



MSPO CERTIFICATION SUMMARY REPORT

LAMAG PLANTATION SDN BHD

SURVEILLANCE 03

Onsite Audit Date: 20/09/2022 – 23/09/2022

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MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Table of Contents

1.	INTRODUCTION	4
1.1.	Objective	4
1.2.	Scope	4
1.3.	Appointment and qualification of team members	4
2.	METHODOLOGY.....	9
3.	ORGANISATION INFORMATION	11
3.1.	Production volume	11
3.2.	Planting Program for Each Estate or Division	11
3.3.	Replanting program for each estate or division	12
3.4.	Maps of Estate(s) Location	13
4.	CERTIFICATION ASSESSMENT	16
4.1.	ASA 03	16
4.2.	Stakeholders' Consultation	16
4.3.	Summary of Assessment	16
4.4.	Status of Non-Conformities Previously Identified	44
4.5.	Detail of Audit Findings in last audit	44
4.6.	Detail of Onsite Audit Findings Identified during this audit	44
5.	CONCLUSION	51
6.	RECOMMENDATION	52
7.	LIST OF STAKEHOLDERS	53
	Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives	54
	Annex / Enclosures	54

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Abbreviations

CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
DOE	Department of Environment
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
FFB	Fresh Fruit Bunch
GAP	Good Agricultural Practice
GPS	Global Positioning System
ISCC	International Sustainability & Carbon Certification
ISO	International Standard Organisation
MSPO	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

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



1. INTRODUCTION

Lamag Plantation Sdn Bhd has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct an annual 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 Lamag Plantation 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 two 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;	Graduate In Agricultural Science

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
vi) Business Management; or vii) Other relevant related fields	
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	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.
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 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

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
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	Navin Baskram	Bachelor in Biotechnology and Master in Environmental 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)	Navin Baskram	Four (4) years working experience in oil palm plantation and two (2) years' experience as sustainability executive and Internal Auditor. Two (2) years' experience in RSPO accreditation for RSPO scheme accreditation body.	Yes
Successfully completed MPOCC endorsed lead auditor trainings	Navin Baskram	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	Navin Baskram	Qualified as auditor based on audit log.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
equivalent sustainability certification schemes.			
Field working experience in the palm oil sector or demonstrable equivalent	Navin Baskram	Four (4) years working experience in oil palm plantation and two (2) years' experience as sustainability executive and Internal Auditor. Two (2) years' experience in RSPO accreditation for RSPO scheme accreditation body.	Yes
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Navin Baskram	Four (4) years working experience in oil palm plantation.	Yes
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
Health and safety auditing of the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Navin Baskram	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	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
Completed High Conversation Value assessment	Navin Baskram	Attended and completed the HCV assessors' course.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Navin Baskram	Able to communicate in Bahasa Malaysia and English.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



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, contractors; review of documentation;
- Reporting
- Resolution of non-conformance (NC) (if any)
- Draft audit reporting
- Technical review
- Final audit reporting
- Final approval, certification decision and issuance of certificate.

Surveillance Three (03):

The surveillance three (03) audit carried out onsite from 20/09/2022 – 23/09/2022 covering the following activities but not limited to below:

Onsite:

Background investigation

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

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



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

Onsite Assessment

The audit of the estate is 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.

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

Based on the formula, the sample size for the estates $S = 1\sqrt{4} = 2$. Thus, a total of 2 estates selected for the onsite assessment and inspection as listed in Table 2-1 below:

Table 2-1: Estates Selected

Name of Estate or Division	Coordinates
Briacres Development S/B	5.389462°, 117.803683°
Pemborong Ladang S/B	5.389229°, 117.815247°

Non-conformance:

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

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

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



3. ORGANISATION INFORMATION

Lamag Plantation Sdn Bhd is an oil palm plantation company located at 1st Floor, Lot 1, Block F, Bandar Kim Fung, Sandakan, Sabah. There are 4 estates in this group certification.

The details of the estates as below:

Zone	Name of Estates	Location	Coordinates
Sg. Pin	Briacres Development Sdn Bhd	Sg. Pin, Kinabatangan	5.389462°, 117.803683°
	Pemborong Lamag Sdn Bhd	Sg. Pin, Kinabatangan	5.389229°, 117.815247°
	Desentra Corporation Sdn Bhd	Sg. Pin, Kinabatangan	5.382980°, 117.784217°
Mile 53	Andamy Plantations Sdn Bhd	Mile 53, Jalan Sandakan-Telupit	5.690807°, 117.508645°

3.1. Production volume

Name of Estate	Area (Ha)		Projected FFB Production (mt) (January 2022 to Dec 2022)
	Total*	Production**	
Sg Pin Zone			
Briacres Development Sdn Bhd	784.42	724.81	9,285.05
Pemborong Lamag Sdn Bhd	200.90	200.00	1,075.42
Desentra Corporation Sdn Bhd	387.70	324.36	6,503.58
Mile 53 Zone			
Andamy Plantations Sdn Bhd	356.10	104.41	2,617.01
Total	1,729.12	1,353.58	19,481.06

*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	Briacres Development Sdn Bhd	Pemborong Lamag Sdn Bhd	Desentra Corporation Sdn Bhd	Andamy Plantations Sdn Bhd
1996	712.67	200.00	-	-
1998	12.14	-	188.59	-
2005	-	-	-	104.41
2006	-	-	34.00	-

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



2015	-	-	32.66	-
2016	-	-	52.69	-
2017	-	-	5.76	-
Total Mature	724.81	200.00	313.70	104.41
2020	-	-	10.66	-
Total Immature	-	-	10.66	-
Total	724.81	200.00	324.36	104.41

3.3. Replanting program for each estate

Year of replanting	Planted area (ha) in each estate				Total area to be replanted (ha)
	Briacres Development Sdn Bhd	Pemborong Lamag Sdn Bhd	Desentra Corporation Sdn Bhd	Andamy Plantation Sdn Bhd	
2023	-	97.93	-	-	97.93
2024	-	97.93	-	-	97.93
2025	99.96	-	-	-	99.96
2026	99.96	-	-	-	99.96
2027	99.96	-	-	-	99.96
TOTAL	299.88	195.86	-	-	495.74

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



3.4. Maps of Estates Location

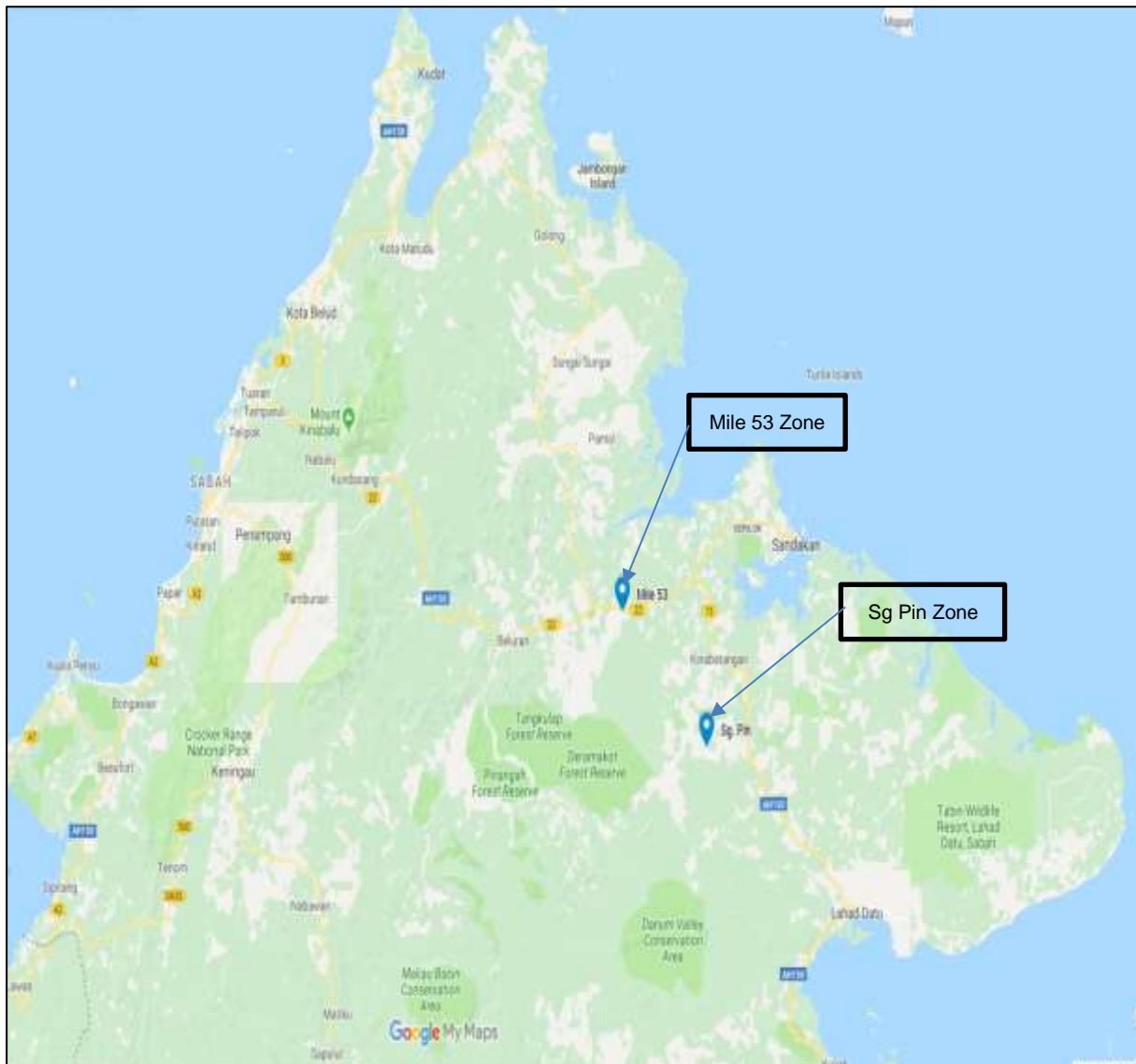


Figure 1: Lamag Plantation Sdn Bhd estates location – Mile 53 Zone and Sg Pin Zone

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite

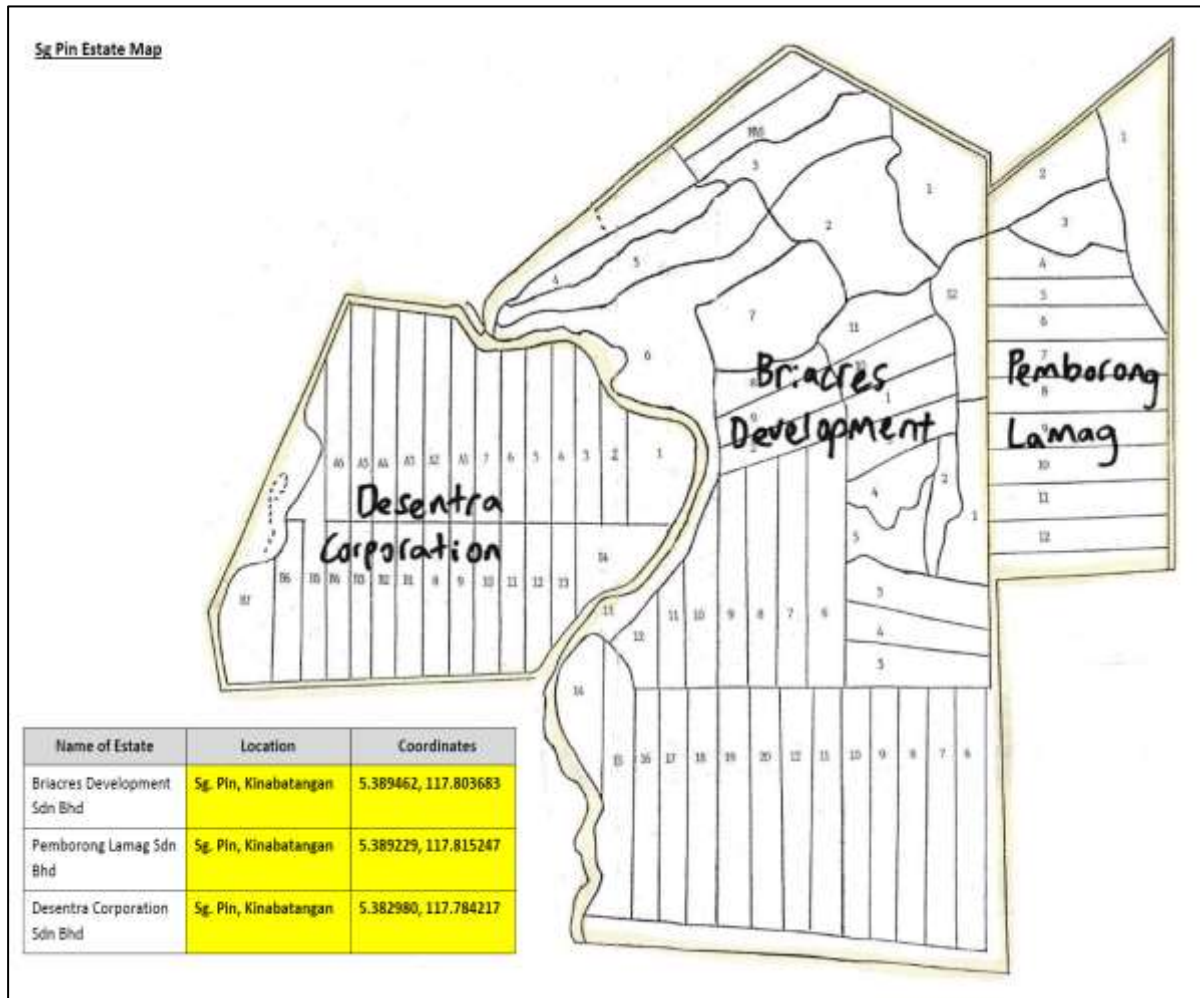


Figure 2: Sg Pin Zone – Estates map and coordinates

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite

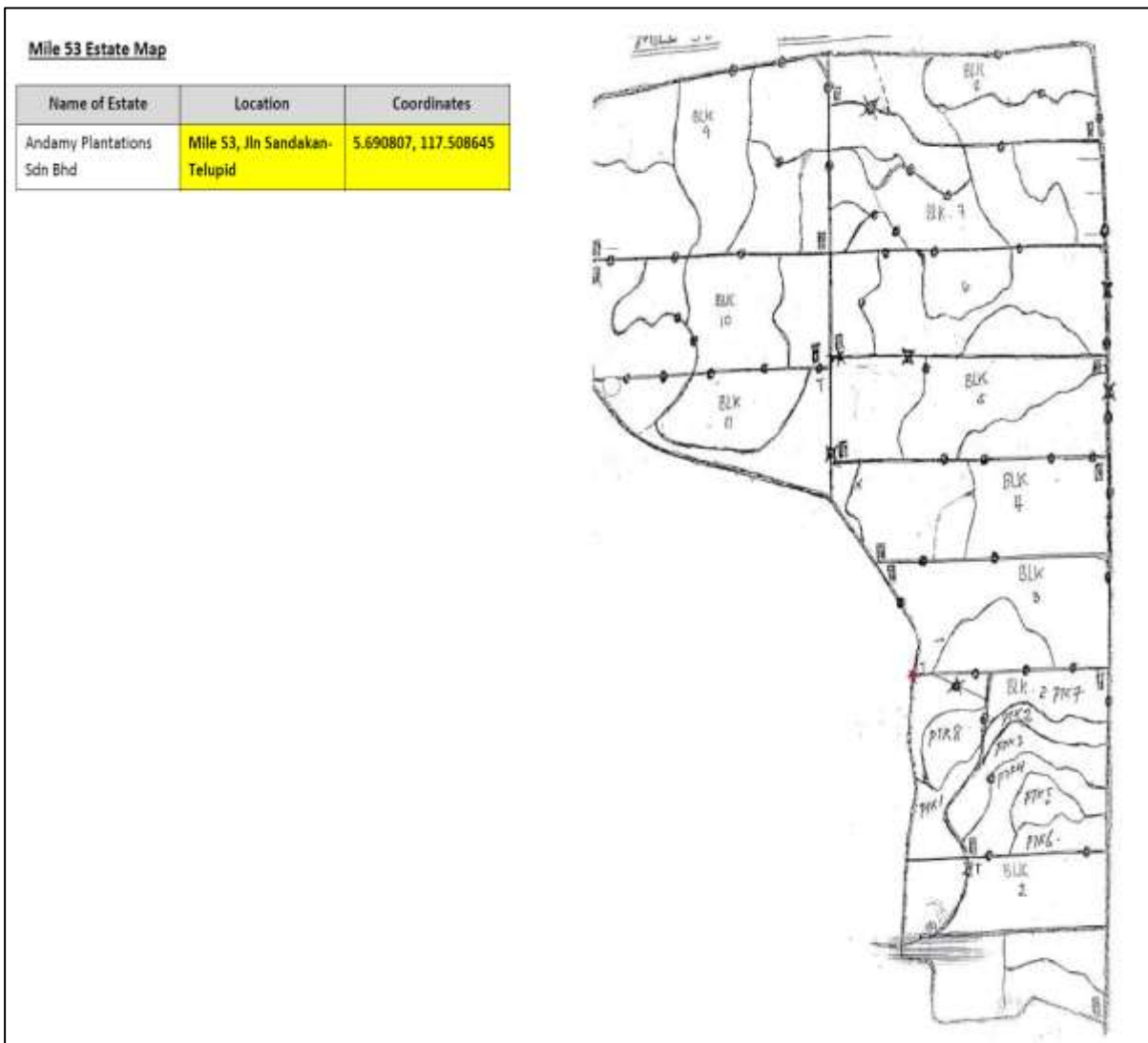


Figure 3: Mile 53 Zone – Estate Map & coordinate

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



4. CERTIFICATION ASSESSMENT

4.1. ASA 03

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

4.1.1. Surveillance Three (03):

The surveillance audit is carried out on 20/09/2022 to 23/09/2022 covering 2 selected estates - Briacres Development Sdn Bhd and Pemborong Lamag Sdn Bhd.

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

During this surveillance audit 03, there are 3 Major, 1 Minor, 5 Opportunities for Improvement (OFI) raised.

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

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

4.2. Stakeholders' Consultation

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

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

4.3. Summary of Assessment

Principle and Criteria Assessment Summary

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

Principle 1: Management Commitment & responsibility

Indicator	Summary of Assessment	Compliance
4.1.1.1	LPSB established MSPO Policy signed by Director dated 22/05/2019. The policy includes commitment to continual improvement in sustainability practise.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	<p>Policy is in Bahasa Malaysia and English languages and displayed at office notice board.</p> <p>Policy is shared to external stakeholders via email on 03/09/2022 for Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate.</p> <p>Policy briefing is carried out for workers for Briacres Development Sdn Bhd estate and Pemborong Lamag Sdn Bhd estate dated 04/08/2022.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on MSPO policy.</p>	
4.1.1.2	<p>LPSB established MSPO Policy signed by Director dated 22/05/2019 included a statement on commitment to continuous improvement.</p> <p>The policy state that "LPSB is committed towards sustainable development, continuous improvement and implementation of the MSPO."</p>	Yes
4.1.2.1	<p>LPSB established MSPO Internal Audit Plan for year 2022.</p> <p>Internal audit is carried out on 02/09/2022. The audit result has listed the strength and weaknesses for improvement and corrections required.</p> <p>For example:</p> <p>Weaknesses: Medical Surveillance for year 2022 not carried out;</p> <p>Root cause: Delay due to awaiting schedule from service provider;</p> <p>Corrective action: Medical surveillance had been arranged to be done on 6th September 2022;</p> <p>Status: In progress to finalized the report;</p> <p>Review the medical surveillance invoiced dated 06/09/2022 to prove the medical surveillance for 7 workers had been carried out.</p>	Yes
4.1.2.2	<p>LPSB established flowchart of MSPO Internal Audit Procedure dated 03/07/2019.</p> <p>Internal audit is carried out on 02/09/2022. The nonconformities been addressed the corrective action at the comment column inside the report.</p> <p>Example</p> <p>Weaknesses: Medical Surveillance for year 2022 not had been carried out.</p> <p>Root cause: Delay due to awaiting schedule from service provider;</p> <p>Corrective action: Medical surveillance had been arranged to be done on 6th September 2022;</p> <p>Status: In progress to finalized the report;</p> <p>Review the medical surveillance invoiced dated 06/09/2022 to prove the medical surveillance for 7 workers had been carried out.</p>	Yes
4.1.2.3	<p>LPSB discuss the results of internal audit in the management review meeting dated 06/09/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.3.1	<p>LPSB carried out management review meeting on 06/09/2022.</p> <p>The management review agenda includes:</p> <ul style="list-style-type: none"> • Internal audit findings; • Action plan for closure of non-conformities; • Continuous improvement plan. 	Yes
4.1.4.1	<p>LPSB established the Continuous Improvement Plan (CIP) for Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate dated 16/08/2022 which covers topics on social, environment, safety and health.</p> <p>For example:</p> <p>Topic: Environment;</p> <p>Activity: Oil trap construction for workshop;</p> <p>Timeframe: 1 year;</p> <p>Start date: Jan 2022;</p> <p>Status: Completed;</p> <p>PIC: Sustainable Manager.</p> <p>Onsite visit at Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate workshop confirmed the oil trap had been constructed.</p>	Yes
4.1.4.2	<p>LPSB established procedure and flowchart of "Identification and Implementation of New Technology Information & Techniques or New Industry Standards & Technology" dated 29/03/2019.</p> <p>The flowchart covered the initial part of communication with new technology supplier or product until implementation and monitoring for further improvement.</p> <p>The flowchart states that the management will involve workers on the implementation of new technology, information and technique; as well as training need once being implemented.</p> <p>Interview with estate management informed there is no new technology or new technique implemented.</p>	Yes
4.1.4.3	<p>LPSB established procedure and flowchart of "Identification and Implementation of New Technology Information & Techniques or New Industry Standards & Technology" dated 29/03/2019.</p> <p>The SOP describes under implementation and control (1) to train the operators or the employees involved in the implementation of new information, techniques or technology equipment.</p> <p>Interview with estate management informed there is no new technology or new technique implemented.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	<p>LPSB group established List of stakeholders updated 01/09/2022, doc no: 4.2.2.3, revision 5 includes neighboring estates and mills, government agencies, NGOs, suppliers, contractors.</p> <p>LPSB established Stakeholders information request record, doc. No.: 4.2.1.1 dated 29/03/2019.</p> <p>Reviewed on the record there are no request of information from stakeholders.</p> <p>Review on LPSB stakeholder invitation letters to their external stakeholders dated 01/09/2022.</p> <p>Eight (8) feedbacks were reverted. No negative comments received.</p> <p>Internal stakeholders meeting carried out on 17/06/2022.</p> <p>Topics of discussion covered environment, social and safety.</p>	Yes
4.2.1.2	<p>LPSB group establish list of publicly available documents no.:4.2.1.2, rev 1 dated 02/09/2020 include list of publicly available documents and confidential documents.</p> <p>Example:</p> <p>List of publicly available documents:</p> <ol style="list-style-type: none"> 1. Company policies and SOPs; 2. Safety and Health Plan; 3. Emergency Response Plan; 4. Internal audit; 5. Continuous improvement plan. <p>List of confidential documents:</p> <ol style="list-style-type: none"> 1. Land titles; 2. Business Management plan; 3. Planting statement. 	Yes
4.2.2.1	<p>LPSB group establish SOP for consultation & communication, doc no: 4.2.2.1 rev: 01 dated 23/07/2020.</p> <p>During site visit, observed SOP displayed at estate notice board.</p> <p>Review on LPSB stakeholder invitation letters to their stakeholders dated 01/09/2022 include information on SOP for consultation & communication.</p>	Yes
4.2.2.2	<p>LPSB group appoint estate office clerk, as person in-charge for consultation and communication, Sg Pin Division dated 22/05/2019.</p>	Yes
4.2.2.3	<p>LPSB group established List of stakeholders updated 01/09/2022, doc no: 4.2.2.3, revision 5 includes neighboring estates and mills, government agencies, NGOs, suppliers, contractors.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<p>The consultation and communication procedure included the timeframe for action to be taken within 7 days.</p> <p>Reviewed records of consultation and communication, no request has been submitted by stakeholders as of audit date.</p>	
4.2.3.1	<p>LPSB group established SOP of traceability, doc no: 4.2.3.1 dated 29/03/2019.</p> <p>LPSB use FFB delivery chits as documents from estate for transporting FFBs to mills. LPSB received mill weighbridge ticket as a proof of FFB delivery.</p> <p>The SOP describes all delivery notes and weighbridge ticket kept for 3 years.</p> <p>Example:</p> <p>Briacres Development Sdn Bhd Estate FFB delivery chit</p> <p>Date: 23/08/2022;</p> <p>Chit no: 32974;</p> <p>Mill: Tian Siang Mill;</p> <p>Lorry no: ST 2737 E.</p> <p>Tian Siang Mill weighbridge ticket</p> <p>Date: 23/08/2022;</p> <p>Ticket no: 091045;</p> <p>Estate: Briacres Development Sdn Bhd;</p> <p>Vehicle no: ST 2737 E;</p> <p>DO No: 32974;</p> <p>Nett Weight: 14430 Kg.</p>	Yes
4.2.3.2	<p>LPSB group established SOP of traceability, doc no: 4.2.3.1 dated 29/03/2019.</p> <p>The traceability inspection carried out included in the internal audit with no finding raised.</p> <p>The FFB sale or delivery is monitor daily and monthly basis by estate office clerk.</p> <p>LPSB established traceability inspection records for traceability of FFB to monitor the traceability system on yearly basis.</p> <p>Latest inspection carried out for both estates on 02/09/2022 by Sustainability Manager.</p>	Yes
4.2.3.3	<p>LPSB group appoint estate office clerk, as person in-charge for traceability dated 22/05/2019.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.3.4	<p>LPSB group established records of sales and delivery and kept at estate office on daily basis.</p> <p>Records of sales and FFB delivery for LPSB documented, sample collected such as estate delivery chits and mill weighbridge tickets crosschecked.</p> <p>Records kept for 3 years.</p> <p>Reviewed records such as delivery chit to mill weighbridge are available. Unique number is delivery order number captured in mill weighbridge ticket.</p> <p>Example:</p> <p>Pemborong Lamag Sdn Bhd Estate:</p> <p>FFB Delivery chit:</p> <p>DC No.: 6775;</p> <p>Date: 28/09/2020;</p> <p>Lorry no: SS 5297;</p> <p>Mill: Tian Siang Oil Mill Sdn. Bhd.</p> <p>Tian Siang Mill Weighbridge ticket:</p> <p>POM weighbridge ticket: Ticket no.:009233;</p> <p>FFB weight: 17,550 Kg;</p> <p>Date: 28/09/2020;</p> <p>DC no or unique ID number.: 6775;</p> <p>Lorry no: SS 5297.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>LPSB updated list of licenses/permits doc no: 4.3.1.1, rev 05: 18/08/2022.</p> <p>Example:</p> <p>Briacres Development Sdn Bhd Estate:</p> <ul style="list-style-type: none"> • MPOB license – NO 502987502000 valid from 01/12/2021 till 30/11/2022; • Trading license – R19742/94, valid from 01/01/2022 - 31/12/2022. <p>Pemborong Lamag Sdn Bhd Estate:</p> <ul style="list-style-type: none"> • MPOB license : no 504626502000, valid from 01/01/2022 till 31/12/2022; • Trading license: R480/2004N valid from 01/01/2022 – 31/12/2022. 	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.2	<p>LPSB established Related laws, Regulation and Guidelines, doc no. 4.3.1.2, rev 4 updated on 06/05/2022.</p> <p>Example:</p> <ul style="list-style-type: none"> Malaysia Palm Oil Board Act 1998 (Act 582); Wildlife conservation enactment 1997; Minimum Wages Order 2022; Prevention and control of Infectious Disease Act 1988 Regulation & Order 2020; Sabah Water Resources Enactment 1998. 	Yes
4.3.1.3	<p>LPSB established Related laws, Regulation and Guidelines, doc no. 4.3.1.2, rev 4 updated on 06/05/2022.</p> <p>Example:</p> <p>Minimum Wages Order 2022.</p>	Yes
4.3.1.4	LPSB appointed Sustainable Manager as PIC to monitor compliance and track and update changes in regulatory requirements dated 22/07/2019.	Yes
4.3.2.1	<p>LPSB established list of land titles dated 05/03/2021.</p> <ul style="list-style-type: none"> Briacres Development Sdn Bhd – CL095321449; Briacres Development Sdn Bhd – CL095325661; Pemborong Lamag Sdn Bhd – CL095324986. 	Yes
4.3.2.2	<p>LPSB land titles are company owned issued by Director of Lands and Surveys, Sabah for 99 years leased period for 4 estate.</p> <ul style="list-style-type: none"> Briacres Development Sdn Bhd; Desentra Corporation Sdn Bhd; Pemborong Lamag Sdn Bhd; Andamy Plantations Sdn Bhd. <p>Example:</p> <p>Briacres Development Sdn Bhd Estate:</p> <p>Land title number: CL 095321449;</p> <p>Tenure: 99 years;</p> <p>Validity: 01/01/1989 – 31/12/2087;</p> <p>Land use: The cultivation of agricultural crops of economic value;</p> <p>Area: 744.2 Ha.</p> <p>Transfer record: 18/08/1998 transfer from Syarikat Sapi Sdn Bhd to Briacres Development Sdn Bhd.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	<p>Pemborong Lamag Sdn Bhd Estate: Land title number: CL 095326757; Tenure: 99 years; Validity: 01/01/1996 – 31/12/2094; Land use: The cultivation of agricultural crops of economic value; Area: 200.9 ha. Transfer record: 07/09/2005 transfer from Andamy Plantations Sdn Bhd to Pemborong Lamag Sdn Bhd.</p>	
4.3.2.3	<p>The land title has a map with the title number and size in ha / acre. During field visits at both estate boundaries, observed boundary markers in red and white demarcated clearly.</p>	Yes
4.3.2.4	<p>The land title is issued by Director of Lands and Surveys, Sabah. Therefore no disputes and FPIC determined.</p>	Yes
4.3.3.1	<p>LPSB group land titles are country lease issued by Director of Lands and Surveys, Sabah with the land used of the cultivation of agriculture crop of economic value. There are no native or customary sub-leased land in LPSB group.</p>	Yes
4.3.3.2	<p>LPSB group land titles are country lease issued by Sabah Land and Survey Department. No customary land titles listed in the summary of land titles.</p>	Yes
4.3.3.3	<p>LPSB group land titles are country lease issued by Director of Lands and Surveys, Sabah. There are no native or customary sub-leased land in LPSB group</p>	Yes

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.1.1	<p>LPSB carried out SIA for internal stakeholders dated 03/09/2022 and external stakeholders via email dated 03/09/2022 for both Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate. A table in the SIA report describing the activities, positives impacts, negative impacts, maintenance measure, PIC and status / timeline. The identified negative impacts are address. Example: Activity: Purchase of groceries and sundries; Negative impacts: Workers difficult to get groceries due to movement restriction; Control Measures: Company arrange for deliveries from sundries shop into estate;</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>PIC: Clerk;</p> <p>Status: On going. Clerk will compile items list from workers and send to sundries shop at least once a month for delivery into estate;</p> <p>Field interviews with sampled chemical sprayer and harvester informed estate clerk will assist to purchase groceries and sundries once a month.</p> <p>Positive Impact:</p> <p>Activity: Availability of Surau;</p> <p>Positive Impact: Enable workers to fulfill their religious responsibilities;</p> <p>Maintenance measures: Ensure the surau is taken care properly;</p> <p>PIC: Chief Mandore;</p> <p>Status: On Going.</p> <p>Field interviews with sampled chemical sprayer and harvester informed surau are taken care properly by estate management.</p>	
4.4.2.1	<p>LPSB established flowchart of complaint and grievances procedure dated 12/09/2019.</p> <p>The flowchart described the process of complaint and grievances starting from rising, receiving complaint form to resolution of complaint.</p> <p>Complaint and grievance flowchart is display at notice boards.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on complaint and grievances procedure dated 04/08/2022.</p>	Yes
4.4.2.2	<p>According to LPSB complaint and grievance flowchart, the timelines to resolve any complaint and grievance is within 30 days.</p> <p>The complaint and grievance record book reviewed with no complaints and grievances lodged by internal and external stakeholders as of audit date.</p>	Yes
4.4.2.3	<p>LPSB complaint and grievance forms are available at the estate notice board and accessible by all workers and stakeholders.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on complaint and grievances procedure.</p> <p>No complaint been raised to LPSB until the audit date.</p>	Yes
4.4.2.4	<p>Briefing on the LPSB complaint and grievance procedure carried out for workers dated 04/08/2022</p> <p>LPSB complaint and grievance procedure is share to external stakeholders via email dated 03/09/2022.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on the complaint and grievance procedure.</p>	Yes
4.4.2.5	<p>LPSB complaint record is reviewed, maintained since September 2019.</p> <p>No complaint lodged until audit date.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	This has been verified during interview with sampled chemical sprayers and harvesters.	
4.4.3.1	LPSB provide contract opportunities to local communities for road maintenance work.	Yes
4.4.4.1	<p>LPSB established Occupational Safety and Health Policy dated 04/05/2020 and signed by Director. The policy is publicly available at estate office notice board.</p> <p>The policy states: LPSB is committed to comply with safety and health requirements and manage our activities with due consideration to the safety and health of any person who is involved with our operations.</p> <p>LPSB Safety and Health Policy briefing carried out dated 04/08/2022.</p> <p>LPSB Safety and Health Policy is share to external stakeholders via email on 03/09/2022.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on company Safety and Health Policy.</p>	Yes
4.4.4.2	<p>a</p> <p>LPSB Safety and Health Policy briefing carried out dated 04/08/2022.</p> <p>LPSB Safety and Health Policy is share to external stakeholders via email on 03/09/2022.</p> <p>The policy is displayed at the notice board in dual languages, Bahasa Malaysia and English.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on company Health and Safety Policy.</p>	Yes
	<p>b</p> <p>LPSB established HIRARC for respective operation activities applicable to the estates based on the risk assessment table, last updated 25/05/2022.</p> <p>The table with headings: Activity, Hazard, Risk and Effects, Initial Risk Assessment (Consequences, Likelihood, Risk Risking), Risk Control (Existing Control, PIC), Risk Assessment after Control (Consequences, Likelihood, Risk rating, Description) and Date review.</p> <p>Example:</p> <p>Activity: Harvesting (Crossing footbridge on drains);</p> <p>Hazard: Slip, trips or falls;</p> <p>Risk and Effect: Cut or injuries;</p> <p>Initial Risk Assessment: C4, L3, R12;</p> <p>Existing Control: Inspections on footbridge condition and replace damaged footbridge;</p> <p>PIC: Mandore;</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Additional control: Training and briefing given to workers; Risk Assessment after control: C4, L2,R8; Description: M; Date review: Yearly 25/05/2022; Interview with workers informed they have been brief Harvesting safety dated 04/08/2022.</p>	
c i	<p>Safe Handling and Storage of Chemical SOP training carried out on 04/08/2022. Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on Safe Handling and Storage of Chemical SOP.</p>	Yes
c ii	<p>LPSB SDS's for chemicals, fertilizers and lubricants available at estate office and stores and workshop. Example: <ul style="list-style-type: none"> • Pounce 410 SDS available in English and Bahasa Malaysia. Onsite visit at LPSB chemical store is in good condition and locked. Liquid chemical placed in tray below and powder chemical placed on top.</p>	Yes
d	<p>LPSB established records of PPEs issuance and review on the records are maintained and updated. Major NC 01 LPSB established issuance of PPE records for all workers. However, during field interviews with chemical sprayers, informed N95 face mask and rubber boot are not provided to them.</p>	No
e	<p>LPSB established SOP for safe handling and storage of chemical "<i>Prosedur Kerja Selamat – Penyimpanan & Pengurusan Bahan Kimia</i>" dated 28/06/2019. Safe Handling and Storage of Chemical SOP training carried out on 04/08/2022. Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on Safe Handling and Storage of Chemical SOP. Onsite visit at chemical store, chemical products are with original label and packaging. Liquid based chemicals are stored on the portable tray to avoid any spillage.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
f	The sustainability manager is the appointed person in-charge of LPSB safety and health.	Yes
g	LPSB carried out the quarterly OSH meeting dated 18/01/2022, 13/04/2022, 17/06/2022 and latest meeting on 03/08/2022. Agenda discuss in meeting are PPE usage, store area safety and accident incidence update.	Yes
h	LPSB established flowchart for accident and emergency dated 29/03/2019 and list of emergency contact persons and numbers. For example: <ul style="list-style-type: none"> • Flowchart '<i>Pelan Tindak Balas Kecemasan</i>' dated 29/03/2019; • Fire Emergency Plan dated 29/03/2019; • Emergency response team and contact numbers dated 25/05/2019. The Emergency Response Procedure and emergency contact details are display at the estate office. Document reviewed on training record and field interviews with sampled chemical sprayer and harvester informed Emergency Response Procedure training carried out dated 04/08/2022.	Yes
i	First aid training carried out on 06/03/2019 by DAB OH Sdn Bhd. The LPSB estate manager, staff and mandore are trained as first aiders. First aid kits available at estate office manage by staff and mandore.	Yes
j	Review of records of accidents and injuries of Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate, no accident reported as to audit date. Annual Accident Report JKPP 8 for Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate for year 2022 submitted to DOSH dated 17/01/2022.	Yes
4.4.5.1	LPSB established Good Social Practice Policy dated 03/07/2019 and signed by Director. The policy is publicly displayed at estate office. The policy states: "LPSB is committed to provide a fair and beneficial working environment to all employees." LPSB Good Social Practice Policy briefing carried out during internal stakeholders meeting for workers dated 04/08/2022.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>LPSB Good Social Practice Policy is share to external stakeholders via email on 03/09/2022 for both Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on company Good Social Practice Policy.</p>	
4.4.5.2	<p>LPSB established Good Social Practice Policy dated 03/07/2019 and signed by Director.</p> <p>The policy states:</p> <p>To uphold and promote the principle of worker right including the right to association, right to freedom of expression, non-discrimination and equal opportunities for all our employees, regardless of their race, gender, nationality and religious background.</p> <p>Field interviews with sampled chemical sprayer and harvester informed there is no discriminatory occur in Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate.</p>	Yes
4.4.5.3	<p>LPSB established contract agreement for workers in accordance to Sabah Labour Ordinance. Workers are paid either daily rate or piece rates in accordance Minimum Wages Order 2022.</p> <p>Worker contract agreement states the pay rate as per agreeable daily rates or piece rates. The working contracts are signed by workers and management.</p> <p>Sighted the establish piece rates of harvesting, manuring, chemical spraying, pruning, FFB loading and loose fruit collection duly agreed by workers and management.</p> <p>Example: Harvesting rates – RM59.00 per ton</p> <p>Reviewed workers' pay slip and against check-roll for the month of July 2022, the wages paid as per agreeable piece rates of harvesting.</p> <p>Major NC 02</p> <p>LPSB established records of payment for all workers. However based on document review and field interviews with sampled workers, identified shortcomings against Sabah Labour Ordinance (Sabah Cap.67) as below:</p> <ol style="list-style-type: none"> 1. Wages deduction implemented without JTK Salary Deduction permit; Example : Salary deduction for Passport Renewal fee; 2. Wages is not paid during Public Holiday & Medical leave; Example : Merdeka Leave. 3. No double payment for work on rest day; 4. No official rest day declared for workers. 	No
4.4.5.4	<p>LPSB engaged contractor for estate operations at for road maintenance to collection center.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	Document reviewed on the contractor's contract agreement and payment voucher of July 2022, contractor is paid according to the agreeable rates as per contract agreement.	
4.4.5.5	The summary list of LPSB workers established includes name, date of birth, gender, period of employment, passport expired date, nationality, job description and date of entry.	Yes
4.4.5.6	LPSB established employment contract for every worker recruited. The management provide fair contract that has been signed by both parties. The worker is briefed on the working contract terms and conditions, wage, position and a copy of working contract is provided to worker. Field interviews with sampled chemical sprayer and harvester informed they have been briefed on the contract terms and conditions and received a copy after signed.	Yes
4.4.5.7	LPSB use the check roll book to monitor workers reporting work and working hours for each day. The working hours is display in at the notice board. Overtime rate according to Sabah Labour Ordinance 1950 (Chapter 67) requirement of 1.5 time's hourly rate for normal overtime. Field interviews with sampled chemical sprayer and harvester informed they have been briefed on the working hours and overtime rates when signed the contract agreement.	Yes
4.4.5.8	LPSB working hours are complying with Sabah Labour Ordinance 1950 (Chapter 67). Standard working hours as follows: Working hours: 6.00 am to 2.30 pm; Break time: 10.30 am to 11.00 am. Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on estate working hours.	Yes
4.4.5.9	LPSB provide pay slips to all workers documenting wage for the month and any overtime performed based on input from the check roll book. Overtime rate are paid according to Sabah Labour Ordinance of 1.5 times for normal day. Review on the worker's payslip and monthly payroll records has includes worker's wage and payment rate. A copy of payslip provided to workers and overtime is paid as per contract agreement. Field interviews with sampled chemical sprayer and harvester informed they have been briefed on wages and overtime rates.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.5.10	LPSB provides benefits for foreign workers such as medical cost, SOCSO as listed in the employment contract.	Yes
4.4.5.11	LPSB adopts industry best practices for living quarters with water, electricity, recreational area and gardening area provided. Onsite visit at housing area observed housing compound are well maintained and have basic amenities such as water and electricity.	Yes
4.4.5.12	LPSB established Prevention of Sexual Harassment Policy dated 22/05/2019 signed by Director. The policy is publicly available at the estate office. Policy states: "LPSB is committed to providing a work environment which is conducive, safe and free from sexual harassment. Sexual harassment is prohibited and is a violation of company policy. Any employee found guilty of such misconduct will be subjected to disciplinary action which may include dismissal." LPSB Prevention of Sexual Harassment Policy briefing carried out on 04/08/2022. LPSB Prevention of Sexual Harassment Policy is share to external stakeholders via email on 03/09/2022 for both Briacres Development Sdn Bhd Estate and Pemborong Lamag Sdn Bhd Estate. Field interviews with sample estate chemical sprayers and harvester informed there is no sexual harassment reported in the estate.	Yes
4.4.5.13	LPSB established Good Social Practice Policy dated 22/05/2019 and signed by Director. The policy states: "To uphold and promote the principle of worker right including the right to association, right to freedom of expression, non-discrimination and equal opportunities for all our employees, regardless of their race, gender, nationality and religious background." Field interviews with sample estate chemical sprayers and harvester informed there is no union form in LPSB.	Yes
4.4.5.14	LPSB established Good Social Practice Policy dated 22/05/2019 and signed by Director. The policy is publicly displayed at estate office. The policy states: "To prevent any forms of exploitation including child worker under 18 years old, forced and bonded worker, unethical recruitment of workers, unfair hiring as well as unsafe and unhealthy working environments." Document reviewed on summary list of workers and interviewed informed there is no employment of children or young persons in the estate.	Yes
4.4.6.1	LPSB established training plan for year 2022 dated 20/03/2022.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Training include:</p> <ul style="list-style-type: none"> • Safe Work Procedure – Manuring; • Safe Work Procedure – Chemical Spraying; • Safe Work Procedure – Harvesting; • Safe Work Procedure – workshop; • Safe Work Procedure – Driver; • Emergency Response Procedure; • Scheduled Waste Management; • MSPO policies and objective; • Environmental awareness. <p>LPSB has carried out training as follow:</p> <ul style="list-style-type: none"> • 04/08/2022 – SWP harvesting, manuring, chemical spraying and tractor driver. 	
4.4.6.2	<p>LPSB established training matrix dated 20/03/2022.</p> <p>The training includes MSPO training, safe working procedure, environment awareness, waste and chemical, first aid, Emergency Response Procedure, traceability and safety awareness to relevant job description.</p> <p>Example:</p> <ul style="list-style-type: none"> • Chemical sprayer: Training on waste and chemical handling; • Mandore: Training on first aid treatment. 	Yes
4.4.6.3	<p>LPSB established training plan for year 2022 dated 20/03/2022.</p> <p>Training provided include competency briefing and training activities for all employees in accordance to the training procedure.</p> <p>LPSB established training procedure dated 29/03/2019. The procedure describes that continuous training programs will be provided to all workers.</p> <p>Example of training programme:</p> <ul style="list-style-type: none"> • Environmental Awareness briefing in December 2022. 	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.1.1	<p>LPSB has established environmental policy dated 22/05/2019 signed by director.</p> <p>Policy states LPSB is responsible for the preservation of the environment. Management and employees will work together to achieve the goals and objective of this policy through discussion, activities to create awareness and cooperation of all parties involve.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Environmental policy includes point no 1, comply with all legislation, regulation and laws to fulfil good environmental practice.</p> <p>Policy written in Bahasa Malaysia and English. Environmental policy displayed at estate office boards.</p> <p>Training on policy carried out on 04/08/2022 for both estates.</p> <p>Field interviews with sampled harvesters informed they understand the Environmental policy.</p>	
4.5.1.2	<p>a LPSB has established environmental policy dated 22/05/2019 signed by company director.</p> <p>The policy states LPSB is responsible for preservation of environment. Management and employees will work together to achieve the goals and objectives of this policy through discussion, activities to create awareness and cooperation of all parties involved.</p> <p>Objectives include:</p> <ul style="list-style-type: none"> • LPSB to fulfill its commitment to preserve the environment; • Comply with all legislation, regulations and laws to fulfill good environmental practices; • To take practical measures to avoid and prevent or reduce environmental pollution of air, soil, water and noise; • To implement zero burning on oil palm cultivation activities; • To practices conservation of nature resources including energy and water consumption as well as the practices of recycling, reuse and waste reduction; • Promoting environmental awareness among all employees for better working atmosphere. 	Yes
	<p>b LPSB established environment aspect and impact updated on 26/08/2022.</p> <p>Example:</p> <p>Activity: Herbicide application;</p> <p>Aspect: Over spraying of chemicals leading to soil quality deteriorate;</p> <p>Impact: Soil pollution;</p> <p>Risk description pre-control: Moderate;</p> <p>Control measure: Conduct training and selective spraying;</p> <p>Risk score: 6;</p> <p>Risk description post-control: Moderate.</p> <p>Major NC 03</p>	No

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	LPSB established environment aspect and impact updated on 26/08/2022. However, aspect and impact for chemical and fertilizer storage, nursery and worker quarters were not analysed.	
4.5.1.3	<p>LPSB established Environmental Improvement/Management Plan updated on 26/08/2022 include list of negative and positive impacts, action plan to mitigate and promote.</p> <p>Negative impact:</p> <p>Example:</p> <p>Activity: Frond cutting and stacking;</p> <p>Aspect: Fronds falling into drains/ incorrect placement leading to blockage or restriction of flow;</p> <p>Negative impact: Blockage or restriction flow for water in stream;</p> <p>Mitigation: Stacking of fronds inter rows;</p> <p>Positive impact: Soil protection and prevention of soil erosion;</p> <p>During field visit, observed fronds are stacked at inter rows.</p> <p>Field interviews with sampled harvesters informed they were continuously briefed and trained on company harvesting SOPs.</p> <p>Reviewed latest training records on 04/08/2022 for company SOPs.</p>	Yes
4.5.1.4	<p>LPSB established CIP updated on 06/09/2022 include environmental matters.</p> <p>Example:</p> <p>Oil Trap at workshop</p> <p>Time frame: 1 year;</p> <p>Completion date: May 2022.</p> <p>During site visit at workshop, observed oil trap established. Oil trap is also functioning as no oil released from the trap to the drain.</p>	Yes
4.5.1.5	<p>LPSB established training programme updated on 20/03/2022 include environmental topics.</p> <p>Environment awareness training carried out for both estates on 04/08/2022.</p>	Yes
4.5.1.6	<p>LPSB conduct Environment meeting once per year.</p> <p>Environmental meeting carried out on 04/08/2022 for both estates.</p> <p>Topics discuss include scheduled waste disposal, landfill management, worker quarters management and no hunting and polluting.</p>	Yes
4.5.2.1	LPSB has established records of diesel consumption for last 5 years from 2017 to 2021 updated on 08/09/2022.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Indicator	Summary of Assessment	Compliance	
	<p>The baseline average has established 5 years baseline for year 2022 comparison.</p> <p>The diesel usage in 2022 until the month of August is lower than baseline due to lower usage due to lower FFB production for both estates and lower use of vehicles.</p>		
4.5.2.2	<p>LPSB has prepared 2 years diesel budget for 2022 and 2023 to consider for monitoring purpose against the actual usage.</p> <p>The diesel usage in 2022 until the month of August is lower than budgeted amount for year 2022 due to lower usage due to lower FFB production for both estates and lower use of vehicles.</p> <p>LPSB monitor diesel usage against budget usage on monthly basis.</p> <p>All machineries and vehicles are LPSB owned. No contractors engaged For FFB transportation.</p>	Yes	
4.5.2.3	<p>During site visit at LPSB, observed solar panel installation at chemical store.</p> <p>Site interviews with management representatives informed they do not plan to install new solar panels in the near future due to cost restrictions.</p>	Yes	
4.5.3.1	<p>LPSB established waste management plan (WMP) date 29/03/2019, updated on 27/08/2020</p> <p>WMP has identified type and source of waste.</p> <p>Briacres & Pemborong Estate:</p> <p>Example:</p> <p>Type of waste: Gaseous waste;</p> <p>Source: Emission from domestic waste (landfill).</p> <p>Type of waste: Solid waste;</p> <p>Source: Fertilizer Bags.</p>	Yes	
4.5.3.2	a	<p>LPSB has established Waste Management Plan and Identification of waste products and polluting activities dated 29/03/2019 updated on 27/08/2020.</p> <p>Example:</p> <p>Type of waste: Solid waste;</p> <p>Source of waste: Fertilizer application;</p> <p>Type of Pollution: Water ways pollution;</p> <p>Monitoring: Minimise usage of fertilizer according to dosage and use for loose fruit collection.</p>	Yes
	b	<p>LPSB has established has established waste management plan (WMP) date 29/03/2019, revision 2 updated on 27/08/2020.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Example:</p> <p>Type of waste: Solid waste;</p> <p>Source of waste: Fertilizer application;</p> <p>Type of Pollution: Water ways pollution;</p> <p>Monitoring: Minimise usage of fertilizer according to dosage and reuse for loose fruit collection.</p> <p>During field visit, observed loose fruits placed on empty fertilizer bags.</p> <p>Field interviews with sampled harvesters informed thy have been trained on usage of empty fertilizer bags for loose fruit collection which is in accordance with company harvesting SOP.</p> <p>Reviewed training records on harvesting dated 04/08/2022.</p>	
4.5.3.3	<p>LPSB established SOP chemical storage and handling dated 28/06/2019.</p> <p>SOP describes as follows:</p> <ul style="list-style-type: none"> • Before entering to the store; • During inside the store; • Chemical store management; • Handling of chemicals; • Chemical premixing. <p>Reviewed the scheduled waste records year 2022 as follows:</p> <p>Waste oil / lubricant oil:</p> <p>March: 300 Liter;</p> <p>June: 400 Liter;</p> <p>July: 400 Liter;</p> <p>Aug: 400 Liter.</p> <p>Reviewed scheduled waste collection records by Pentas Flora Sdn. Bhd for SW 305 on 20/08/2022.</p>	Yes
4.5.3.4	<p>LPSB established SOP for handling of used chemical containers dated 29/03/2019.</p> <p>The SOP describes as follows:</p> <ul style="list-style-type: none"> • Empty chemical containers to fill with clean water at least ¼ of container capacity; • Rinsed the empty chemical container for 3 times; • The rinsed water reused for chemical premix activity. • Briefing on handling empty chemical containers carried out on 04/08/2022 for both estates. 	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.3.5	<p>LPSB established landfill area for domestic waste disposal.</p> <p>Field interviews with general workers and management confirmed labour quarters is 1.6 KM away from landfill and river is 2.4 KM away from landfill.</p> <p>Site visit at worker housing observed dustbins provided for domestic waste.</p> <p>The landfill is fenced up and marked with date of open and close.</p> <p>Example:</p> <p>Location: Block PL7;</p> <p>Date open: 10/04/2022;</p> <p>Date closed: 01/06/2022.</p> <p>Minor NC 01</p> <p>LPSB established landfill for domestic waste disposal. However during field visit, observed landfill contains recycling items such as plastic bottles.</p>	No
4.5.4.1	<p>LPSB established identification of waste products and polluting activities revision 0, dated 29/03/2019 updated on 27/08/2020.</p> <p>Example of polluting activities:</p> <p>Gaseous waste:</p> <p>Type of gaseous waste: Carbon Monoxide(CO);</p> <p>Source: Emission from fossil fuel usage.</p>	Yes
4.5.4.2	<p>LPSB established Environmental Improvement plan dated 26/08/2022 include action plan to reduce significant pollutants and emissions.</p> <p>Example:</p> <p>Gaseous waste:</p> <p>Type of gaseous waste: Carbon Monoxide(CO);</p> <p>Source: Emission from fossil fuel usage;</p> <p>Action Plan: Regular inspection on the FFB transporting vehicles.</p> <p>Reviewed and verified maintenance records for June and July 2022.</p>	Yes
4.5.5.1	<p>a</p> <p>LPSB established Water Management Plan, revision 3, updated on 16/08/2022.</p> <p>Water sources</p> <p>The main sources of water for LPSB are from rainwater and reservoir pond. During drought season, workers will use bottled water for consumption (cooking and drinking) when rainwater had run out.</p> <p>Water usage:</p> <p>Rain water: Domestic;</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	Reservoir pond: Domestic and field operation.	
b	<p>LPSB monitor water quality test carried out for incoming and outgoing water annually by Dynakey Laboratory SMM accredited laboratory on 03/09/2022 Ref.no: W220903/01A-01B to ensure no contamination of waterways.</p> <p>River in and river out example:</p> <ol style="list-style-type: none"> 1) Suspended solids, mg/L In: 194 Out: 53 2) BOD, mg/L In: 0.5, out: 0.5 3) Water Quality Index In: 90.22, out: 87.48 <p>Results are in line with Class II DOE water Quality Index.</p>	Yes
c	<p>LPSB established rainfall records and monitored by daily, monthly and yearly basis.</p> <p>Management carried out regular checking on the water piping, water tanks, roofing and rain gutters. Any defects will be reported and repair taken as soon as possible.</p> <p>LPSB established monitoring checklist of water quality.</p> <p>Latest inspection carried out on 21/04/2022 and 24/08/2022 by Sustainability Manager and Estate Manager.</p> <p>No polluting activities reported.</p>	Yes
d	<p>LPSB has established Water Management Plan, revision 3, updated on 16/08/2022.</p> <ul style="list-style-type: none"> • Estate drains: Field drains constructed to reduce flooding; • Pruned frond: Stacking in between row; • Riparian buffer zones: Buffer zones are maintained 2 row 20 meter with red marking. No chemical and fertilizer sighted. <p>During field visit, observed buffer zone well maintained. Signage of no chemical spraying and fertilizing installed and maintained.</p> <p>Briefing on buffer zone protection carried out on 04/08/2022 for both estates.</p>	Yes
e	<p>During field visit, observed buffer zone well maintained. Signage of no chemical spraying and fertilizing installed and maintained.</p> <p>Riparian zones well maintained.</p>	Yes
f	<p>During site visit at labour quarters, observed no bore water used for water supply at the housing area and facilities.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.5.2	During field visit at estate, observed, no construction of bunds, weirs and dams at Sg. Lamag.	Yes
4.5.5.3	Water harvesting is practice throughout the facilities and housing. Storage tanks provided to workers for rainwater harvesting.	Yes
4.5.6.1	a LPSB has established Identification of High Conservation Value (HCV) revision 0, dated 29/03/2019. HCV 4 present the Lamag river is permanent waterway, bisecting the estate and flowing from south to north. List of wild life stated in the report: <ul style="list-style-type: none"> • Mammalia (Babi utan, Memerang, kera); • Bird (Bangau); • Reptilian (Snake, Monitor Lizards). Monitoring checklist of biodiversity has established to use for monthly monitoring. Reviewed monthly reporting from January to August 2022.	Yes
	b LPSB has established Identification of High Conservation Value (HCV) revision 0, dated 29/03/2019. HCV 4 present the Lamag river is permanent waterway, bisecting the estate and flowing south-north. List of wild life stated in the report: <ul style="list-style-type: none"> • Mammalia (Babi utan, Memerang, kera); • Bird (Bangau); • Reptilian (Snake, Monitor Lizards). Based on field visits and field interviews with general workers and harvesters, there are no RTE within the estate.	Yes
4.5.6.2	a LPSB has established management and monitoring plan for conservation of wildlife revision 1, dated 29/12/2021. Management and monitoring plan for conservation of wildlife describe on: <ol style="list-style-type: none"> 1. Practicing zero burning for replanting technique; 2. Ensuring maximum conservation of soil; 3. Maintaining natural vegetation, permanent greenbelt and water catchments. Sighted no hunting and penalty signage at office notice board. Training records on environment awareness carried out on 04/08/2022 for both estates reviewed.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>b During field visit observed signage installed to inform public and workers on no hunting and capturing of any wildlife.</p> <p>Training records on environment awareness carried out on 04/08/2022 for both estates reviewed.</p> <p>Field interviews with general workers and harvesters informed hunting prohibited in estate and all animals sighted reported to the management.</p>	Yes
4.5.6.3	<p>LPSB established monitoring checklist of biodiversity area.</p> <p>Monitoring of biodiversity area carried out by mandore on monthly basis.</p> <p>Latest monitoring was carried out in August 2022 include criteria of monitoring as follows:</p> <p>Open burning activity: No;</p> <p>Hunting activity: No;</p> <p>Any sighted animals: Birds, squirrels, monkeys and monitor lizards.</p> <p>Training records on environment awareness carried out on 04/08/2022 for both estates reviewed.</p> <p>Field interviews with general workers and harvesters informed hunting prohibited in estate and all animals sighted reported to the management.</p>	Yes
4.5.7.1	<p>LPSB has established Environment Policy dated 22/05/2019 signed by company director.</p> <p>The policy states:</p> <p>To implement zero burning on oil palm cultivation activities.</p> <p>During field visits at field blocks, housing area and landfill there is no signs of open burning.</p>	Yes
4.5.7.2	<p>LPSB has established Environment Policy dated 22/05/2019 signed by company director.</p> <p>The policy states:</p> <p>To implement zero burning on oil palm cultivation activities.</p> <p>During field visits, observed no serious palm diseases that require burning.</p> <p>Therefore, no approval submitted.</p>	Yes
4.5.7.3	<p>LPSB established Environmental policy dated 22/05/2020 states LPSB to implement zero burning on oil palm cultivation activities.</p> <p>During field visits, observed no serious palm diseases that require burning.</p> <p>Therefore, no application for controlled burning.</p>	Yes
4.5.7.4	<p>LPSB has established procedure for new planting and replanting, document no: 4.5.7.1 revision 0, dated 29/03/2019.</p> <p>The procedure describes:</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Palms are felled, chipped and / or shredded staked in windrow and left to decomposed.</p> <p>Planting statement review confirmed no replanting activities for year 2022.</p>	

Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>LPSB group established SOPs for the estate operations such as:</p> <ul style="list-style-type: none"> • Chemical Spraying SOP dated 29/03/2019; • Manuring SOP dated 29/03/2019; • New Planting and Replanting SOP dated 29/03/2019; • Harvesting SOP dated 29/03/2019. <p>Training for Harvesting SOP carried out on 04/08/2022 to harvesters for Field interviews with sampled chemical sprayers and harvesters informed they had been briefed on the SOP of estate operations.</p>	Yes
4.6.1.2	<p>LPSB group adopt field hand book series "Oil Palm Series for Immature Volume 2 & Mature Volume 3" to manage planting on slopes.</p> <p>Field visit indicates that topography for Briacres Development Sdn Bhd and Pemborong Lamag Sdn Bhd is undulating terrains.</p> <p>Briacres Development Sdn Bhd with GPS coordinate 5.389194°N, 117.8037°E and Pemborong Lamag Sdn Bhd with GPS coordinate 5.389222°N, 117.8152°E using tool "GPS Coordinate Malaysia" is 20 m from sea level that is in line with code of practices provided by MPOB for best agricultural practices.</p>	Yes
4.6.1.3	<p>LPSB group established permanent block marker for each block that includes phase number, block number and block size.</p>	Yes
4.6.2.1	<p>LPSB established financial and budget for 3 years from 2022 to 2025 dated 06/09/2022.</p> <p>The content of financial plan includes:</p> <ul style="list-style-type: none"> • FFB Production; • FFB Price; • Estate Outflows; • General & Admin Outflows; 	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices																							
Indicator	Summary of Assessment	Compliance																					
4.6.2.2	<p>LPSB established replanting programme for year 2023 until 2027 dated 06/09/2022 as below:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Area (Ha)</th> <th>Year</th> </tr> </thead> <tbody> <tr> <td>Pemborong Lamag Sdn Bhd</td> <td>97.93</td> <td>2023</td> </tr> <tr> <td>Pemborong Lamag Sdn Bhd</td> <td>97.93</td> <td>2024</td> </tr> <tr> <td>Briacres Development Sdn Bhd</td> <td>99.96</td> <td>2025</td> </tr> <tr> <td>Briacres Development Sdn Bhd</td> <td>99.96</td> <td>2026</td> </tr> <tr> <td>Briacres Development Sdn Bhd</td> <td>99.96</td> <td>2027</td> </tr> <tr> <td>Total:</td> <td>495.74</td> <td></td> </tr> </tbody> </table>	Estate	Area (Ha)	Year	Pemborong Lamag Sdn Bhd	97.93	2023	Pemborong Lamag Sdn Bhd	97.93	2024	Briacres Development Sdn Bhd	99.96	2025	Briacres Development Sdn Bhd	99.96	2026	Briacres Development Sdn Bhd	99.96	2027	Total:	495.74		Yes
Estate	Area (Ha)	Year																					
Pemborong Lamag Sdn Bhd	97.93	2023																					
Pemborong Lamag Sdn Bhd	97.93	2024																					
Briacres Development Sdn Bhd	99.96	2025																					
Briacres Development Sdn Bhd	99.96	2026																					
Briacres Development Sdn Bhd	99.96	2027																					
Total:	495.74																						
4.6.2.3	<p>LPSB group established long-term business plan for 3 year from year 2022 until 2025 dated 06/09/2022.</p> <p>The business plan establish includes the following:</p> <ul style="list-style-type: none"> Planting material; FFB projection; Estates outflow/expenses; FFB price forecast. 	Yes																					
4.6.2.4	<p>LPSB group established monthly report to monitor the income and expenditure, FFB production and price of FFB.</p> <p>Sighted the latest monthly report updated July 2021.</p>	Yes																					
4.6.3.1	<p>LPSB establish pricing mechanism for purchase of chemicals and fertilizer using quotation and purchase order.</p> <p>Example:</p> <p>Purchase order for chemical and fertilizer is recorded and maintained.</p> <p>The quotation and purchase order describes the product, price and terms and conditions.</p>	Yes																					
4.6.3.2	<p>LPSB purchased fertilizer from the suppliers using purchase order.</p> <p>The invoices dated 25/05/2022 from supplier describes the product pricing and payment terms.</p> <p>Document review on payment voucher issued to supplier is paid in timely manner as agreed by both parties.</p>	Yes																					
4.6.4.1	<p>LPSB group engaged contractor for the road maintenance work at Briacres Development Sdn Bhd and Pemborong Lamag Sdn Bhd.</p> <p>The contract agreement dated 01/01/2022 between the contractor and LPSB is reviewed.</p>	Yes																					

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	<p>The contract agreement statement includes the contractor agreed to comply with MSPO requirement and provide relevant documentation and information if required.</p> <p>MSPO policies and requirements briefing carried out to contractor during external stakeholders meeting through email dated 03/09/2022.</p>	
4.6.4.2	<p>LPSB group engaged contractor for the road maintenance work at Briacres Development Sdn Bhd and Pemborong Lamag Sdn Bhd.</p> <p>The contract agreement dated 01/01/2022 between the contractor and LPSB is reviewed. Contract agreement is duly agreed to the term and conditions and signed by both parties.</p>	Yes
4.6.4.3	<p>The contract agreement between the contractor and LPSB include the contractor agreed to comply with MSPO requirement and provide relevant documentation and information if required.</p> <p>MSPO briefing carried out to contractor during external stakeholders meeting through email dated 03/09/2022.</p>	Yes
4.6.4.4	<p>LPSB group established transaction detail listing to monitor the usage records of machinery. Records monitored by estate manager and approved by Director prior to issue payment.</p> <p>Sighted payments to contractor dated 18/08/2021 for machinery rental.</p>	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	LPSB planting statement, estate maps and land titles are reviewed. The 1 st planting is in year 1996 and latest replanting is in year 2020. Field visit and interview with LPSB management team confirm no high biodiversity area within the estate.	Yes
4.7.1.2	LPSB planting statement, estate maps and land titles are reviewed. The 1 st planting is in year 1996 and latest replanting is in year 2020. Review the replanting programmed for 2022. The total area below 100 ha, therefore, PMM is not required.	Yes
4.7.2.1	LPSB estate map, planting statement and field visit confirmed there is no peat land.	Yes
4.7.3.1	LPSB estate map, planting statement and field visit confirmed there is no new planting. Therefore, no SEIA carried out.	Yes
4.7.3.2	LPSB estate map, planting statement and field visit confirmed there is no new planting. Therefore, no SEIA carried out.	Yes
4.7.3.3	There are no new planting established within LPSB area, therefore no management plan and SOP established.	Yes
4.7.3.4	There are no smallholders' scheme in LPSB certification. Therefore, not applicable.	Yes
4.7.4.1	LPSB planting statement is reviewed and site verification confirmed there is no new planting. Therefore, no soil map established.	Yes
4.7.4.2	LPSB planting statement is reviewed and site verification confirmed there is no new planting. Therefore, no topography map established.	Yes
4.7.5.1	LPSB planting statement and field visit confirmed there is no new planting. Therefore, no topography map for new planting established.	Yes
4.7.5.2	LPSB planting statement and field visit confirmed there is no new planting. Therefore, no plan on fragile and marginal soils established.	Yes
4.7.5.3	LPSB planting statement is reviewed and there is no new planting. Therefore, no soil map established.	Yes
4.7.6.1	LPSB planting statement is review and interview with estate management confirmed there is no new planting. Therefore, no FPIC carried out and no communities affected.	Yes
4.7.6.2	LPSB planting statement is review and field visit confirmed there is no new planting. There are no sacred sites, therefore no management plan established.	Yes
4.7.6.3	LPSB planting statements are review and field visit confirmed there is no new planting. Therefore, no compensation or agreement established.	Yes
4.7.6.4	LPSB planting statements are review and field visit confirmed there is no new planting. Therefore, no compensation and agreement established.	Yes
4.7.6.5	LPSB planting statement is review and there is no new planting. Therefore, no assessment to identify customary right established.	Yes

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



4.7.6.6	LPSB planting statement is review and field visit confirmed there is no new planting. Therefore, no system establish for calculating the compensation for distribution.	Yes
4.7.6.7	LPSB planting statement is review and site verification confirmed there is no new planting. Therefore, no compensation plan established.	Yes
4.7.6.8	LPSB planting statement is review and there is no new planting. Therefore, no communities affected.	Yes

4.4. Status of Non-Conformities Previously Identified

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

4.5. Detail of Audit Findings in last audit

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

4.6. Detail of Onsite Audit Findings Identified during this audit

ONSITE AUDIT OUTCOME		
During this onsite audit,	3	MAJOR Non-Conformities
	1	MINOR Non-Conformities

Non Conformity Number 1	
Indicator # and Description	4.4.4.2 The occupational safety and health plan shall cover the h) The management shall provide the appropriate personal protective equipment (PPE) at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control
Location:	Estate
Description of Finding / Objective Evidence:	

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 1	
LPSB established issuance of PPE records for all workers. However, during field interviews with chemical sprayers, informed N95 face mask and rubber boot are not provided to them.	
Classification	<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor
Raise by:	Khairul Anwar Bin Ismail Date Raise: 23/09/2022
Deadline for implementation	22/11/2022
Root Cause Analysis (by company):	
Normal surgical mask was issued and previously workers had their own rubber boot.	
Correction (by company):	
N95 facemask and rubber boot to be issued to all chemical sprayers.	
Corrective / Preventive Action (by company)	
N95 face mask and rubber boot had been issued to chemical sprayers with workers signature and date recorded in PPE issuance form	
Review of Correction & Corrective / Preventive Action	
Review the PPE issuance record dated 20/10/2022, N95 face mask and rubber boot had been provided to worker.	
The evidence provided sufficient to close the NC. Further verification will be conducted in the next surveillance audit.	
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Auditor: Khairul Anwar Bin Ismail	Date of Closure: 31/10/2022
Review of Implementation	
Name of Lead Auditor / Auditor:	Date of Review:

Non Conformity Number 2	
Indicator # and Description	4.4.5.3 Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.
Location:	Office
Description of Finding / Objective Evidence:	

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 2

LPSB established records of payment for all workers. However based on document review and field interviews with sampled workers, identified shortcomings against Sabah Labour Ordinance (Sabah Cap.67) as below:

1. Wages deduction implemented without JTK Salary Deduction permit;
Example : Salary deduction for Passport Renewal fee;
2. Wages is not paid during Public Holiday & Medical leave;
Example : Merdeka Leave.
3. No double payment for work on rest day;
4. No official rest day declared for workers.

Classification	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor
Raise by:	Khairul Anwar Bin Ismail	Date Raise: 23/09/2022
Deadline for implementation	22/11/2022	
Root Cause Analysis (by company):		
Permit for salary deduction for passport not applied, wages not paid for PH and rest days not declared.		
Correction (by company):		
To apply permit for salary deduction for workers' passport, wages to be paid for PH and declaration for rest days and double payment if worked on rest days.		
Corrective / Preventive Action (by company)		
Permit for salary deduction for workers' passport applied, wages paid for PH and notice issued to workers on rest day and double payment if worked on rest day		
Review of Correction & Corrective / Preventive Action		
Review the JTK Salary deduction permit application for passport renewal fee dated 17/10/2022 to labour office.		
Review the September payslip dated 01/10/2022 confirmed the workers had been paid for public holiday on 16/09/2022 (Malaysia Day).		
Review the official memo to inform the workers the rest day declaration dated 17/10/2022.		
Interviewed with estate management and sampled workers confirmed, they had been paid during public holiday and no workers work on rest day for the month of September & October 2022.		
The evidence provided sufficient to close the NC. Further verification will be conducted in the next surveillance audit.		
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Name of Auditor: Khairul Anwar Bin Ismail	Date of Closure: 31/10/2022	
Review of Implementation		

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 2	
Name of Lead Auditor / Auditor:	Date of Review:

Non Conformity Number 3	
Indicator # and Description	4.5.1.2 The environmental management plan shall cover the following: b. The aspects and impacts analysis of all operations.
Location:	Office
Description of Finding / Objective Evidence:	
LPSB established environment aspect and impact updated on 26/08/2022. However, aspect and impact for chemical and fertilizer storage, nursery and worker quarters were not analysed.	
Classification	<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor
Raise by:	Navin Baskram Date Raise: 23/09/2022
Deadline for implementation	22/11/2022
Root Cause Analysis (by company):	
Chemical and fertilizer store and workers quarters were missed out from EAIA previously. Environment aspect and impact was not done for the new nursery yet.	
Correction (by company):	
Environment aspect and impact to be updated on chemical and fertilizer storage, nursery and workers quarters.	
Corrective / Preventive Action (by company)	
Environment aspect and impact on chemical and fertilizer store, nursery site and workers quarters had been done and updated on the EAIA file on 30 th September 2022	
Review of Correction & Corrective / Preventive Action	
LPSB has revised Environmental Aspect and Impact Analysis (EAIA) on 30/09/2022. Revised EAIA included chemical and fertilizer storage, nursery and worker quarters. Submitted evidence is sufficient to close the non-conformity. Further implementation to be reviewed in next surveillance audit.	
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Auditor: Navin Baskram	Date of Closure: 31/10/2022
Review of Implementation	
Name of Lead Auditor / Auditor:	Date of Review:

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number 4	
Indicator # and Description	4.5.3.5 Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.
Location:	Office
Description of Finding / Objective Evidence:	
LPSB established landfill for domestic waste disposal. However during field visit, observed landfill contains recycling items such as plastic bottles.	
Classification	<input type="checkbox"/> Major <input checked="" type="checkbox"/> Minor
Raise by:	Navin Baskram Date Raise: 23/09/2022
Deadline for implementation	22/10/2022
Root Cause Analysis (by company):	
Waste segregation was not done for domestic waste.	
Correction (by company):	
Continuous improvement plan had been updated to include waste segregation program for recycled materials	
Corrective / Preventive Action (by company)	
Company will prepare collection point for recyclable domestic waste e.g. plastic bottles and arrange to send to recycle centre	
Review of Correction & Corrective / Preventive Action	
LPSB has included continuous training and preparation of collection point for recyclable domestic waste in the CIP updated on 17/10/2022.	
The submitted corrective action is accepted and sufficient to close the non-conformity.	
Further verification on implementation to be carried out during next surveillance audit.	
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Auditor: Navin Baskram	Date of Closure: 31/10/2022
Review of Implementation	
Name of Lead Auditor / Auditor:	Date of Review:

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes.	Office	LPSB could improve external stakeholders meeting minutes to include topics of discussion covering environmental and safety issues.
2.	4.4.4.2	The occupational safety and health plan shall cover the 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	Estate	LPSB could improve First Aid availability at all estate facilities.
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	Estate	LPSB could improve the monitoring of SDS revisions.
4.	4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.	Estate	LPSB could improve monitoring of labour quarters condition.

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



5.	4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	Office	LPSB could improve monitoring of FFB production against budget.
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MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



5. CONCLUSION

Lamag Plantation Sdn Bhd has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct annual surveillance audit consisting of 4 estates according to MSPO 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

There are 3 Major NC raise and closed out successfully. All minor non-conformances action plans are submitted and accepted. The implementation of Minor 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:	4
Total certified production area:	1,353.58 Ha
Certified FFBS January to August 2022:	12,091.06 Mt
Project FFBS September to December 2022:	7,390.00 Mt

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



6. RECOMMENDATION

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

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

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

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

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

Puchong, 06/10/2022

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

Puchong, 01/11/2022

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

MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

Mode of Audit: Onsite



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: Lamag Plantation Sdn Bhd

Certifying Unit: Lamag Plantation Sdn Bhd

Client Number: 92-117

Audit Type: ASA 03

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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