

MSPO CERTIFICATION SUMMARY REPORT

NEGRI SEMBILAN OIL PALMS BERHAD

SURVEILLANCE 03

Onsite Audit Date: 23/05/2022, 27/05/2022 & 28/05/2022

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Table of Contents

1.	INTRODUCTION	4
1.1.	Objective	4
1.2.	Scope	4
1.3.	Appointment and qualification of team members	4
2.	METHODOLOGY.....	10
3.	ORGANISATION INFORMATION	12
3.1.	Production volume	12
3.2.	Planting Program for Each Estate or Division	12
3.3.	Replanting program for each estate or division	13
3.4.	Maps of Estate(s) Location	14
4.	CERTIFICATION ASSESSMENT	18
4.1.	ASA 03	18
4.2.	Stakeholders' Consultation	18
4.3.	Summary of Assessment	19
4.4.	Status of Non-Conformities Previously Identified	49
4.5.	Detail of Audit Findings in last audit	50
4.6.	Detail of Onsite Audit Findings Identified during this audit	53
5.	CONCLUSION	55
6.	RECOMMENDATION	56
7.	LIST OF STAKEHOLDERS	57
	Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives	58
	Annex / Enclosures	58

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Abbreviations

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



1. INTRODUCTION

Negri Sembilan Oil Palms Berhad has commissioned TUV NORD (Malaysia) Sdn Bhd to carry out surveillance three (03) 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 group office and estates.

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

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

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

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

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

1.3. Appointment and qualification of team members

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

Qualification of the Lead Auditor: Ariff Bin Lokman

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
vi) Business Management; or vii) Other relevant related fields	
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	7 years working experience in oil palm plantation.
Successfully completed MPOCC endorsed lead auditor trainings	Successfully completed MS2530 series of standards for Lead Auditors
Conducted at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the supervision of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years.	Qualified as Lead Auditor for MSPO scheme.
Field working experience in the palm oil sector or demonstrable equivalent	7 years working experience in oil palm plantation.
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	7 years working experience in oil palm plantation.
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.
Health and safety auditing on the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed SA 8000 Basic training and Auditor for MSPO and RSPO scheme.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.
Attended High Conversation Value Assessment training	Successfully completed HCV – HCS for producers' course.

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Able to communicate in Bahasa Malaysia and English.

Qualification of Team Members

Requirement	Name of Assessor	Qualification	Compliance
Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields	Navin Baskram	Bachelor in Biotechnology and Master in Environmental Management.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Graduate in Plantation Industry and Management.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Graduate in Applied Science (Major In Agrobiology).	Yes
At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science)	Navin Baskram	Four (4) years working experience in oil palm plantation and two (2) years' experience as sustainability executive and Internal Auditor. Two (2) years' experience in RSPO accreditation for RSPO scheme accreditation body.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	7 years working experience in oil palm plantations.	Yes
	Mohamad Norhisham Bin Mohd Salleh	5 years working experience in oil palm plantations.	Yes
Successfully completed MPOCC endorsed lead auditor trainings	Navin Baskram	Successfully completed MS2530 series of standards for Lead Auditors	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
	Muhammad Khairul Anuar Bin Azizul Hasan	Successfully completed MS2530 series of standards for Lead Auditors	Yes
	Mohamad Norhisham Bin Mohd Salleh	Successfully completed MS2530 series of standards for Lead Auditors.	Yes
Conducted a minimum six (6) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes.	Navin Baskram	Qualified as auditor based on audit log.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Qualified as auditor based on audit log.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Qualified as auditor based on audit log.	Yes
Field working experience in the palm oil sector or demonstrable equivalent	Navin Baskram	Four (4) years working experience in oil palm plantation.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	7 years working experience in oil palm plantations.	Yes
	Mohamad Norhisham Bin Mohd Salleh	5 years working experience in oil palm plantations.	Yes
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Navin Baskram	Four (4) years working experience in oil palm plantation.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	7 years working experience in oil palm plantations.	Yes
	Mohamad Norhisham Bin Mohd Salleh	5 years working experience in oil palm plantations.	Yes
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
	Mohamad Norhisham Bin Mohd Salleh	Successfully completed ISO 9001:2015 Lead Auditor course.	Yes
Health and safety auditing of the estate processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Successfully completed ISO 45001:2018 Lead Auditor course.	Yes
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Navin Baskram	Successfully completed Basic SA 8000 training.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Successfully completed Basic SA 8000 training.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Successfully completed Basic SA 8000 training.	Yes
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Navin Baskram	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Successfully completed IMS ISO 14001:2015 Lead auditor course and auditor for MSPO scheme.	Yes
Completed High Conversation Value assessment	Navin Baskram	Attended and completed the HCV-HCS for producer online course.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Attended and completed the HCV-HCS for producer online course.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Name of Assessor	Qualification	Compliance
	Mohamad Norhisham Bin Mohd Salleh	Attended and completed the HCV-HCS for producer online course.	Yes
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Navin Baskram	Able to communicate in Bahasa Malaysia and English.	Yes
	Muhammad Khairul Anuar Bin Azizul Hasan	Able to communicate in Bahasa Malaysia and English.	Yes
	Mohamad Norhisham Bin Mohd Salleh	Able to communicate in Bahasa Malaysia and English.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



2. METHODOLOGY

The audit approach consists of the following steps:

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

Surveillance:

The surveillance three (03) audit carried out onsite on 23/05/2022, 27/05/2022 & 28/05/2022 covering the following activities but not limited to below:

Onsite:

- Background investigation;
- Review of documentation established but not limited to below;
 - Policies;
 - Estates maps;
 - Land titles;
 - Standard Operating Procedures;
 - Work Flow Charts;
 - Management Plans;
 - Operating licenses and approvals;
 - Operating records;
 - Training records;
 - Applicable Legislation Documents;
- Onsite visit, observations and inspection of estates facilities and field activities;
- Interview operation personnel and field workers for understanding of work assigned;

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

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.

For the onsite surveillance audit, the selected estates based on the formula $S = 1\sqrt{4}$ where S = sample size and n = number of estates with a risk factor of 1 for regular risk which is in accordance to MSPO certification procedure.

Based on the formula, the sample size for the estates $S = 1\sqrt{4} = 2$, therefore round up to the next integral of 3 estates. Thus, a total of 3 estates selected for the onsite assessment and inspection as listed in Table 2-1 below:

Table 2-1: Estates Selected

Name of Estates	Coordinates
Gula Estate	N 4.954158, E 100.469106
Maran Estate	N 3.634964, E 102.765808
Ibam Estate	N 2.966678, E 103.238800

Non-conformance:

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

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



3. ORGANISATION INFORMATION

Negri Sembilan Oil Palms Berhad with Head Office located at Suite 2B-3A-2, Block 2B, Level 3A, Plaza Sentral, Jalan Stesen Sentral 5, Kuala Lumpur Sentral, 50470, Kuala Lumpur, Malaysia.

The certified estates are listed at the below table.

The details of the estates are as below:

Name of Estates	Location	Coordinates
Gula Estate	Eng Thye Plantations Berhad, Ladang Gula, 34350 Kuala Kurau, Perak	N 4.954158, E 100.469106
Maran Estate	Timor Oil Palm Plantation Berhad, Maran Estate, Batu 4, Jalan Sekolah, 26500 Maran, Pahang	N 3.634964, E 102.765808
Ibam Estate	Negri Sembilan Oil Palms Berhad, Ladang Ibam, Lot 3351, Mukim Bebar, Daerah Pekan, Pahang	N 2.966678, E 103.238800
Senama Estate	Negri Sembilan Oil Palms Berhad, Ladang Senama, 72109 Bahau, Negeri Sembilan	N 2.762903, E 102.467811

3.1. Production volume

Name of Estates	Area (Ha)		Projected FFB Production (mt) (Jan 2022 to Dec 2022)
	Total*	Production**	
Gula Estate	2,598.07	2,493.25	40,240.00
Maran Estate	1,949.27	1,583.68	21,347.00
Ibam Estate	2,180.00	2,144.00	33,550.00
Senama Estate	942.47	945.41	14,500.00
Total	7,669.81	7,166.34	109,637.00

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

**Immature + Mature Area

3.2. Planting Program for Each Estates

Year / Estate	Gula Estate	Maran Estate	Ibam Estate	Senama Estate
1996	-	160.89	-	-
1997	-	121.81	-	-
1998	54.67	264.23	-	-
1999	-	188.99	-	-
2001	81.83	-	-	-

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



2002	665.16	-	-	-
2003	140.24	-	-	-
2004	17.94	-	-	-
2006	197.61	-	-	-
2007	-	-	-	75.74
2008	22.66	-	-	-
2009	34.96	-	-	-
2010	90.47	102.39	212.00	40.50
2011	47.01	-	349.00	-
2012	49.04	-	-	139.65
2013	228.91	80.94	-	130.80
2014	61.25	-	246.00	-
2015	95.50	123.01	305.00	146.67
2016	68.58	-	-	-
2017	140.45	-	364.00	122.59
2018	115.80	111.86	61.00	141.75
Total Mature	2,112.08	1,154.12	1,537.00	797.70
2019	45.85	-	287.00	-
2020	196.85	185.35	320.00	147.71
2021	138.47	-	-	-
2022	-	244.21	-	-
Total Immature	381.17	429.56	607.00	147.71
Total	2,493.25	1,583.68	2,144.00	945.41

3.3. Replanting program for each estates

Year of replanting	Planted area (ha) in each estates					Total area to be replanted (ha)
	2022	2023	2024	2025	2026	
Gula Estate	139.37	142.61	147.42	154.19	149.94	733.53
Maran Estate	-	160.89	59.87	136.37	87.82	444.95
Ibam Estate	-	-	-	-	-	-
Senama Estate	-	-	-	-	-	-
TOTAL	139.37	303.50	207.29	290.56	237.76	1,178.48

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



3.4. Maps of Estates

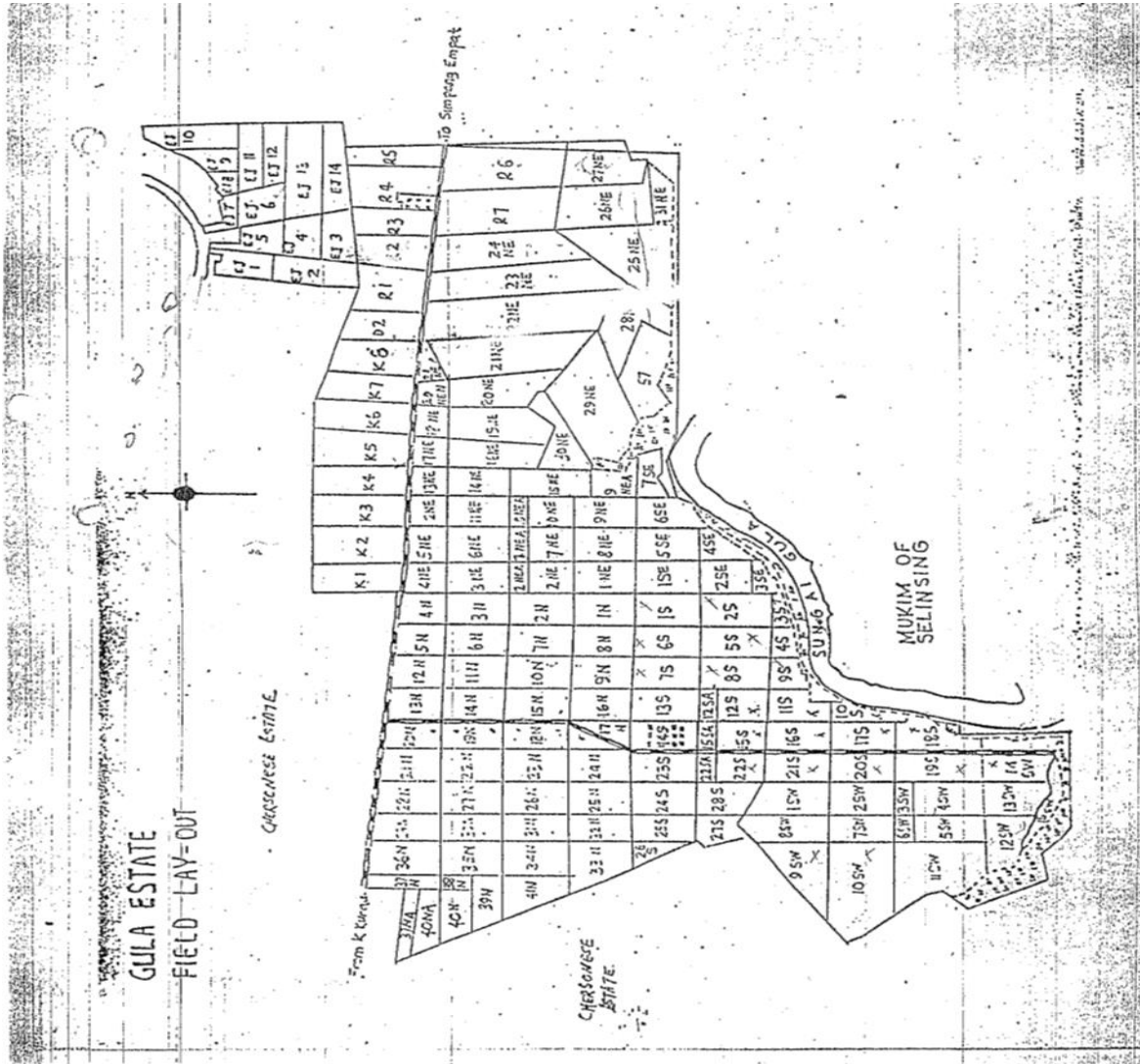


Figure 1: Gula Estate Map

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite

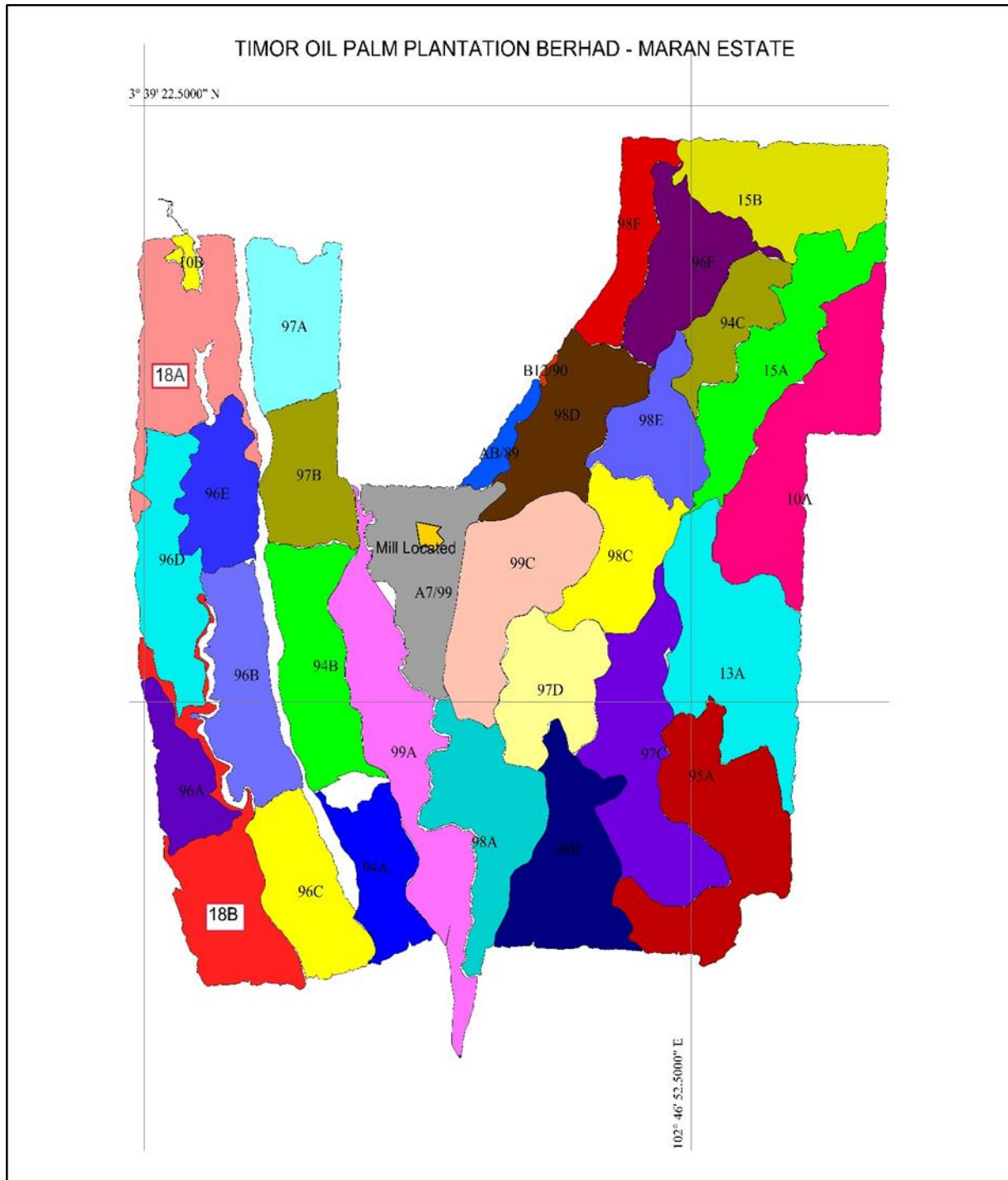


Figure 2: Maran Estate Map

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite

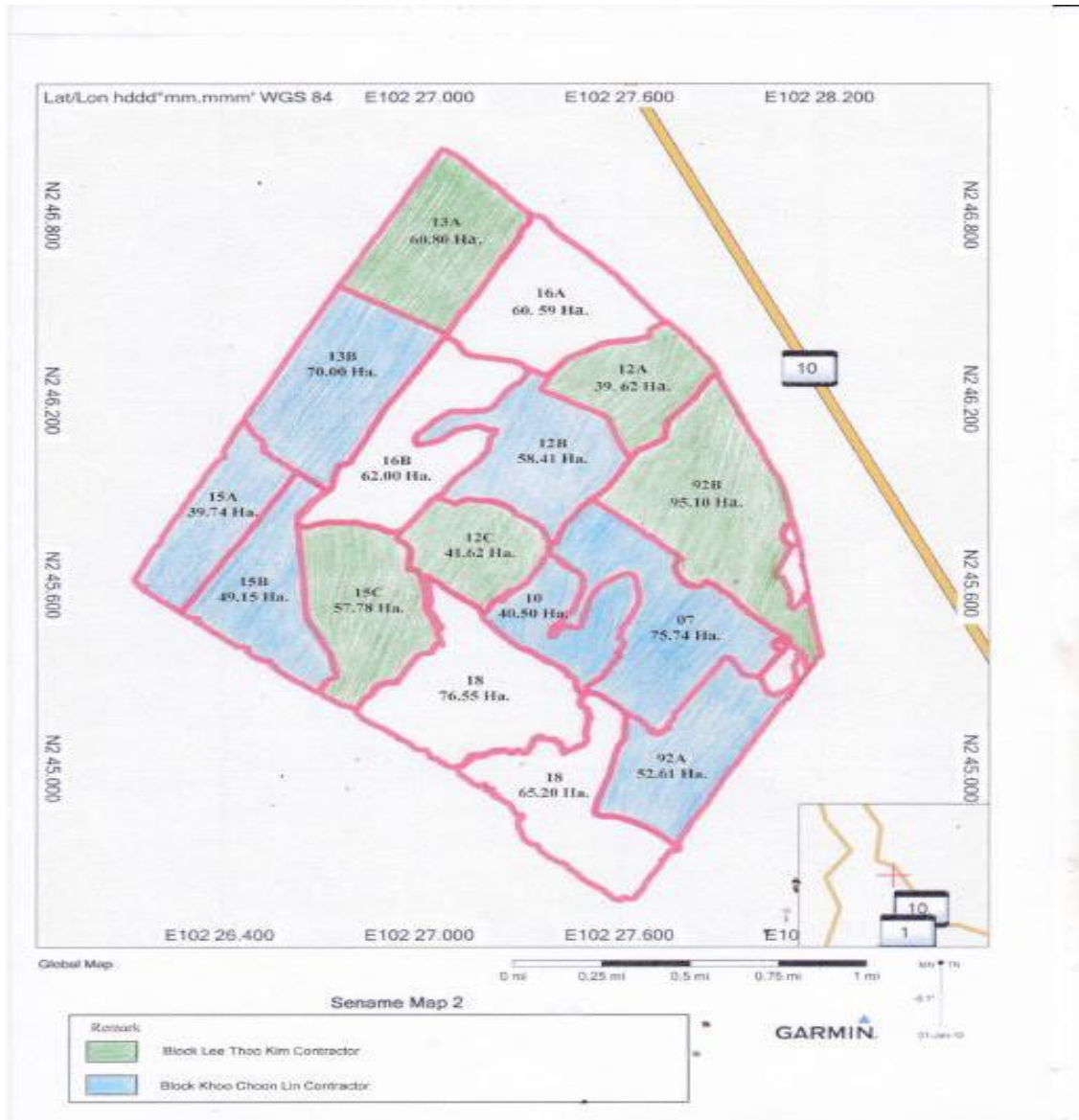


Figure 3: Senama Estate Map

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite

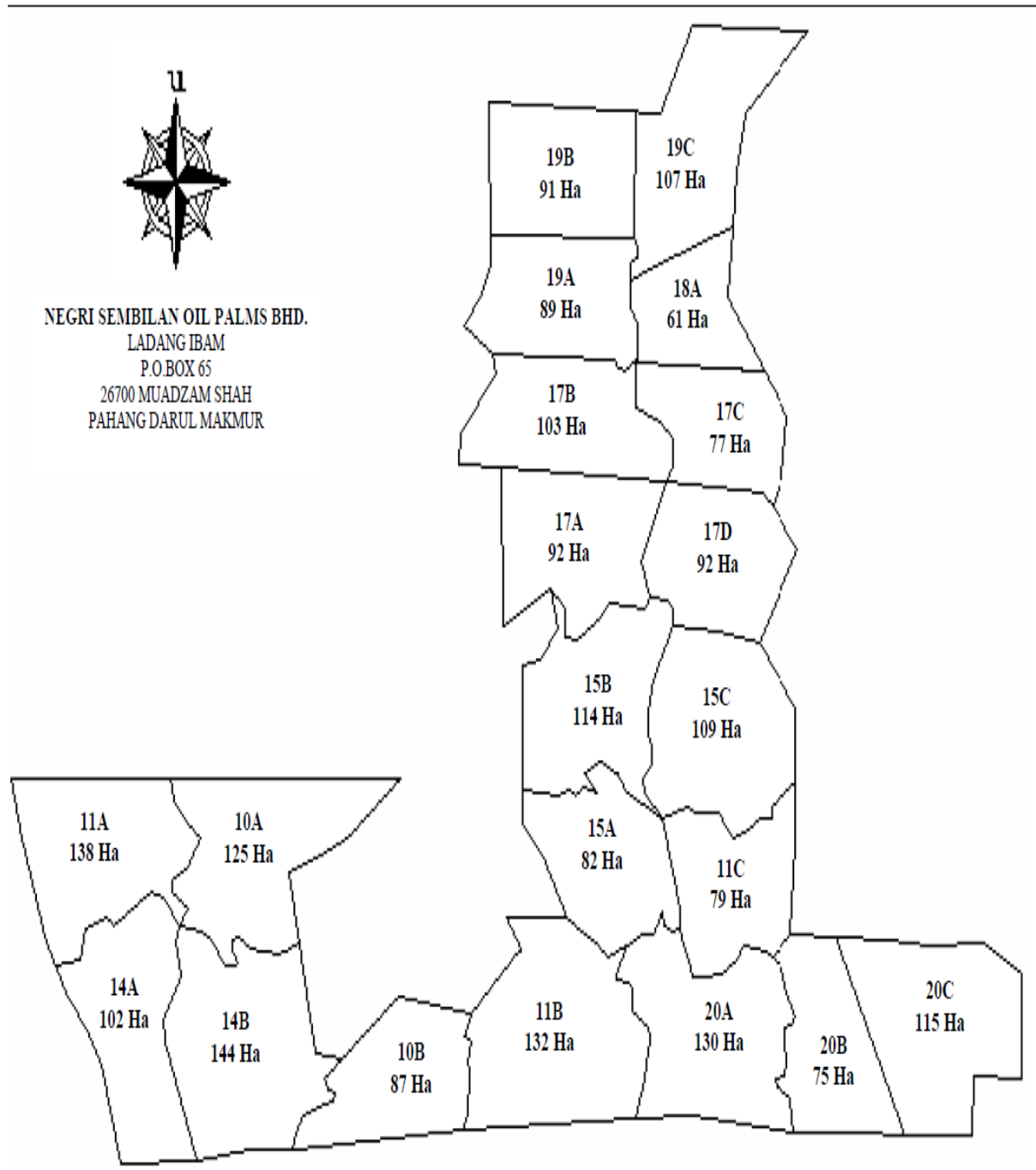


Figure 4: Ibam Estate Map

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



4. CERTIFICATION ASSESSMENT

4.1. ASA 03

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

4.1.1. Surveillance:

The Surveillance audit is carried out on 23/05/2022 to 28/05/2022 covering 3 selected estates – Gula, Maran and Ibam estates.

During the last surveillance 02 audit, there are 2 Majors and 4 Opportunities for Improvements (OFIs) are raised.

During this surveillance 03 audit, the major non-compliances raised in the last audit, the audit team has review by means of physical inspection of estates, conduct interviews, review and verify documents that are established, corrected and implemented appropriately by the estate management. The corrective measures implemented could be verified as appropriate.

The major non-conformances raise during the surveillance 02 audit are closed out by means of documents review that are establish, revised and implemented appropriately and preventive actions taken.

During this surveillance 03 audit, five (5) Opportunities for Improvements (OFIs) were identified.

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

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

4.2. Stakeholders' Consultation

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

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

TUV NORD (Malaysia) Sdn. Bhd., has published the audit notification on 22/04/2022 to announce the audit of the certified unit. As at audit date on 23/05/2022 there are no comments received.

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



4.3. Summary of Assessment

Principle and Criteria Assessment Summary

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

Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
4.1.1.1	<p>Negri Sembilan Oil Palms Berhad (NSOPB) established MSPO Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>The policy established is available in Bahasa Malaysia and English.</p> <p>The MSPO Policy is displayed at estates notice boards.</p> <p>NSOPB group has conducted MSPO Policy briefing to all workers and staff as below:</p> <ol style="list-style-type: none">1. Gula Estate on 11/05/2022;2. Maran Estate on 07/02/2022;3. Ibam Estate on 07/02/2022. <p>Field interviews with sampled chemical sprayers and harvesters informed, they are briefed of MSPO Policy.</p>	Yes
4.1.1.2	<p>NSOPB established MSPO Policy states, NSOPB is committed to ensure continuous improvement with the objective of improving estates and milling operations for sustainability development.</p>	Yes
4.1.2.1	<p>NSOPB established SOP Internal Audit doc no: MSPO-P1-C2; rev 1.02 dated 01/03/2021.</p> <p>The procedure describes the frequency for internal audit is annually.</p> <p>NSOPB group internal audit carried out as follow:</p> <ol style="list-style-type: none">1. Gula Estate on 25/04/2022 – 27/04/2022;2. Maran Estate on 05/04/2022 – 06/04/2022;3. Ibam Estate on 22/03/2022. <p>Document review of internal audit reports identified the weak points and improvement action and includes the root cause analysis.</p>	Yes
4.1.2.2	<p>NSOPB established SOP Internal Audit doc no: MSPO-P1-C2; rev 1.02 dated 01/03/2021.</p> <p>SOP describes the frequency for internal audit is once a year.</p> <p>All audited estates has carried out internal audits.</p> <p>Document review of internal audit reports are maintained and documented.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	Example: Gula Estate: Finding: Nil Conclusion: There is no issues raised in terms of NC or OFI, the audit was concluded.	
4.1.2.3	Result of the estates internal audits are presented during the management review meeting. Example: Gula Estate has carried out management review meeting dated 19/05/2022 include the internal audit results. Review on the internal audit report, there is no findings raised by internal auditor.	Yes
4.1.3.1	NSOPB has conducted management review meeting dated 19/05/2022. Example: Internal audit for Maran Estate carried out from 05/04/2022 – 06/04/2022 and the management review meeting carried out on 19/05/2022. Agenda of the meeting includes: 1. Review action items from previous meeting; 2. Review the suitability of the policies; 3. Review of internal audit result; 4. Performance and product conformity; 5. Review resource issues; 6. Others issue.	Yes
4.1.4.1	NSOPB has established individual Continual Improvement Plan (CIP) which includes safety and health, environment, social and welfare. Example: 1. Gula Estate dated 01/02/2022; 2. Maran Estate dated 19/05/2022; 3. Ibam Estate dated 25/05/2022. Document review of the CIP as below:- Example: Gula Estate Activity: Social; Issue: Delayed application of fertilizer in the field due to shortage of workers;	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	<p>Action: To purchase of 1 unit mini tractor and 1 unit fertilizer spreader unit to reduce the main power and increase the productivity;</p> <p>PIC: Estate manager;</p> <p>Status or timeline: On going.</p> <p>Document review and interviews with estate management informed, the action plan timeline is describe and monitored by HQ department.</p>	
4.1.4.2	<p>NSOPB has established SOP Latest Technology and Systems, Standards and Practices document number MSPO-P1-C4 dated 01/01/2019.</p> <p>The SOP describes the process for implementation of new technology include training, implementation and monitor.</p> <p>Interviews with estates management informed no new technology had been introduce and implement in the estate.</p>	Yes
4.1.4.3	<p>NSOPB has established SOP Latest Technology and Systems, Standards and Practices document number MSPO-P1-C4 dated 01/01/2019.</p> <p>The SOP describes the process for implementation of new technology.</p> <p>The table includes training for operator or employees involved in the implementation, techniques and equipment.</p> <p>Interviews with estate management informed, no new technology had been implemented in the estate.</p>	Yes

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	<p>NSOPB established Stakeholder Communication & Consultation procedure doc no: MSPO-P2-C2, revision 0 dated 01/07/2018.</p> <p>The procedure describes:</p> <ol style="list-style-type: none"> 1. Inform stakeholders; 2. Consult stakeholders; 3. Engage stakeholders; 4. Resolution. <p>External and Internal stakeholders meetings was carried out for year 2022 with dates as below for sampled estates:</p> <ol style="list-style-type: none"> 1. Gula Estate: 24/03/2022; 2. Maran Estate: 23/03/2022; 3. Ibam Estate: 25/05/2022. <p>NSOPB group established Information request forms for stakeholders.</p> <p>There are no request of information by external stakeholders as of todote.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.2	<p>NSOPB established “List of Public Documents Available for MSPO Stakeholder Inspection” dated 01/01/2019, revision no 0 have been established and reviewed by Estate Managers.</p> <p>Example of document stated in the list are:</p> <p>Non-confidential:</p> <ol style="list-style-type: none">1. Policies;2. Social Impact Assessments;3. Continuous Improvement Plans. <p>All documents not listed in the list are considered as confidential documents.</p> <p>Confidential:</p> <ol style="list-style-type: none">1. Estate budget;2. Workers payslip;3. Accounts. <p>List displayed at notice boards has been reviewed and verified.</p> <p>Procedures on COVID-19 measures and implementation has been established. Records of information and temperature of visitors has been reviewed and verified.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they understand the measures implemented by the company.</p>	Yes
4.2.2.1	<p>NSOPB established Stakeholder Communication & Consultation procedure doc no: MSPO-P2-C2, revision 0 dated 01/07/2018.</p> <p>The procedure describes:</p> <ol style="list-style-type: none">1. Inform stakeholders;2. Consult stakeholders;3. Engage stakeholders;4. Resolution. <p>Guideline for handling request from stakeholders and timeline to resolve complaint is addressed in the procedure. The guideline specifies that time line to resolve issues is within 24 hours to 14 days based on criticality of the complaint.</p> <p>Estates conduct morning muster briefing as a method of communication to workers.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they understand the communication & consultation procedure.</p> <p>Evidence of procedure displayed at notice boards has been reviewed and verified.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.2.2	<p>NSOPB established procedure Grievances & Complaints Handling Procedure revision 1 dated 08/05/2019.</p> <p>The procedure describes person responsible for internal and external communication is the Estate Manager.</p> <p>Appointment letters for consultation and communication representatives have been reviewed and verified. Appointment dates are as below:</p> <ol style="list-style-type: none"> 1. Gula Estate: 01/01/2019; 2. Maran Estate: 01/01/2019; 3. Ibam Estate: 01/01/2022. <p>Evidence of organization charts displayed at estates notice boards were reviewed and verified.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they are aware of the consultation process and person in charge.</p>	Yes
4.2.2.3	<p>NSOPB established Stakeholder Communication & Consultation procedure doc no: MSPO-P2-C2, revision 0 dated 01/07/2018.</p> <p>Frequency of external and internal stakeholders meeting is annually.</p> <p>Document review on the minutes of external and internal stakeholders' consultation meeting confirmed that meetings were conduct at every respective estates.</p> <p>List of Internal and external stakeholders updated on 14/06/2021 for Gula Estate, 07/02/2022 for Maran Estate & 12/05/2022 for Ibam Estate.</p> <p>List of external stakeholders had includes the government agencies, supplier, NGO's, embassies and others.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed issues highlighted during the internal stakeholder meetings has been addressed.</p>	Yes
4.2.3.1	<p>NSOPB established SOP on traceability of crop production and delivery dated 26/08/2018 revision 01.</p> <p>Flow chart of estates FFB traceability includes from the harvesting activities in the estate to the mill.</p> <p>The SOP describes;</p> <ol style="list-style-type: none"> 1. Ability to track all stages of the product from source to finished goods; 2. To understand FFB suppliers' practices in producing, procuring and handling of FFB. <p>During document review, FFB record book, DN and weighbridge ticket are verified.</p> <p>Example information on weighbridge ticket for Gula Estate include:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<ol style="list-style-type: none"> 1. Date: 06/05/2022; 2. Mill: Gula Estate Palm Oil Mill; 3. W/bridge ticket no: 340088; 4. Gross weight: 9,600 Kg 5. Tare weight: 4,720 Kg 6. Netweight: 4,880 Kg; i. Certificate number: MSPO 712225. <p>Example of Information Maran Estate weighbridge ticket:</p> <ol style="list-style-type: none"> 1. Date: 15/04/2022; 2. Mill: Maran Estate POM; 3. Weighbridge Ticket No: 73624; 4. Gross weight: 9,150 Kg; 5. Tare weight: 2,910 Kg; 6. Netweight: 6,240 Kg 7. Certificate number: MSPO 712225. <p>Example information on weighbridge ticket for Ibam Estate include:</p> <ol style="list-style-type: none"> 1. Date: 26/05/2022; 2. Delivery note no: 139674; 3. Mill: Rompin Mill; 4. W/bridge ticket no: 382439; 5. Netweight: 2,890 Kg; 6. Certificate number: MSPO 712225. 	
4.2.3.2	<p>Internal audit carried out from 25, 26 & 27/04/2022 (Gula Estate), 05 & 06/04/2022 (Maran Estate) and 22/03/2022 (Ibam Estate) as mechanism on traceability compliance.</p> <p>There is no finding on traceability.</p> <p>NSOPB group has established traceability committee that is led by an appointed staff.</p> <p>Traceability records are also verified randomly on annual basis during the internal audit.</p> <p>Estate traceability records from fields are verified on daily basis by field staff and appointed staff.</p>	Yes
4.2.3.3	<p>NSOPB has appointment letter for traceability committee member for sampled estates dated as below:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<ol style="list-style-type: none">Gula Estate: 02/02/2019;Maran Estate: 01/01/2019;Ibam Estate: 01/01/2022. <p>Duty and responsibility of the appointed person is to carry out regular inspection on compliance with the established traceability system on daily basis.</p>	
4.2.3.4	<p>NSOPB documented and maintained records of sales and FFB delivery to the mill.</p> <p>Reviewed and verified traceability documents includes FFB log sheet, harvester production record, FFB transportation record, and delivery order and weighbridge ticket.</p> <p>Reviewed and verified records of FFB sales from year 2019 to 2020 for all estates.</p> <p>Company retains records for 7 years.</p> <p>Reviewed and verified weighbridge tickets for year 2019 and 2020. Records are well maintained.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>NSOPB established SOP Compliance to Legal Requirements document number: MSPO –P3-C1, dated 01/01/2019 for group of estates and mills.</p> <p>NSOPB group established legal register for group of estates and mills with latest review on 06/05/2022.</p> <p>NSOPB group established list of applicable permits and licenses for all estates.</p> <p>Example:</p> <p>Gula Estate:</p> <ol style="list-style-type: none">MPOB license no 501490802000 validity period 01/04/2022 to 31/03/2023;Lesen pemasangan Persendirian valid from 30/05/2022 to 29/05/2023;Diesel storage license for storage of 22,500 liters validity from 20/10/2021 until 19/10/2022.	Yes
4.3.1.2	<p>NSOPB established legal register 2022 with latest update on 06/05/2022.</p> <p>Example:</p> <ol style="list-style-type: none">Workers Minimum Standard of Housing & Amenities ACT 1990;Prevention and control Infectious Disease ACT 1988;	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	3. Minimum Wage Order 2022.	
4.3.1.3	NSOPB established SOP Compliance to Legal Requirements document number: MSPO –P3-C1, dated 01/01/2019 for group of estates and mills.	Yes
4.3.1.4	NSOPB group appointed person in charge of compliance legal requirement for each of estates. Estate: Gula Estate; Person In charge: Chief Clerk.	Yes
4.3.2.1	NSOPB land titles are consist of lease and free hold titles. Land titles for each respective estates are owned by the company and available at estate office.	Yes
4.3.2.2	NSOPB land titles are lease hold and free hold titles issued by State land authority. The land use was for oil palm cultivation and the land titles are available at estate office.	Yes
4.3.2.3	Each land title has a map with the title number and size in hectare. The boundary stone numbers are stated in the land titles. Site verification on boundary stone is well maintained. Example: Maran Estate. Coordinate; 3° 38' 13" 102° 45' 40".	Yes
4.3.2.4	NSOPB land titles, and stakeholder meeting has been reviewed, there is no disputed regarding land for the sites.	Yes
4.3.3.1	NSOPB land titles are free hold and lease issue by states land departments. No customary land titles listed in the summary of land titles. Therefore, no customary right encumbered.	Yes
4.3.3.2	NSOPB land titles are free hold and lease titles. No customary land titles listed in the summary of land titles. Therefore, no maps established. .	Yes
4.3.3.3	NSOPB land titles are free hold and lease. No customary land titles listed in the summary of land titles. Therefore, no FPIC or negotiated documents established.	Yes

Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.1.1	NSOPB established Social Impact Assessment dated 27/04/2022 includes information from the survey and meeting feedback from the internal and external stakeholders. SIA includes external and internal stakeholders meeting carried out on 24/03/2022. The SIA includes a summary of positive and negative impacts. The action and implementation is the responsibility of the estate manager.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>The positive impacts are continuously promoted while negative impacts are mitigated and include in CIP for monitoring.</p> <p>The SIA will be reviewed once a year with feedback from the stakeholders.</p> <p>Example:</p> <p>Gula Estate:</p> <p>Positives impact: The estate maintained a surau, Indian temple and Chinese temple for local community;</p> <p>Action taken: NSOPB group are committed to continuously support independent smallholders for MSPO certification;</p> <p>Negative impact: Possible flooding in the community housing area due to water discharge through the Watergate;</p> <p>Action taken: To ensure water is discharged without failure from the estate.</p> <p>Maran Estate:</p> <p>Negative impact: Water supply to staff and labour quarters interrupt during drought;</p> <p>Action taken: Management will proposed chemical pump for water treatment plan and housing;</p> <p>Remark: Purchase of water pump (2) dated 03/03/2022 and 23/03/2022 respectively.</p> <p>Site interviews with estate management and field interviews with sampled chemical sprayers and harvesters confirmed no issue regarding boundary security.</p>	
4.4.2.1	<p>NSOPB established Complaints and Grievance Handling Procedure, MSPO-P4-C2 dated 08/05/2019 which is applicable to all estates and mills.</p> <p>The procedure stated:</p> <ol style="list-style-type: none"> 1. Estate managers to ensure the procedure is fully implemented and adhere by management; 2. Deadline for addressing complaint and grievance are based on category. Example, addressing critical and high impact complaint required within 3 days. <p>Onsite visit observed complaint form is available in the office.</p> <p>The complaints procedure is displayed at the estates notice boards.</p>	Yes
4.4.2.2	<p>Reviewed complaint log book of sample estates, no complaints lodged for year 2022 as at audit date.</p>	Yes
4.4.2.3	<p>NSOPB establish complaint form and logbook. Onsite visits indicates it was available at sample estates offices.</p>	Yes
4.4.2.4	<p>NSOPB conducted stakeholders meeting for Internal and external stakeholders dated 24/03/2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>The stakeholders meeting include the company policies, social issues raised, complaint and grievance.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they are briefed on the complaint procedure and understand complaint can be made any time when is needed.</p>	
4.4.2.5	<p>NSPOB established complaints log book for internal and external stakeholders.</p> <p>Document review, NSOPB maintained the records for 2021 and 2020. Verify complaint lodged are address accordingly.</p> <p>Complaints record kept in the estates offices.</p>	Yes
4.4.3.1	<p>NSOPB has provided job opportunities to local communities by hiring workers, security guards, office staffs and drivers.</p> <p>The estate grocery shop operated by local communities.</p>	Yes
4.4.4.1	<p>NSOPB established Safety and Health Policy signed by the Executive Chairman dated 13/05/2019. The policy states commitment to comply with the Occupational Safety and Health Act 1994 and Factory and Machinery Act 1967 towards achieving zero incidences.</p> <p>The policy is publicly displayed at Gula, Maran and Ibam Estate office notice boards.</p> <p>This policy is in dual language, English and Bahasa Malaysia for effective implementation to staff, workers and stakeholders.</p> <p>The policy include objective such as ameliorate risk by identification of the potential hazards and initiate risk assessment and recommendation of suitable remedial measures.</p>	Yes
4.4.4.2	<p>a</p> <p>The safety and health policy is publicly displayed at estates notice board and has been communicated to all staff and workers through training conducted.</p> <p>Example:</p> <p>Gula Estate:</p> <p>Safety and health policy been communicated on 21/1/2022 to all staff and workers.</p> <p>Ibam Estate:</p> <p>Safety and health policy has been communicated on 07/02/2022 to all staff and workers.</p>	Yes
	<p>b</p> <p>The risk for all operation been assessed in HIRARC and each estates reviewed as per below:-</p> <p>The latest revised HIRARC for harvesting activity dated 12/01/2022.</p> <p>Example:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Gula Estate:</p> <p>Activity: Cutting frond:</p> <p>Hazard: Hit by falling frond:</p> <p>Effect: Face and body injury:</p> <p>Existing Control: Safe work procedure, safety briefing and PPE:</p> <p>Risk evaluation: 2 (L) x 2 (S) = (4) Low.</p> <p>Recommendation Control: Training and provision of PPE.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they are provided with PPE for free and have been briefed on PPE usage.</p>	
c i	<p>The OSH programmed included the training for all workers such as sprayer workers, manuring team, workshop operation, general work, and others.</p> <p>Example:</p> <ol style="list-style-type: none"> Gula Estate carried out chemical handling training dated 23/05/2022 to the sprayer team. Training material, attendance and photos is documented. Maran Estate carried out chemical handling training dated 23/05/2022 to the sprayer team. Training material, attendance and photos is documented. 	Yes
c ii	<p>Field inspection at Gula Estate premixing area, chemical store and fertilizer store sighted there are SDS available for review.</p> <p>Field inspection at Ibam Estate chemical store and fertilizer store, sighted there is SDS available for review.</p>	Yes
d	<p>NSOPB established records of PPE issuances to monitor and ensure workers are provide with proper PPEs.</p> <p>Maran Estate:</p> <p>Review on the latest PPE issuance record dated 17/05/2022, filter mask has been issued to chemical sprayers.</p> <p>Field interview with chemical sprayers' informed they are provided with PPE according to individual task.</p> <p>Ibam Estate:</p> <p>Review on the latest PPE issuance record dated 21/05/2022, safety helmet and mask has been issued to harvester workers.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they are provided with PPE according to individual task.</p>	Yes
e	<p>NSOPB established Manual Keselamatan & Kesihatan Pakerjaan Bahagian Ladang (Vision 4):2021. The manual covers handling of</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	chemicals to ensure proper safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000. Training on chemical handling has been carried out on 23/05/2022 for effective implementation.	
f	<p>NSOPB appointed person in-charge for safety and health as follows:</p> <p>Gula Estate: Safety supervisor is appointed as person in-charge dated 01/02/2019.</p> <p>Ibam Estate: Safety supervisor is appointed as person in-charge dated 01/02/2022.</p>	Yes
g	<p>NSOPB carried out OSH meeting on quarterly basis in compliance to DOSH requirements.</p> <p>Gula Estate:</p> <p>Sequence of OSH meeting carried out from 22/06/2021, 23/09/2021, and 21/12/2021 and latest on 24/03/2022.</p> <p>OSH meeting agenda includes reporting on previous meeting issues, worksite inspection, accidents and injury reporting, training and programmed conducted and other matters.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they have attended the OSH meeting.</p>	Yes
h	<p>NSOPB established Standard Operating Procedure for accident and emergency and documented in Emergency Response Plan (Pelan Tindakan Kecemasan); Appendix F5, Major Spillage (Appendix F6), Incident (Appendix F2), Physical Injury (Appendix F1).</p> <p>Field visits at Gula Estate and Ibam Estate observed the emergency layout plan and contact details is displayed at estates notice board.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they aware of emergency procedure and response if there are any incidents occurs.</p>	Yes
i	<p>NSOPB appointed person in charge of first aid kit.</p> <p>Gula Estate:</p> <p>Field visits at harvesting and chemical spraying operation sighted all mandores was equipped with first aid approved content.</p> <p>Last training carried out on 24/11/2021. All first aider was attended the course.</p> <p>Ibam Estate:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	Field visits at manuring operation sighted mandore was equipped with first aid approved content. Last training carried out on 18/05/2022. All first aider was attended the course.	
j	<p>NSOPB has done submission of JKPP 8 form to DOSH for all estates year 2021.</p> <p>The record of JKPP 8 is available in Gula Estate dated 17/01/2022.</p> <p>The record of JKPP 8 is available in Maran Estate dated 22/01/2022.</p> <p>The record of JKPP 8 is available in Ibam Estate dated 08/01/2022.</p> <p>There is '0' accident cases reported in the JKPP 8 for all sampled estates.</p>	Yes
4.4.5.1	<p>NSOPB established 'Social and Human Rights Policy' dated 02/01/2019, signed by Executive Chairman.</p> <p>The policy states 'company will not engage in or support discriminatory practices and shall provide opportunity and treatment regardless race, sex color, religion, nationality.'</p> <p>Stakeholders meeting conducted on 24/03/2022 on group level.</p> <p>The stakeholders meeting agenda include the company policies, social issues raised, complaint and grievance.</p> <p>Document review on stakeholder meeting minutes verify no issue is raised related to human rights.</p> <p>Field interviews with sampled chemical sprayers and harvesters informed they are briefed on company policies which brief during muster morning.</p> <p>Document review on training record confirmed company policies are briefed to workers.</p> <p>Example:</p> <p>Gula Estate:</p> <p>Briefing on company policies to worker carried out on 21/01/2022.</p>	Yes
4.4.5.2	<p>NSOPB established 'Social and Human Rights Policy' dated 02/01/2019, signed by Executive Chairman.</p> <p>The policy states no engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, color, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>Document review on estate grievance records verify no issue is raised related to human rights.</p> <p>Field interviews with sampled sprayers and harvesters informed they are briefed on company policies which brief during muster morning.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.5.3	NSOPB established contract agreement for workers in accordance to legal requirement. Workers are paid either daily rate or agreeable piece rates.	Yes
4.4.5.4	NSOPB group engage outsource contractor for harvesting activity. NSOPB monitor contractor's worker wage through payslip provided. Example: Worker A Payment month: April 2022. Amount of wage payment is above minimum wages.	Yes
4.4.5.5	NSOPB established workers list containing name, gender, date of birth, date joined, and type of work, wages and period of employment.	Yes
4.4.5.6	NSOPB group established employment agreement for workers and signed by workers and estates management. The employment agreement is in Bahasa Malaysia and understood by workers. The copy of employment agreement are signed by the workers and estates management. Field interviews with sampled harvesters and chemical sprayers informed they are briefed on employment agreement.	Yes
4.4.5.7	NSOPB established checkroll book to record attendance of the workers on daily basis. Site visits observed working hour and overtime transparently displayed at the muster ground notice board and well maintained. Field interviews with sampled harvesters and chemical sprayers informed they understand the working hours and overtime.	Yes
4.4.5.8	NSOPB established working hour and breaks time for workers. The working hours for estates operation and office starts from 6:30 am to 2:30 pm. Field interviews with sampled chemical sprayers and harvesters informed they understand the working hours and overtime time.	Yes
4.4.5.9	NSOPB established payslip as records to document the wages and overtime of the workers. Review on payslip for April 2022, workers are paid base on agreeable piece rates by both parties. Piece rated paid to workers on harvesting, manuring and spraying as follow list of piece rated established and agreed by estates managements and workers. Field interviews with sampled harvesters and chemical sprayers, informed the salary paid is in line with legal requirement and list of piece rated.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
4.4.5.10	NSOPB provide benefits to workers such as medical care and SOCSO. Field interviews with sampled chemical sprayers and harvesters informed they are provided with the benefits by their employer	Yes
4.4.5.11	NSOPB adopt the industry best practices for housing. Water tank, electricity, surau, clinic and grocery store is provide at housing area. Field interviews with sampled harvesters and chemical sprayers informed they are provided with housing, electricity and water supply.	Yes
4.4.5.12	NSOPB established 'Social and Human Rights Policy' dated 02/01/2019, signed by Executive Chairman. The policy states provide workplace free of violence and sexual harassment whether directly and indirectly against all employees and stakeholders. Site visits to estates observed the policy is displayed at estate notice boards. Review on gender meeting minutes and field interviews with female workers verify no related cases on sexual harassment lodged.	Yes
4.4.5.13	NSOPB established 'Social and Human Rights Policy' dated 02/01/2019, signed by Executive Chairman. The policy states company will comply with established laws and regulations including labour laws, workers housing and respect and protect workers right (including temporary workers, contract and foreign workers). Internal stakeholders meeting is carried out and involved management and workers representative. Document review, internal stakeholder minutes of meeting agenda includes company policies, complaint procedures, safety and good agricultural practices implemented in estate.	Yes
4.4.5.14	NSOPB established 'Social and Human Rights Policy' dated 02/01/2019, signed by Executive Chairman. The policy states company prohibit employment by coercion. Children and young persons shall not be employed or exploited, the minimum age shall company with local, state and national legislation. Review on the workers list for each estates confirmed workers are above the minimum age of employment. Field interviews with sampled chemical sprayers and harvesters informed they are briefed on company policies during morning muster	Yes
4.4.6.1	NSOPB established training and briefing program for the year 2022. Example of training conducted at Gula Estate: 1. Chemical usage conducted on 16/03/2022;	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>2. PPE awareness conducted on 07/03/2022.</p> <p>Review on the training record includes summary of the training material and attendance list.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they are briefed on work procedures.</p>	
4.4.6.2	<p>NSOPB established training procedure, document number MSPO-P4-C6 dated 30/08/2018.</p> <p>The procedure describe on conducting training need analysis and established continuous training programme.</p> <p>NSOPB group established training program for year 2022 based on the job description of the employees.</p> <p>Example training for Maran Estate:</p> <ul style="list-style-type: none"> • Title: Scheduled waste management; • Target: Chemical sprayer; • Date: 18/04/2022. 	Yes
4.4.6.3	<p>NSOPB established continuous training program for year 2022 by monthly basis which includes company policies and SOPs, safety and health as well as environmental aspects.</p> <p>Example: Ibam Estate</p> <ol style="list-style-type: none"> 1. SOP harvesting in March 2022; 2. SOP fertilizer in April 2022; 3. SOP Air Compressor in September 2022. 	Yes

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

Indicator	Summary of Assessment	Compliance
4.5.1.1	<p>NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>The policy describes:</p> <ol style="list-style-type: none"> 1. Complying with relevant legislative requirements; 2. Preventing pollution and encouraging recycling; 3. Zero burning; 4. Mitigating environmental impacts and greenhouse effect; 5. Promote environmental conservation; 6. Awareness of the policy and communication to employees and stakeholders. 	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>NSOPB established Group environmental impact assessment, management action plans, assessment date 18/04/2022 for Gula Estate, 09/03/2022 for Maran Estate and 24/01/2022 for Ibam Estate.</p> <p>The plan has includes environmental aspects, environmental impacts, environmental impact analysis, mitigation measures and monitoring programme.</p> <p>Example:</p> <p>Activities: Chemical premixing;</p> <p>Environment Aspect: Chemical spillage;</p> <p>Environment Impact: Pollution of soil and water;</p> <p>Environment Impact Analysis: Low risk;</p> <p>Mitigation measure: Triple rinsing practice;</p> <p>Monitoring programme: Visual inspection.</p> <p>Field interviews with premixers informed they have been briefed regarding premixing of chemical on a regular basis.</p> <p>Example of premixer training for Maran Estate on 18/04/2022 is reviewed and verified.</p>	
4.5.1.2	<p>a NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>The policy describes to comply with relevant legislative requirement, ensuring proper preservation and pollution prevention.</p> <p>Environmental Policy displayed at estate notice boards reviewed and verified.</p> <p>Environmental protection policy training conducted on 11/05/2022 to the staff and workers at Gula Estate.</p> <p>Environmental protection policy training conducted on 17/02/2022 to the staff and workers at Maran Estate.</p> <p>Environmental protection policy training conducted on 07/02/2022 to the staff and workers at Ibam Estate.</p>	Yes
	<p>b NSOPB established Group environmental impact assessment, management action plans, assessment date 18/04/2022.</p> <p>Example aspect and impact stated in the assessment:</p> <p>Activity: Pruning;</p> <p>Environmental Aspect: Stacking of frond at fields;</p> <p>Environment Impact: Water pollution;</p> <p>Environment Impact Analysis: Medium risk.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>During field visits, observed fronds are properly stacked and not stacked near field drains or streams to prevent water pollution.</p> <p>Field interviews with sampled harvesters informed they have been briefed on frond stacking on regularly.</p> <p>Example of training for harvesters at Maran Estate carried out on 07/02/2022.</p>	
4.5.1.3	<p>NSOPB established Group environmental impact assessment, management action plans, assessment date 18/04/2022 has assessed aspect and impact of every activities in estates.</p> <p>Example 1:</p> <p>Activities: Scheduled waste generation and spillage;</p> <p>Negative impact: Land and water pollution;</p> <p>Mitigation measure: Spilled scheduled waste to be collected at oil trap to minimise contamination to the land and water;</p> <p>Monitoring programme: Monitoring of river water quality testing;</p> <p>Site verification at Gula Estate observed the scheduled waste store is managed appropriately with proper labelling on the scheduled wastes;</p> <p>Site Interview with Gula Estate store keeper informed he is aware and trained in handling of the scheduled wastes.</p> <p>Example 2:</p> <p>Activity: Maintenance of buffer zone;</p> <p>Positive impact: Good water quality;</p> <p>Measure: Marking of palms for identification of buffer areas.</p> <p>During field visits, observed palms marked with red paints along streams flowing through the Maran Estate.</p> <p>Field interviews with sampled chemical sprayers informed they have been briefed on buffer zone maintenance.</p> <p>Example of training record for Maran Estate dated 18/04/2022 has been reviewed and verified.</p>	Yes
4.5.1.4	<p>NSOPB established Continual Improvement Plan (CIP) for all estates.</p> <p>Programmes to promote positive impacts are included in the CIP plans.</p> <p>Example for Maran Estate:</p> <p>Aspect: Environmental;</p> <p>Plan: Recycling of domestic waste;</p> <p>Responsibility: Officer In Charge;</p> <p>Plan date: December 2022;</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Status: In progress.</p> <p>Reviewed and verified records of recycle waste management and liaison records with recycling contractors.</p>	
4.5.1.5	<p>NSOPB established training programme year 2022 include the training for environment.</p> <p>Example:</p> <ol style="list-style-type: none"> 1. Environmental training on environment and biodiversity carried out on 11/05/2022 for Gula Estate; 2. Environmental training on scheduled waste handling carried out on 18/04/2022 for Maran Estate; 3. Environmental training on riparian buffer maintenance carried out on 17/05/2022 for Ibam Estate. 	Yes
4.5.1.6	<p>NSOPB conducted environmental protection meeting for all estates involved management and workers.</p> <p>Example:</p> <ol style="list-style-type: none"> 1. Gula Estate carried out environmental protection meeting dated 19/05/2022; 2. Maran Estate carried out environmental protection meeting dated 04/01/2022; 3. Ibam Estate carried out environmental protection meeting dated 20/01/2021. 	Yes
4.5.2.1	<p>NSOPB established baseline diesel consumption for 2 years from 2018 to 2019 for all estates.</p> <p>NSOPB group established monthly diesel usage report to monitor diesel usage for heavy machineries and vehicles.</p> <p>Example:</p> <p>Gula Estate established 2 years baseline for diesel consumption. Review on the actual diesel consumption in 2021 is lower compared to the baseline due to replacement of old machinery.</p> <p>Maran Estate established 2 years baseline for diesel consumption. Review on the actual diesel consumption in 2021 is lower compared to the baseline due to reduce in number of vehicles.</p> <p>Ibam Estate established 2 years baseline for diesel consumption. Review on the actual diesel consumption in 2021 is lower compared to the baseline due to reduce in number of vehicles.</p>	Yes
4.5.2.2	<p>NSOPB established budget for fuel consumption year 2022.</p> <p>Example:</p> <p>Maran Estate established budget for fuel consumption for year 2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	Actual diesel usage to date is recorded and maintained. Diesel consumption records indicate the actual fuel usage is lower as compare to the budget due to less number of vehicles.	
4.5.2.3	NSOPB does not use renewable energy. Interview with Estate Managers informed no use of renewable energy has been applied for all estates due to cost mitigation.	Yes
4.5.3.1	NSOPB established Waste Management Plan (WMP) 2022 with latest review on 18/04/2022. The WMP 2022 includes Identification and management plan of wastes. Identification of waste and its source. Example: Waste: Spent lubricant oil; Source: Vehicle engines used lubricants; Waste: Used chemical/pesticide containers; Source: Vehicle used filters. Site visits at scheduled waste store at Gula, Maran and Ibam Estates observed used chemicals drums and spent lubricant oil stored and in containers with proper labels.	Yes
4.5.3.2	a NSOPB established WMP 2022 with latest review on 18/04/2022. Example: Gula Estate Example: Waste: Clinical Waste; Source: Waste from dispensary; Monitoring: Hospital assistant. During interview with Gula and Maran Estates Hospital Assistants, informed all clinical waste are collected by the Visiting Medical Officer for disposal.	Yes
	b NSOPB established WMP 2022 with latest review on 18/04/2022. Example: 1. Rotten bunches: Reused through decomposition to improve the soil nutrients; 2. EFB: Recycling as organic fertilizer.	Yes
4.5.3.3	NSOPB established procedure on handling of used chemicals version 4, 2021.	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>The SOP describes:</p> <ol style="list-style-type: none">1. Empty containers are stored at scheduled waste store and disposed by authorised scheduled waste collector;2. Triple rinsing for all used empty containers before stored at scheduled waste store. <p>Site visits at all estates scheduled waste stores and empty chemical stores observed the stores are manage appropriately and labelled accordingly.</p>	
4.5.3.4	<p>NSOPB established procedure on handling of used chemicals version 4, 2021.</p> <p>The SOP describes:</p> <ol style="list-style-type: none">1. Rinsed water reused for spraying activities;2. Empty chemical container being labelled, stored and disposed by authorized collector;3. Disposal in accordance with Scheduled Waste Regulations (Scheduled Waste) 2005. <p>Site visits at all estates scheduled wastes stores and empty chemical stores with proper labelling and arrangement.</p> <p>Field interviews with sampled sprayers informed they understand on disposal of empty chemical containers.</p> <p>Records of empty chemical disposal is maintained and updated on monthly basis.</p> <p>Example:</p> <ol style="list-style-type: none">1. Gula Estate monitor empty chemical containers disposal with latest records dated 07/12/2021 is reviewed;2. Maran Estate monitor chemical containers disposal with latest records dated 21/04/2022 is reviewed.3. Ibam Estate monitor empty chemical containers disposal with latest records dated 13/05/2022 is reviewed.	Yes
4.5.3.5	<p>NSOPB disposed their domestic wastes generate from workers' housing and office compound to nearby landfill and through municipal council for Gula and Maran Estate.</p> <p>Field visits at landfill observed the area is fenced and marked together with opening and closing date.</p> <p>Reviewed and verified payment records and domestic waste collection records for Gula and Maran Estate.</p> <p>Waste is collected twice per week for all estates.</p>	Yes
4.5.4.1	<p>NSOPB established GHG management plan updated on 18/04/2022.</p> <p>Example:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Source of waste: Emissions of greenhouse gasses from nitrogen fertilizer usage;</p> <p>Impacts: Contribute to global warming (N₂O);</p> <p>Source of waste: Emissions from generators for electrical supply;</p> <p>Impacts: Contributes to global warming (CO₂).</p>	
4.5.4.2	<p>NSOPB established GHG management plan updated on 18/04/2022.</p> <p>Example:</p> <p>Source of waste: Emissions of greenhouse gasses from nitrogen fertilizer usage;</p> <p>Impacts: Contribute to global warming (N₂O);</p> <p>Monitoring Program: Application of fertilizer shall follow agronomist recommendation</p> <p>Reviewed and verified fertilizer application records against manuring records for all sampled estates, manuring is carried out based on dosage recommended by agronomist.</p> <p>Field interviews with sampled manurers informed no manuring activities carried out during rainy days.</p>	Yes
4.5.5.1	<p>a</p> <p>NOSPB established water management plans for each estates.</p> <p>Water source: Water catchment pond, rainwater, river (Sg.Chedong) for Maran Estate & government supply for Gula Estate.</p> <p>Water usage: Domestic usage</p> <p>Maran Estate records of water usage for the months of January, February, March and April were reviewed and verified.</p> <p>Water usage were almost consistent throughout the months for Maran Estate.</p>	Yes
	<p>b</p> <p>NSOPB carried out water analysis to monitor incoming and outgoing water from river on yearly basis by external 3rd party accredited laboratory.</p> <p>Example of water analysis test for river water:</p> <p>Water analysis report for Maran Estate dated 11/03/2022 and Ibam Estate dated 16/03/2022 and retest E.Coli and total coliform on 22/03/2022 is available and reviewed.</p> <p>Both water analysis results are within the national water quality.</p>	Yes
	<p>c</p> <p>Empty chemical containers washing and rinsing water is recycle for pre-mix usage.</p> <p>Gula Estate uses government supplied water for domestic usage.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>Maran estate uses river water (Sg.Chedong) for domestic usage. Water analysis is carried out annually by Kementerian Kesihatan Malaysia and accredited 3rd party laboratory.</p> <p>Reviewed and verified results dated 20/04/2022. Results are within specification.</p> <p>During field visits at all estates, field drains are dug for collection of rain water I fields and for prevention of floods.</p>	
d	<p>Maran Estate has Sg. Chedong and Sg. Maran while Ibam estate has Sg. Teridang, Sg. Bantai and Sg. Selinsing flowing through the estates.</p> <p>Field visits at riparian areas observed riparian area is maintained and in good condition.</p> <p>There are no signs of spraying at marked palms.</p> <p>Field interviews with sampled chemical sprayers informed they are brief during morning muster roll call on buffer zone protection awareness.</p>	Yes
e	<p>NSOPB riparian zones at Maran Estate and Ibam Estate are well maintained.</p> <p>During field observation, there are no signs of vegetation removed from riparian zones.</p>	Yes
f	<p>There are no bore wells constructed to extract ground water.</p> <p>This could be confirmed during site visit of housing and facilities areas at all sampled estates.</p>	Yes
4.5.5.2	<p>There are no constructions of bunds or weirs constructed to at streams. This could be confirm during site visit at housing and facilities areas at all sampled estates.</p>	Yes
4.5.5.3	<p>Water harvesting is practice throughout the facilities and housing at Gula Estate, Maran Estate and Ibam Estate.</p>	Yes
4.5.6.1	<p>a NSOPB established Identification Form for Rare Threatened and Endangered Species dated 26 August 2019.</p> <p>Reporting of wildlife is carried out by employees of the estate and any sightings are reported to the environment officer.</p> <p>Trainings and briefing on wildlife protection were carried out for all estates.</p> <p>Example:</p> <p>Gula Estate conduct wildlife protection training on 11/05/2022.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they are aware of wildlife protection in the estate.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>b NSOPB established Identification Form for Rare Threatened and Endangered Species dated 26 August 2019.</p> <p>NSOPB group monitor wildlife by using checklist on regular basis.</p> <p>Example:</p> <p>Gula estate:</p> <p>Monitoring conducted in January 2022 at block 57 NE by staff and mandore. Sighted wildlife has been captured in monitoring record.</p> <p>Maran estate:</p> <p>Monitoring conducted in March 2022 at block 13A, 99B, 98D, 96B, 99A, 15A and 96D by field staff and mandore. Sighted wildlife has been captured in monitoring record.</p> <p>Ibam Estate:</p> <p>Monitoring conducted in February and March 2022 at block 14 A, 10 B, by field staff and mandore. Sighted wildlife has been captured in monitoring record.</p>	Yes
4.5.6.2	<p>a NSOPB established management plans in protecting wildlife.</p> <p>The plans are as mentioned below:</p> <ol style="list-style-type: none"> 1. The estate communicated on the prohibition illegal or inappropriate hunting, fishing or collecting activities to the employee and stakeholders through training, muster briefing and erecting signage at the estate entrance; 2. Sighted the wildlife monitoring records for the month of November 2020; 3. Sighted the HBV monitoring sheet for Appendix 3 (2nd quarter 2022); 4. Sign boards to prohibit hunting activities at estates. 	Yes
	<p>b NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>The policy describes promotes environmental conservation.</p> <p>Workers are briefed regularly on biodiversity protections during muster calls.</p> <p>Field interviews with sample chemical sprayers and harvesters informed that are aware of biodiversity protection and no hunting activities.</p>	Yes
4.5.6.3	<p>NSOPB established and documented Biodiversity Management Plan.</p> <p>In the management plan stated the Biodiversity Areas Identified, Management Action, Monitoring and Indicators, PIC, Timeline and status.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment	Compliance
	<p>Example:</p> <p>Maran Estate:</p> <p>Biodiversity Areas Identified: Type 3 global or national cultural, archaeological or historical significance;</p> <p>Management Action: Conducting social survey/ discussion with local community;</p> <p>Monitoring Indicators: Protect adequate infrastructure to protect the cultural value;</p> <p>PIC: Staff;</p> <p>Deadline: 20/10/2022;</p> <p>Status: None in estate. Observation ongoing along boundary with HBV area.</p>	
4.5.7.1	<p>NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>The policy describe preventing open burning in any part of our premises or any harmful activities to the environment.</p> <p>Site inspections at labour quarters for estates, observed no signs of open burning.</p>	Yes
4.5.7.2	<p>NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>During field visits at the estates, there are no serious palm diseases that require burning.</p> <p>Therefore no approval submitted.</p>	Yes
4.5.7.3	<p>NSOPB established Environmental Policy dated 02/01/2019 signed by Executive Chairman.</p> <p>There are no application documents sighted for controlled burning.</p>	Yes
4.5.7.4	<p>NSOPB planting statements were review for year 2022 for both Gula Estate and Maran Estate.</p> <p>Reviewed contract agreement for Maran Estate year 2022. The contract agreement under clause 3.1 mentions "the contractor shall observe all relevant laws, regulations, statutes and by-laws of the relevant Government Authorities, including but not limited to Malaysia Sustainable Palm Oil (MSPO) Certification Scheme and Occupational Safety and Health Act 1994."</p> <p>Field visits at Gula Estate replanting block no 21 D and 22 A, observed no signs of burning activities.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>NSOPB established the SOP for operation and documented in Introduction to Guidelines for Good Agriculture Practice dated 01/01/2019.</p> <ol style="list-style-type: none"> 1. SOP Manuring version 1.0, revision 0 dated 01/01/2019 2. SOP Harvesting version 1.0, revision 0 dated 01/01/2019 3. SOP Pest and disease version 1.0, revision 0 dated 01/01/2019. <p>There are training conducted for harvester, manure and sprayer; Example: Gula Estate:</p> <ol style="list-style-type: none"> 1. Chemical handling training conducted on 23/05/2022; 2. Harvesting training conducted on 05/05/2022. <p>Maran Estate:</p> <ol style="list-style-type: none"> 1. Chemical handling training conducted on 23/05/2022; 2. Manuring training conducted on 18/04/2022. <p>Field interviews with harvesters and chemical sprayers at Gula Estate and Maran Estate informed, they have been briefed on respective SOP.</p>	Yes
4.6.1.2	<p>NSOPB established Introduction to guidelines for good agriculture practice under Oil Palm Terrace and Platform Construction dated 01/01/2019.</p> <p>Field inspection at Gula Estate and verified through topography maps verified, there are no planting on slopes conducted as the topography shows an undulating areas.</p>	Yes
4.6.1.3	<p>NSOPB group estates have visual identification system for each blocks. The information includes block number, planting material and hectare.</p>	Yes
4.6.2.1	<p>NSOPB established 10 years Business Plan (FY 2022 to FY 2031)..</p> <p>The Annual Budget for each year include the following:</p> <ol style="list-style-type: none"> 1. Hectare statement; 2. FFB Production; 3. Production cost; 4. Yield and area statement; 5. Budget for Environmental, Social, Safety & Health, Training and Promotions. <p>The Estate Managers have monitored the operational performance against Key Performance Indications and targets (costs, FFB yields, quality, productivity, pesticides usage, fertilizers usage, etc.).</p> <p>Records of monitoring of costs against budget to achieve specified targets were verified.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	Performances are discussed in the monthly meetings held and issues and actions needed are recorded for follow up in the next monthly meeting. The records of these meetings were available and verified during the audit.	
4.6.2.2	<p>NSOPB established 10 years replanting program base on the palm age with consideration of yield and terrain.</p> <p>Sighted the sampled replanting program for Gula Estate as follows:</p> <p>Example:</p> <ol style="list-style-type: none"> 1. 2022 – 139.37 ha; 2. 2023 – 142.61 ha; 3. 2024 – 147.42 ha; 4. 2025 – 154.19 ha; 5. 2026 – 149.94 ha. 	Yes
4.6.2.3	<p>NSOPB established 10 years business plan as guidance for the estates to conduct the daily operation and expenditure. The business plan is documented in 10 years production, expenditure and profit/loss projection 2022 – 2031. Items stated in the business plan as follows:</p> <ol style="list-style-type: none"> 1. Hectare statement ; 2. FFB yield/ha and total production by age; 3. FFB Production and FFB purchase (FFB, CPO, PK, OER, KER); 4. Production cost; 5. Cost/ha and cost/tons; 6. Dispatch (CPO and PK). <p>The capital expenditure was documented in Financial Year Projected Capital Expenditure (CAPEX).</p>	Yes
4.6.2.4	<p>The business management plan is reviewed in the Monthly Progress Report.</p> <p>The latest monthly progress report month of April 2022 is reviewed on 17/05/2022 for Gula estate.</p> <p>The latest monthly progress report month of April 2022 is reviewed on 14/05/2022 for Ibam estate.</p> <p>The achievements and goals has been discussed is the report as follows;</p> <ol style="list-style-type: none"> 1. FFB production; 2. Productivity; 3. Contractors work progress; 4. Field operation status – (harvesting, weeding and manuring). 	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.3.1	<p>NSOPB managed and control purchase of products by receiving quotation from seller.</p> <p>Example:</p> <p>Documents review on quotation for purchasing of chemicals and fertilizers dated 29/12/2021 for 1st half 2022 Gula Estate stated the proposed price with purchasing order issued based on the agreed price.</p>	Yes
4.6.3.2	<p>NSOPB purchases of chemicals and fertilizers using a quotation and purchase order system.</p> <p>The payment is made based on terms and conditions stated in the quotation provided by the supplier and issuance of purchase order to acknowledge and confirmation of the price.</p> <p>Example:</p> <p>Gula Estate purchase order of fertilizer dated 24/11/2021 is documented and maintained.</p>	Yes
4.6.4.1	<p>NSOPB established contract agreement to all contractors.</p> <ol style="list-style-type: none"> Gula Estate established contract agreement on transport of FFB from estates to mill dated 01/01/2022 to 31/12/2022; Maran Estate established contract agreement on machineries rental dated 01/01/2022 – 31/12/2022. <p>The contract agreement states contractor shall observe and comply with MSPO principles requirements with regards to the transportation of FFB.</p> <p>Example:</p> <ol style="list-style-type: none"> Training to the FFB transporters conducted on 19/05/2022 at Gula Estate includes MSPO requirements. Training to the machineries operators conducted on 10/05/2022 at Maran Estate. 	Yes
4.6.4.2	<p>NSOPB established contract agreement with FFB transporter mutually agreed and signed by both parties on payments, term and conditions.</p> <p>Example:</p> <p>Gula Estate agreements with FFB transporter is from 01/01/2022 to 31/12/2022.</p>	Yes
4.6.4.3	<p>NSOPB established contract agreement with FFB contractors include a clause reserving the right of the certification body to audit the outsourced contractor.</p>	Yes
4.6.4.4	<p>NSOPB established Monthly Progress Report for monitoring the contractor's performance. Sighted the latest MPR dated 17/05/2022 includes the performance indicator of each contractors.</p> <p>Example:</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	Gula Estate monitor work progress by using Work verification form for replanting work on monthly basis. Maran Estate monitor FFB production by each FFB contractor using summary of FFB production records on monthly basis.	

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	<p>NSOPB planting statements reviewed. There is no new planting.</p> <p>The planting statements are as below:</p> <ol style="list-style-type: none"> 1. The latest replanting at Gula Estate was in year 2021 while oldest stand is in year 1998; 2. The latest replanting at Maran Estate was in year 2020 while oldest stand is in year 1996; 3. The latest replanting at Ibam Estate was in year 2020 while oldest stand is in year 2010. <p>Replanting statements of each estates are reviewed. There is no new planting at NSOPB group.</p> <p>Therefore, no biodiversity assessment required.</p>	Yes
4.7.1.2	<p>NSOPB planting statements reviewed. There is no new planting conducted.</p> <p>Example:</p> <p>The first replanting in Gula Estate in year 2021 while the oldest stand is in year 1998.</p> <p>Therefore, no EIA or Proportion for Mitigation Measures (PMM) established.</p>	Yes
4.7.2.1	<p>NSOPB planting statements and soil maps for NSOPB reviewed.</p> <p>There is no new planting on peat land.</p>	Yes
4.7.3.1	<p>NSOPB planting statements is review and there are no new plantings at NSOPB. Therefore, no SEIA established.</p>	Yes
4.7.3.2	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no SEIA established.</p>	Yes
4.7.3.3	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no SEIA conducted.</p>	Yes
4.7.3.4	<p>There are no smallholder's scheme in NSOPB certification. Therefore, not applicable.</p>	Yes
4.7.4.1	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no soil maps established.</p>	Yes
4.7.4.2	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no topography maps established.</p>	Yes
4.7.5.1	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no topography maps and permits established.</p>	Yes
4.7.5.2	<p>NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no monitoring management plans for fragile and marginal soil established.</p>	Yes

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



4.7.5.3	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no soil map established.	Yes
4.7.6.1	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no FPIC conducted and no communities affected.	Yes
4.7.6.2	NSOPB planting statements are review and there are no new planting at NSOPB. There are no sacred sites, therefore, no management plan establish.	Yes
4.7.6.3	NSOPB planting statements are review and there are no new at NSOPB. Therefore, no soil SOP established.	Yes
4.7.6.4	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no compensation and agreement established.	Yes
4.7.6.5	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no assessment of legal and recognized customary right established.	Yes
4.7.6.6	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no system establish for calculating the compensation for distribution.	Yes
4.7.6.7	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no compensation plan established.	Yes
4.7.6.8	NSOPB planting statements are review and there are no new planting at NSOPB. Therefore, no communities affected.	Yes

4.4. Status of Non-Conformities Previously Identified

	The stage 1 audit findings have been reviewed, in particular to assure appropriate corrective actions implemented to address the identified audit findings.
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>	

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



4.5. Detail of Audit Findings in last audit

AUDIT OUTCOME		
During last Audit	2	MAJOR Non-Conformities
	0	MINOR Non-Conformities

Non Conformity Number < 1 >						
Indicator # and Description:	4.2.2.3 A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.					
Location:	Gula Estate					
Description of Finding / Objective Evidence:						
List of stakeholders, records of all consultation and communication were not properly maintained. FFB suppliers, government agencies/authorities (e.g. DOSH, DOE), Embassy (Pakistan, Indonesia, India and Nepal) and maintenance contractor/service provider was not updated in stakeholder list (Appendix 1) dated 16/04/2021 and there was no evidence of consultation records with these stakeholders.						
Classification	<input checked="" type="checkbox"/> Major	<input type="checkbox"/> Minor				
Raise by:	BSI auditor	Date Raise:	11/06/2021			
Deadline for implementation	10/09/2021					
Root Cause Analysis (by company):						
In the first two years (2019 and 2020), we had invited DOSH and DOE officers but as they had not turned up, we had omitted them from this year's stakeholder invitation listing. The management then removed them from the listing for year 2021, unaware that their name should be maintained in the list even though they did not attend the meeting. Meanwhile, interaction with these government departments is maintained for compliance purposes.						
Correction (by company):						
- To open up our stakeholder meeting invitation to more parties. - To encourage visiting stakeholders (e.g. FFB suppliers & government officers etc.) to provide their feedback as and when they are visiting, rather than only during the stakeholder meetings.						
Corrective / Preventive Action (by company)						
To arrange for Procedure retraining for the management so that they would be aware of the basic of stakeholder meeting. Management should be aware that the requirement states that the operating unit must maintain "lists of stakeholders relevant to the site and have past/present communication with the site".						
Review of Correction & Corrective / Preventive Action						
Implemented actions were verified: i) List of stakeholders has been updated. GLE/GLEPOM stakeholder list dated 14/6/21 was verified. ii) Latest post-mortem meeting with the management team was carried out on 20 th August 2021. The meeting was meant to re-emphasis on stakeholder consultation process for site personnel. Based on review of evidences, it was found that the corrective action plan has been effectively implemented. Thus, the major NC was closed on 27/8/21. Continuous implementation will be further verified in the next audit.						

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number < 1 >	
Closed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Site verification : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Name of Lead Auditor: BSI auditor	Date of Closure: 27/08/2021
Review of Implementation	
NSOPB has updated stakeholder list for Gula Estate dated 14/06/2021, Maran Estate dated 07/02/2022 and Ibam Estate dated 12/05/2022.	
Reviewed and verified updated list of stakeholders include list of all stakeholders example embassies, government agencies, NGOs and suppliers/contractors.	
Stakeholder meeting minutes for Gula Estate (24/03/2022), Maran Estate (23/03/2022) and Ibam Estate (25/05/2022) were reviewed and verified.	
The implementation is deemed sufficient.	
Name of Auditor: Navin Baskram	Date of Review: 28/05/2022

Non Conformity Number < 2 >	
Indicator # and Description:	4.5.3.3 A The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.
Location:	Senama Estate
Description of Finding / Objective Evidence:	
Proper and safe handling, storage and disposal of scheduled waste was not effectively implemented.	
No record of scheduled waste inventory (5th scheduled) and disposal record (6 th consignment) at Senama Estate.	
Classification	<input checked="" type="checkbox"/> Major <input type="checkbox"/> Minor
Raise by:	BSI auditor
Date Raise:	11/06/2021
Deadline for implementation	10/09/2021
Root Cause Analysis (by company):	
We had registered with eSWIS but unfortunately did not utilize the system. Our HQ had also identified a licensed scheduled waste disposer but we had disposed of the scheduled waste through another third party who claimed he was a licensed collector. The operating unit Manager did not comply with the instructions provided by HQ.	
Correction (by company):	
We have registered the waste in eSWIS (5th schedule) and have identified a recognised scheduled waste disposer. Secondly, HQ has coordinated a training session for basic scheduled waste management and we will propose to send one employee as the Person in Charge (PIC). The PIC will brief the Estate manager about the contents of training programme subsequently. The SW has been disposed on 23/07/2021. (Refer to 6 th Consignment).	

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Non Conformity Number < 2 >

Corrective / Preventive Action (by company)

The operating unit manager will now comply fully with the requirement and the MSPO internal audit team will also report non-compliance to senior management promptly. Finally, the PIC will update the Safety and Health Committee on inventory and disposal progress during the quarterly meetings. Training has been provided to Person In Charge (PIC) on scheduled waste management on 29/07/2021.

Review of Correction & Corrective / Preventive Action

Implemented actions were verified:

- i) 5th Schedule dated 15/6/2021 was verified. All types of scheduled waste generated in the estates with the total tonnage have been updated.
- ii) Disposal of scheduled waste (SW 305, SW 409 and SW 410) was done on 27/6/2021 by license DOE contractor Pentas Flora (Melaka) Sdn Bhd. Verified the 6th Schedule (consignment notes) for the said waste disposed.
- iii) Site PIC has attended basic scheduled waste remote training on 29/7/21 by external training provider, Greenvell. Verified the certificate of attendance for the said PIC.
- iv) The OSH meeting dated 25/6/21 has discussed the issue related to disposal of waste and to ensure only license contractor collected and disposed the scheduled waste from now onwards.

Based on review of evidences, it was found that the corrective action plan has been effectively implemented. Thus, the major NC was closed on 27/8/21. Continuous implementation will be further verified in the next audit.

Closed: ☒ Yes ☐ No

Site verification : ☐ Yes ☒ No

Name of Lead Auditor:

BSI auditor

Date of Closure:

28/08/2021

Review of Implementation

Reviewed and verified scheduled waste disposal records for Gula Estate dated 07/12/2021, Maran Estate 21/04/2022 and Ibam Estate dated 13/05/2022.

All scheduled waste materials has been disposed accordingly.

During site visit to all estates scheduled waste stores, observed storage and labelling of scheduled waste materials is in order.

The implementation is deemed sufficient.

Name of Auditor:

Navin Baskram

Date of Review:

28/05/2022

4.6. Detail of Onsite Audit Findings Identified during this audit

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

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



Nr.	Indicator	Description	Location	Opportunity for Improvement
1.	4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement	Estate document	NSOPB could improve statement on internal audit frequency in the SOP.
2.	4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	Estate document	NSOPB could improve control of documents by determining retention period of records.
3.	4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.	Estate document	NSOPB could improve on training programme schedule.
4.	4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	Estate document	NSOPB could improve environmental meetings to include workers representatives.
5.	4.5.5.1	d) Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate	Estate document	NSOPB could improve riparian monitoring systems.

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



5. CONCLUSION

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

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

In conclusion the certified unit has been established, implemented and continued to improve in managing the estates are in line with the Principles & Criteria of the applied standards of MS 2530-Part 3:2013 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:	7,166.34 Ha
Certified FFBs January to April 2022:	36,342.04 Mt
Project FFBs May to December 2022:	73,294.96 Mt

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



6. RECOMMENDATION

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

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

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

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

<input type="checkbox"/>	Recommended for Certification
<input checked="" type="checkbox"/>	Recommended for Continuity of Certification
<input type="checkbox"/>	Recommended for Suspension of Certification

Puchong, 31/05/2022

Ariff Bin Lokman
TUV NORD (Malaysia) Sdn Bhd
Audit Team Leader

Puchong, 07/07/2022

Chan Shi Lie
TUV NORD (Malaysia) Sdn Bhd
Certifier / Approver

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



7. LIST OF STAKEHOLDERS

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

MSPO Certification Summary Report

Company Name: Negri Sembilan Oil Palms Berhad

Certifying Unit: Gula Estate, Maran Estate, Senama Estate & Ibam Estate

Client Number: 92-182

Audit Type: ASA 03

Mode of Audit: Onsite



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

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

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

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

Salvo clause:

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

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

Annex / Enclosures

Annex /
corresponding audit documentation

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