

MSPO CERTIFICATION SUMMARY REPORT

WINSOME HARVEST PALM OIL MILL SDN
BHD – GROUP MANAGER ESTATE

SURVEILLANCE 03

Onsite Audit Date: 31/10/2022 – 02/11/2022

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: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Table of Contents

1.	INTRODUCTION	4
1.1.	Objective	4
1.2.	Scope	4
1.3.	Appointment and qualification of team members	4
2.	METHODOLOGY.....	9
3.	ORGANISATION INFORMATION	11
3.1.	Production volume	11
3.2.	Planting Program for Each Estates	11
3.3.	Replanting program for each estates	12
3.4.	Maps of Estates Location	13
4.	CERTIFICATION ASSESSMENT	16
4.1.	ASA 03	16
4.2.	Stakeholders' Consultation	16
4.3.	Summary of Assessment	17
4.4.	Status of Non-Conformities Previously Identified	43
4.5.	Detail of Audit Findings in last audit	44
4.6.	Detail of Onsite Audit Findings Identified during this audit	44
5.	CONCLUSION	46
6.	RECOMMENDATION	47
7.	LIST OF STAKEHOLDERS	48
	Distribution / Confidentiality / Rights of ownership / Limitations / Responsibilities / Audit Objectives	49
	Annex / Enclosures	49

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
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: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
Audit Type: ASA 03
Mode of Audit: Onsite



1. INTRODUCTION

Winsome Harvest Palm Oil Mill Sdn Bhd as Group Manager for estates has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct a surveillance 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 03 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 two team members. The audit team members contributed to the review of documents, the assessment of the project activity and preparation of the report.

Qualification of the Lead Auditor: 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;	Graduate in Plantation Industry and Management.

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
v) Social Sciences and/or Anthropology; 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 plantations.
Successfully completed MPOCC endorsed lead auditor training	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 and appointed as lead auditor for MSPO scheme.
Field working experience in the palm oil sector, or demonstrable equivalent	7 years working experience in oil palm plantations.
Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	7 years working experience in oil palm plantations.
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.
Health and safety auditing on the farm and in processing facilities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Successfully completed Basic SA 8000 training.
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Successfully completed IMS ISO 9001, 14001, 45001 Lead Auditor course.

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Qualifications
Completed High Conversation Value assessment	Attended and completed the HCV-HCS for producer online course.
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Able to communicate in Bahasa Malaysia and English.

Qualification of Team Member(s)

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	Muhammad Khairul Anuar Bin Azizul Hassan	Graduate in Plantation Industry and Management	Yes
	Mohamad Norhisham bin Mohd Salleh	Graduate in Applied Science (Major In Agrobiology).	
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)	Muhammad Khairul Anuar Bin Azizul Hassan	7 years working experience in oil palm plantation	Yes
	Mohamad Norhisham bin Mohd Salleh	5 years working experience in oil palm plantations.	
Successfully completed MPOCC endorsed lead auditor training	Muhammad Khairul Anuar Bin Azizul Hassan	Successfully completed MS2530 series of standards for Lead Auditors	Yes
	Mohamad Norhisham bin Mohd Salleh	Successfully completed MS2530 series of standards for Lead Auditors.	
Conducted a minimum six (6) on-site audits for a total of at least 20 man-days of audit experience as an	Muhammad Khairul Anuar Bin Azizul Hassan	Qualified as auditor based on audit log.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Assessor	Qualification	Compliance
auditor-in-training under the direction and guidance of a qualified Lead Auditor for MSPO or equivalent sustainability certification schemes.	Mohamad Norhisham bin Mohd Salleh	Qualified as auditor based on audit log.	
Field working experience in the palm oil sector or demonstrable equivalent Good Agricultural Practices (GAP) and Integrated Pest Management (IPM), pesticide and fertilizer use	Muhammad Khairul Anuar Bin Azizul Hassan	7 years working experience in oil palm plantations.	Yes
	Mohamad Norhisham bin Mohd Salleh	5 years working experience in oil palm plantations.	
Successfully completed Quality Management Systems (QMS) ISO9001 standard	Muhammad Khairul Anuar Bin Azizul Hassan	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.	Yes
	Mohamad Norhisham bin Mohd Salleh	Successfully completed ISO 9001:2015 LA course.	
Health and safety auditing on the farms processes and activities Or Successfully completed Occupational, Health & Safety Management System ISO 45001 standard	Muhammad Khairul Anuar Bin Azizul Hassan	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.	Yes
	Mohamad Norhisham bin Mohd Salleh	Successfully completed ISO 45001:2018 Lead Auditor course.	
Workers welfare and social auditing experience or Successfully attended SA8000 or related social or ethical accountability codes	Muhammad Khairul Anuar Bin Azizul Hassan	Successfully completed SA 8000 Basic training	Yes
	Mohamad Norhisham bin Mohd Salleh	Successfully completed SA 8000 Basic training	
Environmental and ecological auditing or experience with organic agriculture. or Successfully completed Environmental Management Systems ISO 14001 standard	Muhammad Khairul Anuar Bin Azizul Hassan	Successfully completed IMS ISO 9001, ISO 14001 and ISO 45001 LA course.	Yes
	Mohamad Norhisham bin Mohd Salleh	Successfully completed IMS ISO 14001:2015 LA course.	
Completed High Conversation Value assessment	Muhammad Khairul Anuar Bin Azizul Hassan	Attended and completed the HCV-HCS for producers course.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Requirement	Assessor	Qualification	Compliance
	Mohamad Norhisham bin Mohd Salleh	Attended and completed the HCV-HCS for producers course.	
Able to communicate in Bahasa Malaysia, English and / or any other local language.	Muhammad Khairul Anuar Bin Azizul Hassan	Able to communicate in both Bahasa Malaysia and English.	Yes
	Mohamad Norhisham bin Mohd Salleh	Able to communicate in both Bahasa Malaysia and English.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

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

Surveillance Three (03) Audit:

The Surveillance Three (03) audit conducted onsite from 31/10/2022 – 02/11/2022 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: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

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

Based on the formula, the sample size for the estates $S = 1\sqrt{5} = 2.24$, 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
Navin Cocoa Sdn Bhd	4°32'44.0" N 118°17'15.6" E
Jiwada Sdn. Bhd	4°58'4.8" N 118°27'7.5"E
My-Gains Sdn. Bhd	4°33'18.3" N 118°21'31.0"E

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: Winsome Harvest Palm Oil Mill Sdn Bhd
 Certifying Unit: Winsome Harvest Group Manager Estate
 Client Number: 92-136
 Audit Type: ASA 03
 Mode of Audit: Onsite



3. ORGANISATION INFORMATION

The certified estates are managed by Winsome Harvest Palm Oil Mill Sdn Bhd as Group Manager is located at Block A, Lot 40-2 Tb 15585-2, 2nd Floor, Kubota Road, 91000 Tawau, Sabah.

The details of the estates as below:

Name of Estates	Location	Coordinates
Navin Cocoa Sdn. Bhd	Sapang, Semporna. Sabah	4°32'44.0" N 118°17'15.6"E
Nanyang Hectares Sdn.Bhd	Mukim Sepang Air, Kunak. Sabah	4°38'09.9" N 118°16'11.9"E
Pertanian HT-Teo Sdn.Bhd	Mukim Semporna, Semporna. Sabah	4°31'47.0" N 118°19'2.0"E
My-Gains Sdn. Bhd	Batu 68, Jalan Tawau-Semporna, Sapang Semporna, Sabah	4°33'18.3" N 118°21'31.0"E
Jiwada Sdn. Bhd	Mukim Semporna, Semporna. Sabah	4°58'4.8" N 118°27'7.5"E

3.1. Production volume

Name of Estates	Area (Ha)		Projected FFB Production (mt) (Jan 2022 to Dec 2022)
	Total*	Production**	
Navin Cocoa Sdn. Bhd	121.08	116.54	1,500.00
Nanyang Hectares Sdn.Bhd	110.73	90.71	1,500.00
Pertanian HT-Teo Sdn.Bhd	90.52	82.00	550.00
My-Gains Sdn. Bhd	78.14	77.21	900.00
Jiwada Sdn. Bhd	83.42	81.38	1,500.00
Total FFB	483.89	447.84	5,950.00

*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

Winsome Harvest Group Estates					
Year estate /	Navin Cocoa Sdn. Bhd	Nanyang Hectares Sdn. Bhd	Pertanian Ht-Teo Sdn. Bhd	My-Gains Sdn. Bhd	Jiwada Sdn. Bhd
1994	-	-	12.01	-	-
1995	-	-	-	30.75	39.83
2000	-	-	-	-	-
2001	-	-	-	-	41.55

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



2002	-	44.89	-	-	-
2005	-	4.09	-	-	-
2006	-	3.52	-	-	-
2008	-	4.08	-	-	-
2009	-	15.61	-	-	-
2013	18.01	-	-	-	-
2014	11.24	-	20.97	-	-
2015	34.73	-	-	-	-
2016	-	3.30	38.87	-	-
2017	-	4.24	10.15	-	-
2018	8.57	8.94	-	20.56	-
2019	43.99	2.04	-	-	-
Total Mature	72.55	88.67	82.00	51.31	81.38
2022	0	0	0	25.90	0
Total Immature	0	0	0	25.90	0
Total	116.54	90.71	82.00	77.21	81.38

3.3. Replanting program for each estates

Year of replanting	Planted area (ha) in each estate					Total area to be replanted (ha)
	Navin Cocoa Sdn. Bhd	Nanyang Hectares Sdn. Bhd	Pertanian Ht-Teo Sdn. Bhd	My-Gains Sdn. Bhd	Jiwada Sdn. Bhd	
2021	-	-	-	-	-	-
2022	-	-	-	-	-	-
2023	-	-	-	-	20.23	20.23
2024	-	-	-	-	-	-
2025	-	-	-	-	-	-
TOTAL	-	-	-	-	20.23	20.23

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



3.4. Maps of Estates Location



Figure 1: Navin Cocoa Sdn Bhd

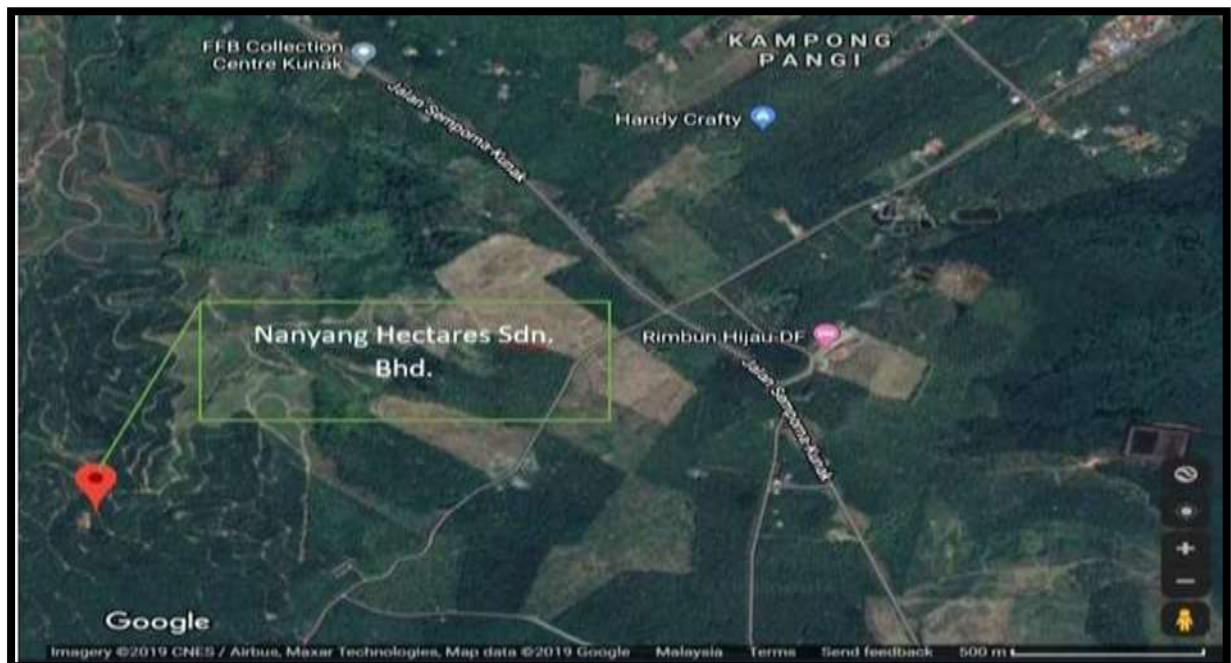


Figure 2: Nanyang Hectare Sdn Bhd

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Figure 3: Pertanian HT - Tea Sdn Bhd



Figure 4: My – Gains Sdn Bhd

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
Audit Type: ASA 03
Mode of Audit: Onsite



Figure 5: Jiwada Sdn Bhd

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



4. CERTIFICATION ASSESSMENT

4.1. ASA 03

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

4.1.1. Surveillance Three (03):

The Surveillance Three (03) audit is conducted on 31/10/2022 to 02/11/2022 covering 3 selected estates - Navin Cocoa Sdn Bhd, Jiwada Sdn Bhd and My – Gains Sdn Bhd.

During the last surveillance audit, there are 0 Major, 0 Minor, 4 Opportunities for Improvement (OFIs) 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

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 01/10/2022 to announce the audit of the certified unit. As at audit date on 31/10/2022 there are no comments received.

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

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>Navin Cocoa Sdn Bhd (NCSB), Jiwada Sdn Bhd (JSB) and My-Gains Sdn Bhd (MGSB) estates adopted Winsome Harvest Group Manager Estates (WHGME) MSPO Policy dated 01/04/2019 signed by Group Manager.</p> <p>MPSO policy was displayed the policy is publicly available at estates notice board.</p> <p>Document review on briefing records, MSPO policy briefing conducted as the following dates:</p> <ol style="list-style-type: none">1. NCSB estate dated 12/09/2022;2. JSB estate dated 12/09/2022;3. MGSB estate dated 14/09/2022. <p>Field interviews with NCSB, NHSB and PHTSB estates workers informed they have been briefed on MSPO policy.</p>	Yes
4.1.1.2	<p>NCSB, JSB and MGSB estates adopt WHGME MSPO Policy dated 01/04/2019 signed by Group Manager.</p> <p>Document review, the policy describes WHGE is committed towards sustainable development, continuous improvement and implementation of the Malaysia Sustainable Palm Oil (MSPO).</p>	Yes
4.1.2.1	<p>NCSB, JSB and MGSB estates adopt WHGME SOP internal audit doc no: WHGSOP-MP 1, revision 0 dated 01/01/2019.</p> <p>The SOP include the internal audit process and frequency for internal audit is once a year.</p> <p>WHGME has conducted Internal audit as following:</p> <ol style="list-style-type: none">1. NCSB conducted on 07/09/2022;2. JSB concudted on 06/09/2022;3. MGSB conducted on 08/09/2022. <p>Reviewed internal audit reports identified the weak points and improvement action that include the root cause analysis.</p>	Yes
4.1.2.2	<p>NCSB, JSB and MGSB estates adopt WHGME SOP internal audit doc no: WHGSOP-MP 1, revision 0 dated 01/01/2019.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	<p>The SOP include internal audit process and frequency for internal audit is once a year.</p> <p>NCSB, JSB and MGSB estates conducted Internal audit on 06/09/2022 – 08/09/2022.</p> <p>All findings have determined the root cause, corrections and corrective actions.</p> <p>Document review, Internal Audit report state with summary of strong and weak points, 0 NC and 12 OFIs been raised.</p> <p>Example OFIs raised:</p> <p>NCSB estate</p> <ol style="list-style-type: none"> 1. To repair emergency shower and eyewash; 2. Monitoring on first aid kit updated; 3. Gen set room to be clean; 4. Monitoring on latest SDS report. 	
4.1.2.3	<p>NCSB, JSB and MGSB estates adopt WHGME SOP internal audit doc no: WHGSOP-MP 1, revision 0 dated 01/01/2019.</p> <p>Document review, NCSB, JSB and MGSB estates conducted management review meeting dated 19/09/2022.</p> <p>The meeting agenda include discussion of internal audit result dated 06/09/2022 - 08/09/2022.</p>	Yes
4.1.3.1	<p>NCSB, JSB and MGSB estates adopt WHGME Management review procedure, document number WHGSOP-MP 2 rev no: 0 dated 01/01/2019.</p> <p>Review on management review minutes of meeting, NCSB, JSB and MGSB conducted on 19/09/2022.</p> <p>The meeting agenda includes the results of internal audit conduct on 06/09/2022 - 08/09/2022, minutes for previous meeting, continuous improvement plan, Safety and Health and others.</p> <p>The frequency for management review meeting is once a year.</p>	Yes
4.1.4.1	<p>NCSB, JSB and MGSB estates adopt WHGME Continual Improvement Procedure, document number WHGSOP-MP3, rev no: 0 dated 01/01/2019.</p> <p>WHGME established Continual Improvement Plan (CIP) updated on 28/09/2022 for NCSB, 29/09/2022 for MGSB and 30/09/2022 for MGSB which covers topics on social, environment, safety and health.</p> <p>Example:</p> <p>MGSB estate: Social</p> <p>Improvement Action: To repair workers housing;</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 1: Management Commitment & responsibility		
Indicator	Summary of Assessment	Compliance
	Action: To provide standard housing and basic necessity for the employee. Site verification at the labour quarters are in good condition with basic amenities for workers.	
4.1.4.2	NCSB, JSB and MGSB estates adopt WHGME SOP for identification and implementation of new information and techniques or new industry standards and technology, doc no: WHGSOP-MP 3, date 01/01/2019. The SOP describes the process for implementation of new technology: 1. Management review any identify the opportunity of improvement; 2. Brainstorming and planning; 3. Management decision; 4. Training. Field interviews with supervisors informed no new technology implemented by NCSB, NHSB and PHTSB estates.	Yes
4.1.4.3	NCSB, JSB and MGSB estates adopt WHGME SOP for identification and implementation of new information and techniques or new industry standards and technology, doc no: WHGSOP-MP 3, date 01/01/2019. The SOP describes the process for implementation of new technology. The flowchart in the SOP includes training will be conducted before the implementation of any new technology.	Yes

Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
4.2.1.1	NCSB, JSB and MGSB estates adopt WHGME list of stakeholders for all estates updated 01/07/2021. The list of stakeholders of WHGME includes government agencies, neighboring estates, NGOs, suppliers, local villages, internal stakeholders. WHGME conducted stakeholder's consultation meeting for external dated 14/10/2022 via email and internal for Navin Cocoa dated 12/10/2022, Jiwada dated 12/10/2022 and My Gains dated 14/10/2022 respectively. The meeting minutes and slide review include topics on MSPO, prevention of diseases, social, environment, company policies and company procedures.	Yes
4.2.1.2	NCSB, JSB and MGSB estates adopt WHGME list of publicly available document no WHG-SOP Pejabat, rev: 0, dated 02/12/2019. Example of documents publicly available: 1. Company Policy; 2. SOP complaint;	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<p>3. Company procedures.</p> <p>Example of confidential documents:</p> <ol style="list-style-type: none"> 1. Annual Budget; 2. Worker individual file. 	
4.2.2.1	<p>NCSB, JSB and MGSB estates adopt WHGME SOP Communication dated 22/08/2019.</p> <p>The procedure includes the flowcharts of stakeholder's consultation process.</p> <p>WHGME established SOP Information Request dated 01/01/2019.</p> <p>The procedure states that all the documents requested by stakeholders have to be recorded in and to be resolved within a 15 days for non-confidential documents and for confidential documents to be resolved within 40 working days.</p> <p>Stakeholder meeting conducted as follows include SOP Information request and SOP communication:</p> <ul style="list-style-type: none"> • External stakeholders dated 14/10/2022. • Internal stakeholders meeting: <ol style="list-style-type: none"> 1. NCSB dated 12/10/2022; 2. JSB dated 12/10/2022; 3. MGSB dated 14/10/2022. 	Yes
4.2.2.2	<p>WHGME estates appointed respective estate managers as person in-charge for consultation and communication. Example appointment letter for NCSB dated 01/10/2020.</p>	Yes
4.2.2.3	<p>NCSB, JSB and MGSB estates adopt WHGME SOP Communication dated 22/08/2019.</p> <p>WHGME conduct external stakeholders meeting on 14/10/2022.</p> <p>Stakeholders meeting conducted at group level includes of estate management, suppliers, government agencies, NGOs, local villagers and all affected parties.</p> <p>WHGME conducted group stakeholders meeting once a year.</p> <p>The meeting minutes and slide review include topics on MSPO, prevention of diseases, social, environment, company policies and company procedures such as SOP Communication.</p>	Yes
4.2.3.1	<p>NCSB, JSB and MGSB estates adopt WHGME SOP Traceability, document number WHGSOP-MP 4, rev no. 0, effective dated 01/01/2019.</p> <p>The procedure describes:</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 2: Transparency		
Indicator	Summary of Assessment	Compliance
	<ol style="list-style-type: none">Traceability records involved such as delivery note/ FFB dispatch note and weighbridge tickets;Process flow of traceability of FFB from harvesting field until mill weighbridge;Records of traceability keep at least 3 years. <p>NCSB, JSB and MGSB estates FFB delivery note or FFB dispatch note while transporting FFBs from estates to mills.</p> <p>Review in the delivery notes includes DN number, mill name, date and time delivery, vehicles number, driver name and acknowledgement.</p>	
4.2.3.2	<p>NCSB, JSB and MGSB estates conducts regular inspections of traceability system during internal audit and monthly check by the estate manager.</p> <p>The internal audit conducted on 06/09/2022 – 08/09/2022 with no findings raised on traceability.</p>	Yes
4.2.3.3	<p>WHGME appointed estates persons in-charge for traceability for respective estates dated 01/10/2020 for NCSB, JSB and MGSB.</p>	Yes
4.2.3.4	<p>NCSB, JSB and MGSB estates documented and maintained records of sales and FFB delivery to the mill.</p> <p>Review records of FFB delivery for NCSB, JSB and MGSB for Oct 2022.</p> <p>Review in the delivery note includes DN number, mill name, date and time delivery, vehicles number, driver name and acknowledgement.</p> <p>Mill weighbridge ticket includes ticket number, date, crop supplier, lorry number, product, time, weight, DN number and acknowledgement.</p> <p>Review on the records such as delivery note (DN) from estate are maintained. Unique number of estate DN captured in mill weighbridge ticket.</p> <p>SOP Traceability describes records keeping for 3 years retention period.</p>	Yes

Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.1	<p>NCSB, JSB and MGSB estates adopt WHGME list of licenses and permits updated 20/10/2022.</p> <p>Example of list of permit and licenses:</p> <ol style="list-style-type: none">NCSB MPOB license valid until 30/09/2023;JSB MPOB license valid until 31/07/2023;MGSB MPOB license valid until 31/10/2023;NCSB Trading license valid until 31/12/2022;MGSB Trading license valid until 31/12/2022.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
4.3.1.2	NCSB, JSB and MGSB estates adopt WHGME list of legal documents updated 10/05/2022. Example of legal register: 1. Minimum wage order 2022; 2. Occupational Safety and Health amended 2022 (Act 1648).	Yes
4.3.1.3	NCSB, JSB and MGSB estates adopt WHGME list of legal documents updated 10/05/2022. NCSB, JSB and MGSB estates adopt WHGME SOP of Legal date 01/01/2019. The procedure has a flow chart of handling for updating the list when necessary by person in-charge.	Yes
4.3.1.4	NCSB, NHSB and PHTSB estates adopt WHGME SOP of Legal date 01/01/2019. WHGME assigned Sustainability Officer as person in charge for tracking changes on laws and regulations.	Yes
4.3.2.1	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah Land Authority with a tenure of 99 years. Therefore, no diminish land use rights of other users.	Yes
4.3.2.2	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah land Authority with a tenure of 99 years. The actual usage of land is cultivation of agricultural crops of economic value as stated in the land titles NCSB, JSB and MGSB estates.	Yes
4.3.2.3	NCSB, JSB and MGSB estates land titles maps included with information of total area, location and boundary stone numbering. Example: NCSB estate Field inspection at block 5A confirmed boundary marker is marked with a boundary stone and wooden stick.	Yes
4.3.2.4	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah Land Authority. Document review, no disputes found.	Yes
4.3.3.1	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah Land Authority. No customary land titles listed in the summary of land titles.	Yes
4.3.3.2	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah Land Authority.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 3: Compliance to legal requirements		
Indicator	Summary of Assessment	Compliance
	Therefore, there are no customary right land in NCSB, JSB and MGSB estates.	
4.3.3.3	NCSB, JSB and MGSB estates land titles are country lease issued by Sabah Land Authority. There are no native or customary sub-leased in NCSB, NGSB and PHTSB estates. 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	NCSB, JSB and MYSB estates adopt WHGME Social Impact Assessment updated 27/09/2021. The survey assessment is conducted on 11/10/2022. The survey involved workers, local communities, neighbouring estates, mill, suppliers and government agencies. A summary of positive and negative impacts, mitigation plan promotes with timeline are included. Example of positive impact: Impact: Conduct training to workers to improve awareness; Action: Conduct training to workers; Timeframe: Continuous; PIC: Estate in charge. Field interview with estates workers informed training such as MSPO, social, safety & health and environmental has been briefed On 12/09/2022. Example of negative impact: Impact: Shortage of workers toilet at JSB estate; Action: Planning to construct the new workers toilet; Timeframe: 2023 – 2024; PIC: Estate in charge. Site inspection at JSB estate sighted site preparation for new workers toilet is under progress.	Yes
4.4.2.1	JSB, NCSB and MGSB estates adopt WHGME SOP Complaint and Grievance, doc no WHGSOP-MP8, revision 01 dated 19/09/2019. The flowchart describes: 1. Purposes of complaint; 2. Scope of complaint;	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>3. Responsibilities;</p> <p>4. Procedure (Characterize your complaint, consider resolving the complaint, report complaint, convene meeting 2 weeks after receiving report and record the outcome).</p> <p>Site inspection at JSB, NCSB and MGSB estates sighted the complaint and grievance flowchart is display at the estates notice board.</p> <p>Timeline to resolve the complaint is within 30 days.</p> <p>Person in charge of complaint and grievance is estate in charge.</p>	
4.4.2.2	<p>JSB, NCSB and MGSB estates adopt WHGME SOP Complaint and Grievance, doc no WHGSOP-MP8, revision 01 dated 19/09/2019.</p> <p>Timeline to resolve the complaint is within 30 days.</p>	Yes
4.4.2.3	<p>JSB, NCSB and MGSB estates adopt WHGME SOP Complaint and Grievance, doc no WHGSOP-MP8, revision 01 dated 19/09/2019.</p> <p>Complaint and Grievance form doc no WHG-00 dated 01/01/2019.</p> <p>Field interviews with sampled chemical sprayers informed they have been briefed on SOP complaint and grievances.</p> <p>Reviewed complaints logbook for JSB, NCSB and MGSB estates verified there is no complaint lodge from year 2019 till the audit date.</p>	Yes
4.4.2.4	<p>WHGME photo verification confirmed the complaint form and box is available at JSB, NCSB and MGSB estates.</p> <p>Field interviews with sampled chemical sprayers informed they understand and have been briefed on complaint and grievances procedure.</p> <p>Briefing for complaints and grievances conducted for external stakeholders dated 14/10/2022 and internal stakeholders dated 12/09/2022.</p>	Yes
4.4.2.5	<p>Document reviewed on JSB, NCSB and MGSB estates complaint logbook verified there is no complaint lodged from last 24 months till the audit date.</p>	Yes
4.4.3.1	<p>JSB, NCSB and MGSB estates adopt WHGME Local Development, doc no: WHPGOM-Localdevelopment01, rev 01, updated 15/10/2021.</p> <p>JSB, NCSB and MGSB estates provide work opportunities on hiring local communities for estate operation and drivers.</p>	Yes
4.4.4.1	<p>JSB, NCSB and MGSB estates adopt WHGE Occupational Safety and Health Policy dated 01/04/2019 signed by Group Manager.</p> <p>JSB, NCSB and MGSB estates displayed Safety and Health policy at the estates notice boards.</p> <p>Occupational Safety and Health Policy briefing conducted as the following dates:</p> <p>1. JSB dated 12/09/2022;</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>2. NCSB dated 12/09/2022;</p> <p>3. MGSB dated 14/09/2022.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers informed they have been briefed on Occupational Safety and Health Policy.</p>	
4.4.4.2	<p>a JSB, NCSB and MGSB estates adopt WHGME Occupational Safety and Health Policy dated 01/04/2019 signed by Group Manager.</p> <p>Site inspection sighted Occupational Safety and Health Policy displayed at the estates notice board in dual languages, Bahasa Malaysia and English.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers workers informed they have been briefed on Occupational Safety and Health Policy.</p>	Yes
	<p>b JSB, NCSB and MGSB estates adopt WHGE HIRARC dated 11/07/2021.</p> <p>The HIRARC assessment Includes all relevant field activities. The HIRARC table include activity, hazards, risk and effects, risk assessment (consequence, likelihood, risk rating), existing control, PIC, risk assessment after control and date review</p> <p>Example: Chemical Spraying;</p> <p>Activity: Spraying chemical in the field;</p> <p>Hazard: Chemical poison;</p> <p>Risk and Effect: Skin irritation or poisoning;</p> <p>Existing Control: PPE, emergency eyewash, regular training & briefing;</p> <p>Risk Assessment after control: Severity-1, Likelihood-4, Risk-4;</p> <p>Recommended Control: first aid kit and refresher training;</p> <p>PIC: Estate Manager / Mandore.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers informed they have been briefed on the possible risks on chemical spraying exposure in the field.</p>	Yes
	<p>c i JSB, NCSB and MGSB estates adopt WHGME Safety, Health and Environmental and MSPO Programme year 2020 – 2021.</p> <p>Document reviewed verified JSB, NCSB and MGSB estates conducted chemical spraying training to chemical sprayers as follows:</p> <p>1. JSB dated 12/09/2022;</p> <p>2. NCSB dated 12/09/2022;</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>3. MGSB dated 14/09/2022.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers informed they have been brief on the chemical spraying safe work practices.</p>	
c ii	<p>Site inspection sighted SDSs are available in JSB, NCSB and MGSB estates chemical and fertilizer stores.</p> <p>Site inspection at JSB, NCSB and MGSB estates sighted chemicals and fertilizer are arranged and kept in store properly with original label.</p>	Yes
d	<p>JSB, NCSB and MGSB estates adopt WHGME records of PPEs issuance and review on the records are maintained and updated.</p> <p>Type of PPE for chemical handling is identified in accordance to HIRARC and CHRA assessment.</p> <p>Example:</p> <p>NCSB estate chemical sprayers:</p> <ul style="list-style-type: none"> Hand glove, face mask, apron, goggle and boots. <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers informed they have been briefed on PPE usage for spraying activity.</p>	Yes
e	<p>JSB, NCSB and MGSB estates adopt WHGME SOP Chemical Handling, doc no: WHGSOP-OP 9 dated 01/01/2019.</p> <p>Site inspection at JSB, NCSB and MGSB estates sighted chemicals and fertilizer are arranged and kept in store properly with original label.</p> <p>Training of Chemical Storage and Handling SOP have been briefed to chemical sprayers as follows:</p> <ol style="list-style-type: none"> JSB dated 12/09/2022; NCSB dated 12/09/2022; MGSB dated 14/09/2022. <p>Field interviews with JSB, NCSB and MGSB estates sampled chemical sprayers informed they been briefed on chemical handling procedure.</p>	Yes
f	<p>WHGME appoints sustainability officer as person in-charge for safety and health for all estates such as JSB, NCSB and MGSB.</p>	Yes
g	<p>JSB, NCSB and MGSB estates adopt WHGME Safety, Health and Environmental and MSPO Programme year 2020 – 2021.</p> <p>JSB, NCSB and MGSB estates have a total number of 33 workers. Therefore, below the minimum requirements to have an OSH committee in accordance to DOSH requirements.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>WHGME conduct centralized OSH meeting on 17/08/2022, meeting attended by JSB, NCSB and MGSB estates managements. WHGME conducted the meeting on yearly basis.</p> <p>OSH agenda meeting discussed are safety training, accident and injury, medical surveillance, fire extinguisher validity and other safety matters.</p>	
h	<p>JSB, NCSB and MGSB estates adopt WHGME SOP of Emergency and Accident, doc no WHG-AEP01, revision 00 dated 02/01/2019.</p> <p>Site inspection sighted emergency evacuation layout plans, assembly point and contact details available at JSB, NCSB and MGSB estates notice boards.</p>	Yes
i	<p>JSB, NCSB and MGSB estates person incharge and mandore attended first aid training on 04/08/2022 and valid for 3 years.</p> <p>Site inspection sighted first aid kit available at each audited estates.</p>	Yes
j	<p>JSB, NCSB and MGSB estates adopt WHGME SOP of Accident Reporting dated 05/09/2019.</p> <p>The SOP describe to record and investigate any accident or injury occur.</p> <p>JKKP 8 form for year 2021 submitted to DOSH as follow:</p> <ol style="list-style-type: none"> 1. JSB dated 03/01/2022; 2. NCSB dated 03/01/2022; 3. MGSB dated 03/01/2022. 	Yes
4.4.5.1	<p>JSB, NCSB and MGSB estates adopt WHGME Human Right Policy dated 01/04/2019 signed by Group Manager.</p> <p>The policy state the company respect and protect human rights with not supporting discriminatory practices, providing equal opportunities regardless of race, colour, gender, religion, political opinion, nationality, social origin or any other distinguishing characteristics and dignity individuals working at all levels of operations including contractor.</p> <p>Site inspection sighted policy is displayed at the JSB, NCSB and MGSB estates notice boards to effectively communicate to external and internal stakeholders.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled general workers and harvesters informed they understand the social policy.</p>	Yes
4.4.5.2	<p>JSB, NCSB and MGSB estates adopt WHGME Human Right Policy dated 01/04/2019 signed by Group Manager.</p> <p>Site inspection sighted the policy is publicly displayed at estates notice board.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>The policy states company not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion and nationality.</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled general workers and harvesters informed they understand the social policy.</p>	
4.4.5.3	<p>JSB, NCSB and MGSB estates adopt WHGME contract agreement for workers in accordance to Sabah Labour Ordinance.</p> <p>Worker contract agreement states the daily rate of RM 57.70 per day or agreeable piece rates, overtime rate (during normal overtime, rest day overtime and public holiday overtime), working hours, rest day and etc. The contract agreement are signed by workers and management.</p> <p>Reviewed JSB, NCSB and MGSB estates sampled workers' pay slips and against check roll for the month of September 2022, the wages paid as per agreeable piece rates and daily rates for harvesters and general workers.</p>	Yes
4.4.5.4	<p>JSB, NCSB and MGSB estates does not engaged contractor for estate operations. Therefore, no monitoring or contractor's worker wages required.</p>	Yes
4.4.5.5	<p>JSB, NCSB and MGSB estates workers list are updated 04/10/2022.</p> <p>The worker list includes name, gender, date of birth, date joined, job description and wages.</p>	Yes
4.4.5.6	<p>JSB, NCSB and MGSB estates established contract agreement for each workers recruited and signed by both parties.</p> <p>Contract agreement details in accordance to Sabah Labour requirements that include annual leave, public holidays, sick leave, maternity leave and working hours.</p> <p>Field interviews with sampled general workers and harvesters informed they have been briefed on the contract terms and conditions and received a signed copy.</p>	Yes
4.4.5.7	<p>JSB, NCSB and MGSB estates established attendance record book to monitor workers reporting work and working hours for each day.</p> <p>Site inspection sighted working hours is publicly displayed at the 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>Field interview with sampled general workers and harvesters informed they understand working hours and overtime rates and they are briefed when signed the contract agreement.</p>	Yes
4.4.5.8	<p>JSB, NCSB and MGSB estates working hours are complying with Sabah Labour Ordinance 1950 (Chapter 67).</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Site inspection sighted working hours is publicly displayed at the JSB, NCSB and MGSB estates notice boards.</p> <p>Standard working hours as follows:</p> <p>Working hours: 6.00 am to 3.00 pm</p> <p>Break time: 11.00 am to 12.00 pm</p> <p>Field interviews with JSB, NCSB and MGSB estates sampled general workers and harvesters informed they have been briefed on estate working hours and overtime rates.</p>	
4.4.5.9	<p>JSB, NCSB and MGSB estates provide pay advice to all workers documenting wage for the month and any overtime performed.</p> <p>Workers are paid either piece rate or hourly rate.</p> <p>Field interviews with sampled general workers and harvester informed they understand the working hours and overtime rates, however, no OT provided in the estate operation.</p>	Yes
4.4.5.10	<p>JSB, NCSB and MGSB estates provides benefits for both local and foreign workers such as medical cost, annual leave, sick leave, SOCSO and public holidays as listed in the employment contract.</p>	Yes
4.4.5.11	<p>JSB, NCSB and MGSB estates adopts Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) the housing includes water, electricity and gardening area provided.</p> <p>Site inspection at housing area observed housing compound includes basic amenities such as free water and electricity.</p>	Yes
4.4.5.12	<p>JSB, NCSB and MGSB estates adopt WHGME Sexual Harassment Policy dated 01/04/2019 signed by Group Manager.</p> <p>Site inspection sighted the policy is displayed at JSB, NCSB and MGSB estates notice board.</p> <p>The policy state estate is strongly committed to provide an environment that is conducive, safe and free from sexual harassment.</p> <p>Complaint record is review, no related complaint lodged for sexual harassment and violence.</p>	Yes
4.4.5.13	<p>JSB, NCSB and MGSB estates adopt WHGME Human Right Policy dated 01/04/2019 signed by Group Manager.</p> <p>The policy describe;</p> <ol style="list-style-type: none"> 1. To respect the workers to join the trade union; 2. To provide the fair work opportunities for all workers. <p>WHGME upholds the right of all personnel's, if they so wish to form and join trade unions of their choice and to bargain collectively.</p> <p>Freedom of association and collective bargaining are respected.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 4: Social Responsibility, health, safety and employment conditions		
Indicator	Summary of Assessment	Compliance
	<p>Field interview with mandore and sampled general workers informed there is no union form in WHGME.</p> <p>However, workers informed the internal stakeholders meeting conducted annually as communication tools between workers and management team.</p>	
4.4.5.14	<p>JSB, NCSB and MGSB estates adopt WHGME Social Policy dated 01/04/2019 signed by Group Manager.</p> <p>Site inspection sighted the social policy is publicly displayed at the JSB, NCSB and MGSB estates notice boards.</p> <p>The policy describe:</p> <ul style="list-style-type: none"> No children or person below age of 18 years old is allowed to be hired. <p>Reviewed list of workers and site inspection at JSB, NCSB and MGSB estates verified, there are no workers below 18 years old been hired.</p>	Yes
4.4.6.1	<p>JSB, NCSB and MGSB estates adopt WHGME training programme for year 2022 dated 20/01/2022.</p> <p>Training programme conducted include company policies, company SOPs, safety and health, social and environment.</p> <p>WHGME conducted training as follows:</p> <ol style="list-style-type: none"> JSB dated 12/09/2022; NCSB dated 12/09/2022; MGSB dated 14/09/2022. 	Yes
4.4.6.2	<p>JSB, NCSB and MGSB estates adopt WHGME training need analysis for year 2021 for each of the workers follow type of work.</p> <p>The training includes MSPO training, safe working procedure, environment awareness, waste and chemical, first aid, Emergency Response Procedure, traceability and safety awareness to relevant job description.</p> <p>Example:</p> <ul style="list-style-type: none"> Chemical sprayer: Training on chemical handling, company policies, ERP and complaint and grievance SOP. 	Yes
4.4.6.3	<p>JSB, NCSB and MGSB estates adopt WHGME training plan for year 2022 for all estates.</p> <p>The training were planned for whole year according to the established activity SOP, which include social, environmental and safety aspects.</p> <p>Example of training programme of JSB, NCSB and MGSB estates:</p> <ul style="list-style-type: none"> SOP scheduled wastes handling and ERP on November and December 2022. 	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



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

Indicator	Summary of Assessment		Compliance							
4.5.1.1	<p>NCSB, JSB and MGSB estates adopt WHGME Environment policy dated 01/04/2019 signed by group manager.</p> <p>The policy states committed to act in accordance with current plantations industry approaches.</p> <p>Site visit verify WHGME Environmental policy is available in estates notice boards.</p> <p>NCSB, JSB and MGSB estates adopt WHGME Environment Management Plan, Doc No. WHG-EMP revision 03, updated 20/10/2020 include aspect, positive impact, negative impact, action plan, PIC, timeframe.</p> <p>Example:</p> <p>Aspect: Domestic waste;</p> <p>Negative impact: Land contamination due to accumulation;</p> <p>Action plan: Proper landfill management;</p> <p>PIC: Estate in charge/ mandore;</p> <p>Time frame: Continuously.</p> <p>Briefing on environmental policy to workers conducted as follows:</p> <ul style="list-style-type: none"> NCSB conducted on 12/10/2022; JSB conducted on 12/10/2022; MGSB conducted on 14/10/2022. 		Yes							
4.5.1.2	a	<p>NCSB, JSB and MGSB estates adopt WHGME Environment policy dated 01/04/2019 signed by group manager.</p> <p>The management is committed to minimizing the environmental impact of its operations and understands the importance of conserving natural resources.</p> <p>We shall strive to promote environments whenever practical that will ensure a sustainable future.</p>	Yes							
	b	<p>NCSB, JSB and MGSB estates adopt WHGME Environment Management Plan, Doc No. WHG-EMP revision 03, updated 20/10/2022 include aspect and impacts analysis for estate operations.</p> <p>Example:</p> <table border="1"> <thead> <tr> <th>Aspect</th><th>Impact</th><th>Mitigation plans</th><th>PIC</th></tr> </thead> <tbody> <tr> <td>Fertilizer spillage</td><td>Water pollution</td><td>Monitoring fertilizer application on field.</td><td>Estate Manager/ Mandore</td></tr> </tbody> </table>	Aspect	Impact	Mitigation plans	PIC	Fertilizer spillage	Water pollution	Monitoring fertilizer application on field.	Estate Manager/ Mandore
Aspect	Impact	Mitigation plans	PIC							
Fertilizer spillage	Water pollution	Monitoring fertilizer application on field.	Estate Manager/ Mandore							

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services							Compliance
Indicator	Summary of Assessment						
		Oil leakage from farm tractor	Land pollution	To perform regular maintenance	Estate Manager/ Mandore		
4.5.1.3	<p>NCSB, JSB and MGSB estates adopt WHGME Environment Management Plan, Doc No. WHG-EMP revision 03, updated 20/10/2022 include the negative and positive impact.</p> <p>Example:</p> <p>Negative impacts</p> <p>Aspect: Smoke emission of heavy machineries;</p> <p>Negative impact: Air pollution;</p> <p>Plan: To ensure regular maintenance;</p> <p>PIC: estate manager / mandore;</p> <p>Remarks: Continuously.</p> <p>Review on vehicle maintenance records conducted regularly to ensure estate vehicles condition are good.</p> <p>Example:</p> <p>Vehicle maintenance by Unity Workshop dated 17/09/2022 –MGSB</p> <p>Vehicle maintenance by Unity Workshop dated 06/09/2022 –NCSB</p> <p>Positive impacts</p> <p>Aspect: Plastic bottle generated from line site;</p> <p>Positive impact: Landscape;</p> <p>Plan: Recycle programme for each estate and building of recycling centre;</p> <p>PIC: estate manager / mandore;</p> <p>Remarks: Continuously.</p>						Yes
4.5.1.4	<p>NCSB, JSB and MGSB estates established CIP dated 28/10/2022, 30/09/2022 and 29/09/2022 respectively.</p> <p>Example: NCSB</p> <p>Activity: Domestic waste;</p> <p>Negative impacts: Water, land and air pollutions;</p> <p>Positive impact: To practice domestic waste segregation and recycle method of disposal;</p> <p>CIP: To provide the recycle bins;</p> <p>PIC: Estate manager / mandore.</p>						Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Site visit on estates housing area observed recycle bins are provided by management.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they understand on the recycling program.</p>	
4.5.1.5	<p>NCSB, JSB and MGSB estates adopt WHGME training program for year 2022 dated 20/01/2022 include trainings for environment.</p> <p>Example:</p> <p>NCSB conduct trainings for safe handling chemicals and handling of empty chemical containers on 14/10/2022.</p> <p>NHSB and PHTSB conduct trainings on Environmental policy and scheduled waste on 12/10/2022.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they understand on the environmental aspects, safety and health and impact on environments.</p>	Yes
4.5.1.6	<p>NCSB, JSB and MGSB estates conduct once a year environmental meetings with staff and workers representative.</p> <p>WHGME conduct environmental meeting for NCSB, JSB and MGSB on 17/08/2022 include the agenda of MSPO, company policies and environmental issues.</p>	Yes
4.5.2.1	<p>NCSB, JSB and MGSB estates established records of diesel baseline from year 2018 till 2021 and include the diesel consumption record for year 2022 dated 03/10/2022.</p> <p>Diesel usage monitored on monthly and annual basis, compared against the baseline and actual usage.</p> <p>Example:</p> <p>NCSB:</p> <p>Review on the diesel usage records indicate total usage for until month of September 2022 is higher against the baseline due to regular road maintenance works.</p>	Yes
4.5.2.2	<p>WHGME established monthly energy consumption report to monitor the usage of diesel.</p> <p>Example:</p> <p>NCSB established budget for fuel consumption for year 2022. The actual diesel usage for the month of January until September 2022 is recorded and maintained.</p> <p>Review on the fuel consumption records and interview with the estate manager informed the actual fuel usage is lower against the budgeted due to lower crop production out in 2022.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.2.3	WHGME practice renewable energy using solar power for NCSB to generate electricity at housing area. JSB and MGSB does not practise renewable energy to generate electricity at housing area	Yes
4.5.3.1	<p>NCSB, JSB and MGSB estates adopt WHGME Waste Management Plan doc no: WHEst-WsMP, rev no: 1, updated 28/10/2022 includes of type of wastes solid, liquid and gas. The WMP includes the sources of waste</p> <p>Example:</p> <p>Solid waste</p> <p>Item: Empty fertilizer bag;</p> <p>Source: Fertilizer application.</p> <p>Liquid</p> <p>Item: Used lubricant oil;</p> <p>Source: Gear box motor Genset turbine.</p> <p>Gases</p> <p>Item: Carbon Dioxide.</p> <p>Source: Smoke emission from heavy machineries (backhoe).</p>	Yes
4.5.3.2	<p>a NCSB, NCSB and PHTSB estates adopt WHGME Waste Management Plan doc no: WHEst-WsMP, rev no: 1, updated 28/10/2022 includes identification source of waste and pollutions.</p> <p>Example:</p> <p>Type of waste: Solid waste;</p> <p>Source: Chemical spraying activities;</p> <p>Impact: Land pollution;</p> <p>Plan: Triple rinsing and reuse for chemical premix activity.</p> <p>Field interviews with sampled chemical sprayers informed they have been briefed on triple rinsed and will reused the empty chemical containers for chemical spraying and premix activities.</p>	Yes
	<p>b NCSB, JSB and MGSB estates adopt WHGME Waste management plan doc no: WHEst-WsMP, rev no: 1, updated 28/10/2022 includes re-cycle, reuse and reduced of waste.</p> <p>Example:</p> <p>Solid waste</p> <p>Item: Empty chemical containers;</p> <p>Source: Chemical spraying application;</p> <p>Plan: Reused for chemical premix activity;</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Photos provided at worker housing area, empty chemical container re-used for flower pots.</p> <p>Field interviews with sampled chemical sprayers informed after triple rinsing the empty chemical containers will be reused for chemical premix activities.</p>	
4.5.3.3	<p>NCSB, JSB and MGSB estates adopt WHGME SOP chemical handling doc no. WHG-Chemical Handling revision 0, dated 02/01/2019.</p> <p>The SOP describes on handling, storage and issuing of chemicals in estate.</p> <p>NCSB, JSB and MGSB estates adopt WHGME SOP for Scheduled Waste, Doc no.: WHSOP-OP17 dated 01/01/2019 describe empty chemical containers to be punctured and stored.</p> <p>NCSB, JSB and MGSB scheduled waste records are available, maintained and review.</p>	Yes
4.5.3.4	<p>NCSB, JSB and MGSB estates adopt WHGME SOP Empty Chemical Handling, doc. no.: WHG-Ech SOP dated 02/01/2019 describes handling on empty chemical containers.</p> <p>Field interviews with sampled chemical sprayers informed empty chemical containers will be triple rising, punctured and stored at designated area.</p>	Yes
4.5.3.5	<p>NCSB, JSB and MGSB estates domestic waste generated from estates are disposed at designated landfill sites with distance far from housing area.</p> <p>Example:</p> <p>NCSB landfill located 200 meter away from worker housing areas.</p> <p>JSB and MGSB landfill located 300 meter away from worker housing area.</p> <p>Site visit to estates landfills observed NCSB, JSB and MGSB installed signage include details of opening and closing date and only domestic wastes disposed in the landfills.</p>	Yes
4.5.4.1	<p>NCSB, JSB and MGSB estates adopt WHGME Waste Management Plan doc no: WHEst-WsMP, rev no: 1, updated 28/10/2022 includes list of waste and source generated with category solid, liquid and gaseous.</p> <p>Example:</p> <p>Greenhouse gas emission: Carbon Monoxide from farm tractors.</p>	Yes
4.5.4.2	<p>NCSB, JSB and MGSB estates adopt WHGME Waste Management Plan doc no: WHEst-WsMP, rev no: 1, updated 28/10/2022 includes action plan to reduce significant pollutants and emissions.</p> <p>Example:</p> <p>Source: FFB tractor;</p> <p>Fuel: Diesel;</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>Mitigation measure: Regular inspection and maintenance on FFB tractors;</p> <p>Remarks: Continuous monitoring.</p> <p>Example:</p> <p>Vehicle maintenance by Unity Workshop dated 06/09/2022 –NCSB.</p>	
4.5.5.1	<p>a NCSB, JSB and MGSB estates adopt WHGME Water Management Plan doc no: WHEst-WtMP latest review on 01/10/2022 include the source of water and usage of water.</p> <p>Example:</p> <p>JSB</p> <p>Water source: Rain water;</p> <p>Water usage: Domestic and field operations.</p>	Yes
	<p>b There is water ways in NCSB, JSB and MGSB.</p> <p>Site visit and interviewed with estate manager and workers informed there is no water ways within the estates.</p> <p>Reviewed estate maps and site visit on NCSB, JSB and MGSB, there is no water ways within the estates.</p>	Yes
	<p>c NCSB, JSB and MGSB estates established rainfall records to manage water usage for domestic and field operations.</p> <p>Empty chemical containers rinsing water recycle for chemical premix.</p>	Yes
	<p>d NCSB, JSB and MGSB estates adopt WHGME SOP Riparian area, Doc no WHEst-Riparian dated 01/10/2019 describes no fertilizer and chemical spraying activities at buffer zone areas.</p> <p>There are no water ways within NCSB, JSB and MGSB.</p> <p>However, field interviews with sampled harvesting and chemical sprayers formed they aware that no chemical and fertilizer application activities at buffer zone area.</p>	Yes
	<p>e NCSB, JSB and MGSB estates adopt WHGME SOP Riparian area, Doc no WHEst-Riparian dated 01/10/2019 describe the SOP describe the buffer zone shall be conserved with indigenous vegetation to serve as filter from estate operations into river.</p> <p>There are no water ways within NCSB, JSB and MGSB.</p> <p>Therefore, no vegetation removed NCSB, JSB and MGSB.</p>	Yes
	<p>f NCSB, JSB and MGSB estates adopt WHGME Water Management Plan describe source of water supplies are from rain water and pond.</p> <p>Site visit to housing compound and interviews with estate in-charges and workers inform water source are from rainwater and ponds. No use of bore well in the estate.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
4.5.5.2	<p>There are no water ways within NCSB, JSB and MGSB</p> <p>Reviewed the estate maps, site visit and interview with estate manager and workers informed there are no waterways within the estate area.</p> <p>Therefore, no construction of bund or weir.</p>	Yes
4.5.5.3	<p>NCSB, JSB and MGSB estates practices rain harvesting for domestics used.</p> <p>Ponds and pits are dug to capture rainwater for field operations.</p> <p>Example:</p> <p>Site visit to workers housing at all estates of WHGME observed rain water was used for domestic usage.</p>	Yes
4.5.6.1	<p>a NCSB, JSB and MGSB estates adopt WHGME biodiversity report, doc no: WHG-Biodiversity, rev 00 dated 22/10/2022 include the list of animals found in estate and plan of management.</p> <p>Example:</p> <p>Squirrel, Lizard, Woodpecker.</p> <p>WHGME conducted environmental meeting on 17/08/2022 involved management, workers representative and staff include the agendas for MSPO, company policies, and environment matters.</p> <p>Site visit to estate area confirm signage of no illegal hunting are installed in the estates.</p> <p>Field interviews with sampled harvesters and chemicals sprayers informed they understand on the wildlife protection, any sighted wildlife they will report to management.</p>	Yes
	<p>b Site visit on estates observed that NCSB, JSB and MGSB estates displayed the policy and type of protected animal species according to Sabah Wildlife Scheduled 1, 2 & 3 and location of potential HCV at the respective estates notice boards.</p>	Yes
4.5.6.2	<p>a NCSB, JSB and MGSB estates adopt WHGME biodiversity report, doc no: WHG-Biodiversity, rev 00 dated 22/11/2019 include the 'Enakmen Pemuliharaan Hidupan Liar 1997'.</p> <p>The report describes illegal hunting is not allowed in accordance to "Enakmen Pemeliharaan Hidupan Liar 1997" and related punishment.</p> <p>Field visits to estates observed signboard on no hunting and type of wildlife is installed and displayed as respective estates.</p> <p>Field interviews with sampled harvesters and chemical sprayers informed they understand no illegal hunting in the estate by workers.</p>	Yes
	<p>b NCSB, JSB and MGSB estates adopt WHGME Environment Policy dated 01/04/2019.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 5: Environment, natural resources, biodiversity and ecosystem services		
Indicator	Summary of Assessment	Compliance
	<p>The policy states to educate and increase awareness related to environmental protection and biodiversity through continuous communication and training to all relevant stakeholders.</p> <p>Company policies and wildlife information is briefed to workers in environment meeting conducted.</p>	
4.5.6.3	<p>NCSB, JSB and MGSB estates monitor wildlife in and surrounding of the estates.</p> <p>Monitoring of wildlife in the estates conducted on monthly basis.</p>	Yes
4.5.7.1	<p>NCSB, JSB and MGSB estates adopt WHGME Zero Burning Policy dated 01/04/2019 signed by group manager.</p> <p>A zero burning is practices in relation to new planting, replanting or other developments.</p> <p>Site visit to housing areas and landfill areas observed no sign of burning practised.</p>	Yes
4.5.7.2	<p>There are no serious palm diseases observed during field visit at NCSB, JSB and MGSB estates that require burning. Therefore, no special approval for open burning from the relevant authorities</p>	Yes
4.5.7.3	<p>NCSB, JSB and MGSB estates adopt WHGME Zero Burning Policy, dated 01/04/2019 signed by group manager.</p> <p>Interview with WHGME estate in-charge and field visit confirm no disease observed at field operations that required burning method for treatment.</p> <p>There are no application documents for approval sighted for controlled burning.</p>	Yes
4.5.7.4	<p>NCSB, JSB and MGSB estates adopt WHGME Replanting procedure, doc no WHGSOP-MP-10, rev 00, dated 22/11/2019.</p> <p>The procedure describes the replanting is by felled or chipped process.</p> <p>Review on the WHGME planting statement, there are 25.9 ha of replanting in year 2022.</p> <p>Site visits and field interviews with estate in-charge and workers, no burning practised and old palms was chipped before stacking in a row.</p>	Yes

Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.1.1	<p>NCSB, NHSB and PHTSB estates adopted WHGME SOP for its estate operations.</p> <p>Examples:</p> <ol style="list-style-type: none"> SOP harvesting doc no. WHGSOP-OP1; SOP loading / unloading FFB doc no. WHGSOP-OP3; 	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	<p>3. SOP Chemical handling doc no. WHGSOP-OP12;</p> <p>4. SOP chemical mixing doc no. WHGSOP-OP11;</p> <p>5. SOP Chemical disposal empty container doc no WHGSOP-OP14.</p> <p>Document review of trainings records, WHGE conducted training to workers for NCSB, JSB and MGSB estates adopt as follow:</p> <p>1. Harvesting and manuring procedure for NCSB and JSB estates on 12/09/2022;</p> <p>2. Harvesting & manuring procedure for MGSB and MGSB estate on 14/09/2022.</p>	
4.6.1.2	<p>NCSB, NHSB and PHTSB estates adopted WHGME established document no: WHGSOP-MP 10 dated 22/11/2019.</p> <p>The SOP describe in Point no 4, Pelaksanaan kaedah Teres:</p> <ul style="list-style-type: none"> 'Jarak diantara teres adalah 7.8 m hingga 9.0 m mengikut kecuraman bukit dan diukur berdasarkan base line manakala jarak tanaman 7.2 m hingga 8.4m. Jalan bagi kawasan bukit hendaklah dibentuk bagi mendapatkan jalan yang berkecuraman tidak melebihi kecerunan 6° bagi jalan utama dan tidak melebihi daripada 8° bagi jalan kumpul.' <p>Field inspection at sampled block NHSB estate established terrace and planted with mucunas to prevent soil erosions.</p> <p>From altitude reading using tool 'GPS Coordinate Malaysia' and 'Topographic Map Malaysia', NHSB estate planting on slope is approximately 48 meters after sea level that is in line with code of practices provided by MPOB for best agricultural practices.</p>	Yes
4.6.1.3	<p>NCSB, JSB and MGSB estates established permanent block markers for each block that include block number, block size, date of planting and planting material.</p> <p>Field inspection has confirm block marker is installed as below:</p> <p>NCSB estate: Block BC, 19.59 Ha, Planted 2013.</p>	Yes
4.6.2.1	<p>NCSB, JSB and MGSB estates established long term management plan (details income statement) for 5 years from 2018 to 2022, effective dated: 20/11/2019.</p> <p>The content of financial plan includes;</p> <p>1. FFB Projection;</p> <p>2. Long Term Management Plans;</p> <p>3. Oil Palm Mature – Budget & Projection Operation Cost;</p> <p>4. Replanting programme.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
	Site interviews with NCSB, JSB and MGSB estates managers informed implementation of budget allocated are monitored closely to ensure company financial are in order.	
4.6.2.2	NCSB, JSB and MGSB estates adopted WGHME Replanting program established 2023 – 2025. From review of replanting plan stated replanting activity to be conducted at JSB estate established for year 2023.	Yes
4.6.2.3	NCSB, JSB and MGSB estates adopt WHGME long term management plan (details income statement) for 5 years from 2018 to 2022, effective dated: 20/11/2019 1. Planting materials; 2. Crop projection: site yield potential, age profile, FFB yield trends; 3. Cost of projection: cost / mt, cost / ha; 4. Price forecast; 5. Expenses; 6. Profit and lost.	Yes
4.6.2.4	NCSB, JSB and MGSB estates monitors monthly on FFB production, income, expenses and price per ton / FFB. NCSB, JSB and MGSB estates submit a monthly analysis report, FFB actual vs budget report to WHGME office. An annual review of the budget, actual achieved and compared against previous year. Site interviews with estate managers informed they are monitoring and ensuring the cost within the budget limit.	Yes
4.6.3.1	NCSB, JSB and MGSB estates purchase chemical, fertilizer or equipment with purchase orders from suppliers. Example: NHSB estate Purchase order for Glyphosate Isopropylamine 41%, dated 11/08/2022 stated the particulars, unit price and amount. From document review, invoice dated 15/08/2022 from supplier describes the product pricing and payment terms.	Yes
4.6.3.2	NCSB, JSB and MGSB estates purchase chemical, fertilizer or equipment with purchase orders from suppliers. The invoice dated 15/08/2022 from supplier describes the product pricing and payment terms. Document review on invoice issued to supplier is paid as per purchase orders.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 6: Best Practices		
Indicator	Summary of Assessment	Compliance
4.6.4.1	NCSB, JSB and MGSB estates does not engage contractors. Thus, no contract agreement available for review. Document review on stakeholders list and field interviews with NCSB, NHSB and PHTSB estates managers informed does not engage contractors.	Yes
4.6.4.2	NCSB, JSB and MGSB estates does not engage contractors. Therefore, no agreement established. Document review on stakeholders list and field interviews with NCSB, JSB and MGSB estates managers informed does not engage contractors.	Yes
4.6.4.3	NCSB, JSB and MGSB estates does not engage contractors. Document reviewed on stakeholders list and field interviews with NCSB, JSB and MGSB estates managers informed does not engage contractors. Therefore, no documents establish for review accept MSPO approved auditors to verify assessments through a physical inspection.	Yes
4.6.4.4	NCSB, JSB and MGSB estates does not engage contractors. Document reviewed on stakeholders list and field interviews with NCSB, JSB and MGSB estates managers informed does not engage contractors. Therefore, no documents establish to review the control points to the tasks performed by the contractor.	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Principle 7: Development of new planting		
Indicator	Summary of Assessment	Compliance
4.7.1.1	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>JSB first planting in year 1995, latest replanting in year 2001 with total 41.55 ha.</p> <p>NCSB first planting in year 1992, latest replanting in year 2019 with total of 43.99 ha.</p> <p>MGSB first planting in year 1995, latest replanting in year 2022 with total of 25.90 ha.</p> <p>Field inspection verified no high biodiversity area within or bordering with the estates. Therefore, no biodiversity assessment conducted.</p>	Yes
4.7.1.2	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>JSB first planting in year 1995, latest replanting in year 2001 with total 41.55 ha.</p> <p>NCSB first planting in year 1992, latest replanting in year 2019 with total of 43.99 ha.</p> <p>MGSB first planting in year 1995, latest replanting in year 2022 with total of 25.90 ha.</p> <p>Therefore, no PMM or EIA established.</p>	Yes
4.7.2.1	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there, there is no peat land.	Yes
4.7.3.1	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>Therefore, no SEIA conducted.</p>	Yes
4.7.3.2	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>Therefore, no SEIA conducted.</p>	Yes
4.7.3.3	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>Therefore, no SEIA conducted.</p>	Yes
4.7.3.4	There is no smallholder's scheme in JSB, NCSB and MGSB estates certification.	Yes
4.7.4.1	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>Therefore, no soil map established.</p>	Yes
4.7.4.2	<p>JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting.</p> <p>Therefore, no soil and topographic map establish.</p>	Yes

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



4.7.5.1	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no topographic map establish.	Yes
4.7.5.2	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no monitoring management plan for fragile and marginal soil established.	Yes
4.7.5.3	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no identification of fragile and marginal soil established.	Yes
4.7.6.1	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no FPIC established.	Yes
4.7.6.2	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. There are no sacred sites. Therefore, no management plan established.	Yes
4.7.6.3	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no customary land established.	Yes
4.7.6.4	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no compensation and agreement established.	Yes
4.7.6.5	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no assessment to identify customary right established.	Yes
4.7.6.6	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no system established for calculating the compensation for distribution.	Yes
4.7.6.7	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no compensation plan established.	Yes
4.7.6.8	JSB, NCSB and MGSB estates planting statements and estate maps are reviewed, there is no new planting. Therefore, no communities affected.	Yes

4.4. Status of Non-Conformities Previously Identified

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

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



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

4.5. Detail of Audit Findings in last audit

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

4.6. Detail of Onsite Audit Findings Identified during this audit

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.	4.4.4.2	The occupational safety and health plan shall cover the following: b) The risks of all operations shall be assessed and documented	Office	WHGME could improve HIRARC for the following: <ul style="list-style-type: none"> FFB ramp station; Harvesting on height area.
2.	4.4.4.2	c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: ii. all precautions attached to products shall be properly observed and applied	Field	WHGME could improve monitoring of SDS version updates.
3.	4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of the	Field	WHGME could improve domestic wastes segregation.

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd

Certifying Unit: Winsome Harvest Group Manager Estate

Client Number: 92-136

Audit Type: ASA 03

Mode of Audit: Onsite



Nr.	Indicator	Description	Location	Opportunity for Improvement
		environment and watercourses.		
4.	4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented	Field	WHGME could improve PCD (oil trap) design for pollution prevention.
5.	4.5.6.1	a. Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities	Field	WHGME could improve wildlife monitoring records.

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
Audit Type: ASA 03
Mode of Audit: Onsite



5. CONCLUSION

Winsome Harvest Palm Oil Mill Sdn Bhd – Group Manager Estate has commissioned TUV NORD (Malaysia) Sdn Bhd to conduct surveillance 03 audit consisting of 5 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:	5
Total certified production area:	447.84 Ha
Certified FFBs January to September 2022:	4,659.76 Mt
Project FFBs October to December 2022:	1,290.24 Mt

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
Audit Type: ASA 03
Mode of Audit: Onsite



6. RECOMMENDATION

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

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

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

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

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

Puchong, 11/11/2022

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

Puchong, 21/11/2022

Navin Baskram
TUV NORD (Malaysia) Sdn Bhd
Certifier / Approver

MSPO Certification Summary Report

Company Name: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
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: Winsome Harvest Palm Oil Mill Sdn Bhd
Certifying Unit: Winsome Harvest Group Manager Estate
Client Number: 92-136
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