

MSPO2530-3-2:2022

CERTIFICATION PUBLIC SUMMARY REPORT

☐ INITIAL CERTIFICATION

☐ SURVEILLANCE YEAR 01 RC CYCLE 2

☐ SURVEILLANCE YEAR 02

☐ SURVEILLANCE YEAR 03

☐ SURVEILLANCE YEAR 04

☒ **RECERTIFICATION CYCLE 2**

LS SURIA GROUP

Main Office Address:

F.20, First Floor, Emporium, No.9, Jalan Tun Jugah, 93350, Kuching,
Sarawak

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

Tel: 082 287 288

Mobile: 017 713 8188

Email: kebalresource@gmail.com



TABLE OF CONTENTS

ITEM NO	DESCRIPTION	PAGE
1.	Details of Certification Assessment	3
1.1.	Type of Certification Assessment	3
1.2.	Scope of MSPO Certification	3
1.3.	MSPO Standards used for Assessment	3
1.4.	Geographical Location Map & Management Unit Close - Up	4
2.	Details of the Management Unit	4 - 5
3.	Assessment Process	5
3.1.	Certification Body	5
3.1.1	Audit Team Members	5 - 6
3.2.	Audit Plan	6
3.3.	Audit Programme	7 - 8
4.	Summary of Audit Results	8
4.1.	Audit Findings	8 - 9
4.2.	Lead Auditor's Summary and Recommendation for Certification	9
4.3	Details of Nonconformities, OFI & Stakeholder Consultation	9
4.3.1	Major & Minor Nonconformities and status including Root Cause Analysis & Corrective Action	9 - 11
4.3.2	Opportunities for Improvement	11 - 14
4.3.3	Stakeholder Consultation	14 - 15
5.	Official Acknowledgement of the Assessment Findings	15
5.1.	Signature of the Lead Auditors	15
5.2.	Signature of the Management Unit Representative	15



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

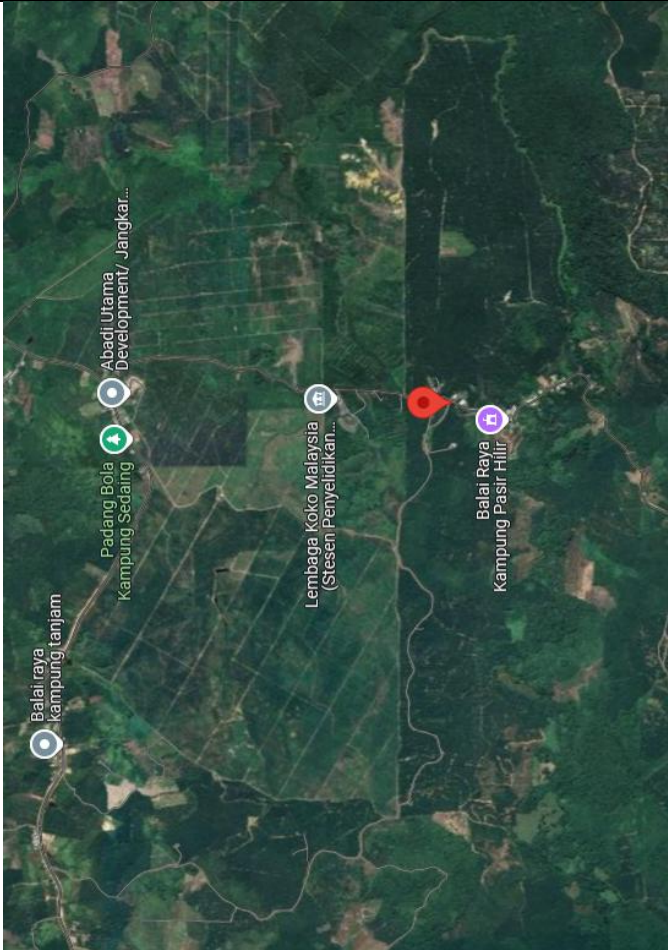
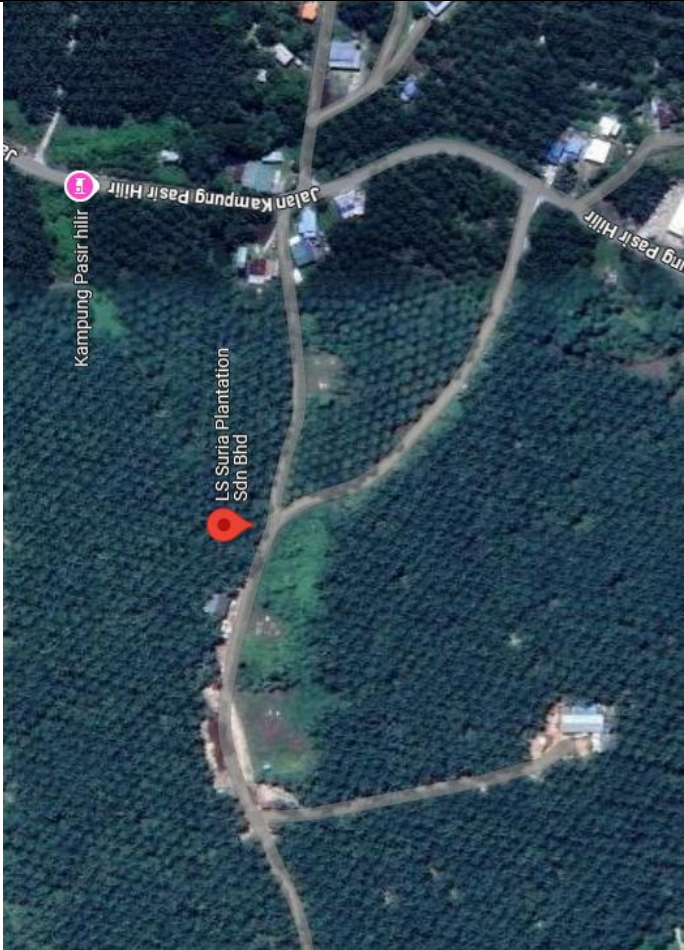
Scope of Certification:	Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from the certified area of 560.05 hectares		
No. of Plantation:	Two (2)	Planted Hectare:	560.05

1.3 MSPO Standard

<input type="checkbox"/> MS2350-2:2022 General Principles for Independent Smallholders	<input checked="" type="checkbox"/> MS2350-3-2:2022 General Principles for Oil Palm Plantations [more than 500 hectares]	<input type="checkbox"/> MS2350-4:2022 General Principles for Palm Oil Mill / Palm Oil for Processing Facilities / Dealers
---	---	---

Report Ref. No.:	KRMC260325		
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 type="checkbox"/> Individual Certification	<input checked="" type="checkbox"/> Group Certification	No of Sampled Sites: 01
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 group is relatively homogeneous in terrains, soil type, palm age, well-established group manager and no history of major non-conformance in the previous audit.	

1.4	Boundary Map showing Geological Location and Close-up of Management Unit with Geographical coordinates
-----	--

1.4.1	LS SURIA PLANTATION SDN BHD	COORDINATES: 1.612022 N 109.780164 E
Geological Location		Close – up of Management Unit
		

2. DETAIL OF THE MANAGEMENT UNIT

2.1	Management Unit:	LS Suria Plantation Sdn Bhd	ID No. / Reg No:	KRMC26 / 677945 - K	
2.2	Site Address:	Lot 41, 45 & 46 Block 11 Gading-Lundu, 94500 Lundu, Kuching, Sarawak			
2.3	Management & Contact Person's Details	Name:	Mobile No.:	Position:	Email Address:
		Soo Pak Leong	019 224 9401	Plantation Manager	lsuriantplantation@gmail.com
		Annie anak Timan	014 688 0656	Admin Assistant	lsuriantplantation@gmail.com



2.4	MPOB Licence	Licence No.:	Scope of Activity:	Expiry Date:
		5330 4700 2000	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	30 09 2025

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
	460.05	0	460.05	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): 11,620	Estimated FFB (MT): 12,000	
	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):	Year: 2024 Estimated (MT):
		FFB Processed	NA	NA
		Crude Palm Oil	NA	NA
		Palm Kernel	NA	NA

2.7	MSPO Certificate Issuance & Validity Date	MSPO Certificate No: KRMC261223		
		Issuance Date: 03 04 2025	Validity Date: 24 12 2029	

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
-----	--------------------	-------------------------	------------------------------	-----------------------

3.1.1	Audit Team Members
-------	--------------------

Martin Kusong	Lead Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none">Bac in Agric. Sc. UPM (1990), Corporate MBA UNIMAS (2002)Successfully completed Lead Auditor Course:<ul style="list-style-type: none">✓ MSPO MS2530:2013 & MS2530:2022 in October 2017 & March 2024 respectively.



	<ul style="list-style-type: none"> ✓ IMS ISO9001 QMS, ISO14001 EMS & ISO45001 OSHMS in April 2022 ✓ ISO/IEC 17065:2012 in January 2024 ✓ Exemplar Global Certified ISO 9001:2015 QMS in May 2024 ✓ Best Practice in Social Impact Assessment (MASIA), 2022.
MSPO Auditing Experience	<ul style="list-style-type: none"> • Clocked 100.5 man-days as Trainee Auditor, Auditor & Lead Auditor • Performed onsite (plantations and mills) auditing from Initial Certification, Surveillance and Recertification • Qualified Planter & Agronomist for more than 30 years of experience in oil palm industry as Plantation Manager, Agronomist, Sustainability Manager [both in private sector & Government [Public] Statutory Body [SALCRA]
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"> • Clocked more than 700 man-days as Lead Auditor, Auditor and Auditor In – Training since 2016 • Performed onsite (plantation & palm oil mill) auditing on surveillance and recertification • Has 23 – year experience 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
LS Suria Plantation Sdn Bhd	11 & 12 th March 2025	Four (4)
*Sampling Formula:	<p>For this assessment, one (1) plantation was audited based on 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 OR sites. $r = 1.0$, $n = 2$ therefore, $S = (\sqrt{2}) \times 1.0 = 1.4$. Audit duration and risk classification are determined based on the formula as per MSPO Certification Scheme Document 2023.</p>	



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:	04
	Note:	Not more than 12 months after Recertification Audit Cycle 2		
	Plan Audit Date:	October 2025	Actual Audit Date:	00 00 0000 – 00 00 0000
	Team Leader:	To be confirmed (TBC)	Work Shift:	<input type="checkbox"/> Day <input type="checkbox"/> Night
	Certifier:	TBC		
	Remarks:	Proposed Estate & Site Address: a) Aktif Muhibbah Plantation Sdn Bhd. 719713 – V. NCR Land, Kampung Opek, Biawak Lundu, 94500 Kuching, Sarawak.		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 1 1 estate	<input type="checkbox"/> RC Surveillance	

2.	RC Surveillance Audit 2	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 1		
	Plan Audit Date:	October 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		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 2 1 estate	<input type="checkbox"/> RC Surveillance	

3.	RC Surveillance Audit 3	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 2		
	Plan Audit Date:	October 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		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 3 1 estate	<input type="checkbox"/> RC Surveillance	

4.	Recertification Audit 4	Cycle 2	No of Mandays:	04
	Note:	Not more than 12 months after RC Surveillance Audit 3		
	Plan Audit Date:	October 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	Peer Reviewer:	TBC
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 4 1 estate	<input checked="" type="checkbox"/> Recertification Audit	



5.	Recertification Audit	Cycle 3	No of Mandays:	04
	Note:	* Within 4 months after RC Surveillance Audit 4		
	Plan Audit Date:	September 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
	Audit Stage:	<input checked="" type="checkbox"/> Recertification Audit Cycle 3 1 estate		

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
	<i>Findings: Type letter X OR X on the appropriate box</i>					
1.	Management Commitment & Responsibility					
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy	X				
1.2.	Internal Audit	X				
1.3.	Management Review			X		Indicator: 4.1.10.1 (a) to (g)
1.4.	Continual Improvement	X				
2.	Transparency					
2.1.	Transparency of information and documents relevant to MSPO requirements	X				
2.2.	Transparent method of communication and consultation	X				
2.3.	Traceability	X				
3.	Compliance to Legal and Other Requirements					
3.1.	Regulatory Requirement			X		Indicator: 4.3.1.1
3.2.	Land use rights	X				
3.3.	Customary Land Rights	X				
4.	Responsibility to Social, Health, Safety & Employment Conditions					
4.1.	Social Impact Assessment [SIA]		2X			Indicator: 4.4.1.1; 4.4.1.2
4.2.	Complaints and grievances	X				
4.3.	Commitment to local sustainable development	X				
4.4.	Employee's safety & health		3X			Indicator: 4.4.2.1, 4.4.2.2c, 4.4.2.2g
4.5.	Employment conditions		2X		X	Indicator: 4.4.3.2f NC major, 4.4.3.1 OFI, 4.4.3.2b OFI
4.6.	Training and competency	X				



5.	Environment, Natural Resources, Biodiversity and Ecosystem Services				
5.1.	Environmental Plan	X			
5.2.	Efficiency of Energy Use and Use of Renewable Energy	X			
5.3.	Waste Management & Disposal	X			
5.4.	Reduction of pollution and emission	X			
5.5.	Natural water resources	X			
5.6.	Status of rare, threatened or endangered species and high biodiversity value area	X			
5.7.	Zero Burning Practices	X			
6.	Best Practices				
6.1	Site Management				
6.2	Economic and financial viability plan	X			
6.3	Transparent and fair price dealing	X			
6.4	Contractor	X			
	Total Nonconformities & OFI: 10		7	2	1

4.2	Lead Auditor's Summary and Recommendation for Certification
-----	---

Summary Statement: The audit teams conclude that the organization had fulfilled and complied with the requirements of the **MS 2530-3-2:2022** 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 Audit Cycle 2** be **GRANTED** to **LS Suria Group**.

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

Findings Particulars:	No. 1	
Principle: 4 (Four)	Criterion 3: Employment Condition	Indicator: 4.4.3.2 (f)
Description of Process Requirements:	There shall be no forms of forced or trafficked labour whereby all work is voluntary, and the following are prohibited: f) 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:	<p>Workers' passports are kept by the management.</p> <p>Based on our interview with foreign workers, Edi Aman, male, Indonesian, his passport is kept by the management. This practise is against the law of passport safekeeping as provided under Section 12(1)(f) of the Passport Act 1966 that states 'Any person who without lawful authority, has in his possession any passport or internal travel document issued for the use of some person other than himself shall be guilty of an offence and shall, on conviction, be liable to a fine not exceeding ten thousand ringgit or to imprisonment for a term not exceeding five years or to both'.</p> <p>Sample: Edi Aman, male, Indonesian, relate how he has given his passport to be kept by the management, unaware that it is against the law.</p>		
Type of Finding	<input checked="" type="checkbox"/> NC Major	<input 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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

B. MINOR NONCONFORMITIES

Findings Particulars:	No. 1		
Principle: 1 (One)	Criterion 10: Management Review		Indicator: 4.1.10.1 (a) to (g)
Description of Process Requirements:	The organisation shall review its MSPO implementation annually covering item (a) to (g): a) The status of actions from the previous management reviews b) Changes in: i) External and internal issues that are relevant to the MSPO system ii) The needs and expectations of interested parties (stakeholders), including compliance obligations. c) The extent to which MSPO management plans have been achieved d) Information on the organisation's performance including trends in: i) Nonconformities and corrective actions ii) Monitoring and measurement results iii) Fulfilment of its compliance obligations iv) Audit results. e) Adequacy of resources f) Relevant communication(s) from stakeholders including complaints g) Opportunities for continual improvement.		
Description of Objective Evidence:	Management Review Report presented during the audit did not address the standard process requirements as above.		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			



Findings Particulars:	No. 2		
Principle: 3 (Three)	Criterion 1: Regulatory Requirements		Indicator: 4.3.1.1
Description of Process Requirements:	The organisation shall identify applicable legal requirements related to their operations. Changes shall be updated.		
Description of Objective Evidence:	Legal non-compliance for not labelling scheduled wastes containers. We visited the scheduled wastes store during the site visit, and found drums filled with used oil not labelled accordingly. This is a non-compliance to Regulation 8 of the Environmental Quality Regulations (Scheduled Wastes) 2005 that stipulates the requirement of labelling of scheduled waste that are subjects to movement or transfer.		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.2	Opportunities for Improvement (OFI)
-------	-------------------------------------

Findings Particulars:	No. 1		
Principle: 4 (Four)	Criterion 1: Social Impact Assessment (SIA)		Indicator: 4.4.1.1
Description of Process Requirements:	A social impact assessment shall be conducted with the participation of relevant stakeholders in accordance with guidelines provided by the scheme owner to mitigate negative impacts and promote positive impacts. Food security and child rights shall be incorporated as aspects to be assessed, if applicable.		
Description of Objective Evidence:	While the SIA incorporated Food Security as an aspect to be assessed (refer Clause 9.1.9 page 39 of the report), it would be comprehensive to also include assessment of child 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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 2	
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 results of the assessment are shown together with the proposed mitigation plans (page 52), it would be appropriate to prepare the management plans (refer page 57) and	



	the Mitigation Plans and Monitoring Plans for positive impacts and Negative Impacts (refer to Appendix – SIA)		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 3		
Principle: 4 (Four)	Criterion 2: Employee's Safety and Health	Indicator: 4.4.2.1	
Description of Process Requirements:	An occupational safety and health policy and plan shall be established, communicated and implemented.		
Description of Objective Evidence:	While a policy on Occupational Safety and Health is established, it would be an improvement to prepare the policy in Bahasa Malaysia to ensure better understanding on the part of workers (readers).		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 4		
Principle: 4 (Four)	Criterion 2: Employee's Safety and Health	Indicator: 4.4.2.2 (c)	
Description of Process Requirements:	The occupational safety and health plan shall cover the following; c) Standard Operating Procedures (SOPs) based on the Hazard Identification and Risk Assessment.		
Description of Objective Evidence:	Hazard Identification and Risk Assessment are available for field activities as shown in their HIRARC, and Standard Operating Procedures (SOPs) are established detailing the work standards and description of work process. Sample – SOP on Harvesting Oil Palm ref LSSPSB2022:P1 and HIRARC for Menuai Buah Tandan Segar (BTS) ref LSSPSB2022:P4 It would be an improvement to include in the Standard Operating Procedures the elements of Hazard Identification and Risk Assessment.		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			



Findings Particulars:	No. 5		
Principle: 4 (Four)	Criterion 2: Employee's Safety and Health	Indicator: 4.4.2.2 (g)	
Description of Process Requirements:	The occupational safety and health plan shall cover the following. g) First-Aid system in workplace		
Description of Objective Evidence:	1. During the audit and our interview with the mandore assigned to keep the first aid box, the box was not with him during the audit as it was kept in his house. It would be proper to ensure first aid box are easily accessible to ensure immediate response in case needed. 2. Two female first aiders were interviewed to verify their knowledge during the audit, and they were found a little uncertain on the treatment for a minor case of an injury due to thorn poking into the left palm. It would be proper to ensure first aiders are ever ready to provide proper response to minor injuries before deciding on referral to the clinic.		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 6		
Principle: 4 (Four)	Criterion 2: 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:	While a policy on Human Right is available and displayed for workers and visitors to read, it would be an enhancement to get if prepared in Bahasa Malaysia to ensure better understanding by readers.		
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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 7	
Principle: 4 (Four)	Criterion 2: Employment Conditions	Indicator: 4.4.3.2 (b)
Description of Process Requirements:	There shall be no forms of forced or trafficked labour whereby all work is voluntary, and the following are prohibited: b) Deception	
Description of Objective Evidence:	- It would be appropriate to prepare an agreement in a language understood by the workers. - It would be proper to specify correctly the duties of workers in the employment contract to ensure clarity of terms and conditions of contract.	

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:	11 06 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.3	Stakeholder Consultation	Issues raised during stakeholder consultation, responses by certified entities and auditors' conclusion
-------	---------------------------------	--



I.	Issues Raised:	<ul style="list-style-type: none"> The following are the issues raised and discussed: <ul style="list-style-type: none"> a) The foreign workers passports are kept under the custodian of the plantation management for security reason. However, by doing so it is against the law of passport safekeeping as provided under Section 12(1)(f) of the Passport Act 1966. b) On the burial ground located adjacent to the plantation's office, the plantation has not aware of the site as an important HCV to be protected. Besides the above, the stakeholders from local communities and landowners of neighbouring estates expressed their appreciation to the plantation management for allowing the right of way to access their estates and farms.
----	-----------------------	---

II.	Responses by certified entity:	<ul style="list-style-type: none"> The management unit is pleased and grateful to hear whatever issues, comments or suggestions raised by the respondents for the improvement of the plantation and enhancement of plantation - stakeholders relationship. On the above issues from (I), the plantation management shall consider to bring it up for top management decision.
-----	---------------------------------------	---

III.	Auditors' conclusion:	<ul style="list-style-type: none"> Ten (10) respondents comprising of staff, workers, nearby local communities and landowners of neighbouring estates turned up for the stakeholder consultation. The consultation method used is face to face interview. They gave full cooperation during the consultation and their feedback was acceptable and commendable. Transparency of information between the management unit and stakeholders is somewhat adequate No land issues or disputes between landowners and the management unit being raised No alarming issues raised on the environment; all environmental matters are within the management control Some of the suggestions raised for plantation management are: <ul style="list-style-type: none"> a) Tighten up the plantation security measures to prevent any imminent theft incidents be it FFB or other plantation's properties that may occur. All plantation access roads are required to erect gates as a barrier at the entrance and exit points. The notice to notify users of the opening and closing time of the gates shall be written on the signages at the
------	------------------------------	--





		gate points. It is also suggested that plantation to engage watchman to enhance the security measures. b) Increase the frequency of plantation and stakeholders' meetings / dialogue to sort out any prevailing issues and / or sharing on the status of latest MSPO progress as this become a channel for information and knowledge delivery.
--	--	---

IV.	Details of the Survey are attached:	
	A. Employees (Staff & Workers)  10. F55 Stakeholders' Const	B. Local Communities and Landowners of Neighbouring Estate  10. F55 Stakeholders' Const

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 on one (1) certified entity of LS Suria Group with full of integrity and care to derive on accurate findings.	

Name of Lead Auditor:	Signature:	Date:
Martin Kusong		24 03 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:
Soo Pak Leong	Plantation Manager		25 03 2025

- END OF REPORT -