

# **MSPO CERTIFICATION SUMMARY REPORT**

**LAMAG PLANTATION SDN BHD**

**SURVEILLANCE 04**

**Onsite Audit Date: 22/08/2023 – 24/08/2023**

TUV NORD (Malaysia) Sdn Bhd  
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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 04

Mode of Audit: Onsite

### Abbreviations

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

## 1. INTRODUCTION

Lamag Plantation Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance audit for its oil palm estates according to MS 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organised Smallholders.

### 1.1. Objective

The objective of this surveillance audit is to assess the estates by an independent certification body with the aim for compliance of the standard.

### 1.2. Scope

The assessment is based on the documentation established by the 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 one team member. 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 <ul style="list-style-type: none"> <li>i) Agriculture;</li> <li>ii) Science &amp; Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,);</li> <li>iii) Engineering, Process Technology;</li> <li>iv) Energy Management, Quality Management;</li> <li>v) Social Sciences and/or Anthropology;</li> <li>vi) Business Management; or</li> <li>vii) Other relevant related fields</li> </ul>	Graduate In Agricultural Science

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Requirement	Qualifications
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	5 years working experience in oil palm plantations.
Successfully completed MPOCC endorsed lead auditor trainings	Successfully completed MS2530 series of standards for Lead Auditors
Carried out at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the supervision of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.	Qualified and appointed as Lead auditor for MS2530 scheme.
Field working experience in the palm oil sector or demonstrable equivalent	5 years working experience in oil palm plantations.
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	5 years working experience in oil palm plantations.
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course
Health and safety auditing on the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Successfully completed IMS ISO 45001:2018 Lead Auditor course.
Worker's welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 14001:2015 Lead auditor course and auditor for MSPO scheme.
Attended High Conversation Value Assessment training	Attended and completed the HCV-HCS for producers online course
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Able to communicate in Bahasa Malaysia and English.

**Qualification of Team Members**

Requirement	Name of Assessor	Qualification	Compliance
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields	Ariff Bin Lokman	Graduate in Plantation Industry and Management	Yes
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	Ariff Bin Lokman	7 years working experience in oil palm plantation.	Yes
Successfully completed MPOCC endorsed lead auditor trainings	Ariff Bin Lokman	Successfully completed MS2530 series of standards for Lead Auditors	Yes
Carried out a minimum six (6) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes.	Ariff Bin Lokman	Qualified as Lead Auditor for MSPO scheme	Yes
Field working experience in the palm oil sector or demonstrable equivalent	Ariff Bin Lokman	7 years working experience in oil palm plantation.	Yes
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Ariff Bin Lokman	7 years working experience in oil palm plantation.	Yes
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Ariff Bin Lokman	Successfully completed IMS ISO 9001, ISO	Yes

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Requirement	Name of Assessor	Qualification	Compliance
		14001 and ISO 45001 LA course.	
Health and safety auditing of the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Ariff Bin Lokman	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.	Yes
Worker's welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Ariff Bin Lokman	Successfully completed SA 8000 Basic training and Auditor for MSPO and RSPO scheme.	Yes
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Ariff Bin Lokman	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.	Yes
Completed High Conversation Value assessment	Ariff Bin Lokman	Successfully completed HCV – HCS for producers course.	Yes
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Ariff Bin Lokman	Able to communicate in Bahasa Malaysia and English	Yes

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## 2. METHODOLOGY

The audit approach consists of the following steps:

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

### Surveillance Audit 04:

The surveillance audit 04 carried out onsite from 22/08/2023 – 24/08/2023 covering the following activities but not limited to below:

Onsite:

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



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

### On-site Assessment

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

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

Table 2-1: Estates Selected

Name of Estates	Coordinates
Desentra Corporation Sdn Bhd	5.382980°, 117.784217°
Andamy Plantations Sdn Bhd	5.690807°, 117.508645°

### Non-conformance:

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

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

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### 3. ORGANISATION INFORMATION

The certified estates are owned by Lamag Plantation Sdn. Bhd. located at KM 37, Jalan Tingkayu, Kunak – Lahad Datu Highway, 91207 Kunak, Sabah, Malaysia.

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 2023 to Dec 2023)
	Total*	Production**	
Sg Pin Zone			
Briacres Development Sdn Bhd	784.42	724.81	8,477.76
Pemborong Lamag Sdn Bhd	200.90	200.00	720.29
Desentra Corporation Sdn Bhd	387.70	324.36	5,914.77
Mile 53 Zone			
Andamy Plantations Sdn Bhd	356.10	104.41	2,782.03
Total	1,729.12	1,353.58	17,894.85

\*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	-
2015	-	-	32.66	-
2016	-	-	52.69	-

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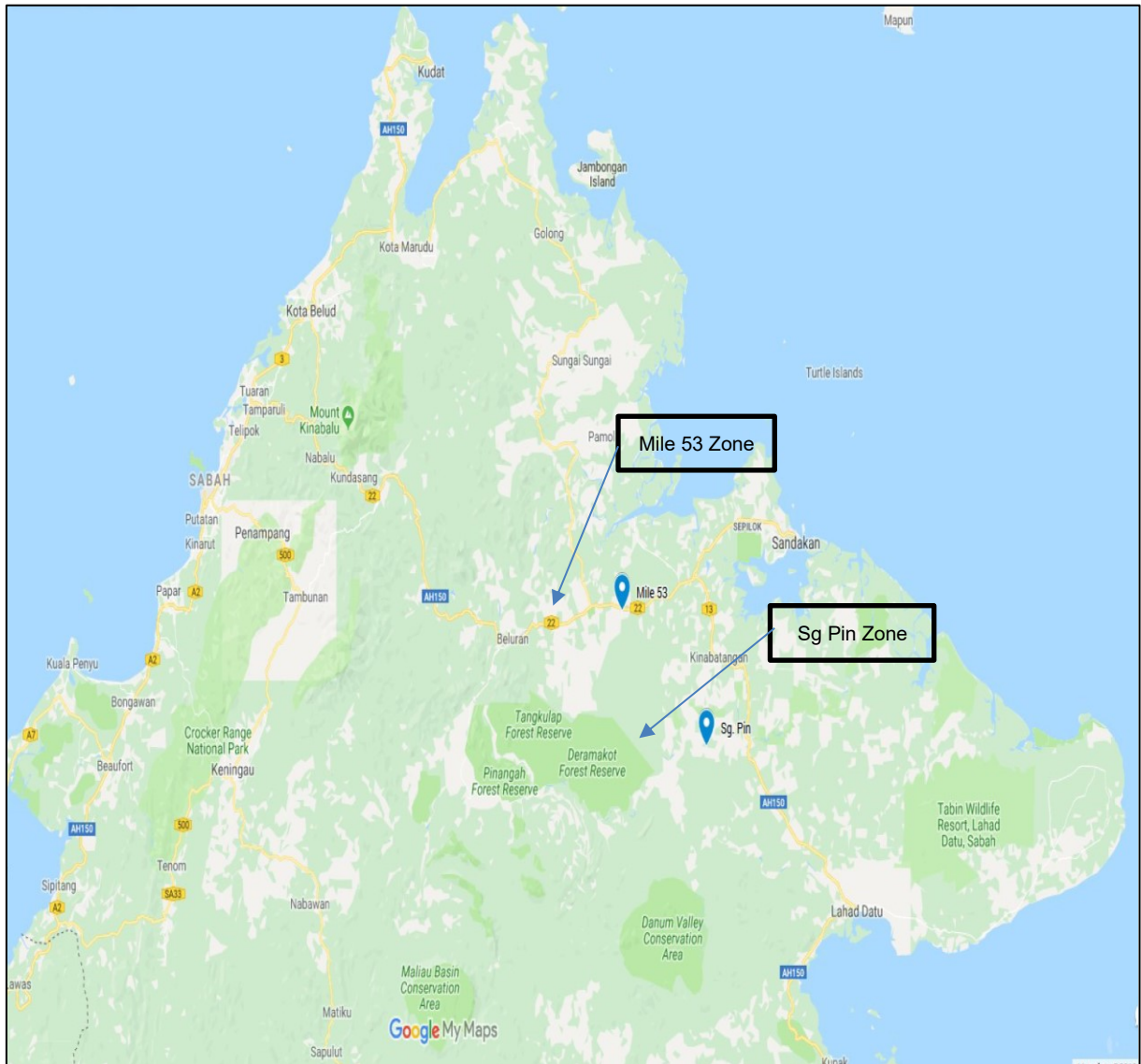
Mode of Audit: Onsite

2017	-	-	5.76	-
<b>Total Mature</b>	<b>724.81</b>	<b>200.00</b>	<b>313.70</b>	<b>104.41</b>
2020	-	-	10.66	-
<b>Total Immature</b>	<b>-</b>	<b>-</b>	<b>10.66</b>	<b>-</b>
<b>Total</b>	<b>724.81</b>	<b>200.00</b>	<b>324.36</b>	<b>104.41</b>

### 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
<b>TOTAL</b>	<b>299.88</b>	<b>195.86</b>	<b>-</b>	<b>-</b>	<b>495.74</b>

### 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**

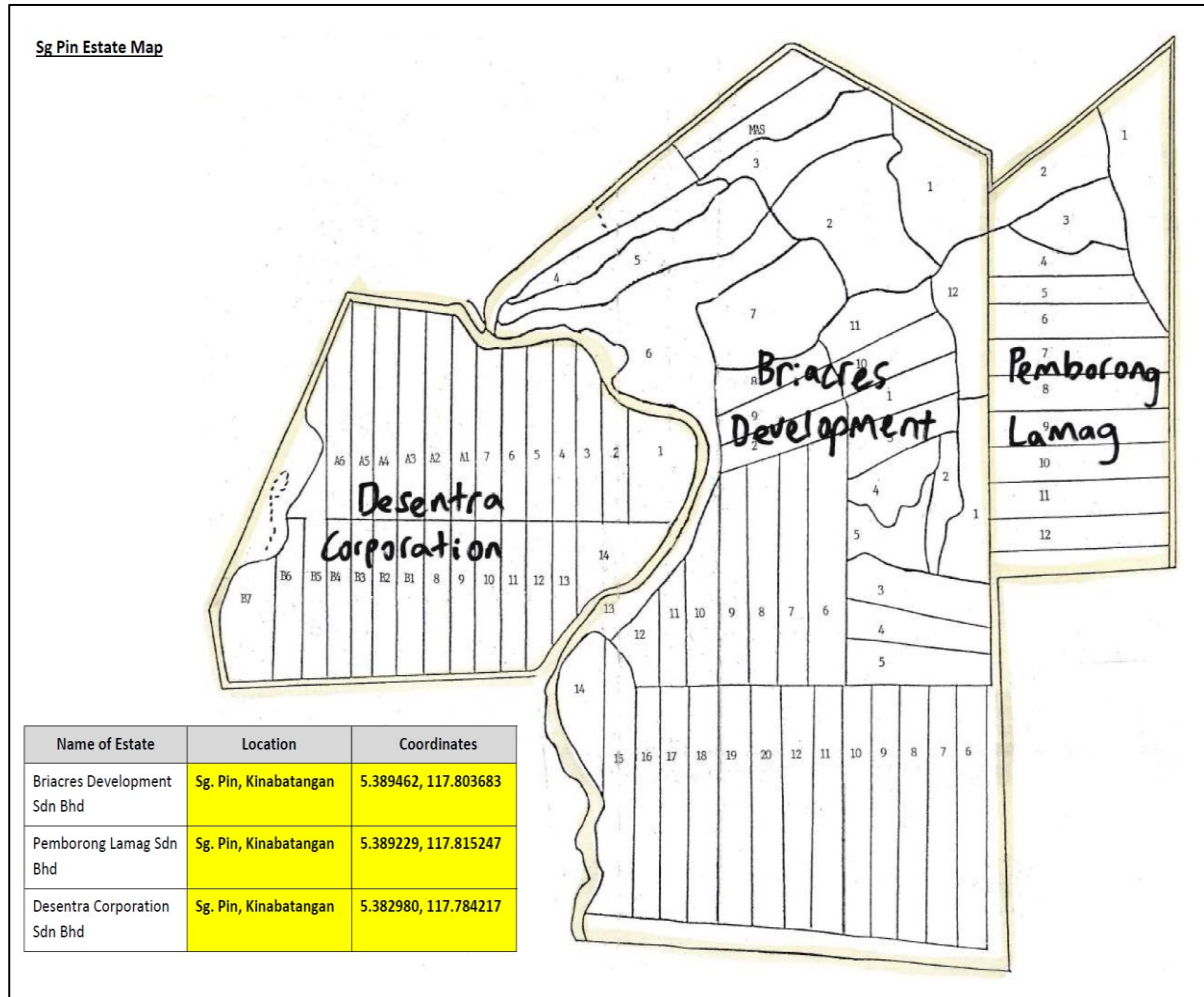
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**Figure 2:** Sg Pin Zone – Estates map and coordinates

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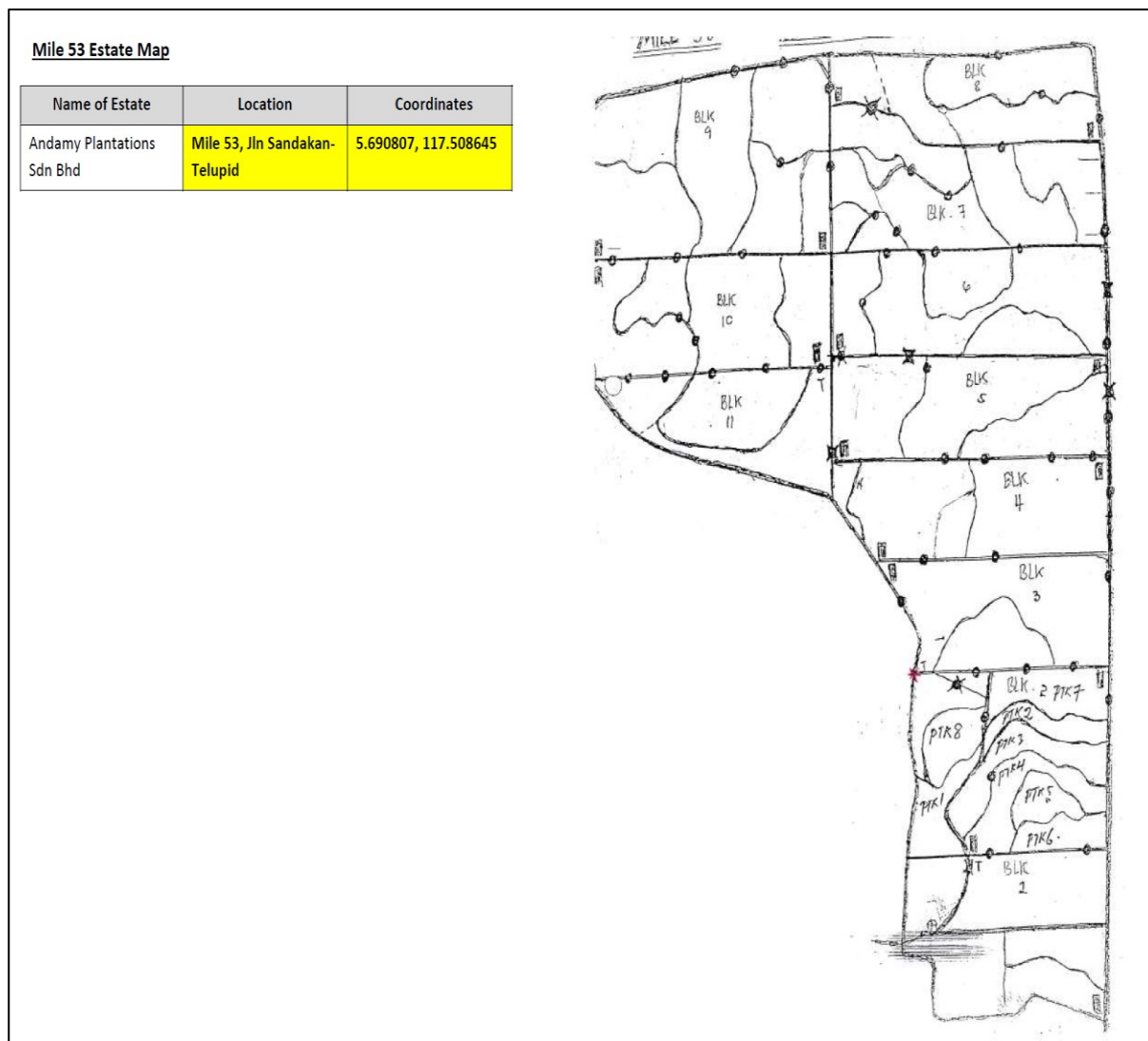
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**Figure 3:** Mile 53 Zone – Estate Map & coordinate

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## 4. CERTIFICATION ASSESSMENT

### 4.1. ASA 04

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

#### 4.1.1. Surveillance:

The surveillance four (04) audit is carried out from 22/08/2023 – 24/08/2023 covering 2 selected estates – Desentra Corporation Sdn Bhd & Andamy Plantations Sdn Bhd.

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

During this surveillance 04 audit, the major and minor non-compliance raised in the last audit, the audit team has review by means of physical inspection of estate(s), conduct interviews, review and verify documents that are established, corrected and implemented appropriately by the estate management. The corrective measures implemented could be verified as appropriate.

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

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

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

### 4.2. Stakeholders' Consultation

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

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

TUV NORD (Malaysia) Sdn. Bhd., has published the audit notification on 21/07/2023 to announce the audit of the certified unit. As at audit date on 22/08/2023 there are no comments received.



### 4.3. Summary of Assessment

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

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.1.1	<p>Lamag Plantation Sdn Bhd (LPSB) established MSPO Policy signed by Director dated 22/05/2019.</p> <p>The policy includes commitment to continual improvement in sustainability practise.</p> <p>Policy is in Bahasa Malaysia and English languages and displayed at office notice board.</p> <p>Policy is shared to external stakeholders dated 14/08/2023 for Desentra Corporation Sdn Bhd Estate and Andamy Plantations Sdn Bhd Estate.</p> <p>Policy briefing is carried out for workers for Desentra Corporation Sdn Bhd estate and Andamy Plantations Sdn Bhd estate dated 06/08/2023 and 04/08/2023 respectively.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on MSPO policy.</p>	Yes
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 2023.</p> <p>Internal audit is carried out on 06/09/2023 for Desentra Corporation Sdn. Bhd. and 08/08/2023 for Andamy Plantations Sdn. Bhd. The audit result has listed the strength and weaknesses for improvement and corrections required.</p> <p>For example:</p> <p>Non-conformance (weakness):</p> <p>Medical surveillance for workers as per stated in CHRA is not done yet for year 2023.</p> <p>Root cause analysis: Delay due to awaiting schedule from service provide;</p> <p>Corrective action: Medical surveillance had been arranged to be done on 15/08/2023;</p> <p>Status: In progress to finalize the report;</p>	Yes



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Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	<p>Review the medical surveillance invoiced dated 06/09/2022 to prove the medical surveillance for 7 workers had been carried out.</p> <p>The internal audit report includes the strong point as below:</p> <p>Traceability records of sales and delivery of FFB to mill are recorded very clearly.</p>	
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 06/09/2023 for Desentra Corporation Sdn Bhd and 08/08/2023 for Andamy Plantations Sdn Bhd. The nonconformities been addressed the corrective action at the comment column inside the report.</p> <p>For example:</p> <p>Non-conformance:</p> <p>Medical surveillance for workers as per stated in CHRA is not done yet for year 2023.</p> <p>Root cause analysis: Delay due to awaiting schedule from service provide;</p> <p>Corrective action: Medical surveillance had been arranged to be done on 15/08/2023;</p> <p>Status: In progress to finalize 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> <p>The internal audit report includes the strong point as below:</p> <p>Traceability records of sales and delivery of FFB to mill are recorded very clearly.</p>	Yes
4.1.2.3	<p>LPSB discuss the results of internal audit in the management review meeting dated 15/08/2023 for Andamy Plantations Sdn Bhd Estate and 22/09/2023 for Desentra Corporation Sdn Bhd.</p>	Yes
4.1.3.1	<p>LPSB carried out management review meeting on 15/08/2023 for Andamy Plantations Sdn Bhd Estate and 22/09/2023 for Desentra Corporation Sdn Bhd.</p> <p>The management review agenda includes:</p> <ul style="list-style-type: none"> <li>Internal audit findings;</li> <li>Action plan for closure of non-conformities;</li> <li>Continuous improvement plan.</li> </ul>	Yes
4.1.4.1	<p>LPSB established the Continuous Improvement Plan (CIP) dated 17/08/2022 for Desentra Corporation Sdn Bhd Estate and 16/08/2023 for Andamy Plantations Sdn Bhd Estate which covers topics on social, environment, safety and health.</p> <p>Topic: Environment;</p> <p>Activity: Renovation of chemical store;</p>	Yes

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	<p>Timeframe: 1 year;</p> <p>Start date: March 2023;</p> <p>Status: Completed;</p> <p>PIC: Sustainable Manager.</p> <p>Onsite visit at Andamy Plantations chemical store confirmed chemical store had been renovated and comply with environmental requirements.</p>	
4.1.4.2	<p>LPSB established procedure and flowchart of "Identification and Implementation of New Technology Information &amp; Techniques or New Industry Standards &amp; 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 &amp; Techniques or New Industry Standards &amp; 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

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 is no requested of information from stakeholders.</p> <p>Review on LPSB stakeholder's invitation letters to their external stakeholders dated 14/08/2023.</p> <p>Two (2) feedbacks were reverted. No negative comments received.</p> <p>Internal stakeholders meeting carried out on 17/01/2023.</p> <ul style="list-style-type: none"> <li>Topics of discussion covered environment, social and safety.</li> </ul>	Yes

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
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"> <li>1. Company policies and SOPs;</li> <li>2. Safety and Health Plan;</li> <li>3. Emergency Response Plan;</li> <li>4. Internal audit;</li> <li>5. Continuous improvement plan.</li> </ol> <p>List of confidential documents:</p> <ol style="list-style-type: none"> <li>1. Land titles;</li> <li>2. Business Management plan;</li> <li>3. Planting statement.</li> </ol>	Yes
4.2.2.1	<p>LPSB group establish SOP for consultation &amp; communication, doc no: 4.2.2.1 rev: 01 dated 23/07/2020.</p> <p>During site visit, observed LPSB has been displayed SOP for consultation and communication at estate notice boards.</p> <p>Review on LPSB stakeholders meeting minutes dated 14/08/2023 include information on SOP for consultation &amp; 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> <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>	Yes
4.2.3.1	<p>LPSB group established SOP of traceability, doc no: 4.2.3.1dated 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>Desentra Corporation Sdn. Bhd. Estate FFB delivery chit</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 04

Mode of Audit: Onsite

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<p>Date: 18/07/2023;</p> <p>Chit no: D 10280;</p> <p>Mill: Tian Siang Mill Sdn. Bhd.;</p> <p>Lorry no: SAA 154 F.</p> <p>Tian Siang Mill weighbridge ticket</p> <p>Date: 18/07/2023;</p> <p>Ticket no: 119911;</p> <p>Estate: Desentra Corporation Sdn. Bhd.;</p> <p>Vehicle no: SAA 154 F;</p> <p>DO No: 10280;</p> <p>Nett Weight: 16230 Kg.</p>	
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 08/08/2023 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
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>Andamy Plantation Sdn. Bhd. Estate:</p> <p>FFB Delivery chit</p> <p>DC No.: A 5611;</p> <p>Date: 08/08/2023;</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 04

Mode of Audit: Onsite

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<p>Lorry no: SAA 5896 P;</p> <p>Mill: Berkat Setia Oil Mill Sdn. Bhd.</p> <p>Berkat Setia Mill Weighbridge ticket:</p> <p>POM weighbridge ticket: Ticket no.: FFB23010497W;</p> <p>FFB weight: 8,290 Kg;</p> <p>Date: 08/08/2023;</p> <p>DC no or unique ID number.: A 5611;</p> <p>Lorry no: SAA 5896 P.</p>	

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>Desentra Corporation Sdn Bhd Estate:</p> <ul style="list-style-type: none"> <li>MPOB license – No. 50320430200 valid from 01/08/2023 till 31/07/2024;</li> <li>Trading license – No. R22242/96, valid from 01/01/2023 - 31/12/2023;</li> <li>Permit Khas Barang Kawalan Berjadual - PPDNKK.SDK.104/2021 (PK), valid from 07/11/2022 till 06/11/2023.</li> </ul> <p>Andamy Plantation Sdn Bhd Estate:</p> <ul style="list-style-type: none"> <li>MPOB license : No. 511453002000, valid from 01/05/2023 till 30/04/2024;</li> <li>Trading license: No. R24380/97 valid from 01/01/2023 – 31/12/2023;</li> <li>Labour License: JTK.H.SDK.600-4/1/1/01261/000239, valid from 04/04/2023 till 04/04/2024.</li> </ul>	Yes
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"> <li>Malaysia Palm Oil Board Act 1998 (Act 582);</li> <li>Wildlife conservation enactment 1997;</li> <li>Minimum Wages Order 2022;</li> <li>Prevention and control of Infectious Disease Act 1988 Regulation &amp; Order 2020;</li> </ul>	Yes

Company Name: Lamag Plantation Sdn. Bhd.

Certifying Unit: Lamag Plantation Sdn. Bhd.

Client Number: 92-117

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	<ul style="list-style-type: none"> <li>Pesticides Act 1974 (Act 149);</li> <li>Labour ordinance (Sabah Cap.67)</li> </ul>	
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>1. Minimum Wages Order 2022.</p>	Yes
4.3.1.4	LPSB appointed Sustainability 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"> <li>Desentra Corporation Sdn. Bhd. – CL095324986, land purpose of cultivation of agricultural crops of economic value, land tenure 99 years from 01/01/1995 till 31/12/2093;</li> <li>Andamy Plantation Sdn. Bhd. – CL085327046; land purpose of cultivation of agricultural crops of economic value, land tenure 99 years from 01/01/1981 till 31/12/2079.</li> </ul>	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 estates.</p> <ul style="list-style-type: none"> <li>Briacres Development Sdn. Bhd;</li> <li>Desentra Corporation Sdn. Bhd;</li> <li>Pemborong Lamag Sdn. Bhd;</li> <li>Andamy Plantations Sdn. Bhd.</li> </ul> <p>Example:</p> <p>Desentra Corporation Sdn. Bhd. Estate:</p> <p>Land title number: CL 095324986;</p> <p>Tenure: 99 years;</p> <p>Validity: 01/01/1995 – 31/12/2093;</p> <p>Land use: The cultivation of agricultural crops of economic value;</p> <p>Area: 387.70 Ha.</p> <p>Andamy Plantation Sdn. Bhd. Estate:</p> <p>Land title number: CL 085327046;</p> <p>Tenure: 99 years;</p> <p>Validity: 01/01/1981 – 31/12/2079;</p> <p>Land use: The cultivation of agricultural crops of economic value;</p> <p>Area: 356.10 ha.</p> <p>Transfer record: 30/12/1996 transfer from Koperasi Polis Komponen Sabah to Andamy Plantation Sdn. Bhd.</p>	Yes

<b>Principle 3: Compliance to legal requirements</b>		
Indicator	Summary of Assessment	Compliance
4.3.2.3	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.	Yes
4.3.2.4	The land title is issued by Director of Lands and Surveys, Sabah. Therefore no disputes and FPIC determined.	Yes
4.3.3.1	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.	Yes
4.3.3.2	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.	Yes
4.3.3.3	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	Yes

<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
4.4.1.1	<p>LPSB carried out SIA for internal stakeholders dated 17/01/2023 for Desentra Corporation Sdn. Bhd. Estate and 04/08/2023 Andamy Plantations Sdn. Bhd. Estate. External stakeholder carried out on 14/08/2023 for both estate.</p> <p>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.</p> <p>Example:</p> <p><b>Negative Impact</b></p> <p>Activity: Purchase of groceries and sundries;</p> <p>Negative impacts: Sundry Shop deliver wrong items and cause worker inconveniences;</p> <p>Control Measures: Workers allowed to go to sundry shop to make purchases but must keep safety and personal hygiene precaution;</p> <p>Timeline: Continuously;</p> <p>PIC: Supervisor;</p> <p>Status: Workers are allowed to go purchased groceries themselves to avoid wrong orders.</p> <p>Site interviewed with sampled chemical sprayers and harvesters informed they are allowed to go buy sundry by themselves.</p> <p><b>Positive impact</b></p>	Yes

<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
	<p>Activity: Water tank available for each houses for water usage;</p> <p>Positive Impact: Workers have clean water for daily usage;</p> <p>Maintenance measures: Ensure the water tanks are taken care properly;</p> <p>PIC: Chief mandore;</p> <p>Status: On going.</p> <p>Onsite interview the sampled tractor driver and harvester informed, the water tank provided by company are sufficient.</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 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</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 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</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. No complaint lodged until audit date.</p> <p>This has been verified during interview with sampled chemical sprayers and harvesters.</p>	Yes
4.4.3.1	LPSB provide contract opportunities to local communities for road maintenance work.	Yes
4.4.4.1	LPSB established Occupational Safety and Health Policy dated 04/05/2020 and signed by Director. The policy is publicly displayed at estate office notice board.	Yes



Principle 4: Social Responsibility, health, safety and employment conditions			
Indicator	Summary of Assessment		Compliance
	<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 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>LPSB Safety and Health Policy is share to external stakeholders on 14/08/2023 during stakeholders meeting.</p> <p>Field interviews with sampled chemical sprayer and harvester informed they have been briefed on company Safety and Health Policy.</p>		
4.4.4.2	a	<p>LPSB Safety and Health Policy briefing carried dated 06/08/2023 for Desentra Corporation Sdn Bhd and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>LPSB Safety and Health Policy is share to external stakeholders 14/08/2023 during stakeholders meeting.</p> <p>The policy is displayed at the estates 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
	b	<p>LPSB established HIRARC for respective operation activities applicable to the estates based on the risk assessment table, last updated 25/05/2023.</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 (Carrying Chisel/Sickle to fields);</p> <p>Hazard: Possible mishap while transporting tools to field;</p> <p>Risk and Effect: Cut or injuries;</p> <p>Initial Risk Assessment: C4, L2, R8;</p> <p>Existing Control: Use Company car to assist in transporting;</p> <p>PIC: Manager &amp; Mandore;</p> <p>Additional control: Training and briefing given to workers;</p> <p>Risk Assessment after control: C3, L2, R6;</p> <p>Description: M;</p> <p>Date review: Yearly 25/05/2023.</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 04

Mode of Audit: Onsite

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Interview with workers informed they have been brief of safety precautions of carrying the harvesting sickle 04/08/2022.</p> <p><b>Major Non Conformance 01</b></p> <p>LPSB HIRARC dated 25/03/2023 not include the assessment for replanting activities.</p> <p>LPSB HIRARC risk control for carrying chisel/sickle to field dated 25/03/2023 not include usage of sickle cover.</p> <p>Onsite inspection at Desentra Corporation Sdn. Bhd. identified the workers bring the harvesting sickle to fields using motorcycle without sickle cover.</p> <p>Interview with sampled harvesters informed they have been brief Harvesting safety dated 06/08/2023 and 04/08/2023 respectively.</p> <p>Onsite inspection at Desentra Corporation Sdn. Bhd. labour quarters area identified the harvesting sickle are not stored properly.</p>	
c i	<p>Safe Handling and Storage of Chemical SOP training carried out dated 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>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.</p> <p>Example:</p> <ul style="list-style-type: none"> <li>Matikus with latest SDS revision dated 22/09/2023 .</li> </ul> <p>SDS available in English and Bahasa Malaysia.</p> <p>Onsite visit at LPSB, chemical store is in good condition and locked.</p> <p>Liquid chemical was placed in the tray on the ground while the solid/powder chemical was placed on top.</p>	Yes
d	<p>LPSB established records of PPEs issuance and review on the records are maintained and updated.</p> <p>PPE for activity based on CHRA assessment and SDS requirements included in HIRARC</p> <p>Example: Chemical Application</p> <p>Goggles, Face Mask (N95), Apron and Rubber Gloves.</p> <p>Rubber boot and face mask (N95).</p> <p>Review the PPE Issuance record dated 10/06/2023. The chemical sprayer's team had been provided with N95 Face mask.</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 04

Mode of Audit: Onsite

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
e	<p>LPSB established SOP for safe handling and storage of chemical "<i>Prosedur Kerja Selamat – Penyimpanan &amp; Pengurusan Bahan Kimia</i>" dated 28/06/2019.</p> <p>Safe Handling and Storage of Chemical SOP training carried out dated 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they have been briefed on Safe Handling and Storage of Chemical SOP.</p> <p>Onsite visit at chemical store, chemical products are attached with original label and packaging.</p> <p>Liquid based chemicals are stored on the portable tray to avoid any spillage.</p>	Yes
f	The sustainability manager is the appointed person in-charge of LPSB safety and health.	Yes
g	<p>LPSB carried out the quarterly OSH meeting dated 17/01/2023, 11/04/2023 and latest meeting on 05/08/2023. Minutes of meeting includes on safety discussion.</p> <p>Agenda discuss in the safety meeting are PPE usage, store area safety and accident and incidence update.</p>	Yes
h	<p>LPSB established flowchart for accident and emergency dated 29/03/2019 and list of emergency contact persons and numbers.</p> <p>For example:</p> <ul style="list-style-type: none"> <li>Flowchart '<i>Pelan Tindak Balas Kecemasan</i>' dated 29/03/2019;</li> <li>Fire Emergency Plan dated 29/03/2019;</li> <li>Emergency response team and contact numbers dated 25/05/2019.</li> </ul> <p>The Emergency Response Procedure and emergency contact details are display at the estate office notice board.</p> <p>Document reviewed on training record and field interviews with sampled chemical sprayer and harvester informed Emergency Response Procedure training carried out dated 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p>	Yes
i	<p>First aid training carried out on 06/03/2021 by DAB OH Sdn. Bhd.</p> <p>The LPSB estate manager, staff and mandore are trained as first aiders.</p> <p>First aid kits are available at estate office and handled by staff and mandore.</p>	Yes

Principle 4: Social Responsibility, health, safety and employment conditions			
Indicator	Summary of Assessment		Compliance
	j	<p>Review of records of accidents and injuries of Desentra Corporation Sdn. Bhd. Estate and Andamy Plantations Sdn. Bhd. Estate, no accident reported as to audit date.</p> <p>Annual Accident Report JKPP 8 for Desentra Corporation Sdn. Bhd. Estate and Andamy Plantations Sdn. Bhd. Estate for year 2023 submitted to DOSH dated 30/06/2023.</p>	Yes
4.4.5.1	<p>LPSB established Good Social Practice Policy dated 03/07/2019 and signed by Director. The policy is publicly displayed at estate office notice board.</p> <p>The policy states:</p> <p>“LPSB is committed to provide a fair and beneficial working environment to all employees.”</p> <p>LPSB Good Social Practice Policy briefing carried out dated 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>LPSB Good Social Practice Policy is share to external stakeholders on 14/08/2023 for Desentra Corporation Sdn. Bhd. Estate and Andamy Plantations 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>		Yes
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 Desentra Corporation Sdn. Bhd Estate and Andamy Plantations Sdn. Bhd. Estate.</p>		Yes
4.4.5.3	<p>LPSB established contract agreement for workers in accordance with 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 2023, the wages paid as per agreeable piece rates of harvesting.</p>		No

<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
4.4.5.4	LPSB engaged contractor for road maintenance operation.  Document reviewed on the contractor's contract agreement and payment voucher of July 2023, contractor employees are paid according to the agreeable rates as per contract agreement.	Yes
4.4.5.5	LPSB established the list of workers 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 of signed version.	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 estates 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 during 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 sprayer and harvester 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
4.4.5.10	LPSB provides benefits for foreign workers such as medical care and SOCSO as listed in the employment contract.	Yes

## MSPO Certification Summary Report

Company Name: Lamag Plantation Sdn. Bhd.

Certifying Unit: Lamag Plantation Sdn. Bhd.

Client Number: 92-117

Audit Type: ASA 04

Mode of Audit: Onsite

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.5.11	<p>LPSB adopts industry best practices for living quarters with water, electricity, recreational area and gardening area provided.</p> <p>Onsite visit at housing area observed housing compound are well maintained and have basic amenities such as water and electricity.</p>	Yes
4.4.5.12	<p>LPSB established Prevention of Sexual Harassment Policy dated 22/05/2019 signed by Director. The policy is publicly available at the estate office.</p> <p>Policy states:</p> <p>“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.”</p> <p>LPSB Prevention of Sexual Harassment Policy briefing carried out dated 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</p> <p>LPSB Prevention of Sexual Harassment Policy is share to external stakeholders on 14/08/2023 for Desentra Corporation Sdn. Bhd. Estate and Andamy Plantations Sdn. Bhd. Estate.</p> <p>Field interviews with sample chemical sprayers and harvester informed there is no sexual harassment reported in the estate.</p>	Yes
4.4.5.13	<p>LPSB established Good Social Practice Policy dated 22/05/2019 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 sample chemical sprayers and harvester informed there is no union form in LPSB.</p>	Yes
4.4.5.14	<p>LPSB established Good Social Practice Policy dated 22/05/2019 and signed by Director. The policy is publicly displayed at estate office.</p> <p>The policy states:</p> <p>“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.”</p> <p>Document reviewed on summary list of workers and interviewed informed there is no employment of children or young persons in the estate.</p>	Yes
4.4.6.1	<p>LPSB established training plan for year 2023 dated 16/08/2023 for Desentra Corporation Sdn Bhd and 20/01/2023 for Andamy Plantation Sdn. Bhd.</p> <p>Training include:</p>	Yes

<b>Principle 4: Social Responsibility, health, safety and employment conditions</b>		
Indicator	Summary of Assessment	Compliance
	<ul style="list-style-type: none"> <li>Safe Work Procedure – Manuring;</li> <li>Safe Work Procedure – Chemical Spraying;</li> <li>Safe Work Procedure – Harvesting;</li> <li>Safe Work Procedure – workshop;</li> <li>Safe Work Procedure – Driver;</li> <li>Emergency Response Procedure;</li> <li>Scheduled Waste Management;</li> <li>MSPO policies and objective;</li> <li>Environmental awareness.</li> </ul> <p>LPSB has carried out training as follow:</p> <ul style="list-style-type: none"> <li>SWP harvesting, manuring, chemical spraying and tractor driver training carried out on 06/08/2023 for Desentra Corporation Sdn. Bhd. and 04/08/2023 for Andamy Plantations Sdn. Bhd.</li> </ul>	
4.4.6.2	<p>LPSB established training matrix dated 20/01/2023 for Desentra Corporation Sdn. Bhd. and Andamy Plantation Sdn. Bhd.</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"> <li>Chemical sprayer: Training on waste and chemical handling;</li> <li>Mandore: Training on first aid treatment.</li> </ul>	Yes
4.4.6.3	<p>LPSB established training plan for year 2023 dated 16/08/2023 for Desentra Corporation Sdn Bhd and 20/01/2023 for Andamy Plantation Sdn. Bhd.</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"> <li>Environmental Awareness briefing in December 2023.</li> </ul>	Yes

<b>Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>		
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</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 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>objective of this policy through discussion, activities to create awareness and cooperation of all parties involve.</p> <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 notice boards.</p> <p>Training on company policies carried out on 04/08/2023 for Andamy Plantation Sdn. Bhd. &amp; 06/08/2023 for Desentra Corporation Sdn. Bhd.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed LPSB has carry out company policies including environmental policy to all workers.</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"> <li>• LPSB to fulfill its commitment to preserve the environment;</li> <li>• Comply with all legislation, regulations and laws to fulfill good environmental practices;</li> <li>• To take practical measures to avoid and prevent or reduce environmental pollution of air, soil, water and noise;</li> <li>• To implement zero burning on oil palm cultivation activities;</li> <li>• To practices conservation of nature resources including energy and water consumption as well as the practices of recycling, reuse and waste reduction;</li> <li>• Promoting environmental awareness among all employees for better working atmosphere.</li> </ul>	Yes
	<p>b LPSB established environmental aspect and impact updated on 17/01/2023.</p> <p>Example: No 1.</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>Example: No 2</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 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Activity: Storage of chemical;</p> <p>Aspect: Spillage and uncontrolled release into the environment;</p> <p>Impact: Soil pollution;</p> <p>Risk description pre-control: moderate;</p> <p>Control measure: Conduct training and close monitoring by management;</p> <p>Risk score: 6;</p> <p>Risk description post-control: Moderate.</p>	
4.5.1.3	<p>LPSB established Environmental Improvement/Management Plan updated on 28/07/2023 include list of negative and positive impacts, action plan to mitigate and promote.</p> <p>Negative impact:</p> <p>Example:</p> <p>Activity: Manuring and spraying activities near to water sources / river;</p> <p>Aspect: The fertilizer or herbicides chemical goes into water;</p> <p>Negative impact: Water pollution;</p> <p>Mitigation: marking on oil palm near to the river or water sources, put signage for buffer zone area &amp; awareness training;</p> <p>Positive impact: Soil protection and prevention of soil erosion &amp; increase the production;</p> <p>During field visit at buffer zone area confirmed management has mark the oil palm nearest the water sources with white colour to ensure there are no manuring and chemical spraying activities at that respective area.</p> <p>Reviewed latest training records, company policies has been carried out for all workers dated 04/08/2023 for Andamy Plantation Sdn. Bhd. and 06/08/2023 for Desentra Corporation Sdn. Bhd.</p>	Yes
4.5.1.4	<p>LPSB established CIP includes the components such as social, environmental and safety &amp; health updated 17/08/2023.</p> <p>Example:</p> <p>Encourage recycling methods to workers;</p> <p>Status: Ongoing;</p> <p>PIC: Estate Manager.</p> <p>Expected outcome: Recycles of used item to reduce impact towards environment.</p>	Yes
4.5.1.5	<p>LPSB established training programme updated on 20/01/2023 include environmental topics.</p> <p>Environment awareness training carried out for both estates on 04/08/2023 &amp; 06/08/2023.</p>	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.1.6	<p>LPSB conduct Environment meeting once per year.</p> <p>Environmental meeting carried out on 04/08/2022 &amp; 06/08/2023 for both estates.</p> <p>Topics discuss include scheduled waste disposal, landfill management, worker quarters management, no hunting and polluting activities permitted.</p>	Yes
4.5.2.1	<p>LPSB has established records of diesel consumption for last 5 years from 2018 to 2022 updated on 08/09/2023.</p> <p>The diesel usage in January 2023 until June 2023 is slightly lower than baseline due to higher FFB production for both estates and fully utilize use of vehicles without any breakdown issues.</p>	Yes
4.5.2.2	<p>LPSB has prepared 2 years diesel budget for 2023 and 2024 to consider for monitoring purpose against the actual usage.</p> <p>The diesel usage in January 2023 until June 2023 is lower than budgeted amount for year 2023 due to higher FFB production for both estates and fully utilize 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>LPSB does not use any renewable energy.</p> <p>Site interview with management informed that there are no plans to install renewable energy due to high installation cost.</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>Andamy Plantation Sdn. Bhd.:</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	<p>a 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>	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Monitoring: Minimize usage of fertilizer according to dosage and use for loose fruit collection.</p>	
	<p>b LPSB has established waste management plan (WMP) date 29/03/2019, revision 2 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: Minimize 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 they 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 04/08/2023 &amp; 06/08/2023 for both estates.</p>	Yes
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"> <li>• Before entering to the store;</li> <li>• During inside the store;</li> <li>• Chemical store management;</li> <li>• Handling of chemicals;</li> <li>• Chemical premixing.</li> </ul> <p>Reviewed the scheduled waste records updated as at July 2023 as follows:</p> <p>Waste oil / lubricant oil:</p> <p>March: 200 Liter;</p> <p>April: 200 Liter;</p> <p>May: 300 Liter;</p> <p>June: 300 Liter;</p> <p>July: 200 Liter.</p> <p>Reviewed scheduled waste collection records by Pentas Flora Sdn. Bhd for SW 305 dated 07/08/2023.</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"> <li>• Empty chemical containers to fill with clean water at least ¼ of container capacity;</li> </ul>	Yes

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<ul style="list-style-type: none"> <li>Rinsed the empty chemical container for 3 times;</li> <li>The rinsed water reused for chemical premix activity.</li> <li>Briefing on handling empty chemical containers carried out on 04/08/2023 for Andamy Plantation Sdn. Bhd and 06/08/2023 for Desentra Corporation Sdn. Bhd.</li> </ul>	
4.5.3.5	<p>Domestic waste collected twice a week and disposed at designated landfill on Wednesday and Saturday.</p> <p>The distance between landfill block PL7 is 1.6 km away from housing area and 2.4 km far from water source.</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>Three type of wastes and examples:</p> <p><b>Solid wastes</b> Source: Vehicles; Example: Used tires.</p> <p><b>Gaseous wastes</b> Source: Smoke from tractors; Example: Carbon monoxide, Nitrogen Oxides.</p> <p><b>Liquid wastes</b> Sources: Household, domestic; Example: Sewage.</p>	Yes
4.5.4.2	<p>LPSB established Environmental Improvement plan dated 28/07/2023 include action plan to reduce significant pollutants and emissions.</p> <p>Example:</p> <p>Activity: Chemical spraying; Waste generated: Empty chemical containers. Negative impacts: Water pollution; Action plan: Sell to authorised buyer.</p> <p>Site visit at scheduled wastes store confirmed empty chemical containers are marked, punctured and stored properly.</p>	Yes
4.5.5.1	<p>a LPSB established Water Management Plan, revision 3, updated on 11/08/2023.</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><b>Water usage</b></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 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Rain water: Domestic;</p> <p>Reservoir pond: Domestic and field operation.</p>	
b	<p>LPSB monitor water quality test carried out for incoming and outgoing water annually by Dynakey Laboratory SAMM accredited laboratory on 18/08/2023 Ref.no: W230811/03A-03B to ensure no contamination of waterways.</p> <p>River in and river out example:</p> <ol style="list-style-type: none"> <li>1) Suspended solids, mg/L In: 19 Out: 40</li> <li>2) BOD, mg/L In: 1.4, out: 2.4</li> <li>3) Water Quality Index In: 89.84, out: 86.38</li> </ol> <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 11/04/2023 and 05/08/2023 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 11/08/2023.</p> <ul style="list-style-type: none"> <li>• Estate drains: Field drains constructed to reduce flooding;</li> <li>• Pruned frond: Stacking in between row;</li> <li>• Riparian buffer zones: Buffer zones are maintained 2 row 20 meter with red marking. No chemical and fertilizer sighted.</li> </ul> <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 04/08/2023 and 06/08/2023 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

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.5.2	During field visit 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	<p>a LPSB has established Identification of High Conservation Value (HCV) revision 0, dated 29/03/2019.</p> <p>HCV 4 present the Sg. Lamag is permanent waterway, bisecting the estate and flowing from south to north.</p> <p>List of wild life stated in the report:</p> <ul style="list-style-type: none"> <li>• Mammalia (Babi utan, Memerang, kera);</li> <li>• Bird (Bangau);</li> <li>• Reptilian (Snake, Monitor Lizards).</li> </ul> <p>Review on the LPSB monitoring checklist of biodiversity has established to records any wildlife sighted in the estate area.</p> <p>Field interview with sampled harvesters and chemical sprayers informed, they are understand and aware there are no hunting activities allowed in estate and all animals sighted reported to the estate management.</p>	Yes
	<p>b LPSB has established Identification of High Conservation Value (HCV) revision 0, dated 29/03/2019.</p> <p>HCV 4 present the Sg. Lamag is permanent waterway, bisecting the estate and flowing south-north.</p> <p>List of wildlife stated in the report:</p> <ul style="list-style-type: none"> <li>• Mammalia (Babi utan, Memerang, kera);</li> <li>• Bird (Bangau);</li> <li>• Reptilian (Snake, Monitor Lizards).</li> </ul> <p>Based on field visits and field interviews with general workers and harvesters, there are no RTE within the LPSB estates.</p>	
4.5.6.2	<p>a LPSB has established management and monitoring plan for conservation of wildlife revision 1, dated 29/12/2021.</p> <p>Management and monitoring plan for conservation of wildlife describe on:</p> <ol style="list-style-type: none"> <li>1. Practicing zero burning for replanting technique;</li> <li>2. Ensuring maximum conservation of soil;</li> <li>3. Maintaining natural vegetation, permanent greenbelt and water catchments.</li> </ol> <p>Site verification sighted no hunting activities permitted and penalty signage published at office notice boards.</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 04

Mode of Audit: Onsite

Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Training records on environment awareness carried out on 04/08/2023 and 06/08/2023 for both estates reviewed.</p>	
	<p>b LPSB has established environmental policy dated 22/05/2019 signed by Director.</p> <p>The policy states:</p> <p>“Educating and enhancing awareness pertaining to protection of environmental and biodiversity of all related stakeholders through regular training and communication”.</p> <p>Policy strictly mentions no hunting, no fishing, and no killing of all animals.</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 July 2023 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 04/08/2023 and 06/08/2023 for both estates.</p> <p>Field interviews with harvesters and chemical sprayers 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 sighted 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 22/05/2019 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

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

<b>Principle 6: Best Practices</b>		
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"> <li>Chemical Spraying SOP dated 29/03/2019;</li> <li>Manuring SOP dated 29/03/2019;</li> <li>New Planting and Replanting SOP dated 29/03/2019;</li> <li>Harvesting SOP dated 29/03/2019.</li> </ul> <p>Training for Harvesting SOP carried out dated 16/08/2023 for Desentra Corporation Sdn. Bhd. and 20/01/2023 for Andamy Plantation Sdn. Bhd.</p> <p>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 handbook series "Oil Palm Series for Immature Volume 2 &amp; Mature Volume 3" to manage planting on slopes.</p> <p>Field visit indicates that topography for Desentra Corporation Sdn. Bhd. and Andamy Plantations Sdn. Bhd. is undulating terrains.</p> <p>Desentra Corporation Sdn. Bhd. with GPS coordinate 5.382980°, 117.784217° and Andamy Plantations Sdn. Bhd. with GPS coordinate 5.690807°, 117.508645° 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 4 years from 2023 to 2026 dated 19/08/2023.</p> <p>The content of financial plan includes:</p> <ul style="list-style-type: none"> <li>FFB Production;</li> <li>FFB Price;</li> <li>Estate Outflows;</li> <li>General &amp; Admin Outflows;</li> </ul>	Yes



Principle 6: Best Practices																																																			
Indicator	Summary of Assessment				Compliance																																														
4.6.2.2	LPSB established replanting programme for year 2023 until 2027 dated 06/08/2023 as below: <table border="1"> <thead> <tr> <th rowspan="2">Year of replanting</th><th colspan="4">Planted area (ha) in each estate</th><th rowspan="2">Total area to be replanted (ha)</th></tr> <tr> <th>Briacres Development Sdn Bhd</th><th>Pemborong Lamag Sdn Bhd</th><th>Desentra Corporation Sdn Bhd</th><th>Andamy Plantation Sdn Bhd</th></tr> </thead> <tbody> <tr> <td>2023</td><td>-</td><td>97.93</td><td>-</td><td>-</td><td>97.93</td></tr> <tr> <td>2024</td><td>-</td><td>97.93</td><td>-</td><td>-</td><td>97.93</td></tr> <tr> <td>2025</td><td>99.96</td><td>-</td><td>-</td><td>-</td><td>99.96</td></tr> <tr> <td>2026</td><td>99.96</td><td>-</td><td>-</td><td>-</td><td>99.96</td></tr> <tr> <td>2027</td><td>99.96</td><td>-</td><td>-</td><td>-</td><td>99.96</td></tr> <tr> <td><b>TOTAL</b></td><td><b>299.88</b></td><td><b>195.86</b></td><td><b>-</b></td><td><b>-</b></td><td><b>495.74</b></td></tr> </tbody> </table>				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	<b>TOTAL</b>	<b>299.88</b>	<b>195.86</b>	<b>-</b>	<b>-</b>	<b>495.74</b>	Yes
Year of replanting	Planted area (ha) in each estate					Total area to be replanted (ha)																																													
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4.6.2.3	LPSB group established long-term business plan for 4 year from year 2023 until 2026 dated 06/08/2023. The business plan establish includes the following: <ul style="list-style-type: none"> <li>Planting material;</li> <li>FFB projection;</li> <li>Estates outflow/expenses;</li> <li>FFB price forecast.</li> </ul>				Yes																																														
4.6.2.4	LPSB group established monthly report to monitor the income and expenditure, FFB production and price of FFB. Sighted the latest monthly report updated August 2023.				Yes																																														
4.6.3.1	LPSB establish pricing mechanism for purchase of chemicals and fertilizer using quotation and purchase order. Example: Purchase order for chemical and fertilizer is recorded and maintained. The quotation and purchase order describes the product, price and terms and conditions.				Yes																																														
4.6.3.2	LPSB purchased fertilizer from the suppliers using purchase order. The invoices dated 19/05/2023 from supplier describes the product pricing and payment terms. Document review on payment voucher issued to supplier is paid in timely manner as agreed by both parties.				Yes																																														
4.6.4.1	LPSB group engaged contractor for the road maintenance work at Desentra Corporation Sdn. Bhd. and Andamy Plantations Sdn. Bhd. The contract agreement dated 29/03/2022 between the contractor and LPSB is 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 04

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 Desentra Corporation Sdn. Bhd. and Andamy Plantations Sdn. Bhd.</p> <p>The contract agreement dated 29/03/2022 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 dated 04/08/2023.</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 July 2023 for machinery rental.</p>	Yes

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 <sup>st</sup> planting is in year 1996 and latest replanting is in year 2020.  Field visits 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 <sup>st</sup> planting is in year 1996 and latest replanting is in year 2020.  Review the replanting programmed for 2023. 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.

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Audit Type: ASA 04

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

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

### 4.5. Status of Non-Conformities Previously Identified

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

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

AUDIT OUTCOME		
During last Audit	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:			
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

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Non Conformity Number 1	
<b>Deadline for implementation</b>	22/11/2022
<b>Root Cause Analysis (by company):</b>	
Normal surgical mask was issued and previously workers had their own rubber boot.	
<b>Correction (by company):</b>	
N95 facemask and rubber boot to be issued to all chemical sprayers.	
<b>Corrective / Preventive Action (by company)</b>	
N95 face mask and rubber boot had been issued to chemical sprayers with workers signature and date recorded in PPE issuance form	
<b>Review of Correction &amp; Corrective / Preventive Action</b>	
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 carried out in the next surveillance audit.	
<b>Closed:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>Site verification :</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Name of Auditor:</b> Khairul Anwar Bin Ismail	<b>Date of Closure:</b> 31/10/2022
<b>Review of Implementation</b>	
Review the PPE issuance record dated 10/06/2023, N95 face mask and rubber boot had been provided to respective workers.	
Thus, based on the evidence reviewed the implementation is sufficient.	
<b>Name of Auditor:</b> Khairul Anwar Bin Ismail	<b>Date of Review:</b> 24/08/2023

Non Conformity Number 2	
<b>Indicator # and Description</b>	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.
<b>Location:</b>	Office
<b>Description of Finding / Objective Evidence:</b>	

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### 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**

☒ Major

☐ 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 carried out in the next surveillance audit.

**Closed:** ☒ Yes ☐ No

**Site verification :** ☐ Yes ☒ No

**Name of Auditor:**

Khairul Anwar Bin Ismail

**Date of Closure:**

31/10/2022

#### Review of Implementation

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### Non Conformity Number 2

Review the JTK Salary deduction permit valid from 03/07/2022 – 02/07/2024 for Passport Renewal fee and workers personal loan.

Review the July 2023 payslip confirmed the workers had been paid for Awal Muharam public holiday on 19/07/2023 and Medical leave.

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 from January 2023 to July 2023.

Thus, based on the evidence reviewed the implementation is sufficient.

**Name of Lead Auditor:**

Khairul Anwar Bin Ismail

**Date of Review:**

24/08/2023

### 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**

☒ Major

☐

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<sup>th</sup> 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:** ☒ Yes ☐ No

**Site verification :** ☐ Yes ☒ No

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Non Conformity Number 3	
<b>Name of Auditor:</b> Navin Baskram	<b>Date of Closure:</b> 31/10/2022
<b>Review of Implementation</b>	
Document review on Environmental Aspect and Impact Analysis (EAIA) updated 17/01/2023. The updated EAIA has covered chemical and fertilizer storage, nursery and workers quarters in the report. Thus, based on the documents review, the continuity of implementation is sufficient.	
<b>Name of Auditor:</b> Ariff Bin Lokman	<b>Date of Review:</b> 24/08/2023

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



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### Non Conformity Number 4

Document review on Continuous Improvement Plan (CIP) updated 17/08/2023 has included continuous awareness training to all workers and preparation of collection point for recyclable domestic waste.

Site verification at designated landfill area has confirmed there is no recycling items in the landfill.

Site interview with estate management informed, domestic waste was collected twice a week on Wednesday and Saturday and waste segregation has been practices at the workers quarters.

Thus, based on the documents review, the continuity of implementation is sufficient.

**Name of Auditor:**

Ariff Bin Lokman

**Date of Review:**

24/08/2023

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

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

#### ONSITE AUDIT OUTCOME

During this onsite audit,	1	MAJOR Non-Conformities
	0	MINOR Non-Conformities

### Non Conformity Number < 1 >

<b>Indicator # and Description</b>	4.4.4.2 The occupational safety and health plan shall cover the following The risks of all operations shall be assessed and documented		
<b>Location:</b>	Desentra Corporation Sdn. Bhd.		
<b>Description of Finding / Objective Evidence:</b>			
LPSB HIRARC dated 25/03/2023 not include the assessment for replanting activities.			
LPSB HIRARC risk control for carrying chisel/sickle to field dated 25/03/2023 not include usage of sickle cover.			
Onsite inspection at Desentra Corporation Sdn. Bhd. identified the workers bring the harvesting sickle to fields using motorcycle without sickle cover.			
Onsite inspection at Desentra Corporation Sdn. Bhd. labour quarters area identified the harvesting sickle are not stored properly.			
<b>Classification</b>		<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor	
<b>Raise by:</b>	Khairul Anwar Bin Ismail	<b>Date Raise:</b>	23/08/2023
<b>Deadline for implementation</b>			
<b>Root Cause Analysis (<i>by company</i>):</b>			

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### Non Conformity Number < 1 >

Assessment for replanting activities was not included in HIRARC for year 2023.

Usage of sickle cover was not included in HIRARC risk control for carrying chisel/sickle to field.

New sickle covers were not issued to workers in these past few years and old covers may have broken or lost.

Workers bring back harvesting sickle to labour quarters to do repairing work on the tools and not stored properly.

#### Correction (by company):

To include and conduct assessment for replanting activities in HIRARC.

To include usage of sickle cover in the HIRARC risk control for carrying chisel/sickle.

To issue new sickle covers to all harvesters using sickle.

To prepare proper area and procedure to store the harvesting sickle.

#### Corrective / Preventive Action (by company)

Assessment for replanting activities had been done and included in HIRARC.

Usage of sickle cover had been included in the HIRARC risk control for carrying chisel/sickle.

New sickle covers were purchased and issued to harvesters who are using sickles with proper records and signature.

Labour quarters had been prepared with area to store harvesting sickle and procedure had been prepared.

#### Review of Correction & Corrective / Preventive Action

Reviewed the LPSB HIRARC dated 26/09/2023 include the assessment for replanting activities and usage of sickle cover as risk control for carrying harvesting sickle to field.

LPSB established the safety work procedures for Storage of Harvesting Poles and Sickle.

Pictorial evidence confirmed, the harvester had been provided with harvesting sickle cover and dedicated harvesting poles and sickle storage had been established.

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: ☒ Yes ☐ No

Site verification : ☐ Yes ☒ No

Name of Auditor:

Khairul Anwar Bin Ismail

Date of Closure:

25/09/2023

#### Review of Implementation

Name of Lead Auditor / Auditor:

Date of Review:

Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	Office	LPSB could improve on monitoring records of FFB sales and delivery.

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Nr.	Indicator	Description	Location	Opportunity for Improvement
2.	4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.	Office	LPSB could improve monitoring on regulation updates.
3.	4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	Office	LPSB could improve SIA for replanting activities.
4.	4.4.4.2	The occupational safety and health plan shall cover the following:  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 the monitoring of First Aider qualification.
5.	4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	Office	LPSB could improve environmental meetings to include all sections of workers from all estates.
6.	4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.	Office	LPSB could improve the timing of payment for fertilizer and chemical purchasing.

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## 5. CONCLUSION

Lamag Plantation Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance ASA 04 audit consisting of 4 estates according to MSPO 2530-3:2013 Part 3 General Principles for Oil Palm Plantations and Organised Smallholders.

There are 1 Major NC raised and closed out successfully. The implementation of Major NC will be review and verify during the next audit.

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

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

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

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

Total certified number of estates:	4	
Total certified production area:	1,353.58	Ha
Certified FFBs January to July 2023:	10,354.85	Mt
Project FFBs August to December 2023:	7,540.00	Mt

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**6. RECOMMENDATION**

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

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

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

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

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

Puchong, 26/09/2023



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

Puchong, 04/10/2023



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

**MSPO Certification Summary Report**

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**7. LIST OF STAKEHOLDERS**

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

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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