



MSPO SURVEILLANCE CERTIFICATION SUMMARY REPORT [YEAR 02] 2020



SALCRA

LADANG KELAPA SAWIT ROBAN UTARA

Batu 4, Jalan Saratok/Sri Aman, 95400, Sri Aman, 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: bqassb@gmail.com

Website: www.bqas.com.my

Accreditation No: ACB MSPO CB15



MSPO SURVEILLANCE CERTIFICATION REPORT Year 02: 2020

SALCRA: LADANG KELAPA SAWIT ROBAN UTARA BQAS CERTIFICATION [M] SDN BHD [1179994-X]

Ref No: BQ/RNOPE/AU/SVA2/07/20

Standard: MS 2530-3:2013

30 09 2020

CERTIFIED ENTITY

MSPO Standards	<input checked="" type="checkbox"/> MS2530-3:2013 General Principles for Palm Oil Plantations & Organized Smallholders
Type of Certification:	<input type="checkbox"/> Individual <input checked="" type="checkbox"/> Group
Project Ref No:	BQ/RNOPE/AU/SVA2/07/20
MSPO Certificate No:	BQAS P3 023-1 0420
MSPO Certificate Validity:	30 04 2018 – 29 04 2023
HQ Office Address:	Wisma SALCRA, No 1, Lot 2220, Block 26, MTL D, Jalan Dato Mohd Musa, 94300, Kota Samarahan, Sarawak.
Contact Person / Job Title:	Mdm Patricia Chan Sustainability Executive
Telephone / Mobile:	082 621 904 016 831 2705
Email / Website:	patriciachan@salcra.gov.my
Site Address:	Batu 4, Jalan Saratok/Sri Aman, 95400, Sri Aman, Sarawak.
Contact Person / Job Title:	Rasa anak Bejoh Estate Manager
Telephone / Mobile:	019 4388824 019 5855069
Email / Website	robannorth-ope@salcra.gov.my

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:	Wilfred S Landong	Managing Director
Telephone / Mobile:	+6 082 572043	+6 017 222 5555
Email / Website:	bqassb@gmail.com	www.bqas.com.my

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EXECUTIVE SUMMARY

LADANG KELAPA SAWIT ROBAN UTARA [LKSRU] is one of 21 Palm Oil Estates owned by SALCRA [Sarawak Land Consolidation Rehabilitation Authority].

This is a Surveillance Certification Report Year 2 [third year of certification] for SALCRA Group of Estates & scope is group certification under the Standards MSPO MS2530-3:2013 for Oil Palm Plantations & Organized Smallholders.

BQAS [BQAS Certification Sdn Bhd] had been selected to conduct this Surveillance Audit taking over from another Certification Body. It is to be noted that this Audit which was scheduled earlier to be conducted in March, 2020 was forcibly delayed due to compliance requirements of COVID 19 MCO [movement control order] enforced by government authorities of Malaysia.

LKSRU office is located at Batu 4, Jalan Saratok/Sri Aman, 95400, Sri Aman, Sarawak. The estate Site is situated at Geo-coordinate N01° 55' 09.05" E111° 15' 27.19"; 4611 hectares of total certified area; on land owned by local communities; operated and managed by SALCRA vide a Land Development Agreement.

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 LKSRU:

No of Employees	• 127 employees: 25 locals / 102 foreign
MPOB License No / Expiry date	• No: 5018 1050 2000/ Expiry: 31 05 2021
Date of Establishment	• 1989
Certified Area	• 4611 hectares
FFB Actual Production Volume 2019	• 22,493.36 MT
FFB Estimated Production Volume 2020	• 22,170 MT

The Surveillance Audit was conducted on 08 – 09 07 2020; 2 Auditors; 4 mandays. The purpose of this Audit is to evaluate the implementation, including effectiveness, and continuous compliance to MSPO requirements of LKSRU management systems. Assessments were done at Estate Site Office and estate proper to assess documentation, facilities and field operations. Information & data were systematically gathered & documented from interviews, observations of process and activities, field audits & review of documentations and records.

4 findings were recorded during this Surveillance Audit. CAR [corrective action report] were raised on these findings; all CARs were closed out on 29 08 2020.

During the Audit, dialogues and interviews were conducted with staffs, field workers, local community representatives, contractors & stakeholders 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 management & staffs 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 are generally above standard requirements of health & safety regulations & the relevant Housing Act. Available amenities in LKSRU include treated water, domestic waste collection & disposal, electricity and telecommunication services.

LKSRU has continuously complied & conformed to MSPO Certification standards, conditions & requirements.

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

**MSPO SURVEILLANCE CERTIFICATION REPORT Year 02: 2020**

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Ref No: BQ/RNOPE/AU/SVA2/07/20

Standard: MS 2530-3:2013

30 09 2020

1.0. INFORMATION: CERTIFICATION ASSESSMENT

Ref No: BQ/RNOPE/AU/SVA2/07/20

Standard(s): MS 2530-1 MS 2530-2 MS 2530-3 MS 2530-4

Other Standard and/or Edition:

INFORMATION:	CERTIFICATION BODY	
Name:	BQAS Certification [M] Sdn Bhd [11799994-x]	
CB No:	MSPO 06092019 CB 15	
Address:	Lot 7823, Sublot 6, 2 nd Floor, Block A, Kings' Centre, Simpang Tiga, 93350, Kuching, Sarawak.	
Contact:	Email: bqassb@gmail.com	Tel: +6 082 572 043
Surveillance Audit Date:	08 - 09 07 2020	Audit Duration: 4.0 man-days
BQAS Audit Team:	Name	Role in the Audit
	Dominic Retan Giah	Lead Auditor
	Robert Tella Gunjom	Auditor

 GROUP [MULTI SITES] CERTIFICATION

1.1.	Type of Certification Assessment	<input checked="" type="checkbox"/>	Annual Surveillance Audit [Year 2]
1.2.	Scope of MSPO Certification	<input checked="" type="checkbox"/>	Production of Sustainable Fresh Fruit Bunch from 2666 hectares of Certified Area
1.3.	MSPO Standards	<input checked="" type="checkbox"/>	PART 3: MS2530-3:2013
1.4.	Maps and others [Refer Attachments]	<input checked="" type="checkbox"/>	Google Location

2.0. INFORMATION: CERTIFIED ENTITY

Company Name	SALCRA: Roban North Oil Palm Estate		
Main Address:	Wisma SALCRA, NO 1, Lot 2220, Block 26, MTLD Jalan Datuk Mohd Musa, 94300, Kota Samarahan, Sarawak, Malaysia		
Site Name:	Roban North Oil Palm Estate		
Primary Function:	<input checked="" type="checkbox"/> Plantation/Organized Smallholders	<input type="checkbox"/> Mill	
Site Address:	Batu 4, Jalan Saratok/Sri Aman, 95400, Sri Aman, Sarawak.		
Management Contact Details			
1.	Name: Rasa anak Bejoh	Job Title: Estate Manager	
	Mobile: 019 4388824	Tel: 019 5855069	Email: robannorth-ope@salcra.gov.my



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Standard: MS 2530-3:2013

30 09 2020

2.	Name: Patricia Chan	Job Title: Sustainability Executive	
	Mobile: 000 000 0000	Tel: 016 831 2705	Email: patriciachan@salcra.gov.my

Headcount:	Local: 25	Foreign Workers: 102	Total: 127
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MS 2530-3:2013 General Principles for Plantations & Organized Smallholders

MPOB License No: 561708011000	Expiry Date: 31/05/2021
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Scope of Activity:

1. Menghasilkan SLGBJI#
2. Menjual dan Mengalih SLGBJI#
3. Menyimpan SLGBJI#

Date of Establishment: 1989	Geo-Coordinates: N01° 55' 09.05" E111° 15' 27.19"		
Certified Area: 4,611 ha	Planted Area: 4,203.09 ha		
FFB Production (actual) 2019: 22,493.36 MT	FFB Production (estimate) 2020: 22,170 MT		
Sources of FFB:	Main FFB purchaser: Saratok Palm Oil Mill (SAPOM)		
No of Planting Blocks: 103 (exclude Phase 2)	No of Palm trees: 411,823 (exclude Phase 2)		
Palm Species: FELDA, SAWIT KINABALU, IOI, AAR, CALIX 600, UP	Age Range of Palm Trees: 2 - 10		
Topography: Undulating	Soil Type: Mineral		
Land Status: Ownership:	<input type="checkbox"/> Rented	<input type="checkbox"/> Own Land	<input checked="" type="checkbox"/> Joint Venture
Validity/Date of Certification: 30 04 2018 to 29 04 2023 (MSPO/DQS)	Other Sustainability Certification: MPOB Code of Good Agricultural Practices (CoGAP)		

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

Surveillance Audit		Audit Findings Classification
Term	Meaning	Description



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

4.0. ASSESSMENT PROCESS**4.1. AUDIT TEAM**

Assessment Stage	Name	Role
Surveillance Year 02	Dominic Retan	Lead Auditor
	Robert Tella	Auditor

4.2. AUDIT PLAN**4.2.1. AUDIT OBJECTIVES****Surveillance Audit**

- Changes to the certified client and its management system
- Verification 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 (e.g. promotional material, website, use of BQAS logos and marks, use of the certificate)
- Customer specific requirements

**4.2.2. ASSESSMENT SITES / PROGRAMS / PARAMETERS**

MS2530-3:2013 General Principles for Palm Oil Plantation & Organized Smallholders

4.2.2.1. Assessment Sites

Assessment were performed at:

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

4.2.2.2. Assessment Program

Date: 09 – 10 07 2020

No of Auditors: 2

No of Mandays: 4

Day 1

- Opening Meeting
- Review Certification Audit Report
- Documentation Audit
- Stakeholders dialogues/interviews (contractors, local community representatives, adjacent landowners)
- Field Audits
FFB harvesting & evacuation activities, boundaries, riparian & buffer zones, chemical handling activities etc.
- Estate sites assessment
Inspection/observation of staff/workers housing & living conditions, facilities & amenities, water reservoir & management, domestic waste treatment etc.
Stores [chemical, schedule waste, PPE etc.] & workshop

Day 2

- Documentation Audit [continuation]
- Closing Meeting
- Issue CAR – corrective action report form
- 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
 - 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 plan
 - Stakeholders & workers interview
-

**5.0. SURVEILLANCE ASSESSMENT****5.1. SURVEILLANCE AUDIT REPORT****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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The SALCRA MSPO Policy, available in English and Malay, signed by the GM Mr Joseph Blandoi on April 1, 2020 is prominently displayed on the office noticeboard, the guard house, the workshop, fertilizer & chemical store, the labor line and staff housing.
4.1.1.2	The policy shall also emphasize commitment to continual improvement.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The SALCRA MSPO Policy is applicable to all operations with a general statement "to ensure sustainable development and continuous improvement".

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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Roban North OPE was last audited on 11/02/2020. The summary of audit findings indicates 5 OFIs and 9 NCs.
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 to implement the necessary corrective action.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted SALCRA Operating Procedures No. GPG 7.1 MSPO (Internal Audit), approved by the previous GM Datu Vasco Sabat Singkang in 01/10/2018. The internal audit report was in the form of the internal audit checklist with remarks indicating OFI and NC
4.1.2.3	Report shall be made available to the management for their review.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The report shall be made available to the management review when it next meets. The review meeting was scheduled for April 2020 but due the COVID-19 Movement Control Order and the subsequent CMCO and RMCO, the new has been set for August 2020.



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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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The previous management review meeting (MSPO Steering Committee) was conducted in Nov. 21, 2019 where the previous internal audit report of April 25-26, 2019 was included in a summary of MSPO2530-3 findings for the whole of SALCRA. Audited entities were advised to rectify the Internal audit findings within the time frame given.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted: Continuous Improvement Programme Year 2020 for the SALCRA Balance Scorecard Program with an acknowledgement by the estate manager Mr Rasa Bejoh. It covers the following areas: <ul style="list-style-type: none"> ● Operational excellence (to increase SALCRA's Group productivity, to improve work processes, to establish agronomic database, to improve use of technology, to improve staff competency and to improve internal communication) ● Business diversification (to increase investment in viable business ventures) ● Rural communities' well-being (to improve in rural community quality of life and to improve social outcomes) ● Environmental management (through waste reduction, environmental awareness among staff & workers, efficient use of non-renewable and renewable energy, forest restoration and water quality conservation).
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Mainly through a system of sharing information, sending staff and workers for training with contractors, suppliers and manufacturers with respect to the use of fertilizers and machines. Sighted Report on Motion Study on Mini Crawler for EFB Application at Undan OPE dated 19/10/2016. The mini crawler was eventually



			introduced to Roban South OPE and now in use. Roban North has budgeted to purchase the machine in 2021.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Such action plans come from initiatives described in the SALCRA Balance Scorecard Programme for the CIP Year 2020.</p> <p>Among the initiatives in improving use of technology for Operational Excellence is the implementation of the Geospatial Database System for Plantations. After a recent briefing at SALCRA HQ, a demonstration is being planned at Pakit OPE where representatives from other SALCRA estates will attend.</p>

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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The MSPO Policy and others (Safety & Health, Environment, Social Policy & Objectives, Sexual Harassment) are available in both English and Malay, prominently displayed. The movement of staff is also put up on the outside wall of the office providing an instant overview of the staff presence.
4.2.1.2	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Management documents are prominently displayed on the office noticeboard, the guard house, the workshop, fertilizer & chemical store, the labor line and staff housing. The noticeboard inside the office also serves as a bulletin board as it contains circulars and memos from the estate management regarding routine activities.
Criterion 4.2.2: Transparency method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	SAPOM has established its General Procedure Guideline No. GPG 7.2 on Correspondence and Correspondence (Internal and External) approved by GM Mr Joseph Blandoi on 15/03/202.

4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Mr Harry anak Mathew Amit is appointed the representative for Consultation and Communication as per minute from the estate manager Mr Rasa anak Bejoh on 06/02/2020.
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	Available: <ul style="list-style-type: none"> ● List of smallholders (17) ● Contractor (5) ● Supplier (7) ● Government agencies (17) OFI: Consider to review the list to be better organized into categories of stakeholders.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted SALCRA General Procedure Guideline No. GPG 7.3 on Traceability Procedure for FFB Production approved by the previous GM Datu Vasco Sabat Singkang on 01/10/2018. Attachment: Flow Chart on FFB Harvesting & Evacuation, Edition A, Amendment: 1, Date: 01/09/2018.
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Inspection is conducted monthly using a form Monthly Traceability Record Inspection.
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Mr James Jimmy Niko is appointed as the estate representative for Traceability in a minute from the estate manager Mr Rasa anak Bejoh dated 06/01/2020.
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted: <ul style="list-style-type: none"> ● Daily FFB Receipt Report by Date Range (06/07/2020 to 06/07/2020) comprising 10 tickets from SAPOM for trucks delivering FFB, totaling 80,360 kg for the day. ● Ramp Record Book (for Phase 9 - Melintang) with entry for 06/07/2020 for 3 trucks (with names of the drivers) carrying FFB (in no. of bunches) from specified blocks in the block to ramp section. And one prime mover from ramp to SAPOM delivering all 3 truckloads.



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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Compliance is monitored and evaluated at the SALCRA HQ by the Legal & Secretarial Officer Ms Angela Jinget.</p> <p>The various MSPO policies, corporate mission and vision statements, list of staff, estate bulletin, posters from Sarawak Forest Department on protected species, circulars and memos are available for public viewing on the office noticeboard both inside and outside. Daily production figures are also available updated on a whiteboard inside the office.</p>
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirement register.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Sighted: SALCRA List of Legal Register (Doc. No. MSPO 4.3.1.2, Effective Date: July 2020, Revision No. 2) organized into fields and the corresponding Acts for compliance. There are a total of 38 fields.</p> <p>Example: for Organization, the relevant Acts are Law of Sarawak Ordinance No. 3 of 1976 and SALCRA Ordinance, 1976.</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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Monitoring for updates and evaluation for compliance is done at the head office by the Legal and Secretarial Officer who broadcasts the information to the mills and estates in SALCRA.</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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>The assigned estate representative for Legal & Compliance Monitoring is Mdm Runin Jamban appointed by the estate manager Mr Rasa anak Bejoh in a minute of 06/01/2020.</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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>NCR land owners sublet Letter of Consent to participate in the SALCRA project for agricultural purposes. Sample sighted that of Mr Bundan anak Batu (471028-13-5769)</p>

			consenting to 2 hectares of his land to be used by SALCRA, signed on 16/11/2018, witnessed by TR Maya anak Bundan and a SALCRA officer of SALCRA Betong Development Office Maie Ninggang
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Available and sighted: documentation on contested land between Mr Stephen Arin anak Lutek (claimant) and Aju anak Mawat (defendant), starting with a Police report in 2013 and eventually a verdict issued on 04/03/2015 by the Magistrate Mr Watt Lanyau anak Entaban at the District Native Court Kabong. The Defendant was ordered to pay costs to the 4 Claimants at RM100 each.
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The legal boundary of the estate began at a survey peg at the junction from the main road (Jalan Ulu Roban). The estate is bounded by small farms. Demarcation on the ground is the estate road on perimeter which provides access to both estate workers and smallholders.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	No dispute with the locals. There had been cultivation before the mill establishment but SALCRA had acquired the land and the owners compensated. Documentation on this event is available at HQ.
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 type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable. There are no NCR land within the land lease. Relations with residents from neighboring longhouses is cordial as they provide the pool of manpower for the mill.
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Locality map sighted: Map Showing the Village site and Oil Palm Plantation at Roban North Oil Palm estate, Saratok prepared by Chemsain



			Konsultant Sdn Bhd in the EMR No. 2 (Oct. - Dec. 2019) for SALCRA. Scale: 1:30,000 Date drawn: January 2020
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable. Documents relating to previous settlement with farmers within the leased land are available at the SALCRA HQ.

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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	SIA conducted and submitted by Sarawak Development Institute in August 2010. Report includes development plans to mitigate negative impact while promoting and maintaining positives ones: a. Access and use rights. b. Economics livelihood and jobs opportunities. c. Other communities' values such as roads and communication improvement.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	System/procedures established. Refer general procedure guideline GPG7.4 dated 01 st Oct 2018. All past complaint and grievances are documented. Document sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	All recorded complaint and grievances have been resolved within timeline. Register book and forms sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Complaint forms are available for all employees and stakeholders to make complaint at the premises with a suggestion box for collecting all filled forms.



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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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Existence of such system are made aware and explain in meetings with employees and stake holders. Minute and pictures sighted.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Interview with stakeholders and personnel verified that all complaints and grievances in the past 24 months have been resolved.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Records of CSR activities commitment contributing to local sustainability development. Records of all contribution sighted and verified. Ref: RN/GEN-ADM/1 Vol. III
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	OSH Policy developed covering all activities and signed by current top management YBhg. Datu Vasco Sabat Singkang dated 14 th June 2017. Ref: Safety And Health Policy & Objectives.
4.4.4.2	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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Safety and Health policy available. Records of meeting and implementation and evidence in pictures and minute of meeting available sighted and verified.
B.	b) The risks of all operations shall be assessed and documented	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	HIRARC on all activities/operation are assessed and documented. Refer: HIRARC file. Document sighted and verified. OFI: The safety aspects of the electrical connections at the workshop and store can be better improved by making considerations for weather protection and distance to the appliance in use.
C.	An awareness and training program which includes the following requirements for employees exposed to pesticides:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Awareness annual training program developed including safety and health aspects. Records of training and records of attendant sighted.



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C.1	All employees involved shall be adequately trained on safe working practices; and	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>i). Adequate training on safe working practices are conducted.</p> <p>Photos and attendance recorded and sighted.</p>
C.2	All precautions attached to products shall be properly observed and applied.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	All Safety Data Sheet on all product are available and communicated to relevant employees. SDS folder on all product available, sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Personal Protective Equipment are provided free of charge by the management as identified by HIRARC.</p> <p>Evidence of issuance of PPE in files are sighted and verified.</p>
E.	The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Standard Operating Procedures for handling of chemicals to ensure proper and safe handling and storage of chemicals in accordance to OSH established.</p> <p>CHRA report available sighted and verified.</p>
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>An officer is appointed to be responsible for workers safety and health.</p> <p>Refer Letter of appointment: 31-2020/SAL/OSH/3 dated 11th Feb. 2020</p> <p>Document sighted and verified.</p>
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	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	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.



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	kept and the concerns of the employees and any remedial actions taken are recorded		Refer: OSH Committee meeting minute, dated 26.06.2020.
H.	Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Accident and emergency procedures exist and understood by all employees. Procedures and instruction are communicated and explained to employees in morning briefing and meeting.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Employees trained in First Aid equipment are available at worksite record of training and training material are available and sighted. First aid box and accident guideline available, no expired medicine sighted.</p> <p>Ref: Mr. WILLINTON ANAK IGU IC No. 870110-52-6353. (Field Assistant).</p> <p>Cert No. Siri: (PAC01) 11667 dated 14/12/2019 expires on 14/12/2022</p>
J.	Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	All records of accident are kept and available and sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Policy established and practiced and sighted. Evidence of good social practice are seen in in sight visit and interviews of stakeholders. Policy signed by top management, Mr. Joseph Blandoi dated 01st April.</p>
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, social origin or any other distinguishing characteristics.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>All workers are given equal opportunity and statement established. Statement are display on noticeboard and communicated to employees during meeting. Policy signed by top management Mr. Joseph Blandoi dated 01st April.</p>
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	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Employees pay and condition meet the legal industry minimum standard.</p> <p>Evidence in:</p> <p>a. Payslip.</p> <p>b. Kontrak Pekerjaan.</p>

	meet basic needs and provide some discretionary income based on minimum wage.		c. Offer letter/Tawaran Pekerjaan. Document sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	All contractors are ensured by the management to comply with the employment act in relation to minimum wages. Refer: Agreement No.62/2017 dated 03 rd sept 2013. 21.0 Fair wages.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Accurate records of all accounts on all employees including seasonal workers sighted and verified.
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 employee indicated in the employment records.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Copies of all employment contract signed by both parties available, verified and sighted.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Time recording system established and verified by the following: a. Buku rekod kedatangan Harian Kakitangan. b. Check roll for employees. Document sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Working hours and break in time records comply with legal regulations and collective agreements. Working hours and overtimes are put on display for transparency. Sighted and verified.



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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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Existing wages and overtimes payment reflected in pay slip and punch card meets legal requirement. Document sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The following social benefits are given to employees: a. Chance to Join Salcra Cooperative b. Incentives depending annual profit. c. Free housing/quarters all employers. d. Good performance incentives and payment.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Terrace house standard, conducive living quarters. Basic amenities like water and electricity are paid by individual.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sexual harassment and violence policy established and implemented by posting it on noticeboard and constant reminder during weekly assembly. There are NO history of case of sexual harassment and violence in the organization. Document sighted and verified.
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	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Rights of all employees are respected and reflected in Social Policy and Objectives, signed by top management Mr. Joseph Blandoi dated 01st April 2020. Document sighted and verified.



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	discriminated against or suffer repercussions.		
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	No children or young person employed by the management, list of workers and employees available sighted and verified.
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 documentation, including records of training shall be kept.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Training programmes developed and conducted for all employees and contractors. Evidence in attendance, photos and training contents/material sighted and verified. Last training done on 01/10/2019. No training done on 2020 due to COVIT 19 MCO enforcement.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	TNA conducted and plan prior to implementation of the training programme. Training Need Analysis sighted and verified. Refer: ROBAN NORTH OPE training matrix for year 2020. Document sighted and verified.
4.4.6.3	A continuous training program should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Annual Training programme developed and conducted for all employees about their jobs function. Records and evidence of training available, sighted and verified. Refer: ROBAN NORTH OPE training matrix for year 2020.



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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted: SALCRA Environmental and Sustainability Policy signed by the GM Mr Joseph Blandoi dated April 1, 2020. It is displayed on the office noticeboard, at the weighbridge and in the plant area. Aspects of the policy are regularly communicated during the daily tool box meeting before work.
4.5.1.2.	The environmental management plan shall cover the following:		
A.	An environmental policy and objectives	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	A) The SALCRA Environmental Policy strives to: 1) Meet applicable legislative requirements 2) Minimize or eliminate pollution or adverse effects on the environment 3) Provide a safe and secure working environment for its employees and relevant stakeholders 4) Educate and provide training to its employees and relevant stakeholders on environment and biodiversity. 5) Continuously improve effective environmental management programmes and system through periodic review of the policy to meet current needs.
B.	The aspects and impacts analysis of all operations.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Aspect and Impact Analysis is carried out on 33 activities / operations in the SALCRA Identification of Environmental Aspects and Impacts Form prepared by the Sustainability Executive on 21/07/2019 and checked by the Head of Agronomic, Sustainability & Research on 28/07/2019. The impact of each activity is assessed based on an aspect of the activity and graded with a score. A high significance score of 15 was noted for 3 activities such as:



			<ul style="list-style-type: none"> ● Desilting Drain (its aspect is high turbidity due to runoff) specifies environmental monitoring as an existing control measure with its risk control to desilt as required. ● Diesel generator (its aspect of spillage of diesel, lubricants,) specifies regular inspection and bunding as existing risk control measures. The risk control is training for the genset operator and the installation of an oil trap and concrete floor. ● Site selection (its aspect being exposed silt trap location with potential for overflowing during rainy days) specifies locating the mixing (of cement) area away for the waterway. The risk control is proper drainage system.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>The SALCRA Environmental Improvement Plan (EIP) for the Roban North OPE (Revised Date: 24/02/2020) provides mitigation & monitoring plans for 5 activities:</p> <ol style="list-style-type: none"> 1. Manuring 2. Spraying 3. Vehicle & Machinery Servicing 4. Household waste disposal (plastic, paper & glass material) 5. Landfill waste disposal (dumping pit) <p>Work teams are briefed on aspects of these activities before proceeding to their respective work sites. Safety SOPs and guidelines are also posted on the walls of the office, the workshop and the various stores.</p>
4.5.1.4	A program to promote the positive impacts should be included in the continual improvement plan.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>These are described as Initiatives in the SALCRA Balance Scorecard Programme in the Continuous Improvement Programme Year 2020. The initiatives along with Strategic Objectives, KPI and Remarks are detailed out according to operational areas such as:</p> <ol style="list-style-type: none"> 1. Operational Excellence



			<p>2. Business Diversification</p> <p>3. Rural Communities' Well Being</p> <p>4. Environmental Management</p>
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Training programmes developed and conducted for all employees and contractors. Evidence in attendance, photos and training contents/material sighted and verified. Training on MSPO MS2530 Part 3 Awareness Programme was conducted on 27/02/2020 at SALCRA Bajo Training Centre attended by 36 staff from Bau, Serian, Sri Aman and Saratok regions for 1 day. Environmental Awareness was conducted for local workers and foreign laborers (28 workers altogether).</p>
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Environmental issues are discussed in the estate safety & health committee meeting as reports from the committee members. Roban North OPE conducted its quarterly SHE committee meeting on 21/02/2020 attended by 16 members, chaired the then estate manager Mr Bala Jembu. Among the environmental issues raised were:</p> <ul style="list-style-type: none"> ● Status of the application for garbage bins from the Saratok District Municipal Council ● Reminder to the storeman to ensure proper storage (including labelling) and disposal of scheduled waste.
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 time frame. 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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Roban North OPE maintains a record of the consumption of non-renewable energy. The actual quantity consumed is recorded against the planned or budgeted quantity.</p>
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<p>The cumulative total for diesel consumption for 2019 (Jan - Dec) is as follows:</p>



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	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 type="checkbox"/> OFI	1) Vehicle type - Lorries: Budgeted: 72,000 litres Actual: 68,459 litres 2) Vehicle type - Tractors Budgeted: 36,000 litres Actual: 37,076 litres The cumulative total for electricity consumption (for office use): Budgeted: 18,000 kW Actual: 18,929 kW
4.5.2.3	The use of renewable energy should be applied where possible.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The SALCRA Identification of Waste Products and Sources of pollution from Oil Palm Estate lists out the following waste type and sources: 1. Plastic bottle, food and drink containers, etc. 2. Food & drink paper wrapper 3. Used paper 4. Old computer & printer 5. Used tyres 6. Used oil filter 7. Used vehicle / machinery battery 8. Used lubricating oil 9. Used hydraulic oil 10. Contaminated sand or wood dust (spillage kit) from cleaning up spillage 11. Used chemical container 12. Used fertilizer bag
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:		
A	Identifying and monitoring sources of waste and pollution	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> OFI	The Waste Management Plan for Roban North OPE details out the sources of various items for: <ul style="list-style-type: none"> ● Scheduled waste ● Domestic waste The WMP is prepared by the assistant estate manager and checked by the estate manager on 25/12/2017. The plan is still in use today.



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			NC: In terms of storage, it was observed that a used oil filter and a used battery were kept in the general store instead of the scheduled waste store.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Currently the following waste products are recycled:</p> <ul style="list-style-type: none"> ● Used fertilizer bags as collection bags for loose fruits ● Empty chemical containers are re-used as receptacles for triple-rinsed spray water ● EFB from SAPOM is laid out as mulching material in newly established areas for planting.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Roban North OPE follows the SALCRA General Procedure Guideline No. GPG 7.5 Handling of Wastes, approved by the previous GM Datu Vasco Sabat Singkang on 01/10/2018 which covers identification of wastes, storage and labelling, transfer of scheduled waste, accidental spillage, inventory, training and maintenance of records. The procedure identifies the following types of scheduled waste:</p> <ol style="list-style-type: none"> 1. Used lubricant oil 2. Used hydraulic oil 3. Used oil filter 4. Used batteries 5. Contaminated sand / spillage kit from clean up of oil spillage 6. Empty fertilizer bag and 7. Empty chemical container.
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>The work of applying chemicals is carried by a contractor SALCRA Jaya Sdn Bhd which provides chemicals and collects back the empty containers. Containers used to destruction are collected and disposed off by the contractor.</p>



	adhered to. Reference should be made to the national program on recycling of used HDPE pesticide containers.		
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Domestic waste from the Roban North (generated by the office and the housing quarters) is collected by the Saratok Municipal Council.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Roban North OPE maintains a record of the crop in MT produced from its estate (present size of 5 phases at 2,813 ha), fertilizer usage (kg), the distance travelled from plantation to the mill (km), diesel usage (litres) and electricity usage (kW). The GHG emission is derived from multiplying the emission factor for each category of these inputs with the units of each input.</p> <p>The resultant figure is a GHG value at 2,868,407.75.</p> <p>With the FFB production at 22,493.36 MT, the GHG emission works out at 127.52 kg CO₂e/MT FFB.</p>
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	<p>Roban North OPE refers to the Consumption & Comparison of Non-Renewable Energy (Diesel and Electricity) and the initiatives described in the SALCRA Balance Scorecard. The action plan to reduce pollutants and emissions is to be derived from these 2 documents.</p> <p>OFI: Consider to prepare a specific document incorporating the information on consumption and comparison of non-renewable energy and the initiatives described in the SALCRA Balance Scorecard.</p>
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).	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Sighted: Roban North OPE Water Management Plan for Year 2020 which determines the water usage, sources of water supply, wastewater outlet, action plan to optimize water usage and the person to monitor at the following locations:



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SALCRA: LADANG KELAPA SAWIT ROBAN UTARA BQAS CERTIFICATION [M] SDN BHD [1179994-X]

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Standard: MS 2530-3:2013

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	The water management plan may include:		<ol style="list-style-type: none"> 1. Chemical mixing area 2. Workshop 3. Labor line & office 4. Washroom / toilet
A	Assessment of water usage and sources of supply.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The main source of water is from the water board (Jabatan Bekalan Air Luar Bandar). The bills issued are filed for monitoring of payment. Some rain harvesting is practiced as applied at the workshop for washing of vehicles.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	<p>Water sampling is conducted every quarter with samples tested by Chemsain Konsultant Sdn Bhd. Sighted: Summary of Water Quality Analysis for 18/02/2020.</p> <p>Among the observations made:</p> <ul style="list-style-type: none"> ● The BOD level is lower than NWQS level. ● Estate ensures that there is no application of fertilizer & pesticide along the river or stream.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	As the plantation is a long distance from the office and housing complex, used water is discharged into the drain. Pipes within the complex are periodically checked for leakage and immediately repaired.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The estate is situated close to Sg Roban and its tributaries. A field visit indicated that a wide buffer of natural vegetation is maintained on either bank.
E	Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable as natural vegetation is in place.
F	Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable



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4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Harvesting of rain water is in practice at the workshop for cleaning of vehicles.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The final EIA report by Global Serve Environmental Consultant for SALCRA dated September 2012 has not identified any HBV habitats, as the area occupied by Roban North OPE had been logged over before.
B	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.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The only significant wildlife seen is the wild pig which is not a threatened species. Posters on wildlife from the Sarawak Forestry Corporation are also available on the office noticeboard to remind workers and visitors about protected and totally protected species, both animals and plants.
4.5.6.2.	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:		
A	Ensuring that any legal requirements relating to the protection of the species are met.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	As there is no RTE species identified in the area, this is not applicable.
B	Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Signboards are available to discourage and warn off against fishing, hunting and gathering.
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Posters on wildlife from the Sarawak Forestry Corporation are also available on the office noticeboard to remind workers and visitors



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			about protected and totally protected species, both animals and plants.
Criterion 4.5.7: Zero burning practices			
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 type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not in practice
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 type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable
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 type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Not applicable
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Already done with the previous planting after 25 years of cultivation. The present crop has been planted between 2010 & 2019.

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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Appropriate standard operating procedures available consistently implemented and monitored. Refer Salcra Plantation Manual.
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	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	a. 1.2% in areas of 20 to 25deg. b. 98.8% in areas of 12 to 20deg. Appropriate Terrace and cover cropping in to prevent soil erosion as well as siltation.



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	surface and groundwater through runoff of either soil, nutrients or chemicals.		
4.6.1.3	A visual identification or reference system shall be established for each field.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	a. Block: 146 b. Total Hectare: 4202ha c. Planting material: FELDA, SAWIT KINABALU, IOI, AAR, CALIX 600, UP d. Planted Year: 2010 - 2019
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Management plan established demonstrating attention to economic and financial viability through long term management planning. Document sighted and verified.
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Replanting program for year 2020 postponed to 2023 due to financial grant and lack of participant. Program sighted and verified.
4.6.2.3	The business or management plan may contain:		
A	Attention to quality of planting materials and FFB.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Planting material: FELDA, SAWIT KINABALU, IOI, AAR, CALIX 600, UP. Annual Budget includes continue improvement plan, housing, waste management and OSH and cover operation expenditures.
B	Crop projection: site yield potential, age profile, FFB yield trends.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	2019 – 17910 MT 2020 – 25840 MT
C	Cost of production: cost per ton of FFB.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	2019 – RM244.5 2020 – RM188.4
D	Price forecast	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Price forecast for FFB per M/T. 2019 – 390.00 2020 – 354.00 2021 – 354.00 2022 – 354.00
E	Financial indicators: cost benefit, discounted cash flow, return on investment.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Base on operation and payment of dividend to all participant this estate is making certain amount on Return of Investment, actual

			information are control by HQ. Dividend recipient list and forecast sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Monthly progress report is available and submit to HQ monthly. Refer: File RN/PROD/EMR/9 VOL.III. Document sighted and verified.
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 effectively implemented.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Existing mechanism of determining pricing is acceptable. Refer Weight bridge ticket. All FFB are send to own mill for processing.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Only 1 contractor engaged. SALCRA JAYA SDN. BHD. Contract agreement sign by both parties sighted and verified.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Contractor are aware of MSPO requirement. Record of training, meeting and attendance available, sighted and verified.
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Contract agreement sighted and verified. Refer contract agreement NO: 62/2017. Sighted and verified.
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	Contractors agreed to be assessed and interviewed by approved MSPO auditors to verify assessments through physical inspection.
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"/> Yes <input type="checkbox"/> No <input type="checkbox"/> OFI	The following officers are responsible for the observance and the control points applicable to the tasks perform by the contractor. <ul style="list-style-type: none"> a. Estate Representative b. Assistant Estate Manager

PRINCIPLE 7 DEVELOPMENT OF NEW PLANTING

No implementation and development of new planting in Year 2020



5.2. SUMMARY OF FINDINGS

Principles	P1	P2	P3	P4	P5	P6	Total
No of OFI: Opportunity for Improvement	0	1	0	1	1	0	3
No of NC: Non-Conformance	0	0	0	0	1	0	1
Total	0	1	0	1	2	0	4

1. Principle 2 Transparency

Criterion 4.2.2: Transparency method of communication and consultation

4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	Available: <ul style="list-style-type: none"> List of smallholders (17) Contractor (5) Supplier (7) Government agencies (17) OFI: Consider to review the list to be better organized into categories of stake holders.
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2. Principle 4 Social Responsibility, Health, Safety & Employment Conditions

Criterion 4.4.4: Employees safety and health

4.4.4.2	The occupational safety and health plan shall cover the following:		
B.	b) The risks of all operations shall be assessed and documented	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	HIRARC on all activities/operation are assessed and documented. Refer: HIRARC file. Document sighted and verified. OFI: The safety aspects of the electrical connections at the workshop and store can be better improved by making considerations for weather protection and distance to the appliance in use.

3. Principle 5 Environment, Natural Resources, Biodiversity & Ecosystem Services

Criterion 4.5.3: Waste management and disposal

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:		
A	Identifying and monitoring sources of waste and pollution	<input type="checkbox"/> Yes	The Waste Management Plan for Roban North OPE details out the sources of various items for:



		<input checked="" type="checkbox"/> No <input type="checkbox"/> OFI	<input type="checkbox"/> Scheduled waste <input type="checkbox"/> Domestic waste <p>The WMP is prepared by the assistant estate manager and checked by the estate manager on 25/12/2017. The plan is still in use today</p> <p>NC: In terms of storage, it was observed that used oil filters and used battery were kept in the general store instead of the scheduled waste store.</p>
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4. Principle 5 Environment, Natural Resources, Biodiversity & Ecosystem Services

Criterion 4.5.4: Reduction of pollution and emission

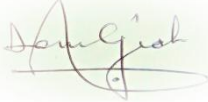
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> OFI	<p>Roban North OPE refers to the Consumption & Comparison of Non-Renewable Energy (Diesel and Electricity) and the initiatives described in the SALCRA Balance Scorecard. The action plan to reduce pollutants and emissions is to be derived from these 2 documents.</p> <p>OFI: Consider to prepare a specific document incorporating the information on consumption and comparison of non-renewable energy and the initiatives described in the SALCRA Balance Scorecard.</p>
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5.3. STAKEHOLDERS' CONSULTATION REPORT

	Four persons were interviewed representing 3 categories of stakeholders (namely local community, contractor and workers). All expressed satisfaction with the working conditions and amicable interaction with the management of the estate. The estate is viewed as an employment and business opportunity generator for the members of the local community (including the businessman). The workers are appreciative of the safe and conducive working environment.
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5.4. AUDIT CONCLUSION

	Summary Statement of Lead Auditor	Signature
	<p>The purpose of this Surveillance Audit is to evaluate the implementation, including effectiveness, of SALCRA Stenggang Oil Palm Estate management systems and that the requirement of the Standards MS2530-3:2013 is fulfilled. The complete Audit Plan and processes were completed and performed by the Auditors.</p> <p>4 findings were recorded.</p> <p>Conclusively it is the opinion of the Audit Team that LKSRU had adequately maintained effectively the implementation of its' management systems and that continued Certification under MS2530-3:2013 to be continued; subject to satisfactory actions taken on all findings.</p>	 Dominic Retan Giah 10 07 2020

5.5. ACKNOWLEDGEMENT BY CERTIFIED ENTITY MANAGEMENT REPRESENTATIVE


	<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>	Rasa anak Bejoh Date:10/07/2020
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5.6. CORRECTIVE ACTIONS REPORTS & ACTION TAKEN BY CERTIFIED ENTITY

Corrective Action Reports were raised on 10 07 2020
The Corrective Action Reports were closed out by Lead Auditor on 29 08 2020

6.0. OFFICIAL SIGN OFF

6.1. ASSESSMENT RECOMMENDATION: LEAD AUDITOR

<p>Based on the Findings/Action taken by Auditee/Closures above, Ladang Kelapa Sawit Roban Utara had been able to demonstrate generally its continual compliance to and with requirements of the MSPO MS2530-3:2013 Standard under General Principles for Palm Oil Plantation & Organized Smallholders. Therefore, it is recommended that the Certification of SALCRA LKSRU be maintained.</p>	 Dominic Retan Giah 15 09 2020
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6.2. ASSESSMENT REVIEW BY TECHNICAL REVIEWER

Notes:

Technical Review of SALCRA Group of Estates are done on a Group basis under SALCRA Group of Estates Public Summary Report

7.0. CONCLUSION

7.1. CERTIFICATION: BQAS MANAGEMENT

In reference to MS 2530-4:2013, 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

Surveillance Audit Year 02 was delayed due to COVID19 Movement Control Order as enforced by Malaysian government authorities.

Surveillance Audit Year 03 for SALCRA Group of Estates will revert back to be in compliance with official date of Certification.

8.0. ATTACHMENTS

Location Maps of SALCRA Estates

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)

SALCRA Operational Area

