

MSPO CERTIFICATION SUMMARY REPORT

AUMKAR PLANTATIONS SDN BHD (AUMKAR ESTATES)

SURVEILLANCE AUDIT 01

Remote Audit Date: 09/06/2020 to 10/06/2020

Onsite Audit Date: 10/08/2020 to 11/08/2020

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MSPO Certification Summary Report

Company Name: Aumkar Plantations Sdn Bhd

Certifying Unit: Aumkar Plantations Sdn Bhd

Client Number: 92-088

Audit Type: ASA 01

Mode of Audit: Remote & On Site



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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	Malaysia 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	Malaysia Palm Oil Certification Council
SDS	Safety Data Sheet

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1. INTRODUCTION

Aumkar Plantations Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance audit for its oil palm estates 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 audit is to assess the 10 estates by an independent certification body with the aim for compliance of the standards.

1.2. Scope

The certification is based on the documentation developed by the estates.

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 three team members. The audit team members contributed to the review of documents, the assessment of the project activity and to the preparation of this report.

Lead Auditor in Training: Mohd Nur Amin Bin Mohd Halim

Requirement	Qualifications
Post-secondary education, college or university diploma / degree in one of the following <ol style="list-style-type: none">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;	Graduate in Office Management & Technology.

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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)	6 years 10 months of working experience in both upstream & downstream division on managing sustainability of oil palm industry.
Successfully completed MS 2530 series of standards training	Successfully completed the training on MS2530 series of standards training
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 for MSPO scheme.
A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language.	Able to communicate in Bahasa Malaysia and English.
Field working experience in the palm oil sector, or demonstrable equivalent	6 years 10 months of working experience in managing sustainability for oil palm industry for both upstream and downstream division.
Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use	6 years 10 months of working experience in managing sustainability for oil palm industry for both upstream and downstream division.
Health and safety auditing on the farm and in processing facilities, for example ISO 45001 18001 or Occupational, Health & Safety Assurance System	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course
Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS) or High Conservation Value (HCV)	Successfully completed IMS ISO 9001, 14001, 45001 LA course training attended.

Qualification of Team Members

Requirement	Assessor	Qualification	Compliance
	Mohamad Norhisham bin Mohd Salleh	Graduate in Agrobiology	Yes

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Requirement	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	Muhammad Khairul Anuar bin Azizul Hasan	Graduate in Applied Science (Major in Plantation Industry and management)	Yes
	Arif bin Lokman	Graduate in Applied Science (Major in Plantation Industry and management)	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)	Mohamad Norhisham bin Mohd Salleh	5 years working experience in oil palm plantation.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	7 years working experience in oil palm plantations.	Yes
	Arif bin Lokman	7 years working experience in oil palm plantation.	Yes
Successfully completed MS 2530 series of standards training	Mohamad Norhisham bin Mohd Salleh	Successfully completed MSPO Lead Auditor training course	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Successfully completed MS2530 series of standards training	Yes
	Arif bin Lokman	Successfully completed MS2530 series of standards training.	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 equivalent sustainability certification schemes.	Mohamad Norhisham bin Mohd Salleh	Qualified as lead for MSPO scheme.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Qualified and appointed as MSPO scheme auditor	Yes
	Arif bin Lokman	Conducted more than 3 Lead auditor with more than 15 man days.	Yes

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Requirement	Assessor	Qualification	Compliance
A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language.	Mohamad Norhisham bin Mohd Salleh	Able to communicate in Bahasa Malaysia and English.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Able to communicate in Bahasa Malaysia and English.	Yes
	Arif bin Lokman	Able to communicate in Bahasa Malaysia and English.	Yes
Field working experience in the palm oil sector, or demonstrable equivalent	Mohamad Norhisham bin Mohd Salleh	5 years working experience in palm oil estates.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	7 years working experience in oil palm plantation.	Yes
	Arif bin Lokman	7 years working experience in oil palm plantation.	Yes
Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use	Mohamad Norhisham bin Mohd Salleh	5 years working experience in palm oil estates.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	7 years working experience in oil palm plantation.	Yes
	Arif bin Lokman	7 years working experience in oil palm plantation.	Yes
Health and safety auditing on the farm and in processing facilities, for example ISO 45001 or Occupational, Health & Safety Assurance System	Mohamad Norhisham bin Mohd Salleh	Successfully completed ISO 45001 LA course. Auditor for RSPO and MSPO schemes	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Successfully completed IMS ISO 9001, 14001 and 45001 LA course.	Yes
	Arif bin Lokman	Successfully completed IMS ISO 9001, 14001 and 45001 LA course.	Yes
Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes	Mohamad Norhisham bin Mohd Salleh	Successfully completed SA 8000 Basic training and auditor for RSPO and MSPO schemes	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Successfully completed SA 8000 Basic training	Yes

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Requirement	Assessor	Qualification	Compliance
		and Auditor for MSPO scheme.	
	Arif bin Lokman	Successfully completed SA 8000 Basic training and Auditor for MSPO scheme.	Yes
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS) or High Conservation Value (HCV)	Mohamad Norhisham bin Mohd Salleh	Successfully completed ISO 14001 LA course and auditor for RSPO and MSPO scheme.	Yes
	Muhammad Khairul Anuar bin Azizul Hasan	Successfully completed IMS 9001, 14001 and 45001 LA course, Auditor for MSPO scheme.	Yes
	Arif bin Lokman	Successfully completed IMS 9001, 14001 and 45001 LA course, Auditor for MSPO scheme.	Yes

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2. METHODOLOGY

The audit approach remote and onsite audit consists of the following steps:

- Contract review;
- Appointment of team members and technical reviewer;
- Contact client for relevant documentation according to the applicable MSPO standards;
- Audit planning;
- Background investigation, desk review of submitted documents;

Remote Audit:

- Remote audit for document assessment and virtual communication with clients;
- Remote audit reporting;
- Resolution of non-conformance (NC) if any for remote audit;

Onsite Audit:

- On-Site assessment, inspections, interviews with operational personnel, stakeholders and its contractors; review of documentation;
- On-site reporting
- Resolution of non-conformance (NC) (if any)
- Draft audit reporting
- Technical review
- Final audit reporting
- Peer review
- Address Peer Review Comments (if any)
- Final approval and issuance of certificate.
- The list of reviewed documents refer to chapter 7, Table 7-1

ASA 01:

ASA 01 conducted on 09/06/2020 to 10/06/2020 for remote and on 10/08/2020 to 11/08/2020 for onsite covers the following activities but not limited to below:

Remote:

- Desk documentation assessment;
- Virtual interview managements;
- Records and document review;
- Virtual stakeholders communication;

Onsite:

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- Onsite visit, observations and inspections of estate facilities and field activities;
- Interview operation personnel and field workers for understanding for the work assigned;
- Reviewed revised and updated documentation established and implemented;
- Operating records;
- Training records;
- Reports established;
- Work plans established;
- Stakeholders consultation meeting;
- Review and closed out of non-conformance raised during stage 1 audit;
- Assessment reporting;

On-site Assessment

The audit of the estates is 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 included physical site inspections, observation of tasks and processes, interviews of stakeholders, communities, staff, workers and their families, review of documentation and data. Checklists and questionnaires were used to guide the collection of information. The comments made by external stakeholders are taken into account in the assessment.

For the both remote and onsite, ASA 01, the selected estates based on the formula $S = 0.8\sqrt{n}$ where S = sample size and n = number of estates which is in accordance to MSPO certification procedure.

Based on the formula, the sample size for the estate $S = 0.8\sqrt{10} = 2.53$, therefore round up to the next integral of 4 estates. Thus, a total of 4 estates selected for the onsite assessment and inspection as listed in Table 2-1 below:

Table 2-1: List of Estates Selected

Name of Estate	Coordinates
Kalumpang Estate	4.72416667°N; 118.35111111°E
Sapang Lahunai Estate	5.03500000°N; 118.59361111°E
Aumsawit Estate	5.33083333°N; 118.58444444°E
Aumsubha Estate	5.32166667°N; 118.5219444°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.

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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.

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3. ORGANISATION INFORMATION

Aumkar Plantations Sdn Bhd is an oil palm plantation company located at Kunak, Sabah, Malaysia. There are 10 estates owned by Aumkar Plantations Sdn Bhd.

The details of the 10 estates as below:

Name of Estate	Location	Coordinates
Tingkayu Estate	KM 37, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.25333333°N; 118.45055556°E
Bandau Estate	KM 37, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.25333333°N; 118.45055556°E
Aumsawit Estate & Aumshivam Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.33083333°N; 118.58444444°E
Aumpalm Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.43805556°N; 118.03055556°E
Aumexpress Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.12305556°N; 118.50500000°E
Aumsubha Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.32166667°N; 118.52222222°E
Sg. Tingkayu Estate & Aumnamaha Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.26722222°N; 118.51777778°E
Sapang & Lahunai Estate	Jalan Kg. Gading – Gading Kunak, Semporna Highway, 91300 Sabah.	5.03500000°N; 118.59361111°E
Kalumpang Estate	Batu 40, Jalan Tawau - Semporna, 91207 SABAH.	4.72416667°N; 118.35111111°E
Aumgreen Estate	KM 33, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak Sabah	5.22472222°N, 118.52638889°E

3.1. Production volume

Name of Estate	Area (Ha)		Actual FFB Production (mt) (JAN 2019 to DEC 2019)	Actual FFB Production (mt) (JAN 2020 to MAY 2020)	Projected FFB Production (mt) (JUNE 2020 to DEC 2020)
	Total*	Production**			
Tingkayu Estate	1,831.83	1,520.76	25,853.50	12,069.08	16,900.00
Bandau Estate	498.91	438.94	9,592.76	3,911.01	5,500.00

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Aumsawit Estate & Aumshivam Estate	2,037.60	1,917.15	34,091.39	14,036.90	19,700.00
Aumpalm Estate	734.87	659.02	13,038.51	6,536.19	9,200.00
Aumexpress Estate	360.20	344.00	7,221.76	2,777.61	3,900.00
Aumsubha Estate	393.70	332.96	4,859.63	2,069.04	2,900.00
Sg. Tingkayu & Aumnamaha Estate	656.04	588.43	9,972.31	4,509.65	6,300.00
Sapang & Lahunai Estate	1,245.90	1,235.90	20,483.88	10,518.72	14,700.00
Kalumpang Estate	607.43	603.73	12,940.69	6,375.74	8,900.00
Aumgreen Estate	402.40	373.14	4,905.85	2,137.80	3,000.00
Total	8,768.88	8,014.03	142,960.28	64,968.73	91,000.00

*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

Year / estate	Tingkayu	Bandau	Aumsawit & Aumshivam	Aumpalm	Aumexpress	Aumsubha	Sg.Tingkayu & Aumnamaha	Sapang & Lahunai	Kalumpang	Aumgreen
1993	-	-	-	-	-	-	-	59.32	-	-
1994	-	-	-	-	-	-	-	17.40	-	-
1995	-	-	-	-	83.02	-	-	166.08	102.20	-
1996	543.48	-	-	17.65	-	-	-	90.04	-	-
1997	221.92	-	22.92	-	-	-	26.70	18.10	-	-
1997/1	-	-	-	26.00	-	64.36	-	-	-	-
1997/2	-	-	-	15.00	-	59.79	11.70	-	-	-
1997/3	-	-	-	8.01	-	-	4.80	-	-	-
1997/4	-	-	-	-	-	-	28.10	-	-	-
1998	-	-	-	8.44	-	-	-	437.92	-	-
1999	-	49.05	-	-	-	-	-	-	-	-
1999/1	-	-	-	15.06	-	-	-	-	-	-
1999/2	77.24	-	-	51.60	-	-	-	-	-	-
2000	-	-	49.02	-	-	-	-	-	-	-
2001	22.08	-	90.35	87.40	-	-	-	-	-	-
2001/1	-	-	-	40.20	-	-	22.00	-	-	-
2001/2	-	-	-	26.73	-	-	20.50	-	-	-
2001/3	-	-	-	10.83	-	-	22.40	-	-	-
2001/4	-	-	-	30.24	-	-	-	-	-	-
2001/5	-	-	-	24.81	-	-	-	-	-	-

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2001/6	-	-	-	27.46	-	-	-	-	-	-
2002	30.49	-	-	-	-	-	-	2.94	-	32.31
2002/04	-	-	-	-	-	-	28.10	-	-	-
2003	65.19	-	158.65	-	-	-	-	-	-	-
2003/06	-	-	-	-	-	-	20.80	-	-	-
2003/05	-	-	-	-	-	-	19.90	-	-	-
2004	7.94	-	76.49	-	101.95	-	-	27.61	-	61.11
2004/07	-	-	-	-	-	-	32.10	-	-	-
2004/08	-	-	-	-	-	-	34.30	-	-	-
2005	106.04	31.28	674.54	-	82.11	-	-	-	-	-
2005/1	-	-	-	49.94	-	-	-	-	-	-
2005/2	-	-	-	23.52	-	-	-	-	-	-
2005/3	-	-	-	16.89	-	-	-	-	-	-
2005/4	-	-	-	55.80	-	-	-	-	-	-
2005/5	-	-	-	47.06	-	-	-	-	-	-
2005/6	-	-	-	27.99	-	-	-	-	-	-
2005/7	-	-	-	24.28	-	-	-	-	-	-
2005/8	-	-	-	51.13	-	-	-	-	-	-
2005/9	-	-	-	35.63	-	-	48.10	-	-	-
2005/10	-	-	-	12.13	-	-	43.80	-	-	-
2005/11	-	-	-	8.04	-	-	-	-	-	-
2006	90.70	341.26	294.02	-	-	-	-	14.21	-	-
2006/08	-	-	-	-	-	-	35.20	-	-	-
2008	65.85	-	-	-	-	-	-	-	-	75.57
2009	46.00	-	39.52	2.86	-	-	-	-	-	78.42
2009/1	-	-	-	-	-	-	-	-	42.38	-
2009/2	-	-	-	-	-	-	-	-	45.80	-
2009/3	-	-	-	-	-	-	-	-	48.25	-
2009/4	-	-	-	-	-	-	-	-	42.66	-
2009/5	-	-	-	-	-	-	-	-	18.15	-
2010	-	-	-	-	-	-	-	43.13	-	-
2011	-	-	-	-	-	-	-	14.18	-	-
2012	-	-	-	-	-	-	-	-	-	125.73
2014/6	-	-	-	-	-	-	-	-	62.22	-
2014/7	-	-	-	-	-	-	-	-	53.20	-
2014/8	-	-	-	-	-	-	-	-	43.20	-
2014/9	-	-	-	-	-	-	-	-	54.92	-
2014/10	-	-	-	-	-	-	-	-	28.36	-
2014/11	-	-	-	-	-	-	-	-	2.39	-

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2015	17.50	17.35	-	1.72	-	-	-	-	-	-
2016	-	-	-	-	-	-	-	41.60	-	-
2016/01	-	-	-	-	-	-	25.70	-	28.00	-
2016/02	-	-	-	-	-	-	23.10	-	32.00	-
2016/03	-	-	-	-	-	-	27.90	-	-	-
2016/04	-	-	-	-	-	-	13.40	-	-	-
Total Mature	1,294.43	438.94	1,560.01	659.02	344.00	124.15	488.90	932.53	603.73	373.14
2017	-	-	357.14	-	-	8.26	-	24.30	-	-
2018	-	-	-	-	-	-	-	-	-	-
2019	9.76	-	-	-	-	-	-	166.90	-	-
Total Immature	9.76	-	357.14	-	-	8.26	-	191.20	-	-
Total to be Replanted	216.57	-	-	-	-	200.55	99.53	112.17	-	-
Total	1,520.76	438.94	1,917.15	659.02	344.00	332.96	588.43	1,235.90	603.73	373.14

3.3. Replanting program for each estate

Target Year of replanting	Aumkar Estates										Target Total area to be replanted (ha)
	Tingkayu	Bandau	Aumsawit & Aumshivam	Aumpalm	Aumexpress	Aumsubha	Sg.Tingkayu & Aumnamaha	Sapang & Lahunai	Kalumpang	Aumgreen	
2020	216.57	-	-	-	-	200.55	99.53	112.17	-	-	628.82
2021	543.48	-	-	17.65	83.02	-	-	90.04	102.20	-	836.39
2022	221.92	-	22.92	49.01	-	-	-	18.10	-	-	311.95
2023	-	-	-	-	-	124.15	71.30	-	-	-	195.45
2024	-	-	-	8.44	-	-	-	437.92	-	-	446.36
2025	-	49.05	-	-	-	-	-	-	-	-	49.05
TOTAL	981.97	49.05	22.92	75.10	83.02	324.70	170.83	658.23	102.20	-	2,468.02
Justification for replanting: Aumkar management decided due to cost saving and the yield per ha is still good, replanting programme is halted towards end of the year 2020 onwards or when deemed suitable to conduct replanting.											

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3.4. Maps of Company Location and Plantations

Figure 1:

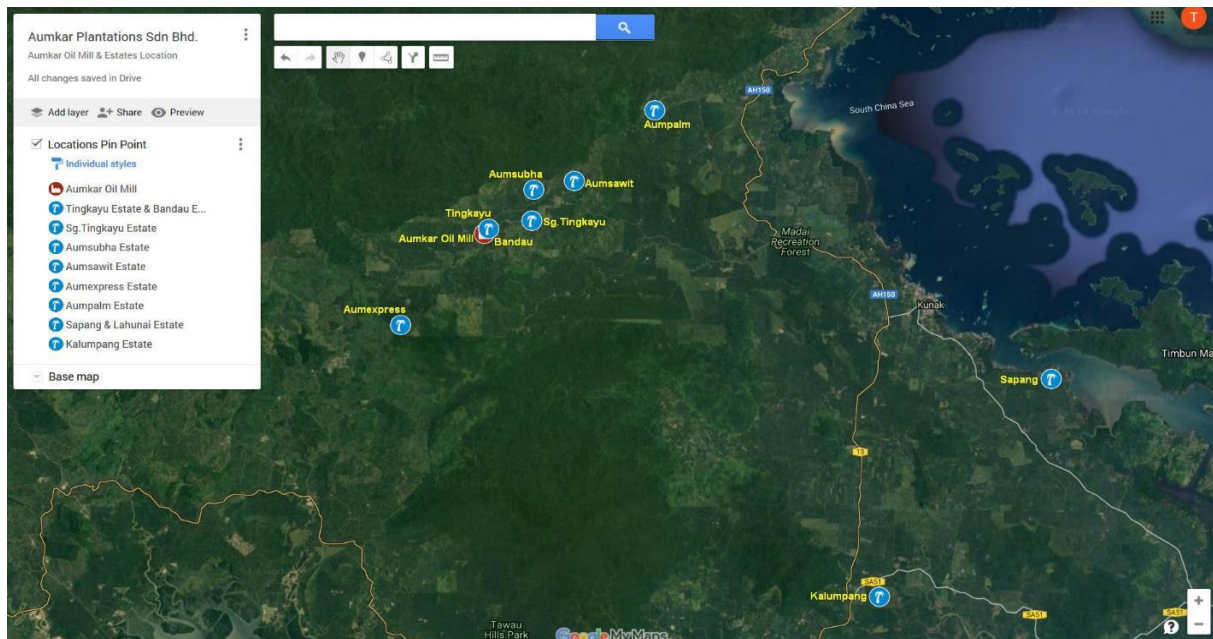
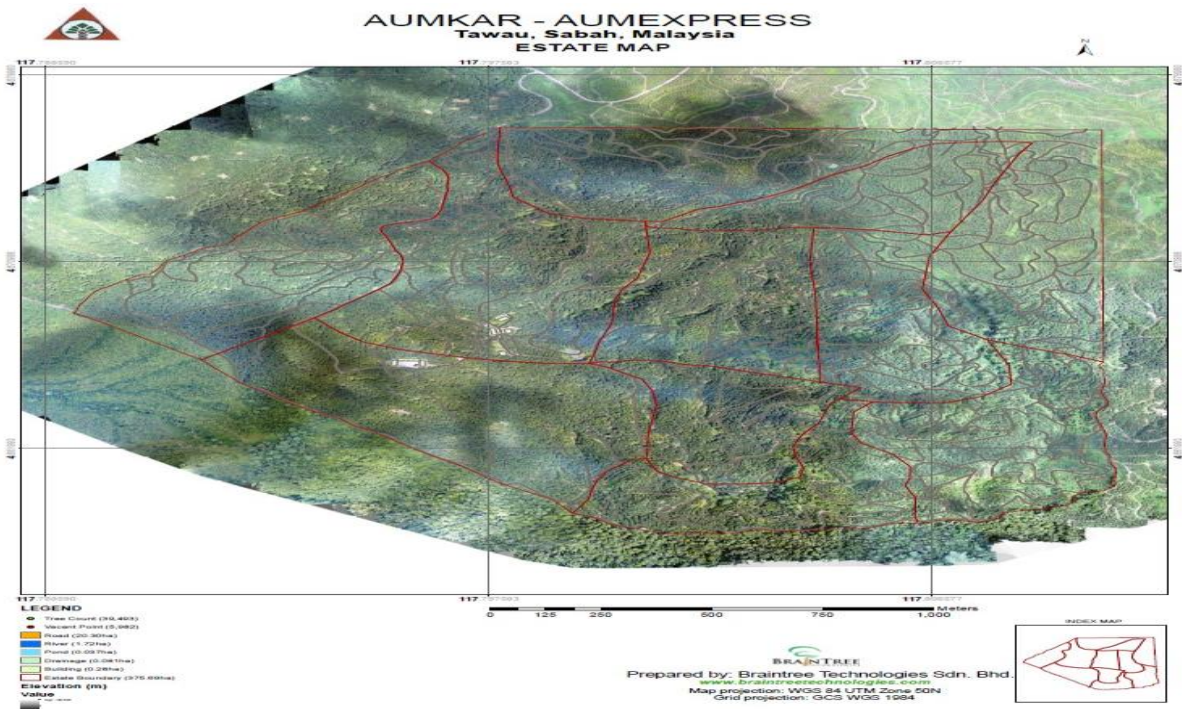


Figure 2:



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Figure 3:

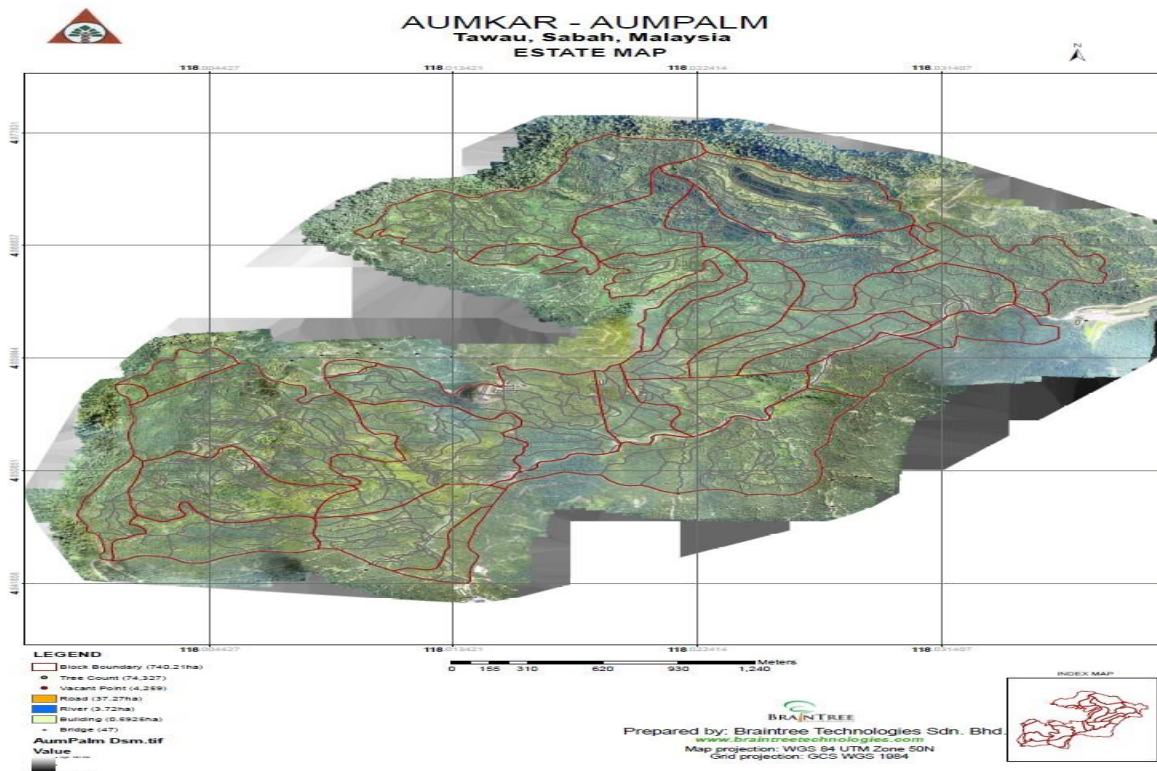
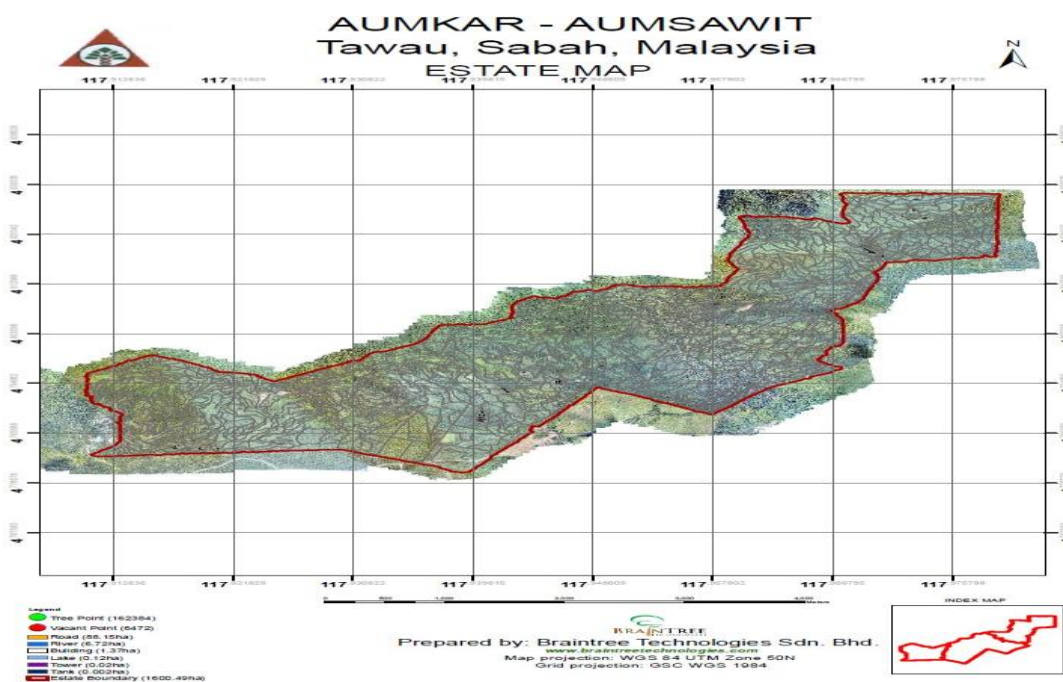


Figure 4:



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Figure 5:

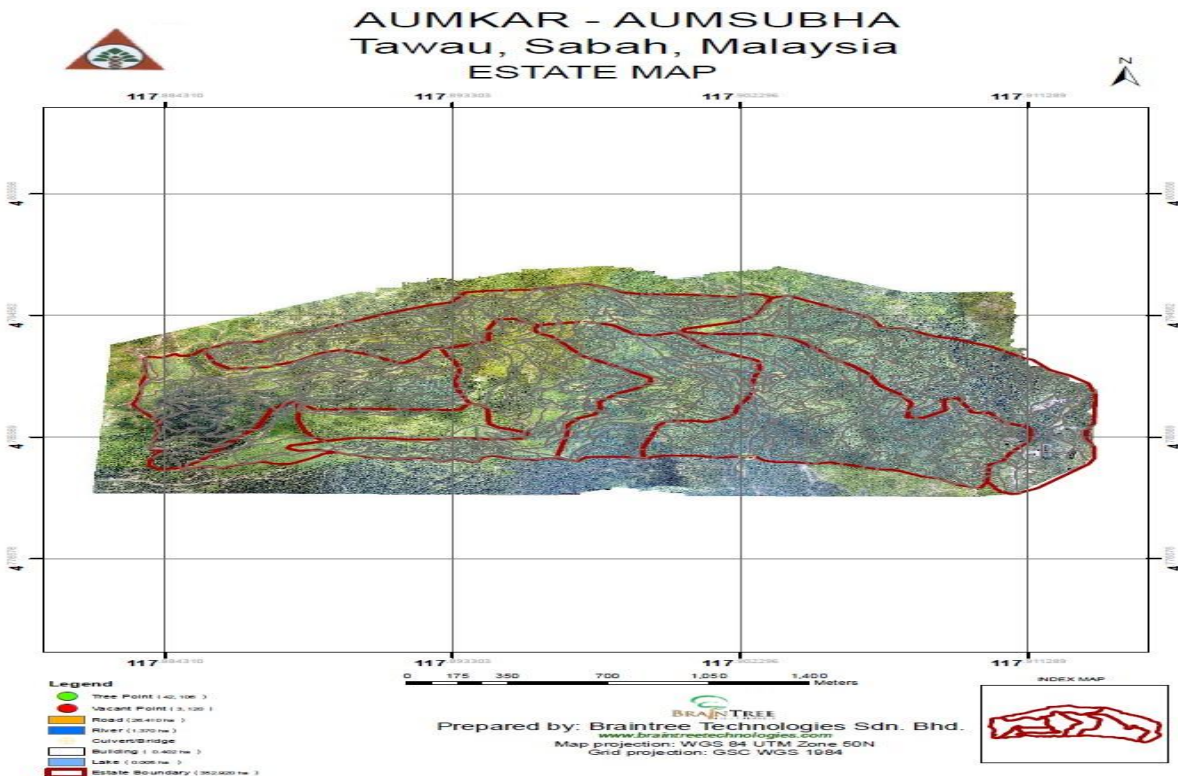
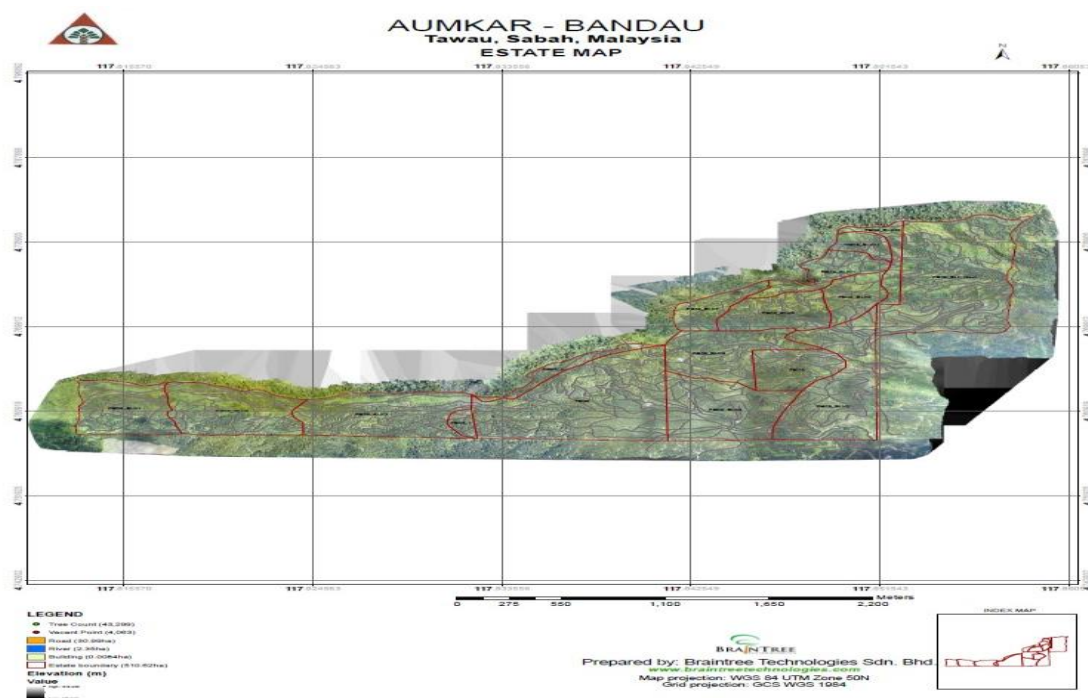


Figure 6:



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Figure 7:

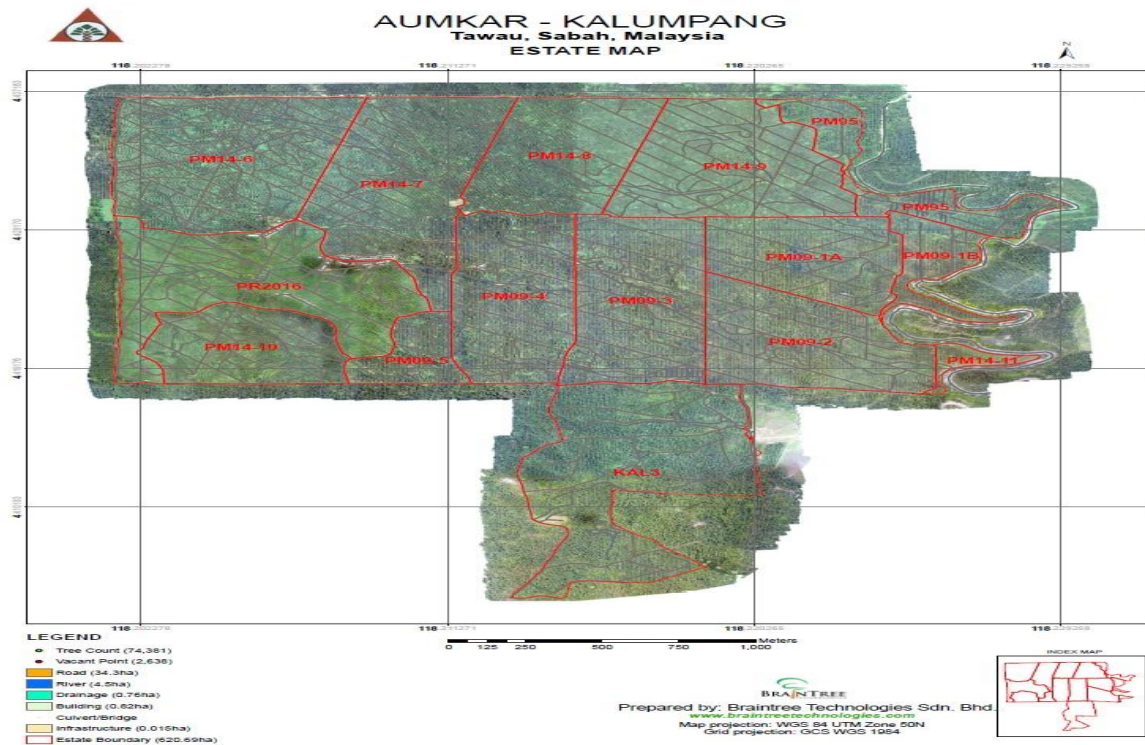
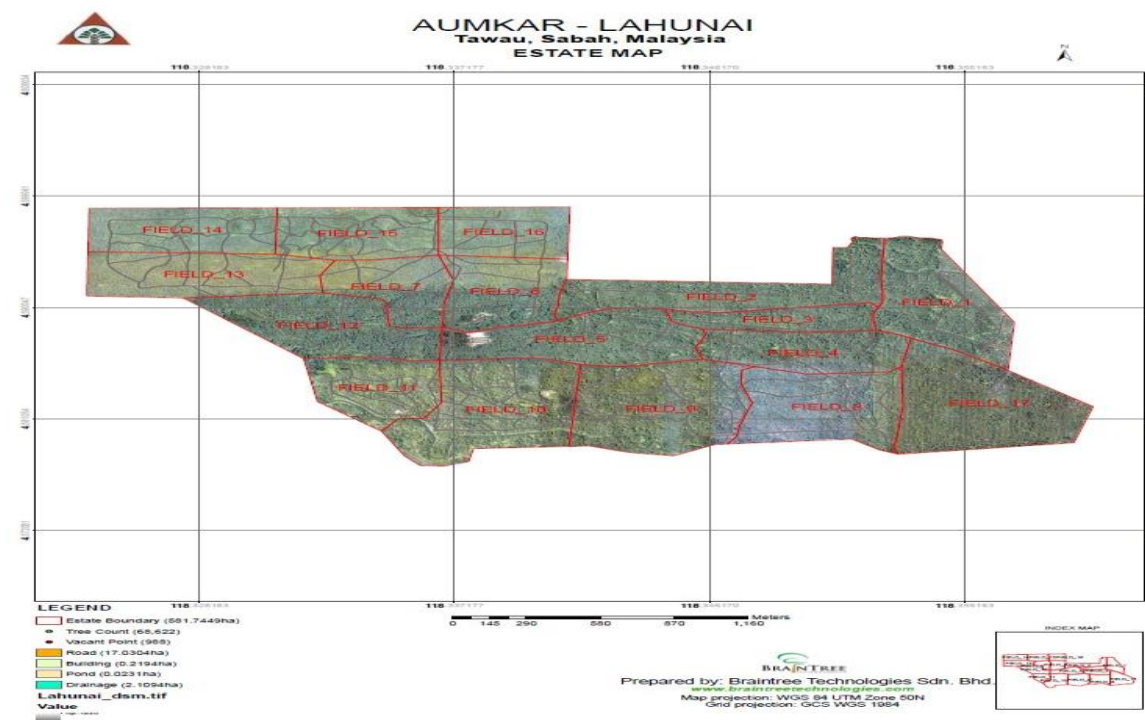


Figure 8:



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Figure 9:

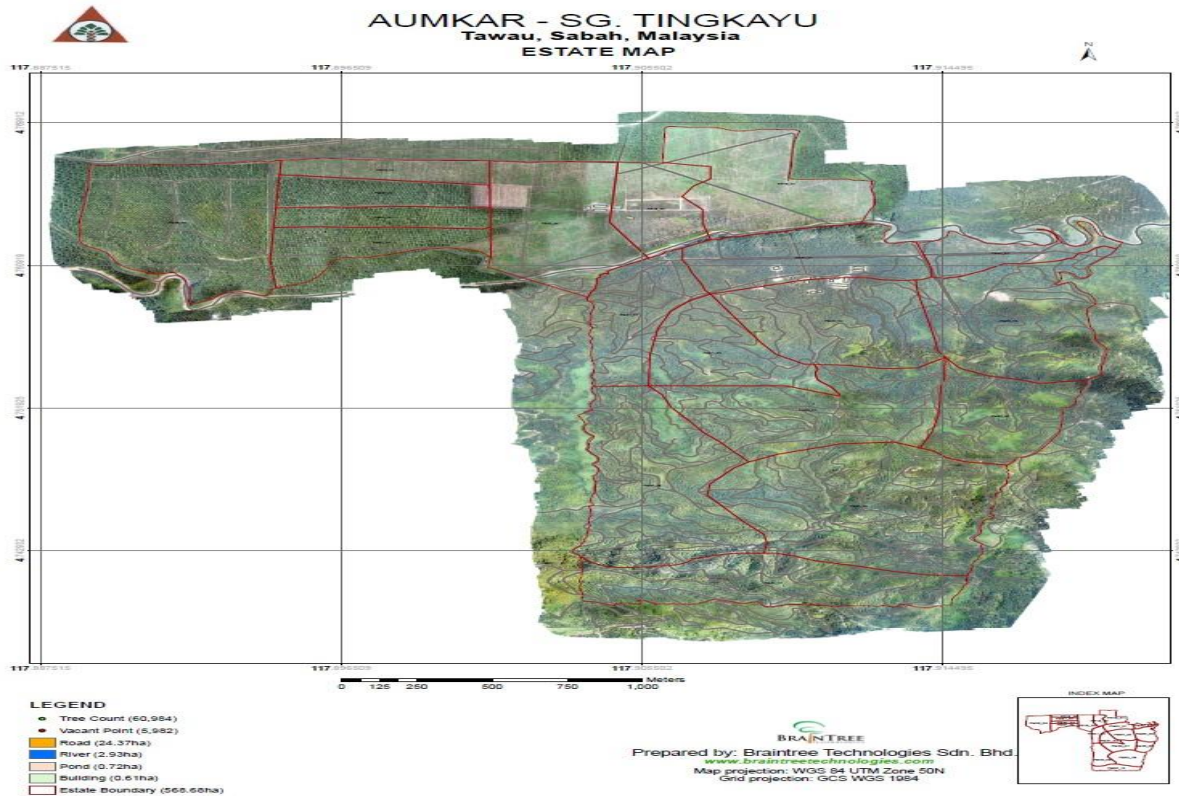
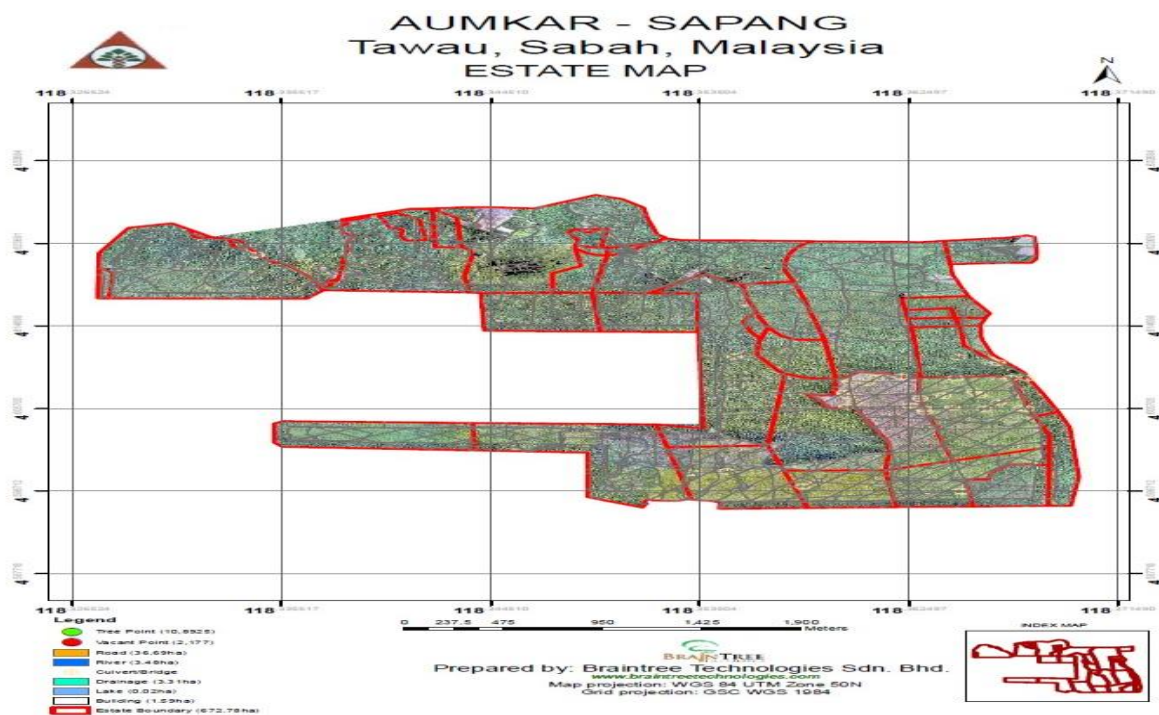


Figure 10:



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Company Name: Aumkar Plantations Sdn Bhd

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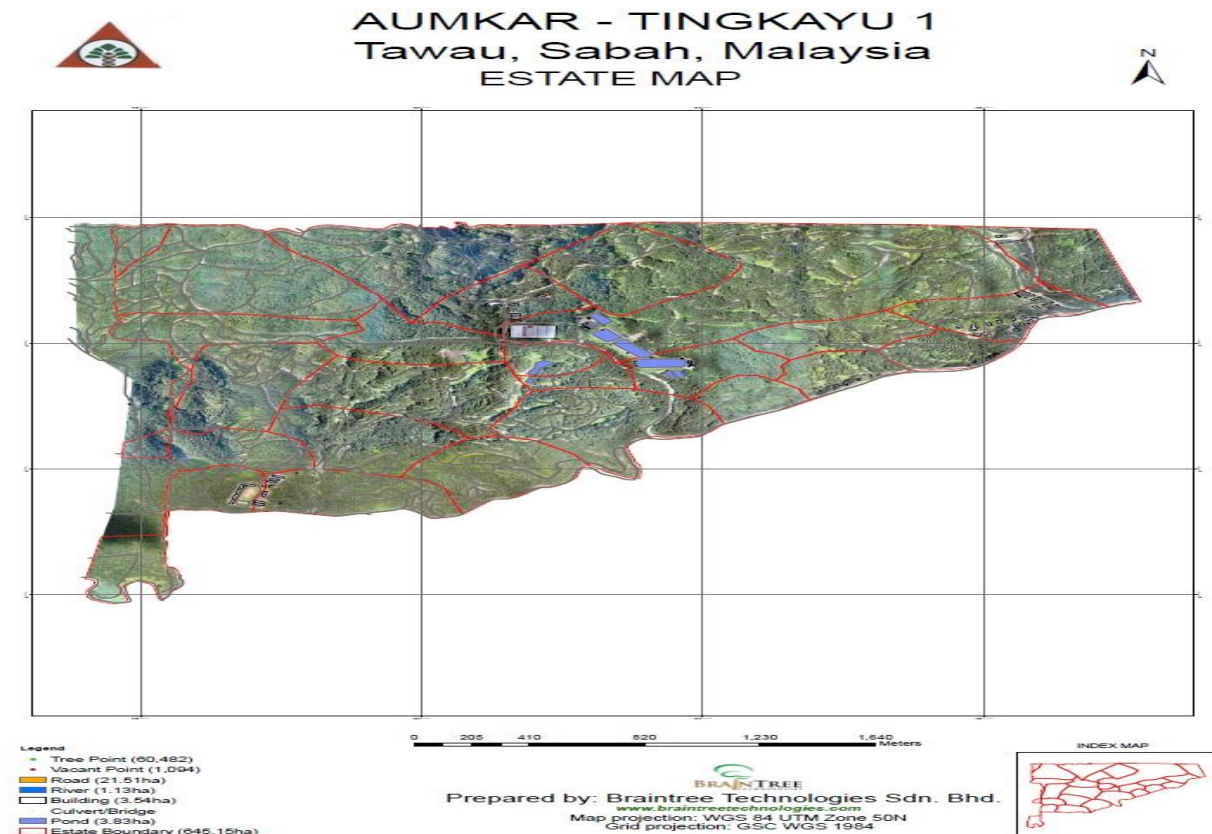
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Figure 11:



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4. CERTIFICATION ASSESSMENT

4.1. ASA 01

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

4.1.1. Surveillance Audit:

The remote audit is conducted on 09/06/2020 to 10/06/2020 and onsite audit is conducted on 10/08/2020 covering 04 selected estates – Kalumpang Estate, Sapang Lahunai Estate, Aumsawit Estate and Aumsubha Estate.

During the remote audit, there are no Major or Minor NC raised. 4 Opportunities for Improvement (OFI) are raised.

During this audit, there is no minor non-compliance raised in the last audit to be reviewed.

During the onsite audit, there are no Major or Minor NC raised. 4 Opportunities for Improvement (OFI) are raised.

The Opportunities for Improvements (OFIs) raised during remote audit, the audit team had review by means of inspection of estates, conduct interviews, review and verify documents that are established, corrected and implemented appropriately by the estate management. The corrective measures implemented could be verified as appropriate by the estates management. 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

TUV NORD (Malaysia) Sdn. Bhd., has published the public notification on 08/07/2020 as to accommodate stakeholder's consultation meeting for Aumkar Plantations Sdn Bhd to provide comments. As at audit date on 10/08/2020 there are no comments received.

Invitation letters are sent on 08/07/2020 to invite relevant stakeholders to attend a local stakeholders' consultation on 10/08/2020 to gather information from the local communities in accordance to §7, 3.2 of the Certification Procedure requirements.

The topics of discussion are as below:

1. Introduction of MSPO certification.
2. Development of oil palm plantations
3. Community service and support provided
4. Wildlife management and wildlife corridor
5. Type of wildlife sighted at the plantations and wildlife corridor.
6. Local communities' development.

The following relevant Principles & Criteria of the applied standard are discussed during the stakeholders' consultation:

1. Principle 2 Criteria 2 Indicator 1: Consultation and Communication with stakeholders:

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The stakeholders could confirm they have attended meetings with the company on MSPO certification.

2. Principle 4 Criteria 2 Indicator 3 & 4: A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint

The stakeholders' advice they are informed a logbook and form is available at the office to lodge any complaints or suggestions.

3. Principle 4 Criteria 3 Indicator 1: Contribute to local development in consultation with the local communities.

Stakeholder interviewed not local communities, therefore no input on this topic.

4. Principle 6 Criteria 4 Indicator 1: Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information

The contractors who provides maintenance and service could confirm they are briefing on MSPO requirements.

There no issues raised during the stakeholder's consultation in terms of tenure and/or use rights, social or environmental aspects of management and operations that need to be addressed by the certified unit. It can be concluded the relevant Principles and Criteria clauses of the applied standard are in compliance.

The list of stakeholders who attended the meeting refer to Table 7-1

Items	Subject discussed	Audit team findings	Company response and proposed action to be taken
1	Any information from Company as regards to the MSPO audit?	Stakeholders invited for attended the MSPO audit via invitation letter received.	No action required
2	Social issues	Stakeholders interviewed are not local communities. Therefore, no input on this topic.	No action required.
3	Type of land title – Country Leased, Provisional Leased, Native title, Customary Land	Stakeholders interviewed are not local communities. Therefore, no input on this topic.	No action required
4	Economy / livelihood Is there any impact on livelihood after the introduction of MSPO?	Stakeholders interviewed are not local communities. Therefore, no input on this topic.	No action required
5	Does MSPO largely benefits the local community?	Stakeholders interviewed are not local communities. Therefore, no input on this topic.	No action required
6	Environmental understanding	Stakeholders interviewed informed they have not	No action required

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Items	Subject discussed	Audit team findings	Company response and proposed action to be taken
		encounter any negative impacts from the estates operation.	
7	Awareness towards species, habitats, and high conservation values	Stakeholders are aware on the wildlife surrounding the estates. They inform no hunting of any wildlife.	No action required
8	Are there any plantation management practices that affect you?	Stakeholders interviewed informed there is no management practices affecting them.	No action required
9	Do you consider any management is in conflict with the MSPO principles and criteria?	Stakeholders informed the management had taken effort to meet the MSPO requirements.	No action required
10	Do you have any suggestions for management?	Stakeholders suggest to improve on the communication between the management and surrounding communities.	Request by stakeholders is highlighted to the estates managements.

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 criteria and indicator or evidences and when non conformity is found. Summary of the non-conformity can be found below

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.1.1	Aumkar Plantations Sdn Bhd established MSPO policy dated 02/07/2018 signed by Director. The policy describes company responsibility and commitment to sustainable development and continuous improvement. Observation during onsite visit, the MSPO policy is publicly available in files and estate notice board in Bahasa Malaysia and English language. The document being review and crosschecked. Site Interviewed with workers are aware of MSPO policy.	Yes
4.1.1.2	MSPO Policy dated 02/07/2018 signed by Director, the policy describes Aumkar Plantations Sdn Bhd commitment to sustainable growth and continuous improvement in plantations and mill operations through MSPO.	Yes

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Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	Observation during onsite visit, the MSPO policy is publicly available in files and estate notice board in Bahasa Malaysia and English language. The policy being review and crosschecked.	
4.1.2.1	Internal audit plan for year 2019 is established. Internal audit for estates conducted on December 2019. Example latest internal audit conducted at Kalumpang Estate on 27/12/2019.	Yes
4.1.2.2	Aumkar Plantations Sdn Bhd established SOP for Internal Audit with document number: SOP/IA/02/, revision 02, dated 25/10/2019. The SOP describes: 1. Objective of audit to analyze any conformity and problems occurs in the plantations. 2. Classification of audit: Major: Management need to respond within 3 months of audit. Minor: Management need to respond within one month of audit. 3. Internal audit will be conducting once a year and monitoring visit will be conduct one a month. Example: Internal audit conducted on 27/12/2019 (Kalumpang Estate), 24/12/2019 (Aumsubha Estate), 23/12/2019 (Aumsawit Estate) and 26/12/2019 (Sapang & Lahunai Estate) using MSPO checklist to assess compliance.	Yes
4.1.2.3	Management review conducted on 08/01/2020. Internal audit finding and action plan included in the agenda.	Yes
4.1.3.1	Latest management review conducted on 08/01/2020 includes: 1. MSPO progress and review. 2. Actions plans. Stated in the management review, action plan such as: 1. Preparation for landfill. 2. Progress on building stores, shower room and premix areas.	Yes
4.1.4.1	Aumkar Plantations Sdn Bhd established Group Continuous Improvement Plan 2019 dated 18/04/2019. The CIP includes: 1. Environment. 2. Waste reduction. 3. Social impact. 4. Health and safety issue. 5. Legal compliance. Observation during onsite visit, the CIP action plan is reviewed.	Yes

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Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.4.2	<p>Aumkar Plantations Sdn Bhd established SOP of New Project, Information, Techniques, Equipment, Resources ETC with document no.: SOP/PROJECTLIST/NO.02, revision 02, dated 05/05/2020</p> <p>The procedure describes:</p> <ol style="list-style-type: none"> 1. Identification of new technology. 2. Implementation and control. 3. Completion of implementation and application. <p>Observation during onsite visit, the SOP is reviewed.</p>	Yes
4.1.4.3	<p>The procedures for new technology and equipment describe:</p> <p>Implementation and control:</p> <p>To train the operators or employee involved in implementation of new information, technique and equipment.</p>	Yes

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	<p>Aumkar Plantations Sdn Bhd establish SOP Stakeholders revision 0 dated 01/10/2018.</p> <p>The SOP describe:</p> <ol style="list-style-type: none"> 1. Identification of stakeholders. 2. Formal community meeting. 3. Workers consultation. <p>Stakeholders meeting conducted on 14/12/2019 include all listed stakeholders.</p> <p>Stakeholders meeting conducted to obtain feedback from the surrounding communities for any social, environment or safety and health issues.</p> <p>Observation during onsite visit, the stakeholder minutes of meeting is reviewed.</p>	Yes
4.2.1.2	<p>Aumkar Plantations Sdn Bhd establish list of publicly available document dated 01/10/2019, revision no. 0</p> <p>Among the documents listed:</p> <ol style="list-style-type: none"> 1. Employee Consultative Committee records 2. List of stakeholders 3. Social Impact Assessment 4. Standard Operating Procedure 5. Land titles 	Yes

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Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.2.1	<p>SOP Stakeholders revision 0 dated 01/10/2018 is established.</p> <p>The SOP describe:</p> <ol style="list-style-type: none"> 1. Identification of stakeholders 2. Formal community meeting 3. Workers consultation <p>Guideline for handling request from stakeholders and timeline to resolve complaint was addressed in the SOP Complaint and Grievance Procedure. The guideline includes a flow chart and time line to resolve is within 30 days after received the complaint.</p> <p>Observation during onsite visit, the SOP Stakeholders is reviewed.</p>	Yes
4.2.2.2	<p>Aumkar Plantations Sdn Bhd appoints the Group Sustainability Manager as person in charge of stakeholders' engagement and consultation.</p> <p>The organisaiton chart is reviewed.</p>	Yes
4.2.2.3	<p>List of Internal and external stakeholders updated on 02/01/2020.</p> <p>List of external stakeholders includes government agencies, suppliers, NGOs, villages and neighbor estates.</p> <p>External stakeholders meeting conducted on 14/12/2019.</p> <p>Observation during onsite visit, the list of stakeholders' document is verified.</p>	Yes
4.2.3.1	<p>Aumkar Plantations Sdn Bhd established SOP for Traceability of Crop Production and Delivery document no SOP/SCCS/01/19, revision 01 dated 12/05/2019.</p> <p>Flow chart for FFB traceability from harvesting activity to the mill.</p> <p>The SOP describes;</p> <ol style="list-style-type: none"> 1. Ability to track all stages of the product from source to finished goods. 2. To understand FFB suppliers practices in producing, procuring and handling of FFB <p>Observation during onsite visit, the SOP for traceability is verified.</p>	Yes
4.2.3.2	<p>Aumkar Plantations Sdn Bhd conducted Internal audit on 27/12/2019 (Kalumpang Estate), 24/12/2019 (Aumsubha Estate), 23/12/2019 (Aumsawit Estate) and 26/12/2019 (Sapang & Lahunai Estate) include inspection on traceability requirements. There is no finding on traceability.</p> <p>Observation during onsite visit, the inspection of the traceability system during internal audit is verified..</p>	Yes
4.2.3.3	<p>Aumkar Plantations Sdn Bhd appoints estate managers to lead traceability committee to manage the traceability system.</p>	Yes

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Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.3.4	<p>Aumkar Plantations Sdn Bhd established records of sales and delivery verified by group estate manager on a daily basis. The records are kept for a period of 7 years.</p> <p>Example:</p> <ol style="list-style-type: none"> 1. FFB log sheet 2. FFB delivery note 3. Mill Weighbridge ticket <p>Review on the records such as FFB log sheet to mill weighbridge are available. Unique identification number is delivery note (DN) number from estate stated in weighbridge ticket.</p> <p>Observation during onsite visit, the FFB log sheet, FFB delivery note and weighbridge tickets are verified.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>Aumkar Plantations Sdn. Bhd. established list of licenses.</p> <p>Example of licenses:</p> <ol style="list-style-type: none"> 1. MPOB license no: 501732002000, valid from 01/09/2019 to 31/08/2020 (Kalumpang Estate). 2. Permit Pemetongan Gaji Pekerja from JTK Sabah valid from 31/10/2019 to 31/10/2020 (Aumsubha Estate). 3. Business license issued by Majlis Perbandaran Tawau, valid from 17/01/2020 to 31/12/2020 (Kalumpang Estate). <p>All copy of updated license was available at estate office</p>	Yes
4.3.1.2	<p>Aumkar Plantations Sdn. Bhd. established updated list of Applicable Laws and regulations, Permits and Licenses dated 21/04/2020.</p> <p>Example of laws and regulations :</p> <ol style="list-style-type: none"> 1. Prevention and Control of Infectious Diseases (Measures within the Infected Local Areas) regulation 2020. 2. Sabah Labour Ordinance 1950 (Chapter 67) 3. Occupational Safety and Health Act 1994. 4. Malaysia Palm Oil Board Act 1998. 	Yes
4.3.1.3	<p>Aumkar Plantations Sdn. Bhd. established SOP on Regulation changes and legal compliance system document number: SOP/Law/No.01/2020, dated 20/05/2020.</p> <p>The SOP describe:</p>	Yes

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Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	<ol style="list-style-type: none"> Flowchart for mechanism of implementation of legal requirements, which includes steps in updating. Evaluate the effectiveness of the changes in laws. To assesses the current practices and suggest changes (if any) in consultation with the head of plantation. <p>Latest legal register was updated on 21/04/2020.</p>	
4.3.1.4	Aumkar Plantation Sdn. Bhd. has appointed Sustainability Team Leader for each estate to monitor, track and update any changes in laws and regulatory requirements.	Yes
4.3.2.1	<p>The estates land title of Aumkar Plantations Sdn Bhd are country leased with tenure of 99 years. There is no land issue raised during stakeholders meeting on 14/12/2019 and no grievance records.</p> <p>Land titles was available at central office and respective estates..</p>	Yes
4.3.2.2	The estates land titles for Aumkar Plantations Sdn Bhd are country leased with land right use for agricultural. The land tenure is 99 years. The land titles are review to confirm land title type, tenure of lease and usage right.	Yes
4.3.2.3	<p>Estates boundary markers and boundary management will be verify during field audit.</p> <p>Aumkar Plantations maintain boundary markers. Boundary peg was available and maintain by estate.</p>	Yes
4.3.2.4	During stakeholder meeting conducted on 14/12/2019, stakeholder has confirm there are no disputed on land title of Aumkar Plantation Sdn Bhd. Review on complaint and grievances records no disputes raised by stakeholders or neighbor estates.	Yes
4.3.3.1	All the land titles are lease title; there are no customary right land under Aumkar Plantations.	Yes
4.3.3.2	All the land titles are lease title, there are no customary right land under Aumkar Plantations Sdn. Bhd.	Yes
4.3.3.3	<p>Estates land is country leased land title. There are no customary lands as the estate is neighboring with other plantations.</p> <p>There are no issue of land use rights raised during stakeholders meeting and no grievance records related to land issues.</p> <p>Interview estate management team and workers informed there are no land rights issue with neighboring estates and smallholders.</p>	Yes

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.1.1	<p>Aumkar Plantations Sdn. Bhd. conduct SIA individually for all of its estates.</p> <p>Example:</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Kalumpang Estate established Social Impact Assessment (SIA), revised dated 22/02/2020.</p> <p>The survey involved internal stakeholders; workers</p> <p>And external stakeholders: supplier, NGOs, government agencies.</p> <p>Assessment result was indicated by negative and positive impacts.</p> <p>Example of Positive impact and action plan</p> <p>Smallholders are given road access to Aumkar Oil Mill using estates road.</p> <p>Action plan:</p> <p>Continue to allow using estate road with permission by estate management.</p> <p>Example of Negative impact and action plan:</p> <p>Transportation for Humana teachers.</p> <p>Action plan:</p> <p>Studies has been made, and estate management will provide transport for Humana teachers.</p> <p>Interview with workers indicates they understand and aware the impacts stated in SIA</p>	
4.4.2.1	<p>Aumkar Plantations Sdn Bhd establish SOP grievance, document number: revision 01, dated 01/07/2019.</p> <p>The SOP describe:</p> <ol style="list-style-type: none"> 1. Internal grievance issue to be address within 15 days. 2. External grievance to be address within 10 days. <p>Aumkar Plantations Sdn. Bhd. adopted Estate and Mill guidelines to Mitigate Covid-19 infection among Workers under MKN (Majlis Keselamatan Negara).</p> <p>The procedure describe;</p> <ol style="list-style-type: none"> 1. All workers subjected health screening. 2. Workers screening record are kept. 3. Workers identified to demonstrate symptoms would be given access to medical treatment immediately or quarantine. 	Yes
4.4.2.2	<p>SOP grievance was display at estate office notice board and copy of complains and grievance form was available at estate office.</p>	Yes
4.4.2.3	<p>Aumkar Plantations adopted Estate and Mill guidelines to Mitigate Covid-19 infection among Workers. Any of workers having symptoms will be referred to nearby government hospital and clinic</p> <p>Interviewed workers confirmed they understand and aware of the grievance procedure.</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.2.4	<p>Aumkar Plantations Sdn Bhd conduct briefing on complaint and grievance to estate workers, dated 04/01/2019.</p> <p>Stakeholders meeting conducted on 14/12/2019 include all listed stakeholders.</p> <p>Meeting include social, complaint procedure, environment and safety and health topics.</p>	Yes
4.4.2.5	Records of complain and grievance starting from 2019 were available and stated in the list of accessible documents.	Yes
4.4.3.1	<p>Aumkar Plantations Sdn Bhd has contribute to local development. Example of contribution made:</p> <ol style="list-style-type: none"> Hiring local people in the estates. Provided facilities for local to operate and to sell products. 	Yes
4.4.4.1	<p>Aumkar Plantations Sdn Bhd established Safety and Health Policy sign by company Director, dated 02/07/2018.</p> <p>Training records has include OSH policy briefing, conducted on 11/01/2020.</p> <p>Interview with workers indicates they are aware on company safety and health procedure.</p>	Yes
4.4.4.2	<p>a</p> <p>Aumkar Plantations Sdn Bhd established Safety and Health Policy, signed by Plantation Director, dated 02/07/2020.</p> <p>Safety and Health policy briefing was conducted at all respective estates.</p> <p>Policy briefing for external stakeholders was conducted during Aumkar Plantations group stakeholders meeting conducted on 14/12/2019.</p> <p>Interview with workers indicates they are aware of company safety and health procedure.</p>	Yes
	<p>b</p> <p>Aumkar Plantations Sdn Bhd established Hazard identification Risk Assessment and Risk Control (HIRARC), dated 20/04/2020 include all relevant field activities.</p> <p>HIRARC covers all work activities include potential hazards, potential risks, effects, current controls, severity, likelihood, risk evaluation and additional control.</p> <p>Activity: In and out of the premises</p> <p>Hazard: Spread of Infectious diseases</p> <p>Risk: Infected with diseases such as Covid-19</p> <p>Current control: Control on premises entrance base on adopted MKN SOP.</p> <p>Severity: 3</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Likelihood: 3</p> <p>Risk evaluation: 9 (medium)</p> <p>Additional control: Continuous briefing and monitoring on compliance to the MKN SOP.</p> <p>HIRARC for each estates updated on 20/04/2020.</p> <p>The HIRARC table describe the activity, hazards, consequences, risk analysis, risk control and person in-charge.</p>	
c i	<p>Safe work practise training was conducted on each of respective estates.</p> <p>Example: Training on chemical mixing conducted on 15/01/2020 at Kalumpang Estate.</p> <p>Safety and health trainings list was available at each of estates.</p>	Yes
c ii	<p>SDS was available at estates stores, premix area and workshops..</p> <p>Example: Rock Phosphate and Muriate of Potash for fertilizer store.</p>	Yes
d	<p>Aumkar Plantations Sdn Bhd. established SOP PPE Usage, dated 01/10/2018.</p> <p>The procedure describes steps in using PPE before, during and after work.</p> <p>PPE are provided to workers based on CHRA recommendation and task.</p> <p>PPE issuance records are available and any issuance monitored.</p> <p>PPE training conducted to workers.</p> <p>Example, At Kalumpang Estate on 05/09/2019.</p> <p>Observation and interview with workers confirmed they are aware and understand on requirement of wearing PPEs.</p>	Yes
e	<p>Aumkar Plantation Sdn. Bhd. established SOP for Chemical Handling, revision 01, dated 01/10/2018.</p> <p>The procedure describes:</p> <ol style="list-style-type: none"> 1. Type of PPE used by estate workers 2. Type and class of chemicals 3. Safety precaution on handling chemicals substances. 4. List of laws and regulations related to chemical handlings. <p>Observation on spraying gang at Sapang / Lahunai Estate indicate workers are provided with proper PPE.</p>	Yes
f	<p>Aumkar Plantations Sdn Bhd appoints a Safety and Health Officer is the to take change of estates safety and health matters</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	Each of the estate has their own safety and health representative which will be reporting and updating safety and health matters to Safety Officer.	
g	<p>Aumkar Plantations Sdn Bhd conduct OSH meeting quarterly with participant of both employer and employee representatives.</p> <p>Minutes meeting agenda has included:</p> <ol style="list-style-type: none"> 1. Previous minutes meeting review 2. Safety and health report 3. Incident/ accident cases 4. First aid box inspections 5. Updated on training conducted. 6. Other safety and health issues. <p>Safety and health meeting conducted on 09/03/2020, 25/06/2019 and 23/09/2019 and 19/12/2019 respectively.</p> <p>Interview with staff and workers confirmed they had attend the safety and health meeting.</p>	Yes
h	<p>Aumkar Plantations Sdn. Bhd. established Emergency Respond Plan, dated 01/01/2019.</p> <p>The ERP includes:</p> <ol style="list-style-type: none"> 1. Flood 2. Fire 3. Chemical 4. Oil spillage <p>Aumkar Plantations Sdn Bhd has established Emergency Preparedness and Plan For Diseases Control (Covid-19), revision 01, dated 01/04/2020.</p> <p>The plan includes flow chart on:</p> <ol style="list-style-type: none"> 1. Daily monitoring on workers body temperature and health status before commencing work. 2. Work place and hosing sanitation conducted 3 day once. 3. Control on estate main gate for incoming and outgoing personnel. <p>Workers interviewed during onsite informed they are briefed on COVID-19 SOP.</p>	Yes
i	First aid training was conducted at each Aumkar Estate by competence first aid trainers.	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions			
Indicator	Summary of Assessment		Compliance
		Example training conducted on 26/02/2020 at Aumsawit Estate by Aumkar clinic nurse.. First aid kits are available at estate operations such as spraying, harvesting and manuring Interview with workers informed they understand the usage of first aid kit.	
	j	Aumkar Plantations Sdn Bhd estates accidents and injuries records are well maintained and reported during OSH meetings.. Annual reporting to JKPP submitted on January 2020.	Yes
4.4.5.1	Aumkar Plantations Sdn Bhd established Social and Human Rights Policy, sign by Plantation Director, dated 18/02/2019. The policy has includes elements related to good social practices. Policy training was conducted on 13/09/2019. Interview with workers indicates they are aware of the Human Right Policy.		Yes
4.4.5.2	Aumkar Plantations Sdn Bhd established Equal Opportunity Policy, sign by Plantation Director, dated 18/02/2019. The policy states on company commitment to ensure no discrimination in all level of workforce and demonstrate equality. Policy on Gender Equality policy, dated 02/07/2018. The policy describes on provide and create opportunity for development of women leadership at all level. Interviewed workers informed there are no discrimination occurs at their workplace.		Yes
4.4.5.3	Aumkar Plantations Sdn Bhd estates pay their workers according to Sabah Labour Ordinance 1950 (Chapter 67) and Minimum Wages Order 2018 Workers are paid either daily rate or piece rate. Workers employment agreement are review and in accordance with Sabah Labour Ordinance 1950 (Chapter 67) and Minimum Wages Order 2018.. Workers' payslips are review and according to Sabah Labiour Ordinance and Minimum Wage Order 2018		Yes
4.4.5.4	There are no contractors involved in Estates operations. Aumkar Plantations are using internal workforce for their operations. Interviewed estate managers and workers confirmed no contractors at site.		Yes
4.4.5.5	Aumkar Plantation Sdn Bhd has established updated employee list for each of its estates. The list includes workers name, nationality, and marital status, date of join, birth date, occupation and wages.		Yes
4.4.5.6	Aumkar Plantations Sdn Bhd establish contract agreement with their workers. Copy of employment contract are given to workers. The employment contract includes: 1. Employee information. 2. Contract terms and conditions.		Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>3. Employer representative and employee signatures as evidence of acknowledgment.</p> <p>Interviewed workers confirmed they understand and aware contents of the employment agreement.</p>	
4.4.5.7	<p>Aumkar Plantations Sdn Bhd established and using checkroll book to monitor workers attendance.</p> <p>Working hours are displayed at estate office. Implementation and awareness on working hours will be conducted on field audit.</p> <p>Checkroll review for the month of April 2020. The particulars include name of workers, daily attendance, type of works and work rate.</p> <p>Interviewed workers understand and aware on estates working hours.</p>	Yes
4.4.5.8	<p>Aumkar Plantations Sdn Bhd working hours are complying with Sabah Labour Ordinance 1950 (Chapter 67)</p> <p>Standard working hours throughout the estates within Aumkar Plantations Sdn. Bhd:</p> <p>Working hours: 06.30 am until 02.30 pm (8hours)</p> <p>Breaks: 10.30 am – 11.00 am (30 minutes)</p> <p>Observation on implementation and awareness on working hours will be conducted on field audit.</p> <p>Observation and interview with workers confirmed they are aware on working hours.</p>	Yes
4.4.5.9	<p>Aumkar Plantations Sdn. Bhd provide payslips to all workers documenting wage for the month and any overtime performed.</p> <p>Workers are paid either piece rate or daily rate.</p> <p>Pay slip for workers was reviewed which Of either daily or piece rate, overtime and deduction.</p>	Yes
4.4.5.10	<p>Aumkar Plantations Sdn Bhd provides benefits such as housing, medical, water supply, electricity, school for foreign children, harvesting incentives religious worship place, childcare center, sport amenities and contribution for festive season.</p>	Yes
4.4.5.11	<p>Aumkar Plantations Sdn Bhd workers housing adopts the plantation industry best practices for living quarters.</p> <p>Site observation on living quarters will be conducted on field audit.</p> <p>Estate housing compound inspection and monitoring was conducted. Site observation on workers living quarters has basic amenities such as water and electrical supply</p>	Yes
4.4.5.12	<p>Aumkar Plantations Sdn Bhd established Harassment policy signed by Plantation Director, dated 02/07/2018.</p> <p>The policy states</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>1. Type of harassment on workplace.</p> <p>2. Company commitments and action taken on harassment complaints.</p> <p>There are no complaints related to sexual harassment.</p> <p>Interviewed workers aware and understand the Harassment policy. They confirmed no sexual harassment occur in their workplace.</p>	
4.4.5.13	<p>Aumkar Plantations Sdn Bhd established Social and Human Right policy signed by Plantation Director, dated 02/07/2018.</p> <p>The policy states:</p> <ol style="list-style-type: none"> 1. Respect the union rights and freedom to join union. 2. Respect the right to live free from discriminations. <p>The JCC meeting was conducted on estate level once a year.</p> <p>Example, JCC meeting from Aumsawit Estate conducted on 03/01/2020 with the participants of management and workers representatives.</p> <p>Interviewed workers confirmed they aware on JCC functions and representatives.</p>	Yes
4.4.5.14	<p>Social and Human Right policy established and signed by Plantation Director, dated 02/07/2018.</p> <p>The policy describes:</p> <p>Will not hire underage person as employee.</p> <p>List of workers are reviewed and there are no underage workers employed by estates.</p> <p>Review on workers list and field observation indicates the no children or young persons hired by company.</p>	Yes
4.4.6.1	<p>Aumkar Plantations Sdn Bhd established training program for year 2020.</p> <p>Example training conducted:</p> <ol style="list-style-type: none"> 1. SOP for harvester & PPE dated 21/01/2020 2. SOP for spraying dated 07/02/2020 3. High & Steep Area dated 29/05/2020 <p>During onsite visit training records are verified.</p>	Yes
4.4.6.2	<p>Aumkar Plantations Sdn Bhd establish individual training evaluation according to the job description.</p> <p>Sighted list of training for workers.</p>	Yes
4.4.6.3	<p>Aumkar Plantations Sdn Bhd established Training Programme for 2020 and update annually.</p> <p>Sighted the training needs for all workers and management dated 02/01/2020</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions

Indicator	Summary of Assessment	Compliance
	<p>Example list of training programme:</p> <ol style="list-style-type: none"> 1. SOP in April 2020. 2. MSPO Standards in July 2020. 3. Policies in July 2020. 	

Principle 5: Environment, natural resources, biodiversity and ecosystem services

Indicator	Summary of Assessment	Compliance						
4.5.1.1	<p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>The policy describes:</p> <ol style="list-style-type: none"> 1. complying with relevant legislative requirements 2. promoting continuous improvement on environment standard 3. ensuring proper preservation and protect natural habitat and conserve natural resources <p>The policy is in accordance with Environmental Quality Act 1974.</p> <p>Aumkar Plantations Sdn Bhd established Group environmental impact assessment, management action plans and continuous improvement plans (GEIA 2020). Latest review conducted on 30/01/2020.</p> <p>The plan has includes identification of source of waste/ pollutants, potential environmental impacts, mitigating negatives and promoting positives, action plans, monitoring and continuous improvement programme.</p> <p>Example:</p> <p>Environmental protection policy training conducted on 24/12/2019 to the staff and workers at Kalumpang estate.</p>	Yes						
4.5.1.2	<table border="1"> <tr> <td>a</td><td> <p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>The policy describes to comply with relevant legislative requirement and ensuring proper preservation and protect natural habitat and conserve natural resources.</p> <p>Environmental protection policy is publicly displayed at estates notice board.</p> </td><td>Yes</td></tr> <tr> <td>b</td><td> <p>Aspect and impact stated in the assessment:</p> <ol style="list-style-type: none"> 1. Disposal of spent lubricant - spilling of oil could cause pollution. 2. Landfill - Contamination of ground and surface water sources. 3. Diesel tank - Leakage from damaged diesel tank. <p>Inspection at Aumsawit landfill area, there are only domestic wastes disposed.</p> </td><td>Yes</td></tr> </table>	a	<p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>The policy describes to comply with relevant legislative requirement and ensuring proper preservation and protect natural habitat and conserve natural resources.</p> <p>Environmental protection policy is publicly displayed at estates notice board.</p>	Yes	b	<p>Aspect and impact stated in the assessment:</p> <ol style="list-style-type: none"> 1. Disposal of spent lubricant - spilling of oil could cause pollution. 2. Landfill - Contamination of ground and surface water sources. 3. Diesel tank - Leakage from damaged diesel tank. <p>Inspection at Aumsawit landfill area, there are only domestic wastes disposed.</p>	Yes	
a	<p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>The policy describes to comply with relevant legislative requirement and ensuring proper preservation and protect natural habitat and conserve natural resources.</p> <p>Environmental protection policy is publicly displayed at estates notice board.</p>	Yes						
b	<p>Aspect and impact stated in the assessment:</p> <ol style="list-style-type: none"> 1. Disposal of spent lubricant - spilling of oil could cause pollution. 2. Landfill - Contamination of ground and surface water sources. 3. Diesel tank - Leakage from damaged diesel tank. <p>Inspection at Aumsawit landfill area, there are only domestic wastes disposed.</p>	Yes						

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.1.3	<p>The Environmental Management Plan has assessed in aspect and impact of every activities in estates. Negative and positive impacts of each activity is assesses.</p> <p>Example:</p> <p>1. Landfill</p> <p>Negative impact: Breeding ground of housefly and cause health problems.</p> <p>Positive impact: Keeping the housing compound clean and create conducive environment for leaving and the landfill was located far away from housing and river areas.</p> <p>2. Diesel tank</p> <p>Negative impact: Hazardous effects of spillages.</p> <p>Positive impact: For running vehicles.</p> <p>Inspection at Aumsawit landfill area, location of the landfill is far away from housing area and waterways..</p>	Yes
4.5.1.4	<p>Aumkar Plantations Sdn Bhd established Continual Improvement Plan dated 30/04/2020.</p> <p>The CIP describes:</p> <p>Topic: Environment</p> <p>Improvement action: Protection and preservation of buffer zones in replanting areas.</p> <p>Expected outcomes: All watercourses through the plantation areas have buffer zones and to be maintain or preserves the current or future replanting areas.</p>	Yes
4.5.1.5	<p>Aumkar Plantations Sdn Bhd established training programme year 2020 include the environment program.</p> <p>Example:</p> <p>Environmental protection policy training conducted on 24/12/2019 for staff and workers of Kalumpang estate.</p> <p>Workers interviewed informed training conducted on environmental policy and objectives. to</p>	Yes
4.5.1.6	<p>Aumkar Plantations Sdn Bhd conducted environmental protection meeting for all estates.</p> <p>Example:</p> <p>Kalumpang estate conducted environmental protection meeting dated 20/02/2020.</p> <p>Management and workers are involved in the meeting as sighted in the agenda, photos and attendances.</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.2.1	<p>Aumkar Plantations Sdn Bhd established baseline for diesel consumption from year 2017 to 2019 for all estates.</p> <p>Example:</p> <p>Kalumpang estate established baseline for diesel consumption for three years from 2017 to 2019.</p> <p>The baseline from 2017 to 2019 are used for monitoring diesel usage in year 2020. Sighted fuel consumption records for month of January until May 2020 compared with baseline established. There are fluctuation due to volume of crop production. Diesel consumption per mt of FFB monitored as part of control measure.</p> <p>Graph for diesel consumption is established to closely monitor the monthly usage.</p>	Yes
4.5.2.2	<p>Aumkar Plantations Sdn Bhd established budget for fuel consumption year 2020.</p> <p>Example:</p> <p>Kalumpang estate established budget for fuel consumption for year 2020. Actual diesel usage for the month of January until May 2020 is recorded and maintained.</p>	Yes
4.5.2.3	<p>Aumkar Plantations Sdn Bhd established group waste management plan 2020 with latest review on 26/03/2020.</p> <p>The plan includes Identification and management plan of wastes.</p> <p>Identification of waste and its source, example:</p> <ol style="list-style-type: none"> 1. Empty chemical containers: spraying activities. 2. Used battery: workshops. 3. Clinical waste: Aumkar Clinic. <p>Monitoring of waste:</p> <p>Scheduled waste: All scheduled waste sent to mill for disposed by license and registered scheduled waste contractors.</p> <p>Domestic waste and garden residue: Dispose at landfill. Segregate and collection of recyclable items. Observation during onsite visit, scheduled waste and domestic waste from estates being disposed accordingly.</p> <p>Example:</p> <p>Domestic waste: Landfill</p> <p>Scheduled wastes: DOE authorized contractor</p>	Yes
4.5.3.1	<p>Aumkar Plantations Sdn Bhd established group waste management plan 2020 with latest review on 26/03/2020.</p> <p>Example:</p> <p>Waste: Empty chemical container</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services

Indicator	Summary of Assessment	Compliance												
	<p>Source: Estates / field</p> <p>Location: Scheduled wastes store</p> <p>Disposal method: DOE authorized contractor</p> <p>Inventory records of empty chemical containers is to monitor the total empty chemical containers reused for chemical spraying activities.</p>													
4.5.3.2	<p>a Aumkar Plantations Sdn Bhd established group waste management plan 2020 with latest review on 26/03/2020. The plan include waste management plan implementation.</p> <p>Example:</p> <table border="1"> <thead> <tr> <th>Waste</th><th>Source</th><th>Monitoring</th></tr> </thead> <tbody> <tr> <td>Domestic</td><td>Line site</td><td>Dispose at landfill</td></tr> <tr> <td>Empty chemical container</td><td>Field</td><td>Properly stored, labelled and disposed according to Environmental Act 1974</td></tr> <tr> <td>Used dressing and syringe</td><td>Clinic</td><td>To store in clinical waste store before disposed at government clinic.</td></tr> </tbody> </table> <p>Observation during onsite visit, wastes from estates manage the method of disposal accordingly.</p> <p>Example:</p> <p>Domestic waste: Landfill</p> <p>Scheduled wastes: DOE authorized contractor</p>	Waste	Source	Monitoring	Domestic	Line site	Dispose at landfill	Empty chemical container	Field	Properly stored, labelled and disposed according to Environmental Act 1974	Used dressing and syringe	Clinic	To store in clinical waste store before disposed at government clinic.	Yes
Waste	Source	Monitoring												
Domestic	Line site	Dispose at landfill												
Empty chemical container	Field	Properly stored, labelled and disposed according to Environmental Act 1974												
Used dressing and syringe	Clinic	To store in clinical waste store before disposed at government clinic.												
	<p>b Aumkar Plantations Sdn Bhd identified the potential wastes that could be reduce, reuse and recycle.</p> <p>Example:</p> <ol style="list-style-type: none"> 1. Empty chemical container: Reused the empty chemical container for pre-mixing and diluting herbicides. 2. Domestic wastes: Recycling of plastic, glass and paper. 3. Pruned frond: pruned oil palm fronds can enhance soil nutrients <p>Site inspection confirmed, estates implement pruned fronds as recycling potential waste.</p>	Yes												
4.5.3.3	<p>Aumkar Plantations Sdn Bhd has established SOP scheduled wastes management, revision 01 dated 01/10/2018.</p> <p>The SOP describes:</p> <ol style="list-style-type: none"> 1. No reuse of empty chemical containers except for planting pot or as waste collector bin. 	Yes												

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Indicator	Summary of Assessment	Compliance												
	<p>2. Empty containers are stored at scheduled waste store and disposed by authorized scheduled waste collector.</p> <p>3. Triple rinsing for all used empty containers before stored at scheduled waste store.</p> <p>Site inspection at scheduled wastes store sighted there are record of inventory maintained by each estates.</p> <p>Scheduled wastes disposed by DOE authorised contractor.</p>													
4.5.3.4	<p>Aumkar Plantations Sdn Bhd has established SOP scheduled wastes management, revision 01 dated 01/10/2018. The SOP include managing of empty chemical container.</p> <p>The SOP describes:</p> <ol style="list-style-type: none"> 1. Rinsed water reused for spraying activities 2. Empty chemical container being labelled, stored and disposed by authorized collector. 3. Disposal in accordance with pesticides act 1974 (Act 149) or any relevant local regulation. <p>Observation during onsite visit, scheduled waste store and empty chemical containers stored with proper arrangement.</p>	Yes												
4.5.3.5	<p>Aumkar Plantations established landfill to dispose domestic wastes generated from workers quarters and office compound.</p> <p>Site inspection of landfills for all estates are located far from housing and waterways.</p> <p>Appropriate signage are install at landfill area.</p>	Yes												
4.5.4.1	<p>Aumkar Plantations Sdn Bhd established group environmental impact assessment, management action plans and continuous improvement plans. Latest review conducted on 30/01/2020.</p> <p>The plan includes solids, liquids and gaseous wastes</p> <p>Example:</p> <table border="1"> <thead> <tr> <th>Type of waste</th><th>Waste</th><th>Disposal and treatment</th></tr> </thead> <tbody> <tr> <td>Solid</td><td>Used battery</td><td>Disposed by DOE authorized contractor.</td></tr> <tr> <td>Liquid</td><td>Used lubricant oil</td><td>Stored, label, disposed according to Environment Act1974</td></tr> <tr> <td>Gaseous</td><td>Smoke emission</td><td>Regular maintenance of vehicles</td></tr> </tbody> </table> <p>GHG source of pollution is identified in the plan.</p> <p>Example: Diesel – carbon monoxide (CO)</p>	Type of waste	Waste	Disposal and treatment	Solid	Used battery	Disposed by DOE authorized contractor.	Liquid	Used lubricant oil	Stored, label, disposed according to Environment Act1974	Gaseous	Smoke emission	Regular maintenance of vehicles	Yes
Type of waste	Waste	Disposal and treatment												
Solid	Used battery	Disposed by DOE authorized contractor.												
Liquid	Used lubricant oil	Stored, label, disposed according to Environment Act1974												
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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.4.2	<p>Aumkar Plantations Sdn Bhd established Group CIP with latest review on 30/04/2020.</p> <p>The Group CIP includes pollution and emission.</p> <p>Example:</p> <p>Improvement action: Continuously monitoring efficiency used fossil fuel emission litre / ton FFB</p> <p>Expected outcome: Continually monitoring diesel usage for all machineries for efficient fuel consumption.</p> <p>Timeframe: On going</p> <p>Reviewed and monitored: Litre / ton FFB diesel used record.</p> <p>Observation during onsite visit, the tractor use for loading FFB is switch off during loading the FFB i to reduce fuel consumption. t.</p>	Yes
4.5.5.1	<p>a Aumkar Plantations established water management 2020 includes the source of water and water usage.</p> <p>Example:</p> <p>Rain harvesting is practice at housing and facilities area for domestic consumption.</p> <p>Domestic and general usage, water is derived from natural water source.</p> <p>Source of water for Kalumpang, Sapang and Lahunai derived from natural water source and rain harvesting.</p> <p>Source of water for Aumsawit & Aumsubha are from the mill water catchment pond. Inflow and outflow of water in the estates are monitor and test conducted by 3rd party to ensure the quality is not affected by the estates activities.</p> <p>Natural water source: General usage and chemical application</p> <p>Rain harvesting: Domestic consumption</p>	Yes
	<p>b Site observation sighted there is stream flow through Aumsawit estate.</p> <p>Water quality tests conducted to monitor in and outgoing water conducted by private laboratory on 16/03/2020 to ensure no contamination of waterways.</p> <p>Site observation at workers quarters sighted the water discharge through to the field. There is no waterways nearby the workers quarters.</p>	Yes
	<p>c Empty chemical containers washing and rinsing water is recycle for pre-mix usage.</p> <p>Rain harvesting is practice at housing and facilities area for domestic consumption.</p>	Yes

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Indicator	Summary of Assessment	Compliance
	<p>Domestic and general usage, water is derived from natural water source.</p> <p>Piping system are in good order during inspection at housing and facilities area.</p>	
	<p>d Monthly monitoring of riparian zone establish to monitor water quality, signage condition, soil erosion, no activities of chemical and fertilizer application.</p> <p>Appropriate signage installed at buffer / riparian zones.</p> <p>Workers interview informed they are brief during morning muster roll call on environmental awareness.</p>	Yes
	<p>e During field observation, there are no vegetation removed from riparian zones.</p> <p>Riparian zones are well maintained.</p> <p>Records of monitoring review.</p> <p>Example:</p> <p>Monthly inspection records from January to August 2020 is maintained.</p>	Yes
	<p>f There are no bore wells constructed to extract ground water.</p> <p>This could be observed during inspection of housing and facilities areas at Kalumpang, Sapang and Lahunai, Aumsawit and Aumsubha estate.</p>	Yes
4.5.5.2	<p>There are no bunds or weirs or dams constructed across the stream.</p> <p>This could be confirm during field visit observation at Kalumpang, Sapang and Lahunai, Aumsawit and Aumsubha estate.</p>	Yes
4.5.5.3	<p>Water harvesting is practice throughout the facilities and housing in Kalumpang, Sapang and Lahunai, Aumsawit and Aumsubha estate.</p>	Yes
4.5.6.1	<p>a Aumkar Plantations Sdn Bhd established SOP senarai hidupan liar dan tumbuhan yang dilindungi issue on 09/05/2019 with latest revision 09/05/2020.</p> <p>Wildlife protection training conducted on 03/01/2020 to the staffs and workers.Site inspection at riparian zone sighted the riparian area are well maintained with appropriate signage istalled.</p> <p>Workers interviewed informed they are aware of wildlife in the estates.</p>	Yes
	<p>b Rare, threatened and endangered (RTE) species identified in the SOP senarai hidupan liar dan tumbuhan yang dilindungi 2020.</p> <p>Wildlife protection training conducted on 03/01/2020 to the staffs and workers.Observation during onsite visit, management monitor wildlife by using checklist of RTE on monthly basis.</p> <p>Example:</p>	Yes

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Indicator	Summary of Assessment	Compliance
	Inspection record on 21/07/2020 includes wildlife monitoring, buffer zone condition and signage is maintained.	
4.5.6.2	<p>a The RTE identified according to Sabah Wildlife Conservation Enactment 1997 and Wildlife Regulation 1998.</p> <p>RTE training conducted during the muster call to brief on legal protection and prohibition based on Sabah Wildlife Enactment 1997 on 03/01/2020.</p> <p>Appropriate signage are installed at buffer / riparian zones and natural water resources area.</p> <p>Example:</p> <ul style="list-style-type: none"> - No activities allowed at stream area - No chemical application allowed - No fertilizer application allowed - No cultivation activities - No fishing activities - No activities allowed 20 meter from stream 	Yes
	<p>b Aumkar Plantations Sdn Bhd established GEIA dated 30/01/2020 stated in Internal conservation area - natural stream, tributaries and natural habitat.</p> <p>Environmental protection policy stated ensuring proper preservation and protect natural habitat and conserve natural resources.</p> <p>RTE training conducted during the muster call to brief on legal protection and prohibition based on Sabah Wildlife Enactment 1997 on 03/01/2020.</p>	Yes
4.5.6.3	<p>Aumkar Plantations Sdn Bhd established GEIA dated 30/01/2020 stated in Internal conservation area - natural stream, tributaries and natural habitat.</p> <p>Monitoring plan established to monitor the respective areas.</p> <ol style="list-style-type: none"> 1. Weekly once patrolling at the area to ensure the area conserved and protected. 2. Frequent inspection on the housing area to ensure no keeping of wildlife. 3. No activity within forest border and no one allowed entering without permission from Department of Wildlife and National Parks. <p>Site inspection at Kalumpang, Sapang and Lahunai, Aumsawit and Aumsubha estate sighted the conservation area are well manage by the estate management.</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services

Indicator	Summary of Assessment	Compliance
4.5.7.1	<p>Aumkar Plantation Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>The policy describe preventing open burning in any part of our premises or any harmful activities to the environment.</p> <p>Site inspection at Kalumpang, Sapang and Lahunai, Aumsawit and Aumsubha estate sighted there is no open burning occur.</p>	Yes
4.5.7.2	<p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>There are no serious palm diseases sighted during the field visits that require burning.</p>	Yes
4.5.7.3	<p>Aumkar Plantations Sdn Bhd established Environmental Protection Policy dated 02/07/2018 signed by Company Director.</p> <p>There are no application documents sighted for controlled burning.</p>	Yes
4.5.7.4	<p>Last replanting activity carried out on 2018. During site verification visit, observed previous palms are felled, chipped and shredded.</p>	Yes

Principle 6: Best Practices

Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>Aumkar Plantations Sdn Bhd established SOP for estates operations dated 01/10/2018.</p> <p>The SOPs includes nursery, immature, mature, harvesting and others activities.</p> <p>Example:</p> <ol style="list-style-type: none">1. SOP for Chemical handling2. SOP for Road construction and maintenance3. SOP for harvesting operating4. SOP for Covid-19 infection <p>Example training carried out at Kalumpang estate.</p> <ol style="list-style-type: none">1. Driver tractor conducted on 11/02/2020.2. Manuring conducted on 13/02/2020.3. Covid-19 infection among workers on 23/03/2020 <p>Interview workers in field could demonstrate understanding of SOP safety precautions.</p>	Yes
4.6.1.2	<p>SOP for Checklist on managing Problematic Soil, revision no 1 dated 01/11/2018 is establish.</p> <p>The SOP describe:</p>	Yes

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Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	<p>The purpose of this SOP is to provide a checklist on management of soil problems</p> <p>Type of soil problem:</p> <p>Soil on steep terrain (Land above 25° or 50% steep)</p> <p>Management on problematic soil, Soil on steep terrain, Ensure that terraces are well constructed, Ensure that cover crops are established, Use empty fruit bunches.</p> <p>Slope areas and terrace cultivation planting of cover crops such as legume and fronds stacking for soil erosion control. Mucuna Bracteata is soft grass is planted to control erosion.</p> <p>Stated that for Sabah & Sarawak legislation slope of 25 degrees or steeper are considered as high risk erosion areas and cannot undergo new planting/developed for new planting unless specified in the EIA report and approved by relevant authorities. For Sabah areas of 100 ha to 500 ha are subject to approval of mitigation measure .Site inspection at immature area, sighted there are <i>Macuna Bracteata</i> is planted to control soil erosion at slope and terrace area.</p>	
4.6.1.3	<p>Aumkar Plantations Sdn Bhd established permanent block markers for each block that include block number, block size, date of planting and planting material.</p> <p>Observation during onsite visit, the block number, block size, date of planting and planting material crosschecked in fields.</p>	Yes
4.6.2.1	<p>Aumkar Plantations Sdn Bhd established financial and budget for 5 years from 2020 to 2024.</p> <p>The content of financial plan for Kalumpang, Sapang & Lahunai, Aumsawit & Aumshuba estate includes:</p> <ul style="list-style-type: none"> Financial Projection Long Term Management Plans Oil Palm Mature – Budget & Projection Operation Cost Replanting programme Emergency Covid-19 budget 	Yes
4.6.2.2	<p>Aumkar Plantations Sdn Bhd established replanting program for estates due for replanting.</p> <p>Example:</p> <p>Replanting program year 2020 to 2023 for Sapang & Lahunai estate.</p> <p>Replanting schedule year 2020 to 2023 for Aumshuba estate.</p>	Yes
4.6.2.3	<p>Aumkar Plantations Sdn Bhd established business management plan 2020 - 2024 includes:</p> <ol style="list-style-type: none"> Quality of seedlings 	Yes

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Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	2. Yearly crop projection 3. Production cost/mt 4. Price forecast Financial indicators are total revenue, gross income and profit.	
4.6.2.4	Aumkar Plantations Sdn Bhd established Monthly Progress Report (MPR) to monitor the estate budget. The MPR includes budget utilization, cost/ha, timely completion, compliance score and timely update information.	Yes
4.6.3.1	Aumkar Plantations Sdn Bhd establish pricing mechanism for purchase of chemicals and fertiliser using quotation and purchase order. . Example: Purchase order for chemical and fertilizer is recorded and maintained. The quotation and purchase order describes the product, price and terms and conditions..	Yes
4.6.3.2	Aumkar Plantations Sdn Bhd has documented records of quotation agreed by both parties on the terms and conditions. Payments are made on a monthly basis in timely manner. Sighted payment made according to quotation terms and conditions.	Yes
4.6.4.1	Aumkar Plantations Sdn Bhd does not engage contractors. Therefore, no documents established. Observation during onsite visit, there are no contractors documents or records for review.	Yes
4.6.4.2	Aumkar Plantations Sdn Bhd does not engage contractors. Thus, no contract agreement available for review. Observation during onsite visit, there no are contractors documents or records to be review.	Yes
4.6.4.3	Aumkar Plantations Sdn Bhd does not engage contractors. Therefore, no agreement established. Observation during onsite visit, there no are contractors documents or records to be review.	Yes
4.6.4.4	Aumkar Plantations Sdn Bhd does not engage contractors. Therefore, no documents established. Observation during onsite visit, there are no contracts or records for review.	Yes

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Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	Review of planting statements of Aumkar Plantations Sdn Bhd, there is no new planting sighted. The first planting is on 1993 and replanting will start in November 2020. Therefore, no HBV assessment required to be conducted. Observation during onsite visit, there is no new planting.	Yes
4.7.1.2	Review of planting statements of Aumkar Plantations Sdn Bhd there is no new planting sighted. The first planting is on 1993. Replanting is scheduled on November 2020 for 312 hectare. A PMM assessment is conducted and report will be published by September 2020. Observation during onsite visit, there is no new planting.	Yes
4.7.2.1	Planting statement of Aumkar Plantations Sdn Bhd is review there is no peat land in all estates. Observation during onsite visit, there are no peat land found.	Yes
4.7.3.1	Review of planting statement and from field observations no new planting in Aumkar Plantations Sdn Bhd. Therefore, no SEIA establish.	Yes
4.7.3.2	Review of planting statement and from field observations no new planting. Therefore, no SEIA establish.	Yes
4.7.3.3	Review of planting statement and from field observations no new planting. Therefore, no SEIA establish.	Yes
4.7.3.4	There are no scheme smallholders under Aumkar Plantations Sdn Bhd management therefore not applicable. Observation during onsite visit, there no smallholders' scheme managed by Aumkar Plantations Sdn Bhd.	Yes
4.7.4.1	Review of planting statement and from field observations there is no new planting. Therefore, no soil and topographic map establish.	Yes
4.7.4.2	Review of planting statement and from field observations there is no new planting. Therefore, no soil and topographic map establish.	Yes
4.7.5.1	The planting statement, estates maps and land titles are reviewed. There are no new plantings, therefore, no topography map establish.	Yes
4.7.5.2	The planting statement, estates maps and land titles are reviewed. There are no new plantings, therefore, no SOP established. Observation during onsite visit, there no new planting being crosschecked in field.	Yes

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4.7.5.3	The planting statement, estates maps and land titles are reviewed. There are no new plantings, therefore, no soil map established.	Yes
4.7.6.1	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore no FPIC conducted. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.2	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore no management plan establish to maintain scared sites. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.3	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore, no compensation establish. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.4	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore, no compensation establish. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.5	Planting statement, estate maps and land titles are reviewed. There are no new planting, therefore, no mechanism establish. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.6	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore, no compensation establish. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.7	Planting statement, estate maps and land titles are reviewed. There are no new plantings, therefore, no compensation plan established. Observation during onsite visit, there no new planting being crosschecked in field.	Yes
4.7.6.8	Planting statement, estate maps and land titles reviewed and there are no new planting. Therefore, no impact to local communities. Observation during onsite visit, there no new planting being crosschecked in field.	Yes

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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	Not applicable. No non-conformity raised in previous audit.
<p><i>Note 1: If a minor non-conformity raised in last audit, is not closed out, then this finding will be re-raised to a Major non-conformity.</i></p> <p><i>Note 2: All minor NCs raise in last audit are required to capture in this report together with the closing of the non-compliance.</i></p>	

4.5. Detail of Audit Findings in last audit

No findings on last audit.

4.6. Detail of Remote and or Onsite Audit Findings Identified During This Audit

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

REMOTE AUDIT OUTCOME		
During this remote audit,	0	MAJOR Non-Conformities
	0	MINOR Non-Conformities

Nr.	Indicator	Description	Location	Opportunity for Improvement
Remote audit				
1	4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.	Office	Aumkar Plantations may improve details on continuous improvement plan.
2	4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. (MINOR)	Office	Aumkar Plantations may improve on presentation of sampling for SIA assessment on each estate.
3	4.5.3.1	All waste products and sources of pollution shall be identified and documented. (MAJOR)	Office	Aumkar Plantations could consider improve the waste management plan.

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Nr.	Indicator	Description	Location	Opportunity for Improvement
Remote audit				
4	4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent (MAJOR)	Office	Aumkar Plantations could consider improve in categorizing solid, liquid and gaseous wastes.

The OFIs are verified during onsite audit and implemented appropriately.

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

Nr.	Indicator	Description	Location	Opportunity for Improvement
Onsite audit				
1.	4.4.4.2	The occupational safety and health plan shall cover the following: (MAJOR) b) The risks of all operations shall be assessed and documented	All Estates	Management may consider improve risk assessment at landfill.
2.	4.4.4.2	i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.	All Estates	Management may improve the frequency of first aid kit inspections.
3.	4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for: (MAJOR) Identifying and monitoring sources of waste and pollution	All Estates	Management may consider improve monitoring source of waste and pollutions.
4.	4.5.5.1	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: (MAJOR)	All Estates	Management could consider improve maintainence of buffer zone.

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Nr.	Indicator	Description	Location	Opportunity for Improvement
		d) Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate		

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5. CONCLUSION

Aumkar Plantations Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance 01 audit for its estates according to MSPO 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

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.

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 estates:	10	
Total certified production area:	8,768.88	Ha
Certified FFBs January to December 2019:	142,960.28	Mt
Certified FFBs January to May 2020:	64,968.73	Mt
Projected FFBs June to December 2020:	91,000.00	Mt

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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, 07/09/2020

Mohd Nur Amin Bin Mohd Halim
TUV NORD (Malaysia) Sdn Bhd
Audit Trainee Team Leader

Puchong, 07/09/2020

Nur Amanina Binti Zahir
TUV NORD (Malaysia) Sdn Bhd
Certifier / Approver

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7. LIST OF INTERVIEWEES

Table 7-1: List of Interviewed Persons and Stakeholders

No.	Organisation
1.	Humana Child Aid Society / NGO
2.	Alfa Laval / Director

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

This report is sent to the certification body or bodies, 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 or 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
- ☐ Additional annexes, number