

MSPO CERTIFICATION SUMMARY REPORT

UNITED SAVVY SDN. BHD.

SURVEILLANCE 01

Onsite Audit Date: 21/09/2020 – 22/09/2020

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: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

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..... | 8 |
| 3. | ORGANISATION INFORMATION | 11 |
| 3.1. | Production volume | 11 |
| 3.2. | Planting Program for Each Estate | 11 |
| 3.3. | Replanting program for each estate | 11 |
| 3.4. | Maps of Company Location and Plantations | 12 |
| 4. | CERTIFICATION ASSESSMENT | 14 |
| 4.1. | ASA 01 | 14 |
| 4.2. | Stakeholders' Consultation | 14 |
| 4.3. | Summary of Assessment | 16 |
| 4.4. | Status of Non-Conformities Previously Identified | 40 |
| 4.5. | Detail of Audit Findings in last audit | 40 |
| 4.6. | Detail of Onsite Audit Findings Identified During This Audit | 40 |
| 5. | CONCLUSION | 42 |
| 6. | RECOMMENDATION | 43 |
| 7. | LIST OF STAKEHOLDERS | 44 |
| | Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives | 45 |
| | Annex / Enclosures | 45 |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



Abbreviations

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

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



1. INTRODUCTION

United Savvy Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance audit for its oil palm estate 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 estate by an independent certification body with the aim for compliance of the standards.

1.2. Scope

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

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

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

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

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

1.3. Appointment and qualification of team members

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

Qualification of the Lead Auditor: Mohamad Norhisham Bin Mohd Salleh

| Requirement | Qualifications |
|--|---|
| Post-secondary education, college or university diploma / degree in one of the following <ol style="list-style-type: none">i) Agriculture;ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,);iii) Engineering, Process Technology;iv) Energy Management, Quality Management;v) Social Sciences and/or Anthropology;vi) Business Management; or | Graduate in Applied Science (Major In Agrobiography). |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Requirement | Qualifications |
|--|--|
| vii) Other relevant related fields | |
| At least five (5) years of work experience in the oil palm sector or related field in consultancy / auditing of similar industry or equivalent related to and as necessary for the certification process. (e.g., sustainability, palm oil management; agriculture, ecology; social science) | 5 years working experience in oil palm plantations. |
| Successfully completed MS 2530 series of standards training | Successfully completed MS2530 series Lead Auditor training. |
| Conducted at least three (3) MSPO or equivalent sustainability certification audits as Lead Auditor-in-training with a minimum of fifteen (15) man-days under the supervision of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes within the last two (2) years. | Qualified and appointed as lead auditor for MSPO scheme. |
| A good knowledge in handling and evaluating sources of information and data. Able to communicate in Bahasa Malaysia or any other local language. | Able to communicate in Bahasa Malaysia and English. |
| Field working experience in the palm oil sector, or demonstrable equivalent | 5 years working experience in oil palm plantations. |
| Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use | 5 years working experience in oil palm plantations. |
| Health and safety auditing on the farm and in processing facilities, for example ISO 45001 18001 or Occupational, Health & Safety Assurance System | Successfully completed ISO 45001:2018 Lead Auditor course. |
| Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes | Successfully completed Basic SA 8000 training. |
| Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS) or High Conservation Value (HCV) | Successfully completed ISO 14001:2015 Lead auditor course and auditor for MSPO scheme. |

Qualification of Team Members

| Requirement | Assessor | Qualification | Compliance |
|-------------|--------------|------------------------------|------------|
| | Chan Shi Lie | Graduate in Technology Media | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Requirement | Assessor | Qualification | Compliance |
|--|--------------------------------------|--|------------|
| Post-secondary education, college or university diploma / degree in one of the following i) Agriculture; ii) Science & Technology (e.g. Environmental Sciences, Life Sciences, Geological Sciences, Natural Sciences,); iii) Engineering, Process Technology; iv) Energy Management, Quality Management; v) Social Sciences and/or Anthropology; vi) Business Management; or vii) Other relevant related fields | Joseph Sim Siaw Seng (trainee) | Graduate in Occupational Safety and Health Certificate | 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) | Chan Shi Lie | 6 years working experience in oil palm plantations. | Yes |
| | Joseph Sim Siaw Seng (Trainee) | 4 years of working experience in Health and Safety and 3 years of working experience in plantations. | Yes |
| Successfully completed MS 2530 series of standards training | Chan Shi Lie | Successfully completed MS2530 series of standards training. | Yes |
| | Joseph Sim Siaw Seng (Trainee) | Successfully completed MS2530 series of standards training. | Yes |
| Conducted a minimum six (6) on-site audits for a total of at least 20 man-days of audit experience as an auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes. | Chan Shi Lie | Qualified and appointed as auditor for MSPO scheme. | Yes |
| | Joseph Sim Siaw Seng (Trainee) | Auditor in training. | Yes |
| A good knowledge in handling and evaluating sources of | Chan Shi Lie | Able to communicate in Bahasa Malaysia, Mandarin and English. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Requirement | Assessor | Qualification | Compliance |
|--|--------------------------------|--|------------|
| information and data. Able to communicate in Bahasa Malaysia or any other local language. | Joseph Siaw (Trainee) Sim Seng | Able to communicate in Bahasa Malaysia, Mandarin and English. | Yes |
| Field working experience in the palm oil sector, or demonstrable equivalent | Chan Shi Lie | Qualified and appointed as auditor for MSPO scheme. | Yes |
| | Joseph Siaw (trainee) Sim Seng | Auditor in training. | Yes |
| Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use | Chan Shi Lie | Qualified and appointed as auditor for MSPO scheme. | Yes |
| | Joseph Siaw (Trainee) Sim Seng | Auditor in training | Yes |
| Health and safety auditing on the farm and in processing facilities, for example ISO 45001 or Occupational, Health & Safety Assurance System | Chan Shi Lie | Successfully completed IMS ISO 45001:2018 Lead Auditor course. | Yes |
| | Joseph Siaw (Trainee) Sim Seng | Successfully completed IMS ISO 45001:2018 Lead Auditor course | |
| Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes | Chan Shi Lie | Successfully completed Basic SA 8000 training. | Yes |
| | Joseph Siaw (Trainee) Sim Seng | Successfully completed Basic SA 8000 training. | Yes |
| Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS) or High Conservation Value (HCV) | Chan Shi Lie | Qualified and appointed as auditor for MSPO scheme. | Yes |
| | Joseph Siaw (Trainee) Sim Seng | Auditor in training. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



2. METHODOLOGY

The onsite audit approach consists of the following steps:

- Appointment of team members and technical reviewer;
- Contact client for relevant documentation according to the applicable MSPO standards;
- Audit planning;
- Background investigation, desk review of submitted documents;
- On-Site assessment, inspections, interviews with operational personnel, stakeholders and its contractors; review of documentation;
- On-site reporting
- Resolution of non-conformance (NC) (if any)
- Draft audit reporting
- Technical review
- Final audit reporting
- Final approval, Certification Decision and issuance of certificate.

ASA 01:

ASA 01 is conducted on 21/09/2020 to 22/09/2020 at United Savvy estate that covers desk review activities:

- Background investigation
- Review of documentation established but not limited to below
 - Group Operating Policies
 - Estate maps
 - Land titles
 - Standard Operating Procedures including Agricultural Manual
 - Work Flow Charts
 - Operating licenses and approvals
 - Operating records
 - Training records
 - Applicable Legislation Documents
- Interviews of relevant operation personnel
- Assessment reporting

ASA 01:

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



ASA 01 conducted on 21/09/2020 to 22/09/2020 for onsite covers the following activities but not limited to below:

Onsite:

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

On-site Assessment

The audit of the estate is conducted according to the MS 2530-3:2013 Part 3 General principles for Oil Palm Plantations and Organised Smallholders.

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

For the onsite, ASA 01, the selected estate based on the formula $S = 1.0/\sqrt{n}$ where S = sample size and n = number of estates which is in accordance to MSPO certification procedure.

For the ASA 01, United Savvy Sdn. Bhd. has 1 estate. Therefore, no selection required

Table 2-1: List of Estate Selected

| Name of Estate | Coordinates |
|------------------------|---------------------|
| United Savvy Sdn. Bhd. | 6.102883 , 117.1024 |

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

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



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: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



3. ORGANISATION INFORMATION

United Savvy Sdn. Bhd. is an oil palm plantation company located at Block 5, Lot 2 & 3, Ground Floor Bandar Indah, 90706 Sandakan, Sabah.

The details of the estate as below:

| Name of Estate | Location | Coordinates |
|------------------------|----------------------------|---------------------|
| United Savvy Sdn. Bhd. | Sg. Sugut, Beluran, Sabah. | 6.102883 , 117.1024 |

3.1. Production volume

| Name of Estate | Area (Ha) | | Projected FFB Production (mt) (Jan 2020 to Aug 2020) |
|------------------------|---------------|---------------|---|
| | Total* | Production** | |
| United Savvy Sdn. Bhd. | 121.93 | 118.08 | 1,044.84 |
| Total | 121.93 | 118.08 | 1,044.84 |

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

**Immature + Mature Area

3.2. Planting Program for Each Estate

| Year | United Savvy Plantation (Ha) |
|-----------------------|------------------------------|
| 2007 | 86.89 |
| 2008 | 31.19 |
| Total Mature | 118.08 |
| Total Immature | - |
| Total | 118.08 |

3.3. Replanting program for each estate

United Savvy Sdn. Bhd. has not establish replanting programme since the palms are still in the production phase.

| Year of replanting | Planted area (ha) in each estate | Total area to be replanted (ha) |
|--------------------|----------------------------------|---------------------------------|
| NIL | NIL | NIL |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



3.4. Maps of Company Location and Plantations

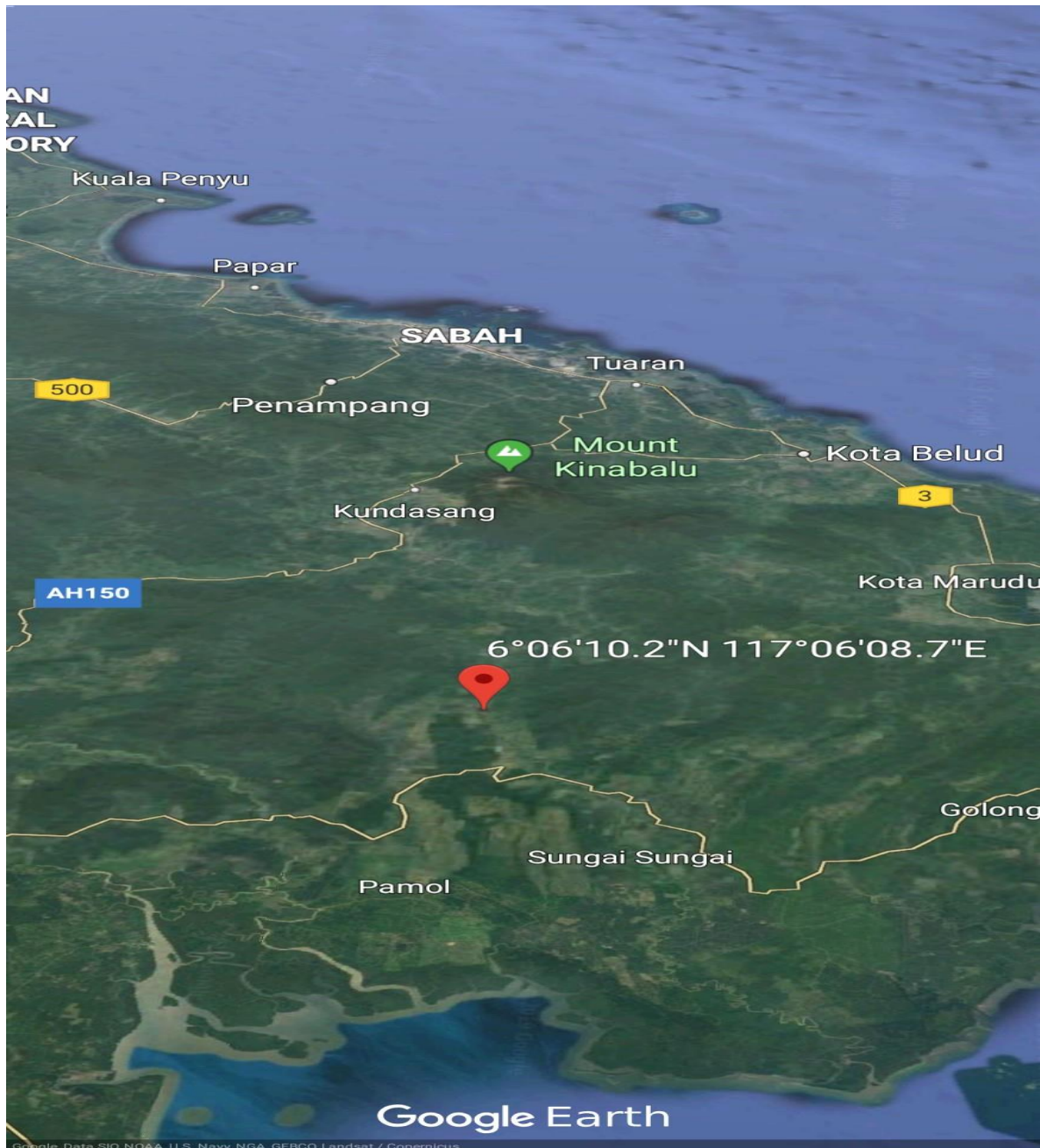


Figure 1: United Savvy Sdn. Bhd estate location and coordinate.



UNITED SAVVY SDN BHD
SUNGAI SUGUT

LEGEND

- Main Road
- Field Road
- River
- Pond
- Block Boundary
- Estate Perimeter Boundary

SCALE 1:2500

Acquisition Date: 30 June 2015
Instrument: Garmin eTrex HCS
Projection: Universal Transverse Mercator - Zone 50 N
Resolution: 0.32 meter Average Ground Sampling Distance

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



4. CERTIFICATION ASSESSMENT

4.1. ASA 01

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

4.1.1. ASA 01 Audit :

The surveillance audit is conducted on 21/09/2020 to 22/09/2020 covering one estate.

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

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

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

4.2. Stakeholders' Consultation

TUV NORD (Malaysia) Sdn. Bhd., has published the public notification on 19/08/2020 as to accommodate stakeholder's consultation meeting for United Savvy Sdn. Bhd. to provide comments. As at audit date on 21/09/2020 there are no comments received.

Invitation letters are sent on 19/08/2020 to invite relevant stakeholders to attend a local stakeholders' consultation on 21/09/2020 to gather information from the local communities in accordance to §7, 3.2 of the Certification Procedure requirements.

The topics of discussion are as below:

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

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

1. Principle 2 Criteria 2 Indicator 1: Consultation and Communication with stakeholders:
The stakeholders could confirm they have attended meetings with the company on MSPO certification.
2. Principle 4 Criteria 2 Indicator 3 & 4: A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint
The stakeholders' advice they are informed a logbook and form is available at the office to lodge any complaints or suggestions.
3. Principle 4 Criteria 3 Indicator 1: Contribute to local development in consultation with the local communities.

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



The local communities could confirm the company has provide assistance and support to communities.

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

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

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

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

| Items | Subject discussed | Audit team findings | Company response and proposed action to be taken |
|-------|---|---|--|
| 1 | Any information from Company as regards to the MSPO audit? | Stakeholders interviewed confirmed that they received the information from company in regards to MSPO audit. Stakeholders are aware of United Savvy Sdn. Bhd. is in surveillance audit stage. | No Action Required |
| 2 | Social issues | Stakeholders interviewed confirmed there is no social issue or concern during stakeholders meeting. | No Action Required |
| 3 | Type of land title – Country Leased, Provisional Leased, Native title, Customary Land | Stakeholders interviewed are local communities. No issue regarding land ownership or claim made to the company. | No Action Required |
| 4 | Economy / livelihood Is there any impact on livelihood after the introduction of MSPO? | Stakeholders interviewed not local communities. United Savvy has contribute by maintaining village roads for local to use. | Positive comments. |
| 5 | Does MSPO largely benefits the local community? | Local communities aware United Savvy are certified MSPO. There are good communication and relation between local communities and the estate management. | Positive comments. |
| 6 | Environmental understanding | Stakeholders interviewed informed they have not encounter any negative | Positive comments. |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



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

4.3. Summary of Assessment

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

| Principle 1: Management Commitment & responsibility | | |
|---|---|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.1.1.1 | <p>United Savvy Sdn. Bhd. (USSB) established MSPO Policy dated 01/01/2019 sign by Director. The policy states company commitment towards:</p> <ol style="list-style-type: none"> 1. Transparency and abide with the legal. 2. Responsibility towards Social , Safety and Health 3. Environment , ecosystem and biodiversity 4. Best practies. <p>Company policy is display at Estate notice board.</p> <p>Company policy training conducted to workers on 10/07/2020. Interviewed workers confirmed they are aware and understand the company policy.</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 1: Management Commitment & responsibility | | |
|---|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.1.1.2 | <p>USSB established MSPO Policy dated 01/01/2019 sign by Director. The policy states:</p> <p><i>USSB committed for continuous improvement by using human resources and technology for continuous FFB production.</i></p> | Yes |
| 4.1.2.1 | <p>USSB established Internal audit Plan for year 2020, dated 21/01/2020. Schedule internal audit is conducted on August 2020.</p> <p>Internal audit conducted on 16/08/2020 Internal Audit Report summary describe there are four non-conformities and 11 OFI was raised.</p> | Yes |
| 4.1.2.2 | <p>USSB established Internal Audit Procedure, document number: USSB-MSPO-4.1.2.1 rev 0, dated 01/02/2019.</p> <p>The procedure states:</p> <ul style="list-style-type: none"> Internal audit conducted once in every 12 months. Internal audit template and action plan forms. <p>USSB established Internal audit action plan form, which includes:</p> <ul style="list-style-type: none"> Root cause analysis Action plan Review on action plan <p>Example of non-conformity raised:</p> <p>NCR/04-2020</p> <p>Dated: 16/08/2020</p> <p>Root cause: Lack of understanding on requirement.</p> <p>Action Taken:</p> <p>Management team have segregate type of waste and properly stored the schedule waste in schedule waste store.</p> <p>NC closure date: 22/08/2020.</p> | Yes |
| 4.1.2.3 | <p>USSB conducted management review, dated 21/08/2020.</p> <p>Internal audit results and action plan is included as one of the agenda in management review.</p> | Yes |
| 4.1.3.1 | <p>USSB conducted management review meeting after internal audit is conducted. Management review conducted on 21/08/2020.</p> <p>The management review agenda includes:</p> <ul style="list-style-type: none"> Internal audit results Action Plan for closure of non-conformities. | Yes |
| 4.1.4.1 | <p>USSB established Continual Improvement Plan, dated 30/07/2020. The CIP includes:</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 1: Management Commitment & responsibility | | |
|---|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <ol style="list-style-type: none"> Activities. Expected outcomes Frequency and timeframe of CIP. Person In charge. Resources. <p>USSB established CIP table to monitored implementation of action plan.</p> <p>Removal of scheduled waste: Aug 2020</p> <p>Water sampling river: July 2020</p> <p>Continual Improvement Plan crosscheck with documentation and field observation. The action plan for the above samples are completed.</p> | |
| 4.1.4.2 | <p>USSB established Mechanism for New Information, Techniques, and technologies standards, dated 01/02/2019.</p> <p>The procedure states on:</p> <ol style="list-style-type: none"> Top management responsibility to identify evaluate and discuss on new technologies. Training allocation for workers. Monitoring on implementation and improvement. | Yes |
| 4.1.4.3 | <p>USSB established Mechanism for New Information, Techniques, and technologies standards, dated 01/02/2019.</p> <p>There are no new technology acquired by USSB.</p> | Yes |

| Principle 2: Transparency | | |
|---------------------------|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.2.1.1 | <p>USSB established updated list of external stakeholders, dated 04/07/2020. The list includes stakeholders group such as:</p> <ol style="list-style-type: none"> Villagers Government agencies Suppliers Contractors NGOs <p>External stakeholder's consultation is conducted individually from 11/07/2020 until 28/08/2020.</p> | Yes |
| 4.2.1.2 | <p>USSB established list of Publically Available Documents, dated 03/07/2020. The list of documents available for publics are:</p> <ol style="list-style-type: none"> Company policies | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 2: Transparency | | |
|---------------------------|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>2. Company procedures</p> <p>3. Assessment such as EIA and SIA.</p> <p>4. Copy of company licenses and permits.</p> <p>5. Records such as request and grievances.</p> <p>List of limited access documents:</p> <p>1. Workers personal information.</p> <p>2. Workers pay slips.</p> <p>3. Company profit and lost profile.</p> | |
| 4.2.2.1 | <p>USSB established Communication and consultation procedure, doc number USSB-MSPO-4.2.2.1 dated 01/02/2019. The procedure describe:</p> <p>1. Communication officer are responsible for communication and consultation.</p> <p>2. Establishment of updated list of stakeholders.</p> <p>Communication and consultation procedure are brief to stakeholders during external stakeholders consultation dated 11/07/22002 until 28/02/2020. Training to workers are conducted on 10/07/2020.</p> | Yes |
| 4.2.2.2 | <p>Estate staff is appointed as person in charge for MSPO which includes communication and consultation to stakeholders. Date of appointment 08/11/2018.</p> | Yes |
| 4.2.2.3 | <p>USSB established list for stakeholders, dated 04/07/2020. The list includes all applicable stakeholders group.</p> <p>United Savvy established request form. The form are available at estate notice board.</p> <p>Base on interview with stakeholders and review on request form, there are no request by stakeholders.</p> | Yes |
| 4.2.3.1 | <p>USSB established Traceability procedure, Doc no; USSB-MSPO-4.2.3.1, dated 01/02/2019.</p> <p>The procedure states:</p> <p>1. Traceability starts from FFB harvest on filed to transportation mill.</p> <p>2. Traceability document involved such as FFB delivery chit, delivery note and mill weighbridge ticket.</p> | Yes |
| 4.2.3.2 | <p>USSB established traceability form to update and monitor daily FFB production. The form include traceability information which was updated daily; harvesting gang, field number, farm tractor numbers and trip number for the day.</p> <p>Internal audit conducted on 16/08/2020 includes assessment on traceability indicators. There is no non-conformity raised on traceability.</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 2: Transparency | | |
|---------------------------|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | Internal audit results shows estate traceability system is in compliance with requirements. | |
| 4.2.3.3 | Estate staff is appointed as person in charge for traceability requirements. Appointment letter dated 08/11/2018. | Yes |
| 4.2.3.4 | USSB established traceability documents: 1. Traceability form 2. FFB delivery chit or Delivery notes. 3. Weighbridge ticket from buyer (Mill) All FFB sales and delivery records are maintained and traceability of documents are reviewed. | Yes |

| Principle 3: Compliance to legal requirements | | |
|---|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.3.1.1 | USSB established list of legal documents dated 02/06/2020 applicable to estate operations. Example: <ul style="list-style-type: none">MPOB License valid date from 01/01/2020 until 31/12/2020.Business License valid date from 24/01/2020 until 31/12/2020. | Yes |
| 4.3.1.2 | USSB established legal requirement register dated 02/06/2020. Example: <ul style="list-style-type: none">MPOB (License) Regulation 2005.Environmental Quality (Clean Air) Regulation 1978 (Amendment 2000). | Yes |
| 4.3.1.3 | USSB established and updated Legal Requirement Register dated 02/06/2020. Example: <ul style="list-style-type: none">Environmental Quality (Scheduled Waste) Regulations 1989 (Amendment 2015)Prevention and Control of Infectious Diseases Regulation 2020 | Yes |
| 4.3.1.4 | USSB appointed the head office administrative clerk as person for updating legal documents, regulations, and licenses dated 02/01/2019. | Yes |
| 4.3.2.1 | USSB land titles are Native Titles issued by Sabah States Land and Survey Office. There is no diminish the land use rights of other users. | Yes |
| 4.3.2.2 | USSB land titles are Native Titles issued by Sabah States Land & Survey Office with 30 years leased period. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 3: Compliance to legal requirements | | |
|---|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | Reviewed on the land used stated on land titles is for cultivation of agricultural crops. | |
| 4.3.2.3 | Land titles include map consist of title number, size in acre and boundary stone numbers. During site verification, boundary markers are marked with wooden stick of red and white colour. | Yes |
| 4.3.2.4 | USSB land titles are Native Titles issued by Sabah States Land and Survey Office. Therefore, no land disputes. | Yes |
| 4.3.3.1 | USSB land titles are Native Titles issued by Sabah States Land and Survey Office. The native titles are sub-leased for 30 years leased period. There is no customary sub-lease land. | Yes |
| 4.3.3.2 | USSB land titles are Native Titles issued by Sabah States Land and Survey Office. There is no customary sub-lease land. | Yes |
| 4.3.3.3 | USSB land titles are Native Titles issued by Sabah States Land and Survey Office. There is no customary sub-lease land. | Yes |

| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.4.1.1 | USSB established Social Impact Assessment (SIA) doc no: FGSB/SIA-01 dated 30/07/2019. The SIA include information from feedback obtain from internal and external stakeholders includes smallholders, suppliers, contractors, local communities, neighboring estates and mills and government agencies conducted in year 2020. Review on the SIA includes the table of assessment and action plan covers issue received from stakeholders feedback, positive and negative impacts, action plan, person in-charge and status review. | Yes |
| 4.4.2.1 | USSB established SOP 'Aduan, Cadangan dan Rungutan, doc no: FGSB-MSPO- 4.4.2.1, dated 01/02/2019 signed by Director. Complaint & grievance flow chart, complaint forms and complaint box displayed at estate notice board. Time line to resolve complaints within 7 days, and in case the issue unable to be resolved by estate in-charge it will be forwarded to top management and to be resolve within 7 days. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | Interviewed with workers informed they understand on the complaint and grievances procedure. | |
| 4.4.2.2 | USSB established SOP 'Aduan, Cadangan dan Rungutan, doc no: FGSB-MSPO- 4.4.2.1, dated 01/02/2019 signed by Director. Review on the complaint record, no complaint lodged as of audit date. | Yes |
| 4.4.2.3 | USSB established SOP 'Aduan, Cadangan dan Rungutan, doc no: FGSB-MSPO- 4.4.2.1, dated 01/02/2019 signed by Director. Onsite visit observed complain & grievance form and box are available at estate notice board. | Yes |
| 4.4.2.4 | USSB conducted briefing on complaint and grievances as follows: <ul style="list-style-type: none"> Workers are briefed on 13/07/2020 Stakeholders are briefed on 16/07/2020 for local communities, contractor on 11/07/2020, neighboring estates on 21/07/2020, government agencies on 08/08/2020 and NGO on 26/08/2020. | Yes |
| 4.4.2.5 | USSB established SOP 'Aduan, Cadangan dan Rungutan, doc no: FGSB-MSPO- 4.4.2.1, dated 01/02/2019 signed by Director. The SOP describes in clause 5.12.6 all complaints will be archive for 3 years. Reviewed on USSB complaint records there are no complaint lodged since 11/02/2019. Complaint records are well kept and maintained. | Yes |
| 4.4.3.1 | USSB provide job opportunities to local communities for estate operation and office admin. | Yes |
| 4.4.4.1 | USSB established Occupational Safety & Health (OSH) Policy dated 01/01/2019 signed by Director. The policy states that "USSB is committed to providing a safe workplace for all of its workers. The company recognize that all workers have the right to work in a safe and healthy environment, consistent with the Occupational Safety & Health Act and any other applicable legislation." The policy is displayed at estate notice board. OSH Policy briefed to all workers dated 07/07/2020. External stakeholders informed on the OSH Policy individually dated 11/07/2020 to 28/08/2020. | Yes |
| 4.4.4.2 | a OSH Policy is displayed at notice board. OSH Policy briefing provided to workers dated 07/07/2020. External stakeholders informed on the OSH Policy individually dated 11/07/2020 to 28/08/2020. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>b</p> <p>USSB established Hazard identification Risk Assessment and Risk Control (HIRARC), dated 05/09/2019 include all relevant field activities.</p> <p>The table describe the activity, hazard, injury, existing control measures, risk rating, recommended control measures, and PIC (Status).</p> <p>Example:</p> <p>Activity: Spraying</p> <p>Hazard: Wet / Slippery ground</p> <p>Effect: Slip, Trip and Fall</p> <p>Existing Risk Control: Safety briefing during morning muster</p> <p>Risk Rating: L4, S1, Risk score 4 Low</p> <p>Recommended Control Measures: SOP training and prepare suitable rubber boots.</p> <p>PIC (Status): Estate Sustainability Executive (Continuously)</p> | Yes |
| | <p>c i</p> <p>Safe Work Practise (SWP) training was conducted for each of the estate operations.</p> <p>Example:</p> <ul style="list-style-type: none"> • Training on Safe Working Procedure dated 10/08/2020. • Training of PPE usage dated 27/07/2020. • Training on Chemical Handling dated 16/07/2020. <p>Interviewed workers informed they are aware of the safe work practices.</p> | Yes |
| | <p>c ii</p> <p>SDS is displayed at chemical store, fertilizer store and lubricant store.</p> <p>Example:</p> <ul style="list-style-type: none"> • Fertilizer "ASF Comp Hi-Kay Plus" effective date 05/01/2016. • Chemical "Sentry - Glyphosate" effective date 15/04/2017. <p>Chemical store is in good condition and locked. Liquid chemical placed in tray below and powder chemical placed on top with sufficient ventilation.</p> | Yes |
| | <p>d</p> <p>PPEs issuance records are maintained and updated by USSB.</p> <p>Type of PPE for activity is in accordance to HIRARC and CHRA assessment identified.</p> <p>Example of activity: Chemical Spraying.</p> <p>PPE: Nitrile Glove, Goggles, Apron, N95 respirator, rubber boots.</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | Field observation and interviewed with workers informed they are aware and understand on requirement of wearing PPEs. | |
| e | USSB established SOP for safe handling and storage of chemical "Manual Prosedur Pengurusan Bahan Kimia" doc no: USSB-MSPO-4.5.3.3 dated 01/01/2019. CHRA conducted on 08/08/2019 and valid for 5 years. All chemical products are store in original label and packaging. | Yes |
| f | USSB appointed estate staff as the person in charge for worker's safety & health, appointment letter dated 08/11/2018. | Yes |
| g | USSB has a total number of 25 workers. Therefore, below the minimum requirements to have an OSH committee in accordance to DOSH requirement 2 nd half management meeting dated 02/07/2020 and 1 st half management meeting dated 03/02/2020 includes agenda safety and health and COVID-19 in the minutes meeting as the two ways communication method between employer and employees. | Yes |
| h | USSB established Emergency Response Plan for fire outbreak and earth quake dated 02/07/2020. Emergency evacuation layout and emergency contact numbers are displayed at notice board. Emergency Response Plan have been briefed to workers dated 22/06/2020. | Yes |
| i | Internal first aid training is conducted on 04/11/2019 by trained first aider to all workers. Estate staff is the competent first aider and attended first aid training dated 08/11/2018. First aid kit is available at work site and estate office and maintained by first aider. | Yes |
| j | Records of accidents and injuries is established and documented in minutes of 2 nd half management meeting dated 02/07/2020. No accident reported from Oct 2019 until audit date. Annual Accident Report for year 2019 submitted to DOSH dated 06/01/2020. No accident reported in year 2019. | Yes |
| 4.4.5.1 | USSB established Social and Human Right policy, dated 01/01/2019 and signed by Director. The policy states USSB subscribes to Universal Declaration of Human Rights which in preamble states, "Whereas recognition of inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world" the company | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>is committed to ensure that the fundamental Human Rights of all employees shall be respected and upheld.</p> <p>Onsite visit observed the policy is displayed at estate notice board.</p> <p>USSB had briefed the policy to internal and external stakeholders as follows:</p> <ul style="list-style-type: none"> Workers are briefed on 13/07/2020 Stakeholders are briefed on 16/07/2020 for local communities, contractor on 11/07/2020, neighboring estates on 21/07/2020, government agencies on 08/08/2020 and NGO on 26/08/2020. <p>Interview with workers informed they are aware and understand on the policy.</p> | |
| 4.4.5.2 | <p>USSB established the Social and Human Right policy dated 01/01/2019 and signed by director.</p> <p>The Policy stated:</p> <p>USSB will not discriminate on the basis of race, color, gender, religion, political opinion, nationality, social origin or any other distinguishing characteristics and other status protected by the country's laws. The company committed to practice equal opportunities.</p> <p>Onsite visit observed the policy is displayed at estate notice board.</p> <p>Onsite visit and interview with workers informed no discrimination practise in estate.</p> | Yes |
| 4.4.5.3 | <p>USSB paid wages according to Minimum Wage Order (Amendment) 2018 of RM1, 110/month or RM42.31/day or RM5.28/hour or agreed task piece rate.</p> <p>USSB established worker's contract agreement for workers with a copy provided.</p> <p>USSB established "Harga Kerja Mulai 2020" for piece rated tasks. The piece rate include field operations for harvesting, pruning, loose fruit collection, slashing, circle & path spraying, manuring include loading, mandore commission, FFB loader (farm tractor) and FFB loading ramp.</p> <p>Review worker's pay slip for the month of August 2020 are paid according to Minimum Wage Order (Amendment) 2018 or the agreed piece rate.</p> | Yes |
| 4.4.5.4 | <p>USSB monitor contractor's worker's wage using the payment voucher.</p> <p>USSB paid the FFB transporter by rate per ton.</p> | Yes |
| 4.4.5.5 | <p>USSB established the employee workers list latest update on 04/09/2020.</p> <p>The record contain full names, gender, date of birth, a job description and date of entry.</p> | Yes |
| 4.4.5.6 | <p>USSB established worker contract for every worker recruited and provide the contract work duly signed by workers and management.</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | During site interviewed workers informed they are briefed on the contract terms and conditions and received copy after signed. | |
| 4.4.5.7 | <p>USSB use the check roll to capture workers and staff reporting for work and working hours for each day.</p> <p>The working hours is display in at the office notice board.</p> <p>Overtime rate according to Sabah Labour Ordinance 1967 requirement of 1.5 times hourly rate for normal overtime and 2.0 times hourly rate for rest day.</p> <p>On-site interview with workers they are aware on working hours and overtime rates.</p> <p>Workers informed they are brief on the working hours when they sign the contract agreement.</p> | Yes |
| 4.4.5.8 | <p>Working hours publicly available at notice boards.</p> <p>Working time: 7.00 am – 12.00 pm</p> <p>Rest Time: 12.00 pm – 2.00 pm</p> <p>Working time: 3.00 pm – 5.00 pm</p> <p>On-site interview with workers they are aware on working hours and overtime rates is based on mutual basis.</p> | Yes |
| 4.4.5.9 | <p>USSB paid wages according to Minimum Wage Order (Amendment) 2018 or agreed task piece rate for harvester, pruning, loose fruit collection, slashing, circle & path spraying, manuring include loading, mandore commission, FFB loader (farm tractor) and FFB loading ramp.</p> <p>Overtime rate are paid according to Sabah Labour Ordinance of 1.5 times for normal day and 2 times for rest days and weekends.</p> <p>A copy of payslip provided to all workers. Interview with workers informed they understand the wage and overtime rate and they do received copy of payslips.</p> | Yes |
| 4.4.5.10 | <p>USSB provide benefits to workers as follows:</p> <ul style="list-style-type: none"> • Medical bill • Hari Raya Bonus • Transportation for clinic • SOCSO for all workers. | Yes |
| 4.4.5.11 | <p>USSB adopts industry best practise for living quarters with water, electricity, recreational area and gardening area provided.</p> <p>Onsite visit at housing area observed housing compound are well maintained.</p> | Yes |
| 4.4.5.12 | <p>USSB established the Sexual Harassment, violence and gender policy dated 01/01/2019 sign by Director.</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>The policy statements include prevent sexual harassment and any others forms of violence against women, workers and community.</p> <p>The policy displayed at the estate notice board. Training are conducted for workers, staff and external stakeholder as follows:</p> <ul style="list-style-type: none">Workers are briefed on 13/07/2020Stakeholders are briefed on 16/07/2020 for local communities, contractor on 11/07/2020, neighboring estates on 21/07/2020, government agencies on 08/08/2020 and NGO on 26/08/2020. | |
| 4.4.5.13 | <p>USSB established Social and Human Right policy dated 01/01/2019 and signed by Director.</p> <p>The policy states USSB upholds the right of all personnel's, if they so wish to form and join trade unions of their choice and to bargain collectively. Freedom of association and collective bargaining are respected.</p> <p>No union form by workers currently.</p> <p>USSB conduct Internal Stakeholder meeting between workers and management on 02/07/2020 discussed with workers related to workers issue such as housing, electric supply</p> | Yes |
| 4.4.5.14 | <p>USSB established the Social and Human Right policy dated 01/01/2019 and signed by Director.</p> <p>The policy states No children as defined by Malaysia law should be employed.</p> <p>Review on the employee list, all the workers are above 18 years.</p> <p>No child and young worker sighted during site visit verification</p> | Yes |
| 4.4.6.1 | <p>USSB established the Training Needs and Training Program Annually dated 10/08/2020.</p> <p>Sighted training records of:</p> <ul style="list-style-type: none">GAP for maintenance workers dated 10/08/2020.Chemical handling for maintenance workers dated 16/07/2020.PPE Usage for all workers dated 10/08/2020.Awareness on company policies for all workers dated 10/07/2020.Fire drill/ emergency response plan for all workers dated 22/06/2020. | Yes |
| 4.4.6.2 | <p>Training Needs Analysis / Matrix 2020-2021 has been established dated 26/06/2020.</p> <p>The training need analysis / matrix table includes training topic, trainer, participant, frequency and remarks.</p> <p>Example:</p> <p>Training Topic: Training on PPE use</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 4: Social Responsibility, health, safety and employment conditions | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>Trainer: Internal</p> <p>Participant: Internal Stakeholders</p> <p>Frequency: Twice a year</p> <p>Remarks: Together with review of worker's PPE</p> | |
| 4.4.6.3 | <p>Training Needs and Training Program Annually has been established dated 10/08/2020.</p> <p>The training needs / program were planned for whole year according to the established activity SOP, which include social, environmental and safety aspects.</p> <p>Example list of programme:</p> <ul style="list-style-type: none"> • First Aid Training in Dec 2020. | Yes |

| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.5.1.1 | <p>USSB established Environmental Policy, dated 01/01/2019 signed by Director.</p> <p>The policy states:</p> <ol style="list-style-type: none"> 1. Commitment to identify and protected of primary forest. 2. Commitment to protect wildlife. 3. Commitment to against uncontrolled open burning. 4. Create awareness on environmental matters. <p>Environmental policy training conducted to workers on 10/07/2020.</p> <p>USSB established Environmental Improvement Plan, dated 27/07/2020.</p> <p>The plan includes:</p> <ol style="list-style-type: none"> 1. Action and activities 2. Objective and expected outcome 3. Timeframe | Yes |
| 4.5.1.2 | <p>a USSB established Environmental Policy, dated 01/01/2019. The policy states on:</p> <ol style="list-style-type: none"> 1. Commitment to identify and protected of primary forest. 2. Commitment to protect wildlife. 3. Commitment to against uncontrolled open burning. 4. Create awareness on environmental matters. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>Stated in the environmental Improvement plan, the environmental objectives are:</p> <ol style="list-style-type: none"> 1. Create awareness on Environmental Policy 2. Monitoring of energy use to optimize nonrenewable energy. 3. Proper waste management plan. | |
| | <p>b USSB established Environmental Management Plan which describe the Activity, Environment Aspect, Environment Impact, risk assessment, mitigation or improvement plan, monitoring, timelines and PIC.</p> <p>The EMP established covers all operational activities in the estate such as harvesting, manuring, chemical spraying and FFB transportations.</p> <p>Example of environmental aspects and impacts:</p> <p>Activities:</p> <p>Construction of bund and sumps outside stores and provision of spill kits. Maintenance of sumps.</p> <p>Objective: To reduced risk of pollution from spillage of fuels and pesticide.</p> <p>Frequency: One off</p> <p>Timeframe: Done</p> <p>Person in charge: Estate in Charge</p> <p>Impact assessment: To mitigate pesticide, petroleum and hydrocarbon spillage to water and soil.</p> | Yes |
| 4.5.1.3 | <p>The environmental aspect and impact table in the EMP, list the aspects and impacts analysis by activity</p> <p>Environmental Plan described on mitigation of negative impact and promoting positive impact are described in the Environment Plan.</p> <p>Example:</p> <p>Activities: Spraying</p> <p>Negative Impact:</p> <p>Empty pesticide containers causing pollution on soil and water source.</p> <p>Mitigation plan</p> <p>Triple rinse, marking and sending to third party schedule waste collector.</p> <p>Activity Pruning</p> <p>Positive Impact:</p> <p>Decomposition of fronds retain improve nutrient on soil.</p> <p>Plan to promote: Stacking of fronds on site of harvesting path</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.5.1.4 | <p>USSB established Continual Improvement Plan, dated 30/07/2020.</p> <p>The positive impacts stated in the CIP are:</p> <p>Activities and action plan</p> <ol style="list-style-type: none"> 1. Recycling of empty pesticide containers. 2. Prepared and maintenance of proper landfill. 3. Maintenance of vehicles and machineries. 4. Observation on filed indicates proper segregation of recycle and organic waste from housing area. Recyclable wastes are collected at recycle bin and organic wastes are disposed at landfill | Yes |
| 4.5.1.5 | <p>USSB established Training Plan year 2020.</p> <p>Type of training conducted:</p> <ol style="list-style-type: none"> 1. Environmental awareness 2. Waste management 3. Riparian zone, protected animals and zero burning. <p>Example training conducted:</p> <p>Environmental and waste management awareness conducted on 15/07/2020.</p> | Yes |
| 4.5.1.6 | <p>Environmental meeting are conducted once a year involving management team and workers.</p> <p>Latest environmental meeting are conducted on 05/08/2020.</p> <p>The meeting agenda includes:</p> <ol style="list-style-type: none"> 1. Information disseminated by management such as activities affected by management. 2. Feedback by workers regarding environmental topics. | Yes |
| 4.5.2.1 | <p>USSB established Diesel usage (litters) for year 2016 until 2019. The actual diesel usage per mt of FFB for 2020 are compared with the baseline established. Plan to reduce and monitored diesel consumption are established and implemented.</p> | Yes |
| 4.5.2.2 | <p>USSB established the 2020 annual budget for diesel consumption and monthly compared with the actual consumption..</p> | Yes |
| 4.5.2.3 | <p>There are no practice of renewable energy at USSB currently.</p> | Yes |
| 4.5.3.1 | <p>USSB established sources and type of wastes.</p> <p>There are three sources and type of wastes;</p> <p>Gaseous waste</p> <p>Source:</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | <p>Fronds, landfill, fertilizers.</p> <p>Type of waste:</p> <p>Methane, Nitrogen oxide.</p> <p>Solid waste</p> <p>Source:</p> <p>Household, industrial activities.</p> <p>Type of waste:</p> <p>Plastics organic waste, agricultural waste.</p> <p>Liquid waste</p> <p>Source:</p> <p>Household, industrial activities.</p> <p>Type of waste</p> <p>Example: Sewage, pesticide, waste oil</p> | |
| 4.5.3.2 | <p>a USSB established Waste Management Plan, dated 27/07/2020.</p> <p>Source of waste:</p> <p>Vehicles, Machineries and generators.</p> <p>Type of waste generated:</p> <p>Scheduled waste, example used lubricant oil and hydraulic oils. Empty chemical containers.</p> <p>Action plan:</p> <p>All scheduled waste are collected and stored at scheduled waste store. Disposal by licensed contractor.</p> | Yes |
| | <p>b USSB practicing segregation and recycling of waste.</p> <p>Example:</p> <p>Source:</p> <p>Domestic waste.</p> <p>Action plan:</p> <p>Waste separation into biodegradable and non-biodegradable. Biodegradable waste will be send to landfill. Whereby for non-biodegradable waste, it will be recycle.</p> | Yes |
| 4.5.3.3 | <p>USSB has established SOP for Handling of Used Chemicals, USSB-MSPO dated 01/01/2019.</p> <p>The procedure states:</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <ol style="list-style-type: none"> 1. Description of used chemical are chemical either not being used, due or damage. 2. Management of used chemicals. 3. Labeling of chemicals. 4. Records. | |
| 4.5.3.4 | <p>USSB has established SOP for Handling of Used Chemicals, USSB-MSPO dated 01/01/2019. The procedure stated:</p> <ol style="list-style-type: none"> 1. Rinse empty chemical containers with water. 2. Mark and punctured the empty chemical containers 3. Stored it designated areas. <p>Observation on scheduled waste store indicate all empty chemical containers are marked, punctured and stack properly</p> | Yes |
| 4.5.3.5 | <p>USSB manage their domestic waste generated from workers housing via landfill.</p> <p>During site verification on the site landfill is located far from housing area and from water ways. The landfill are fence and there are opening and closing date signage for each of rubbish pit.</p> | Yes |
| 4.5.4.1 | <p>USSB established Green House Action Plan.</p> <p>The action plan includes:</p> <ol style="list-style-type: none"> 1. Reduction of GHG from fertilizer 2. Reduction of fossil fuel use 3. Ensure no open burning <p>List of identified GHG related to estate operations:</p> <p>Fertilizer - Methane.</p> <p>Diesel – Carbon monoxide.</p> <p>EFB / fronds - Methane</p> | Yes |
| 4.5.4.2 | <p>USSB established GHG Action Plan, dated 27/07/2020. The plan include assessment on objective and mitigation measure for controlling and reducing GHG emission.</p> <p>Objective:</p> <p>Reduction of fossil fuel use.</p> <p>Action plan:</p> <p>More stringent control and monitoring of vehicles, machineries and generators.</p> <p>Impacts:</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | Reductions on fossil fuel usage.. | |
| 4.5.5.1 | <p>a USSB established water management plan, dated 29/07/2020</p> <p>The assessment covers:</p> <ul style="list-style-type: none"> Assessment of water usage and source of supply. Monitoring of outgoing water. Ways to optimized water. <p>Water sources and usage identified:</p> <ul style="list-style-type: none"> Rain water for domestic purposes. Pond water for operational purposes | Yes |
| | <p>b USSB conducted water test for incoming and outgoing river water.</p> <p>Review water test results dated 16/07/2020 for sample 1 of incoming water and sample 2 for outgoing water are in compliance with DOE requirements.</p> <p>Both sample points are inspected during site visit.</p> | Yes |
| | <p>c USSB practicing rain harvesting and reuses of triple rinsing water as part of water optimization plan.</p> | Yes |
| | <p>d Water Management Plan established includes monitoring and action to protect the waster course and buffer zone area.</p> <p>Field observation proper riparian zone are well maintained.t.</p> <p>There are signboard established at riparian area which states:</p> <ol style="list-style-type: none"> No permissible activities such as: No throwing of rubbish No spraying or manuring activities. No burning, planting trees. No hunting. | Yes |
| | <p>e Riparian zones monitoring are conducted quarterly.</p> <p>Sighted monitoring record dated 05/07/2020</p> <p>From field inspection riparian zones are well maintained and no natural vegetation removed. .</p> | Yes |
| | <p>f There are no use of bore water by the estate. Water source was from rain water.</p> | Yes |
| 4.5.5.2 | Field observation confirmed there are no bunds, weirs or dams constructed across the river. | Yes |
| 4.5.5.3 | Water harvesting are practices at estate facilities and field. Water drain and pit are built to retain water and increase soil moisture. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|---|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.5.6.1 | <p>a USSB established Biodiversity Assessment dated 24/07/2019.</p> <p>The assessment covers the entire estate including the riparian zones at Sungai Sugut and Sungai Gisi.</p> <p>There are no flora RTE identified in the estate.</p> <p>Three fauna RTE species are categorized into Schedule 1 and Schedule 2 in accordance to the, Wildlife Conservation (Amendment and Schedule) Order 2012.</p> <p>Example of Schedule 1 species :</p> <ol style="list-style-type: none"> 1. Ayam hutan, <i>Gallus gallus</i>. 2. Biawak, <i>Varanus</i>. 3. Kera, <i>Macaca fascicularis</i>. <p>Example of Schedule 2 species:</p> <ol style="list-style-type: none"> 1. Puyuh tanah, <i>Turnix suscitator</i>. 2. Musang, <i>Viverridae</i>. 3. Kura-kura, <i>Testudinidae</i>. <p>Site interviewed workers informed aware on protected wildlife present in estate area and I penalty for hunting and capturing of wildlife.</p> | Yes |
| | <p>b USSB established list of rare, threatened and endangered species animal.</p> <p>Examples:</p> <ol style="list-style-type: none"> 1. Ayam hutan <i>Gallus gallus</i> 2. Kera <i>Macaca fascicularis</i> 3. Biawak <i>Varanus</i> 4. Beruk <i>Macaca nemestrina</i> <p>Pictorial wildlife signage on prohibited activities are available established</p> | Yes |
| 4.5.6.2 | <p>a USSB established biodiversity management plan.</p> <p>Activity :</p> <p>Buffer zone management</p> <p>Action plan:</p> <ol style="list-style-type: none"> 1. Signage. 2. Reminder and awareness to workers on buffer zone area. <p>Person in charge: Estate Staff.</p> | Yes |
| | <p>b Stated on biodiversity management plan:</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 5: Environment, natural resources, biodiversity and ecosystem services | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | <ol style="list-style-type: none"> To report to local enforcement. Build signage of ban on illegal poaching. Clear boundary marking such as boundary drain, fences, boundary stone. <p>Interviewed workers are aware and understand of wildlife protection and legal requirements</p> | |
| 4.5.6.3 | <p>USSB established biodiversity management plan</p> <p>Example:</p> <p>Maintaining buffer zone.</p> <p>Action plan:</p> <ol style="list-style-type: none"> Buffer zone signage to be located at buffer zone area. Training on buffer zone conducted to workers. <p>Sighted signage at buffer zone area states on non-permitted activities such as illegal or inappropriate hunting.</p> | Yes |
| 4.5.7.1 | <p>USSB established Environmental policy, dated 01/01/2019, sign by Director.</p> <p>The policy states the management is against uncontrolled, illegal or irresponsible burning for the purpose of land preparation for new and replantings, pest and disease control, waste management and sanitation (No Burning).</p> <p>No burning sighted on field and housing compound. Interviewed workers informed them aware and understand it is not permitted to do open burning.</p> | Yes |
| 4.5.7.2 | <p>USSB practices the MPOB Oil Palm Replanting Guidelines, "Chapter 8 Crop Residue Management & Innovative Technique for Oil Palm Replanting – Conventional Zero Burning Practice of Oil Palm Replanting".</p> <p>There are no serious palm diseases sighted during the field visits that require burning. Therefore, no special approval for open burning from the relevant authorities.</p> | Yes |
| 4.5.7.3 | <p>There are no serious palm diseases sighted during the field visits that require burning.</p> <p>There are no application documents sighted for controlled burning any palm related diseases.</p> <p>Interviewed workers on field and housing compound informed are aware and understand on the company's open burning policy.</p> | Yes |
| 4.5.7.4 | <p>Base on site observation and replanting statement, there are no replanting conducted by USSB</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 6: Best Practices | | |
|-----------------------------|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.6.1.1 | <p>USSB had adopted the best management practices SOP from Field Book Oil palm planting volume 1, 2 & 3 by Ian Rankie and Thomas Fairhurst.</p> <p>The SOP cover Nursery, Mature and Immature activities.</p> <p>Sighted training records for:</p> <ul style="list-style-type: none"> SOP chemical spraying conducted on 10/08/2020 SOP on handling of chemicals conducted on 16/07/2020 | Yes |
| 4.6.1.2 | <p>USSB has adopted Field Handbook Immature Series for soil conservation measures.</p> <p>The SOPs describes;</p> <ul style="list-style-type: none"> Minimize soil erosion Reduce rainwater runoff and nutrient losses Increase water infiltration Conserve moisture and increase water infiltration Areas where the slope exceeds 25° should not be planted. <p>Planting of Legume Cover Plants as improved mechanism to prevent the soil erosion.</p> <ul style="list-style-type: none"> Erosion control Improved soil conditions Reduced soil temperatures, more rapid water infiltration and reduced surface water runoff. <p>Onsite visit observed oil palms planted on flat and undulating land.</p> | Yes |
| 4.6.1.3 | <p>USSB established permanent block marking for each block include information of year planting, block number, total area and source of oil palm seedlings.</p> | Yes |
| 4.6.2.1 | <p>USSB has established 10 years business plan from 2020 to 2029 dated 20/01/2020.</p> <p>The business plan include crop projection for 10 year, cost of production, cash flow projection, expenditure, revenue projection, profit and loss.</p> | Yes |
| 4.6.2.2 | <p>USSB has established 10 years business plan from 2020 to 2029 dated 20/01/2020.</p> <p>The business plan describes in point no. 2 there is no replanting until after 2030.</p> <p>USSB planting statement is review and all palms are below 15 years. Thus there is no replanting program established for the next 10 years.</p> | Yes |
| 4.6.2.3 | <p>USSB has established 10 years business plan from 2020 to 2029 dated 20/01/2020 The business plan includes;</p> | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 6: Best Practices | | |
|-----------------------------|---|------------|
| Indicator | Summary of Assessment | Compliance |
| | <ol style="list-style-type: none">1. Planting material2. Crop projection for 10 years3. Cost of FFB production/Mt4. Price forecast5. Cumulative cash flow | |
| 4.6.2.4 | <p>USSB established monthly progress report for monitoring of monthly costing.</p> <p>Monthly progress report August 2020 is available and review.</p> <p>The report covered the following;</p> <ol style="list-style-type: none">1. Manpower.2. FFB production.3. Rainfall.4. Work programme.5. Diesel usage. | Yes |
| 4.6.3.1 | <p>USSB use quotation system to purchase products and services.</p> <p>Example: Purchasing of fertilizer</p> <p>USSB received fertilizer price quotation from supplier.</p> <p>USSB issued local purchased order (LPO) to supplier as per quotation product and price as agreed.</p> <p>Sighted payment made according to terms and conditions as per supplier invoice.</p> <p>All purchased products are documented and maintained in the purchasing file.</p> | Yes |
| 4.6.3.2 | <p>USSB kept records of quotation and purchase order agreed by both parties on the terms and conditions.</p> <p>Review on payments records made within 60 days according to the invoice.</p> | Yes |
| 4.6.4.1 | <p>USSB established contract agreement with FFB transporter dated 01/03/2020 for FFB delivery duly agreed and signed by both parties.</p> <p>The contract agreement includes MSPO requirements describes as follows:</p> <ul style="list-style-type: none">• By signing this Agreement, the Contractor undertakes that they have been briefed by the company and understand the MSPO requirements.• It is the duty of the contractor to ensure all the contractor's operations relating to the company are in compliance to the MSPO standard. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 6: Best Practices | | |
|-----------------------------|--|------------|
| Indicator | Summary of Assessment | Compliance |
| | Review on training records sighted the contractor have been briefed on MSPO requirements dated 11/07/2020. | |
| 4.6.4.2 | USSB established contract agreement with FFB transporter dated 01/03/2020 for FFB delivery. The contract had include the agreed price for work payment and is duly signed by both parties. | Yes |
| 4.6.4.3 | USSB established contract agreement with FFB transporter dated 01/03/2020 for FFB delivery. The contract agreement includes MSPO requirements; under 2.1 – 2.4 The contract agreement includes MSPO statements describe as follow: Contractor agree to be assessed by MSPO approved auditors and will allow access to visit its premise. | Yes |
| 4.6.4.4 | USSB used daily record of sale and delivery of FFB, weighbridge tickets and FFB details listing for monitoring contractor work progress. Review records of deliveries, weighbridge tickets and FFB details listing for the month of August 2020 are well kept and maintained. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Principle 7: Development of new planting | | |
|--|--|------------|
| Indicator | Summary of Assessment | Compliance |
| 4.7.1.1 | USSB Planting statement is reviewed. The 1 st planting is conducted on 2007 and the latest planting conducted on 2008. There is no new planting conducted within the estate during site inspection. Therefore, biodiversity assessment is not required. | Yes |
| 4.7.1.2 | USSB Planting statement is reviewed. The 1 st planting is conducted on 2007 and the latest planting conducted on 2008. There is no new planting or replanting. Therefore, no PMM required. | Yes |
| 4.7.2.1 | USSB Planting statement and estate map is reviewed. There is no peat land within the estate observed during field inspection. | Yes |
| 4.7.3.1 | USSB Planting statement is reviewed. There is no new planting. Therefore, no SEIA conducted. | Yes |
| 4.7.3.2 | USSB Planting statement is reviewed. There is no new planting. Therefore, no SEIA conducted. | Yes |
| 4.7.3.3 | USSB Planting statement is review. There is no new planting. Therefore, no SEIA conducted. | Yes |
| 4.7.3.4 | There is no smallholder's scheme in USSB. Therefore, not applicable. | Yes |
| 4.7.4.1 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no soil map established. | Yes |
| 4.7.4.2 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no topography map established. | Yes |
| 4.7.5.1 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no map established and no permit required. | Yes |
| 4.7.5.2 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no plan to minimize adverse impacts or significantly increased risk for planting on fragile and marginal soil established. | Yes |
| 4.7.5.3 | USSB Planting statement is reviewed. There is no new planting. Therefore, no soil map established. | Yes |
| 4.7.6.1 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no FPIC conducted and no communities affected. | Yes |
| 4.7.6.2 | USSB Planting statement is reviewed. There are no new planting. There is no sacred sites, therefore no management plan established. | Yes |
| 4.7.6.3 | USSB Planting statement is reviewed. There is no new planting. Therefore, no SOP on handlings any customary land ownership and compensation established. | Yes |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| | | |
|---------|---|-----|
| 4.7.6.4 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no compensation and agreement established | Yes |
| 4.7.6.5 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no identification and assessment of legal and recognized customary rights established | Yes |
| 4.7.6.6 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no system established for calculating the compensation for distribution. | Yes |
| 4.7.6.7 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no compensation plan established. | Yes |
| 4.7.6.8 | USSB Planting statement is reviewed. There is no new planting conducted within the estate. Therefore, no communities affected. | Yes |

4.4. Status of Non-Conformities Previously Identified

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

4.5. Detail of Audit Findings in last audit

There are no findings raised on previous audit.

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 |

| Nr. | Indicator | Description | Location | Opportunity for Improvement |
|-----|-----------|--|----------|--|
| 1. | 4.4.1.1 | Social impacts should be identified and plans are implemented to mitigate the negative impacts and | Office | USSB updated the SIA Improvement Plan dated 15 Jun 2020. However, monitoring on action plan could be improved. |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



| Nr. | Indicator | Description | Location | Opportunity for Improvement |
|-----|-----------|--|----------|---|
| | | promote the positive ones. (MINOR) | | |
| 2. | 4.4.4.2 | The occupational safety and health plan shall cover the following: (MAJOR) b) The risks of all operations shall be assessed and documented | Office | HIRARC has been established on 05/09/2019 includes the risk assessment of each activity in estate operation. USSB may consider improving HIRARC assessment of Covid-19. |
| 3. | 4.5.1.3 | An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. (MAJOR) | Office | USSB established Environmental Improvement Plan. United Savvy Sdn. Bhd. may improve on separation of positive and negative impact points. |
| 4. | 4.5.2.1 | Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period (MAJOR) | Office | USSB may consider improvement on usage of non renewable energy against the budget. |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



5. CONCLUSION

United Savvy Sdn. Bhd. has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance audit for its estate 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 Organized 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 estate: | 1 |
| Total certified production area: | 118.08 Ha |
| Certified FFBs January to August 2020 | 1,044.84 Mt |
| Project FFBs September to December 2020 | 987.16 Mt |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



6. RECOMMENDATION

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

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

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

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

| | |
|---|---|
| | Recommended for Certification |
| X | Recommended for Continuity of Certification |
| | Recommended for Suspension of Certification |

Puchong, 30/10/2020

Mohamad Norhisham Bin Mohd Salleh
TUV NORD (Malaysia) Sdn Bhd
Audit Team Leader

Puchong, 30/10/2020

Cheong, Chun Yuen Robert
TUV NORD (Malaysia) Sdn Bhd
Certifier / Approver

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



7. LIST OF STAKEHOLDERS

Table 7-1: List of Interviewed Stakeholders

| No. | Organisation |
|-----|----------------------------------|
| 1. | Kg, Monopod, Sg. Sugut, Beluran. |
| 2. | KKSF Sdn. Bhd. |
| 3. | Behn Mayer Sdn. Bhd. |
| 4. | Fortuna Oil Mill |
| 5. | Agrifert Markerting Sdn. Bhd. |

MSPO Certification Summary Report

Company Name: United Savvy Sdn. Bhd.

Certifying Unit: United Savvy Sdn. Bhd.

Client Number: 92-134

Audit Type: ASA 01

Mode of Audit: Onsite



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

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

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

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

Salvo clause:

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

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

Annex / Enclosures

Annex /
corresponding audit documentation

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