

MS2530-3-1:2022

CERTIFICATION PUBLIC SUMMARY REPORT

☐ INITIAL CERTIFICATION – STAGE 2

☐ SURVEILLANCE YEAR 01

☐ SURVEILLANCE YEAR 02

☐ SURVEILLANCE YEAR 03

☐ SURVEILLANCE YEAR 04

☒ **RECERTIFICATION CYCLE 2**

WAJANG ESTATE SDN BHD

Main Office Address:

No. 255-256, (Lot 7853-7854), Assyakirin Commerce Square, Jalan
Sultan Iskandar, Bintulu 97000, Sarawak, Malaysia

CERTIFICATION BODY:

ACB 064



KEBAL Resources Sdn Bhd

Sublot 7, No. 387, Lot 17821, 2nd Floor, Star Point Angle
Commercial Centre, Jalan Stutong, 93350, Kuching, Sarawak

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1. DETAIL OF CERTIFICATION ASSESSMENT

1.1 Type of Certification Assessment

<input type="checkbox"/> Initial Certification	<input type="checkbox"/> RC Surveillance Year 01	<input type="checkbox"/> Surveillance Year 02
<input type="checkbox"/> Surveillance Year 03	<input type="checkbox"/> Surveillance Year 04	<input checked="" type="checkbox"/> Recertification Cycle 2

1.2 Scope of MSPO Certification

Scope of Certification:	Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from the certified area of 490.00 hectares		
No. of Plantation:	One (1)	Planted Hectare:	490.00

1.3 MSPO Standard

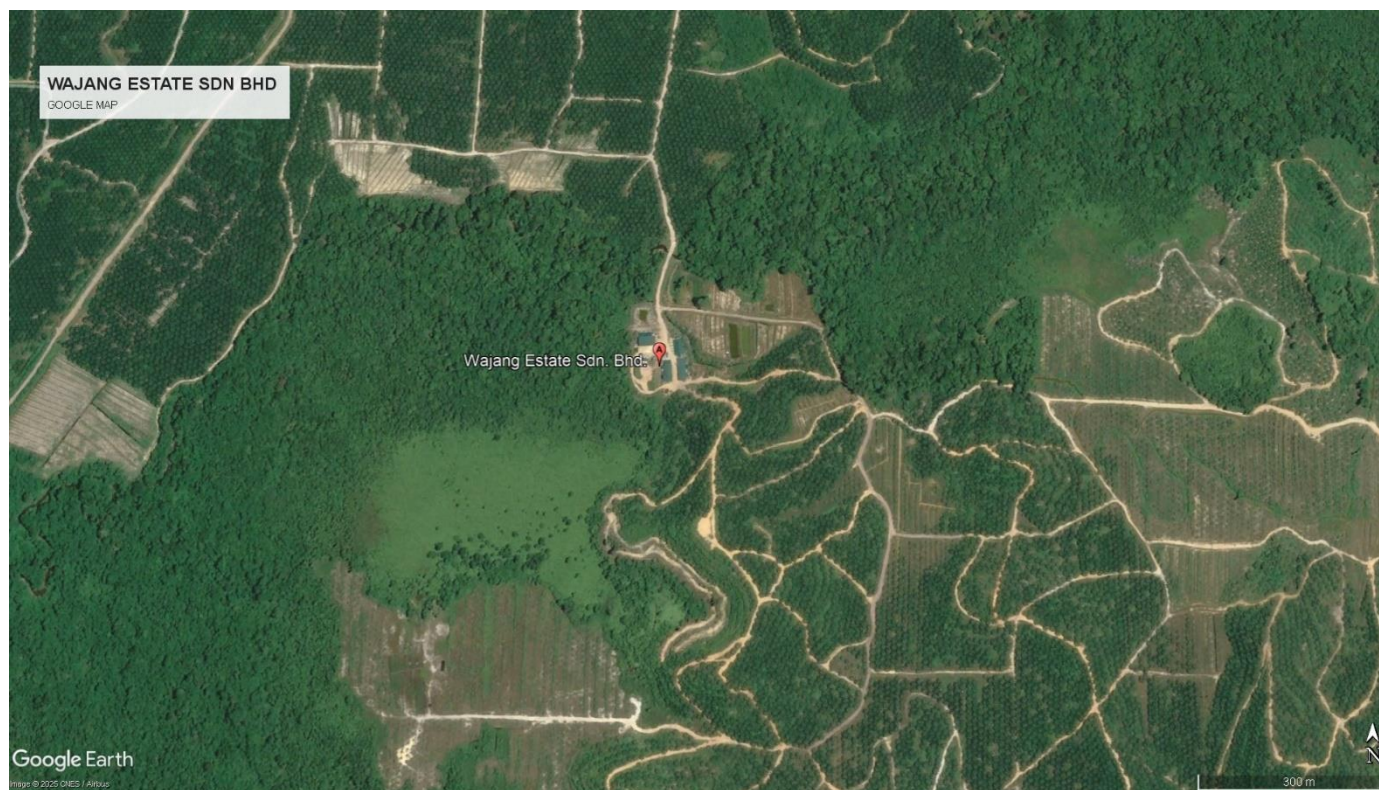
<input type="checkbox"/> MS2350-2: 2022; Malaysian Sustainable Palm Oil [MSPO] Part 2-2: General Principles for Organized Smallholders [less than 40.46 hectares]	<input checked="" type="checkbox"/> MS2350-3-1:2022; Malaysian Sustainable Palm Oil [MSPO] Part 3-1: General Principles for Oil Palm Plantations [40.46 hectares to 500 hectares]	<input type="checkbox"/> MS2350-4:2022; Malaysian Sustainable Palm Oil [MSPO] Part 4: General Principles for Palm Oil Mill / Palm Oil for Processing Facilities / Dealers
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Report Ref. No.:	KRMC090525		
Audit Stage:	<input type="checkbox"/> Initial Certification Stage 2	<input type="checkbox"/> Surveillance (1, 2, 3, or 4)	<input checked="" type="checkbox"/> Recertification Cycle 2
Type of Certification:	<input checked="" type="checkbox"/> Individual Certification	<input type="checkbox"/> Group Certification	No of Sampled Sites: NA
Risk Category:	Low Risk (1.0)	Risk factor (multiplier) had been conducted following established Quality Procedure of Kebal Resources Sdn Bhd, KRSB/MSPO/ M17 Risk Management and MSPO Certification Scheme Document 2023. The estate is relatively homogeneous in terrains, soil type, palm age, experienced & skilled manager & Supervisors. There no history of major non-conformance in the previous audit.	
This Recertification Audit	The Recertification Audit for Wajang Estate Sdn Bhd has been extended for three (3) months due to incomplete document on migration to the revised standard MS2530:2022. Subsequent to the client request KRSB has requested for the extension of MSPO Certificate. The extension was approved by MSPO. (refer eMSPO)		

1.4	Boundary Map showing Geological Location and Legal Perimeter Survey Map – Wajang Estate Sdn Bhd
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1.4.1	WAJANG ESTATE SDN BHD	COORDINATES: N3.183333,E113.550000
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Geological Location



Legal Perimeter Survey Map – Wajang Estate Sdn Bhd



3. Legal Perimeter
Survey Map - Wajang

2. DETAIL OF THE MANAGEMENT UNIT

2.1	Management Unit:	Wajang Estate Sdn Bhd	ID No. / Reg No:	KRMC33 / 939990-M - D
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2.2	Site Address:	Sungai Sujan, 3km West of Rumah Majang, Tubau, Bintulu, Sarawak
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2.3	Management & Contact Person's Details	Name: Mr Lai Woon Wui	Mobile No.: 019-885 1319	Position: Managing Director	Email Address: laiww@wagro.com.my
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		Ms Jessylin Neri	012-8622594	Quality Management Executive	jessylineri@wagro.com.my
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2.4	MPOB Licence	Licence No.:	Scope of Activity:	Expiry Date:
		5726 1900 2000	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	30 04 2026

2.5	Certified Area & Planted Area including Mature & Immature Area and HCV OR Conservation Area (for Part 2 & 3 and Part 4)				
	Certified Area		Planted Area		HCV/Conservation Area
	Mature (Ha)	Immature (Ha)	Mature (Ha)	Immature (Ha)	Ha
	490.00	0	490.00	0	0

2.6	Summary of Total Production in Metric Tonne (MT)		
	a)	For Part 2 & Part 3: Estimated and Actual tonnage of Annual FFB Production for Year 2024	
		Actual FFB (MT): 13,616 (95.22%) against estimate	Estimated FFB (MT): 14,300.00 mt
	b)	For Part 4.1 Estimated and Actual tonnage of Annual FFB Processed, CPO & PK Production (For Palm Oil Mill)	
		Products:	Year: 2024 Actual (MT):
		FFB Processed	NA
		Crude Palm Oil	NA
		Palm Kernel	NA

2.7	MSPO Certificate Issuance & Validity Date	MSPO Certificate No: KRMC330524		
		Issuance Date: 18 06 2025	Validity Date: 30 03 2030	

2.8	Other Sustainability Certification held by the Management Unit			
	<input type="checkbox"/> ISO 9001	<input type="checkbox"/> EMS 14001	<input type="checkbox"/> ISO 45001	<input type="checkbox"/> ISO 22001
	<input type="checkbox"/> HACCP	<input type="checkbox"/> RSPO	<input type="checkbox"/> ISCC	<input type="checkbox"/> SCCS

3. ASSESSMENT PROCESS

3.1	Certification Body	Kebal Resources Sdn Bhd	Accreditation No. / Reg No.:	ACB 064 / 1398498 - T
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3.1.1	Audit Team Members
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Maxwell S. Landong	Lead Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none">• BSc (Hons) Resource Economics (1989) & Master of Science in Human Resources Development (1998) University Pertanian Malaysia (UPM)• Successfully completed the following course:<ul style="list-style-type: none">✓ MSPO MS2530:2022 Lead Auditor Course in 2024, LA Course ISO 17065:2012 in 2024, LA Course ISO 9001:2015 QMS 2024,✓ IMS ISO 9001, ISO 14001 & ISO 45001 Lead Auditor Course (Exemplar Global Certified) 2021. MPOB Training Course for Peer Reviewer on Oil Palm Management Certification (2017), MS2530:2013 LA course (2017),✓ Workshop on Best Practice in Social Impact Assessment (MASIA), 2022.• Conversant [spoke / written] in BM, English and local Sarawak dialects• Technical Reviewer for more than 30 Audit Certification Reports – Plantations & Palm Oil Mills• More than 30 years working experience in Oil Palm Plantation environment, particularly in HR & Land Owner's Management
MSPO Auditing Experience	<ul style="list-style-type: none">• Has clocked more than 130 man-days as Trainee Auditor, Auditor, Lead Auditor and has performed various types of audit category from Initial Certification, Surveillance and Recertification
Edward Agong Ajan	Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none">• Bac. of Forestry (Hons) Universiti Pertanian Malaysia, Selangor (1985)• Successfully completed the following course:<ul style="list-style-type: none">✓ Lead Auditor IMS ISO14001 & ISO 45001 Exemplar Global Certified in May & June 2024 by Sincere GSE Consulting✓ MSPO MS 2530:2022 Lead Auditor Course in May 2024 by Nesus Certification Sdn Bhd✓ SA8000 Introduction and Basic Auditor Training by SAI in Kuala Lumpur in March 2024✓ ISO 9001:2015 QMS Exemplar Global Certified in March 2024 by Sincere GSE Consulting✓ Endorsed Training Provider Trainer Course for MS2530:2022 in June 2024 by MSPO✓ Workshop on Social Impact Assessment – Methodology & Practice by Malaysian Association of Social Impact Assessment (MASIA)✓ Train the Trainer, HRDF in October 2022
MSPO Auditing Experience	<ul style="list-style-type: none">• Has clocked more than 700 man-days as Lead Auditor, Auditor and Auditor In – Training since 2016• Performed onsite (plantation & palm oil mill) auditing on Initial Certification, Surveillance and Recertification• Has more than 23 years experiences in Oil Palm Management with various plantation houses• About 9 years involvement in various disciplines with MSPO among others are as freelance auditor, technical reviewer, consultant and trainer.



3.2 Audit Plan

3.2.1 Audit Dates, Site(s) visited, Total No. of Man-days spent based on the Sampling Formula (for Group Certification)

Site* Visited	Date	Total Number of Man-day
Wajang Estate Sdn Bhd	27 th – 28 th May 2025	Three (3)
*Sampling Formula:	For this assessment, it is not applicable to use the formula for calculating the sample size of the audit: $[S = (\sqrt{n}) \times (r)]$ where s = sample size, r = risk factor (multiplier), n = number of the group members] as the estate is under individual entity .	

3.3 Audit Programme

3.3.1 Proposed Dates of next Surveillance Audit and Information on Management Units to be audited in 5 – Year Cycle

1.	RC Surveillance Audit 1	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after Recertification Audit Cycle 2		
	Plan Audit Date:	January 2026	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 1	<input type="checkbox"/> RC Surveillance	

2.	RC Surveillance Audit 2	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 1		
	Plan Audit Date:	January 2027	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 2	<input type="checkbox"/> RC Surveillance	

3.	RC Surveillance Audit 3	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 2		
	Plan Audit Date:	January 2028	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 3		



4.	Recertification Audit 4	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 3		
	Plan Audit Date:	January 2029	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC	Peer Reviewer:	TBC
	Remarks:	Proposed Estate: BBL Plantation Sdn Bhd		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 4		

5.	Recertification Audit	Cycle 3	No of Mandays:	03
	Note:	* Within 4 months before the expiry of certification date		
	Plan Audit Date:	January 2030	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	TBC	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC	Peer Reviewer:	TBC
	Remarks:			
	Audit Stage:	<input checked="" type="checkbox"/> Recertification Audit Cycle 3		

4. SUMMARY OF AUDIT RESULTS

4.1 Audit Findings against all applicable MSPO Standard Principles, Criteria and Indicators

Principle	Requirements	YES	OFI	NC Minor	NC Major	REMARKS Indicator
	Findings: Type letter X OR X on the appropriate box					
1.	Management Commitment & Responsibility					
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy	X				
1.2.	New Planting	X				
1.3.	Existing Site Management	X				
1.4.	Replanting	X				
1.5.	Training and Competency	X				
1.6.	Economic and Financial Viability Plan	X				
1.7.	Commitment to Contribute to Local Sustainability development	X				
1.8.	Complaints and Grievances	X				
1.9.	Internal Audit	X				
1.10.	Management Review		X			4.1.10.1
2.	Transparency					
2.1.	Communication and Consultation	X				
2.2.	Traceability	X				
2.3.	Transparent and Fair Price Dealing	X				
2.4.	Ethical Conduct	X				



3.	Compliance with Legal and Other Requirements					
3.1.	Regulatory Requirements		X			4.3.1.1
3.2.	Right to use Land	X				
3.3.	Native Customary Rights	X				
4.	Responsibility to Social, Health, Safety & Employment Conditions					
4.1.	Social Impact Assessment [SIA]		X			4.4.1.2
4.2.	Employee's Safety and Health	X	2X		X	4.4.2.2 (e) & (g) 4.4.2.3
4.3.	Employment Conditions		2X			4.4.3.1 4.4.3.2
4.4.	Living Conditions	X				
5.	Environment, Natural Resources, Biodiversity and Ecosystem Services					
5.1.	Environmental Management		X			4.5.1.3
5.2.	Efficiency of Energy Use and Use of Renewable Energy		2X			4.5.3.1 4.5.3.2
5.3.	Waste Management and Disposal	X				
5.4.	GHG Emission	X				
5.5.	Water Resources	X		X		4.5.5.1 (b)
5.6.	Environmental Conservation and Protection	X				
5.7.	Zero Burning Practices	X				
	Total Nonconformities & OFI: 12		10	2	0	

4.2 Lead Auditor's Summary and Recommendation for Certification

Summary Statement:	The audit teams conclude that the organization had somewhat fulfilled and complied with the requirements of the MS 2530-3-1:2022 standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope, and the organization's policy and objectives. It is to be noted that sites management of the audited plantation is well managed and generally conformed and complied with the requirements of MSPO Standards.
Recommendation for Certification:	The audit team recommends that MSPO Certification for Recertification Cycle 2 be GRANTED to Wajang Estate Sdn Bhd.

4.3 Details of Major and Minor Nonconformities, Opportunity for Improvement, and Issues raised during Stakeholders' Consultation

4.3.1 Major and Minor Nonconformities and status including Root Cause Analysis and Corrective Action



A. MAJOR NONCONFORMITIES - NIL

B. MINOR NONCONFORMITIES: 2

Findings Particulars:	No. 6		
Principle: 4 (Four)	Criterion 2: Employees Safety and Health		Indicator: 4.4.2.3
Description of Process Requirements:	Occupational Safety and Health Record shall be maintained		
Description of Objective Evidence:	Noise Risk Assessment is yet to be conducted		
Type of Finding	<input type="checkbox"/> NC Major	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 12		
Principle: 5 (Five)	Criterion 5: Water Resources		Indicator: 4.5.5.1 (b)
Description of Process Requirements:	Monitoring of outgoing water, which may have negative impacts into natural waterways.		
Description of Objective Evidence:	No monitoring of outgoing water was conducted. Based on document review, no record of monitoring quality of outgoing water was made available to show how natural waterways may have been impacted.		
Type of Finding	<input type="checkbox"/> NC Major	<input checked="" type="checkbox"/> NC Minor	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.2	Opportunities for Improvement (OFI): 10
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Findings Particulars:	No. 1	
Principle: 1 (one)	Criterion 10: Management Review	Indicator: 4.1.10.1
Description of Process Requirements:	Management shall annually review its MSPO implementation to ensure its continuing suitability, adequacy and effectiveness. (c) The extent to which MSPO management plans have been achieved	



Description of Objective Evidence:	In the minute of management review, there is no report on the achievement of the Management Plan on Social Plan, environmental plan and safety and health plan		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 2		
Principle: 3 (three)	Criterion 1: Regulatory Requirement		Indicator: 4.3.1.1
Description of Process Requirements:	The Organization shall identify applicable legal requirements related to their operations. Changes shall be updated		
Description of Objective Evidence:	The list was last updated on 6 th January 2024. Two important laws and regulation were not updated in the list: a) The Anti-Bribery Policy and Corruption Act Malaysia 2020 b) The Minimum Wage Order 2024 which is effective from 01 02 2025		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 3		
Principle: 4 (four)	Criterion 1: Social Impact Assessment (SIA)		Indicator: 4.4.1.2
Description of Process Requirements:	The results of the assessment shall be incorporated into an appropriate management plan(s) and/or operational procedures and reviewed at periodic intervals		
Description of Objective Evidence:	While the SIA has identified impacts and their mitigation / promotion, it would be an appropriate to incorporate them into management plans and to review their progress of implementation.		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		



Root Cause Analysis:	
Corrective Action Taken:	

Findings Particulars:	No. 4		
Principle: 4 (four)	Criterion 2. Employee Safety and Health		Indicator: 4.4.2.2 (c.)
Description of Process Requirements:	Two-way communication with employees where issues such as health, safety and wellbeing are discussed openly including concerns of employees and any remedial actions taken.		
Description of Objective Evidence:	It would be appropriate to bring up in the meeting inspection of living quarters		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 5		
Principle: 4 (four)	Criterion 2. Employee Safety and Health		Indicator: 4.4.2.2 (g.)
Description of Process Requirements:	First Aid System in place		
Description of Objective Evidence:	It would be proper to maintain a record of dispensing any items from the box according to type of injuries		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 7	
Principle: 4 (four)	Criterion 3. Employment conditions	Indicator: 4.4.3.1
Description of Process Requirements:	A policy on respecting human rights shall be established, communicated to relevant stakeholders and implemented. The policy shall be in line with the Federal Constitution, the UN Declaration on Human Rights and the ILO Decent Work Agenda.	



Description of Objective Evidence:	It would be appropriate to ensure appropriate stakeholders are briefed or informed of the policy on Human Rights		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 8		
Principle: 4 (four)	Criterion 3. Employment conditions		Indicator: 4.4.3.2
Description of Process Requirements:	Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.		
Description of Objective Evidence:	Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 8		
Principle: 4 (four)	Criterion 3. Employment conditions		Indicator: 4.4.3.2
Description of Process Requirements:	Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.		
Description of Objective Evidence:	Retention of identity documents or passports except during the renewal process and/or legal administration purpose with the consignment letter agreed by both parties.		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		



Root Cause Analysis:	
Corrective Action Taken:	

Findings Particulars:	No. 9		
Principle: 4 (four)	Criterion 1. Environmental Management		Indicator: 4.5.1.3
Description of Process Requirements:	The organisation shall establish, implement and review plans in line with legal requirements to mitigate adverse environmental impacts and promote beneficial impacts		
Description of Objective Evidence:	It would be proper to review the status if the plans in the EMP (Environmental Management Plans) to know their achievements over time.		
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 10		
Principle: 4 (four)	Criterion 2. Efficiency of Energy use & other use of renewal energy		Indicator: 4.5.3.1
Description of Process Requirements:	Improving the efficiency of resources utilisation and recycling of potential wastes and/or converting them into value-added by-products, where applicable.		
Description of Objective Evidence:	While plans on 3R are specified in the waste management plan, we noted ineffective recycling of items such as empty plastic bottles found dumped into the landfill. It would be an improvement to ensure recyclable items are segregated and disposed of accordingly.		
Type of Finding	<input checked="" type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			


Findings Particulars:	No. 11		
Principle: 4 (four)	Criterion 2. Efficiency of Energy use & other use of renewal energy	Indicator: 4.5.3.2	

Description of Process Requirements:			
Description of Objective Evidence:			
Type of Finding	<input type="checkbox"/> NC Major	<input type="checkbox"/> NC Minor	<input checked="" type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> Document Review [Offsite Audit]		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	27 08 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.3	Stakeholder Consultation	Issues raised during stakeholder consultation, responses by certified entities and auditors' conclusion
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I.	Issues Raised:	<p>Interviews were conducted involving staff, local and foreign workers on 27 05 2025. During the interviews, all were asked if they have pertinent issues that was a concern and to be highlight to the management. However, there are no pertinent issues. All of them are happy with the treatment by the employer:</p> <ul style="list-style-type: none"> a) Happy with the facilities provided free of charge – accommodation, water and electricity b) Provided with Safety PPEs that are relevant to their work at the estate c) Satisfied with their wages received ranging from RM2,000 0 RM3,500.
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II.	Responses by certified entity:	<ul style="list-style-type: none"> • The above findings were communicated to the client during the Closing Meeting. • The management unit is pleased with the comments. The Management also give commitment that any suggestions raised by the respondents in future for the improvement of the plantation shall be attended to professionally for the betterment for both parties.
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IV.	Details of the Survey are attached:
	<p>Employees (Staff & Workers)</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  F55 Stakeholders' Consultation Report (' </div> <div style="text-align: center;">  F55 Stakeholders' Consultation Report (' </div> </div>



5. OFFICIAL ACKNOWLEDGEMENT OF THE ASSESSMENT FINDINGS

5.1 Signature of the Lead Auditor with Date

The undersigned, being the Lead Auditor, declared to have led the audit team to conduct the Recertification Audit with full of integrity and care to derive on accurate findings.

Name of Lead Auditor:

Signature:

Date:

Maxwell Stephen Landong

12 06 2025

5.2 Signature of the Management Unit Representative with Date

This is to acknowledge and confirm the audit visits / assessments described in this Report and the acceptance of the contents and findings in the said Audit Report.

Name:

Position:

Signature:

Date:

Jesslyn Neri

Quality Management
Executive

13 06 2025

6 CERTIFICATION DECISION

6.1 Peer Reviewers Decision *Date of Review: 15 06 2025* **Applicable for Initial Certification & Recertification only**

Peer Reviewer: *Support the recommendation made by the Lead Auditor and as per findings in the Audit Report*
Haji Yusof bin Nekmat *presented in the documents.*

6.2 CDP: Certifier Decision *Name: Martin Kusong* *Date: 16 06 2025*

I confirm that I have examined thoroughly all contents of the Report in its' entirety. To the best of my knowledge the information and conclusions included in this report have been prepared in compliance with and fulfilled the Standard's requirements; and done in good faith and that the Lead Auditor recommendations had been based upon this information.

I, hereby confirm the **Recertification** of **Wajang Estate Sdn Bhd** under the Standard **MSPO MS2530-3-1:2022 General Principles for Oil Palm Plantations and Organized Smallholders. 40.46 Hectars to 500 Hectars-**

- END OF REPORT PART 3-1 -