



MSPO CERTIFICATION SUMMARY REPORT

AMYROL (SABAH) SDN. BHD

SURVEILLANCE 03

Onsite Audit Date: 14/11/2022 to 15/11/2022

TUV NORD (Malaysia) Sdn Bhd
No. 9F-1A, 9th Floor, Tower 2 @ PFCC
Jalan Puteri ½, Bandar Puteri Puchong
47100 Puchong, Selangor.
Phone: +603 8600 4031/4032
Fax: +603 8600 4550

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Table of Contents

1.	INTRODUCTION	4
1.1.	Objective	4
1.2.	Scope	4
1.3.	Appointment and qualification of team members	4
2.	METHODOLOGY.....	8
3.	ORGANISATION INFORMATION	10
3.1.	Production volume	10
3.2.	Planting Program for Each Estate or Division	10
3.3.	Replanting program for each estate or division	11
3.4.	Maps of Estate(s) Location	11
4.	CERTIFICATION ASSESSMENT	13
4.1.	ASA 03	13
4.2.	Stakeholders' Consultation	13
4.3.	Summary of Assessment	14
4.4.	Status of Non-Conformities Previously Identified	39
4.5.	Detail of Audit Findings in last audit	39
4.6.	Detail of Onsite Audit Findings Identified during this audit	39
5.	CONCLUSION	42
6.	RECOMMENDATION	43
7.	LIST OF STAKEHOLDERS	44
	Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives	45
	Annex / Enclosures	45

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Abbreviations

CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
DOE	Department of Environment
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
FFB	Fresh Fruit Bunch
GAP	Good Agricultural Practice
GPS	Global Positioning System
ISCC	International Sustainability & Carbon Certification
ISO	International Standard Organisation
MSPO	Malaysian Sustainable Palm Oil
NC	Non Conformity
OSH	Occupational Safety and Health
P&C	Principle and Criteria
PK	Palm Kernel
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable Sustainable Palm Oil
RTE	Rare, Threatened and Endangered Species
SA8000	Social Accountability 8000
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
WHO	World Health Organization
MPOB	Malaysian Palm Oil Board
MPOCC	Malaysian Palm Oil Certification Council
SDS	Safety Data Sheet

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



1. INTRODUCTION

Amyrol (Sabah) Sdn. Bhd has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct a surveillance three (03) audit for its oil palm estate(s) according to MS 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

1.1. Objective

The objective of this surveillance three (03) audit is to assess the estate by an independent certification body with the aim for compliance of the standard.

1.2. Scope

The assessment is based on the documentation established by the Amyrol (Sabah) Sdn. Bhd.

The supporting documents are provided to the audit team as well as information received by means of interviews and background investigation.

The documents and information are reviewed against the requirements and criteria based on MS 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

TUV NORD Malaysia has employed a risk-based approach in the audit, focusing on the identification of significant risks and reliability of the assessment and reporting.

The following references are used as part of the assessment; the compliance of the requirements out of the guidelines applied was checked:

1. Malaysian Sustainable Palm Oil Part 3: General Principles for Oil Palm Plantations and Organised Smallholders audit guidance;
2. Palm Oil Supply Chain Traceability Requirements.

1.3. Appointment and qualification of team members

The audit team appointed consists of one team leader and one team members. The audit team members contributed to the review of documents, the assessment of the project activity and preparation of the report.

Qualification of the Lead Auditor: Navin Baskram

Requirement	Qualifications
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology;	Bachelor in Biotechnology and Master in Environmental Management.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
vi) Business Management; or vii) Other relevant related fields	
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	Four (4) years working experience in oil palm plantation and two (2) years' experience as sustainability executive and Internal Auditor. Two (2) years' experience in RSPO accreditation for RSPO scheme accreditation body.
Successfully completed MPOCC endorsed lead auditor trainings	Successfully completed MS2530 series of standards for Lead Auditors.
Conducted at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the supervision of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.	Qualified as auditor based on audit log.
Field working experience in the palm oil sector or demonstrable equivalent	Four (4) years working experience in oil palm plantation and two (2) years' experience as sustainability executive and Internal Auditor. Two (2) years' experience in RSPO accreditation for RSPO scheme accreditation body.
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Four (4) years working experience in oil palm plantation.
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.
Health and safety auditing on the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
Attended High Conversation Value Assessment training	Attended and completed the HCV assessors' course.
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Able to communicate in Bahasa Malaysia and English.

Qualification of Team Member(s)

Requirement	Name of Assessor	Qualification	Compliance
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields	Khairul Anwar Bin Ismail	Graduate In Agricultural Science.	Yes
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	Khairul Anwar Bin Ismail	5 years working experience in oil palm plantations.	Yes
Successfully completed MPOCC endorsed lead auditor trainings	Khairul Anwar Bin Ismail	Successfully completed MS2530 series of standards for Lead Auditors.	Yes
Conducted a minimum six (6) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or	Khairul Anwar Bin Ismail	Qualified and appointed as Lead auditor for MS2530 scheme.	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
equivalent sustainability certification schemes.			
Field working experience in the palm oil sector or demonstrable equivalent	Khairul Anwar Bin Ismail	5 years working experience in oil palm plantations.	Yes
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Khairul Anwar Bin Ismail	5 years working experience in oil palm plantations.	Yes
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Khairul Anwar Bin Ismail	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
Health and safety auditing of the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Khairul Anwar Bin Ismail	Successfully completed IMS ISO 45001:2018 Lead Auditor course.	Yes
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Khairul Anwar Bin Ismail	Successfully completed Basic SA 8000 training.	Yes
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Khairul Anwar Bin Ismail	Successfully completed IMS ISO 14001:2015 Lead auditor course and auditor for MSPO scheme.	Yes
Completed High Conversation Value assessment	Khairul Anwar Bin Ismail	Attended and completed the HCV-HCS for producers online course.	Yes
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Khairul Anwar Bin Ismail	Able to communicate in Bahasa Malaysia and English.	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



2. METHODOLOGY

The audit approach consists of the following steps:

- Contract review;
- Appointment of team members;
- Contact client for relevant documentation according to the applicable MSPO standards;
- Audit planning;
- Background investigation, desk review of submitted documents;
- Assessment, inspections, interviews operational personnel, workers, contractors; review of documentation;
- Reporting;
- Resolution of non-conformance (NC) (if any);
- Draft audit reporting;
- Technical review;
- Final audit reporting
- Final approval, certification decision and issuance of certificate.

The ASA 03 audit is conducted in accordance to the certification procedure.

Surveillance Three (03) Audit:

The surveillance three (03) audit conducted onsite from 14/11/2022 – 15/11/2022 covering the following activities but not limited to below:

Onsite:

- Background investigation;
- Review of documentation established but not limited to below;
 - Policies;
 - Estate(s) map(s);
 - Land title(s);
 - Standard Operating Procedures;
 - Work Flow Charts;
 - Management Plans;
 - Operating licenses and approvals;
 - Operating records;
 - Training records;
 - Applicable Legislation Documents;

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



- Onsite visit, observations and inspection of estate(s) facilities and field activities;
- Interview operation personnel and field workers for understanding of work assigned;
- Reviewed revised and updated documentation established and implemented;
- Reports established;
- Work plans established;
- Review and closed out of non-conformance raised during in last audit;
- Assessment reporting.

On-site Assessment

The audit of the estate (s) are conducted according to the MS 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

The methodology for collection of objective evidence by means of physical inspections, observation of tasks and processes, interview workers and operation personnel, review of documentation and data. Checklists and questionnaires were used to guide the collection of information.

For the onsite ASA 03 audit, the selected estate(s) based on the formula $S = 1\sqrt{n}$ where S = sample size and n = number of estates with a risk factor of 1 for regular risk which is in accordance to MSPO certification procedure.

Based on the formula, the sample size for the estates $S = 1\sqrt{2} = 1.4$, therefore round up to the next integral of 2 estates. Thus, a total of 2 estates selected for the onsite assessment and inspection as listed in Table 2-1 below:

Table 2-1: Estate(s) Selected

Name of Estate(s)	Coordinates
Amyrol (Sabah) Sdn. Bhd	5.762778° N; 117.8553° E
Ramai Plantation Sdn. Bhd	5.748889° N; 117.8533° E

Non-conformance:

On the basis of the desk review, evidences presented during the audits as well as from the onsite visits non-conformance (NC) Major, Minor and Opportunity for Improvement (OFI) may be raised during the audit.

Major non-conformance shall be addressed and responded with 60 days from closing date of audit. For minor non-conformances raised and action plan to be submitted within 30 days from closing date of audit for review and acceptance. Implementation of Minor NC will be review and verify in the next audit.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



3. ORGANISATION INFORMATION

Amyrol (Sabah) Sdn. Bhd is an oil palm plantation company located at PPM 318, Elopura, Sandakan, Sabah.

The details of the estate(s) as below:

Name of Estate(s)	Location	Coordinates
Amyrol (Sabah) Sdn. Bhd	Mile 37 Sandakan – Lahad Datu Highway, Sandakan, Sabah	5.762778° N; 117.8553° E
Ramai Plantation Sdn. Bhd	Mile 39 Sandakan – Lahad Datu Highway, Sandakan, Sabah	5.748889° N; 117.8533° E

3.1. Production volume

Name of Estate (s)	Area (Ha)		Projected FFB Production (mt) (January 2022 to December 2022)
	Total*	Production**	
Amyrol (Sabah) Sdn. Bhd	78.31	66.57	2,105.00
Ramai Plantation Sdn. Bhd	56.08	49.94	1,676.00
Total	134.39	116.51	3,781.00

*includes productive and non-productive area (infrastructures, conservation, HCV, housing & office compound use, set aside area etc.)

**Immature + Mature Area

3.2. Planting Program for Each Estate or Division

Year / Estate	Amyrol (Sabah) Sdn. Bhd	Ramai Plantation Sdn. Bhd
1996	23.73	0
1997	4.7	0
1999	4.28	0
2000	0	2.19
2001	14.46	0
2003	14.46	0
2005	4.94	17.73
2006	0	7.09
2010	0	4.05
2011	0	13.94
2012	0	2.22
2014	0	2.72

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Total Mature	66.57	49.94
Total Immature	0	0
Total	66.57	49.94

3.3. Replanting program for each estate

There is no replanting for Amyrol division estate until year 2024 and Ramai division estate until year 2033.

3.4. Maps of Estate (s) Location



Figure 1: Amyrol (Sabah) Sdn. Bhd estate location.

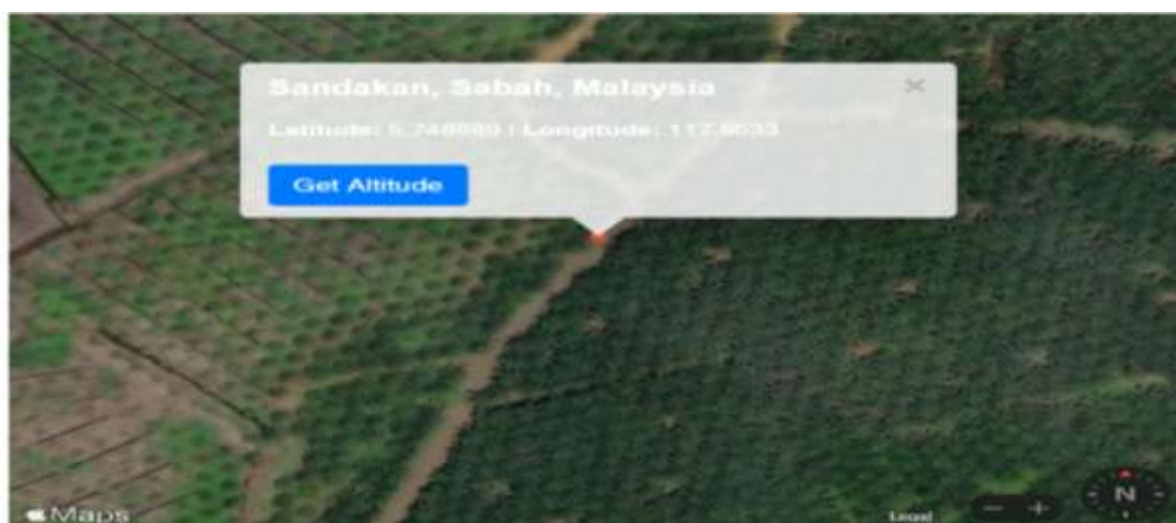


Figure 2: Ramai Plantation Sdn. Bhd estate location.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Figure 3: Amyrol (Sabah) Sdn. Bhd estate location.

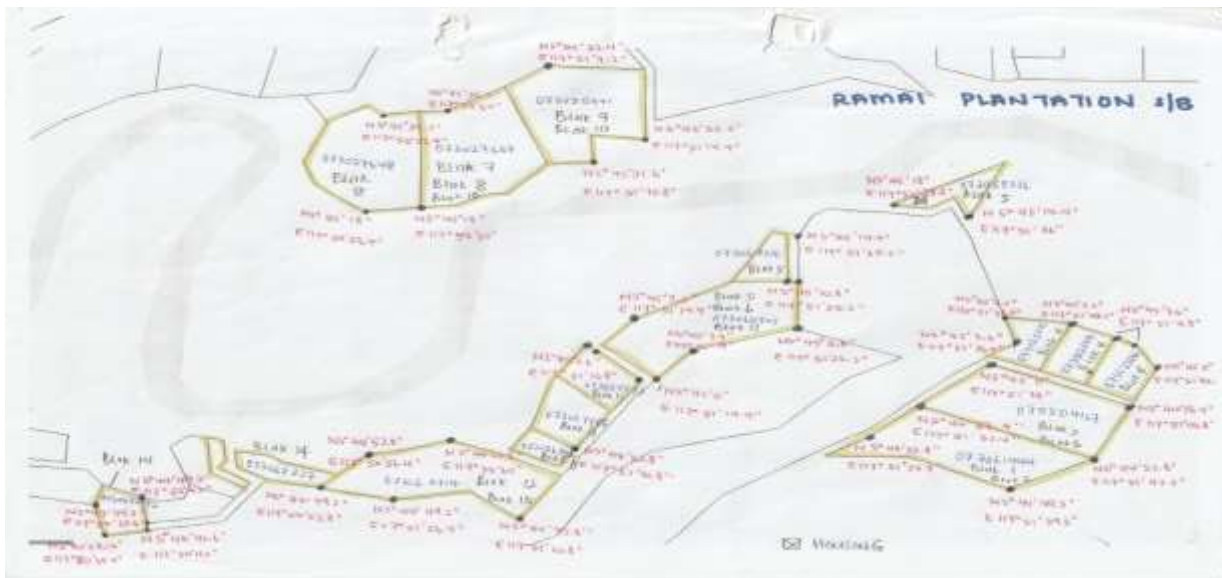


Figure 3: Amyrol (Sabah) Sdn. Bhd estate location.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



4. CERTIFICATION ASSESSMENT

4.1. ASA 03

The objective of the audit is to assess the activities of the estate(s) are in compliance with MS 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

4.1.1. Surveillance Three (03):

The surveillance three (03) audit is conducted from 14/11/2022 to 15/12/2022 covering 2 selected estates - Amyrol (Sabah) Sdn. Bhd and Ramai Plantation Sdn. Bhd.

During the last surveillance audit, there are 0 Major, 0 Minor, 2 Opportunities for Improvement (OFI) are raised.

For details of the assessment, refer summary of assessment for each indicator in section 4.3 of this report.

The audit findings if any, raised in this audit refer to Section 4.6 of this report.

4.2. Stakeholders' Consultation

According to ACB – OPMC 4 Issue 2 dated 04/09/2020, Stakeholder Consultation Requirements Section 6: Consultation during audit, §6.1: During the stage 2 and recertification audit of the management unit, the CB shall carry out stakeholder consultation to ensure continued compliance with the requirements of the certification standards. However, stakeholders' consultation during surveillance audit may be limited to those stakeholders who have raised concerns, complaints or disputes prior to the audit.

Therefore, there is no physical stakeholders consultation conducted for this surveillance audit.

TUV NORD (Malaysia) Sdn. Bhd., has published the audit notification on 13/10/2022 to announce the audit of the certified unit. As at audit date on 14/11/2022 there are no comments received.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



4.3. Summary of Assessment

Principle and Criteria Assessment Summary

The assessment team conduct a thorough assessment of each principle and criteria. Over the 5 years' period of the certificate cycle, there will be 4 annual surveillance audits with all criterions will be assessed. Evidences are sought for conformity with the MSPO 2530-3. The summary of the assessment as below, where the "Findings/Comments" column reflects the findings in accordance with each indicator or evidences and when non conformity is found. Summary of the non-conformity can be found below in section 4.6

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.1.1	<p>Amyrol (Sabah) Sdn. Bhd. (ASSB) established MSPO policy established on 29/03/2019 and signed by Director.</p> <p>Briefing on the MSPO policy for workers carried out on 28/10/2022.</p> <p>The MSPO policy communicate to external stakeholder via email dated 15/11/2022.</p> <p>MSPO Policy is displayed at estates notice board.</p> <p>Field interviews with sampled manurers, chemical sprayers and harvesters informed they understand on the MSPO policy.</p>	Yes
4.1.1.2	<p>ASSB established MSPO policy established on 29/03/2019 and signed by Director.</p> <p>The MSPO policy states, the company shall strive for continual improvement by harnessing its resources of people, processes and technology in order to ensure the continuous production of oil palm product in sustainable manner.</p>	Yes
4.1.2.1	<p>ASSB established SOP for internal audit dated 29/02/2019 describes that the frequency of the internal audit is once a year.</p> <p>Latest internal audit carried out on 05/05/2022 has identified the weak point and the results of the internal audit.</p> <p>Example:</p> <p>Findings: MSPO policy training not carried out to all workers;</p> <p>Root cause analysis: Miss out form training programme;</p> <p>Plan & conduct: Conduct the MSPO policy training and amend the training programmer;</p> <p>Person In charge: Estate Manager;</p> <p>Time Frame: 5 month;</p> <p>Completed date: 28/10/2022.</p> <p>Reviewed the MSPO Policy training record dated 28/10/2022 and training programme updated 01/11/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.2.2	<p>ASSB established flowchart for internal audit process, document number Amy-4.1-2-1, dated 29/03/2019.</p> <p>The SOP describes frequency for internal audit is once a year.</p> <p>Latest internal audit carried out on 05/05/2022 and the results of the internal audit are summarized and documented.</p> <p>Example:</p> <p>Findings: MSPO policy training not carried out to all workers;</p> <p>Root cause analysis: Miss out from training programme;</p> <p>Plan & conduct: Conduct the MSPO policy training and amend the training programmer;</p> <p>Person In charge: Estate Manager;</p> <p>Time Frame: 5 month;</p> <p>Completed date: 28/10/2022.</p> <p>Reviewed the MSPO Policy training record dated 28/10/2022 and training programme updated 01/11/2022.</p>	Yes
4.1.2.3	<p>ASSB discuss the result of the internal audit during the management review meeting on 10/10/2022.</p>	Yes
4.1.3.1	<p>ASSB carried out management review meeting on 10/10/2022.</p> <p>Agenda of the meeting:</p> <ol style="list-style-type: none"> 1. To confirm previous minute of meeting; 2. To do discussion on internal audit; 3. Any other business. 	Yes
4.1.4.1	<p>ASSB established Continuous Improvement Plan (CIP) dated 01/01/2021 updated on 28/10/2022.</p> <p>The CIP includes social, environmental and safety and health.</p> <p>Example:</p> <p>Social</p> <p>Activity: Repair the workers housing roof;</p> <p>Unit: 6 units;</p> <p>Time frame: 6 months;</p> <p>Implement date: 30/03/2022;</p> <p>PIC: Mr. Seek.</p> <p>Site visit at the workers housing confirmed, the roof had been newly replaced.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.4.2	ASSB established Identification and Implementation of New information and Technology, SOP no: 1-2-2 dated 20/04/2019. Site interview with the estate management informed there is now new technology, techniques or information implemented in the estates.	Yes
4.1.4.3	ASSB established Identification and Implementation of New information and Technology, SOP no: 1-2-2 dated 20/04/2019 describes as follows: 1. Identification: <ul style="list-style-type: none"> • To identify new techniques and information and industries standards; • Evaluate practicality and financial allocation; • Target group and experiment trial. 2. Implementation and control <ul style="list-style-type: none"> • Training; • Monitoring; • Reporting and continuous monitoring. 	Yes

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	ASSB established SOP on communication and consultation, document number: Amy 2-1-2, dated 20/04/2020. Stakeholder's communication was carried out via email dated 15/11/2022. Documents include in the email are company policies, complaint and grievance procedures and Covid-19 procedure. As per audit date, there are no request by stakeholders.	Yes
4.2.1.2	ASSB established list of publically available documents, document number: Amy-2.1.1, dated 20/04/2019. The documents are divided between: <ol style="list-style-type: none"> 1. Transparency documents: Trading license, MPOB license; 2. Confidential documents: Land titles, financial report. 	Yes
4.2.2.1	ASSB established SOP on communication and consultation, document number: Amy 2-1-2, dated 20/04/2020. Stakeholder's communication was carried out via email on 15/11/2022.	Yes
4.2.2.2	ASSB established SOP on communication and consultation, document number: Amy 2-1-2, dated 20/04/2020. The procedure states person in- charge on communication and consultation is estate manager.	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.2.3	<p>ASSB established list of stakeholders, dated 14/11/2022. The list includes groups such as local communities, government agencies, NGOs, supplier and contractors.</p> <p>ASSB established SOP on communication and consultation, document number: Amy 2-1-2, dated 20/04/2020.</p> <p>The procedure describe timeline to address the request form stakeholders are within 14 days.</p>	Yes
4.2.3.1	<p>ASSB established SOP on traceability, document number: Amyrol 2.3.1, dated 20/04/2019.</p> <p>The procedure describes traceability documents:</p> <ul style="list-style-type: none"> • Delivery notes; • Mill weighbridge ticket; • FFB records. <p>Weighbridge tickets, delivery notes and FFB record books are maintained and review.</p>	Yes
4.2.3.2	<p>ASSB monitored the traceability documents on daily basis.</p> <p>FFB records are updated daily and monthly for monitoring purposes.</p>	Yes
4.2.3.3	<p>ASSB established SOP on traceability, document number: Amyrol 2.3.1, dated 20/04/2019 describes person in charge for traceability is the office clerk.</p>	Yes
4.2.3.4	<p>ASSB established SOP on traceability, document number: Amyrol 2.3.1, dated 20/04/2019 describes the retention period for traceability is 7 years.</p> <p>Review on the traceability records such as delivery chit to mill weighbridge are kept by estates. Delivery chit number is the unique identification number captured in mill weighbridge tickets.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>ASSB established list of related laws and regulations updated on 02/05/2022 and list of permits and licenses updated on 06/10/2021.</p> <p>Example of licences:</p> <ul style="list-style-type: none"> • MPOB license: <ul style="list-style-type: none"> a. Amyrol Estate expires on 31/01/2023; b. Ramai Estate expired on 30/11/2023. • Trading license: Both expire on 31/12/2022. 	Yes
4.3.1.2	<p>ASSB established list of relevant laws and regulations which is applicable to the estate operations updated on 02/05/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	<p>Example:</p> <ul style="list-style-type: none"> • Pesticides Act 1974 (Act 149); • Environment Quality Act 1974; • Environmental Quality (Schedule Waste) Regulation 2005; • Sabah Labour Ordinance (Sabah Cap 67); • Occupational Safety and Health Act 1994 (Act 514). 	
4.3.1.3	<p>ASSB established mechanism for tracking changes in the law dated 20/04/2019.</p> <p>The mechanism describes the changes may come from;</p> <ol style="list-style-type: none"> 1. Changes published by government agency; 2. Circular from government agency/ association. <p>The list of related laws and regulations established on 27/10/2020 and updated on 02/05/2022.</p> <p>The updated list of legal register includes Minimum Wages Order 2022.</p>	Yes
4.3.1.4	<p>ASSB appointed office Admin as person in-charge to monitor and update the changes in regulatory requirements as stated in the MSPO Group Certification chart.</p> <p>Appointment letter dated 05/01/2021 shared and reviewed.</p>	Yes
4.3.2.1	<p>ASSB established list of land titles which includes title number, land size, tenure period, and type of title as well as land usage updated on 20/04/2019.</p> <p>The land titles are freehold, country lease and native titles with tenure between 60 to 79 years and freehold issued by Sabah Land Authority.</p>	Yes
4.3.2.2	<p>ASSB land titles are freehold and country lease with tenure between 60 to 79 years issued by Sabah Land Authority for the purpose of the cultivation of an agricultural crop of economic value.</p> <p>ASSB has submitted a letter to Sabah Agriculture Department dated 27/10/2020 to change status of land use from Cocoa to Agriculture Crop of Economic value pending approval from land department.</p>	Yes
4.3.2.3	<p>ASSB land titles include map stating area size, title no. and boundary stone numbering.</p> <p>During field visit, observed boundary stone maintenance at block 03 Ramai Estate has been reviewed and verified.</p>	Yes
4.3.2.4	<p>ASSB land titles are either freehold or lease between 60 to 79 years issued by Sabah Land Authority.</p> <p>There are no objections or disputes found during document review.</p>	Yes
4.3.3.1	<p>There are fourteen (14) Native Titles rented by Amyrol (Sabah) Sdn. Bhd for Ramai Estate.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	<p>The Native Title NT 073065335 was reviewed and verified.</p> <p>The lands are sub-leased by the owner to ASSB. The tenure of the sublease is 30 years.</p> <p>The terms of the lands are for cultivation of an agricultural crop of economic value.</p>	
4.3.3.2	<p>Maps of the fourteen (14) Native Title (NT) Land rented by ASB under Ramai Estate are available in the land title documents.</p> <p>Reviewed and verified map with scale 1:2,500 for Native Title NT 073065335.</p>	Yes
4.3.3.3	<p>Reviewed and verified Ramai Estate NT title for NT 073065335 rental agreement between the owner and APSB dated on 12/01/2005.</p> <p>Both parties have signed the latest sub-lease agreement on 12/01/2005. The sub-lease period is for thirty (30) years. .</p> <p>Reviewed and verified latest memorandum of sub-lease dated 02/01/ 2002 and also stamping of certificate by Lembaga Hasil Dalam Negeri for "Borang Pajakan Tanah" dated 12/01/2005.</p>	Yes

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.1.1	<p>ASSB updated Social Impact Assessment dated 15/10/2022.</p> <p>The assessment carried out includes internal and external stakeholders.</p> <p>The assessment are divided into positive and negative impacts, person in charge, and timeline.</p> <p>Example:</p> <p>Positive impact: Continuous training for workers;</p> <p>Action plan: Continue to provide training and briefing;</p> <p>Person in-charge: Manager;</p> <p>Timeline: Ongoing;</p> <p>Reviewed the training programme date 28/10/2022.</p> <p>Negative impact;</p> <p>Social Impact: Transportation road damaged due heavy rain;</p> <p>Action plan: To repair the road within 1 years;</p> <p>Person in -charge: Manager/director;</p> <p>Timeline: 2023;</p> <p>Status: Ongoing.</p> <p>Reviewed the budget for road repaired dated 01/11/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.2.1	ASSB established complaint and grievance procedure, date 20/04/2020. The SOP describes: Timeline to address complaint and grievance are within 10 days Person in charge for handling complain and grievance is Manager.	Yes
4.4.2.2	ASSB established complaint and grievance procedure, date 20/04/2020 describes the timeline to address complaint and grievance are within 10 days There are no complaints and grievances from internal and external stakeholders prior to the audit date.	Yes
4.4.2.3	ASSB complaint SOP and forms are available at estate notice board and estate office, it is accessible by al workers and external stakeholders. Interviewed with sampled manurers, chemical sprayers and harvesters informed they are aware on complain and grievance procedures. No complaint been raised to ASSB until the audit date.	Yes
4.4.2.4	ASSB communicated the complaint SOP to external stakeholders via email dated 15/11/2022. Complaint and grievance training carried out on 28/10/2022 for workers. Field interviews with sampled manurers, chemical sprayers and harvesters informed they have been briefed on the complaint SOP.	Yes
4.4.2.5	There are no complaints lodged by workers in ASSB. Field interviews with sampled manurers, chemical sprayers and harvesters informed they understand the complaint and grievances procedure.	Yes
4.4.3.1	ASSB hiring locals as staff and workers for their estate as part of contribution for local development.	Yes
4.4.4.1	ASSB established OSH policy latest update on 20/04/2020 signed by Director. OSH policy is publicly available at estates' notice boards. Review on the briefing and training records, OSH policy has been briefed to the external stakeholders on 15/11/2022 and workers on 28/10/2022. Field Interviews with sampled manurers, chemical sprayers and harvesters informed they understand the OSH policy.	Yes
4.4.4.2	a ASSB established OSH policy latest update on 20/04/2020 signed by Director. Review on the briefing and training records, OSH policy has been briefed to the external stakeholders on 15/11/2022 and workers on 28/10/2022.	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	Field interviews with sampled manurers, chemical sprayers and harvesters informed they have been briefed on the OSH policy and they do understand the policy.	
b	<p>ASSB established HIRARC for operation activities applicable to estate, doc no: 4.4.12 updated on 20/04/2022.</p> <p>The table with headings: Activity, Hazard, Risk and Effects, Risk Assessment (Consequences, Likelihood, Risk Risking), Existing Control, Risk Control Proposal, PIC, Risk Assessment after Control (Consequences, Likelihood, Risk rating, Description) Date review.</p> <p>Example:</p> <p>Activity: Cutting of fronds;</p> <p>Hazard: Possible fronds and bunch falls on the worker;</p> <p>Risk and Effect: Cut or Injury;</p> <p>Risk Assessment:</p> <p>Consequence: 4;</p> <p>Likelihood: 3;</p> <p>Risk Rating: 12;</p> <p>Existing Control: Regular training and briefing given to workers;;</p> <p>Risk Control Proposal: Engineering or Administrative</p> <p>Constant Monitoring;</p> <p>PIC: Estate Manager / Mandore;</p> <p>Risk Assessment after control:</p> <p>Consequence: 3;</p> <p>Likelihood: 3;</p> <p>Risk Rating: 9;</p> <p>Description: M;</p> <p>Date review: Yearly.</p> <p>Reviewed on HIRARC and interview with estate management informed that the HIRARC will be review on yearly basis.</p>	Yes
c i	<p>ASSB established training plan 2022 include training for safety and health matter.</p> <p>Example: The trainings was carried out on 28/10/2022:</p> <ul style="list-style-type: none"> • Harvesting operation; • Manuring operation; • Tractor handling; 	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<ul style="list-style-type: none"> Chemical handling; <p>Field interviews with sampled manurers, chemical sprayers and harvesters informed they understand the safe work requirements for chemical handling.</p>	
c ii	<p>ASSB SDS's for chemical and fertilizers available at estate office and stores.</p> <p>Example: Ally 20 DF dated 03/01/2018.</p> <p>SDS are available in English language and Bahasa Malaysia.</p> <p>Onsite visit at the store observed the SDS's for chemical and fertilizers are displayed and maintain.</p> <p>The chemical store is in good condition and locked.</p>	Yes
d	<p>ASSB established records of PPE issuance and review on the records are maintained and updated on 02/11/2021.</p> <p>ASSB carried out CHRA assessment on 22/07/2019 and assessment report is valid for 5 years.</p> <p>Type of PPE for activity based on CHRA recommendation, HIRARC assessment and SDS requirements.</p> <p>Example: Chemical Application Goggles, Face Mask, Apron, Rubber Boots and Rubber Gloves</p> <p>Field interviews with sampled manurers and chemical sprayers informed they understand on the usage of PPE.</p>	Yes
e	<p>ASSB established for handling and storage chemical doc no. 4.6. 1-10 dated 20/04/2019 describes the steps to handle and manage chemicals.</p> <p>Training on handling and storage chemical carried out on 28/10/2022.</p> <p>Field interviews with sampled chemical sprayers informed they understand on the safe handling and storage of chemical.</p>	Yes
f	<p>Estate manager is the appointed person in-charge of safety and health doc no. Amy – 1 updated 07/07/2020.</p>	Yes
g	<p>ASSB total workforce for Amyrol and Ramai estates are 10 workers. Therefore, below the minimum requirements to have an OSH committee in accordance to DOSH requirement.</p> <p>ASSB carried out latest Safety & Health meeting carried out on 28/10/2022 include topics such as safety and health issues at housing area.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>h</p> <p>ASSB established flowchart for emergency respond plan and emergency contact number, doc. No. AMY-4.4.10 dated 20/04/2019</p> <p>Emergency respond plan and contact number are made available at estates' notice board.</p> <p>OSH training carried out on 28/10/2022 includes the briefing of flowchart for accident and emergency and practical training of emergency evacuation.</p>	Yes
	<p>i</p> <p>ASSB carried out Basic First Aid training by Malaysian Red Crescent Sandakan District on 23/12/2019 which involve the workers, estate mandore and Estate Manager.</p> <p>The emergency procedure and contact number is established and display at estate notice board.</p> <p>First aid kits available at worksite and estate office manage by staffs and mandore.</p>	Yes
	<p>j</p> <p>ASSB establish accident records book to monitor any accident or injury case in the estates.</p> <p>Review on the accident records, no accident recorded up to audit days.</p> <p>JKKP registration had been approved dated 05/10/2020 and JKKP 8 annual accident report for year 2021 submitted to DOSH on 18/04/2022 with no accident reported.</p>	Yes
4.4.5.1	<p>ASSB established Social Policy dated 29/03/2019 signed by Director.</p> <p>The policy states on respect and protect human right, as mention in United Nation human Right declaration.</p> <p>The policy is publicly available at estates' notice board.</p> <p>Review on the training documents, the Social policy training carried out on 28/10/2022 to workers.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they understand the policy and stated no issue regarding their rights as workers.</p>	Yes
4.4.5.2	<p>ASSB established Social Policy dated 29/03/2019 signed by Director.</p> <p>The policy states company will not involve or support discrimination and will ensure equality in rights.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they understand the policy and stated no discrimination against workers had occurred.</p>	Yes
4.4.5.3	<p>ASSB established contract agreement for workers in accordance to Sabah Labour Ordinance. Workers are paid either by daily rate or piece rated.</p>	No

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions								
Indicator	Summary of Assessment	Compliance						
	<p>Worker contract agreement states the pay rate as per agreeable daily rates or piece rates. The working contracts are signed by workers and management.</p> <p>Example: Harvesting rates – RM40.00 per ton for Amyrol estate.</p> <p>Major NC 01</p> <p>Reviewed sprayers payslips for the month of October 2022, the payment made are not in accordance with Minimum Wages Order 2022.</p>							
4.4.5.4	ASSB did not engage any contractors, therefore, no contractor worker payslips were available for review.	Yes						
4.4.5.5	ASSB established list of workers dated 30/10/2022. The information includes name, gender, date of birth, date joined, job description and others.	Yes						
4.4.5.6	<p>ASSB established employment contract for every worker recruited.</p> <p>The management provide fair contract that has been signed by both parties.</p> <p>The worker is briefed on the working contract terms and conditions, wage, position and copy is provided.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they are briefed on the contract terms and conditions and received a copy after signed.</p> <p>Major NC 02</p> <p>Reviewed the workers employment contract dated 01/09/2022 & 01/10/2022. The piece rate implementation is not parallel with employment contract.</p>	No						
4.4.5.7	<p>ASSB established Working hour's as follow table.</p> <table border="1"> <tr> <td>Working time</td> <td>5:30 am – 2:00 pm</td> </tr> <tr> <td>Rest time</td> <td>5:30am – 6:00am</td> </tr> <tr> <td>Rest time (continue)</td> <td>11:00am – 11:30am</td> </tr> </table> <p>Workers attendance are recorded on check roll during morning muster.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they understand the working hours.</p>	Working time	5:30 am – 2:00 pm	Rest time	5:30am – 6:00am	Rest time (continue)	11:00am – 11:30am	Yes
Working time	5:30 am – 2:00 pm							
Rest time	5:30am – 6:00am							
Rest time (continue)	11:00am – 11:30am							
4.4.5.8	<p>ASSB established working hours as follow table.</p> <table border="1"> <tr> <td>Working time</td> <td>5:30 am – 2:00 pm</td> </tr> <tr> <td>Rest time</td> <td>5:30am – 6:00am</td> </tr> <tr> <td>Rest time (continue)</td> <td>11:00am – 11:30am</td> </tr> </table> <p>Interview with workers and cross check with payslip indicates no overtime offered to workers.</p>	Working time	5:30 am – 2:00 pm	Rest time	5:30am – 6:00am	Rest time (continue)	11:00am – 11:30am	Yes
Working time	5:30 am – 2:00 pm							
Rest time	5:30am – 6:00am							
Rest time (continue)	11:00am – 11:30am							

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	Field interviews with sampled chemical sprayers, manurers and harvesters informed that they understand the working hours, resting time and overtime time rate.	
4.4.5.9	ASSB established payslips and distributed to workers. Review on the October 2022 workers' payslips describes workers are paid base on mutual agreed price rate stated in their employment contract. Filed interviews with sampled chemical sprayers, manurers and harvesters informed they understand the wages provided by the company and a copy of payslip is given to them by the company.	Yes
4.4.5.10	ASSB provide worker with benefits such as medical care, SOCSO, housing, water and electricity.	Yes
4.4.5.11	ASSB adopts industry best practices for living quarters with water, electricity, recreational area and gardening area. Onsite visit at the workers' housing compound are well maintained with basic amenities provided such as water and electricity supply.	Yes
4.4.5.12	ASSB established Social Policy, dated 29/03/2019 signed Director. The policy states to prevent sexual harassment and violence against women workers and other community. Filed interviews with sampled chemical sprayers, manurers and harvesters informed they understand and are aware about the social policy. Company Policies training attended by estate workers carried out on 28/10/2022. The policy communicate to external stakeholders via email dated 15/11/2022.	Yes
4.4.5.13	ASSB established Social Policy, dated 29/03/2019 signed Director. The policy states respecting workers right to form or join trade union. Company Policies training attended by estate workers carried out on 28/10/2022. Filed interviews with sampled chemical sprayers, manurers and harvesters informed they understand and are aware about the social policy. There is no trade union established by estate workers.	Yes
4.4.5.14	ASSB established Social Policy, dated 29/03/2019 signed Director. The policy states to promote the company commitment to ensure no child or young workers involve in any of works. Reviewed the employment records confirms no child labour or young person employed by estates. All workers are above 18 years prior joining the estates.	Yes
4.4.6.1	ASSB established training plan dated 28/10/2022 include training for, fertilizer, chemical handling and storage, disposal of scheduled waste,	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>company policies, GAP, ERP, complaint and grievances SOP, safety & health relevant and environmental matter.</p> <p>Example:</p> <p>Training on GAP, Complaint and grievance and environmental awareness, carried out on 28/10/2022.</p>	
4.4.6.2	<p>ASSB established Training, dated 28/10/2022.</p> <p>The matrix represent the workers training needs based on jobs.</p> <p>Example:</p> <p>Chemical sprayer: Training on PPE usage and chemical handling;</p> <p>Fertilizer applicator: Training on fertilizer application and disposal of empty fertilizer bags.</p>	Yes
4.4.6.3	<p>ASSB established training plan 2022, dated 28/10/2022 Example list of training and scheduled on December 2022.</p> <ol style="list-style-type: none"> 1. PPE training; 2. Complaint and grievance; 3. Emergency training. 	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.1.1	<p>ASSB established Environmental Policy, dated 29/03/2019, signed by Director.</p> <p>The policy described:</p> <ol style="list-style-type: none"> 1. To operate within the frame of statutory and regulatory requirements; 2. Manage the organization to reduce its environmental impacts; 3. Educating and enhancing awareness towards environment. <p>ASSB established Environmental Management Plan, dated 26/04/2019.</p> <p>The plan described:</p> <p>To ensure conformation to all the activities are within laws and regulations.</p> <p>Briefing on environmental policy and action plan is carried out on 28/10/2022 for all workers.</p> <p>Field interviews with sampled chemical sprayers, harvesters and manurers informed they understand the importance in protecting the environment and the environmental policy.</p>	Yes
4.5.1.2	<p>a</p> <p>ASSB established Environmental Policy, dated 29/03/2019, sign by Director.</p> <p>Stated on ASSB environmental Management Plan, objectives the objectives are:</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<ol style="list-style-type: none"> 1. To ensure continuous awareness; 2. To protect the environment; 3. To ensure compliance with laws and regulations. 	
	<p>b ASSB established environmental aspect and impact included in Environment Management Plan (EMP) updated on 29/03/2019.</p> <p>The information in the aspect covers:</p> <ol style="list-style-type: none"> 1. Activity; 2. Aspect; 3. Impact; 4. Risk score; 5. Control measure; 6. Risk description. <p>Example 1:</p> <p>Activity: Spraying;</p> <p>Aspect: Excessive chemical application;</p> <p>Impact: Water pollution at river;</p> <p>Risk score: 2;</p> <p>Control Measure: Training for chemical sprayers annually;</p> <p>Risk description: Low.</p> <p>Reviewed and verified training records carried out on 28/10/2022.</p> <p>Field interviews with sampled informed they understand the impacts of excessive chemical application to the environment.</p>	Yes
4.5.1.3	<p>ASSB established Environmental Management Plan which includes identification of negative and positive impacts.</p> <p>Example: Empty fertilizer bags;</p> <p>Negative impacts: water and land pollution, improper disposal of used chemical containers;</p> <p>Action plan: Used empty fertilizer bags to be washed and stored at store and reuse for loose fruit collection;</p> <p>Positive impact: Reduce environment pollution by reusing empty fertilizer bags.</p> <p>Field Interviews with sampled harvesters and manurers informed estate management are managing empty fertilizer bags accordingly.</p>	Yes
4.5.1.4	<p>ASSB includes plan to promote the positive impacts in the CIP updated on 10/11/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Example: Maintenance of landfill area.</p> <p>Action plan:</p> <p>Continuous monitoring by PIC.</p>	
4.5.1.5	<p>ASSB established training plan for year 2022.</p> <p>ASSB conducted environmental training for all workers and staffs on 28/10/2022.</p> <p>The training covers all subjects related to policy, environment management, wildlife management chemical handling and waste management.</p>	Yes
4.5.1.6	<p>ASSB conducted environmental meeting dated 28/10/2022 has includes the agenda of environmental issue to be discussed with workers.</p> <p>Example of topics discussed wildlife monitoring open burning, waste management, recycle and chemical handling.</p>	Yes
4.5.2.1	<p>Records of fossil fuel consumption usage from the year 2020 and 2022 are available for both ASSB estates.</p> <p>Three (3) years baseline value for fossil fuel usage is established for both estates from year 2018 and 2020.</p> <p>Fossil fuel usage has increased in 2022 compared to 2021 from the period of January to October.</p> <p>This is mainly due to additional road repair works using machineries in year 2022.</p>	Yes
4.5.2.2	<p>ASSB established budgeted diesel usage for year 2022.</p> <p>The established records of actual diesel consumption on monthly basis are compared against the budget.</p> <p>Actual fossil fuel usage is lower compared to budget in 2022 from the period of January to October for Amyrol Estate.</p> <p>This is due to higher budgeted fossil fuel expected from additional road works in year 2022.</p>	Yes
4.5.2.3	<p>ASSB does not use any renewable energy.</p> <p>Site interview with management informed that there are no plans to install renewable energy due to cost constraints.</p>	Yes
4.5.3.1	<p>ASSB established Waste Management Plan updated on 20/04/2020.</p> <p>Sources of wastes generated are identified and included.</p> <p>Example:</p> <p>Solid waste: Empty fertilizer bags;</p> <p>Source: Manuring activities.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.3.2	<p>a</p> <p>ASSB established and updated Waste Management Plan, dated 20/04/2020.</p> <p>Identification of sources of waste and monitoring plan:</p> <p>Type of waste: Domestic waste from household.</p> <p>Action plan:</p> <p>Proper monitoring and awareness on landfill management and domestic waste handling.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they are aware and have been briefed on domestic waste and recycling items.</p> <p>During field visit, observed landfills is well maintained at Ramai Estate.</p>	Yes
	<p>b</p> <p>ASSB Waste Management Plan includes action plan for improve efficiency of resources utilization and recycle of waste.</p> <p>Example:</p> <p>Solid wastes: Pruned fronds;</p> <p>Action: To implement correct method of frond stacking into U shape, stake thin layer close to the ground.</p> <p>Field interviews with harvesters informed they have been trained on frond stacking.</p>	Yes
4.5.3.3	<p>ASSB established SOP for 'Pengurusan Bahan Buangan Bekas Bahan Kimia' doc no doc.no: Amy 5.3 (b) on 20/04/2019.</p> <p>The procedure is for proper handling, storage and safe handling of chemicals to protect the environment.</p> <p>Site interview with estate manager informed used lubricants oil are collected by service contractor after vehicle services.</p> <p>Empty chemical containers are triple rinsed, mark and reused for chemical spraying activity.</p> <p>During site visit at empty chemical store, observed marked empty chemical containers used for chemical spraying activity.</p>	Yes
4.5.3.4	<p>ASSB established SOP for 'Pengurusan Bahan Buangan Bekas Bahan Kimia' doc no doc.no: Amy 5.3 (b) on 20/04/2019.</p> <p>The SOP describes:</p> <ol style="list-style-type: none"> 1. All empty containers are collected and returned to be stored; 2. All empty chemical containers to be triple rinsed and stored for premixing. <p>All rinsed water from premix chemical activities will be collected and reused for chemical spraying activity in field.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>The SOP states the empty pesticide containers must be triple rinsed before disposed or kept in store.</p> <p>If the empty container is not reused for premix should be punctured and kept in store.</p> <p>During site visit at empty at chemical store, observed all empty chemical containers are marked with red colour for reuse in chemical spraying.</p> <p>This is in line with the Department of Agriculture's Guidelines for managing used Empty Chemical containers under section 8.</p>	
4.5.3.5	<p>ASSB established landfill area for domestic wastes disposal.</p> <p>During field visit at Ramai Estate, observed landfill is demarcated and signboard installed with open date, and no burning signage.</p> <p>Field interviews with sampled chemical sprayers, harvesters and manurers informed that landfill is located more than 1 KM away from housing facilities and nearby streams.</p>	Yes
4.5.4.1	<p>ASSB established Waste Management Plan updated 20/04/2020 identified sources waste into solid, liquid and gases.</p> <p>Greenhouse gas emissions has been identified as part of gaseous waste.</p> <p>Type of Greenhouse Gasses identified example:</p> <ul style="list-style-type: none"> • Carbon Monoxide (CO) from tractors; • Methane(CH₄) and Carbon Dioxide (CO₂) from landfill. 	Yes
4.5.4.2	<p>ASSB action plan is established and updated on 20/04/2020.</p> <p>Example: Landfill;</p> <p>Impact: GHG emissions from domestic waste in landfill;</p> <p>GHG: Methane (CH₄) and Carbon Dioxide (CO₂);</p> <p>Action plan: Ensure proper management of landfill and awareness on waste segregation;</p> <p>Time frame: Continuous;</p> <p>PIC: Staff in charge.</p> <p>During site visit at Ramai Estate landfill, observed waste are filled in empty fertilizer bags and bags are stacked appropriately in landfills.</p>	Yes
4.5.5.1	<p>a</p> <p>ASSB established Water Management Plan. Document number: Amy-5.5 updated 20/10/2021.</p> <p>The plan describe the sources of water for both estates.</p> <p>Sources of water and its usage:</p> <ol style="list-style-type: none"> 1. Pond – estate operation; 2. Rain water - domestic usage. 	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
b	<p>There is a gazetted river Sg. Segaliud passing along the boundary of the both divisions.</p> <p>Buffer zone is established for maintenance of water quality.</p> <p>Frequent monitoring during spraying and manuring is carried out.</p> <p>Field interviews with sampled chemical sprayers and manurers informed they understand and are aware of riparian maintenance.</p>	Yes
c	<p>ASSB established water management document number Amy-5.5 updated 20/10/2021.</p> <p>The water management plan includes estimated water required for both Amyrol and Ramai estate.</p> <p>During drought season, clean water will be provided by estate management source from Sandakan.</p>	Yes
d	<p>ASSB established and maintained buffer zone around the pond areas.</p> <p>Action plan to maintain buffer zone area:</p> <ol style="list-style-type: none"> 1. Marking of palms; 2. Buffer zone area signage and list of non-permitted activities. <p>During field visit, observed marked palms surrounding pond and river.</p> <p>There is no chemical spraying carried out surrounding the pond.</p> <p>Field interviews with sampled chemical sprayers and manurers informed they understand and are aware of riparian maintenance.</p>	Yes
e	<p>Buffer zones in the field block 7, Ramai estate and block 4 Amyrol estate are well maintained.</p> <p>Palms surrounding ponds at both estates were maintained as buffer zone areas.</p> <p>There are no evidence of natural vegetation in riparian areas removed.</p>	Yes
f	<p>During field visit and feedback from ASSB management, there are no bore wells constructed to extract ground water.</p>	Yes
4.5.5.2	<p>During field visits at riparian buffer, observed no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.</p>	Yes
4.5.5.3	<p>Water harvesting is practiced throughout the facilities and housing of Amyrol and Ramai Estates.</p> <p>During site visit at worker quarters, observed storage tanks have been provide for water harvesting and are in good condition.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Indicator	Summary of Assessment	Compliance	
4.5.6.1	a	<p>ASSB established environment policy dated 29/03/2019 signed by director.</p> <p>The policy states the management strictly prohibits hunting, fishing and killing animals.</p> <p>ASSB also established the Biodiversity Plan 'Bersama – sama Memerangi Pemburuan Haram' updated 27/10/2020.</p> <p>The workers are briefed during training conducted on 28/10/2022.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed that they understand no hunting activity allowed.</p>	Yes
	b	<p>ASSB monitor wildlife in and surrounding of the estates.</p> <p>Pictorial evidence of the list displayed at notice boards has been shared and reviewed.</p> <p>Example of wildlife found:</p> <ol style="list-style-type: none"> 1. Monitor lizard; 2. Jungle fowl; 3. Macaque monkeys. <p>Latest sightings of wildlife for January and October 2022 has been shared and reviewed.</p> <p>Sightings reported were Macaque monkeys, water monitor lizard and jungle fowls.</p>	Yes
4.5.6.2	a	<p>ASSB established the notification 'Bersama – sama Memerangi Pemburuan Haram'.</p> <p>The notification includes the Wildlife department guideline on penalty for hunting or capturing of protected wildlife.</p> <p>During field visit, observed signboards erected at entrance of estates prohibiting hunting.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed they have been briefed on wildlife management and sighted wildlife's will be reported to estate management.</p> <p>Training records on wildlife management dated 28/10/2022 has been reviewed.</p>	Yes
	b	<p>ASSB established Environment Policy dated 29/03/2019 states company committed to minimizing the environmental impact of its operations and understands the importance of conserving natural resource.</p> <p>Point 7 in policy describes educating and enhancing awareness to protection of environment and biodiversity of all related stakeholders through trainings and communication.</p> <p>Point 8 in policy describes prohibiting hunting, fishing and killing of animals.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>During field visit, observed signboards erected at entrance of estates prohibiting hunting.</p> <p>Document reviewed on briefing records for wildlife and prohibitions of hunting and capturing to workers conducted on 28/10/2022.</p>	
4.5.6.3	<p>Monthly monitoring checklist is establish to monitor wildlife in and around the both Amyrol and Ramai estates.</p> <p>Monitoring records as at for the month of January and October 2022 has been shared and reviewed.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvester informed wildlife sightings will be reported to the estate management.</p>	
4.5.7.1	<p>ASSB established zero burning policy dated 29/03/2019 signed by Director.</p> <p>The policy describes zero burning activities of any kinds and includes domestic waste, agricultural waste and biomass or by products generated and when necessary written prior approval from the relevant authorities must be obtained.</p> <p>Reviewed and verified replanting programme. There is no replanting activities carried out for year 2022.</p> <p>Briefing on zero burning policy to workers conducted on 28/10/2022 for both estates.</p> <p>During field visit, observed signage of no open burning.</p> <p>Field interviews with sampled chemical sprayers, manurers and harvesters informed that they understand the zero burning policy and do not practice any burning.</p>	Yes
4.5.7.2	<p>No disease observed on palm oil tree that required burning for treatment observed during field visits at both divisions.</p> <p>Therefore no special approval for open burning from relevant authorities.</p>	Yes
4.5.7.3	<p>Controlled burning prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 are not applicable for the plantation operations.</p> <p>Site interview with estate in charge and field observation, no disease observed at field operations that required burning method to be treated.</p> <p>Therefore, no application for approval of controlled burning.</p>	Yes
4.5.7.4	<p>ASSB adopted the Field Handbook: Oil Palm Series for Immature Volume 2 & Mature Volume 3 by Ian Rankie and Thomas Fairhurst – September 1999 for their replanting management practice.</p> <p>The SOP has stated that all palm must be felled, chipped and shredded during replanting activities.</p> <p>Review of replanting and planting statements and no replanting activities for year 2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>ASSB adopted field handbook for mature oil palm, volume 3 series number: ISBN 981-04-1334-3 as a SOP guideline for their operations.</p> <p>Example SOP has been established:</p> <ol style="list-style-type: none"> 1. SOP for FFB harvesting; 2. SOP for manuring; 3. SOP for spraying. <p>Training for SOP has been conducted for both divisions to make sure that the SOPs are consistently implemented.</p> <p>Example:</p> <ul style="list-style-type: none"> • MSPO policy training; • Operational activities training. <p>Evidence of training records carried out on 28/10/2022 has been shared and reviewed.</p> <p>Field interviews with chemical sprayers, manurers and harvesters informed they have been trained and briefed regarding company work SOPs.</p>	Yes
4.6.1.2	<p>ASSB adopted the Field Handbook: Oil Palm Series for Immature Volume 2 & Mature Volume 3 which include the soil conservation measure.</p> <p>Handbook referred 108.1 Terrace and platform construction page 55 state to prevent erosion, cover plants should be established on slope as soon as possible after land clearing.</p> <p>Land cover crop should be planted along the spoil and face of the slope immediately after terraces construction.</p> <p>Highest altitude area is below 300 m from sea level.</p>	Yes
4.6.1.3	<p>ASSB established permanent block markers for each block that include block number, block acreage, and year of planting.</p> <p>Pictorial evidences for sampled block reviewed and verified as below:</p> <p>Division: Ramai Estate;</p> <p>Block: 3;</p> <p>Total area: 10.40 acres;</p> <p>Year planted: 2005.</p>	Yes
4.6.2.1	<p>ASSB has documented financial plan for 4 years from 2021 to 2024.</p> <p>The content of financial plan includes:</p> <ul style="list-style-type: none"> • Financial Projection; • Long Term Management Plans; 	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	<ul style="list-style-type: none"> Oil Palm Mature – Budget & Projection Operation Cost; Replanting programme. 	
4.6.2.2	<p>ASSB establish long term replanting program for 5 years from 2024 to 2042 dated 20/04/2019.</p> <p>No replanting will be carried out from year 2020 to 2023.</p>	Yes
4.6.2.3	<p>ASSB established 4 years financial management plan from 2022 to 2025 includes following:</p> <ul style="list-style-type: none"> Planting material; Cost per ton; Expected FFB output; Yield per ha; Price forecast; Capex for CIP. 	Yes
4.6.2.4	<p>ASSB established monthly and annual monitoring report on operational cost and FFB production.</p> <p>The business plan is monitored through profit and loss statement on monthly basis. Reviewed and verified the statement of account as at 31/10/2022.</p>	Yes
4.6.3.1	<p>ASSB establishes pricing mechanism to monitor the purchases of products and services.</p> <p>Documents reviewed and verified the purchase order for purchasing of chemical dated 10/06/2022 that states the proposed quantity, product pricing and payment terms.</p>	Yes
4.6.3.2	<p>ASSB purchases of products and services using a quotation and purchase order system.</p> <p>Payments made on a monthly basis and in timely manner according to agreed terms and conditions.</p> <p>Reviewed and verified purchase order details for chemical purchased on the 10/06/2022. The price and quantity is the same as chemical quotation dated 10/06/2022.</p> <p>Reviewed and verified payment receipt dated 04/08/2022. Payment made within specified time frame.</p>	Yes
4.6.4.1	<p>ASSB does not engaged contractors for field operations, transportation and others services.</p> <p>Therefore, no records of briefing established.</p>	Yes
4.6.4.2	<p>ASSB does not engage any contractors. Therefore, no contract agreement established</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.4.3	ASSB does not engage any contractors. Therefore, no contract agreement established	Yes
4.6.4.4	ASSB does not engage any contractors. Therefore, no contract agreement established	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	<p>ASSB land titles and planting statement documents are review and there is no new land acquire. There are no new planting or replanting at the point of audit.</p> <p>During field visit and interview with ASSB management team informed no high biodiversity area within the estate.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.1.2	<p>ASSB planting statement updated for year 2022 is review and field visit confirmed no new planting and replanting. Thus, there is no PMM conducted.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.2.1	<p>ASSB estate map, planting statement reviewed and field visits confirmed there is no replanting or new planting on peat land.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.3.1	<p>ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no SEIA conducted.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.3.2	<p>ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no SEIA conducted.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.3.3	<p>There is no new planting established within ASSB area, therefore no management plan nor SOP established.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.3.4	<p>There are no smallholders' scheme in ASSB certification. Therefore, not applicable.</p>	Yes
4.7.4.1	<p>ASSB planting statement is reviewed and site verification confirmed there is no new planting. Therefore, no soil map established.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes
4.7.4.2	<p>ASSB planting statement is reviewed and site verification confirmed there is no new planting. Therefore, no topography map established.</p> <p>Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.</p>	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



4.7.5.1	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no topography map established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.5.2	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no monitoring management plans for fragile and marginal soil established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.5.3	ASSB planting statement is reviewed and there is no new planting. Therefore, no soil map established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.1	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no FPIC conducted and no communities affected. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.2	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. There are no sacred sites, therefore no management plan established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.3	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no compensation or agreement established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.4	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no compensation and agreement established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.5	ASSB planting statement is review and there is no new planting. Therefore, no assessment to identify customary right established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.6	ASSB estate map, planting statement reviewed and field visits confirmed there is no new planting. Therefore, no system established for calculating the compensation for distribution. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



4.7.6.7	ASSB planting statement is review and site verification confirmed there is no new planting. Therefore, no compensation plan established. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes
4.7.6.8	ASSB planting statement is review and there is no new planting. Therefore, no communities affected. Further check conducted using Sabah Land and Survey Department JTUWMA to crosscheck on the estate to confirm there is no new planting.	Yes

4.4. Status of Non-Conformities Previously Identified

	The stage 1 audit findings have been reviewed, in particular to assure appropriate corrective actions implemented to address the identified audit findings.
	The last audit results of this system have been reviewed, in particular to assure appropriate corrections and corrective actions have implemented to address any nonconformity identified.
	The last audit results of this system have been reviewed, in particular to assure appropriate corrections and corrective actions have not been implemented effectively. The non-conformity will be re-raised.
X	No non-conformity raised in previous audit.
<p><i>Note 1: If a minor non-conformity raised in last audit, is not closed out or repeated, the finding will be raised to a Major non-conformity.</i></p> <p><i>Note 2: All major and minor NCs raise in last audit are required to capture in this report together with the review of the non-compliance implementation.</i></p>	

4.5. Detail of Audit Findings in last audit

AUDIT OUTCOME		
During last Audit	0	MAJOR Non-Conformities
	0	MINOR Non-Conformities

4.6. Detail of Onsite Audit Findings Identified during this audit

This section gives an overview of the non-conformities raised during this audit.

ONSITE AUDIT OUTCOME		
During this onsite audit,	2	MAJOR Non-Conformities
	0	MINOR Non-Conformities

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 1	
Indicator # and Description	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.
Location:	Office
Description of Finding / Objective Evidence:	
Reviewed chemical sprayer's payslips for month of October 2022. The payment made were not according to Minimum Wages Order 2022.	
Classification	<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor
Raise by:	Khairul Anwar Ismail Date Raise: 15/11/2022
Deadline for implementation	14/01/2022
Root Cause Analysis (by company):	
Not according to minimum wages 2022	
Correction (by company):	
Follow the minimum wages 2022	
Corrective / Preventive Action (by company)	
To updated new minimum wages 2022	
Review of Correction & Corrective / Preventive Action	
Review the chemical sprayers payslips for month of October 2022, the salary had been paid according to minimum wages order 2022.	
Review the chemical sprayers employment contract dated 20/12/2022, the employment contract include the minimum wages 2022 salary rate.	
Phone call interviewed with chemical sprayers informed they had been paid according to minimum wages order 2022.	
The evidence submitted is sufficient to closure the non-conformity.	
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Auditor: Khairul Anwar Bin Ismail	Date of Closure: 23/12/2022
Review of Implementation	
Name of Lead Auditor / Auditor:	Date of Review:

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 2			
Indicator # and Description	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.		
Location:	Office		
Description of Finding / Objective Evidence:			
Reviewed the workers employment contract dated 01/09/2022 & 01/10/2022. The piece rate payment implementation is not parallel with employment contract.			
Classification	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor	
Raise by:	Khairul Anwar Ismail	Date Raise:	15/11/2022
Deadline for implementation	14/01/2022		
Root Cause Analysis (by company):			
Piece rate payment not according to agreed piece rate.			
Correction (by company):			
Arrange to change the new contract			
Corrective / Preventive Action (by company)			
To updated new contract			
Review of Correction & Corrective / Preventive Action			
Reviewed the workers employment contract dated 20/12/2022, the new piece rate had been updated and parallel to salary paid.			
The evidence submitted is sufficient to closure the non-conformity.			
Closed:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Auditor:	Khairul Anwar Bin Ismail	Date of Closure:	23/12/2022
Review of Implementation			
Name of Lead Auditor / Auditor:			Date of Review:

Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement	Office	ASSB could improve on internal audit report for strong point.
2.	4.1.4.1	The action plan for continual improvement shall be based	Office	ASSB could improved on CIP for legal requirements.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement	Office	ASSB could improve on internal audit report for strong point.
		on consideration of the main social and environmental impact and opportunities of the company		
3.	4.4.4.2	The occupational safety and health plan shall cover the following: b) The risks of all operations shall be assessed and documented	Office	ASSB could improve risk assessment for use of wooden bridge.

5. CONCLUSION

Amyrol (Sabah) Sdn. Bhd has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct ASA 03 audit consisting of 2 estate(s) according to MSPO 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

There are 2 Major NC raise and closed out successfully. All minor non-conformances action plans are submitted and accepted.

From the review of the standard operating procedures, relevant forms, work flow charts established and implemented; the subsequent background investigation and interviews conducted during this surveillance audit have provided TUV NORD Malaysia with sufficient evidence on the fulfilment of the applied standard Principles & Criteria.

In conclusion the certified unit has been established, implemented and continued to improve in managing the estates are in line with the Principles & Criteria of the applied standards of MS 2530-Part 3:2013 General principles for Oil Palm Plantations and Organised Smallholders.

Any audit is based on sampling within an organization's management system and therefore is not a guarantee of 100 % conformity with requirements.

As a result of this audit, the audit team confirms that

Total certified number of estate(s):	2
Total certified production area:	116.51 Ha
Certified FFBs January 2022 to October 2022:	1,499.24 Mt
Project FFBs November 2022 to December 2022:	630.17 Mt

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



6. RECOMMENDATION

The audit team conduct a process-based audit focussing on significant aspects/risks and objectives required by the standard(s). The audit methods used are interviews, observations, sampling of activities, review of documentation and records.

The structure of the audit is in accordance with the audit plan included in this summary report as annex.

The audit team concludes that the organisation has established and maintained its management system in line with the requirements of the standard(s) and demonstrated the ability of the system to achieve requirements for products and/or services within the scope and the organisation's policies and objectives.

Therefore the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity that this management system certification be

	Recommended for Certification
X	Recommended for Continuity of Certification
	Recommended for Suspension of Certification

Puchong, 27/11/2022

Navin Baskram
TUV NORD (Malaysia) Sdn Bhd
Audit Team Leader

Puchong, 28/12/2022

Mohamad Norhisham Bin Mohd Salleh
TUV NORD (Malaysia) Sdn Bhd
Certifier / Approver

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



7. LIST OF STAKEHOLDERS

No stakeholders' consultation conducted in accordance to ACB – OPMC 4 Issue 2 dated 04/09/2020, Stakeholder Consultation Requirements Section 6: Consultation during audit, §6.1: During the stage 2 and recertification audit. Therefore, no stakeholders listed.

MSPO Certification Summary Report

Company Name: Amyrol (Sabah) Sdn. Bhd

Certifying Unit: Amyrol (Sabah) Sdn. Bhd.

Client Number: 92-124

Audit Type: ASA 03

Mode of Audit: Onsite



Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives

This report is sent by the certification body to the members of the audit team and the audit representative of the organisation. All documents (such as this report) regarding the certification procedure are treated confidentially by the audit team and the certification body. This audit report remains the property of the certification body.

An audit is a procedure based on the principle of random sampling and cannot cover each detail of the management system. Therefore nonconformities of weaknesses may still exist which were not expressly mentioned by the auditors in the final meeting or in the audit report.

The responsibility for continuous effective operation of the management system always rests solely with the audited and certified organisation.

Salvo clause:

The audit report will be left to the organisation at the end of the audit - subject to approval by the certification body. The independent release process may cause modifications or additions. In these cases a modified revision will be sent to the audited organisation.

The objective (goal) of the audit is to establish compliance of the management system of the aforementioned organization with the requirements of the aforementioned standard in order to achieve or maintain certification through an independent and accredited certification body. Identification of possibilities to improve the management system can also be a component of the audit and is considered simply to be an enhancement; it does not constitute consultancy or advice with regard to the management system.

Annex / Enclosures

Annex /
corresponding audit documentation

- P&C Audit Report / Checklists
- Audit Plan