nd – 26th June 2020 3. Awareness Training on MSPO conducted on 4 January 2019 attended by 27 people comprising staff and workers 4. Awareness Training on MSPO conducted on 23rd January 2021 and attended by 22 people comprising estate staff and workers. <p>Workers are also regularly updated during morning muster at the estate</p>
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The Estate Management continuously organized meetings with the staff and representative from local community. Minute of meeting reference as follows:</p> <ol style="list-style-type: none"> a. Refer minute of meeting reference 2021/01 and BASB/MOM/ BASB/MOM/2021/02 dated 21st January 2021 (attended by 10 staff)



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b. BASB/MOM/STACKHOLDERS/2021/01 dated 5th March 2021 at the Estate Office.

Criterion 4.5.2: Efficiency of energy use and use of renewable energy

4.5.2.1	Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The usage of non-renewable energy like diesel is recorded through Diesel's stock Inventory Doc Reference BASB/MSPO/P5-01 effective 1 st October 2018.												
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The estimates and actual usage of diesel's summary</p> <table border="1" data-bbox="1023 949 1522 1128"> <thead> <tr> <th>YEAR</th> <th>2019 (Litres)</th> <th>2020 (Litres)</th> <th>2021 (litres)</th> </tr> </thead> <tbody> <tr> <td>Est</td> <td>20,000.</td> <td>20,000.</td> <td>60,000</td> </tr> <tr> <td>Actual</td> <td>21,993</td> <td>17,947</td> <td>5,534</td> </tr> </tbody> </table> <p>Note: Actual 2021 is from January – April 2021 The increased estimates is due to more budgeted usage of Excavator in anticipation of new projects in 2021</p>	YEAR	2019 (Litres)	2020 (Litres)	2021 (litres)	Est	20,000.	20,000.	60,000	Actual	21,993	17,947	5,534
YEAR	2019 (Litres)	2020 (Litres)	2021 (litres)												
Est	20,000.	20,000.	60,000												
Actual	21,993	17,947	5,534												
4.5.2.3	The use of renewable energy should be applied where possible.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>There is a plan to use solar energy for street lighting. Reference: The Company Business Plan 2021.</p>												

Criterion 4.5.3: Waste management and disposal

4.5.3.1	waste products and sources of pollution shall be identified and documented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Doc N0 BASB/MSPO/P5 effective 1st October 2018 (clause 4.5.3 Waste Management and disposal).</p> <p>All waste products and sources of pollution has been identified and documented.</p>
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4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Refer 4.5.3.2 A & B
A	Identifying and monitoring sources of waste and pollution	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	A total of twelve (12) type of wastes, the sources and category has already been identified including the sources and category (Refer clause 4.5.3.1). The category of waste and its' disposal method has also been identified.
B.	Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The recycling of waste disposed and recycled are through collection by the following Companies which are registered with Department of Environment, Sarawak The evidence of collection is as follows: <ol style="list-style-type: none"> 1. Pentas Flora (Kuching) Sdn Bhd - Empty container & waste Oil filter (refer Invoice no KC/IN-10030 dated 25th August 2020. 2. Ramsu Sdn Bhd – Plastic Container, drum - 58 unit. Receiving note reference K0014 dated 17 August 2020.
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	A standard operating procedure is sighted vide document NO BASB/MSPO/P5 effective 1 st October 2018(Refer clause 4.5.3.3. under 4.5.3 Waste management and disposal. The mode of entry of chemicals as well as storage of schedule waste are also identified in the said document
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	



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	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"/> NC - Major	The empty pesticide container and drums are punctured and also stored at the Scheduled Waste store prior to collection. Pictorial evidence is taken regarding the storage of all those items in the Schedule Waste Store.
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Domestic wastes are being disposed and send to the bin provided by Lundu District Council. The council collected the waste twice a week.
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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The procedure on assessment of all polluting activities is sighted in Doc Reference BASB/MSPO/P5 effective 1st October 2018 (clause 4.5.4.1) . The aspect and impact of the polluted and related issue is also identified.
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	An action plan to reduce identified significant pollutants and emission is already established. (Refer Clause 4.5.4.2 under Reduction of pollution and emission, scheduled wastes, solid waste and effluent) – example: a. Servicing of lorries and tractors are done timely as per vehicles service record book (BASB/MSPO/P5/C-4 b. Any spillage of oil and fuel during the maintenance or refueling activities is cleaned immediately with dry sand and the contaminated sand is cleaned up and stored in the scheduled wastes storage. Pictorial evidence at the refueling area



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			<p>refueling area did not show any spillage</p> <p>c. The schedule waste collected is disposed through licensed company by Department of Environment namely Pentas Flora Kuching Sdn Bhd and Ramsu Sdn Bhd.</p>
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Criterion 4.5.5: Natural water resources

4.5.5.1.	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Refer 4.5.5.1 A - F								
A	Assessment of water usage and sources of supply.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The source of natural water supply is pumped from the pond for cleaning of the vehicle and farm machineries</p> <p>The source of water supply for consumption is treated water from Jabatan Bekalan Air Luar Bandar (JBALB) – Lundu.</p> <p>Treated Water usage from 2018 – 2020</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>AMOUNT (RM)</td> <td>960.00</td> <td>367.70</td> <td>656.05</td> </tr> </tbody> </table>	YEAR	2018	2019	2020	AMOUNT (RM)	960.00	367.70	656.05
YEAR	2018	2019	2020								
AMOUNT (RM)	960.00	367.70	656.05								
B	Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The aspect and impact analysis of all operations is sighted under clause 4.5.1.2(2b) – Criterion 1 Environmental Management Plan. The potential impact aspect towards natural waterways is documented under this clause								
C	Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Raw water is compounded in the pond near the office site. the water used for cleaning of vehicles and machineries								



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D	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along natural waterways within the estate.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input checked="" type="checkbox"/> NC - Major	The water course and buffer zone are well maintained. Sign boards and Markers are also strategically located
E	Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	There is no evidence of natural vegetation being removed.
F	Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable. The estate did not use bore well for water supply
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	There is no construction of bunds, wells and dams in the area or within the estate vicinity
4.5.5.3	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Pond is used to retain/harvest rain water. Water harvested use to clean vehicles and machineries

Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value area

4.5.6.1.	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:		
A	Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	SEIA report conducted in December 2018(conducted by Saytech General Inspection Services Sdn Bhd) do not indicate any occurrence of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. (Refer: Surveillance Audit 01 Report) The buffer zone along the river system is well-maintained.



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B	<p>Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>The following posters were displayed at the Estate and main office for public information:</p> <ol style="list-style-type: none"> a. Protected wildlife of Sarawak b. Protected plants (Tumbuhan-tumbuhan terlindung di Sarawak) c. Totally protected wildlife of Sarawak <p>The Estate maintain an inventory record book to document any sighting of wildlife at the Estate. There is no form of wildlife sighted in 2021</p>
A	<p>Ensuring that any legal requirements relating to the protection of the species are met.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<ul style="list-style-type: none"> • Adequate posters and signage are sighted. "No hunting and no fishing" is placed at the entrance of the estate. • Posters on the protected, highly protected animals and plant of high conservative value are also being displayed at the main and Estate notice board
B	<p>Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>"No hunting and no fishing" signages are sighted in the estate.</p>
4.5.6.3	<p>A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.</p>	<p><input checked="" type="checkbox"/> Compliance</p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>The Management plan to comply with indicator 1 is spelt out under clause 4.5.6.2 (criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity)</p> <p>Various signage erected in the estate on reminders and warning on prohibition of hunters entering the area (No hunting, no fishing signage), signage at riparian reserve on prohibition of encroachment to the area</p>

Criterion 4.5.7: Zero burning practices



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4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Policy Statement on Zero burning is sighted in document reference BASB/MSPO/P5/C7/07 effective 1 st October 2018. The document is signed by the Chairman and Managing Director on 1 st October 2021
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable as there is no previous crop
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable. In the event that controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (declared activities) (open burning) Order 2003 or other applicable law.
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable. The current plantation is still in its' first cycle

PRINCIPLE 6 BEST PRACTICES

Criterion 4.6.1: Site management

Indicator	Requirement	Compliance	Findings
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The following SOP's are documented for Site Management under Doc BASB/MSPO/P6 dated 1 st October 2018 <ul style="list-style-type: none"> • Oil Plan Nursery Culling standard • Block design • Drainage constructions • Oil palm Manuring • Fertilizer storage & handling • Weed management • Harvesting



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			<ul style="list-style-type: none"> • IPM Beneficial plants • Rats baiting and control • Ganoderma management • Leaf eating caterpillar & rhinoceros beetle & tirathaba bunch moth & termites management • Rhinoceros beetles • Tirathaba bunch moth • Termites • Economic and financial viability plan • Transparent and fair dealing • contractor <p>All in compliance with requirements of best practices. Site Audit verified all SOP are implemented in accordance with site management procedures. No new SOP sighted during this audit</p>
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The plantation addressed these issues (where relevant and needed) during the following process:</p> <ul style="list-style-type: none"> • Block design – at pre development stage • Drainage constructions – for proper drainage & water management <p>The plantation is situated at a slightly undulating terrain. Nevertheless, necessary measures were verified to have been undertaken to prevent contamination of surface and ground water. Elevation of Stungkor estate is from 0 – 52 meters. During Surveillance Audit 01, new measures BASB had implement new measures to prevent siltation – planting of coconut palm along drains and natural waterways are sighted. This is still maintained at the time of this audit</p>
4.6.1.3	A visual identification or reference system shall be established for each field.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Identification or reference system is verified and available. Each block has signage with following information</p> <ul style="list-style-type: none"> • Block no • Year of planting • Land Size • Stand count



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			<ul style="list-style-type: none"> Planting Material (additional information after Surveillance Audit 01) 																				
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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The Management/Business Plan is documented vide BASB/MSPO/P1/C4/03 updated Dec 2019. The plan is done annually. Some critical components of the plan include new opportunities identified by BASB as follows</p> <ul style="list-style-type: none"> Opar Rural Growth Center [RGC] Cattle rearing 																				
4.6.2.2	Where applicable, an annual replanting program shall be established. Long term replanting program should be established and review annually, where applicable every 3-5 years.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>For Stungkor Oil Palm Estate, the crops are between 3 to 15 years of age(planted between 2006 – 2018); and the certified area is almost fully planted. Unplanted area is conserved for growth of natural vegetation. At present there is no replanting programme, therefore it is not applicable</p>																				
4.6.2.3	The business or management plan may contain:																						
A	Attention to quality of planting materials and FFB.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Planting materials currently used are</p> <ul style="list-style-type: none"> DxP IOI United Plantation Sawit Kinabalu Guthrie Borneo Samudra 																				
B	Crop projection: site yield potential, age profile, FFB yield trends.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB/MSPO/P6/C2-03 dated 01st. October 2018. BASB had made the following projections</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Age [Years]</th> <th>Size hectares</th> <th>Stand count</th> <th>Annual Yield/potential [mt]</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>2 - 13</td> <td>304.39</td> <td>45017</td> <td>4519.85</td> </tr> <tr> <td>2020</td> <td>3 - 14</td> <td>304.39</td> <td>45171</td> <td>5112.68</td> </tr> <tr> <td>2021</td> <td>4 - 15</td> <td>304.39</td> <td>45016</td> <td>6010.00</td> </tr> </tbody> </table> <p>2019 & 2020 are actual production and 2021 estimated</p>	Year	Age [Years]	Size hectares	Stand count	Annual Yield/potential [mt]	2019	2 - 13	304.39	45017	4519.85	2020	3 - 14	304.39	45171	5112.68	2021	4 - 15	304.39	45016	6010.00
Year	Age [Years]	Size hectares	Stand count	Annual Yield/potential [mt]																			
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2021	4 - 15	304.39	45016	6010.00																			
C	Cost of production: cost per ton of FFB.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	<p>BASB/MSPO/P6/C2-03 dated 01st. October 2018. Management budget plan for year 2019-2021</p>																				



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		<input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<table border="1"> <thead> <tr> <th>No</th> <th>Cost of production [myr]</th> <th>Total tons</th> <th>Cost per ton</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>1,299,148</td> <td>4519.85</td> <td>287.43</td> </tr> <tr> <td>2020</td> <td>1,287,575</td> <td>5112.68</td> <td>251.84</td> </tr> <tr> <td>2021</td> <td>1,398,296</td> <td>6010.00</td> <td>232.66</td> </tr> </tbody> </table> <p>For year 2019 & 2020 are actual and 2021 estimated</p>	No	Cost of production [myr]	Total tons	Cost per ton	2019	1,299,148	4519.85	287.43	2020	1,287,575	5112.68	251.84	2021	1,398,296	6010.00	232.66
No	Cost of production [myr]	Total tons	Cost per ton																
2019	1,299,148	4519.85	287.43																
2020	1,287,575	5112.68	251.84																
2021	1,398,296	6010.00	232.66																
D	Price forecast	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB/MSPO/P6/C2-03 dated 01st. October 2018.</p> <p>BASB had forecasted pricing of FFB per ton as follows: By month/year: MYR/mt</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Price per ton</td> <td>400.00</td> <td>400.00</td> <td>450.00</td> </tr> </tbody> </table>		2019	2020	2021	Price per ton	400.00	400.00	450.00								
	2019	2020	2021																
Price per ton	400.00	400.00	450.00																
E	Financial indicators: cost benefit, discounted cash flow, return on investment.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB/MSPO/P6/C2-03 dated 01st. October 2018.</p> <p>This is documented in the Profit & Loss Projection (of the Management Plan). The following information are documented in Business Plan vs Actual Business Activities 2020)</p> <ul style="list-style-type: none"> • Sales of FFB • Cost of Production • Gross profit[loss] • Expenses • Net profit[loss] before tax • Accumulated cashflow after tax <p>Sighted and verified 2020 Profit and Loss Account</p>																
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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>BASB/MSPO/P6/C2 dated 01st. October 2018.</p> <p>Noted and verified the management plan is the main document that is being used as guidance document for implementation of BASB management system</p>																
Criterion 4.6.3: Transparent and fair price dealing																			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>This is documented vide Doc: BASB/MSPO/P6/ dated 01st. October 2018(Revision No 8 dated 1st February 2021). The following rates apply:</p> <table border="1"> <thead> <tr> <th>Work description</th> <th>Unit rates/myr</th> </tr> </thead> <tbody> <tr> <td>Loose fruit unit rate</td> <td>0.20/kg</td> </tr> </tbody> </table>	Work description	Unit rates/myr	Loose fruit unit rate	0.20/kg												
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	effectively implemented.		<table border="1"> <tr> <td>Harvesting</td> <td>27.00 – 55.00/mt based on age of palm</td> </tr> <tr> <td>Manuring</td> <td>0.08 – 0.15/kg/palm</td> </tr> <tr> <td>Spraying</td> <td>20.00 – 30.00/ha</td> </tr> <tr> <td>slashing</td> <td>15.00/ha</td> </tr> <tr> <td>Circle weeding</td> <td>0.20/palm</td> </tr> <tr> <td>Lining for field planting</td> <td>32.00/ha</td> </tr> <tr> <td>Mulching</td> <td>0.70/palm</td> </tr> <tr> <td>Remove Voluntary Oil Palm (VOP)</td> <td>0.20/palm</td> </tr> <tr> <td>Transport – FFB evacuation</td> <td>7.00/mt</td> </tr> <tr> <td>Tractor Operator</td> <td>8.00/mt</td> </tr> <tr> <td>Sprayer Tank Operator</td> <td>15.00/muatan 1500 liters</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Harvesting	27.00 – 55.00/mt based on age of palm	Manuring	0.08 – 0.15/kg/palm	Spraying	20.00 – 30.00/ha	slashing	15.00/ha	Circle weeding	0.20/palm	Lining for field planting	32.00/ha	Mulching	0.70/palm	Remove Voluntary Oil Palm (VOP)	0.20/palm	Transport – FFB evacuation	7.00/mt	Tractor Operator	8.00/mt	Sprayer Tank Operator	15.00/muatan 1500 liters		
Harvesting	27.00 – 55.00/mt based on age of palm																										
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Sprayer Tank Operator	15.00/muatan 1500 liters																										
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Ref: BASB/MSPO/P6 effective 1st October 2018 Indicator 4.6.3.2</p> <p>Verified that Contracts contained the following:</p> <ul style="list-style-type: none"> • Scope of work • Agreed price • Contract duration • Mode of payment • Penalty <p>Viewed contractor service order N0 0502 with M/S Make church Migos dated 25/5/2021</p> <p>Verified that the contract was done transparently.</p>																								
Criterion 4.6.4: Contractor																											
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>This is documented vide Doc: BASB/MSPO/P6/ dated 01st. October 2018.</p> <p>All contractors are made to understand MSPO requirements through briefing prior to start of any works, attendance taken. BASB/MSPO/P6-C4 cont-3 - <i>Panduan Taklimat kepada Kontraktor MSPO.</i></p> <p>Note: BASB currently does not engage contract harvesters</p> <p>This surveillance audit 02 verified this is still maintained.</p>																								
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Verified evidence of agreed contracts with the contractor:</p> <p>Document used: Quotation and Service Order.</p> <ul style="list-style-type: none"> • Quotation from contractors dated 05/05/2021. • BEETUAH Agroventures Sdn. Bhd Service Order No 0493 dated 07/05/2021 																								

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			The letter of acceptance is signed by the Director on behalf of the Company (Ah Hian Motor Welding Workshop) Project: Construction of Mild Steel Bridge
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	BASB accorded the Auditor full cooperation during the MSPO Assessment period and give access and permission to view physical and digital information Pictures on physical evidence assessment for Stungkor OPE is also taken this audit
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	This is documented and verified implemented vide doc: BASB/MSPO/P6 dated 01 st . October 2018. BASB/MSPO/P6-C4-cont-5 - Contractors' assessment form. This form is used to assess contractors on every task performed by them (Refer Contractor's assessment form – CK Luxury Construction on renovation of staff quarters and construction of new block of toilet and shower unit dated 15 th December 2019

PRINCIPLE 7 DEVELOPMENT OF NEW PLANTING

No new planting. The plantation is still in its' first cycle

5.2. SUMMARY OF FINDINGS

Table:

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



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Finding No 1

Principle: 4		Criterion: 4.4.4.	
Criterion 4.4.4: Employee safety and health			
4.4.4.1 (G)	The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The OSH Committee meeting conducted to discuss matters and issues that affect their business related their employee's safety and health and welfare. Minute of meeting are taken, and any remedial action taken are recorded.</p> <p>Refer: BASB/MOM/2019/02 9 March 2019. Minute of meeting sighted and verified.</p> <p>No meeting conducted in 2020 due to Covid 19 Pandemic.</p> <p>However, matters and issues that affect the workers are regularly communicated during morning muster and monthly staff meeting.</p> <p>To consider and plan for at least one(1) meeting in 2021</p>

5.3. AUDIT CONCLUSION

Summary Statement of Lead Auditor	Signature
<p>The purpose of this Surveillance Audit 02 is to evaluate the implementation, including effectiveness, of BEETUAH AGROVENTURES SDN BHD – Stungkor Oil Palm Estate management systems and that the requirement of the Standards MS2530-3:2013 is fulfilled.</p> <p>There was only one (1) finding in this Surveillance audit 02: opportunity for improvement (OFI). BASB had continuously conformed and complied to the requirements of the MSPO Standards.</p> <p>In conclusion, the Auditors recommend the Certification of BASB – Stungkor Oil Palm Estate under the MS2530-3:2013 Part 3 General Principles for Organized Smallholders and Palm Oil Plantation be maintained</p>	 Wilfred Landong Date: 25 05 2021



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5.4. ACKNOWLEDGEMENT BY CERTIFIED ENTITY

Acknowledgement by Auditee	Signature
<p>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.</p>	 Datin Rose Sanden Managing Director Date: 25 05 2021

5.5. CORRECTIVE ACTION REPORTS & CLOSURE

	Certification Body: ACB MSPO 15 MSPO Certification Services	Beetuah Agroventures Sdn Bhd	Corrective Action Report Surveillance 02 Audit Date: 25 May 2021
	Standards: MS 2530-3:2013	Ref: BASB/SVA02/2021	CAR No: 01
1.	Findings	To be completed by Auditor	
	Principle: 4	Criterion: 4.4.4.	
Criterion 4.4.4: Employee safety and health			
4.4.4.1(G)	The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The OSH Committee meeting conducted to discuss matters and issues that affect their business related their employee's safety and health and welfare. Minute of meeting are taken, and any remedial action taken are recorded. Refer: BASB/MOM/2019/02 9 March 2019. Minute of meeting sighted and verified. No meeting conducted in 2020 due to Covid 19 Pandemic. However, matters and issues that affect the workers are regularly communicated during morning muster and monthly staff meeting. To consider and plan for at least one(1) meeting in 2021
2.	Classification of Findings		
	<input type="checkbox"/> NC 1:	<input type="checkbox"/> NC 2:	<input checked="" type="checkbox"/> OFI:



MSPO SURVEILLANCE CERTIFICATION REPORT Year 02: 2021



BEETUAH AGROVENTURES SDN BHD
STUNGKOR OIL PALM ESTATE



BQAS CERTIFICATION [M] SDN BHD [1179994-X]

Ref No: BQ/BASB/SVA2/05/21

Standard: MS 2530-3:2013

Remote Audit

Report Date: 20 08 2021


	Major non-conformity	Minor non-conformity	Opportunity for improvements	
	Type of follow up	<input checked="" type="checkbox"/> Document review [off-site audit]	<input type="checkbox"/> On-site audit	
3.	Confirmation	To be completed by Client		
	Findings & classification are correct	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
4.	Root cause[s] of NC or OFI	To be completed by Client		
	Remarks: No training and meeting done due to Movement Control Order (MCO) in view of COVID19 Pandemic in 2020.			
5.	Corrective action taken (s)	To be completed by Client		
	Remarks: OSH Committee Meeting has been conducted on 12.06.2021. Please refer to document reference SOPE/DOSH-MOM/2021/01		Signature: 	
	Date: 18.06.2021	Datin Rose anak Sanden	Managing Director	
6.	Closure of NC or OFI findings	To be completed by Lead Auditor		
	Meeting conducted. Appropriate action had been taken. In compliance.			
	Action for closing NC or OFI has been implemented and is found acceptable.			
	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
	Date: 24 06 2021	Name: Wilfred S Landong		
			24 06 2021	

Corrective Action Report was raised on 25 05 2021

CAR was closed out by Lead Auditor on 24 06 2021

6.0. OFFICIAL SIGN OFF

6.1. ASSESSMENT RECOMMENDATION BY LEAD AUDITOR

Based on the Findings/Action taken by Auditee/Closures above, SOPE [Stungkor Oil Palm Estate] had been able to demonstrate and improved on its continual compliance to and with requirements of the MSPO MS2530-3:2013 Standard: General Principles for Plantations & Organized Smallholders. Therefore, it is recommendation of the Audit team that the Certification of SOPE under MSPO MS2530-3:2013 Standard be maintained.	 Wilfred S Landong Date: 30 07 2021
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MSPO SURVEILLANCE CERTIFICATION REPORT Year 02: 2021

BEETUAH AGROVENTURES SDN BHD
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Standard: MS 2530-3:2013

Remote Audit

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6.2. ASSESSMENT REVIEW BY TECHNICAL REVIEWER

STATEMENT & CONFIRMATION

I/the undersigned, being the Technical Reviewer, confirm that I have examined thoroughly all contents of the Report in its' entirety.

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, **BBC Group of Plantations** Certification under the Standard MS2530-3:2013 be maintained.

Signed:

Patrick Sibat Sujang
20 08 2021

7.0. 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. PLAN FOR NEXT SURVEILLANCE AUDIT

SVA 03 – tentatively to be in MAY/JUNE, 2022.

8.0. ATTACHMENTS

Nil

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).