



MSPO MS 2530-3:2013 INITIAL CERTIFICATION REPORT

WAWASAN TEROKA ENTERPRISE (MA2010/404)

Lot 3608, Block 5, Kuala Baram Land District, 98000, Miri, 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 MS 2530-3:2013: INITIAL CERTIFICATION REPORT	
	WAWASAN TEROKA ENTERPRISE (MA2010/404)	BQAS CERTIFICATION [M] SDN BHD
	ACB MSPO 15	REF: BQAS/WTE/033/06/21 10 06 2021

CERTIFIED ENTITY	WAWASAN TEROKA ENTERPRISE (MA2010/404)	
MSPO Standards: MS2530-3:2013	General Principles for Palm Oil Plantations & Organized Smallholders	
Type of Certification:	<input checked="" type="checkbox"/> Individual	
Project Ref No:	BQAS/WTE/033/06/21	
MSPO Certificate No:	P3 033 0621	
Validity:	23 06 2021 – 22 06 2026	
Main Office Address:	Lot 3608, Block 5, Kuala Baram Land District, 98000, Miri, Sarawak	
Site Address:	Wawasan Teroka Enterprise, NCR, Kampung Kejapil, Sibuti, 98000, Miri, Sarawak.	
Contact Person / Job Title	Mr Chin Pau Fong	Managing Director
Telephone / Mobile		019 814 9791
Email / Website		sungoldresources88@gmail.com

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

Disclaimer:

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EXECUTIVE SUMMARY

This is an Initial Certification Audit & scope is Individual Certification of [WTE] **WAWASAN TEROKA ENTERPRISE** Estate which is sited at **NCR, Kampung Kejapil, Sibuti, 98000, Miri, Sarawak** under the Standards MSPO MS2530-3:2013 General Principles for Oil Palm Plantations & Organized Smallholders.

WTE main office is located at **Lot 3608, Block 5, Kuala Baram Land District, 98000, Miri, Sarawak**. Other key information on **WTE** are as follows:

Site Address	Wawasan Teroka Enterprise, NCR, Kampung Kejapil, Sibuti, 98000, Miri, Sarawak		
Location Geo Coordinates	N4.165626 E113.929427		
Certified Area	101.00 hectares	Planted Area	100.00 hectares
No of Employees	7 employees		

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


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

Assessments were done at the Estate Office during Stage 1 Audit and Stage 2 Audit was conducted by Remote Audit; due to Covid 19 Pandemic situation in Sarawak and travel restrictions imposed by the government authorities.

Stage 1 Audit was conducted on 21 - 22 08 2020 & Stage 2 on 21 - 22 04 2021 respectively. 5 Auditors were assigned to do the Assessments; clocking a total of 10 Mandays to complete the Audits. Stage 2 was also long delayed by the inactivity on site and partial closure of the Estate due to the covid 19 Pandemic and unavailability of staff & workers.

There were 16 Findings in Stage 1 Audit classified as Unacceptable & AWF (acceptable with findings noted); in areas of management system readiness, policy/policies documentation, maps & procedures. The corrective action report (CAR) raised for these findings were closed out on 16 02 2021; upon verifying all the requisite documentations and evidence.

In Stage 2 Audit there were 3 findings; 3 OFI (opportunity for improvements) in areas of continual improvement, social impact assessment & environmental management plan. The corrective action report (CAR) for these findings were closed out on 30 05 2021; upon comprehensive review and assessments.

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In Stage 1, dialogues and interviews were conducted with stakeholders [workers, local communities, landowner & other land users] to gauge understanding of MSPO principles, applications & its importance and relevance to sustainable growth and production of palm oil products. Also assessed were their opinion & working relationship with **WTE** staff & management and this was found to be meeting requirements. Local communities were also allowed access and use of roads within the plantation.

Plantation workers are remunerated in accordance with minimum wage order requirements; and living conditions in the Estate meet the bare minimum requirements of health & safety regulations and the relevant housing Act.


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

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

Conclusively, the Lead Auditor therefore, recommended that upon conclusion and closure of findings of Stage 2 **Wawasan Teroka Enterprise** be certified under MSPO Standards MS2530-3:2013.

1. INFORMATION: CERTIFICATION ASSESSMENT

1.1.	Type of Certification Assessment	<input checked="" type="checkbox"/>	Initial Certification / Main Audit	
		<input type="checkbox"/>	Annual Surveillance Audit [Year 1]	
		<input type="checkbox"/>	Re-certification Audit	
1.2.	Scope of MSPO Certification	<input checked="" type="checkbox"/>	Production of Sustainable Fresh fruit Bunch from:	
			Total Planted Area	Total Certified Area
			100.00 hectares	101.00 hectares
1.3.	MSPO Standards	<input checked="" type="checkbox"/>	PART 3: MS2530-3:2013	
		<input type="checkbox"/>	PART 4: MS2530-4:2013	
1.4.	Maps [Refer Attachments]	<input checked="" type="checkbox"/>	Goolgle Location	
		<input type="checkbox"/>	Boundary / Block Map	
		<input type="checkbox"/>	Topography	
		<input type="checkbox"/>	Soil	

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2. INFORMATION: CERTIFIED ENTITY

<input checked="" type="checkbox"/>	INDIVIDUAL CERTIFICATION
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Company Name & Registration No:		WAWASAN TEROKA ENTERPRISE (MA2010/404)	
Main Address:		Lot 3608, Block 5, Kuala Baram Land District, 98000 Miri, Sarawak.	
Site Name:		WAWASAN TEROKA ENTERPRISE	
Primary Function:		<input checked="" type="checkbox"/> Plantation/Organized Smallholders	<input type="checkbox"/> Mill
Site Address:		Kpg. Kejapil, Sibuti, 98000 Miri, Sarawak.	
Management Contact Details			
1.	Mr Chin Pau Fong	Managing Director	
	Mobile: 019 814 9791	Email: sungoldresources88@gmail.com	
2.	Puan Rosita	Secretary	
	Mobile: 010 285 0868	Email: sungoldresources88@gmail.com	
Headcount: 07		Local: 04	Foreign Workers: 03 Total: 07


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

MPOB License No: 6185 2800 2000		Expiry Date: 30 06 2021	
Scope of Activity: Menjual dan mengalih BTS			
Date of Establishment: 2010		Geo-Coordinates: N4.165626 E113.929427	
Certified Area: 101.00 ha		Planted Area: 100.00 ha	
FFB Production (actual) 2020:1,909.051MT		FFB Production (estimate) 2021: 2,004.50MT	
Sources of FFB: Own plantation.		Main FFB purchaser: TAPOM 2 & MJM (POM) SB	
No of Planting Blocks: 06		No of Palm trees: 13,564	
Palm Species: UP – United Plantation		Age Range of Palm Trees: 06 years.	
Topography: Undulating.		Soil Type: Mineral Soil.	
Land Status: Ownership: NCR JV Agreement.		<input type="checkbox"/> Rented	<input type="checkbox"/> Own Land <input checked="" type="checkbox"/> Joint Venture
Validity/Date of Certification: 23 06 2021 – 22 06 2026		Other Sustainability Certification:	

3. ASSESSMENT METHODOLOGY

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


Information gathering	Interviews – staffs, contractors, local communities, FFB suppliers & other stakeholders
Data collection from	<ul style="list-style-type: none"> Observation of process & activities Review of documentations & records

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	<ul style="list-style-type: none"> • Site visits • Field inspections
Assessment method	<p>Paper</p> <ul style="list-style-type: none"> • Assessing past implementations from records, reports of the management system <p>Practice</p> <ul style="list-style-type: none"> • Assessing current implementation from observing current practices <p>People</p> <ul style="list-style-type: none"> • Assessing future maintenance from interviewing personnel on understanding & assessing competencies.

Stage 1		Audit Findings Classification	
Term		Meaning / Description	
Acceptable		•	Fulfilled requirement of audited standard
Acceptable with findings noted		•	Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
Not acceptable		•	Demonstrate absence or total breakdown of system to meet standard requirement

Stage 2		Audit Findings Classification	
Term	Meaning		Description
YES	Compliance	•	Fulfilled requirement of audited standard
OFl	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.

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4. ASSESSMENT PROCESS

a. AUDIT TEAM

Assessment Stage	Name	Role
Stage 1	Wilfred Landong	Lead Auditor
	Douglas Alau	Auditor
	Patrick Sibat	Auditor
Stage 2	Wilfred Landong	Lead Auditor
	Robert Tella	Auditor

b. AUDIT PLAN

4.2.1. AUDIT OBJECTIVES

Initial Certification Audit

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


4.2.2. ASSESSMENT SITES/PROGRAMS/PARAMETERS

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

Assessment Sites

Assessments were performed at:

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

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Stage 1	Audit Program
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- Date: 21 - 22 08 2020 No of Auditors: 3 No of Mandays: 6
- Day 1
- Site Audit @ Estate
 - Estate site Assessment & field Audits
 Inspection/observation of staff/workers housing & living conditions, facilities & amenities, interview foreign workers, domestic waste treatment, Harvesting etc. Stakeholders' dialogues/interviews (contractors, FFB suppliers, local community representatives, adjacent landowners)
- Day 2
- Opening Meeting at Main Office
 - Review Stage 1 Audit Report
 Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6
 Presentation of Audit Checklist / Report
 - Opening Meeting at Main Office
 - Documentation Audit
 - Review Stage 1 Audit Report

Stage 2	Main Assessment Program	Remote Audit
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Stage 2 was conducted by Remote Audit due to travel restrictions imposed by government authorities

- Date: 21 - 22 04 2021 No of Auditors: 2 No of Mandays: 4
- Day 1
- Opening Meeting
 Review Stage 1 Report
 Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6
- Day 2
- Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6
 [continue from Day 1]
 Closing Meeting
 Presentation of Stage 2 Audit Report

Assessment Parameters

- Evaluate implementation, including effectiveness of the management system
- Information & evidence about conformity to all requirements
- Performance monitoring, measuring, reporting
- Reviewing against key performance objectives & targets
- Performance as regards legal compliance
- Operational control of the client's process
- Internal auditing & Management review


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- Management responsibilities for policies
- Links between the normative requirements, policy
- Competence of personnel
- Customer specific requirements
- Traceability of FFB
- Use of PPE / Safety & Health training program
- Assess other points/areas of buffer zone, Riparian reserves, boundaries
- Implementation of Policies & procedures at all stores (fertilizer, chemical, schedule waste store)
- Improvements to workers' quarters – health & safety
- Infrastructure / roads & drainage / natural water management
- Continuous improvement plan & implementation
- Implementation of Best practices
- Implementation of environmental management plan
- Stakeholders & workers interview

c. THE AUDIT PROCESS

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

NO	PROCESS	DESCRIPTION/ACTIVITIES
1	Public Notification	Written notice to inform public on MSPO Audit is posted at Estate Office 1 month before Audit dates
	↓	
2	Audit Plan	Auditee received 1 month before Audit dates
	↓	
3	Audit Day 1 Stage 2 Audit	<ul style="list-style-type: none">• Opening Meeting• Review Stage 1 Report• Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6
	↓	
4	Audit Day 2	<ul style="list-style-type: none">• Documentation Audit of MSPO MS2530:3:2013; Principle 1 to 6 [continue from Day 1]• Closing Meeting• Presentation of Report / Checklists. Review, discuss & decide corrective & forward action to be taken by Auditee

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5.0. MSPO STAGE 1 ASSESSMENT

5.1. STAGE 1 AUDIT REPORT


	Ref No: WTE/AU/ST1/08/20	
Standard(s):	<input type="checkbox"/> MS 2530-1 <input type="checkbox"/> MS 2530-2 <input checked="" type="checkbox"/> MS 2530-3 <input type="checkbox"/> MS 2530-4	
Other Standard and/or Edition: Nil		
INFORMATION:	CERTIFICATION BODY	
Stage 1 Audit Date:	21 – 22 08 2020	Audit Duration: 6 man-days
Stage 2 Schedule Date:	To be decided	
BQAS Audit Team:	Name	Role in the Audit
	Wilfred Landong	Lead Auditor
	Douglas Alau Tayan	Auditor
	Patrick Sibat Sujang	Auditor

AUDIT CHECKLIST & INFORMATION


	MANAGEMENT SYSTEM READINESS (GENERAL)
Was the review of the client's status and understanding regarding requirements of the standard/specification, in particular with respect to the identification of key performance or significant aspects, processes, objectives and operation of the management system was found to be adequate?	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Documentation of Management system manual incomplete as of Audit date
The Top-Level Management System Manual detailing justification for exclusions, inclusion of or reference to documented procedures for the management system, and providing a description of the interaction between processes?	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Documentation of Management system manual incomplete as of Audit date

List any manual discrepancies:

1. No response to BQAS required
2. **Changes will be reviewed during Stage 2 audit**

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<p>The policy is defined and appropriate to the purpose of the organization?</p>	<p><input checked="" type="checkbox"/> Acceptable</p> <p><input type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p>Comments/Justification/Evidence: For the development of MSPO System all the 5 basic MSPO policies are documented and clearly stated.</p>
<p>Transparency is identified to ensure management of stakeholders are meet with MSPO requirement.</p>	<p><input type="checkbox"/> Acceptable</p> <p><input checked="" type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p>Comments/Justification/Evidence: Stakeholders' consultation needed to be conducted in accordance with UN FPIC principles.</p>
<p>Transparency is identified in complying with traceability system.</p>	<p><input checked="" type="checkbox"/> Acceptable</p> <p><input type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p>Comments/Justification/Evidence: SOP for Traceability is already established and documented.</p>
<p>Process for identification of legal and other requirements.</p>	<p><input type="checkbox"/> Acceptable</p> <p><input checked="" type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p>Comments/Justification/Evidence: The process is stated in Policy No.: ESOP-MP3-Management Procedure/3 dated 05 January 2020. But the legal list is incomplete. The list should include other important laws such as the Sarawak Land Code, Biodiversity Ordinance, etc. Regular updating is thus required.</p>
<p>Process for internal and external communication.</p>	<p><input checked="" type="checkbox"/> Acceptable</p> <p><input type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p>Comments/Justification/Evidence: The SOP for Communication is established and documented.</p>
<p>The outputs from management reviews are consistent with the commitment to continual improvement.</p>	<p><input checked="" type="checkbox"/> Acceptable</p> <p><input type="checkbox"/> Acceptable with findings noted</p> <p><input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed</p> <p><input type="checkbox"/> Not applicable due to not required for group management of independant smallholder (refer to 2.1 d for detail)</p> <p><input type="checkbox"/> Special case with valid reason agreed by Lead Auditor</p> <p>Comments/Justification/Evidence: Sighted - Management Review carried out based on the first Internal Audit Report dated 13.07.2020 in order to take appropriate corrective actions. All works in progress should be completed.</p>

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Internal audits planned and performed? Records are available?	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not applicable due to not required for group management of independant smallholder (refer to 2.1 d for detail) Comments/Justification/Evidence: There is SOP for IA.
Is a translator required?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

	SUPLEMENT FOR MS 2530-2, MS 2530-3 & MS 2530-4 Review the information listed below to determine readiness of the organization for the stage 2 audit.
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	POLICIES
MSPO Policy	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Policy sighted; Signed by MD; Dated 01 January, 2020.; Communicated both in English & Malay languages. Do not have a Ref.; Advisable to have a Ref. No
Safety and Health Policy	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independant Smallholder) Comments/Justification/Evidence: Policy sighted; Signed by MD; Dated 01 January, 2020.; Communicated both in English & Malay languages. Do not have a Ref.; Advisable to have a Ref. No.
Sexual Harrassment Policy	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independant Smallholder) Comments/Justification/Evidence: Policy sighted; Signed by MD; Dated 01 January, 2020.; Communicated in English language. Do not have a Ref.; Advisable to have a Ref. No.

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Good Social Practice Policy	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Policy sighted; Signed by MD; Dated 01 January, 2020.; Communicated in English language. Do not have a Ref.; Advisable to have a Ref. No.
Environmental Policy	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Policy sighted; Signed by MD; Dated 01 January, 2020.; Communicated in Bahasa Malaysia language. Do not have a Ref.; Advisable to have a Ref. No.
	PROCEDURES
Training Procedure	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Procedure sighted; Dated 05 January, 2020.; Policy No.: ESOP-MP8-MANAGEMENT PROCEDURE /8; Classification: Training, Issue/Revision:1/1. Procedure written in English language.
Internal Audit Procedure	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Procedure sighted; Dated 05 January, 2020.; Policy NO.: ESOP-MP1-MANAGEMENT PROCEDURE /1; Classification: Audit, Issue/Revision:1/1. Procedure written in English language.

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Complaint and grievance Procedure	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Procedure sighted; Dated 05January, 2020.; Policy NO.: ESOP-MP4-MANAGEMENT PROCEDURE /4; Classification: Complaint, Issue/Revision:1/1. Procedure written in English language.
Communication Procedure	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Procedure sighted; Dated 05January, 2020.; Policy NO.: ESOP-MP5-MANAGEMENT PROCEDURE /5; Classification: Communication, Issue/Revision:1/1. Procedure written in English language.
Emergency and Incident procedure	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Procedure sighted; Dated 05January, 2020.; Policy NO.: SOP-MP11-Emergency /11; Classification: EMERGENCY, Issue/Revision:1/1. Procedure written in English language.
Traceability SOP	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: SOP sighted; Dated 05January, 2020.; Policy NO.: SOP-MP10-TRACEABILITY; Classification: Traceability, Issue/Revision:1/1. SOP written in English language.
Site Management SOP	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) <input type="checkbox"/> Not Applicable for MS 2530-4 (palm oil mill) <i>Note: in case of single site certification</i> Comments/Justification/Evidence: Documentation in progress. It should include overall Statement on Procedure.

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Mill Management SOP	<input type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) <input checked="" type="checkbox"/> <u>Not Applicable for MS 2530-3 (plantation)</u> <i>Note: in case of single site certification</i> Comments/Justification/Evidence: N/A - No POM
Chemical Handling SOP	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> <u>Acceptable with findings noted</u> <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: SOP sighted; Dated 05 January, 2020.; Policy No.: ESOP-OP6-CHEMICAL HANDLINGS; Classification: Chemical, Issue/Revision:1/1. SOP written in English language. Documentation is incomplete - needs to include procedures for receiving, handling, storage, disposal; and classification based on physicochemical properties; and chemical health risk assessment.
Scheduled Waste Handling SOP	<input checked="" type="checkbox"/> <u>Acceptable</u> <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: SOP sighted; Dated 05 January, 2020.; Policy NO.: ESOP-OP3-SCHEDULE WASTE/1; Classification: Waste, Issue/Revision:1/1. SOP written in English language.
DOCUMENTS	
List of Stakeholder	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> <u>Acceptable with findings noted</u> <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Compilation of Stakeholder list in progress. In addition to the name of Stakeholder, other information such as the contact person, his position and telephone contact should be included.

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Land ownership	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Sited Lease of State Land documents, a) Lot 18 Block 20; b) Lot 7-13 & Lot 20-24 all Block 24, Teraja LD. Term of Lease: 1. Lot 18 from 16-06-2014 to 15-06-2074; 2. Other lots from 08-03-2011 to 07-03-2071.
Customary Right document	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Not applicable to the occupied land <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Documentation in order
Boundary mapping of the land	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: 1. There is a Locality Map 2. The Map shows the boundary; 3. Boundary marking on the ground is in progress; 4. Boundary marking should use durable poles and every marking should have coordinates and to be shown in the boundary map which should be in color.
HIRARC	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independant Smallholder) Comments/Justification/Evidence: HIRARC Document noted to be in order
Training Programme	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independant Smallholder) Comments/Justification/Evidence: 1. Sighted a document on training needs analysis dated 01.02.2020. 2. Training Matrix /Schedule for Year 2020 is also already prepared and approved by the Managing Director.

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Environmental Policy and Management Plan	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. Sighted - Environmental Policy signed by the Managing Director on 01 January, 2020. 2. Sighted - SOP for Soil & Water Conservation as Policy N0. ESOP-Soil Water Conservation dated 05 January, 2020. 3. Noted also that environmental management plan is reflected in: i) GAP (the planting of cover crops) Weeding practices - Policy N0. ESOP-OP7-Weeding dated 05 January 2020. Manuring practices - Policy N0. ESOP-OP9-Manuring dated 05 January, 2020. 4. But Environmental Aspect & Impact Assessment should include <u>Mitigation Measures and environmental Monitoring Plan.</u>
Non-renewable energy estimation	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: Noted - diesel fuel consumption in 2019 was 7,669.95 liters, lower than the estimated volume of 12,000 liters. Diesel fuel efficiency was 21.01 (4,877.49 l :232.13 MT FFB).
Waste Identification	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. Document on the Identification of Schedule Wastes sighted (refer to SOP); 2. There is a rubbish dump >1 KM away from workers quarters. 3. b) Identification of non-schedule wastes is in progress and should include sources, and types of wastes (waste separation).

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Water Management Plan	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. Sighted - Water Management Plan approved by the Managing Director dated 22.01.2020; 2. b) However, regular monitoring of water quality in the natural waterways has never been done. It should need to be carried out on a quarterly basis.
Business Management Plan	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed Comments/Justification/Evidence: Sighted Trading, Profit & Loss for the period ended 31 December, 2017 and 2018. Documentation is incomplete and preparation is in progress.
Product Pricing Mechanism	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. Informed that there is pricing mechanism. based on contract basis (piece-rated). 2. Complies with the Minimum Wage Order 2020, which stipulates a minimum wage of RM1,200 per month. Documentation is incomplete.
Contractor Agreement	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. there is Contract Agreement with the workers as well as the contractor; 2. The Agreement is based on contract work basis (piece-rated). 3. The Contract Agreement is not yet officially documented.

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Soil and Topographic Information	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ul style="list-style-type: none"> • Undulating terrain with mineral soils. • Soils and topographic maps are in progress of preparation.
Social and environmental impact assessment - <input type="checkbox"/> <u>Environmental Impact Assessment</u> - <input checked="" type="checkbox"/> <u>Social Impact Assessment</u> – - <input checked="" type="checkbox"/> <u>HCV Assessment</u>	<input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: <ol style="list-style-type: none"> 1. Refer to comments on Environmental Policy & Environmental Management Plan. 2. Environmental Aspects and Impacts Identification and Risk Assessment should include the proposed mitigation measures for each impact /risk identified. 3. There should be environmental monitoring plan, including regular monitoring of water quality in natural waterways. 4. For SIA, stakeholders consultation should be conducted in accordance with 5. UN FPIC (Free Prior Informed Consent) principles
Legal Assessment of Customary land	<input type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: The OPE is established on owner's land.
Compensation claim of customary land	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Acceptable with findings noted <input type="checkbox"/> Not Applicable <input type="checkbox"/> Unacceptable – recommend audit (Stage 2) to be delayed <input type="checkbox"/> Not Applicable for MS 2530-2 (Independent Smallholder) Comments/Justification/Evidence: This is a joint venture development

	MSPO MS 2530-3:2013: INITIAL CERTIFICATION REPORT	
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Job Description (Except for independant smallholder)	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Not Acceptable <input type="checkbox"/> Acceptable with findings noted Comments/Justification/Evidence: Sighted - Policy No. ESOP-MP 6- Management Procedure /6 which details out employment policy including job description of staff and workers. In addition, the job description is stated in the Employment Contract Agreement for each individual worker; JD need to have separate documentation.
Payslip (Except for independant smallholder)	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Not Acceptable Comments/Justification/Evidence: Noted - payment Voucher is used as pay slip for the staff and workers. Sighted Payment Voucher (No. PV 1912/012) to Alimuddin Satu dated 13.01.2020
Sales and Delivery record of FFB (for independant smallholder only)	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Not Acceptable Comments/Justification/Evidence Sales and Delivery record of FFB all in order
Other records: nil	

	STAGE 1: AUDIT REVIEW
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	Competencies
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Further special technical competencies needed?	<input checked="" type="checkbox"/> Yes, please specify: In interpreting and implementing some MSPO requirements such as conducting HIRARC. <input type="checkbox"/> No
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Information Requirements:
 List any further information necessary for planning the Stage 2 audit:
 To complete all the works in- progress /correcrive actions on all OFIs.

	Readiness for Stage 2
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Based upon review of the above, please state the Auditee readiness	<input type="checkbox"/> Ready for Stage 2 as scheduled <input checked="" type="checkbox"/> Ready for Stage 2 with concerns Corrective actions on all OFIs required. <input type="checkbox"/> Not ready for Stage 2
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Implementation Review

Implementation review prior to Stage 2 audit (if applicable): Offsite review on documentation

AUDITOR DECLARATION

The stage 1 audit was based on collecting the necessary information regarding

- the scope of the management system, processes and location(s)
- reviewing the organization's status and understanding regarding the requirements of the standard
- the identification of objectives, processes and operations of the management

The above stated recommendation regarding the organization's readiness for registration or upgrade is limited to this information collected and was not based on a full audit of the management system. The information in this report should assist the organization in determining any action(s) needed prior to the stage 2 audit and whether to proceed with the stage 2 audit as currently scheduled.

LEAD AUDITOR: CONCLUSION STATEMENT [STAGE 1]

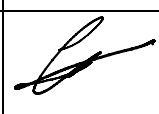
WTE had not completely documented key documents & maps which should have been ready before Stage 1 Audit

Wilfred S Landong
22 08 2020



AUDITEE ACKNOWLEDGEMENT

This acknowledges the BQAS audit team's visits to this location and the organizations receipt of the report. Distribution of this report consists of the organization named above and parties names per contractual agreement. Additional distribution must be authorized by the organization.

Date	Name	Job Title	Signature
22 08 2020	Cephas Yong	Consultant	


ACTION TAKEN & CLOSURE by LEAD AUDITOR

1. Corrective Action Reports [CAR] were raised on Findings of Stage 1 Audit on 22 08 2020 and presented to Auditee Management during the closing meeting.
2. Auditee submitted CAR report to BQAS on 15 02 2021 including action taken on all findings raised.
3. Lead Auditor, having examined the submission, verified and closed out all findings on 16 02 2021

Remarks [if any]

Wilfred S Landong
Lead Auditor
Date: [16 02 2021]



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6.0. STAGE 2: MAIN ASSESSMENT

6.1. STAGE 2: AUDIT REPORT

Note: Stage 2 Assessment is done by REMOTE AUDIT

5.1.	Ref No: BQ/WTE/AU/ST2/03/21	
Standard(s):	<input type="checkbox"/> MS 2530-1 <input type="checkbox"/> MS 2530-2 <input type="checkbox"/> MS 2530-3 <input type="checkbox"/> MS 2530-4	
Other Standard and/or Edition:	NIL	
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
	Watsapp: +6 017 814 1112	Website: www.bqas.com.my
Surveillance Audit Date:	21 – 22 04 21	Audit Duration: 4 man-days
BQAS Audit Team:	Name	Role in the Audit
	Wilfred S Landong	Lead Auditor
	Robert Tella	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 <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	MSPO Policy available in English and Malay, signed by the MD Mr CHIN PAU FONG on 01.01.2020.
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	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	<input type="checkbox"/> Compliance	WAWASAN TEROKA OPE was last audited on 13/07/2020.



planned and conducted regularly to determine the strong and weak points and potential area for further improvement.

- OFI
- NC - Minor
- NC - Major

The summary of audit findings indicates 7 issues of concern; however, all issues of concern have been addressed immediately, root cause identified and correctives action taken.

Ref: AUDIT SUMMARY REPORT dated 13/07/2020. signed by lead auditor CEPHAS YONG SIE KAI and verified by Managing Director Mr. Chin Pau Fong.

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

ESOP-MP1- MANAGEMENT PROCEDURE/1 dated 05/01/2020 The internal audit report was in the form of the internal audit checklist with remarks indicating Non-Conformity (NC), Issues of Concern (IC) and Conformity (C).

4.1.2.3

Report shall be made available to the management for their review.

- Compliance**
- OFI
- NC - Minor
- NC - Major

The reports are available for the management to review and corrective action taken.

Ref: internal audit report dated 13/07/2020

Date of internal audit report: 13/07/2020.

Audited by Mr. Cephas Yong

Verified by the Managing Director Mr. Chin Pau Fong.

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

The management review meeting was conducted on 20 July 2020.

Audited entities were advised to rectify the Internal audit findings within the time frame given.

Lists of attendees, matters arising and reviews on MSPO steering committee members are among other matters reflected in the management review meeting.

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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	<p>CIP dated 25/0-1/2021 sighted.</p> <p>CIP include the following:</p> <ul style="list-style-type: none"> ● Improvement on Infrastructures for living quarters, storage of fertilizers and chemical preparation area. ● Safety and first Aid training and application. ● Human resources Management, transparencies on employment and contracts. ● Renewable energy application of solar panel.
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 type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	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.
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 type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Continual improvement plan providing the details of plans including costing available. However no proper plan to implement new techniques or new industry standard or technology.

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	<input checked="" type="checkbox"/> Compliance	The MSPO Policy and others (Safety &



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.

- OFI
- NC - Minor
- NC - Major

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Management documents are prominently displayed on the office noticeboard, the guard house, the workshop, fertilizer & chemical store, the labour 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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Evidence of Meeting with relevant stakeholders sighted, date of last meeting is on 11/01/2021. However, a clear procedures and guideline for consultation and communication are not available during time of audit.

4.2.2.2 A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Mr. Tsen Kim Yin is appointed as estate representative for Transparency & Communication. Ref: appointment letter signed managing director, Chin Pau Fong Chairman DATE: 20th February 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.

- Compliance**
- OFI
- NC - Minor
- NC - Major


Document sighted with 13 stakeholders listed during time of audit. REF: P2/WT/STKHLDRLIST/01

Criterion 4.2.3: Traceability

4.2.3.1 The management shall establish,

- Compliance**

Standard Operating Procedures


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<p>implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).</p> <p>4.2.3.2 The management shall conduct regular inspections on compliance with the established traceability system.</p> <p>4.2.3.3 The management should identify and assign suitable employees to implement and maintain the traceability system.</p> <p>4.2.3.4 Records of sales, delivery or transportation of FFB shall be maintained.</p>	<p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</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><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><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>available, document prepare by Mdm. Rosita and verified by the Managing Director Mr. Chin Pau Fong.</p> <p>Dated: 05TH JANUARY 2021</p> <p>Regular Inspection are conducted by Traceability officer on harvesting record using harvesting record form.</p> <ul style="list-style-type: none"> ● Matching harvesting record with the records done by mandor. Ensure details such as bunches count, bunches quality, date, block, weighbridge ticket number and grade are matched. ● Ensure all weighbridge tickets matches with the number of deliveries in monthly FFB statement. <p>Mdm. Rosita is appointed and is responsible for Traceability and document control.</p> <p>Ref: appointment letter dated 20/02/20 Signed by managing director Mr. Chin Pau Fong</p> <p>All FFB are send to TAPOM2. Records of sales and delivery sighted and verified. Ref: receipt of sale for month April 2021 .</p>
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PRINCIPLE 3	COMPLIANCE TO LEGAL REQUIREMENTS
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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	Compliances are monitored and evaluated by Mr. Tsen Kim Yin The Compliance Obligations officer Responsible to ensure the current and appropriate regulations, standards, guidelines, permits and license are up to date etc. to be registered.

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- Responsible to coordinate and oversee the subcommittee overall activities.
- Responsible to ensure the legal requirements are always up to date.
- Liaise with the authority body regarding legal issues.
- Ensure evaluation of compliance is conducted annually.
- To support the Leader in the implementation of MSPO
- To review and revise the legal requirement periodically.

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>Sighted: List of Legal Register organized into fields and the corresponding Acts for compliance. There are a total of 35 fields. Example:</p> <ol style="list-style-type: none"> 1. Pesticide Act 1974 (Incorporating all amendments up to 20 February 2017) 2. Pesticides (Highly Toxic Pesticides) Regulations 1996 (Incorporating all amendments up to 1st April 2005) 3. Employees Provident Fund Act 1991 - EPF (Amendment of the Eighth Schedule) Order 2020 (As at September, 2020). 4. Employment Insurance System Act 2017 - EMPLOYMENT INSURANCE SYSTEM (SUPPLY) REGULATIONS 2020 (As at September, 2020)
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>The legal requirement register are up to date and latest Updated are as of 1st quarter 2021.</p>
4.3.1.4	The management should assign a person responsible to monitor	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	<p>Legal requirement Monitoring for updates and evaluation for compliance is done by</p>

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compliance and to track and update the changes in regulatory requirements. NC - Minor NC - Major


the Legal compliance and obligation officer Mr. TSEN KIM YIN.
Letter of appointment dated 20/02/20 signed by the managing director, Mr. Chin Pau Fong.

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	Wawasan Teroka OPE occupies lease of state land of Sibuti Land district. Measures have been taken to ensures that Their oil palm cultivation do not diminish the land right of other users. Agreement sighted and verified.
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	Legal agreement in between ownership sighted and verified. 2 separate agreements in between SUNRISE METRIC SDN BHD and WAWASAN TEROKA ENTERPRISE dated 21/04/2011 and 14/11/2008 with five other individuals of Kpg. Bekenu Sibuti.
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	Locality map shows the plantation is located halfway between Miri and Marudi and along Miri Marudi Road. Boundary markers are emplaced
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	No history of dispute with locals as it is being established on a state land and customary rights are not applicable.

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	The plantation is established on a state land, customary rights documents are not available/applicable.
4.3.3.2	Maps of an appropriate scale showing	<input checked="" type="checkbox"/> Compliance	Locality map sighted: Map Showing the

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<p>extent of recognized customary rights shall be made available.</p> <p>4.3.3.3 Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.</p>	<p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</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>Village Site and Oil Palm Plantation at Scale: 1:3,000</p> <p>Records of FPIC process available and copies of agreement kept by both parties.</p> <p>Copies of document sighted and verified.</p>
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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 type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>SIA report dated 23 January 2020 verified sighted.</p> <p>Whilst the estate's staff and workers were involved and interviewed. The surrounding community were not included.</p>

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	<p>System available sighted and verified.</p> <p>Procedure No: ESOP-MP4- MANAGEMENT PROCEDURE/4 Classification: Complaint and Grievances</p> <p>Date Issued: 05 JANUARY 2020</p> <p>Issue/Revision: 1/1</p>
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	All recorded complaint and grievances have been resolved within timeline.
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	<p>Complaint forms available at any time.</p> <p>The complaint form is place in front of site office for easier usage for any person in need to lodge complains.</p>
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	Based on the available Complaints and Grievances Procedures, staff and stakeholders are made aware of the availability of the complaint forms.

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4.4.2.5 Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request.

Compliance
 OFI
 NC - Minor
 NC - Major

No complaint received so far.

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.

Compliance
 OFI
 NC - Minor
 NC - Major

WTE has been involved in donating hampers to longhouses and lending heavy machineries for road maintenance in kampungs.

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.

Compliance
 OFI
 NC - Minor
 NC - Major

Occupational Safety and Health Policy for Wawasan Teroka available and endorsed by Managing Director Mr. Chin Pau Fong dated 01/01/2020

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.

Compliance
 OFI
 NC - Minor
 NC - Major

The safety and health policy displayed for public views.
Policy sighted and verified.
Procedure Ref: Safe and standard working procedures dated 05/01/2020

B. The risks of all operations shall be assessed and documented

Compliance
 OFI
 NC - Minor
 NC - Major

All safety risk assessment matrix done. HIRARC on all operation assessed and documented. 15th January 2021 for all activities.
Ref: HIRARC dated 15/01/2020

C. An awareness and training program which includes the following requirements for employees exposed to pesticides:

Compliance
 OFI
 NC - Minor
 NC - Major

An awareness training cum stakeholders meeting was conducted on the on 11/01/2021

Note
Training pictures should be taken for evidence and activities to conduct separately.

C.1 All employees involved shall be adequately trained on safe working practices; and

Compliance
 OFI
 NC - Minor
 NC - Major

Adequate training on safe working practices were conducted. Training program sighted

Note
Training pictures should be taken for



evidence and record

- C.2 All precautions attached to products shall be properly observed and applied. **Compliance**
 OFI
 NC - Minor
 NC - Major

Plantation ensures its CSDS are available in the chemical store and MSDS are located in the chemical/fertilizer store.
- 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). **Compliance**
 OFI
 NC - Minor
 NC - Major

The management issued PPE to workers with the latest issue on 03rd March 2021. record of issuance sighted and verified.
- 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. **Compliance**
 OFI
 NC - Minor
 NC - Major

SOP available document no. Procedure No: ESOP-OP 6- CHEMICAL HANDLINGS
Classification: Chemical
Date Issued: 05 JANUARY 2020
Issue/Revision: 1/1
The HIRARC analysis is sighted for every activity deem necessary and should be taken into serious consideration for the health and safety of all staff and employees involved.
- 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. **Compliance**
 OFI
 NC - Minor
 NC - Major

Ref: appointment letter to Mr. Tsen Kim Yin as person responsible for Safety and Health, signed by Managing Director dated 20/02/20.
- 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 **Compliance**
 OFI
 NC - Minor
 NC - Major

OSH committee meeting conducted as required by regulation. Evidence in minute of meeting sighted and verified.
Ref: Safety and Health Minutes of Meeting 1st Quarter 2021
Date : 11th January 2021
Time : 9:00am
Venue : Wawasan Teroka Plantation
- H. Accident and emergency procedures **Compliance**

Procedure established, sighted and



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shall exist and instructions shall be clearly understood by all employees.
 OFI
 NC - Minor
 NC - Major

verified.
Ref: Procedure No: ESOP-MP11-EMERGENCY Classification: EMERGENCY
Date Issued: 05.01.2020 Issue/Revision: 1/1 EMERGENCY PREPAREDNESS AND INCIDENT PROCEDURES

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.
 Compliance
 OFI
 NC - Minor
 NC - Major

The Estate Manager together with the other Staff and managers of the plantation group had attended the First Aid on the 6th January 2020.

J. Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.
 Compliance
 OFI
 NC - Minor
 NC - Major

Records of previous accident.

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.
 Compliance
 OFI
 NC - Minor
 NC - Major

Good Social Practices Policy available sighted and verified. dated 01/01/2020 endorsed by Managing Director. This policy is displayed on the outside wall of the office, accessible to the workers and other stakeholders.

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.
 Compliance
 OFI
 NC - Minor
 NC - Major

Good Social Practices Policy available sighted and verified. dated 01/01/2020 endorsed by Managing Director. This policy is displayed on the outside wall of the office, accessible to the workers and other stakeholders.

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.
 Compliance
 OFI
 NC - Minor
 NC - Major


Employees pay and condition meet the legal industry minimum standard. Evidence in: a. Payslip: MR. ARIEL MARK ALAN I/C 020720-13-1171 For the month of April 2021. Document sighted and verified.

4.4.5.4 Management should ensure employees of contractors are paid based on legal or industry minimum standards
 Compliance
 OFI

Employment contract of Mr. ARIEL MARK ALAN signed by both parties based on legal or industry minimum standard .




	according to the employment contract agreed between the contractor and his employee.	<input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted and verified.
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	Accurate records of all employees available. Document 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 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	Copies of all employment contract signed by both parties available, verified and sighted. Refer: sample Offer letter dated 20/07/2002. ADRIEL MARK ALAN. I/C No. 020720-13-1171.
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	Time recording system is by means of attendance booklet kept by the manager.
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	Overtimes are as stated in their contract agreement. So far no overtime works are done in this plantation.
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	Payment documented on payslip are in line with legal regulation and as agreed in the employment contract. Payslip and employment contract 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,	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	All other form of social benefits are as stated in their employment contract.

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bonus payment, professional development, medical care and health provisions.

4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p>	<p><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>All workers are locals. Onsite living quarters are wooden Terrace house, conducive living quarters. Basic amenities like water and electricity are paid by individual.</p>
4.4.5.12	<p>The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.</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>Sexual Harassment Policy established and on public display, dated 01/01/2020 signed by the managing director Mr. Chin Pau Fong.</p>
4.4.5.13	<p>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.</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>Among the 3 objectives in the Good Social Policy, Wawasan Teroka 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.</p>
4.4.5.14	<p>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.</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 children or young person employed by the management, list of workers and employees available sighted and verified.</p>

Criterion 4.4.6: Training and competency


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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 type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Training matrix developed and conducted for all employees and contractors.</p> <p>Training contents/material sighted and verified.</p> <p>Last training done on 11/01/2021.</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>TNA conducted and training matrix produce base on TNA finding and guide to implementation of the training programme. Training matrix sighted and verified.</p>
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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Annual Training programme developed and conducted for all employees about their jobs function. Records and evidence of training available,</p> <p>Refer: Training matrix and training program for year 2021 sighted and verified.</p>

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>Environmental Policy and management plan (EPMP) available and implemented.</p> <p>Document sighted and verified.</p> <p>Ref: Environmental Policy signed by the Managing Director Mr. CHIN PAU FONG dated 01st January, 2020</p>
4.5.1.2.	The environmental management plan shall cover the following:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Environmental Policy and objectives included in the EMP mentioned above.</p>
A.	An environmental policy and objectives	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	<p>Environmental policy</p> <ul style="list-style-type: none"> • Comitted to keep our environment

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		<input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>clean, safe, and healthy.</p> <ul style="list-style-type: none"> • Promote greater environmental awareness in daily activities. • Preservation of the environment is the responsibility of everybody in the company. • Adapting zero burning practices in replanting process and as well other estate's aspects. <p>Policy sighted and signed by managing director Mr. Cin Pau Fong dated 01/01/2021</p>
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>Aspect and Impact Analysis are carried out on 14 activities / operations in the Wawasan Teroka Identification of Environmental Aspects and Impacts prepared on the 23/12/2020 and signed by the Managing Director Mr. Chin Pau Fong.</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 management Plan (EMP) for the Wawasan Teroka OPE 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. Ref: REF: P5/WT/EMP/01 dated 23/12/2020.</p>
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	<p>Same as 4.5.1.4 and as stated in Continual Improvement plan.</p>



		<input type="checkbox"/> NC - Minor	
		<input type="checkbox"/> NC - Major	
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	Training programmes developed and conducted for all employees and contractors. Evidence in attendance, photos and training contents/material sighted and verified.
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Last meeting was held on 20/072020, however there is no evidence that environmental quality are discussed. To include environmental quality matters in management meeting.
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	OPE maintains a record of the consumption of non-renewable energy. The actual quantity consumed is recorded against the planned or budgeted quantity.
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	1. The cumulative total for diesel consumption for 2020 (Jan - Dec) is as follows: A. Budget: 5,402.33 ltrs. B. Actual: 5,050.00ltrs. **Diesel are used for all machineries including transportation and generators for electricity.
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	Not applicable no renewable energy used at the moment.
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	waste products and sources of pollution	<input checked="" type="checkbox"/> Compliance	Waste Identification and it sources and

	shall be identified and documented.	<input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>documented as follows:</p> <p>01. Lead acid battery - SW102.</p> <p>02. Spent lubricant oil - SW305.</p> <p>03. Spent hydraulic oil - SW306</p> <p>04. waste oil or sludge oil - SW311.</p> <p>05. Oily residue from workshop/grease - SW312.</p> <p>06. Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or schedule waste - SW 409.</p> <p>07. Mixture of schedule waste SW 421</p>
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 type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	
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	<p>The Waste Management Plan for Wawasan Teroka OPE details out the sources of various items for:</p> <ul style="list-style-type: none"> ● Scheduled waste ● Domestic waste <p>Ref: P5/WT/WASTE/01 Dated 01/01/2021</p>
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	<p>Currently the following waste products are recycled:</p> <ul style="list-style-type: none"> ● Used fertilizer bags as collection bags for loose fruits <p>Empty chemical containers are re-used as receptacles for triple-rinsed spray water.</p>
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	<p>SOP established sighted and verified.</p> <p>Refer: Procedure No: ESOP- OP 3-SCHEDULE WASTE/1 Classification: Waste Date Issued: 05 JANUARY 2020</p>

4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national program on recycling of used HDPE pesticide containers.</p>	<p><u>☒ Compliance</u></p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>Empty pesticide containers are stored in the Waste Centre for recycling as receptacles for triple-rinsed water to be used in chemical spraying. The containers are used to destruction when they are disposed as scheduled waste (perforated and broken) through the designated scheduled waste contractor.</p> <p>Procedure No: ESOP-OP 5- HANDLING EMPTY CONTAINERS</p> <p>Date Issued: 05 JANUARY 2020</p>
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p>	<p><u>☒ Compliance</u></p> <p><input type="checkbox"/> OFI</p> <p><input type="checkbox"/> NC - Minor</p> <p><input type="checkbox"/> NC - Major</p>	<p>DETAILED PROCEDURES</p> <p>1.Domestic Waste</p> <p>a) Garbage collection from workers quarters will be done twice a week.</p> <p>b) Time table of garbage collection must be show at worker quarters.</p> <p>c) Sufficient garbage bin must be given accordingly with the number of houses.</p> <p>d) Resident must be aware of their responsibility managing their domestic waste.</p> <p>2.Rubbish pit</p> <p>a) Domestic waste must be disposed at area which is located away from water course or catchments.</p> <p>b) Location of pit must be marked on map.</p> <p>c) Adequate signage of rubbish pit on site must in placed.</p> <p>d) At least 1km from any housing areas to avoid problems with Rodents and vermin</p> <p>e) At least 500m from any stream or wetland area (in any direction)</p> <p>f) Accessible on good, all weather roads</p> <p>g) Large enough to allow approximately 1 month of usage.</p> <p>h) Away from any exploited ground water resource.</p>

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Ref:
 Procedure No: ESOP- OP 4- DOMESTIC WASTE
 Date Issued: 05 JANUARY 2020
 Issue/Revision: 1/1

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	GHG Emission Measurement as per record below: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Materi</th> <th style="text-align: center;">Total</th> <th style="text-align: center;">Unit</th> <th style="text-align: center;">EF</th> <th style="text-align: center;">GHG V</th> </tr> </thead> <tbody> <tr> <td>Elect</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">KW</td> <td style="text-align: center;">0.89</td> <td style="text-align: center;">NA</td> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">H</td> <td></td> <td></td> </tr> <tr> <td>Diesel</td> <td style="text-align: center;">5,402.33</td> <td style="text-align: center;">Liter</td> <td style="text-align: center;">3.14</td> <td style="text-align: center;">16,963.3162</td> </tr> <tr> <td>Petrol</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">Liter</td> <td style="text-align: center;">3.17</td> <td style="text-align: center;">NA</td> </tr> <tr> <td>Lub</td> <td style="text-align: center;">NA</td> <td style="text-align: center;">Liter</td> <td style="text-align: center;">0.95</td> <td style="text-align: center;">NA</td> </tr> </tbody> </table>	Materi	Total	Unit	EF	GHG V	Elect	NA	KW	0.89	NA			H			Diesel	5,402.33	Liter	3.14	16,963.3162	Petrol	NA	Liter	3.17	NA	Lub	NA	Liter	0.95	NA
Materi	Total	Unit	EF	GHG V																													
Elect	NA	KW	0.89	NA																													
		H																															
Diesel	5,402.33	Liter	3.14	16,963.3162																													
Petrol	NA	Liter	3.17	NA																													
Lub	NA	Liter	0.95	NA																													
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	The OPE refers to the Environmental Improvement Plan endorsed on Waste Management Plan checked and approved by the managing director Mr. Chin Pau Fong. The SWP identifies the sources of pollutants and specifies action plans to address the pollution caused. Ref: Waste management plan. P5/WT/WASTE/01 dated 01/01/2021																														

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	Year 2020 which determines the water usage, sources of water supply, wastewater outlet, action plan to optimize water usage and the person to monitor. REF: P5/WT/WATER/01 Water management plan dated 22/01/2021.
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	The main source of water is from rain harvesting is practised as applied at the workshop for washing of vehicles. For human consumption are supplied bottled water.
B	Monitoring of outgoing water which may	<input checked="" type="checkbox"/> Compliance	NA. No natural waterways in the estate.



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have negative impacts into the natural waterways at a frequency that reflects the estate's current activities.

- OFI
- NC - Minor
- NC - Major

- To ensure proper waste disposal including domestic wastes.
- To ensure that any effluent be properly treated to meet DOE requirement prior to discharge into watercourse.
- Erect warning signage.
- Construction of field drains to mitigate water logging condition.

C Ways to optimize water and nutrient usage to reduce wastage (having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).

- Compliance**
- OFI
- NC - Minor
- NC - Major

As the plantation is a long distance from the office and housing complex, used water is discharged into the drain. No piping system int the plantation available. Rainwater harvesting and water retention pond are practiced.

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

- To ensure proper waste disposal including domestic wastes.
- To ensure that any effluent be properly treated to meet DOE requirement prior to discharge into watercourse.
- Erect warning signage.
- Construction of field drains to mitigate water logging condition.

E Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.


- Compliance**
- OFI
- NC - Minor
- NC - Major

NA. No natural waterways in the estate.

F Where bore well is being use for water supply, the level of the ground water table should be measured at least

- Compliance**
- OFI
- NC - Minor


No bore well in the estate

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	annually.	<input type="checkbox"/> NC - Major	
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	No main rivers or waterways passing through an estate.
4.5.5.3	Water harvesting practices should be implemented (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	Harvesting of rain water is in practice from drain and other natural receptacles.

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	High Biodiversity Value Assessment are done, assessment sighted and verified. Posters of RTE, Protected Animals (Fauna) and Protected Plants (Flora) are available. REF: P5/WT/HBV/01 dated 23/03/2021
B	Conservation status (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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	SOP for conservation status is documented and available in High Biodiversity Value Conservation Assessment. REF: P5/WT/HBV/01 dated 23/03/2021
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:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	
A	Ensuring that any legal requirements relating to the protection of the species are met.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	All RTE or HBV documented and mechanisms for monitoring and reviewing outcomes of monitoring are available. Posters and list of all RTE are posted and

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B	Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts.	<input type="checkbox"/> NC - Major <input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	mention. 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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	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.

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 checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not in practice as stated in environmental policy.
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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	NA. Not in practice
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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not in practice.
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	NA, all palm are in prime producing age,

PRINCIPLE 6 BEST PRACTICES

Criterion 4.6.1: Site management

Indicator	Requirement	Compliance	Findings
4.6.1.1	Standard operating procedures shall be	<input checked="" type="checkbox"/> Compliance	Appropriate standard operating



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appropriately documented and consistently implemented and monitored.

- OFI
- NC - Minor
- NC - Major

procedures available consistently implemented and monitored. Refer STANDARD OPERATING PROCEDURE (SOP)

Prepared by:
MDM ROSITA
Secretary

Verified by,
CHIN PAU FONG
Managing Director
Date: 05.01.2020

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Undulating terrain with mineral soils. No planting on slopes. However, soil conservation like planting cover crops are implemented in the estate.

4.6.1.3 A visual identification or reference system shall be established for each field.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Sample of field marking
a. Bloc/Phase: 6
b. Planted Year: 2011
c. Planted Hectare: 26.3
d. Total Palm Stand: 3,498
e. Stand/ha: 133
f. Planting material: UP

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.

- Compliance**
- OFI
- NC - Minor
- NC - Major


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.

- Compliance**
- OFI
- NC - Minor
- NC - Major

Not applicable. The estate was established in late 2008.

4.6.2.3 The business or management plan may


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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	Planting material UP – United Plantation is the planting material largely planted in WTE estate												
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	<table border="0"> <thead> <tr> <th>YEAR</th> <th>TOTAL Ha</th> <th>MT</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>101</td> <td>1,759.99</td> </tr> <tr> <td>2020</td> <td>101</td> <td>1,909.05</td> </tr> <tr> <td>2021</td> <td>101</td> <td>2,004.50</td> </tr> </tbody> </table>	YEAR	TOTAL Ha	MT	2019	101	1,759.99	2020	101	1,909.05	2021	101	2,004.50
YEAR	TOTAL Ha	MT													
2019	101	1,759.99													
2020	101	1,909.05													
2021	101	2,004.50													
C	Cost of production: cost per ton of FFB.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	2020 - 153.22 (actual). 2021 - 158.21 (budget). Ref: Financial performance report 2020 vs budget.												
D	Price forecast	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Price forecast for FFB per M/T. 2019 – 290.00 2020 – 544.00 2021 – 706.00 2022 – 777.00												
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	Discounted cash flow as follows: 2019 - 70,629.47 2020 - 278,682.28 2021 - 298,210.74 2022 - 347,912.52												
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	Management plan being implemented or regularly monitored or periodically reviewed or documented on yearly basis.												

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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input checked="" type="checkbox"/> NC - Major	Existing mechanism of determining pricing is acceptable. Refer Weight bridge ticket. All FFB are send to Tetangga Akrab Palm Oil Mill (TAPOM)
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	No contractors engaged. No records or evidence of fair, legal and transparency of any contract.

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No payment agreement available.
No document of payment records available at time of audit.

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	No records of contractors being engaged.
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	No evidence of contractors being engaged.
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	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"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No evidence of contractors being engaged.

PRINCIPLE 7 DEVELOPMENT OF NEW PLANTING

No development of new planting in this Estate

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6.2. 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	1	0	0	1	1	0	0
Total	1	0	0	1	1	0	3

PRINCIPLE 1 MANAGEMENT COMMITMENT & RESPONSIBILITY

Finding No 1

Criterion 4.1.4: Continual improvement

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 type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Continual improvement plan providing the details of plans including costing available. However no proper plan to implement new techniques or new industry standard or technology.
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PRINCIPLE 4 SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS

Finding No 2

Criterion 4.4.1: Social impact assessment (SIA)


Indicator	Requirement	Compliance	Findings
4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>SIA report dated 23 January 2020 verified sighted.</p> <p>Whilst the estate's staff and workers were involved and interviewed. The surrounding community were not included.</p>

PRINCIPLE 5 ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES


Finding No 3

Criterion 4.5.1: Environmental management plan

Indicator	Requirement	Compliance	Findings
4.5.1.6	Management shall organize regular meetings with employees where their	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI	<p>Last meeting was held on 20/072020, however there is no evidence that</p>

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concerns about environmental quality are discussed. NC - Minor environmental quality are discussed.
 NC - Major To include environmental quality matters in management meeting.

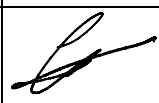
6.3.	SUMMARY STATEMENT OF LEAD AUDITOR	
	Summary Statement of Lead Auditor	Signature
	<p>The purpose of this Stage 2 Audit [remote audit] is to evaluate the implementation, including effectiveness, of Wawasan Teroka Enterprise {WTE} palm oil estate management systems and that the requirement of the Standards MS2530-3:2013 is fulfilled.</p> <p>There are 3 findings from this Audit categorized as OFI [opportunity for improvements]</p> <p>Overall, WTE had largely met the requirements of the Standards; it is the recommendation of the Lead Auditor that WTE be certified under the MSPO Standard MS2530-3:2013 conditional to the closure of all findings</p>	 Wilfred S Landong Date: 22 04 2021


6.4. CORRECTIVE ACTION REPORTS

Corrective Action Report were raised upon conclusion of Stage 2 Audit.
 CAR was closed out by Lead Auditor on 30 05 2021


7.0. OFFICIAL SIGN OFF

7.1. ACKNOWLEDGEMENT BY CERTIFIED ENTITY

	Acknowledgement by Auditee	Management Representative	Signature
	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 Reports.		 Cephas Yong Date: 01 06 2021

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7.2. ASSESSMENT RECOMMENDATION BY LEAD AUDITOR

<p>Based on the Findings/Action taken by Auditee/Closures above, WAWASAN TEROKA ENTERPRISE had been able to demonstrate generally its compliance to and with requirements of the Standard MSPO MS2530-3:2013 under General Principles for Oil Palm Plantations & Organized Smallholders. Therefore, it is recommended that the Initial Certification of WTE be approved.</p>	 <p>Wilfred S Landong Lead Auditor 02 06 2021</p>
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7.3. ASSESSMENT REVIEW BY CERTIFIER

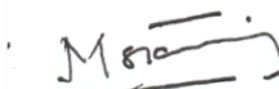
CERTIFIER: STATEMENT & CERTIFICATION CONFIRMATION

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


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

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

Date: 04 06 2021



Maxwell S Landong
Certifier

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8.0. CONCLUSION

8.1. 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.

8.2. NEXT SURVEILLANCE ASSESSMENT PLAN

The next surveillance assessment should be on or before June 2022

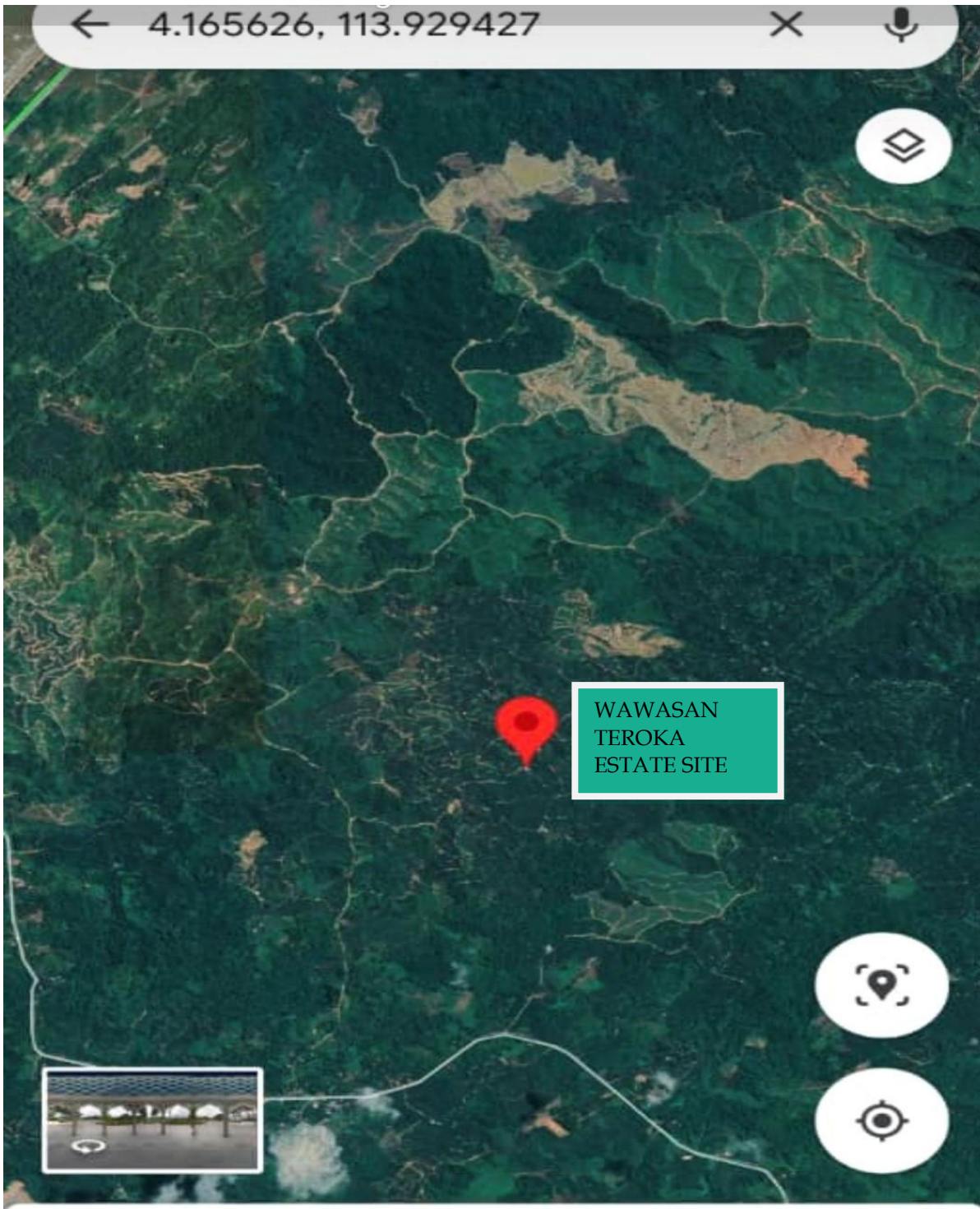
9.0. APPENDICES

Google Map

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)

GOOGLE LOCATION MAP OF WAWASAN TEROKA ENTERPRISE Estate



4°09'56.3"N 113°55'45.9"E

4.165626, 113.929427 · 🗨️ 41 min