

**MSPO2530-3-1:2022**

## **CERTIFICATION PUBLIC SUMMARY REPORT**

INITIAL CERTIFICATION

SURVEILLANCE YEAR 01

SURVEILLANCE YEAR 02

SURVEILLANCE YEAR 03

SURVEILLANCE YEAR 04

RECERTIFICATION CYCLE 2

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# **BBL GROUP**

Main Office Address:

First Floor, Lot 8524 - 8526, Stutong Commercial Centre, Jalan  
Stutong, 93350, Kuching, Sarawak.

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**CERTIFICATION BODY:**

**ACB 064**



## **KEBAL Resources Sdn Bhd**

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

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## TABLE OF CONTENTS

ITEM NO	DESCRIPTION	PAGE
1.	<b>Details of Certification Assessment</b>	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.	<b>Details of the Management Unit</b>	4 - 5
3.	<b>Assessment Process</b>	5
3.1.	Certification Body	5
3.1.1	Audit Team Members	6
3.2.	Audit Plan	7
3.3.	Audit Programme	7 - 8
4.	<b>Summary of Audit Results</b>	8
4.1.	Audit Findings	8 - 9
4.2.	Lead Auditor's Summary and Recommendation for Certification	10
4.3	Details of Nonconformities, OFI & Stakeholder Consultation	10
4.3.1	Major & Minor Nonconformities and status including Root Cause Analysis & Corrective Action	10 - 12
4.3.2	Opportunities for Improvement	12 - 14
4.3.3	Stakeholder Consultation	15
5.	<b>Official Acknowledgement of the Assessment Findings</b>	16
5.1.	Signature of the Lead Auditors	16
5.2.	Signature of the Management Unit Representative	16



## 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 checked="" type="checkbox"/> <b>Surveillance Year 04</b>	<input type="checkbox"/> Recertification Cycle 2

### 1.2 Scope of MSPO Certification

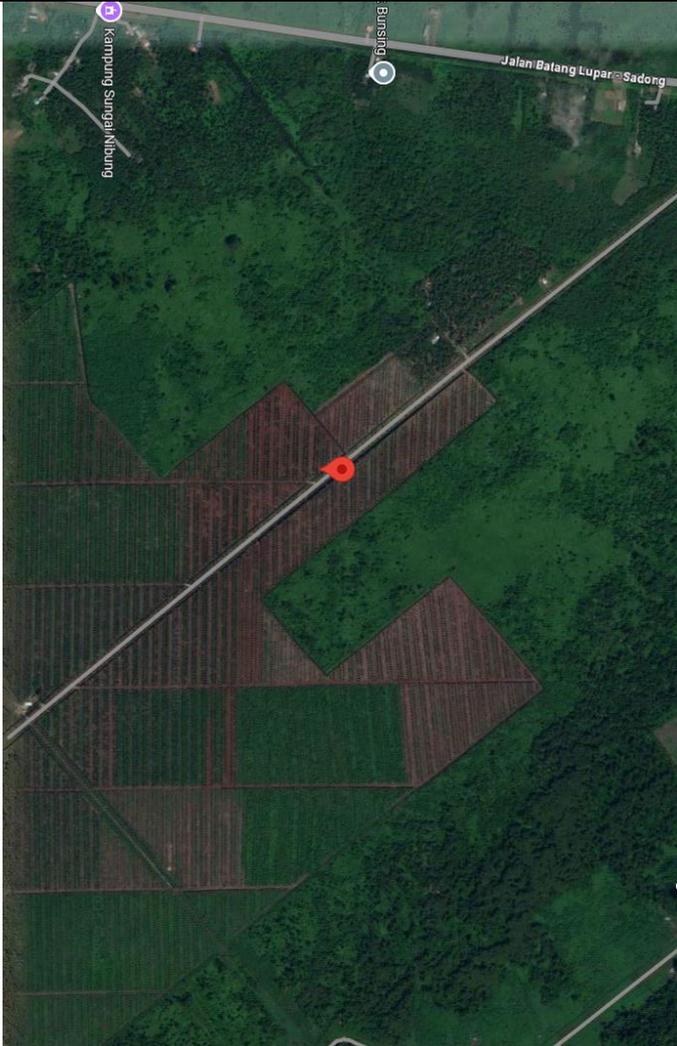
Scope of Certification:	Provision of Oil Palm Plantation management, operations and production including planting, harvesting, and delivery of Fresh Fruit Bunches [FFB] from the certified area of <b>215.36</b> hectares		
No. of Plantation:	Two (2)	Planted Hectare:	215.36

### 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"/> <b>MS2350-3-1:2022; Malaysian Sustainable Palm Oil [MSPO] Part 3-1: General Principles for Oil Palm Plantations [40.46 hectares to 500 hectares]</b>	<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.:	<b>KRMC140425</b>		
Audit Stage:	<input type="checkbox"/> Initial Certification Stage 2	<input checked="" type="checkbox"/> <b>Surveillance (1, 2, 3, or 4)</b>	<input type="checkbox"/> Recertification Cycle 2
Type of Certification:	<input type="checkbox"/> Individual Certification	<input checked="" type="checkbox"/> <b>Group Certification</b>	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	SNB PLANTATION SDN BHD	COORDINATES: 1.493886 N 110.774875 E
Geological Location		Close – up of Management Unit
		

**2. DETAIL OF THE MANAGEMENT UNIT**

2.1	Management Unit:	SNB Plantation Sdn Bhd	ID No. / Reg No:	KRMC14 / 883056 - U
2.2	Site Address:	Block 3 Sebangan – Keparang Land District Sungai Ladong Batang Sadong Simunjan, Sungai Segali Simunjan & Sungai Angging, Simunjan 94800 Samarahan, Sarawak		



2.3	<b>Management &amp; Contact Person's Details</b>	Name:	Mobile No.:	Position:	Email Address:
		Christina Kong Lee Phin	012 8878986	Director	NA
		Tan Kai Li	016 898 6522	Snr Account Executive	<a href="mailto:kailitan@gmail.com">kailitan@gmail.com</a>

2.4	<b>MPOB Licence</b>	Licence No.:	Scope of Activity:	Expiry Date:
		6114 8500 2000	<input checked="" type="checkbox"/> Menjual dan Mengalih FFB #	30 04 2026

2.5	<b>Certified Area &amp; Planted Area including Mature &amp; Immature Area and HCV OR Conservation Area (for Part 2 &amp; 3 and Part 4)</b>				
	Certified Area		Planted Area		HCV/Conservation Area
	Mature (Ha)	Immature (Ha)	Mature (Ha)	Immature (Ha)	Ha
	112.91	0	112.91	0	0

2.6	<b>Summary of Total Production in Metric Tonne (MT)</b>			
	a)	For Part 2 & Part 3: Estimated and Actual tonnage of Annual FFB Production for Year 2024		
		Actual FFB (MT): 477 (68%) against estimate	Estimated FFB (MT): 700	
	b)	For Part 4.1 Estimated and Actual tonnage of Annual FFB Processed, CPO & PK Production <b>(For Palm Oil Mill)</b>		
		Products:	Year: 2024 Actual (MT):	Year: 2024 Estimated (MT):
		FFB Processed	NA	NA
		Crude Palm Oil	NA	NA
Palm Kernel		NA	NA	

2.7	<b>MSPO Certificate Issuance &amp; Validity Date</b>	MSPO Certificate No: KRMC140223	
		Issuance Date: 13 05 2025	Validity Date: 31 01 2026

2.8	<b>Other Sustainability Certification held by the Management Unit</b>			
	<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	<b>Certification Body</b>	Kebal Resources Sdn Bhd	<b>Accreditation No. / Reg No.:</b>	ACB 064 / 1398498 - T
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3.1.1 Audit Team Members

<b>Martin Kusong</b>	Lead Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none"><li>Bac in Agric. Sc. UPM (1990), Corporate MBA UNIMAS (2002)</li><li>Successfully completed Lead Auditor Course:<ul style="list-style-type: none"><li>✓ MSPO MS2530:2013 &amp; MS2530:2022 in October 2017 &amp; March 2024 respectively.</li><li>✓ IMS ISO9001 QMS, ISO14001 EMS &amp; ISO45001 OSHMS in April 2022</li><li>✓ ISO/IEC 17065:2012 in January 2024</li><li>✓ Exemplar Global Certified ISO 9001:2015 QMS in May 2024</li><li>✓ Best Practice in Social Impact Assessment (MASIA), 2022.</li></ul></li></ul>
MSPO Auditing Experience	<ul style="list-style-type: none"><li>Clocked 103.5 man-days as Trainee Auditor, Auditor &amp; Lead Auditor</li><li>Performed onsite (plantations and mills) auditing from Initial Certification, Surveillance and Recertification</li><li>Qualified Planter &amp; Agronomist for more than 30 years of experience in oil palm industry as Plantation Manager, Agronomist, Sustainability Manager [both in private sector &amp; Government [Public] Statutory Body [SALCRA]</li></ul>
<b>Siti Baizura Abdul Aziz</b>	Auditor
Academic & Professional Qualifications	<ul style="list-style-type: none"><li>Diploma in Planting Industry Management 2009, Universiti Teknologi Mara, Kota Samarahan</li><li>BSc. Plantation Technology and Management Universiti Teknologi Mara, Kota Samarahan Sarawak (2011)</li><li>Successfully completed the following course:<ul style="list-style-type: none"><li>✓ Lead Auditor IMS Exemplar Global Certified on 10 – 14 June 2024 by The Best Solution</li><li>✓ MSPO MS 2530:2022 Lead Auditor Course on 13 – 17 May 2024 by NIOSH Certification</li><li>✓ SA8000 Introduction and Basic Auditor through zoom online on 4 – 8 April 2022</li><li>✓ ISO 9001:2015 CQI/IRCA 15 – 19 May 2023 by SGS UK</li><li>✓ MSPO Endorsed Training Provider Trainer Course for MS2530:2022 on 6 – 8 March 2024 by MSPO</li><li>✓ Workshop on Social Impact Assessment – Methodology &amp; Practice by Malaysian Association of Social Impact Assessment (MASIA) on 19 – 20 February 2024</li><li>✓ HRD Corp Accredited Trainer effective from 8 – 8 – 2024 to 8 – 8 - 2027</li></ul></li></ul>
MSPO Auditing Experience	<ul style="list-style-type: none"><li>Clocked more than 500 man-days as Lead Auditor, Auditor and Auditor In – Training since 2019</li><li>Performed onsite (plantation &amp; palm oil mill) auditing on surveillance and recertification</li><li>Has 7 – year experience in Oil Palm Management</li><li>About 7 years involvement in various disciplines with MSPO among others are as freelance auditor and trainer.</li></ul>



**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
SNB Plantation Sdn Bhd	22 <sup>nd</sup> & 23 <sup>rd</sup> April 2025	Three (3)
<b>*Sampling Formula:</b>	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 <b>s</b> = sample size, <b>r</b> = risk factor (multiplier), <b>n</b> = 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.	

**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**

<b>1.</b>	<b>Recertification Audit</b>	<b>Cycle 2</b>	<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>* Within 4 months before the expiry of certification date</b>		
	Plan Audit Date:	November 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	Peer Reviewer:	TBC
	Remarks:	<b>Proposed Estate &amp; Site Address:</b> BBL Plantation Sdn Bhd. 733550 – D. BBL Sg Nibong Block Sebangon – Kepyang Land District, Sungai Angging, Simunjan 94800 Samarahan, Sarawak		
	Audit Stage:	<input checked="" type="checkbox"/> Recertification Audit Cycle 2		

<b>2.</b>	<b>RC Surveillance Audit 1</b>	<b>Cycle 2</b>	<b>No of Mandays:</b>	<b>03</b>
	<b>Note:</b>	<b>Not more than 12 months after Recertification Audit Cycle 2</b>		
	Plan Audit Date:	December 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:	Proposed Estate: SNB Plantation Sdn Bhd		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 1 <input type="checkbox"/> RC Surveillance		



3.	RC Surveillance Audit 2	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 1		
	Plan Audit Date:	December 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:	Proposed Estate: BBL Plantation Sdn Bhd		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 2	<input type="checkbox"/> RC Surveillance	

4.	RC Surveillance Audit 3	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 2		
	Plan Audit Date:	December 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:	Proposed Estate: SNB Plantation Sdn Bhd		
	Audit Stage:	<input checked="" type="checkbox"/> RC Surveillance 3		

5.	Recertification Audit 4	Cycle 2	No of Mandays:	03
	Note:	Not more than 12 months after RC Surveillance Audit 3		
	Plan Audit Date:	October 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		

6.	Recertification Audit	Cycle 3	No of Mandays:	03
	Note:	* Within 4 months before the expiry of certification date		
	Plan Audit Date:	November 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:	Proposed Estate: SNB Plantation Sdn Bhd		
	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
<i>Findings: Type letter X OR X on the appropriate box</i>						
<b>1.</b>	<b>Management Commitment &amp; Responsibility</b>					
1.1.	Malaysian Sustainable Palm Oil [MSPO] Policy			X		4.1.1.2
1.2.	New Planting	X				
1.3.	Existing Site Management		X	X		4.1.3.3, 4.1.3.4
1.4.	Replanting	X				
1.5.	Training and Competency		X			4.1.5.2
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		2X			4.1.9.1, 4.1.9.2
1.10.	Management Review			X		4.1.10.1 a,b,c,d,g
<b>2.</b>	<b>Transparency</b>					
2.1.	Communication and Consultation	X				
2.2.	Traceability	X				
2.3.	Transparent and Fair Price Dealing	X				
2.4.	Ethical Conduct	X				
<b>3.</b>	<b>Compliance with Legal and Other Requirements</b>					
3.1.	Regulatory Requirements	X				
3.2.	Right to use Land	X		X		4.3.2.4
3.3.	Native Customary Rights	X				
<b>4.</b>	<b>Responsibility to Social, Health, Safety &amp; Employment Conditions</b>					
4.1.	Social Impact Assessment [SIA]	X				
4.2.	Employee's Safety and Health	X		X		4.4.2.2
4.3.	Employment Conditions			X		4.4.3.8
4.4.	Living Conditions		X			4.4.4.1
<b>5.</b>	<b>Environment, Natural Resources, Biodiversity and Ecosystem Services</b>					
5.1.	Environmental Management	X				
5.2.	Efficiency of Energy Use and Use of Renewable Energy	X				
5.3.	Waste Management and Disposal	X				
5.4.	GHG Emission	X				
5.5.	Water Resources	X				
5.6.	Environmental Conservation and Protection	X				
5.7.	Zero Burning Practices	X				
	<b>Total Nonconformities &amp; OFI: 11</b>		<b>5</b>	<b>6</b>		



**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 <i>MS 2530-3-1:2022</i> 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.  However, it is noted that sites management of the audited plantation requires substantial improvement to improve plantation productivity and boost the employee's morale.
Recommendation for Certification:	The audit team recommends that MSPO Certification for <b>Surveillance Audit 04</b> be <input checked="" type="checkbox"/> <b>MAINTAINED</b> to <b>BBL Group</b> .

**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**

Findings Particulars:	No. 1		
Principle: 1 (One)	Criterion 1: MSPO Policy	Indicator: 4.1.1.2	
Description of Process Requirements:	The continual improvement shall be based on social, environmental impacts, safety and health as well as new information and technology.		
Description of Objective Evidence:	This is emphasized in the MSPO Policy statement which read as "SNB for continual improvement by harnessing its social, safety and health, environment as well as its processes and technology. <b>Verify &amp; noted that there was no continual improvement plans prepared for 2024 &amp; 2025. The management must have the CIP that need be implemented and monitored.</b>		
Type of Finding	<input type="checkbox"/> NC Major	<input checked="" type="checkbox"/> <b>NC Minor</b>	<input type="checkbox"/> OFI
Type of follow up	<input checked="" type="checkbox"/> <b>Document Review [Offsite Audit]</b>		<input type="checkbox"/> Onsite Audit
Corrective Action to be completed by:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

Findings Particulars:	No. 2	
Principle: 3 (Three)	Criterion 3: Existing Site Management	Indicator: 4.1.3.4
Description of Process Requirements:	A visual identification or reference system shall be established for each field or block.	



Description of Objective Evidence:	Each field block should be identified by block marker complete with the following information: Block No., Year Planting, Block Size, No. of Palm & Planting Material. However, none of the field blocks being installed with block marker.		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 3</b>		
Principle: 1 (One)	Criterion 10: Management Review	Indicator: 4.1.10.1 a, b, c, d, g	
Description of Process Requirements:	<p>The organisation shall review its MSPO implementation annually covering the following items:</p> <p>a) The status of actions from the previous management reviews</p> <p>b) Changes in:</p> <p style="margin-left: 20px;">i) External and internal issues that are relevant to the MSPO system</p> <p style="margin-left: 20px;">ii) The needs and expectations of interested parties (stakeholders), including compliance obligations.</p> <p>c) The extent to which MSPO management plans have been achieved</p> <p>d) Information on the organisation's performance including trends in:</p> <p style="margin-left: 20px;">i) Nonconformities and corrective actions</p> <p style="margin-left: 20px;">ii) Monitoring and measurement results</p> <p style="margin-left: 20px;">iii) Fulfilment of its compliance obligations</p> <p style="margin-left: 20px;">iv) Audit results.</p> <p>g) Opportunities for continual improvement.</p>		
Description of Objective Evidence:	The management review did not address the standard process requirements		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 4</b>		
Principle: 3 (Three)	Criterion 2: Right to use land	Indicator: 4.3.2.4	
Description of Process Requirements:	Legal perimeter boundary markers shall be clearly demarcated and visibly maintained on the ground where practicable.		
Description of Objective Evidence:	Legal Perimeter boundary markers are not sighted and visible during field the audit time.		
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:	22 07 2025		



Root Cause Analysis:	
Corrective Action Taken:	

<b>Findings Particulars:</b>	<b>No. 5</b>		
Principle: 4 (Four)	Criterion 2: Employee's Safety and Health	Indicator: 4.4.2.2	
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:	Implementation of the safe work procedure was found inadequate. Workers at Block A 8 doing harvesting and loading activity was not wearing appropriate PPE as required in the Safe Work Procedure Ref: (MSPO/SNB/P4C4/01/2019).		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 6</b>		
Principle: 4 (Four)	Criterion 3: Employment Conditions	Indicator: 4.4.3.8	
Description of Process Requirements:	All employees, including contractors' employees, shall be provided fair contracts that have been agreed by both employee and principal employer in accordance with legal requirements. The contract shall be made available in a language the worker understands, and copies of employment contracts shall be available to employees.		
Description of Objective Evidence:	All foreign workers were not provided with fair contracts that have been agreed by both employee and principal employer in accordance with legal requirements. There is no evidence of employment contract made available for the general workers		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.2	<b>Opportunities for Improvement (OFI)</b>
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<b>Findings Particulars:</b>	<b>No. 1</b>	
Principle: 1 (One)	Criterion 3: Existing Site Management	Indicator: 4.1.3.3
Description of Process Requirements:	Existing plantings on peat land shall be managed according to any recognised guidelines by the industry.	



Description of Objective Evidence:	The water management is poorly managed; water level is high at the main and field drains due to clogged drain by overgrown weeds and other debris. Field Assistant informed that drains clearing was done in April 2024.		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 2</b>		
Principle: 1 (One)	Criterion 5: Training & Competency	Indicator: 4.1.5.2	
Description of Process Requirements:	A training programme (appropriate to the scale of the organisation) and documentation, including records of training, shall be maintained. Evaluations of the effectiveness of training shall be conducted.		
Description of Objective Evidence:	The following training descriptions are verified. 1. Training matrix (Training Need Analysis) not sighted 2. Annual Training Programme. Doc. Ref. SNB / MSPO / P1 TRA / 25 3. Training Effectiveness Evaluation, not sighted		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 3</b>		
Principle: 1 (One)	Criterion 9: Internal Audit	Indicator: 4.1.9.1	
Description of Process Requirements:	Procedures for planning, conducting and reporting of audits as well as follow-ups shall be established.		
Description of Objective Evidence:	No internal audit programme 2024 been prepared as admitted by PIC of Internal Audit. The Internal Audit Programme / Schedule should be prepared in accordance with the SOP.		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 4</b>		
Principle: 1 (One)	Criterion 9: Internal Audit	Indicator: 4.1.9.2	
Description of Process Requirements:	Root cause analysis for each nonconformity raised shall be carried out to determine the appropriate corrective action.		



Description of Objective Evidence:	Root Causes Analysis (RCA) has not been conducted during the time of audit. The RCA and all nonconformities should be done & corrected respectively prior to the external auditors conducting MSPO audit		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 5</b>		
Principle: 4 (Four)	Criterion 4: Living Conditions	Indicator: 4.4.4.1	
Description of Process Requirements:	Where housing is provided, decent living conditions in accordance with applicable legal requirements shall be adhered to.		
Description of Objective Evidence:	Management should consider enhancing the overall living conditions within the plantation by: a) Ensure regular cleanliness and proper waste management within housing compounds to prevent the spread of disease and promote a healthier living environment. b) Prohibit the reuse of empty chemical containers for domestic purposes, as this poses significant health and safety risks to residents. c) Upgrade bathing areas by constructing enclosed walls to replace open bathing spaces, thereby improving privacy, hygiene, and protection from harassment issues.		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

<b>Findings Particulars:</b>	<b>No. 6</b>		
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:	22 07 2025		
Root Cause Analysis:			
Corrective Action Taken:			

4.3.3	<b>Stakeholder Consultation</b>	<b>Issues raised during stakeholder consultation, responses by certified entities and auditors' conclusion</b>
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I.	<b>Issues Raised:</b>	<p>The following are the issues being discussed:</p> <ul style="list-style-type: none"> <li>a) The labour quarters, basic facilities and amenities are far beyond the minimum housing standards requirements. Examples: no treated water supply for consumption, an open bathing space without personal privacy and reuse of empty chemical containers for domestic purposes. Management is advised to seriously looking into the workers' living condition, basic facilities and their welfare. It is noted there is a newly constructed wooden structure meant to replace the existing lapidated quarters.</li> <li>b) It was found that the respondents engaged are not being given a letter of offer and / or contract agreement signed between the management and the employees. The management should immediately prepare those documents for the existing employees, signed by both parties and a copy made available to each employee.</li> <li>c) Housing compound littered with domestic waste, creating an unhygienic and unsightly environment. The store cleanliness is apparently poorly managed; required thorough tidy up and arrangement of store items.</li> <li>d) PPEs are noted being provided by the management to field staff and workers at work site, however, a very low level of compliance by staff and workers. Even though, it is clearly spelled out in the company's OSH Policy among others it states, "To comply with applicable statutory and safety requirement."</li> </ul>
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II.	<b>Responses by certified entity:</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• On the above issues in (I), the plantation management shall consider bringing up for top management review and decision.</li> </ul>
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III.	<b>Auditors' conclusion:</b>	<ul style="list-style-type: none"> <li>• Four (4) respondents comprising of staff and workers turned up for the stakeholder consultation. The consultation method used is face to face interview. They gave good cooperation during the engagement and their feedback was acceptable and commendable.</li> <li>• Transparency of information between the management unit and stakeholders is somewhat justifiable</li> <li>• No land issues or disputes between landowners and the management unit, social and environmental issues being raised</li> <li>• However, there are some issues being taken up from the discussions (refer to I) that need the attention of the management unit to consider for improvement</li> </ul>
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IV.	<b>Details of the Survey are attached:</b>	
	<b>A. Employees (Staff &amp; Workers)</b>   10. F55 Stakeholders' Const	<b>B. Local Communities and Landowners of Neighbouring Estate</b>

## 5. OFFICIAL ACKNOWLEDGEMENT OF THE ASSESSMENT FINDINGS

5.1	<b>Signature of the Lead Auditor with Date</b>
The undersigned, being the Lead Auditor, declared to have led the audit team to conduct the Surveillance Audit 4 on one (1) certified entity of BBL Group with full of integrity and care to derive on accurate findings.	

<b>Name of Lead Auditor:</b>	<b>Signature:</b>	<b>Date:</b>
Martin Kusong		08 05 2025

5.2	<b>Signature of the Management Unit Representative with Date</b>		
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:
Tan Kia Li	Senior Account Executive		09 05 2025

- END OF REPORT PART 3-1 -