

# **MSPO CERTIFICATION SUMMARY REPORT**

**JUJUT PLANTATIONS SDN BHD**

**SURVEILLANCE 04**

**Onsite Audit Date: 24/07/2023 – 26/07/2023**

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Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

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### Abbreviations

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

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## 1. INTRODUCTION

Jujut 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 estates by an independent certification body with the aim for compliance of the standard.

### 1.2. Scope

The assessment is based on the documentation established by the Jujut Plantations Sdn. Bhd.

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

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

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

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

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

### 1.3. Appointment and qualification of team members

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

#### Qualification of the Lead Auditor: Khairul Anwar Bin Ismail

Requirement	Qualifications
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields	Graduate In Agricultural Science

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Requirement	Qualifications
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)	5 years working experience in oil palm plantations.
Successfully completed MPOCC endorsed lead auditor trainings	Successfully completed MS2530 series of standards for Lead Auditors
Carried out 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 and appointed as Lead auditor for MS2530 scheme.
Field working experience in the palm oil sector or demonstrable equivalent	5 years working experience in oil palm plantations.
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	5 years working experience in oil palm plantations.
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course
Health and safety auditing on the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Successfully completed IMS ISO 45001:2018 Lead Auditor course.
Worker's welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 14001:2015 Lead auditor course and auditor for MSPO scheme.
Attended High Conversation Value Assessment training	Attended and completed the HCV-HCS for producers online course
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Able to communicate in Bahasa Malaysia and English.

**Qualification of Team Members**

Requirement	Name of Assessor	Qualification	Compliance
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields	Mohamad Norhisham Bin Mohd Salleh	Graduate in Applied Science (Major In Agrobiology).	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 plantations.	Yes
Successfully completed MPOCC endorsed lead auditor trainings	Mohamad Norhisham Bin Mohd Salleh	Successfully completed MS2530 series of standards for Lead Auditors.	Yes
Carried out 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 and appointed as lead auditor for MSPO scheme.	Yes
Field working experience in the palm oil sector or demonstrable equivalent	Mohamad Norhisham Bin Mohd Salleh	5 years working experience in oil palm plantations.	Yes
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Mohamad Norhisham Bin Mohd Salleh	5 years working experience in oil palm plantations.	Yes
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Mohamad Norhisham Bin Mohd Salleh	Successfully completed ISO 9001:2015 Lead Auditor course.	Yes

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Requirement	Name of Assessor	Qualification	Compliance
Health and safety auditing of the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Mohamad Norhisham Bin Mohd Salleh	Successfully completed ISO 45001:2018 Lead Auditor course.	Yes
Worker's welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Mohamad Norhisham Bin Mohd Salleh	Successfully completed Basic SA 8000 training.	Yes
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Mohamad Norhisham Bin Mohd Salleh	Successfully completed IMS ISO 14001:2015 Lead auditor course and auditor for MSPO scheme	Yes
Completed High Conversation Value assessment	Mohamad Norhisham Bin Mohd Salleh	Attended and completed the HCV-HCS for producers online course.	Yes
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Mohamad Norhisham Bin Mohd Salleh	Able to communicate in Bahasa Malaysia and English.	Yes

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## 2. METHODOLOGY

The audit approach consists of the following steps:

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

### Surveillance Audit:

The surveillance audit carried out onsite from 24/07/2023 – 26/07/2023 covering the following activities but not limited to below:

Onsite:

- Background investigation
- Review of documentation established but not limited to below
  - Policies
  - Estate(s) map(s)
  - Land title(s)
  - Standard Operating Procedures;
  - Work Flow Charts;
  - Management Plans;
  - Operating licenses and approvals;
  - Operating records;
  - Training records;
  - Applicable Legislation Documents
- Onsite visit, observations and inspection of estates facilities and field activities;
- Interview operation personnel and field workers for understanding of work assigned;
- Reviewed revised and updated documentation established and implemented;



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- Reports established;
- Work plans established;
- Review and closed out of non-conformance raised during in last audit;
- Assessment reporting;

### On-site Assessment

The audit of the estates are carried out according to the MS 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organised Smallholders.

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

Table 2-1: Estates Selected

Name of Estates	Coordinates
Jujut Plantations Sdn Bhd	N 4.494706, E 118.441264
Saham Plantations Sdn Bhd	N 4.483811, E 118.451186

### Non-conformance:

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

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

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### 3. ORGANISATION INFORMATION

The certified estates are owned by Jujut Plantations Sdn Bhd located at TB10770, Taman Megah Jaya, WDT 170, 91009 Tawau, Sabah.

The details of the estates as below:

Name of Estate or Division	Location	Coordinates
Jujut Plantations (Sing Sing Div)	Km 10, Jln Semporna/Kunak, Off Km 90, Jln Tawau/Semporna, Semporna Sabah.	N 04° 29' 40.94" E 118° 26' 28.55"
Jujut Plantations (Balung Div)	Km 20, Jln Bt Tajam, Off Km 35, Jln Apas Balung, (Jln Tawau/Lahad Datu), Tawau.	N 04° 27' 13.30" E 118° 3' 48.96"
Jujut Plantations (Tagasan Div)	Kg Kubang Baru, Km 5, Jln Tagasan, Off Km 95, Jln Tawau/Semporna, Semporna.	N 04° 24' 8.24" E 118° 32' 16.60"
Saham Plantations	Km 8, Jln Semporna/Kunak, Off Km 90, Jln Tawau/Semporna, Semporna Sabah.	N 04° 29' 1.72" E 118° 27' 4.27"

#### 3.1. Production volume

Name of Estate or Divisions	Area (Ha)		Projected FFB Production (mt) (January 2023 to Dec 2023)
	Total*	Production**	
Jujut Plantations (Sing Sing Div)	232.70	211.71	3,668
Jujut Plantations (Balong Div)	385.70	358.16	1,953.00
Jujut Plantations (Tagasan Div)	159.73	142.16	969.00
Saham Plantation	83.04	72.18	1,369.00
<b>Total</b>	<b>861.17</b>	<b>784.21</b>	<b>7,959.00</b>

\*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 or Division	Jujut Plantations			Saham Plantation
	Sing Sing Division	Balung Division	Tagasan Division	
1996	9.04	0.00	0.00	0.00
1997	0.00	0.00	0.00	19.24
1998	0.00	85.12	0.00	0.00

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1999	127.62	23.36	0.00	0.00
2000	0.00	24.28	0.00	0.00
2002	0.00	69.26	0.00	0.00
2003	75.05	53.08	0.00	0.00
2004	0.00	0.00	0.00	52.94
2005	0.00	55.42	0.00	0.00
2011	0.00	0.00	142.16	0.00
<b>Total Mature</b>	211.71	225.40	142.16	72.18
2022		<b>132.76</b>		
<b>Total Immature</b>	0.00	<b>132.76</b>	0.00	0.00
<b>Total</b>	<b>211.71</b>	<b>358.16</b>	<b>142.16</b>	<b>72.18</b>

### 3.3. Replanting program for each estate

Year of replanting	Planted area (ha) in each estate or division			Total area to be replanted (ha)
	Sing Sing Division	Balung Division	Saham Plantation	
2023	47.58	32.43	19.24	99.25
2024	79.58	20.23	0	99.81
2025	60.57	37.3	0	97.87
2026	41.16	58.42	0	99.58
<b>TOTAL</b>	<b>228.89</b>	<b>148.38</b>	<b>19.24</b>	<b>396.51</b>

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### 3.4. Maps of Estates Location

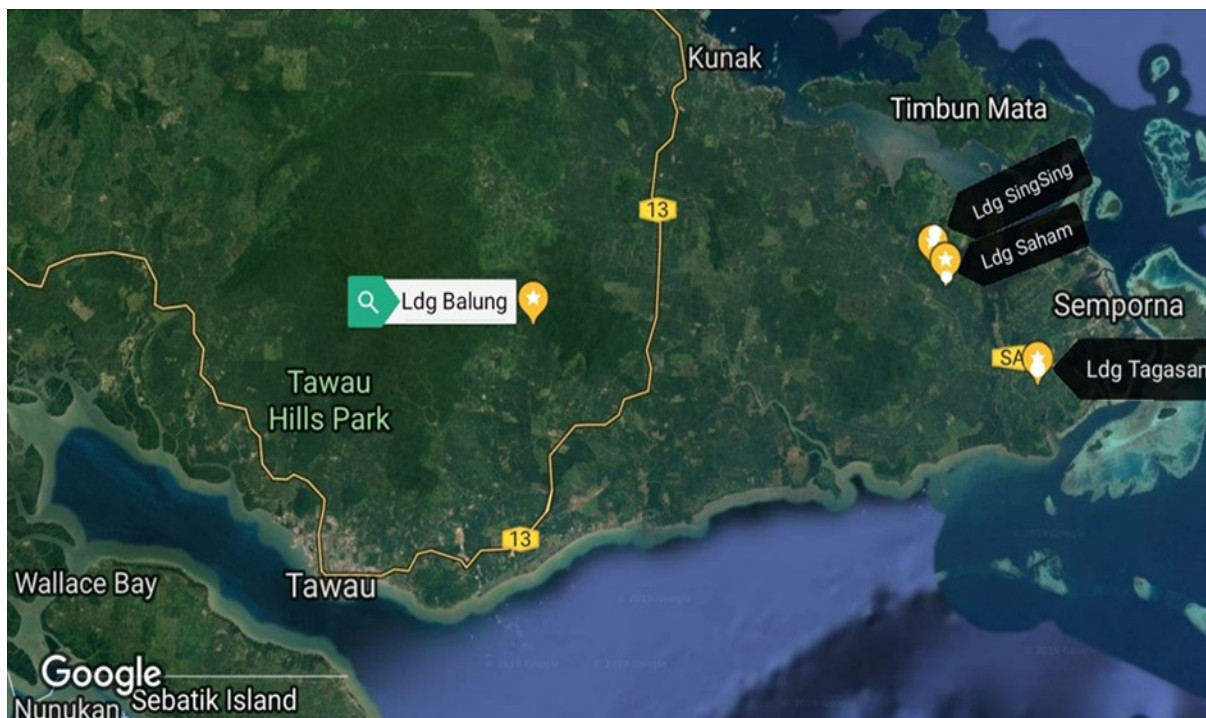


Figure 1: Jujut Plantations Sdn. Bhd. location

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## 4. CERTIFICATION ASSESSMENT

### 4.1. ASA 04

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:

The Surveillance four (04) audit is carried out from 24/07/2023 – 26/07/2023 covering 2 selected estates – Jujut Plantations Sdn Bhd and Saham Plantations.

During the last surveillance audit, there are 1 Major, 0 Minor, 5 Opportunities for Improvement (OFI) are raised.

During this surveillance 04 audit, the major and minor non-compliance raised in the last audit, the audit team has review by means of physical inspection of estate(s), 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.

The major non-conformances raise during the surveillance 04 audit are closed out by means of documents review that are establish, revised and implemented appropriately and preventive actions taken.

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

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

### 4.2. Stakeholders' Consultation

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

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

TUV NORD (Malaysia) Sdn. Bhd., has published the audit notification on 23/06/2023 to announce the audit of the certified unit. As at audit date on 24/07/2023 there are no comments received.

### 4.3. Summary of Assessment

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

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.1.1	<p>Jujut Plantations Sdn. Bhd. (JPSB) established Sustainability Agriculture Policy updated 26/11/2020 signed by Director.</p> <p>The policy is in both English and Bahasa Malaysia are displayed at estate notice boards.</p> <p>Policy briefing carried out to workers and staff dated 31/01/2023.</p> <p>Field interviews with sampled harvesters informed they have been briefed on MSPO policy.</p>	Yes
4.1.1.2	<p>JPSB Sustainability Agriculture Policy updated 26/11/2020 signed by Director.</p> <p>The policy states:</p> <p>JPSB is also committed to continual improvement practice by harnessing its resources of people, processes and technology in order to ensure the continuous production of oil palm product in a sustainable manner.</p>	Yes
4.1.2.1	<p>JPSB had established the Flowchart for Internal Audit system where the internal audit had been programmed for a yearly basis.</p> <p>The internal audit has been carried out on 19/07/2023 for Saham Plantations, 05/07/2023 for Balung Division and 17/07/2023 for Tagasan division.</p>	Yes
4.1.2.2	<p>JPSB established SOP of internal audit dated 30/05/2021.</p> <p>The internal audit has been carried out on 19/07/2023 for Saham Plantations, 05/07/2023 for Balung Division and 17/07/2023 for Tagasan division.</p> <p>Review the audit report, no non conformities had been raised.</p> <p><b>Major Non-Conformity 01</b></p> <p>Review the internal audit checklist dated 05/07/2023 for Balung division, 19/07/2023 for Saham Plantations &amp; 17/07/2023 for Tagasan Division, no documents evaluation carried out as stated in the Jujut Plantations Sdn Bhd internal audit procedure dated 30/05/2021 5.2 (i) internal auditor shall be responsible to review management system documentation.</p> <p>All internal audit carried out by estate incharge not complied to Jujut Plantations Sdn Bhd internal audit procedure dated 30/05/2021 stated 6.2.1 (a) internal auditor not directly responsible the areas been audited.</p>	No

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Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.2.3	JPSB established the internal audit report results and discussed with management dated were presented in the management review meeting carried out on 20/07/2023.	Yes
4.1.3.1	JPSB carried out management review meeting dated 24/06/2023. The management review is carried out once per year. Management review agenda as follow: <ul style="list-style-type: none"> <li>Review on previous external audit status;</li> <li>Others business.</li> </ul>	Yes
4.1.4.1	JPSB established Continual Improvement Plan (CIP) dated 07/07/2023. Topics in the CIP include environmental, social, safety and health and general. Table of CIP include improvement action, expected outcome, timeframe and monitoring, status and date review. Example: Issue: Continue monitoring EIA report by Chemsain consultant as a guideline for monitoring; Expected outcome: To review annually monitoring report by Chemsain consultant; Timeframe and monitoring: Annually; PIC: Operational Manager; Status: On going. Review the water analysis carried out by external laboratories dated 25/05/2023 confirm the water quality is within National water quality standard.	Yes
4.1.4.2	JPSB established SOP New Information, Techniques, Equipment dated 24/06/2019. The SOP describes the process for implementation of new technology: <ul style="list-style-type: none"> <li>Identification;</li> <li>Implementation and control.</li> </ul>	Yes
4.1.4.3	JPSB established SOP New Information, Techniques, Equipment dated 24/06/2019. The SOP describes the process for implementation of new technology. The flowchart in the SOP includes training will be carried out before implementation of any new technology.	Yes

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Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	<p>JPSB stakeholders list updated on January 2023.</p> <p>Stakeholders list includes:</p> <ol style="list-style-type: none"> <li>1. Government;</li> <li>2. Suppliers;</li> <li>3. Non-Government Organization (NGOs);</li> <li>4. Villages;</li> <li>5. Neighbor estates.</li> </ol> <p>JPSB has carried out external stakeholders meeting dated 24/03/2023 via google meet.</p> <p>Meeting agenda:</p> <ul style="list-style-type: none"> <li>• MSPO related documents;</li> <li>• Road maintenance;</li> <li>• Boundary;</li> <li>• Others.</li> </ul> <p>Internal stakeholders meeting carried out on 10/06/2023 includes employer and workers representative.</p> <p>Meeting agenda:</p> <ul style="list-style-type: none"> <li>• Safety on workplace;</li> <li>• Other matters.</li> </ul>	Yes
4.2.1.2	<p>JPSB established master list of publicly available document and confidential updated 31/05/2023.</p> <p>Document review of the list of publicly available documents, example:</p> <ol style="list-style-type: none"> <li>1. Company policies;</li> <li>2. MPOB License;</li> <li>3. Organization chart;</li> <li>4. MSPO Certificate;</li> </ol> <p>Document review of the confidential documents, example:</p> <ol style="list-style-type: none"> <li>1. Company budget;</li> <li>2. Checkroll;</li> <li>3. Production report;</li> <li>4. Worker card;</li> <li>5. Month production graph.</li> </ol>	Yes
4.2.2.1	<p>JPSB established SOP for consultation and communication update 02/06/2021. The procedure describe on method of communication with internal and external stakeholders.</p>	Yes



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<p>Example;</p> <ol style="list-style-type: none"> <li>1. Communication to employee and stakeholders;</li> <li>2. Enquiry / issue from employee and other stakeholder.</li> </ol> <p>Document review of the procedure describe on maintaining the method of communication with all internal and external stakeholders.</p> <p>Document of flow chart for consultation and communication established.</p> <p>Review of the flow chart, JPSB appointed assistant manager as person in charge for communication with stakeholders.</p>	
4.2.2.2	JPSB appointed the assistant manager as the person in charge for communication with stakeholders.	Yes
4.2.2.3	<p>JPSB established SOP for consultation and communication updated 02/06/2021.</p> <p>Flow chart describe:</p> <ol style="list-style-type: none"> <li>1. Communication to employee and stakeholders;</li> <li>2. Enquiry/issue from employee and other stakeholder.</li> </ol> <p>Document review of JPSB list of stakeholders dated January 2023 includes Government Agencies, NGOs, School, Neighboring Estates, Suppliers, Village Representatives, and Internal Stakeholders.</p> <p>Document review on training record, consultation and communication briefing to workers carried out on 04/02/2023.</p>	Yes
4.2.3.1	<p>JPSB established SOP for FFB traceability updated 05/05/2020.</p> <p>The procedure describes the control guideline for all stages of FFB production as below.</p> <ol style="list-style-type: none"> <li>1. Start harvesting;</li> <li>2. Loading;</li> <li>3. Delivery Note to mill;</li> <li>4. Weighbridge ticket from mill;</li> <li>5. Recording.</li> </ol> <p>Review of delivery note documents the information clearly stated vehicle no, date of delivery, block no and net weight of FFB.</p>	Yes
4.2.3.2	<p>JPSB conduct monthly checks of the traceability documents by the estate admin staff and verify by assistant manager.</p> <p>Document review of FFB daily record book, the traceability system recorded on monthly basis and verify by assistant manager.</p> <p>JPSB carried out Internal audit on 05/07/2023 that include traceability system. Document review of the internal audit report, no findings for traceability.</p>	Yes
4.2.3.3	JPSB established SOP for FFB traceability updated 05/05/2020.	Yes

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Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	JPSB appointed weighbridge clerks as person in charge of traceability system.	
4.2.3.4	<p>JPBS established SOP for FFB traceability updated 05/05/2020.</p> <p>The SOP describes the traceability documents as follows.</p> <p>Example of traceability documents:</p> <ol style="list-style-type: none"> <li>1. FFB Daily Record Book;</li> <li>2. FFB Delivery Note no.: 001497, dated 22/07/2023;</li> <li>3. QL Plantation Sdn. Bhd- Mill weighbridge ticket no: 026004, date 22/07/2023.</li> </ol> <p>Traceability documents such as field / harvesting block docket to mill weighbridge for all divisions are available and crosscheck for the unique identification number is the delivery note stated in the mill weighbridge ticket.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>JPSB established list of license updated on 30/05/2023 with the validity of each license.</p> <p>Document review on updated licenses:</p> <ol style="list-style-type: none"> <li>1. MPOB license for Jujut Plantation (Balung Division) valid from 01/10/2022 – 30/09/2023;</li> <li>2. MPOB license for Saham estate valid from 1/09/2022– 31/08/2023;</li> <li>3. Trading license for all estates valid until 31/12/2023.</li> </ol>	Yes
4.3.1.2	<p>JPSB established legal register updated on 30/05/2023.</p> <p>Document review on legal register, the applicable requirement to estate as follow:</p> <ol style="list-style-type: none"> <li>1. Malaysia Palm Oil Board Act 1998 (Act 582);</li> <li>2. Sabah Labour Ordinance Cap 67;</li> <li>3. Environment Quality Act 1974;</li> <li>4. Prevention and Control of Infectious Diseases (Measures within the Infected Local Areas) regulation 2020;</li> <li>5. Minimum Wages Order Amendment 2022.</li> </ol>	Yes
4.3.1.3	<p>JPSB established legal register 2023 with updated on 30/05/2023.</p> <p>Example:</p> <ol style="list-style-type: none"> <li>1. Prevention and Control Infectious Disease Act 1988 amendment 2020;</li> <li>2. Minimum Wages Order Amendment 2022.</li> </ol>	Yes

## MSPO Certification Summary Report

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

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Mode of Audit: Onsite

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.4	JPSB assigned Estate in charge as person for updating legal documents, regulations and licenses.	Yes
4.3.2.1	JPSB established land titles summary include the land titles number, areas, type of title and usage.  The land titles are country lease issued by Sabah Land Authority with usage for agriculture crop of economic value, tenure 99 years and fully owned by JPSB.	Yes
4.3.2.2	JPSB land titles are country lease issued by Sabah Land Authority with a tenure of 99 years and for agriculture crop of economic value.	Yes
4.3.2.3	Each land title has a map with the title number and size in acre.  The boundary stone numbers are stated in the land titles.  Field inspection at boundary area at Balung division and Saham Plantations sighted the boundary stone and boundary marker are available and maintained.	Yes
4.3.2.4	No dispute from previous owners since the land titles are country lease issued by Sabah Land Authority.	Yes
4.3.3.1	JPSB land titles are country lease issued by Sabah Land Authority.  No customary land titles listed in the summary of land titles.	Yes
4.3.3.2	JPSB land titles are country lease issued by Sabah Land Authority.  No customary land title listed in the summary of land titles. Therefore, no maps established.	Yes
4.3.3.3	JPSB land titles are country lease issued by Sabah Land Authority.  No customary land title listed in the summary of land titles. Therefore, no FPIC or negotiated documents established.	Yes

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.1.1	JPSB established SIA dated 08/06/2023.  The SIA includes information from the survey and meeting feedback from the internal stakeholders dated 10/06/2023.  The SIA includes a summary of positive and negative impacts. The estate in charge is responsible for the actions and implementations.  Example:  Positive impact;  Social impact: Training and briefing carried out to workers;  Action plan: Continuous training programme will be carried out by estate management;  Person in charge: Estate in charge;	Yes

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Mode of Audit: Onsite

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Timeline: Continuously;</p> <p>Field interviews with harvesters informed, they are provided with required work and safety training.</p> <p>Negative impact</p> <p>Social impact: Expensive of certain goods at shops nearby for workers;</p> <p>Action plan: Help workers to buy goods without extra charges;</p> <p>PIC: Estate in charge;</p> <p>Timeline: Monthly.</p> <p>Field interviews with sampled harvesters informed, estate in charge will help them to purchase goods without extra charges.</p>	
4.4.2.1	<p>JPSB established SOP Complaint and Grievance dated 05/05/2020.</p> <p>The procedure describes timelines to solve the complaint within 30 days after the complaint is received. If the complaint is not able to be resolved by the estate in charge it will be referred to the arbitration panel.</p> <p>Person in charge to resolve the complaint is estate in charge.</p>	Yes
4.4.2.2	<p>JPSB established complaint and grievance form for external and internal stakeholders.</p> <p>The complaint should be resolved within a timeline of 30 days after submitting the complaint.</p> <p>Document review of complaint form with no complaint record as at audit date.</p>	Yes
4.4.2.3	<p>The complaint and grievance form is available at the office that can be access by all workers and stakeholders.</p> <p>Field interviews with sampled harvesters informed that the awareness of complaints and grievances has includes in the MSPO training dated 28/02/2022.</p>	Yes
4.4.2.4	<p>JPSB carried out JCC which includes awareness on Complaint and grievance procedure.</p> <p>Field interviews with sampled harvesters they are able to demonstrate their understanding on the procedure and complaint could be lodged at any time.</p>	Yes
4.4.2.5	<p>Review of complaint records the complaint record book maintain from June 2019 till the audit date are kept in the estate office.</p>	Yes
4.4.3.1	<p>JPSB provides job opportunity to local communities for estate operation, office clerk and general worker.</p>	Yes
4.4.4.1	<p>JPSB established Safety and Health policy dated 26/11/2020 signed by Director.</p> <p>Document review of training records, JPSB carried out OSH policy training to all workers dated 28/02/2022.</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	Field interviews with sampled harvesters informed, the awareness regarding safety and health policy and plan were established.	
4.4.4.2	<p>a JPSB established Safety and Health Policy dated 26/11/2020 signed by Director.</p> <p>The policy is in English and Bahasa Malaysia language and displayed at offices notice boards. Document review of training records, OSH policy training for all workers dated 10/06/2023.</p>	Yes
	<p>b JPSB established HIRARC updated January 2023 includes all relevant field activities.</p> <p>The HIRARC includes: Activity, Hazard, Risk and Effects, Existing control, Risk control (admin/engineering), PIC and Risk rating after control.</p> <p>Example: Spraying operation;</p> <p>Hazard: Inhale and chemical contacted to skin;</p> <p>Risk and Effect: Skin allergic, vomiting;</p> <p>Existing control: Nitrile hand glove and apron;</p> <p>PIC: Estate in charge.</p> <p>Document review on training records, chemical spraying training carried out on 01/04/2023.</p> <p>Field interviews with sampled harvesters informed they understand the risk of specific task.</p>	Yes
	<p>c i JPSB established training program for year 2023 updated on January 2023.</p> <p>SOP training for estate operation carried out on 01/04/2023 include: MSPO policy, handling of PPE, training compliant and grievances, safe work for harvesting operation.</p> <p>Interview with sampled harvesters informed, they understand the safe work practices of their individual task.</p>	Yes
	<p>c ii Review of SDSs for chemicals, fertilizers and lubricants are available at store has been reviewed and verified.</p> <p>SDS is available in both English and Bahasa Malaysia.</p> <p>Example:</p> <p>Dewana Glyphosate, dated 06/01/2020.</p> <p>Site inspection on chemical and fertilizer stores are in good condition and locked. The arrangement of liquid chemical placed in tray below and powder chemical placed on top. All chemicals have original labelling.</p> <p>This has been verified during onsite visit to chemical and fertilizer stores.</p>	Yes

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Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
d	<p>JPSB established records of PPEs issuance for the workers based on their work requirement is maintained and updated.</p> <p>The type of PPE for activity following HIRARC and CHRA assessment is identified.</p> <p>Example: Chemical sprayer worker</p> <p>PPE: Goggles, Face Mask, Apron, Rubber Boots and Rubber Gloves</p> <p>Field interviews with sampled harvesters informed they were provided with PPE according to individual tasks.</p>	Yes
e	<p>JPSB established SOP chemical handling updated 24/06/2020.</p> <p>SDS for handling of chemicals and storage are available.</p> <p>Example:</p> <p><i>Dewana Glyphosate</i> dated 06/01/2020.</p> <p>Site inspection on the chemical store is in good condition and locked. All chemical products are stored in original labels and packaging.</p> <p>Review of chemical store condition has been reviewed and verified.</p>	Yes
f	<p>JPSB estate assistant is appointed as person in charge for safety and health matters.</p>	Yes
g	<p>JPSB conducts OSH committee meeting on quarterly basis attended by estate management and workers</p> <p>Document review of the latest OSH minutes of the meeting carried out on 01/06/2023. The agenda in meeting consist of safety matters, health matters, accident reporting, workplace inspection, and other matter are available.</p>	Yes
h	<p>JPSB established Emergency Respond Plan, revision date 10/01/2020.</p> <p>ERP briefed to the estate workers during estate meeting carried out on 17/02/2023.</p> <p>Document review, emergency procedure and contact number is established and display at estate notice board.</p> <p>Document review on incident reporting form, no incident or accident occurs as of audit date.</p>	Yes
i	<p>JPSB established emergency contact details dated 05/05/2019.</p> <p>First aid training carried out to workers and staffs on 13/02/2023.</p> <p>Field interviews with estate manager informed, first aid kit available at office and operations site.</p>	Yes
j	<p>JPSB established record of accident and injuries.</p> <p>Balung Division:</p>	Yes

Principle 4: Social Responsibility, health, safety and employment conditions			
Indicator	Summary of Assessment		Compliance
	Review on record of accident and injuries confirm no accident and injuries happened from June 2022 till the audit date. JKKP 8 report for year 2022 is submitted to DOSH on 27/01/2023. No accidents reported.		
4.4.5.1	JPSB established Human Right Policy dated 26/11/2020 signed by Director. The policy describe: Respect and Support the Universal Declaration of Human Rights by the nations for all workers, contractors, indigenous people, local communities and anyone affected by our operations. The policy is available in English and Bahasa Malaysia language. The policy training carried out to workers on 04/02/2023. Field interviews with manuring workers informed they aware on the policy.		Yes
4.4.5.2	JPSB established Equal Opportunity Policy updated 26/11/2020 signed by Director. The policy states company ensures equal opportunities in the workplace. Hiring, remuneration, access to training, promotion, termination, or retirement will be implemented based on job requirements and individual qualifications regardless of race, religion, or gender. Field interviews with sampled harvesters and informed, they are aware on company policy and equal opportunity is provided from company.		Yes
4.4.5.3	JPSB established employment agreement for workers in accordance to Sabah Labour Ordinance 1950. JPSB established employment contract daily rate is RM 57.69 per day following the Minimum Wages Order 2022. The employment agreements are signed by workers and management. JPSB established list of piece rate implemented for piece rate work updated 01/01/2023 for Saham Division. Review on harvester pay slip, the wages paid as agreeable rate. Review on workers pay slip, workers are paid according to agreeable piece rate between workers and estate management		Yes
4.4.5.4	JPSB do not engage contractor for field operations. Therefore, no employees of contractor wages to be monitor.		Yes
4.4.5.5	JPSB established list of workers that contain name, gender, date of birth, date joined, job description and nationality. Document review on list of workers are maintained and updated.		Yes
4.4.5.6	JPSB established employment contract signed by both estate management and workers.		Yes

<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
	<p>The contract agreement is in Bahasa Malaysia which can be understood by workers.</p> <p>Field interviews with sampled harvesters informed they are aware on employment contract signed and its contents. They are provided with a copy for their safekeeping.</p>	
4.4.5.7	<p>JPSB used the check roll records system to monitor the workers reporting work and record worker's working hours daily.</p> <p>Review on working hours displayed at offices notice boards verified.</p> <p>Field interviews with sampled harvesters informed they are aware on the working hours and overtime.</p>	Yes
4.4.5.8	<p>JPSB established working hours and displayed at offices notice boards. Working hours is included in the worker contract agreement.</p> <p>The working hours is from 6.00 am to 2.00 pm.</p> <p>The break time is between 10.00 am to 11.30 am.</p> <p>Interview with sampled harvesters informed they understand the working hours and overtime time.</p>	Yes
4.4.5.9	<p>JPSB established pay slip records to document workers' wages.</p> <p>Sampled pay slip for May 2023 workers are paid on piece rated basis for harvesting and manuring.</p> <p>Review on the pay slip for May 2023, hourly rates are paid at RM 7.21 to workers for a normal working day as stated in the contract agreement and it is in accordance to Minimum Wages Order 2022.</p> <p>Field interviews with sampled harvesters informed the wages document is in Bahasa Malaysia language which can be understand by workers.</p>	Yes
4.4.5.10	<p>JPSB provides benefits to workers such as housing, water and electricity, SOCSO, medical care, food for Hari Raya celebration.</p>	Yes
4.4.5.11	<p>JPSB workers housing follow the industry best practices.</p> <p>Field observation indicates water tank and electricity are provided at the housing area reviewed and verified.</p> <p>Field interviews with sampled harvesters, chemical sprayers, and manurers informed, they are provided with basic amenities such as water and electricity.</p>	Yes
4.4.5.12	<p>JPSB established Sexual Harassment policy dated 26/11/2020 signed by Directors.</p> <p>The policy state:</p> <p>To prevent sexual harassment and any other forms of violence against women, works and community.</p> <p>The policy is available in both English and Bahasa Malaysia language and displayed at the estate notice board.</p> <p>The policy training carried out to workers on 04/02/2023.</p>	Yes



<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
	Document review on complaints records, no complaint lodged for sexual harassment.	
4.4.5.13	<p>JPSB established Human Right policy dated 26/11/2020 signed by Directors.</p> <p>The policy states company respect the right of employees to join trade union of their choice subject to provisions of relevant national legislation.</p> <p>There is no trade union however estate meeting is carried out to discuss with workers on their issues. The estate meeting carried out on 10/06/2023 with staff and workers includes agenda of working hours, social, housing, etc.</p> <p>Field interviews with sampled harvesters informed there is no sexual harassment occur in the estate.</p>	Yes
4.4.5.14	<p>JPSB established Child Labour Policy updated 26/11/2020 signed by Director.</p> <p>The policy states company shall not employ or promote the use of child labour.</p> <p>Review the employee list, all the workers are above minimum age.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed there is no child labour or young person employed by estate management. All workers are above 18 years prior joining the estate.</p>	Yes
4.4.6.1	<p>JPSB established training programme for workers and employees as following:</p> <p>Training programme for year 2023 includes all the SOP training and company policies.</p> <p>Example of briefing carried out:</p> <p>Balung Division</p> <ol style="list-style-type: none"> <li>1. Harvesting SOP carried out on 03/03/2023;</li> <li>2. Spraying SOP carried out on 24/03/2023.</li> </ol> <p>Saham Plantation</p> <ol style="list-style-type: none"> <li>1. Driver safety SOP carried out on 14/02/2023;</li> <li>2. Manuring SOP carried out 12/05/2023.</li> </ol> <p>Tagasan Division</p> <ol style="list-style-type: none"> <li>1. Fire drill carried out on 08/07/2023;</li> <li>2. First aid training carried out on 08/07/2023.</li> </ol> <p>Field interviews with sampled harvesters confirmed they attended and understand on the training carried out by management.</p>	Yes
4.4.6.2	<p>JPSB established training programme year 2023 according to the job task.</p> <p>A training matrix for each of the workers is developed to identify training needs for each of the workers based on their job description.</p>	Yes

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Mode of Audit: Onsite

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.6.3	<p>JPSB established the annual training program for year 2023 dated January 2023 includes company policies, safety &amp; health and environment.</p> <p>Example:</p> <ol style="list-style-type: none"> <li>1. Training on harvesting operation dated 03/03/2023;</li> <li>2. Training on chemical spraying operation dated 24/03/2023.</li> </ol>	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.1.1	<p>JPSB established Environmental Policy updated 26/11/2020 signed by Director.</p> <p>JPSB established Environmental Management Plan updated 30/05/2023, document review of the plan includes the relevant laws and regulations.</p> <p>Environmental Policy is publicly displayed at estates notice board.</p> <p>JPSB has been carried out policy training dated 31/01/2023 to the staff and workers.</p> <p>Field interviews with sampled harvesters and general workers informed they has been briefed on environmental policy.</p>	Yes
4.5.1.2	<p>a JPSB established Environmental Policy updated on 26/11/2020 with objective to minimizing the environmental impact of its operations and understands the importance of conserving natural resources. JPSB to strive on promote environments whenever practical that will ensure a sustainable future.</p>	Yes
	<p>b JPSB established Environmental Management Plan updated 30/05/2023 and include all operations e.g. fertilizer application, weeds control and workshop operations.</p> <p>Negative aspects:</p> <p>Example:</p> <p>Activities: Spraying;</p> <p>Environment Aspect: Empty Chemical Containers;</p> <p>Environment Impact: Become a mosquito breeding site if not punctured;</p> <p>Environment Impact Analysis: High risk;</p> <p>Mitigation measure: All empty container which not reused for spraying pre mix, should puncture and kept in store for recycling by third party;</p> <p>Monitoring programme: Empty chemical container store records.</p> <p>Review the waste record dated 18/07/2023 confirm, all chemical container had been reused for chemical spraying activities.</p> <p>Positive Aspects</p> <p>Example:</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Activities: Fertilizer Application;</p> <p>Environment Aspect: Soil Nutrient;</p> <p>Environment Impact: Fertilizer application can maintain soil nutrients in balance and replacement for taken up by plants;</p> <p>Environment Impact Analysis: Low risk;</p> <p>Mitigation measure: Continues Application based on recommendation;</p> <p>Monitoring programme: Fertilizer application programmed.</p> <p>Review the fertilizer application programed dated 01/01/2023.</p>	
4.5.1.3	<p>JPSB established Environmental Management Plan updated on 30/05/2023 include mitigation for negative impact and promote positive.</p> <p>Document review, the EMP table includes the activity, environmental aspects environmental impacts, ratings, mitigation / improvement plan, monitoring plan and responsible person.</p> <p>Negative aspects:</p> <p>Example:</p> <p>Activities: Spraying ;</p> <p>Environment Aspect: Empty Chemical;</p> <p>Environment Impact: Become a mosquito breeding site if not punctured;</p> <p>Environment Impact Analysis: High risk;</p> <p>Mitigation measure: All empty container which not reused for spraying pre mix, should puncture and kept in store for recycling by third party;</p> <p>Monitoring programme: Empty chemical container store records.</p> <p>Review the waste record dated 18/07/2023 confirm, all chemical containers had been reused for chemical spraying activities.</p> <p>Positive Aspects</p> <p>Example:</p> <p>Activities: Fertilizer Application;</p> <p>Environment Aspect: Soil Nutrient;</p> <p>Environment Impact: Fertilizer application can maintain soil nutrients in balance and replacement for taken up by plants;</p> <p>Environment Impact Analysis: Low risk;</p> <p>Mitigation measure: Continues Application based on recommendation;</p> <p>Monitoring programme: Fertilizer application programmed.</p> <p>Review the fertilizer application programed dated 01/01/2023</p>	Yes
4.5.1.4	<p>JPSB established Environmental Management Plan updated 30/05/2023 include action to promote positive impacts.</p> <p>Positive Aspects</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Example:</p> <p>Activities: Fertilizer Application;</p> <p>Environment Aspect: Soil Nutrient;</p> <p>Environment Impact: Fertilizer application can maintain soil nutrients in balance and replacement for taken up by plants;</p> <p>Environment Impact Analysis: Low risk;</p> <p>Mitigation measure: Continues Application based on recommendation;</p> <p>Monitoring programme: Fertilizer application programmed.</p> <p>Review the fertilizer application programed dated 01/01/2023.</p>	
4.5.1.5	<p>JPSB established the training program include environmental training for year 2023 such as HCV and RTE, manuring, chemical spraying and chemical mixing.</p> <p>Example:</p> <p>Awareness on environmental of HCV and RTE training has been carried out on 01/04/2023.</p> <p>Field interviews with sampled harvesters informed they has been briefed on HCV and RTE during morning muster.</p>	Yes
4.5.1.6	<p>JPSB carried out latest environmental meeting on 17/03/2023 included workers to discuss related environmental issue and wildlife.</p> <p>Document review of JPSB environmental meeting minutes confirmed no feedback from workers regarding environmental issues.</p> <p>The frequency of the meeting is to be carried out once a year.</p> <p>The environmental issues has been briefed during morning muster call to all workers and staffs.</p> <p>Field interviews with sampled harvesters informed, they has been briefed on environmental issues during morning muster call.</p>	Yes
4.5.2.1	<p>JPSB establish baseline for diesel used for 3 years from 2020 to 2022 as a guideline to monitor and compare actual diesel usage in year 2023.</p> <p>Document review of diesel consumption for year 2022 higher than baseline due to replanting activities where the diesel consumption are high while the FFB production reduce.</p> <p>Document review of diesel usage record monitor monthly diesel consumption as litre / ton FFB as at June 2023.</p>	Yes
4.5.2.2	<p>JPSB established year 2023 annual budget for diesel consumption.</p> <p>Document review, diesel budget for 2023 is compared against actual usage 2022. The actual diesel usage as at June 2023 is lower compared to budget.</p> <p>Document review of diesel used record established including budget and actual usage for farm tractor, lorry / truck, supervision car, contractor fuel consumption.</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.2.3	JPSB install solar panel as renewable energy to generate electricity for office, weighbridge, worker quarters and security guard house to reduce diesel usage.	Yes
4.5.3.1	<p>JPSB established Waste Management Plan updated 24/06/2023.</p> <p>Sources of waste been identified as following:</p> <ol style="list-style-type: none"> <li>1. Gaseous waste;</li> <li>2. Solid waste;</li> <li>3. Liquid waste.</li> </ol> <p>Example:</p> <p>Solid waste</p> <p>Activities: Weeds control;</p> <p>Source: Empty chemical container;</p> <p>Monitoring plan: Waste records;</p> <p>Responsibility: Assistant Manager.</p> <p>Reviewed records of empty chemical containers reused for chemical spraying dated 18/07/2023.</p>	Yes
4.5.3.2	<p>a JPSB established Waste Management Plan date of review 24/06/2023 include waste identification and disposal method.</p> <p>WMP describes waste identification and disposal method listing the table type of waste source, location, disposal method, document related and responsibility.</p> <p>Example of source identified and monitored:</p> <p>Solid waste</p> <p>Activities: Weeds control;</p> <p>Source: Empty chemical container;</p> <p>Waste Type: Scheduled waste;</p> <p>Improvement plan: All chemical empty containers need triple rinsed and disposed through third party;</p> <p>Monitoring plan: Waste records;</p> <p>Responsibility: Assistant Manager.</p> <p>Reviewed records of empty chemical containers reused for chemical spraying record dated 18/07/2023.</p>	Yes
	<p>b JPSB established Waste Management Plan updated on 24/06/2023.</p> <p>Source of waste and pollution identify the wastes to be recycled or reuse.</p> <p>Example:</p> <p>Empty pesticide containers</p>	Yes

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Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Positive impact: Empty chemical containers can be recycled and reused for chemical spraying activities;</p> <p>Plans &amp; Monitoring Programs: All empty chemical containers need triple rinsed and reused for block marking signage;</p> <p>Continuous improvement Program: Triple rinsing training &amp; monitor recycling program;</p> <p>Field inspection sighted empty chemical containers are properly arranged in the empty container store.</p> <p>Reviewed empty chemical containers disposal records for 18/07/2023 and field inspection verified the empty chemical container reused as block marking.</p>	
4.5.3.3	<p>JPSB established SOP for chemical management volume 01 updated on 24/06/2022.</p> <p>Field inspection at chemical store and scheduled waste store, spraying tools and empty chemical containers are properly managed and locked.</p> <p>JPSB adopt the SDS for handling of used chemicals and disposal.</p> <p>Site interview with storekeeper informed she is aware of the safe handling of used chemicals and disposal.</p>	Yes
4.5.3.4	<p>JPSB established SOP of chemical management volume 01 dated 24/06/2020 on handling empty chemical containers after used with practicing of rinsing of empty containers and reuse for pre-mix or puncture for reuse as rubbish bins.</p> <p>Reviewed records of empty chemical containers reused for chemical spraying record dated 18/07/2023.</p> <p><b>Major Non-Conformity 02</b></p> <p>Onsite visit at Balung Division, Tagasan Division and Saham Plantation estate found the used empty chemical container are not marked as stated in Scheduled waste SOP dated 24/06/2020.</p>	No
4.5.3.5	<p>JPSB established waste management plan updated on 24/06/2023.</p> <p>During field inspection, observed landfill is located 500m away from housing and waterways.</p> <p>Field inspection at landfill, domestic wastes are dispose in the landfill and no empty chemical containers disposed in the landfill. JPSB properly handle used oil containers and kept in scheduled waste store.</p> <p>Document review of training records, JPSB carried out training on waste handling at landfill dated 30/05/2023.</p>	Yes
4.5.4.1	<p>JPSB established waste management plan updated on 24/06/2023 includes identifying the source of wastes as solids, liquids and gaseous.</p> <p>Example:</p> <p>Solid waste</p> <p>Source: Empty Chemical container;</p>	Yes

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Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	Waste Type: Scheduled waste; Continuous improvement Program: Recycling program.	
4.5.4.2	JPSB established waste management plan updated 24/06/2023. The plan includes the action plan for significant pollutants and emissions. Example: Empty pesticide containers Positive impact: Empty chemical containers can be recycled and reused for chemical spraying activities; Plans & Monitoring Programs: All empty chemical containers need to be triple rinsed and disposed through third party; Continuous improvement Program: Triple rinsing training & monitor recycling as block marking signage. Reviewed empty chemical containers disposal records as at 18/07/2023 and field inspection verified the empty chemical container reused as block marking.	Yes
4.5.5.1	a JPSB established Water Management Plan updated 24/06/2023. The sources of water identified are from rain and streams from nearby hills. The usage of water is generally for domestics, chemical mixing and chemical spraying.	Yes
	b JPSB established Water Management Plan updated on 24/06/2023. JPSB conduct water analysis to monitor incoming and outgoing water from stream and river on regular basis by external third party. Latest test result carried out by private lab dated 25/05/2023. Document review sighted result of inflow and outflow of water within National water quality standard. Field inspection at JPSB river, water sampling point is established and maintained.	Yes
	c JPSB established Water Management Plan updated on 24/06/2023. JPSB monitor rainfall data for monitoring of operation and domestic usage as at June 2023. Field interviews with sampled chemical sprayers informed water from rain harvesting is used for domestic consumption. Triple rinse water from empty chemical containers are reuse for pre-mix. Field interviews with sampled chemical sprayers informed the triple rinsing water from the empty chemical container is reuse for chemical premix.	Yes
	d JPSB established Water Management Plan updated on 24/06/2023.	Yes

## MSPO Certification Summary Report

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Monthly monitoring of riparian zone established to monitor water quality, signage condition, soil erosion, no activities of chemical and fertilizer.</p> <p>Field inspection sighted appropriate signage is installed at buffer and riparian zones.</p> <p>Field interviews with sampled chemical sprayers informed no chemical spraying and fertilizing allowed at buffer zone area.</p> <p>Document review on training record, JPSB carried out buffer zone briefing to workers dated 01/04/2023.</p> <p>Field inspection observed buffer zone is well maintained.</p>	
	<p>e Field inspection at JPSB (Balung Division), there are no vegetation removed from riparian zones.</p> <p>Riparian zones are well maintained.</p>	Yes
	<p>f Site inspection at JPSB (Balung Division) there are no bore wells constructed to extract ground water.</p>	Yes
4.5.5.2	Field inspection at river across the JPSB, there are no bunds, weirs and dams constructed across main river passing through the estates.	Yes
4.5.5.3	Field inspection and interviews with sampled harvesters informed rain water harvesting has been practice at the labour quarters and chemical mixing areas.	Yes
4.5.6.1	<p>a JPSB established HCV management plan updated on 30/05/2023 to monitor wildlife in and surrounding the estates.</p> <p>Document review on monitoring records of wildlife as follow:</p> <p>Date: 11/03/2023;</p> <p>Type of wildlife: Monkey;</p> <p>Recorded by: Workers;</p> <p>Location: Block J1 B.</p> <p>Saham Plantation.</p> <p>Date: 23/07/2023;</p> <p>Type Of Wildlife: Snake;</p> <p>Recorded: Workers;</p> <p>Location: Labour quarter.</p>	Yes
	<p>b JPSB established HCV management plan updated on 30/05/2023 to monitor wildlife in and surrounding the estates.</p> <p>HCV policy and type of protected animal species are publicly displayed at JPSB estates notice board.</p> <p>Field interviews with sampled harvesters informed they are aware on type of protected wildlife such as 'Burung Kenyalang' and no illegal hunting within the plantation area.</p>	Yes



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.6.2	<p>a JPSB group established the notification 'Bersama – sama Memerangi Pemburuan Haram'.</p> <p>JPSB established guideline on penalty for hunting or capturing of protected wildlife.</p> <p>Field inspection sighted the guideline is publicly displayed at estate office notice board.</p> <p>Field inspection at estate boundary, signboard of no hunting is installed next to forest area.</p> <p>Field interviews with sampled harvesters informed no illegal hunting in the estate by workers.</p>	Yes
	<p>b JPSB established Environmental Policy updated 16/11/2020 signed by Director state as below:</p> <p>JPSB shall undertake on educating and enhancing awareness pertaining to protection of the environment and biodiversity of all related stakeholders through regular training and communication.</p> <p>Awareness on environmental of HCV and RTE briefing carried out for workers on 01/04/2023 to brief workers on wildlife protection and prohibition based on Sabah Wildlife Enactment 1997.</p> <p>Field inspection at the jungle boundaries observed appropriate signage installed as information to workers to discourage any illegal or inappropriate hunting, fishing or collecting activities.</p> <p>Field interviews with sampled chemical sprayers informed no hunting, fishing and capturing wild life within and surrounding estate.</p>	Yes
4.5.6.3	<p>JPSB establish monitoring plan to monitor any wildlife and record any sighting.</p> <p>Document review on monitoring records of wildlife:</p> <p>Date: 11/03/2023;</p> <p>Type of wildlife: Monkey;</p> <p>Recorded by: Workers;</p> <p>Location: Block J1 B.</p> <p>Saham Plantation</p> <p>Date: 23/07/2023;</p> <p>Type of Wildlife: Snake;</p> <p>Recorded: Workers;</p> <p>Location: Labour quarter.</p> <p>Field interviews with sampled harvesters informed, they were briefed on HCV during morning muster call.</p>	Yes
4.5.7.1	<p>JPSB established Environmental Policy updated on 16/11/2020 signed by Director.</p>	Yes

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Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Document review on the policy, JPSB shall undertake implementation of zero burning in all oil palm cultivation activities</p> <p>Training on Zero Burning practices carried out on 01/04/2023.</p> <p>Field inspection at sampled sites, there are no sign of open burning sighted.</p> <p>Field inspection at Balung division replanting carried out in 2023 verify no burning activities at replanting area. All palms are felled and chipped</p>	
4.5.7.2	<p>JPSB established Environmental policy updated on 16/11/2020 signed by company Director.</p> <p>Field inspection at JPSB (Balung Division), no disease observed at field operations that required burning method to be treated.</p> <p>Therefore, no special approval for open burning from relevant authorities.</p>	Yes
4.5.7.3	<p>JPSB established Environmental Policy updated on 16/11/2020 signed by Director.</p> <p>Field inspection at JPSB (Balung Division), no disease observed at field operations that required burning method to be treated.</p> <p>Therefore, no application for approval of controlled burning.</p>	Yes
4.5.7.4	<p>JPSB adopted field handbook for immature oil palm, volume 2 series number: ISBN 981-04-1433-1 as a guideline to conduct new planting and replanting practices.</p> <p>The procedure states fell palms will be shredded or chipped method.</p> <p>Field inspection at Balung division replanting carried out in 2023 verify no burning activities at replanting area. All palms are felled and chipped.</p>	Yes

Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>JPSB established relevant SOPs and appropriately documented.</p> <p>Examples:</p> <ol style="list-style-type: none"> <li>1. SOP on Harvesting;</li> <li>2. SOP on manuring;</li> <li>3. SOP on chemical spraying.</li> </ol> <p>The training related to the SOP for best practice had been carried out by the estate management.</p> <p>Document review of training records, example:</p> <p>Balung Division</p> <ol style="list-style-type: none"> <li>1. Harvesting dated 03/03/2023;</li> <li>2. Manuring dated 03/03/2023;</li> <li>3. Chemical spraying dated 24/03/2023.</li> </ol>	Yes

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	<p>Saham Plantation</p> <ol style="list-style-type: none"> <li>1. Harvesting dated 09/05/2023;</li> <li>2. Manuring dated 29/04/2023;</li> <li>3. Chemical mixing dated 06/04/2023.</li> </ol> <p>Document review on training SOP for harvesting activities dated 09/05/2023, sprayer are required to wear safety helmet, nitrile rubber hand gloves and safety boot.</p> <p>Field inspection on harvesting area at block 1, Saham Plantation, sampled harvester are wearing PPE appropriately.</p>	
4.6.1.2	<p>JPSB adopt field handbook for immature oil palm volume 2 series number: ISBN 981-04-1433-1 as SOP guideline for planting within permitted levels on sloping land.</p> <p>Example:</p> <p>Terraces of platform are constructed in steeper areas in order to:</p> <ol style="list-style-type: none"> <li>1. Facilitate effective establishment, maintenance and harvesting of palms;</li> <li>2. Minimize soil erosion;</li> <li>3. Reduce rainwater runoff and nutrient losses;</li> <li>4. Increase water infiltration;</li> <li>5. Conserve moisture and increase water infiltration;</li> <li>6. Provide each palm with equal access to light, nutrients and water.</li> </ol> <p>The guidelines includes soil management on step terrains and planting of cover crops.</p> <p>Field interview with assistant manager and site visit confirm no planting on slope.</p>	Yes
4.6.1.3	<p>JPSB established the block marking includes block no, year planting, planting material, area and spacing palms.</p> <p>Field inspection on field confirm block marker is installed as below:</p> <p>Block-11, 5.78 Ha, planted year 2011, planting material Sawit Kinabalu.</p>	Yes
4.6.2.1	<p>JPSB established Long Term Financial Projection 2023 - 2027 for its estates.</p> <p>The content of financial plan includes:</p> <ol style="list-style-type: none"> <li>1. Financial projection;</li> <li>2. Long term management plans;</li> <li>3. Budget &amp; projection operation cost;</li> <li>4. Replanting plan.</li> </ol> <p>Interview with assistant manager informed implementation of budget allocated are monitored to ensure company financial are in order.</p>	Yes

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Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.2.2	JPSB establish replanting plan updated 24/06/2023. Replanting programme for year 2023 are postponed due to shortage of seedlings.	Yes
4.6.2.3	JPSB established Long Term Financial Projection 2023 - 2027 for its estates. 1. The document includes; 2. Long term plan FFB production and Forecast 2023 -2027; 3. Capital Expenditure; 4. FFB and CPO price forecast; 5. Cost of sales. Interviews with estate management informed implementation of budget allocated are monitored to ensure company financial are in order.	Yes
4.6.2.4	JPSB monitors monthly on FFB production, income, expenses and price per ton / FFB. The estate has to submit a monthly analysis report, FFB actual vs budget report to the management. An annual review of the budget, actual achieved and compared against previous year. Interview with assistant manager informed they are monitoring and ensuring the cost within the budget limit.	Yes
4.6.3.1	JPSB purchase fertilizer using quotation and purchase order system. Document review of delivery order date 02/06/2023 received by JPSB. The invoices dated 02/06/2023 from supplier describes the product pricing and payment terms. Detail information: Seller: BMA SB ; Buyer : Jujut Plantations Sdn. Bhd; Material: Glyphosate 41% at 20 L; Quantity: 25 Drums.	Yes
4.6.3.2	JPSB purchased fertilizers from suppliers using purchase orders. The documented records of quotation agreed by both parties on the terms and conditions. The invoices dated 02/06/2023 from supplier describes the product pricing and payment terms. Document review on payment voucher issued to supplier is paid in timely manner as agreed by both parties.	Yes
4.6.4.1	Interviewed with JPSB management and informed does not engage contractors. Therefore, no documents were established.	Yes

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Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.4.2	Interviewed with JPSB management and informed does not engage contractors. Therefore, no agreement were established.	Yes
4.6.4.3	Interviewed with JPSB management informed does not engage contractors. Therefore, no documents establish for review.	Yes
4.6.4.4	Interviewed with JPSB management informed does not engage contractors. Therefore, no documents establish to review the control points to the tasks performed by the contractor.	Yes

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Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	JPSB profile and planting statements, estates maps and land titles are review. The first planting in 1996 and latest planting 2005. Replanting activities out on 3 <sup>rd</sup> quarter 2022.  No new planting and replanting at high biodiversity value area in the estates.	Yes
4.7.1.2	There are no new planting occurs in the estates. The first planting in 1996 and latest planting 2005. Replanting activities out on 3 <sup>rd</sup> quarter 2022. Therefore, no PMM or EIA established.	Yes
4.7.2.1	JPSB soil map reviewed and field inspection sighted, there are no peat land in all estates.	Yes
4.7.3.1	Document review on planting statement and field inspection sighted no new planting in JPSB. Therefore, no SEIA established.	Yes
4.7.3.2	Document review on planting statement and field inspection sighted no new planting in JPSB. Therefore, no SEIA established.	Yes
4.7.3.3	JPSB planting statement, estate maps and land titles are reviewed. There is no new planting. Therefore, no SEIA established.	Yes
4.7.3.4	There are no scheme smallholders' involved JPSB certification. Therefore not applicable.	Yes
4.7.4.1	JPSB planting statement, estate map and land titles are reviewed. There is no new planting. Therefore, no soil assessment report and soil map establish.	Yes
4.7.4.2	JPSB planting statement, estate maps and land titles are reviewed. There is no new planting. Therefore, no topography map established.	Yes
4.7.5.1	JPSB planting statement, estate maps and land titles are reviewed. There is no new planting. Therefore, no topography map and soil assessment report established.	Yes
4.7.5.2	JPSB planting statement, estate maps and land titles are reviewed. There is no new planting. Therefore, no new planting monitoring plan established.	Yes
4.7.5.3	JPSB planting statement, estate maps and land titles are reviewed. There is no new planting. Therefore, no soil map established.	Yes
4.7.6.1	JPSB planting statement, estate maps and land titles are reviewed There are no new plantings. Therefore, no FPIC carried out and communities affected.	Yes
4.7.6.2	JPSB planting statement, estate maps and land titles are reviewed.  There are no new plantings, therefore no management plan established to maintain scared sites.	Yes
4.7.6.3	JPSB planting statement, estate maps and land titles are reviewed.  There are no new plantings, therefore no management plan established to maintain sacred sites.	Yes

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4.7.6.4	JPSB planting statement, estate maps and land title are reviewed. There is no new planting. Therefore, no compensation and agreement established.	Yes
4.7.6.5	JPSB planting statement, estate map and land title are reviewed. There is no new planting. Therefore, no FPIC carried out.	Yes
4.7.6.6	JPSB planting statement, estate maps and land title are reviewed. There is no new planting. Therefore, no system established for calculating the compensation for distribution.	Yes
4.7.6.7	JPSB planting statement, estate maps and land title are reviewed. There is no new planting. Therefore, no documentary proof of the transfer of right and payment or provision of agreed compensation established.	Yes
4.7.6.8	JPSB planting statement, estate map and land title are reviewed. There is no new planting. Therefore, no communities affected.	Yes

#### 4.4. Use of Marks and/or Any Other References to Certification

The audit team leader has reviewed and confirmed that there are no usage of mark/logo in Jujut Plantations Sdn Bhd operation or any on/off-products claim.

#### 4.5. 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.
X	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.
	No non-conformity raised in previous audit.
<p><i>Note 1: If a minor non-conformity raised in last audit, is not closed out or repeated, the finding will be raised to a Major non-conformity.</i></p> <p><i>Note 2: All major and minor NCs raise in last audit are required to capture in this report together with the review of the non-compliance implementation.</i></p>	

#### 4.6. Detail of Audit Findings in last audit

AUDIT OUTCOME		
During last Audit	1	MAJOR Non-Conformities
	0	MINOR Non-Conformities

Non Conformity Number < 1 >	
Indicator # and Description	<p>4.4.5.3 Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>(MAJOR)</p>

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 Client Number: 92-093  
 Audit Type: ASA 04  
 Mode of Audit: Onsite

Non Conformity Number < 1 >			
<b>Location:</b>	Field		
<b>Description of Finding / Objective Evidence:</b>			
Review on workers' payslip for the month of April 2022 and interviews with general workers informed, the payments made are not in accordance to minimum wage order.			
<b>Classification</b>	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor	
<b>Raise by:</b>	Ariff bin Lokman	<b>Date Raise:</b>	15/06/2022
<b>Deadline for implementation</b>		14/08/2022	
<b>Root Cause Analysis (by company):</b>			
<ul style="list-style-type: none"> <li>- Early rates proposed by Estate Manager.</li> <li>- Short duration of working hours by general workers.</li> <li>- Lack of reference to Minimum Wages Order.</li> </ul>			
<b>Correction (by company):</b>			
Management had topped up and paid the variances to workers (supporting documents attached)			
<b>Corrective / Preventive Action (by company)</b>			
<p>Board of Director (BOD) approved revised payment and the management adopted the new wages structure proposal in accordance with Minimum Wages Order 2022.</p> <p>Management at TWU office will monitor the implementation process, verify and query documents received and conduct random checks in estate operations.</p> <p>Estate Management should monitor its activities actively and record working time accurately.</p>			
<b>Review of Correction &amp; Corrective / Preventive Action</b>			
<p>JPSB has approved new minimum wage order as stated in the Memo dated 17/06/2022.</p> <p>Review on payment voucher for general workers, arrears amount has been paid accordingly.</p> <p>The evidence provided is sufficient to close the non-conformity.</p> <p>The implementation will be verified in the next audit.</p>			
<b>Closed:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<b>Site verification :</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>Name of Auditor:</b> Ariff bin Lokman		<b>Date of Closure:</b> 15/07/2022	
<b>Review of Implementation</b>			
<p>Review on workers payslip for the month of May 2023. The workers paid RM 7.21 per hour which was in accordance with Minimum Wages Order 2022.</p> <p>Sampled workers payment for the month of May 2023:</p> <ol style="list-style-type: none"> <li>1. Worker A: RM 1,737.00</li> <li>2. Worker B: RM 1,929.99</li> </ol> <p>Workers employment agreement includes statement on pay rate per month: RM 57.69 per day or RM 7.21 per hour.</p> <p>Thus, based on the evidence reviewed the implementation is sufficient.</p>			



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Company Name: Jujut Plantations Sdn Bhd  
 Certifying Unit: Jujut Plantations Sdn Bhd  
 Client Number: 92-093  
 Audit Type: ASA 04  
 Mode of Audit: Onsite

Non Conformity Number < 1 >	
<b>Name of Auditor:</b> Moahamd Norhisham Bin Mohd Salleh	<b>Date of Review:</b> 24/07/2023

### 4.7. Detail of Onsite Audit Findings Identified during this audit

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

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

Non Conformity Number < 1 >						
<b>Indicator # and Description</b>	4.1.2.2 The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. (MAJOR)					
<b>Location:</b>	All estate					
<b>Description of Finding / Objective Evidence:</b>						
Review the internal audit checklist dated 05/07/2023 for Balung division, 19/07/2023 for Saham Plantations & 17/07/2023 for Tagasan Division, no documents evaluation carried out as stated in the Jujut Plantations Sdn Bhd internal audit procedure dated 30/05/2021 5.2 (i) internal auditor shall be responsible to review management system documentation.  All internal audit carried out by estate incharge not complied to Jujut Plantations Sdn Bhd internal audit procedure dated 30/05/2021 stated 6.2.1 (a) internal auditor not directly responsible the areas been audited.						
<b>Classification</b>	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor				
<b>Raise by:</b>	Khairul Anwar Bin Ismail	<b>Date Raise:</b>	26/07/2023			
<b>Deadline for implementation</b>	26/09/2023					
<b>Root Cause Analysis (by company):</b>						
PIC conducted own IA without notification; Management oversight the missing report						
<b>Correction (by company):</b>						
Management will scrutinize all documents prior audit and reorganize the audit team						
<b>Corrective / Preventive Action (by company)</b>						
An IA was conducted in Semporna Div with findings in late August, report was presented in a Management Meeting in early September.						
<b>Review of Correction &amp; Corrective / Preventive Action</b>						

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Non Conformity Number < 1 >	
<p>Reviewed the latest internal audit report dated 30/08/2023, Jujut Plantations Sdn Bhd conducted the internal audit at Tagasan Division on 24/08/2023 included the MSPO documents review.</p> <p>Review the internal audit team chart dated 18/08/2023, the internal audit conducted by the estate manager from different estate or division who not directly responsible for audited estate or division.</p> <p>The evidence provided is sufficient to close the non-conformity.</p> <p>The implementation will be verified in the next audit.</p>	
<b>Closed:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>Site verification :</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Name of Auditor:</b> Khairul Anwar Bin Ismail	<b>Date of Closure:</b> 07/09/2023
Review of Implementation	
<b>Name of Lead Auditor / Auditor:</b>	<b>Date of Review:</b>

Non Conformity Number <2>	
<b>Indicator # and Description</b>	4.5.3.4 Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.  (MAJOR)
<b>Location:</b>	All estate
Description of Finding / Objective Evidence:	
Onsite visit at Balung Division, Tagasan Division and Saham Plantation estate found the used empty chemical container are not marked as stated in Scheduled waste SOP dated 24/06/2020.	
<b>Classification</b>	<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor
<b>Raise by:</b>	<b>Date Raise:</b>
Khairul Anwar Bin Ismail	26/07/2023
<b>Deadline for implementation</b>	26/09/2023
Root Cause Analysis (by company):	
Management obtained Diesel Permit and began stocking up in new containers since June. Estate/Store Clerks failed to follow the SOP for marking the new containers.	
Correction (by company):	
A new SOP was established after the audit, with dual languages and displayed in the stores together with SDS. Each estate will mark or repaint its own containers.	
Corrective / Preventive Action (by company)	
Management will conduct random spot checks when visiting the estates; Estate/Store Clerks must adhere to the SOPs and be proactive.	
Review of Correction & Corrective / Preventive Action	

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### Non Conformity Number <2>

Review the Jujut Plantations Sdn. Bhd. Reused Empty Chemical Container Marking SOP dated 27/07/2023.  
The reused empty chemical container will be marked with different marking for different material in red colour.  
Example: D for diesel.

Review on the pictorial evidence, the empty chemical container had been marked as per Reused Empty Chemical Container Marking SOP in red colour.

The evidence provided is sufficient to close the non-conformity.

The implementation will be verified in the next audit.

**Closed:** ☒ Yes ☐ No

**Site verification :** ☐ Yes ☒ No

**Name of Auditor:**

Khairul Anwar Bin Ismail

**Date of Closure:**

07/09/2023

### Review of Implementation

**Name of Lead Auditor / Auditor:**

**Date of Review:**

Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.1.2.3	Report shall be made available to the management for their review	All Estate	JPSB may consider improve the internal audit outcome discussion for management review.
2.	4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.	All Estate	JPSB may consider improved complaint and grievance awareness to worker.
3.	4.4.4.2	The occupational safety and health plan shall cover the following:  c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:  ii) all precautions attached to products shall be properly observed and applied	All Estate	JPSB may consider improve monitoring on safety informations at chemical storage.
4.	4.4.6.3	A continuous training programme should be planned and implemented	All Estate	JPSB may consider improve training programme and implementation.

MSPO Certification Summary Report

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Nr.	Indicator	Description	Location	Opportunity for Improvement
		to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.		

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### 5. CONCLUSION

Jujut Plantations Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct ASA04 audit consisting of 2 estates according to MSPO 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organised Smallholders.

There are 2 Major NC raised and closed out successfully. The implementation of Major NC will be review and verify during the next audit.

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

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

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

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

Total certified number of estates:	2	
Total certified production area:	784.21	Ha
Certified FFBs January to June 2023:	4,149.00	Mt
Project FFBs July to December 2023:	3,810.00	Mt

**MSPO Certification Summary Report**

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

**6. RECOMMENDATION**

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

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

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

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

	Recommended for Certification
<b>X</b>	Recommended for Continuity of Certification
	Recommended for Suspension of Certification

Puchong, 17/08/2023



Khairul Anwar Bin Ismail  
TUV NORD (Malaysia) Sdn Bhd  
Audit Team Leader

Puchong, 07/09/2023



Muhammad Khairul Anuar  
TUV NORD (Malaysia) Sdn Bhd  
Certifier / Approver

**MSPO Certification Summary Report**

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

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**7. LIST OF STAKEHOLDERS**

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

## MSPO Certification Summary Report

Company Name: Jujut Plantations Sdn Bhd

Certifying Unit: Jujut Plantations Sdn Bhd

Client Number: 92-093

Audit Type: ASA 04

Mode of Audit: Onsite

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

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

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

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

Salvo clause:

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

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

### Annex / Enclosures

Annex /  
corresponding audit documentation

- ☒ P&C Audit Report / Checklists
- ☒ Audit Plan