

**MALAYSIAN SUSTAINABLE PALM OIL  
MSPO OPMC Public Summary Report**

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

<b>BOUSTEAD PLANTATIONS BERHAD</b>
Client Company (HQ) Address: 10th, 11th & 18th Floor, Menara Boustead 69, Jalan Raja Chulan 50200 Kuala Lumpur, Malaysia
Certification Unit: Telok Sengat Business Unit Telok Sengat Palm Oil Mill & Plantations: Telok Sengat Estate, Kulai Young Estate, Chamek Estate
Date of Final Report: 24/10/2023

**Report prepared by:**  
**Muhamad Naquiuddin Mazeli** (Lead Auditor)

**Report Number: 3717649**

**Assessment Conducted by:**  
BSI Services Malaysia Sdn Bhd,  
(DSM Accreditation Number: MSPO 09112018 CB 12)  
Suite 29.01 Level 29 The Gardens North Tower,  
Mid Valley City Lingkaran Syed Putra,  
59200 Kuala Lumpur, Malaysia  
Tel +60392129638 Fax +60392129639  
www.bsigroup.com

<b>TABLE of CONTENTS</b>	<b>Page No</b>
Section 1: Executive Summary .....	3
1.1 Organizational Information and Contact Person .....	3
1.2 Certification Information .....	3
1.3 Other Certifications .....	4
1.4 Location of Certification Unit .....	4
1.5 Certified Area .....	4
1.6 Plantings & Cycle .....	4
1.7 Certified Tonnage of FFB .....	5
1.8 Uncertified Tonnage of FFB.....	5
1.9 Certified Tonnage .....	5
1.10 Actual Sold Volume (CPO).....	6
1.11 Actual Sold Volume (PK).....	6
Section 2: Assessment Process .....	7
2.1 BSI Assessment Team .....	8
2.2 Impartiality and conflict of interest .....	10
2.3 Accompanying Persons .....	10
2.4 Assessment Plan .....	10
Section 3: Assessment Findings .....	13
3.1 Details of audit results .....	13
3.2 Details of Nonconformities and Opportunity for improvement.....	13
3.3 Status of Nonconformities Previously Identified and OFI .....	18
3.4 Summary of the Nonconformities and Status.....	29
3.5 Issues Raised by Stakeholders .....	30
3.6 List of Stakeholders Contacted .....	32
Section 4: Assessment Conclusion and Recommendation .....	33
Appendix A: Summary of the findings by Principles and Criteria.....	34
Appendix B: Smallholder Member Details.....	144
Appendix C: Location and Field Map.....	145
Appendix D: List of Abbreviations .....	149

## Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
<b>Company Name</b>	Boustead Plantations Berhad		
<b>Mill/Estate</b>	<b>Certification Unit</b>	<b>MPOB License No.</b>	<b>Expiry Date</b>
	Telok Sengat Palm Oil Mill	500089304000	31/08/2023
	Telok Sengat Estate	615231002000	30/09/2023
	Kulai Young Estate	620978002000	31/12/2023
	Chamek Estate	613906002000	31/07/2024
<b>Address</b>	10th, 11th & 18th Floor, Menara Boustead, 69, Jalan Raja Chulan, 50200 Kuala Lumpur, Malaysia		
<b>Management Representative</b>	Pn. Azmariah Muhamed / Cik Mitah Limpu		
<b>Website</b>	www.bousteadplantations.com.my	<b>E-mail</b>	azmariah@bplant.com.my mitah@bplant.com.my
<b>Telephone</b>	03-2145 2121	<b>Facsimile</b>	03-2144 7917

1.2 Certification Information			
<b>Certificate Number</b>	Mill: MSPO 697045 Estate: MSPO 697047	<b>Certificate Start Date</b>	15/04/2019
<b>Date of First Certification</b>	15/04/2019	<b>Certificate Expiry Date</b>	14/04/2024
<b>Scope of Certification</b>	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements</li> </ul>		
<b>Standard</b>	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
<b>Stage 1 Date</b>	26-30/08/2018		
<b>Stage 2 / Initial Assessment Visit Date (IAV)</b>	19-22/11/2018		
<b>Continuous Assessment Visit Date (CAV) 1</b>	10-13/03/2020		
<b>Continuous Assessment Visit Date (CAV) 2</b>	05-08/07/2021		
<b>Continuous Assessment Visit Date (CAV) 3</b>	08-12/08/2022		

## MSPO Public Summary Report

### Revision 2 (Nov 2021)

<b>Continuous Assessment Visit Date (CAV) 4</b>	12-16/06/2023
---	---------------

1.3 Other Certifications				
Certificate Number	Standard(s)		Certificate Issued by	Expiry Date
QMS 00292	ISO 9001:2015	Quality Management System	SIRIM QAS International Sdn Bhd	08/09/2025
RSPO 697033	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019 for CPO Mills (Module E: Mass Balance)		BSI Services Malaysia Sdn Bhd	10/09/2025

1.4 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Telok Sengat POM	Telok Sengat, 81900 Kota Tinggi, Johor, Malaysia	1° 34' 04.50" N	104° 02' 37.50" E
Telok Sengat Estate	Telok Sengat, 81900 Kota Tinggi, Johor, Malaysia	1° 34' 03.60" N	104° 02' 13.80" E
Chamek Estate	Jalan Paloh, 86009 Kluang, Johor, Malaysia	2° 08' 58.08" N	103° 14' 59.95" E
Kulai Young Estate	Jalan Sedenak, 81000 Kulai, Johor, Malaysia	1° 37' 31.50" N	103° 31' 48.50" E

1.5 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Telok Sengat Estate	3,483.92	138.18	67.90	3,690.00	94.42
Chamek Estate	795.60	-	21.30	816.90	97.39
Kulai Young Estate	562.80	-	101.20	664.00	84.76
<b>Total (ha)</b>	<b>4,842.32</b>	<b>138.18</b>	<b>190.40</b>	<b>5,170.90</b>	

Note:  
HCV area increased in Telok Sengat area due to reassessment and conversion of previously declared riparian zone as "other" area now is considered as HCV area.

1.6 Plantings & Cycle			
Estate	Age (Years)	Mature	Immature

**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Telok Sengat Estate	539.40	1,100.10	1,341.70	623.00	0	3,064.80	539.40
Chamek Estate	251.30	119.90	87.60	330.70	0	538.20	251.30
Kulai Young Estate	0	225.40	160.20	0	177.20	562.80	0
<b>Total (ha)</b>	<b>790.70</b>	<b>1,445.40</b>	<b>1,589.50</b>	<b>953.70</b>	<b>177.20</b>	<b>4,165.80</b>	<b>790.70</b>

**1.7 Certified Tonnage of FFB**

Estate	Tonnage / year		
	Estimated (Apr 2022 - Mar 2023)	Actual (Aug 2022 - May 2023)	Forecast (Apr 2023 - Mar 2024)
Telok Sengat Estate	83,000.00	52,011.81	72,000.00
Chamek Estate	16,500.00	10,259.64	12,400.00
Kulai Young Estate	14,000.00	4,986.98	5,150.00
Eldred Estate	26,000.00	15,713.98	-
Bekoh Estate	25,000.00	15,766.69	-
Jaya Sewajar	1,000.00	487.47	-
UM Plantations	6,500.00	4,852.07	-
Rudijaya	2,000.00	1,396.27	-
Angtong Estate	6,000.00	1,467.57	-
<b>Total (mt)</b>	<b>180,000.00</b>	<b>106,942.48</b>	<b>89,550.00</b>

**1.8 Uncertified Tonnage of FFB**

Estate	Tonnage / year		
	Estimated (Apr 2022 - Mar 2023)	Actual (Aug 2022 - May 2023)	Forecast (Apr 2023 - Mar 2024)
Nil	N/A	N/A	N/A
<b>Total (mt)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**1.9 Certified Tonnage**

Mill Capacity: 40 MT/hr	Estimated (Apr 2022 - Mar 2023)	Actual (Aug 2022 - May 2023)	Forecast (Apr 2023 - Mar 2024)
	FFB	FFB	FFB
	180,000.00	106,942.48	89,550.00
SCC Model: MB	CPO (OER: 21.86 %)	CPO (OER: 20.31%)	CPO (OER: 21.00%)
	39,345.00	21,720.02	18,806.00
	PK (KER: 4.58%)	PK (KER: 4.05%)	PK (KER: 4.10%)

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	8,235.00	4,331.17	3,672.00
--	----------	----------	----------

**1.10 Actual Sold Volume (CPO)**

CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
21,720.02	0	0	13,275.90	6,522.89	19,798.79

**1.11 Actual Sold Volume (PK)**

PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
4,331.17	0	0	2,639.62	1,000.00	3,639.62

## Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

### Assessment Methodology, Programme, Site Visits

This on-site reassessment was conducted from 12-16/06/2023. The audit programme is included in Section 2.4. The approach to the audit was to treat the Boustead Telok Sengat Oil Mill and Supply base (Telok Sengat Estate, Chamek Estate & Kulai Young Estate) as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The Certification Unit not using MSPO certification marks for any type of on- and off-product communication. The Certification Unit are compliance with the use of the MSPO Logo and related claims.

The estates or smallholders sample were determined based on formula  $S = r\sqrt{n}$  where  $n$  is the number of estates while when applicable, the smallholders sample were determined following the MSPO Certification Requirement. The sampling of smallholders were based on the formula  $(r\sqrt{n})$ ; where  $r$  is the risk factor (may defers 1, 1.5 and 2 depending on risk), where  $n$  is total number of group members. The sampled smallholder listed in Appendix B.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.6.

This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

All the previous nonconformities are remains closed. The assessment findings from the initial assessment are detailed in Section 4.2. Major non-conformance was closed offsite due to evidence submitted was sufficient.

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification and recertification decision by BSI. For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

The following table would be used to identify the locations to be audited each year in the 5-year cycle.

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Telok Sengat POM	√	√	√	√	√
Telok Sengat Estate	√	√	√	√	√
Chamek Estate	√	√	√	√	√
Kulai Young Estate	√	√	√	√	√

**Tentative Date of Next Visit: June 3, 2024 - June 7, 2024**

**Total No. of Mandays: 15**

**2.1 BSI Assessment Team**

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Muhamad Naquiuddin Mazeli (MNM)	Team Leader	<p><b>Education:</b> Bachelor Science Horticulture, UPM.</p> <p><b>Work Experience:</b> 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, managed, implement and monitors the RSPO, ISCC, MSP0 and ISO 9001 and ISO 45001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also supports in providing training related to RSPO, MSP0 and other certifications where applicable to the operations during previous company.</p> <p><b>Training attended:</b> ISO 9001:2015 LA Training (2019), ISO 14001:2015 LA Training (2018), ISO 45001:2018 LA Training (2018), HCV &amp; HCS Training (2019), RSPO P&amp;C LA Training (2018), MSP0 LA Training (2018), SMETA Training (2021), SCCS Training and Refresher (2019).</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, RSPO supply chain and HCV.</p> <p><b>Language proficiency:</b> Fluent in both verbal/written Bahasa Malaysia and English Language.</p>



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<p>Amir Bahari (AB)</p>	<p>Team Member</p>	<p><b>Education:</b>  He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 &amp; Diploma in Palm Oil Milling Tech/Management MPOB 1996.</p> <p><b>Work Experience:</b>  He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment, he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 &amp; also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry.</p> <p><b>Training attended:</b>  ISO 9001, ISO 14001, OHSAS 18001 &amp; RSPO.</p> <p><b>Aspect covered in this audit:</b>  During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, RSPO supply chain and HCV.</p> <p><b>Language proficiency:</b>  Fluent in both verbal/written Bahasa Malaysia and English Language.</p>
<p>Yusof Khairan  Nizar Ahmad  Tarmizi (YKN)</p>	<p>Team Member</p>	<p><b>Education:</b></p> <ol style="list-style-type: none"> <li>1) Certificate of Safety and Health Officer-Malaysian Insurance Institute (2003).</li> <li>2) Bachelor of Corporate Administration (Hons)-MARA University of Technology, Malaysia (2003).</li> <li>3) Master of Science in Occupational Safety and Health Management-Northern University of Malaysia (2011).</li> </ol> <p><b>Work Experience:</b></p> <ol style="list-style-type: none"> <li>1) Managing, consulting, training and auditing Quality, Environmental, Occupational Safety and Health Management Systems such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, OHSAS 18001:2007, MS 1722:2011 since 1996.</li> <li>2) Contract Trainer of OSH &amp; Environmental Legal &amp; Other Requirements Lead Auditors course for SIRIM Training Services Sdn Bhd &amp; NIOSH Certification Sdn Bhd.</li> <li>3) Contract Auditor for Quality, Environmental, Occupational Safety and Health Management System and Malaysia Sustainable Palm Oil (MSPO). OSH, Legal and Environmental Auditor for TUV Rheinland Malaysia RSPO Principles &amp; Criteria.</li> <li>4) Contract SIRIM QAS International Auditor (2006).</li> <li>5) Department of Occupational Safety and Health Malaysia (DOSH) Registered Safety and Health Officer (2003-2006) 6) Approved Human Resources Development Fund (HRDF) Trainer (since 2011).</li> <li>6) Appointed as Assessor for Prime Minister’s Hibiscus Award involving assessment for oil and gas companies, plantations industries, manufacturing, utilities, cleaning and transportations services (since 2003).</li> <li>7) MPOCC Registered Peer Reviewer.</li> </ol>

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

		<p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1) ISO 9001:2000 IRCA/IATC A Lead Auditor Training</li> <li>2) ISO 14001:2004 IEMA Approved EMS Advanced Lead Auditor Training Course</li> <li>3) OH&amp;SMS IRCA Certified Lead Auditor Training Course</li> <li>4) MS 1722 Lead Auditor Training</li> <li>5) RSPO P&amp;C 2018 Lead Auditor Course</li> <li>6) Quality &amp; Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodies Providing Audit and Certification (ISO/IEC 17021:2015)</li> <li>7) MSPO Peer Reviewer Training</li> </ol> <p><b>Aspect covered in this audit:</b></p> <p>During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, legal requirements, OHS, continual improvement.</p> <p><b>Language proficiency:</b></p> <p>Fluent in both verbal/written Bahasa Malaysia and English Language.</p>
--	--	---

**2.2 Impartiality and conflict of interest**

During this re-assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

**2.3 Accompanying Persons**

No.	Name	Role
	Nil	

**2.4 Assessment Plan**

The assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Subjects	MNM	ABH	YKN
Sunday 11/06/2023		Travelling to Johor Bahru	√	√	√
Monday 12/06/2023 <b>Chamek Estate</b>	0800 - 0830 0830 - 0900	Opening Meeting MSPO: <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan.</li> </ul>	√	√	√

## MSPO Public Summary Report

### Revision 2 (Nov 2021)

Date	Time	Subjects	MNM	ABH	YKN
	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Document review (MS 2530 Part 3), P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting	√	√	√
	1630 - 1700	Interim Closing briefing	√	√	√
Tuesday 13/06/2023  <b>Chamek Estate &amp; Kulai Young Estate</b>	0830 - 1230	<b>Kulai Young Estate:</b> Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	
	0830 - 1230	<b>Chamek Estate:</b> Continue Document and site verification			√
	1230 - 1330	Lunch	√	√	√
	1330 - 1600	<b>Kulai Young Estate:</b> Document review (MS 2530 Part 3), P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting	√	√	
	1330 - 1600	<b>Chamek Estate:</b> Continue Document and site verification			√
	1600 - 1700	Interim Closing briefing.	√	√	√
Wednesday 14/06/2023  <b>Kulai Young Estate &amp; Telok Sengat Estate</b>	0830 - 1230	<b>Telok Sengat Estate:</b> Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.		√	
	0830 - 1230	<b>Kulai Young Estate:</b> Continue Document and site verification. Stakeholder Consultation.	√		√
	1230 - 1330	Lunch	√	√	√

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Date	Time	Subjects	MNM	ABH	YKN
	1330 - 1600	<b>Telok Sengat Estate:</b> Document review (MS 2530 Part 3), P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting		√	
		<b>Kulai Young Estate:</b> Continue Document and site verification.	√		√
	1600 - 1700	Interim Closing briefing	√	√	√
Thursday 15/06/2023 <b>Telok Sengat Estate</b>	0830 - 1230	<b>Telok Sengat Estate:</b> Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1600	<b>Telok Sengat Estate:</b> Document review (MS 2530 Part 3), P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity and ecosystem services and P6: Best practices, P7: Development of New Planting	√	√	√
	1600 - 1700	<i>Interim Closing briefing</i>	√	√	√
Friday 16/06/2023 <b>Telok Sengat POM</b>	0830 - 1230	<b>Telok Sengat POM</b> Inspection: FFB receiving, warehouse, workshop, waste management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1600	Document review (MS 2530 Part 4), P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement, P4: Social responsibility, health safety and employment condition, P5: Environment, natural resources, biodiversity, and ecosystem services and P6: Best practices,	√	√	√
	1600 - 1630	Interim Closing briefing	√	√	√
	1630 - 1700	Discussion and Closing preparation	√	√	√
	1700 - 1730	Closing Meeting	√	√	√

### Section 3: Assessment Findings

#### 3.1 Details of audit results

This assessment has been assessed using the following MSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

#### 3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During the assessment there were Three (3) Major & Two (2) Minor nonconformities and four (4) OFI raised. The Boustead Telok Sengat POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Major Non-conformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-Conformity Report			
<b>NCR Ref #:</b>	2357710-202306-M1	<b>Issue Date:</b>	16/06/2023
<b>Due Date:</b>	14/09/2023	<b>Date of Closure:</b>	12/09/2023
<b>Area/Process:</b>	Chamek Estate Kulai Young Estate Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.4.2 (b) Major
<b>Requirements:</b>	The occupational safety and health plan shall cover the following: b) The risks of all operations shall be assessed and documented.		
<b>Statement of Nonconformity:</b>	The implementation of format of hazard identification, assessment of OHS risk found not consistently implemented in line with revised HIRARC Procedure (SSD/03/HRP-02) Rev.02, Effective Date 25/01/2023.		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>• As verified in Chamek Estate and Kulai Young Estate and Telok Sengat Estate found format used not consistent with new format as Appendix 2-Hirarc Register Form. The Risk Score also still using the superseded level of score (21-25 Distastrous-Very High Risk, 16-20 Critical-High Risk, 11-15 Serious-Moderate Risk, 6-10 Significant-Low Risk, 10-5 Noticeable-Veri Low Risk), while new procedure level of score (15-25 High, 5-12 Medium, 1-4 Low).</li> </ul>		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. Request Sustainability &amp; Safety Department to conduct training for revised established Standard Operating Procedure for risk assessment as per HIRARC Procedure.</li> <li>2. Update estate’s HIRARC using new format as Appendix 2 - HIRARC Register Form.</li> </ol>
<b>Root cause analysis:</b>	<ol style="list-style-type: none"> <li>1. Staff at Chamek Estate, Kulai Young Estate, and Telok Sengat were not well verse with revised HIRARC procedure.</li> <li>2. No dedicated person in-charge to monitor and update the risk assessment as per HIRARC procedure at Chamek Estate, Kulai Young Estate, and Telok Sengat Estate.</li> </ol>
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Conduct yearly training on HIRARC Procedure.</li> <li>2. Appoint person in-charge to monitor and update risk assessment as per revised HIRARC Procedure at Chamek Estate, Kulai Young Estate, and Telok Sengat Estate.</li> </ol>
<b>Assessment Conclusion:</b>	<p>Off-site verification of CAP based on emailed submissions of documented information evidence as following:</p> <ul style="list-style-type: none"> <li>- Revised Appendix 2 - HIRARC Register Form dated July 2023 using latest (new) HIRARC template format.</li> <li>- Communications email with HQ Sustainability &amp; Safety Department on training of new HIRARC template format</li> </ul> <p>Evidence of CAP confirmed to be effective to address the issue, hence Major Non-conformity has been closed on 12/9/2023.</p>

<b>Non-Conformity Report</b>			
<b>NCR Ref #:</b>	2357710-202306-M2	<b>Issue Date:</b>	16/06/2023
<b>Due Date:</b>	14/09/2023	<b>Date of Closure:</b>	12/09/2023
<b>Area/Process:</b>	Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.5.11 Major
<b>Requirements:</b>	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.		
<b>Statement of Nonconformity:</b>	Monitoring on visiting medical officer’s frequency was not effectively demonstrated.		
<b>Objective Evidence:</b>	Based on the visit report by Dr. Hj. Moiz bin Siraj, the Visiting Medical Officer (VMO) lodged the report with dates in year 2023 from 11/01/2023, 06/02/2023, 16/03/2023, 03/04/2023, 09/05/2023 and 07/06/2023. However, the practice is not according with the requirement stated in Section 19 (3) Where a clinic exists on any estate or is established pursuant to an order under subsection (1), it shall be the duty of the employer to arrange for a registered medical practitioner to visit the clinic at least once a fortnight to supervise the operations and management of the clinic and to provide medical treatment to employees and their dependents.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Corrections:</b>	Revise the agreement to comply with the Section 19 (3) of Workers' Minimum Standards of Housing and Amenities Act, 1990, and conduct engagement with the VMO regarding the agreement revision.
<b>Root cause analysis:</b>	Agreement between the estate and VMO was made without referring to the requirement of Section 19 (3) of Workers' Minimum Standards of Housing and Amenities Act, 1990 and not monitored.
<b>Corrective Actions:</b>	Liaise with Legal & Compliance Department in reviewing contract agreement with VMO, yearly basis.
<b>Assessment Conclusion:</b>	<p>Off-site verification of CAP based on emailed submissions of documented information evidence as following:</p> <ul style="list-style-type: none"> <li>- Revised Memorandum of Agreement (MOA) with Visiting Medical Officer (VMO) dated on 15/8/2023 based on quotation dated 7/7/2023 by appointed VMO i.e. Dr. Joiz Siraj of Klinik Moiz Sdn. Bhd.</li> <li>- Communications email with HQ Legal &amp; Compliance Department on review of MOA on annual basis</li> </ul> <p>Evidence of CAP confirmed to be effective to address the issue, hence Major Non-conformity has been closed on 12/9/2023.</p>

<b>Non-Conformity Report</b>			
<b>NCR Ref #:</b>	2357710-202306-M3	<b>Issue Date:</b>	16/06/2023
<b>Due Date:</b>	14/09/2023	<b>Date of Closure:</b>	12/09/2023
<b>Area/Process:</b>	Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.5.4 Major
<b>Requirements:</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
<b>Statement of Nonconformity:</b>	Found the employee of contractor employment contract was not based legal or industry minimum standards.		
<b>Objective Evidence:</b>	Document review of replanting contractor files at Telok Sengat Estate, employment contract and payslip for the contractor's workers is not available at the estate to monitor the wages, allowances, entitlements, rights, benefits or claim under the laws of in relation. This is not in accordance with Letter of Award: 2022 Land Preparation workers for Oil Palm Replanting in Telok Sengat Estate Kota Tinggi, Johor dated 17/02/2022. Which in section E (34) describes the main responsibilities of the contractor, along with the company, to ensure that the work to be carry out or being carried out to be frequently inspected and analyzed to ensure full compliance with the company's policies.		
<b>Corrections:</b>	Require replanting contractor's employee latest employment contract, latest 3 months pay slip, and latest 3 months Borang 8A SOCSO.		
<b>Root cause analysis:</b>	No monitoring was done by Telok Sengat Estate as there was no dedicated staff to monitor replanting contractor employees' employment contract and payslip.		
<b>Corrective Actions:</b>	Appoint PIC to monitor replanting contractor's employee salary/wages payment.		
<b>Assessment Conclusion:</b>	Off-site verification of CAP based on emailed submissions of documented information evidence as following:		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	<ul style="list-style-type: none"> <li>- Notification email dated on 28/6/2023 by Telok Sengat POM to HQ Marketing Department personnel on review of contract agreements with transporter to reflect on compliance with applicable legal requirements including Minimum Wages Order 2022.</li> <li>- Copy of records for contractor’s workers work agreement dated 1/12/2022, July 2023 EPF contribution form dated 7/8/2023, SOCSO contribution (8A) form dated 7/8/2023 and payslips for April 2023, May 2023 &amp; June 2023 salary.</li> <li>- Appointment letter of Telok Sengat POM Chief Clerk as PIC to monitor contractor’s employee salary/wages payment dated 1/8/2023.</li> <li>- Appointment letter of Kulai Young Estate Chief Clerk as PIC to monitor compliance of vendor dated 20/6/2023.</li> <li>- Appointment letter of Telok Sengat Estate Supervisor as PIC to monitor contractor’s employee salary/wages payment dated 8/8/2023.</li> </ul> <p>Evidence of CAP confirmed to be effective to address the issue, hence Major Non-conformity has been closed on 12/9/2023.</p>
--	--

<b>Non-Conformity Report</b>			
<b>NCR Ref #:</b>	2357710-202306-N1	<b>Issue Date:</b>	16/06/2023
<b>Due Date:</b>	Next surveillance	<b>Date of Closure:</b>	Open
<b>Area/Process:</b>	Chamek Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.5.5.1 Minor
<b>Requirements:</b>	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <p>C) Ways to optimize water and nutrient usage to reduce wastage (e.g., having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p>		
<b>Statement of Nonconformity:</b>	Implementation of water management plan in place was insufficient to promote more efficient use and continued availability of water sources.		
<b>Objective Evidence:</b>	Based on the visit in Chamek Estate, sighted the water piping system previously use for beneficial plant nursery found improperly connected causing leaks and water puddle on the ground near the office. This indicated that the implementation of water management plan in place was insufficient to promote more efficient use and continued availability of water sources.		
<b>Corrections:</b>	<ul style="list-style-type: none"> <li>• Identify the leak source and repair the pipe connection.</li> <li>• Drain puddles by creating temporary drainage and level the ground to ensure no puddles are created.</li> </ul>		
<b>Root cause analysis:</b>	No dedicated staff to monitor the implementation of Water Management Plan.		
<b>Corrective Actions:</b>	Appoint person in-charge to monitor the implementation of Water Management Plan.		
<b>Assessment Conclusion:</b>	The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP will be verified during next assessment.		



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Non-Conformity Report			
<b>NCR Ref #:</b>	2357710-202306-N2	<b>Issue Date:</b>	16/06/2023
<b>Due Date:</b>	15/09/2023	<b>Date of Closure:</b>	Open
<b>Area/Process:</b>	Telok Sengat POM	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 4: 4.4.5.4 Minor
<b>Requirements:</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
<b>Statement of Nonconformity:</b>	Found the employee of contractor employment contract was not based legal or industry minimum standards.		
<b>Objective Evidence:</b>	Document review on the sampled transporter driver payslip and employment contract [IC No.: 660514-xx-xxxx] to Yexxxx Entxxxxxxx for Telok Sengat POM has found that the employer made EPF contribution and deduction from employee's wages with incorrect amount from incorrect wages rate. The wages rate stated in employment contract and payslip is not in accordance with Sec. 5 (2), P.U.(A) 140, Minimum Wages Order 2022 dated 27/04/2022.		
<b>Corrections:</b>	Mill had notified the Marketing Department (with support of the Sustainability & Safety Department) to review the contract agreements with the affected transporters as to ensure that wages paid to the transporters' employees are in accordance with the Minimum Wages Order 2022.		
<b>Root cause analysis:</b>	No monitoring was done by Telok Sengat Mill as there was no staff who are well verse in regulatory requirement for wages to monitor contractor's employee salary payment i.e., EPF contribution, and contractor's employee contract agreement i.e., wages rate.		
<b>Corrective Actions:</b>	Appoint PIC to monitor contractor's employee salary/wages payment. Next, request training on the legal requirement related to wages from Legal & Compliance Department. All future contract agreements with transporters would need to be reviewed by the Legal & Compliance Department to ensure that it falls in line with all legal and industry minimum standard.		
<b>Assessment Conclusion:</b>	The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP will be verified during next assessment.		

Opportunity For Improvement			
<b>Ref:</b>	2357710-202306-I1	<b>Clause:</b>	MSPO 2530 Part 3: 4.6.1.3
<b>Area/Process:</b>	Chamek Estate / Teluk Sengat Estate		
<b>Objective Evidence:</b>	Insufficient no of markers being prominently displayed on the fields for ease of field identification as observed during the field visits. Estate may improve by increase the markers display of fields.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Opportunity For Improvement			
<b>Ref:</b>	2357710-202306-I2	<b>Clause:</b>	MSPO 2530 Part 3: 4.5.3.5
<b>Area/Process:</b>	Kulai Young/ Teluk Sengat Estates		
<b>Objective Evidence:</b>	The management of Kulai Young and Teluk Sengat Estates despatched domestic waste externally via collection/services of a Contractor. The estates to obtain site and documents of disposal details.		

Opportunity For Improvement			
<b>Ref:</b>	2357710-202306-I3	<b>Clause:</b>	MSPO 2530 Part 4: 4.4.4.2 (b)
<b>Area/Process:</b>	Teluk Sengat POM		
<b>Objective Evidence:</b>	The management of mill should further update and implemented hazard identification consistent with circular No. SSD 02/2023 dated 13/04/2023 issued to all Business Unit on Revised HIRARC Procedure and ensure risk control measures such as workers wearing PPE to reduce noise exposure and maintain operational condition of emergency warning light of wheel loader risk consistently maintained.		

Opportunity For Improvement			
<b>Ref:</b>	2357710-202306-I4	<b>Clause:</b>	MSPO 2530 Part 4: 4.5.3.4
<b>Area/Process:</b>	Teluk Sengat POM		
<b>Objective Evidence:</b>	Telok Sengat Palm Oil Mill dispatched domestic waste externally via collection/services of a Contractor. The mill to obtain site and documents of disposal details.		

Noteworthy Positive Comments	
1	Good planning on management unit operations
2	Positive comments by most external stakeholders
3	Good commitment given by all personnel involved

**3.3 Status of Nonconformities Previously Identified and OFI**

Non-Conformity Report			
<b>NCR Ref #:</b>	2236283-202208-M1	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	16/06/2023	<b>Date of Closure:</b>	Refer 2357710-202306-M2
<b>Area/Process:</b>	Kulai Young Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.5.11 Major
<b>Requirements:</b>	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<p><b>Statement of Nonconformity:</b></p>	<p>Basic amenities involving clean water supply to workers are not in compliance with applicable legislation.</p>
<p><b>Objective Evidence:</b></p>	<p>From consultation with a sample of 6 workers in Kulai Young Estate, there were feedbacks that the piped water provided was not clean and not suitable for drinking and cooking. The workers also mentioned that the supplied bottled water for drinking, and cooking was insufficient.</p> <p>Trailing of water analysis record by UTCL Laboratory for test report # WE/2022/07/374; Date: 18/7/2022 indicated the result for parameters of Turbidity, Iron (Fe) and Manganese (Mn) were not complying with Drinking Water Quality Standard. Furthermore, it was learnt that the supplied piped water was not filtered. The bottled water for drinking and cooking supplied by the estate was on weekly basis of one carton (500ml bottle x 24) per worker.</p> <p>These were not in compliance with the requirement of Workers’ Minimum Standards Housing and Amenities Act 1990 (Act 446) as well as The Malayan Agricultural Producers Association (MAPA) National Union of Plantations Workers (NUPW) Collective Agreement requirements of providing 159 litres (35 gallons) free water daily to each worker where the water need to be filtered and processed as approved by Director General of JTK.</p>
<p><b>Corrections:</b></p>	<ul style="list-style-type: none"> <li>• Purchase of 23,000 litres water (SAJ) from Southern Diggers Enterprise Sdn Bhd for 34 workers including staff staying at the estate which can hold 4 days requirement (159 litres per day x 34 per person = 5,406 litres)</li> <li>• Conducted water distribution twice a week to ensure sufficient water supplies at all employee’s house.</li> </ul>
<p><b>Root cause analysis:</b></p>	<ul style="list-style-type: none"> <li>• Only bore well available as sources of water for domestic use at Kulai Young Estate.</li> <li>• The cost to connect the government water supply (Syarikat Air Johor) is expensive.</li> <li>• Limited budget to provide extra carton or bottled drinking water to workers monthly basis.</li> </ul>
<p><b>Corrective Actions:</b></p>	<ul style="list-style-type: none"> <li>• Estate establishes water distribution schedule and inform all employee on the schedule.</li> <li>• Appoint PIC to monitor water distribution to each employee.</li> <li>• Monitor water distribution to each employee.</li> </ul>
<p><b>Assessment Conclusion:</b></p>	<p>The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP were verified through evidence submitted off-site as following:</p> <ul style="list-style-type: none"> <li>• Approvals for supply of clean water at Kulai Young Estate by Head of Boustead Plantations Berhad Telok Sengat Business Unit dated on 17/08/2022 and by Boustead Plantations Berhad Head of Estate Operations dated on 07/09/2022 based on quotation from Souxxxxx Dixxxxx Entxxxxxxx Sdn. Bhd.; Quotation ref. # SDE-2208/007; Date: 15/08/2022</li> <li>• Purchase orders, delivery orders (DO) and invoices of cleaned water delivery by Southern Diggers Enterprise Sdn. Bhd. Dated on 22/08/2022, 09/09/2022,</li> </ul>

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	<p>20/09/2022, 23/09/2022 and 26/09/2022 with capacity of 23m<sup>3</sup> each trip to Kulai Young Estate</p> <ul style="list-style-type: none"> <li>• Letter of appointment as PIC to monitor water distribution of Nordin bin A. Rahman, Field Staff dated on 01/09/2022</li> <li>• Briefing by estate manager to workers on new clean water distribution dated on 20/09/2022</li> <li>• Records of water distribution upon deliveries dated on 22/08/2022, 09/09/2022, 20/09/2022, 23/09/2022 and 26/09/2022</li> </ul> <p>Based on the evidence of CAP implementation, the Major Non-Conformity confirmed to be effectively addressed and closed on 09/11/2022.</p>
<b>Assessment Verification:</b>	<p>As per verification on briefing record on 20/09/2022 and record of water distribution also confirmation during interview with workers in Kulai young estate. The workers were aware pertaining to water issue in estate and have enough water for their daily activity. The distribution water was followed asper scheduled and workers aware pertaining this scheduled. However, based on the visit report by Dr. Hj. Moiz bin Siraj, the Visiting Medical Officer (VMO) lodged the report with dates in year 2023 from 11/01/2023, 06/02/2023, 16/03/2023, 03/04/2023, 09/05/2023 and 07/06/2023. However, the practice is not according with the requirement stated in Section 19 (3) Where a clinic exists on any estate or is established pursuant to an order under subsection (1), it shall be the duty of the employer to arrange for a registered medical practitioner to visit the clinic at least once a fortnight to supervise the operations and management of the clinic and to provide medical treatment to employees and their dependents. This NC was recurrence and re-issue.</p>

Non-Conformity Report			
<b>NCR Ref #:</b>	2236283-202208-M2	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	09/11/2022	<b>Date of Closure:</b>	09/11/2022
<b>Area/Process:</b>	Kulai Young Estate & Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.5.3.3 Major
<b>Requirements:</b>	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.		
<b>Statement of Nonconformity:</b>	The identification of waste and handling of schedule waste was not effectively implemented.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Objective Evidence:</b>	<p>During site visit and verification at Kulai Young Estate, the below evidence was sighted:</p> <ul style="list-style-type: none"> <li>Clinical waste was generated from the estate clinic however it was not identified in the waste inventory as per latest Fifth Schedule – Inventory of Schedule Waste dated 21/07/2022. It was not in line with SOP Schedule Waste Management Issue 1 Rev 01 dated June 2017 Section 9.2 “Regulation of 11 of Environmental Quality (Schedule Waste) Regulation 2005 requires a waste generator (estate/mill) to keep accurate and up to date inventory of quantity and categories of schedule waste being handled (generated, threatened, and disposed of)”. </li> <li>Other than that, it was found notice that empty lubricant container from the contractor COST-WIN was placed at the field PM2014D area near at their cabin area. It was not in line with SOP Schedule Waste Management Issue 1 Rev 01 dated June 2017 Section 8.0 Storage of Schedule Waste (8.1) (a) “A proper designated area in the mill/estates premises, away from the manufacturing/processing area and area of employee’s activities”.</li> </ul> <p>During site visit at Schedule Waste Store Telok Sengat Estate, it was found that date generated of the SW was not stated at the label for SW409. It was not in line with SOP Schedule Waste Management Issue 1 Rev 01 dated June 2017 Section 7.3 Labelling Waste Information: Besides the symbolic label has to be pasted on the container, mill/estate is required to be labelled clearly the following information (a) The date when the schedule wastes are first generated.</p>
<b>Corrections:</b>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>Re-identify Scheduled Waste present in estate and update the Identification of Scheduled Wastes List. Update clinical waste in eSWIS (Inventory of Scheduled Wastes) and estate’s scheduled waste record book.</li> <li>Conduct briefing and training to contractor COST-WIN on company’s policy and procedure with regards to scheduled wastes.</li> </ul> <p>Telok Sengat Estate: Inspect and label the date generated on SW409 as per SOP Schedule Waste Management Issue 1 Rev 01 dated June 2017 Section 7.3 Labelling Waste Information.</p>
<b>Root cause analysis:</b>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>Lack of understanding of scheduled waste among estate management personnel, therefore, clinical waste is not identified as Scheduled Waste. Record of clinical waste was not maintained due to no activity of clinical except for dispensary at estate’s clinic.</li> <li>No monitoring on contractor COST-WIN activity since it was not part of estate operation.</li> </ul> <p>Telok Sengat Estate: No monitoring on schedule waste labelling.</p>
<b>Corrective Actions:</b>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>Record clinical waste in eSWIS inventory and estate’s scheduled waste record book monthly basis.</li> </ul>

**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

	<ul style="list-style-type: none"> <li>• Appoint PIC on monitoring Scheduled Waste.</li> </ul> <p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Appoint PIC to monitor scheduled wastes.</li> <li>• Conduct monitoring and inspection every time scheduled wastes were generated.</li> </ul>																										
<p><b>Assessment Conclusion:</b></p>	<p>The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP were verified through evidence submitted off-site as following:</p> <p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>• Records of Clinical Waste SW 404 in estate clinic logbook and E-SWISS records of Notification of Scheduled Waste Generation (2<sup>nd</sup> Schedule) and Inventory of Scheduled Wastes (5<sup>th</sup> Schedule); Inventory # 0109J2367158T92022 dated 19/09/2022</li> <li>• Records of briefing to landowner’s contractor (Cosxxxx Conxxxxxxxxx Sdn. Bhd.) on scheduled wastes handling and management dated on 28/09/2022</li> <li>• Letter of appointment as PIC to monitor clinical wastes of Shahizat bin Ishak, Estate Hospital Assistant dated on 22/08/2022</li> </ul> <p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Photographic records of labelling on Scheduled Wastes (SW) stored with proper labelling for previously generated SW 409 dated on 30/06/2022 and latest generated SWs</li> <li>• Records of Scheduled Wastes monitoring in PIC’s logbook with latest SW generation updates</li> </ul> <p>Based on the evidence of CAP implementation, the Major Non-Conformity confirmed to be effectively addressed and closed on 09/11/2022.</p>																										
<p><b>Assessment Verification:</b></p>	<p>Domestic waste generated from workers quarters was disposed in respective land fill externally collected by a Contractor.</p> <table border="1" data-bbox="483 1473 1273 1541"> <thead> <tr> <th></th> <th>Mill</th> <th>Site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>TSPOM</td> <td>External MDP</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table> <p>The SOP on Scheduled Waste disposal is established and implemented. Details as provided in Boustead Plantations – Scheduled Waste Management dated June 2017. The inventory of the waste generated is recorded using the “E-SWISS” inventory system. Methodology of SW disposal is also described in indicator 7.2.8 above. All SW in the mill is disposed to Mxxxxx Exxxxx Sdn Bhd Pasir Gudang Johor no 004762 licence valid dated 30/4/2024.</p> <table border="1" data-bbox="483 1792 1273 1921"> <thead> <tr> <th></th> <th>Date</th> <th>SW 410</th> <th>SW 410</th> <th>SW 409</th> <th>SW 305</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>11/05/23</td> <td>0.210</td> <td>0.080</td> <td>-</td> <td>0.390</td> </tr> <tr> <td>2</td> <td>05/12/22</td> <td>0.050</td> <td>-</td> <td>0.320</td> <td>0.930</td> </tr> </tbody> </table> <p>No recurrence of issue, hence Major Non-Conformity remained closed.</p>		Mill	Site	Remarks	1	TSPOM	External MDP	Collection 2/3 x week		Date	SW 410	SW 410	SW 409	SW 305	1	11/05/23	0.210	0.080	-	0.390	2	05/12/22	0.050	-	0.320	0.930
	Mill	Site	Remarks																								
1	TSPOM	External MDP	Collection 2/3 x week																								
	Date	SW 410	SW 410	SW 409	SW 305																						
1	11/05/23	0.210	0.080	-	0.390																						
2	05/12/22	0.050	-	0.320	0.930																						

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Non-Conformity Report			
<b>NCR Ref #:</b>	2236283-202208-N1	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	Next Surveillance	<b>Date of Closure:</b>	16/06/2023
<b>Area/Process:</b>	Kulai Young Estate & Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.1.1 Minor
<b>Requirements:</b>	Social impact should be identified, and plans are implemented to mitigate the negative impacts and promote the positive ones.		
<b>Statement of Nonconformity:</b>	Identified social impact and implementation of action plans to mitigate the negative impacts and promote the positive ones are insufficient.		
<b>Objective Evidence:</b>	<p>Social management plan documented for all estates and POM in the document title social action plan 2022.</p> <p>Telok Sengat Estate:</p> <p>Several issues have been identified and action plan has been established for issues highlighted. Sample taken for grievance mechanism and sighted that the management need to implement effective grievances mechanism in all records of complaints and mitigation action must be documented.</p> <p>Two minutes meeting has been verified which is workers representative meeting (20/07/2022) and gender committee (20/07/2022) which some of the outcome has been classified as compliant/grievances. Details as per below:</p> <ul style="list-style-type: none"> <li>• Complaint on social issues at housing compound</li> <li>• Wild dogs, bats and crow at housing compound</li> <li>• Request to increase school bus allowance.</li> </ul> <p>Verification has been made and identified that the complaint received from both meeting has not been recorded in the complaint/grievance book and there is no evidence that the complaint has been responded within timeline as per stated in the SOPs.</p> <p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>• The land has been purchased by SXXX Poxxx Sdn Bhd based on sale and purchase agreement dated 28/09/2021 and currently has been managed by Boustead Agency and consultancy services Sdn Bhd.</li> <li>• Kulai Young Estate has established a program, "Corporate Smart Internship" with collaboration with Jabatan Penjara Malaysia which recruited inmate under parole as probation workers.</li> </ul> <p>However, there is no evidence that social impact assessment has been done for both activities.</p>		
<b>Corrections:</b>	<p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Record the complaint regarding wild dogs, bats and crow, and social issues at housing compound in the complaint form and conduct further investigation.</li> </ul>		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	<ul style="list-style-type: none"> <li>Conduct discussion on request to increase school bus allowance and inform the outcomes to the affected parties.</li> </ul> <p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>Liaise with Sustainability &amp; Safety Department to conduct social impact assessment for the change of estate management and recruitment inmate under parole program.</li> </ul>
<b>Root cause analysis:</b>	<p>Telok Sengat Estate:</p> <p>No PIC to follow-up regarding the complaint recorded during workers representative meeting and gender committee meeting dated 20/07/2022.</p> <p>Kulai Young Estate:</p> <p>No competent person in social aspect i.e., Social Impact Assessment present in Kulai Young Estate, hence, estate management was not aware that social impact assessment (SIA) needs to be done for the change of estate management and recruitment inmate under parole program.</p>
<b>Corrective Actions:</b>	<p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>Appoint PIC to follow up complaint/grievances that was raised during meeting i.e., workers representative meeting, gender committee meeting, etc.</li> <li>Record any complaint/grievances raised during any meeting into complaint form and conduct investigation as per complaint and grievance SOP.</li> </ul> <p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>Request training/briefing regarding Social Impact Assessment from Sustainability &amp; Safety Department (SSD).</li> <li>Appoint PIC to monitor social aspect i.e., Social Impact Assessment, Social Impact Management Plan.</li> <li>Develop social impact management plan based on SIA recommendation, consideration from the outcomes of stakeholder consultation, accident record, complaint and grievances record, and review the management plan yearly basis.</li> </ul>
<b>Assessment Conclusion:</b>	<p>CAP has been reviewed and satisfied. Effectiveness of the implementation will be review during the next ASA.</p>
<b>Assessment Verification:</b>	<p>ASA 4 verification:</p> <p>Based on the Social Impact Assessment conducted by Malaysian Environmental Consultants Sdn. Bhd. (MEC) dated 29/06/2018, the management had come with several action plan to mitigate and reduce the impact to employees, neighbors', suppliers, contractors and other stakeholders.</p> <p>Social management plan documented for all estates and POM in the document title social action plan 2023.</p> <p>SIA was made available to the audit team. The assessment was conducted by Malaysian Environmental Consultants Sdn Bhd, dated on June 2018 and will be revised every 5 years. The objectives of the assessment were;</p> <ol style="list-style-type: none"> <li>To assess change in social and environmental conditions, which subsequently have impacts on people.</li> </ol>



**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

	<p>b. To access compliance on human rights against company policy and RSPO requirement.</p> <p>SIA was conducted every 5 year and reviewed on annual basis. It can be further improved to capture any new changes in social and environmental conditions which subsequently have impacts or risks on surrounding communities.</p> <p>Implementation of SIA plan verification on issue for Domestic waste. Issue was the collection was not followed as per scheduled. After action plan, based on invoice no (FF2023/0136) dated 31/05/2023 showed dated collection was collected twice per week (14/05/2023 (07001), 17/05/2023 (07002), 21/05/2023 (07003) and 24/05/2023 (07004)).</p> <p>Evidence of CAP confirmed to be effective to address issue. Hence, Minor NC closed on 16/06/2023.</p>
--	--

<b>Non-Conformity Report</b>			
<b>NCR Ref #:</b>	2236283-202208-N2	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	Next Surveillance	<b>Date of Closure:</b>	16/06/2023
<b>Area/Process:</b>	Kulai Young Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSP0 2530 Part 3: 4.5.3.5 Minor
<b>Clause Requirements:</b>	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.		
<b>Statement of Nonconformity:</b>	Domestic wastes were burnt at the field instead of being segregated to be collected by the assign contractor.		
<b>Objective Evidence:</b>	During site visit at field PM2014A area near temporary cabin house SSIP Contractors, it was found that portion of burning activities for domestic waste in the field. Domestic waste should be disposed through RORO Bin and will be collected by the assigned contractor. It was not in line with Polisi Kemampanan BPB dated 12/07/2021 Section 1.5 Pembakaran Sifar dan Pengurusan Gas Rumah Hijau.		
<b>Corrections:</b>	Immediately instruct landowner’s contractor Cosxxxx Conxxxxxxxxx Sdn. Bhd. To collect and dispose their domestic waste in RORO bin provided nearby.		
<b>Root cause analysis:</b>	No domestic waste disposal facilities available near cabin house SIPP contractors available or provided by their contractor.		
<b>Corrective Actions:</b>	Appoint PIC to monitor cleanliness and compliance against zero burning near cabin house SIPP contractors and conduct fortnightly inspection.		
<b>Assessment Conclusion:</b>	The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP will be verified during next assessment.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Assessment Verification:</b>	ASA 4 verification:			
	Domestic waste generated from workers quarters was disposed in respective land fill for the estate. The landfills were located away i.e. about 1km from water sources. Kulai Young Estate despatched to MDK landfill via services of ODXXXXX Entxxxxxxx centralized collection at PM 14A.			
		Estate	Site	Remarks
	1	Chamek	PM 2001B	Collection 2/3 x week
2	T Sengat	External	Collection 2/3 x week	
3	K Young	External	Collection 2/3 x week	
	The SOP on waste disposal is established and implemented. Details as provided in Boustead Plantations – Waste Management dated June 2017.			
	The management of Kulai Young and Teluk Sengat Estates despatched domestic waste externally via collection/services of a Contractor. The estates to obtain site and documents of disposal details.			
	Evidence of CAP confirmed to be effective to address issue. Hence, Minor NC closed on 16/06/2023.			

Non-Conformity Report			
<b>NCR Ref #:</b>	2236283-202208-N3	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	16/06/2023	<b>Date of Closure:</b>	16/06/2023
<b>Area/Process:</b>	All estates	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.2.3.3 Minor
<b>Clause Requirements:</b>	The management should identify and assign suitable employees to implement and maintain the traceability system.		
<b>Statement of Nonconformity:</b>	The assign person responsible not monitored the implementation of the procedures effectively.		
<b>Objective Evidence:</b>	Noted during document review of all estates’ sampled weighbridge tickets no. 143228, 143146, 143252, 143795, 143754, 143340, 143222, 143145, 143057 and 143082 were not stamp with certified or non-certified as per procedure Boustead Plantations Supply Chain and Traceability Procedures dated 25/01/2022 Under section 7.1.4 c), appendix E. This shows the assign person responsible not monitored the implementation of the procedures effectively. Thus, the nonconformity was raised.		
<b>Corrections:</b>	Starts stamping FFB tickets received with “CERTIFIED / NON-CERTIFIED”		
<b>Root cause analysis:</b>	Lack of understanding on Boustead Plantations Supply Chain and Traceability Procedures.		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>• Conduct training on Supply Chain and Traceability Procedures to the assigned person for FFB reception.</li> <li>• Implement daily record of Certified and Non-Certified tonnage from all FFB suppliers</li> </ul>
<b>Assessment Conclusion:</b>	The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP will be verified during next assessment.
<b>Assessment Verification:</b>	<p>ASA 4 verification:</p> <p>The estates management has appointed the Asst. manager/ clerk/ field supervisor as person responsible for implementation of the procedure in the estates as per appointment letter signed by the Estates managers. As in Kulai Young Estate, Nordin Rahman (Field Supervisor) was appointed by Radzali Mohamad (Estate Manager) as PIC for Traceability System as in Appointment Letter dated 01/06/2023.</p> <p>In Telok Sengat Estate, Nooraiza Mohamed was appointed by Ramli Salim (Estate Manager) as PIC for Traceability as letter dated 01/01/2023.</p> <p>Evidence of CAP confirmed to be effective to address issue. Hence, Minor NC closed on 16/06/2023.</p>

<b>Non-Conformity Report</b>			
<b>NCR Ref #:</b>	2236283-202208-N4	<b>Issue Date:</b>	12/08/2022
<b>Due Date:</b>	16/06/2023	<b>Date of Closure:</b>	Reissued
<b>Area/Process:</b>	Kulai Young Estate & Telok Sengat Estate	<b>Clause &amp; Category: (Major / Minor)</b>	MSPO 2530 Part 3: 4.4.5.4 Minor
<b>Clause Requirements:</b>	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
<b>Statement of Nonconformity:</b>	Employees of contractors are not fully ensured to be paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.		
<b>Objective Evidence:</b>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>• Memorandum of agreement dated 28/01/2022 between the management and Cxxxx Mexxxx Enterprise and between Disxxxxxxxx Oxx Sdn Bhd on 03/06/2022.</li> <li>• There is no evidence that, the estate management has monitor payment for 1 lorry driver that working for Disxxxxxxxx Oxx Sdn Bhd</li> <li>• Sample taken for 3 foreign workers under Cxxxx Mexxxx Enterprise and sighted SOCSO contribution as not per rate according to Akta Keselamatan Social 1969., sample taken for month May 2022.</li> <li>• Sample taken for 3 foreign workers under Cxxxx Mexxxx Enterprise, Overtime for workers has not been paid as per latest wages rated. Sighted base on sample</li> </ul>		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	<p>of pay slips for April and May 2022 where the workers has been paid based on rated RM8.37/hours instead of RM10.45/hour as per regulations.</p> <ul style="list-style-type: none"> <li>• Stated in clause 41, that the contractor needs to strictly adhere and comply to requirement and provision under listed act and regulation. And clause 37, that the contractor needs to maintain proper records and workers` payroll as required by the labour department and must ensure that all his workers are fully paid every month with reasonable price/ fair rates.</li> </ul> <p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Sample of workers selected for 8 contractors` workers and SOCSO contribution has been verified for March and July 2022. It has been found out that contribution has not been made according to Akta Keselamatan Social 1969.</li> <li>• Stated in clause 41, that the contractor needs to strictly adhere and comply to requirement and provision under listed act and regulation. And clause 37, that the contractor needs to maintain proper records and workers` payroll as required by the labour department and must ensure that all his workers are fully paid every month with reasonable price/ fair rates.</li> </ul>
<p><b>Corrections:</b></p>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>• Obtain copies of pay slip and EPF deduction for work done in January 2021 until current for Distinction One`s lorry driver.</li> <li>• Inform Cxxxx Mexxxx Enterprise regarding the underpaid SOCSO. Cxxxx Mexxxx Enterprise compensate the underpaid SOCSO contribution started from January to June 2022. Obtain the copy compensated SOCSO contribution.</li> <li>• Inform Cxxxx Mexxxx Enterprise regarding rate of overtime payment as per regulation. Cxxxx Mexxxx Enterprise compensate the underpaid overtime. Obtain the copy of pay slip for month of April and May 2022.</li> </ul> <p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Inform contractors regarding the SOCSO contribution. Contractors to compensate the unpaid SOCSO contribution for his 8 workers.</li> </ul>
<p><b>Root cause analysis:</b></p>	<p>Kulai Young Estate:</p> <p>No monitoring and checking done by the estate against the contractor to ensure that the contractor`s employees are paid based on legal requirements.</p> <p>Telok Sengat Estate:</p> <p>No monitoring and checking done by the estate against the contractor to ensure that the SOCSO contributions are paid based on legal requirements.</p>

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

<b>Corrective Actions:</b>	<p>Kulai Young Estate:</p> <ul style="list-style-type: none"> <li>• Appoint PIC to monitor contractor’s employee’s payment.</li> <li>• Monitor and review contractor’s employee’s payment every month.</li> </ul> <p>Telok Sengat Estate:</p> <ul style="list-style-type: none"> <li>• Appoint PIC to monitor contractor’s employee’s payment.</li> <li>• Monitor and review contractor’s employee’s SOCSO contribution every month.</li> </ul>
<b>Assessment Conclusion:</b>	The CAP submitted detailing on proposed actions to be taken to address the nonconformity based on the root cause determined were being reviewed by auditors deemed to be appropriate and accepted. The evidence of effectiveness of CAP will be verified during next assessment.
<b>Assessment Verification:</b>	Document review of replanting contractor files at Telok Sengat Estate, employment contract and payslip for the contractor’s workers is not available at the estate to monitor the wages, allowances, entitlements, rights, benefits or claim under the laws of in relation. This is not in accordance with Letter of Award: 2022 Land Preparation workers for Oil Palm Replanting in Telok Sengat Estate Kota Tinggi, Johor dated 17/02/2022. Which in section E (34) describes the main responsibilities of the contractor, along with the company, to ensure that the work to be carry out or being carried out to be frequently inspected and analysed to ensure full compliance with the company’s policies. Thus, Minor NC was upgraded into Major Non-Conformity refer to 2357710-202306-M3.

Opportunity For Improvement			
<b>Ref:</b>	Nil	<b>Clause:</b>	N/A
<b>Area/Process:</b>	N/A		
<b>Objective Evidence:</b>	N/A		
<b>Recert Verification</b>	N/A		

**3.4 Summary of the Nonconformities and Status**

CAR Ref.	Clause & Category (Major / Minor)	Issued Date	Status & Date (Closure)
1711670-201811-M1	4.4.4.1 Part 4 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M2	4.5.3.3 Part 3 & Part 4 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M3	4.4.4.2 Part3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M4	4.5.3.4 Part 3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M5	4.5.6.1 Part 3 Major	22/11/2018	Closed on 18/02/2019

**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

1711670-201811-M6	4.4.2.5 Part 3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M7	4.4.5.6 Part 3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M8	4.4.5.11 Part 3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M9	4.6.3.1 Part 3 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-M10	4.6.3.2 Part 4 Major	22/11/2018	Closed on 18/02/2019
1711670-201811-N1	4.4.1.1 Part 3 & Part 4 Minor	22/11/2018	Closed on 13/03/2020
1711670-201811-N2	4.4.5.4 Part 3 Minor	22/11/2018	Closed on 13/03/2020
1892458-202003-M1	4.5.5.1 Part 3 Major	13/03/2020	Closed on 12/06/2020
1892458-202003-N1	4.4.5.4 Part 3 Minor	13/03/2020	Closed on 08/07/2021
2077857-202107-N1	4.3.1.4 Part 3 Minor	08/07/2021	Closed on 08/08/2022
2077857-202107-N2	4.4.2.2 Part 4 Minor	08/07/2021	Closed on 08/08/2022
2077857-202107-N3	4.5.3.3 Part 3 Minor	08/07/2021	Closed on 08/08/2022
2236283-202208-M1	4.4.5.11 Part 3 Major	12/08/2022	Reissued Major Non-Conformity
2236283-202208-M2	4.5.3.3 Part 3 Major	12/08/2022	Closed on 09/11/2022
2236283-202208-N1	4.4.1.1 Part 3 Minor	12/08/2022	Closed on 16/06/2023
2236283-202208-N2	4.5.3.5 Part 3 Minor	12/08/2022	Closed on 16/06/2023
2236283-202208-N3	4.2.3.3 Part 3 Minor	12/08/2022	Closed on 16/06/2023
2236283-202208-N4	4.4.5.4 Part 3 Minor	12/08/2022	Escalated to Major Non-Conformity
2357710-202306-M1	4.4.4.2 Part 3 Major	16/06/2023	Closed on 12/09/2023
2357710-202306-M2	4.4.5.11 Part 3 Major	16/06/2023	Closed on 12/09/2023
2357710-202306-M3	4.4.5.4 Part 4 Major	16/06/2023	Closed on 12/09/2023
2357710-202306-N1	4.5.5.1 Part 3 Minor	16/06/2023	Open
2357710-202306-N2	4.4.5.4 Part 4 Minor	16/06/2023	Open

**3.5 Issues Raised by Stakeholders**

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b>            A contractor interviewed is Disxxxxxxx Oxx Sdn Bhd, who's a provide services on FFB transportation from estates.</p>

**MSP0 Public Summary Report**  
**Revision 2 (Nov 2021)**

	<p>Onsite interview, contractor agreed that good relationship has been established between Boustead Plantations Berhad’s managements. He informed that he understands on the standard provided by Chamek Estate and Kulai Young Estate to be follow before started work in each estate’s field. Outcome from the interview, the contractor informed his company’s payment terms with Boustead Plantations Berhad’s is within 30 days.</p> <p>The contractor informed he been invited into stakeholders’ consultation meeting annually by Chamek Estate and Kulai Young Estate and being briefed regarding RSPO &amp; MSP0 standards and requirement.</p> <p><b>Management Responses:</b> Info noted.</p> <p><b>Audit Team Findings:</b> Document review on the invoice and payment voucher from sampled estate verified the payment is meet the timeline. Document review on stakeholder consultation meeting from sampled estates verified the contractor’s name is in the attendance list. No further issues of concern.</p>
<p><b>2</b></p>	<p><b>Feedbacks:</b> Onsite interviewed with elected union representatives from estates inform they are agreed have good relationship established with their estates managements. They are welcome management for the supportive on building relations and help to workers needs in especially related to amenities and facilities of their members’ wellbeing. They have proposal to estates’ managements on ensuring the current relationship between both parties remain unchanged and will continue for the good of increased the quality life of workers living.</p> <p><b>Management Responses:</b> Managements appreciated on the positive commentary from union. Managements will always have remained these good communications.</p> <p><b>Audit Team Findings:</b> No further issues of concern.</p>
<p><b>3</b></p>	<p><b>Feedbacks:</b> Grocer Kedai Runcit Yaxx Kxx Jxxx which located in estate compound. The shopper informed they been briefed by the management on the grocery prices offered to customers at affordable prices. Based on external stakeholder minutes of meeting, the management invite shopper to discuss the agenda on affordable price offered to workers and the requirement of MSP0 certification implemented by management.</p> <p><b>Management Responses:</b> Findings noted.</p> <p><b>Audit Team Findings:</b> Document review sighted the list of grocery prices and foods sold at both shops at Kedai Runcit Yaxx Kxx Jxxx. From the external stakeholders’ minutes of meeting, sighted Kulai Young Estate invited shopper to discuss on the affordable prices of goods and foods offer.</p>
<p><b>4</b></p>	<p><b>Feedbacks:</b> Persatuan Wanita representatives for each operating been interviewed. Based on the interview, there is evidence that all female workers can participate in gender committee and has been invited for meeting that will be conducted every three months. As per interview, it has been confirmed that</p>



	<p>grievance procedure for any harassment has been communicated and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as menstrual delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed no new mothers as at this round of audit.</p>
	<p><b>Audit Team verification and response:</b>          Managements will always have remained these good communications to feedback from female staffs and workers of any form of harassment or discrimination to comply as company policy.          Document review on 'Persatuan Wanita' minutes of meeting from sampled estates verified the meeting is conduct at every three months and attended by female staffs and workers as committee member.          No further issues of concern.</p>

**3.6 List of Stakeholders Contacted**

<p><b>Government Officer:</b> Nil</p>	<p><b>Community/neighbouring village:</b> Representative from: Kedai Runcit Yaxx Kxx Jxxx</p>
<p><b>Suppliers/Contractors/Vendors:</b> Disxxxxxxxx Oxx Sdn Bhd</p>	<p><b>Worker's Representative/Gender Committee:</b> NUPW Representative Chairmans (Elected) Workers Representative Gender Representative Harvesters Sprayers Mill Operators</p>



**Section 4: Assessment Conclusion and Recommendation**

<b>Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings</b>	
Based on the findings during the assessment Boustead Telok Sengat POM Certification Unit complies with the MS 2530-3:2013 and MS 2530-4:2013. It is recommended that the certification of Boustead Telok Sengat POM Certification Unit is continued.	
<b>Acknowledgement of Assessment Findings</b>	<b>Report Prepared by</b>
<b>Name:</b> Mitah Limpu	<b>Name:</b> Muhamad Naquiuddin Mazeli
<b>Company name:</b> Boustead Plantations Berhad	<b>Company name:</b> BSI Services (Malaysia) Sdn Bhd
<b>Title:</b> Sustainability Executive	<b>Title:</b> Lead Auditor
<b>Signature:</b>  <b>Date:</b> 09/10/2023	<b>Signature: (for)</b>  <b>Date:</b> 25/09/2023

**Appendix A: Summary of the findings by Principles and Criteria**

**MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for Oil Palm Plantations and Organized Smallholders**

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
<b>Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy</b>			
<b>4.1.1.1</b>	A policy for the implementation of MSPO shall be established. <b>- Major compliance -</b>	The policy for the implementation of MSPO established as BPB Sustainability Policy that signed by CEO dated on 12/07/2021.	Complied
<b>4.1.1.2</b>	The policy shall also emphasize commitment to continual improvement. <b>- Major compliance -</b>	The policy emphasized the commitment of continuously improve the effectiveness of quality management system for company’s traceability and transparency of supply chain. The policy also emphasized commitment of continuous stakeholder engagement that strive to continue to be an active supporter of the sustainability initiative and will work to strengthen MSPO standards and adherence to it.	Complied
<b>Criterion 4.1.2 – Internal Audit</b>			
<b>4.1.2.1</b>	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. <b>- Major compliance -</b>	MSPO Audit was conducted on 09/05/2023 as Audit No. 01/2023 Part 3 for Certification Unit: Telok Sengat (08-12/05/2023). Lead Auditor: Muhd Hafiz Mamat, Mohd Amin Mohamad, Wan Muhammad Shafri Wan Ramli. This was stated in Internal Audit Report Assessment dated 11/05/2023 by Lead Auditor for Chamek Estate.  While in Kulai Young Estate, internal audit was conducted on 08/05/2023 as Details of Audit Plan. Sighted Audit Report 01/2023.	Complied
<b>4.1.2.2</b>	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of	Sighted Non-conformance Report (NCR) Internal Audit, Report No. 01/2023. For all NCR raised and issued to Chamek Estate, Kulai Young	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator	Assessment Findings	Compliance
<p>strengths and root causes of nonconformities, in order to implement the necessary corrective action.</p> <p><b>- Major compliance -</b></p>	<p>Estate and Telok Sengat Estate, the root causes were investigated with proposed correction and corrective actions. To further improve process of root causes investigation with better analysis tools and proposed corrective action with better mechanism to prevent recurrence. (OFI)</p> <p>Category NCR MAM 05 (Major) under Indicator 2.1.1. Findings: Permit for MPOB (Kulai Young), diesel and air compressor (Chamek Estate) were expired.</p> <p>Investigation Result and Root Causes Analysis: MPOB License expired on 30/04/2023.</p> <p>Corrective Action: New License MPOB done renew and expired on 30/04/2023.</p> <p>NCR Category NCR WMS-16 (Major) under indicator 4.4.5.6. Findings: Foreign workers fail to provide a copy of employment/contract agreement that has been issued to them (TSE, KYE, Chamek)</p> <p>Investigation Result and Root Causes Analysis: Foreign workers fails to provide a copy of letter of employment/contract agreement. (No date and signature)</p> <p>Correction: The estate management need to give a copy to all workers due to letter of employment/contract agreement.</p> <p>Corrective Action: The estate management give copy letter of employment/contract agreement to all workers. (No signature and date).</p> <p>NCR Category: NCR WMS</p> <p>The root causes found not properly investigated and proposed proper corrective action to prevent recurrence.</p> <p>Further sampled found NCR HB-03, NCR MAM 06, NCR MAM 07, NCR MAM 10</p>	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		Sighted Non-conformance Report (NCR) Internal Audit, Report No. 01/2023. For all NCR raised and issued to Chamek Estate, Kulai Young Estate and Telok Sengat Estate, the root causes were investigated with proposed correction and corrective actions. To further improve process of root causes investigation with better analysis tools and proposed corrective action with better mechanism to prevent recurrence.	
<b>4.1.2.3</b>	Report shall be made available to the management for their review. <b>- Major compliance -</b>	A total of 20 NCRs issued and 17 OFIs raised for Internal Audit Conducted between 08-11/05/2023 for Telok Sengat Certification Unit as presented to Management Unit.	Complied
<b>Criterion 4.1.3 – Management Review</b>			
<b>4.1.3.1</b>	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification. <b>- Major compliance -</b>	In Chamek, Kulai Young Estate sighted Minutes of Sustainability Management Review Meeting for Telok Sengat Business Unit conducted on 30/06/2022 via Microsoft Zoom at 4.30pm. Attended by Azrin Mazhidi (Acting Head of Sustainability), Samsulbahari Mohamad (Business Unit Head) Chairman, 4 Sustainabilities members, 3 Estates Managers and Mill Manager. Found discussed RSPO and MSPO and Supply Chain certification status, Result of internal audit, customer feedback, Status of corrective actions, Changes affecting policy, recommendation for improvement and other business.	Complied
<b>Criterion 4.1.4 – Continual Improvement</b>			

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																																
<p><b>4.1.4.1</b></p>	<p>The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p><b>- Major compliance -</b></p>	<p>This has been established in the Continuous Improvement Plan 2023 updated in Jan 2023 respectively for all units. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities, government agencies, agencies, suppliers and contractors. Management documents related to environmental plans and impact assessments maintained available. Among the documents were:</p> <ul style="list-style-type: none"> <li>(a) Environmental Aspect Identification (EAI) and Environmental Impact Evaluation (EIE) registers</li> <li>(b) Environmental Improvement Plan 2023</li> <li>(c) Pollution Prevention Plan 2023</li> <li>(d) Water Management Plan. 2023</li> <li>(e) Waste Management Plan 2023</li> </ul> <p>Management Plan for the estate operations among others include the following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Estate</th> <th>Section</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>Housing</td> <td>2-units/year RM473K – 2023/24</td> </tr> <tr> <td>2</td> <td>Chamek</td> <td>FFB Collection</td> <td>1-unit MTG to purchase in 2023</td> </tr> <tr> <td colspan="4"> </td> </tr> <tr> <td colspan="4">Teluk Sengat Estate</td> </tr> <tr> <td>3</td> <td>Weeding</td> <td>Chemical store &amp; Mixing Area</td> <td>New Installation RM 70 K 2023</td> </tr> <tr> <td>4</td> <td>Facilities</td> <td>Reroofing Old office building</td> <td>RM17.5K – 2023</td> </tr> <tr> <td>5</td> <td>Harvesting</td> <td>MTG /Tractor</td> <td>FFB Collection RM230K in 2023</td> </tr> </tbody> </table>		Estate	Section	Action	1	Chamek	Housing	2-units/year RM473K – 2023/24	2	Chamek	FFB Collection	1-unit MTG to purchase in 2023					Teluk Sengat Estate				3	Weeding	Chemical store & Mixing Area	New Installation RM 70 K 2023	4	Facilities	Reroofing Old office building	RM17.5K – 2023	5	Harvesting	MTG /Tractor	FFB Collection RM230K in 2023	<p>Complied</p>
	Estate	Section	Action																																
1	Chamek	Housing	2-units/year RM473K – 2023/24																																
2	Chamek	FFB Collection	1-unit MTG to purchase in 2023																																
Teluk Sengat Estate																																			
3	Weeding	Chemical store & Mixing Area	New Installation RM 70 K 2023																																
4	Facilities	Reroofing Old office building	RM17.5K – 2023																																
5	Harvesting	MTG /Tractor	FFB Collection RM230K in 2023																																

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings			Compliance	
		6	Weeding	Emdek Power Pump Sprayer	RM12.65K in 2023 for mechanized spraying	
		7	Fertilizer application	Turbo Spin Fertilizer Spreader	RM23.04K in 2023 to enhance mechanization in fertilizer application	
		8	Harvesting	Harvesting – Mechanized cutter	5 units for RM27.50 to replace FFB harvesting knife system	
<b>4.1.4.2</b>	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - <b>Major compliance</b> -	This is being made upon confirmation of any new projects. Employees were briefed of any new development in basic understanding during the weekly briefings. The management team will be informed of such development during the monthly management meetings. Dissemination of information by the BU Head and GM – Plantations are transacted during the monthly Managers meetings and – mails.			Complied	
<b>4.1.4.3</b>	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - <b>Major compliance</b> -	Where introduction of new machines and new work method, all level of employees will be trained to handle /implement the new techniques and work changes. Monitoring is made by the Estate Managers and Assistants throughout the on-the-job training and familiarization.			Complied	
<b>4.2 Principle 2: Transparency</b>						
<b>Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements</b>						
<b>4.2.1.1</b>	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - <b>Major compliance</b> -	All estates within Telok Sengat Business Unit maintained records of request and response, land titles, OSH plans and etc. relating to environmental and social issues, plans for pollution prevention, complaints and grievances records that make available upon request.			Complied	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		Information was communicated frequently through direct workers meeting or weekly assembly such as conducted by the management on 23/02/2023 for Chamek Estate. Communication of the policy for external stakeholder has been done during stakeholder consultation dated 27/02/2023 with attendance of stakeholder from various category such as local communities, NGOs and government bodies and for internal stakeholder it`s has been done on 02/04/2022.	
<b>4.2.1.2</b>	Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. <b>- Major compliance -</b>	All estates within Telok Sengat Business Unit holds copies of each of the management documents that are required to be publicly available. Copies of the document such as documents related to environmental and social issues, plans for pollution prevention, records of complaints and grievances were available upon request. All the policies such as BPB Sustainability Policy, Quality Policy, Safety and Health Policy, Electrical Policy etc. available publicly via company's website link as following: <u>Sustainability Approach Policies – Boustead Plantations</u>	Complied
<b>Criterion 4.2.2 – Transparent method of communication and consultation</b>			
<b>4.2.2.1</b>	Procedures shall be established for consultation and communication with the relevant stakeholders. <b>- Major compliance -</b>	The management already established the procedure for communication for internal and external stakeholder. Latest procedure was Policy and Procedures – Grievances Procedure (HR/2022/023/003) date 01/03/2022. Latest communication was conducted on:- Union meeting conducted on 23/2/2023 in Chamek estate and Union meeting conducted between workers and management in Telok Sengat estate dated 17/5/ 2023.	Complied
<b>4.2.2.2</b>	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.	Management official nominated responsible for stakeholders' communication and consultation are the estate managers. Verification on	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -	record in Chamek Estate, En Muhamad Faizal Bin Abd Malek dated 01/01/2022. Kulai Young Estate, Noor Aqilah Binti Astar was appointed as person in charge to monitor social impact aspect. For Telok Sengat Estate, Mr Muhamad Asyraf bin Abu bakar have been nominated as social in charge by management dated letter 14/03/2023.	
<b>4.2.2.3</b>	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.  - <b>Major compliance</b> -	List of stakeholders has been maintained by each operating unit and has been classified into 2 categories which are external and internal stakeholders. For internal stakeholders, listed such as contractor, grocery store, workers representative and supplier while for external, it has been listed smallholders, NGOs, government bodies and local communities.	Complied
<b>Criterion 4.2.3 – Traceability</b>			
<b>4.2.3.1</b>	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).  - <b>Major compliance</b> -	As sampled in Chamek Estate and Kulai Young Estate, BPB has established procedure for traceability documented in Boustead Plantations Supply Chain and Traceability Procedures (SSD/01/SCT-01) Rev.01, dated 09/09/2022. The procedure covered the implementation of all supply chain requirements for both POM and estate. Also sighted Traceability Flowchart at Estate starting from harvesting FFB, send to FFB platform, calculated and weighted till weighted at POM in Telok Sengat.	Complied
<b>4.2.3.2</b>	The management shall conduct regular inspections on compliance with the established traceability system.  - <b>Major compliance</b> -	Regular inspections on compliance with the established traceability system were conducted through periodical internal audit. Furthermore, the estate management and staff responsible to conduct related inspections on compliance of all operations including traceability system. Sighted in Telok Sengat Estate a checklist for FFB traceability (MTG) dated 03/06/2023, 14/05/2023, 18/04/2023 and etc by PIC (Nooraiza Mohamed).	Complied



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
4.2.3.3	The management should identify and assign suitable employees to implement and maintain the traceability system. <b>- Minor compliance -</b>	The estates management has appointed the Asst. manager/ clerk/ field supervisor as person responsible for implementation of the procedure in the estates as per appointment letter signed by the Estates managers. As in Kulai Young Estate, Nordin Rahman (Field Supervisor) was appointed by Radzali Mohamad (Estate Manager) as PIC for Traceability System as in Appointment Letter dated 01/06/2023.  In Telok Sengat Estate, Nooraiza Mohamed was appointed by Ramli Salim (Estate Manager) as PIC for Traceability as letter dated 01/01/2023.	Complied
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained. <b>- Major compliance -</b>	The estate sends the FFB harvested to the Telok Sengat POM. The estate maintains the records of FFB sale/dispatch to the mill. Reviewed the records of FFB dispatch as follows:  Records of sales and delivery of FFB to Telok Sengat POM kept and maintained by estates as sampled few of evidences: <ul style="list-style-type: none"> <li>• Ticket No: 156973, Supplier: Kulai Young Estate</li> <li>• Date &amp; Time: 10/06/2023 09:59:19 am</li> <li>• DO No: 03136, Field No: 10A, PM16C</li> <li>• Lorry No. BFU 3069, Transporter: Disxxxxxxxx Oxx Sdn Bhd.</li> <li>• Driver: Mohd Hafis</li> <li>• Nett weight: 29,660 Kgs</li> <li>• Ticket No: 155927, Supplier: Kulai Young Estate</li> <li>• Date &amp; Time: 13/05/2023 10:01:10 am</li> <li>• DO No: 03122, Field No.: 14B, PM14C, PM14D, PM14E</li> <li>• Lorry No: MBD 8041, Transporter: Disxxxxxxxx Oxx Sdn Bhd.</li> <li>• Driver: Wagiman Saro</li> <li>• Nett weight: 25,800 Kgs</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Both Weight bridge ticket stamped "Certified FFB".</p> <p>Sampled in Telok Sengat Estate, a delivery of FFB to Telok Sengat POM, as document kept and maintained as below:</p> <ul style="list-style-type: none"> <li>• Ticket No: 157082, Supplier: Telok Sengat Estate</li> <li>• Date &amp; Time: 12/06/2023 12:38:54 pm</li> <li>• DO No: TS02138, Field No: PM020E</li> <li>• Lorry No. JSH 8961, Transporter: Voon Siaw Pin.</li> <li>• Driver: Ramli</li> <li>• Nett weight: 10,540 Kgs</li> <li>• Ticket No: 157061, Supplier: Telok Sengat Estate</li> <li>• Date &amp; Time: 12/06/2023 08:50:46 pm</li> <li>• DO No: TS02019165, Field No: PM2019C</li> <li>• Lorry No. JNV4252, Transporter: Voon Siaw Pin.</li> <li>• Driver: Ramli</li> <li>• Nett weight: 10,540 Kgs</li> </ul> <p>Overall, as verified all sales and delivery records were properly maintained and retrievable.</p>	
<b>4.3 Principle 3: Compliance to legal requirements</b>			
<b>Criterion 4.3.1 – Regulatory requirements</b>			
<b>4.3.1.1</b>	<p>All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.</p> <p><b>- Major compliance -</b></p>	<p>The estates in the CU continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the respective operating units and SSD sustainability team. The CU had</p>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator	Assessment Findings	Compliance																																								
	<p>obtained and renewed license and permits as required by the law. Among others the licenses/permit viewed were;</p> <p>Chamek Estate</p> <table border="1" data-bbox="1032 544 1897 746"> <thead> <tr> <th>Permit/ License</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td>MPOB Licence no 613906002000</td> <td>31/07/2024</td> </tr> <tr> <td>Metrology Corporation ref D 186780</td> <td>Eff 04/01/2023</td> </tr> <tr> <td>KPDNHEP ref KLU 2321 SK 7280L Diesel</td> <td>09/03/2025</td> </tr> <tr> <td>Air Compressor no JH PMT 88127</td> <td>10/09/2024</td> </tr> <tr> <td>Lesen Berniaga Ref MPK/599/401- MP Kluang</td> <td>31/12/2023</td> </tr> </tbody> </table> <p>Kulai Young Estate</p> <table border="1" data-bbox="1032 836 1897 1139"> <thead> <tr> <th>Permit/ License</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td>MPOB Licence no: 620978002000</td> <td>30/04/2023</td> </tr> <tr> <td>Metrology Corporation ref D 051270</td> <td>Eff 05/01/2023</td> </tr> <tr> <td>KPDNHEP- ref J 004055 -10000L diesel</td> <td>12/07/2024</td> </tr> <tr> <td>JTK. Permit Potongan Gaji – PP3/29/028</td> <td>Eff 25/04/2007</td> </tr> <tr> <td>Air Compressor no JH PMT 15121</td> <td>06/06/2024</td> </tr> <tr> <td>JTK Lesen Potongan Upah Ref TK/NJ/U-21</td> <td>Eff 08/07/2018</td> </tr> <tr> <td>BAKAJ – Lesen Mengabstrak Air Sungai ref 334</td> <td>31/1/2023</td> </tr> <tr> <td>Jabatan Kastam Ref 009/0/0420</td> <td>Eff 25/07/2022</td> </tr> </tbody> </table> <p>Teluk Sengat Estate</p> <table border="1" data-bbox="1032 1228 1897 1396"> <thead> <tr> <th>Permit/ License</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td>MPOB Licence ref: 615231002000</td> <td>30/09/2023</td> </tr> <tr> <td>JTK ref JTK. NJ – 21 – Potongan Upah</td> <td>Eff 21/08/2018</td> </tr> <tr> <td>KPDNHEP ref no J 000255 -10000 L diesel</td> <td>09/04/2024</td> </tr> <tr> <td>Air Compressor SB PMT 17734</td> <td>25/08/2023</td> </tr> </tbody> </table>	Permit/ License	Validity	MPOB Licence no 613906002000	31/07/2024	Metrology Corporation ref D 186780	Eff 04/01/2023	KPDNHEP ref KLU 2321 SK 7280L Diesel	09/03/2025	Air Compressor no JH PMT 88127	10/09/2024	Lesen Berniaga Ref MPK/599/401- MP Kluang	31/12/2023	Permit/ License	Validity	MPOB Licence no: 620978002000	30/04/2023	Metrology Corporation ref D 051270	Eff 05/01/2023	KPDNHEP- ref J 004055 -10000L diesel	12/07/2024	JTK. Permit Potongan Gaji – PP3/29/028	Eff 25/04/2007	Air Compressor no JH PMT 15121	06/06/2024	JTK Lesen Potongan Upah Ref TK/NJ/U-21	Eff 08/07/2018	BAKAJ – Lesen Mengabstrak Air Sungai ref 334	31/1/2023	Jabatan Kastam Ref 009/0/0420	Eff 25/07/2022	Permit/ License	Validity	MPOB Licence ref: 615231002000	30/09/2023	JTK ref JTK. NJ – 21 – Potongan Upah	Eff 21/08/2018	KPDNHEP ref no J 000255 -10000 L diesel	09/04/2024	Air Compressor SB PMT 17734	25/08/2023	
Permit/ License	Validity																																									
MPOB Licence no 613906002000	31/07/2024																																									
Metrology Corporation ref D 186780	Eff 04/01/2023																																									
KPDNHEP ref KLU 2321 SK 7280L Diesel	09/03/2025																																									
Air Compressor no JH PMT 88127	10/09/2024																																									
Lesen Berniaga Ref MPK/599/401- MP Kluang	31/12/2023																																									
Permit/ License	Validity																																									
MPOB Licence no: 620978002000	30/04/2023																																									
Metrology Corporation ref D 051270	Eff 05/01/2023																																									
KPDNHEP- ref J 004055 -10000L diesel	12/07/2024																																									
JTK. Permit Potongan Gaji – PP3/29/028	Eff 25/04/2007																																									
Air Compressor no JH PMT 15121	06/06/2024																																									
JTK Lesen Potongan Upah Ref TK/NJ/U-21	Eff 08/07/2018																																									
BAKAJ – Lesen Mengabstrak Air Sungai ref 334	31/1/2023																																									
Jabatan Kastam Ref 009/0/0420	Eff 25/07/2022																																									
Permit/ License	Validity																																									
MPOB Licence ref: 615231002000	30/09/2023																																									
JTK ref JTK. NJ – 21 – Potongan Upah	Eff 21/08/2018																																									
KPDNHEP ref no J 000255 -10000 L diesel	09/04/2024																																									
Air Compressor SB PMT 17734	25/08/2023																																									

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance
		<p>JTK ref JTK. NJ – 21 – Potongan Gaji</p> <p>Eff 24/06/2005</p> <p><i>Noise Exposure Regulations 1989</i> Kulai Young Estate had an NRA ref JH/03/04/131 dated 16/02/2022 by Hanxxxxxx Solxxxxx Serxxxxx Sdn Bhd.</p> <p><i>Scheduled Waste Regulations 2005</i> <i>i) Regulation 3 (Notification of SW generated) and Regulation 11 (Inventory of SW)</i></p> <p>Inventory (5<sup>th</sup> schedule) was up-to-date and tally with the physical stock at the storage area. The 5<sup>th</sup> schedule was updated and reported through e-SWISS. Despatches of SW as per 7.3.2 below: <i>ii) Regulation 9 (Storage of scheduled waste)</i></p> <p>The scheduled wastes generated at the estate were stored not more than 180 days. Last disposal details were made respectively as per 7.3.2 by 5E Rxxxxxxx Sdn Bhd no 003892-license valid dated 30/4/2023.</p>		
<b>4.3.1.2</b>	<p>The management shall list all laws applicable to their operations in a legal requirements register.</p> <p><b>- Major compliance -</b></p>	<p>The Legal &amp; Other Requirements Register (LORR) covers all the necessary regulatory requirements. The LORR was recent reviewed dated 06/01/2023 and subject to review annually or as when new Act and Regulations being introduced for implementations.</p> <p>a) List of applicable legal and other requirements was made available during the assessment and complied in the QSHE/04/5.2.4 folder.</p>		Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Among others the identified applicable laws and regulations relevant to its operations included the;</p> <ul style="list-style-type: none"> <li>a) Environmental Quality Act 1974 and its Regulations</li> <li>b) Factories and Machinery Act 1967 and its Regulations</li> <li>c) Occupational Safety and Health Act 1994 and its Regulations</li> <li>d) Pesticides Act, 1974</li> <li>e) Wildlife conservation Act 2010</li> <li>f) Malaysian Palm Oil Board 1998</li> <li>g) Holiday Act 1951</li> <li>h) Passport Act 1966</li> <li>i) Workers Union Act 1959</li> <li>j) Estate Hospital Assistants (Registration) Act 1965</li> <li>k) Petroleum (safety Measures) Act 1984</li> <li>l) Fire Services Act 1984</li> <li>m) Uniform Building By Laws 1986</li> <li>n) Weights And Measures Act 1972 (Act 71) (Amendment 1981)</li> <li>o) Minimum Wages (Amendment) Order 2022 updated on 01/05/2022</li> <li>p) Workers’ Minimum Standards of Housing and Amenities Regulations 1990 – Amendment 2021 updated 06/03/2021.</li> </ul>	
<b>4.3.1.3</b>	<p>The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.</p> <p><b>- Major compliance -</b></p>	<p>SSD Unit based at Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills. SSD unit, which is based in Kuala Lumpur, is responsible for tracking any changes to the Acts and Regulations. In addition, the BU Head, General Manager Plantations BPB also played a role in disseminating new Acts &amp; Regulations to all the mills and estates in the Region.</p>	Complied

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																				
		<p>a) This was made via communication with the publisher of the documents.</p> <p>b) This mechanism was outlined in its procedure.</p> <p>c) The updating of the legal register is made on a periodical basis.</p> <p>d) Changes in the legal register if any are communicated to the respective CU/Bus</p> <p>The CU had entirely adopted the BPB established documented system for identifying, tracking, accessing and updating the legal requirements. It had ensured that all applicable legal requirements pertaining to MSPO are established, implemented and maintained. The latest revision on the LORR was made Jan 2020 on the following changes. Review in Jan 2023 had no addendum in the list.</p> <p>a) Minimum Wages (Amendment) Order 2022 updated on 01/05/2022</p> <p>b) Workers' Minimum Standards of Housing and Amenities Regulations 1990 – Amendment 2021 updated 06/03/2021.</p>																					
<b>4.3.1.4</b>	<p>The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.</p> <p><b>- Minor compliance -</b></p>	<p>The management has assigned respective PIC to monitor compliance relating to regulatory requirements. Details as follows. Letters were sighted and verified.</p> <table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>PIC M/s</th> <th>Designation</th> <th>Date Appointment</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>Norafizza Rossmi</td> <td>Chief Clerk</td> <td>02/02/2023</td> </tr> <tr> <td>2</td> <td>T Sengat</td> <td>Nur Farhan Fauzi</td> <td>Sustain. Clerk</td> <td>01/01/2023</td> </tr> <tr> <td>3</td> <td>K Young</td> <td>Noor Aqilah Astar</td> <td>2<sup>nd</sup> Clerk</td> <td>16/02/2023</td> </tr> </tbody> </table>		Estate	PIC M/s	Designation	Date Appointment	1	Chamek	Norafizza Rossmi	Chief Clerk	02/02/2023	2	T Sengat	Nur Farhan Fauzi	Sustain. Clerk	01/01/2023	3	K Young	Noor Aqilah Astar	2 <sup>nd</sup> Clerk	16/02/2023	Complied
	Estate	PIC M/s	Designation	Date Appointment																			
1	Chamek	Norafizza Rossmi	Chief Clerk	02/02/2023																			
2	T Sengat	Nur Farhan Fauzi	Sustain. Clerk	01/01/2023																			
3	K Young	Noor Aqilah Astar	2 <sup>nd</sup> Clerk	16/02/2023																			
<b>Criterion 4.3.2 – Lands use rights</b>																							

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																				
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - <b>Major compliance</b> -	The management ensure that their oil palm cultivation activities do not diminish the land use rights of other users by ensuring the legal boundary is correct through land survey during the development. There is no land dispute raised by any stakeholder at the point of this assessment.	Complied																				
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land. - <b>Major compliance</b> -	Chamek Estate hold 5 land titles as per sample as following: Grant (Form 5BK) # GRN 9xxxx; Lot # 72; Area: 601.9689 ha; Registered date: 11/5/2006 (Freehold) Grant (Form 5BK) # GRN 8xxxx; Lot # 266; Area: 66.1155 ha; Registered date: 12/7/2002 (Freehold) Grant (Form 5BK) # GRN 8xxxx; Lot # 132; Area: 53.292 ha; Registered date: 11/5/2006 (Freehold) Kulai Young Estate have been managed by Bousxxxx Agxxxx and consxxxxxxx Serxxxxx Sdn Bhd for SXXXX Pxxxx Sdn Bhd since 27/01/2022. From the agreement the Boustead have been appointed as management agent for 5 years started from the date of agreement. The copy of land title was available as per verification.	Complied																				
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - <b>Major compliance</b> -	The estates have installed boundary markers as sighted during the visit at the estates. This confirmed that they have maintained boundary markers by installing the red/white pole and signage. There were also points whereby boundary stones are marked and identified. <table border="1" data-bbox="1025 1166 1805 1367"> <thead> <tr> <th></th> <th>Estate</th> <th>Location</th> <th>Boundary neighbors</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>P2010A</td> <td>Smallholders</td> </tr> <tr> <td>2</td> <td>Chamek</td> <td>P2012A</td> <td>Smallholders</td> </tr> <tr> <td>3</td> <td>Chamek</td> <td>PJ2014A</td> <td>Government Road</td> </tr> <tr> <td>4</td> <td>Teluk Sengat</td> <td>P2011E</td> <td>FELDA Air Tawar 1</td> </tr> </tbody> </table>		Estate	Location	Boundary neighbors	1	Chamek	P2010A	Smallholders	2	Chamek	P2012A	Smallholders	3	Chamek	PJ2014A	Government Road	4	Teluk Sengat	P2011E	FELDA Air Tawar 1	Complied
	Estate	Location	Boundary neighbors																				
1	Chamek	P2010A	Smallholders																				
2	Chamek	P2012A	Smallholders																				
3	Chamek	PJ2014A	Government Road																				
4	Teluk Sengat	P2011E	FELDA Air Tawar 1																				

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance
		5	Teluk Sengat	P2002E	Kg Johor Lama	
		6	Teluk Sengat	P2012A	FELDA Air Tawar 5	
		7	Teluk Sengat	P 2008A	Kg Teluk Sengat	
		8	Kulai Young	PJ2016A	Hanson Quarry	
		9	Kulai Young	PJ2012A	Tanah Raya Quarry	
		10	Kulai Young	PJ 2010A	SDP Kulai Estate	
		11	Kulai Young	PM1995A	SDP Sri Pulai Estate	
<b>4.3.2.4</b>	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). <b>- Minor compliance -</b>	There is no land dispute in all estates within Telok Sengat Business Unit at the time of audit. The lands are leased from CIMB Trustee Berhad via verified with the land titles. There was no encroachment of land by the Telok Sengat Business Unit. Maps available as per sample UAV Mapping; Field Hectarage Statement by GPS Kulai Young Home Division.				Not applicable
<b>Criterion 4.3.3 – Customary rights</b>						
<b>4.3.3.1</b>	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. <b>- Major compliance -</b>	There is no land encumbered by customary rights in all estates within Telok Sengat Business Unit. Hence, this requirement is not applicable. Not with standing, it was specified in the BPB Sustainability Policy; Signed by CEO dated on 12/07/2021 under clause 3.3 Land Rights # 3.3.1 that the company respect and uphold the land tenure right of indigenous and local communities, including their right to give or withhold their Free, Prior and Informed Consent (FPIC) to operate on land to which they hold legal, communal or customary right in accordance with the United Nations Declarations on the Right Indigenous Peoples (UNDRIP).				Not applicable



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.3.3.2</b>	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should be made available. <b>- Minor compliance -</b>	Field maps of appropriate scale available in all sampled estates indicated no customary rights land within Telok Sengat Business Unit. Hence, this requirement is not applicable.	Not applicable
<b>4.3.3.3</b>	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. <b>- Major compliance -</b>	There is no land encumbered by customary rights in all estates within Telok Sengat Business Unit. Hence, no negotiation and FPIC recorded so far, and this requirement is not applicable.	Not applicable
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1: Social Impact Assessment (SIA)</b>			
<b>4.4.1.1</b>	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. <b>- Minor compliance -</b>	Based on the Social Impact Assessment conducted by Malaysian Environmental Consultants Sdn. Bhd. (MEC) dated 29/06/2018, the management had come with several action plan to mitigate and reduce the impact to employees, neighbors', suppliers, contractors and other stakeholders.  Social management plan documented for all estates and POM in the document title social action plan 2023.	Complied
<b>Criterion 4.4.2: Complaints and grievances</b>			
<b>4.4.2.1</b>	A system for dealing with complaints and grievances shall be established and documented. <b>- Major compliance -</b>	The system for dealing with complaints and grievances established as per Policy and Procedures – Grievance Procedure; Doc. # HR/2022/023/003; Rev. # 0; Issue date: 1/3/2022.	Complied
<b>4.4.2.2</b>	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties. <b>- Major compliance -</b>	The system for dealing with complaints and grievances established as per Policy and Procedures – Grievance Procedure; Doc. # HR/2022/023/003; Rev. # 0; Issue date: 1/3/2022. It was stated in the procedure that immediate superior need to respond within 3 days of the complaint	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		received and further 5 days if the respond has not been satisfied. It has been verified through interview that the system able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	
<b>4.4.2.3</b>	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. <b>- Minor compliance -</b>	The Complaint/Suggestion forms available in the suggestion box area in front of the estate office. Consultation made with the stakeholders confirmed that they are aware and understood about the complaint procedure. The complaint was available in Boustead Kulai Young estate, verification record dated 22/05/2023 complaint pertaining to housing complaint has been take care on 23/05/2023.	Complied
<b>4.4.2.4</b>	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. <b>- Minor compliance -</b>	Consultation made with the stakeholders confirmed that they are aware and understood about the complaint procedure. Latest record of stakeholder awareness was on 27/07/2022 in Kulai Young Estate. This awareness has been involved included SXXX-YTL JV, Balai Bomba and Penyelamat Kulai, Sxxx Hxxx Quxxxx Sdn Bhd and etc.	Complied
<b>4.4.2.5</b>	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request. <b>- Major compliance -</b>	The complaints and resolutions for the past 24 months (i.e. from January 2021) were well maintained by the sampled estates and available upon request.	Complied
<b>Criterion 4.4.3: Commitment to contribute to local sustainable development</b>			
<b>4.4.3.1</b>	Growers should contribute to local development in consultation with the local communities. <b>- Minor compliance -</b>	The estate management made contribution to the local communities and workers such as donation to the school and temple activities upon request by the stakeholders. Besides, the company has donated paint material to local authority. The company also provided job opportunity to the local communities. Verification in Chamek estate, latest contribution was on	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		06/04/2023 to Badan Kebajikan Sekolah Agama Kg Melayu Chamek with total RM 250. In Telok Sengat Estate, the management involve with Program Khidmat Masyarakat with Kampung Telok Sengat on 19/05/2023.	
<b>Criterion 4.4.4: Employees safety and health</b>			
<b>4.4.4.1</b>	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented. <b>- Major compliance -</b>	The Occupational Safety and Health Policy was established, signed by President and Chief Operating Officer on 12/06/2021. The policy was communicated during Policy briefing from time to time. The policy was displayed prominently on notice boards in English and local language Bahasa Malaysia. The Policy is implemented through the OSH activities by the on-site Safety Officers and monitored by OSH personnel from Head Office. Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. In interviews with the workers and staff during the site visit revealed that the employees had been briefed and had understood the policy. The latest briefing was on 02/12/2022 by management.	Complied
<b>4.4.4.2</b>	The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides:	a) OHS Policy is written in Bahasa and English language that can be easily understood by all levels of its employees. The policy has been communicated to the workers through induction training for new workers, morning briefing, and displayed at various notice board within the estate. b) The Chamek Estate has conducted Chemical Risk Assessment on 03/11/2020 by assessor with reg. no. HQ/14/ASS/00/350. Refer report no. HQ/14/ASS/00/350 – 2020/070Noise Risk Assessment was conducted by Hanif Jamaluddin (HQ/08/PEB/00/87) on 14/02/22 and only grass cutting operator exposed to noise more than 82 dB(A) and	Major Non-compliance

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator	Assessment Findings	Compliance
<ul style="list-style-type: none"> <li>d) all employees involved shall be adequately trained on safe working practices</li> <li>e) all precautions attached to products shall be properly observed and applied</li> <li>f) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</li> <li>g) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</li> <li>h) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</li> <li>i) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</li> <li>j) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</li> </ul>	<p>required audiometric test. Audiometric Test was conducted by Klinik Nur Batu Pahat on 29/03/2023 and detected one case of hearing loss (Razali Mamat-Grass Cutter). The estate has conducted the risk assessment on estate operations documented in HIRARC register. The register was reviewed if there is accident occur or any changes in the operation Latest review was conducted on 20/04/2023 due to accident occur on 16/04/2023 in workers riding motorbike to work outside working hours.</p> <p>In Kulai Young Estate, a circular No. SSD 02/2023 dated 13/04/2023 issued to all Business Unit on Revised HIRARC Procedure, issued by Azmariah Muhamed (Head of Sustainability &amp; Safety Dept). HIRARC Procedure (SSD/03/HRP-02) Rev.02, Effective Date 25/01/2023. Supersedes previous procedure issued 20/12/2017. As verified found format used not consistent with new format as Appendix 2-Hirarc Register Form. The Risk Score also still using the superseded level of score (21-25 Distastrous-Very High Risk, 16-20 Critical-High Risk, 11-15 Serious-Moderate Risk, 6-10 Significant-Low Risk, 10-5 Noticeable-Veri Low Risk), while new procedure level of score (15-25 High, 5-12 Medium, 1-4 Low)</p> <p>Noise Risk Assessment conducted by Handstech Solution Services Sdn Bhd, dated 16/02/2022 by Haniff Jamaluddin (HQ/08/PEB/00/87).</p> <p>CHRA Report conducted on 10/10/2018 by Zakaria Abd Karim (HQ/04/ASS/00/193) from ENV Consultancy &amp; Monitoring Services Sdn. Bhd.</p> <p>In Telok Sengat Estate, Hirarc still not reviewed by applying newly revised HIRARC Procedure, issued by Azmariah Muhamed (Head of Sustainability &amp; Safety Dept). HIRARC Procedure (SSD/03/HRP-02)</p>	

Criterion / Indicator	Assessment Findings	Compliance
<p>k) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>l) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p><b>- Major compliance -</b></p>	<p>Rev.02, Effective Date 25/01/2023. Supersedes previous procedure issued 20/12/2017.</p> <p>CHRA was reviewed on 18/04/2022-25/05/2022 by Nurulizani Elfikrie (HQ/21/ASS/00/00048) from ENV Consultancy &amp; Monitoring Sdn Bhd.</p> <p>Hence, Major non-conformity has been raised.</p> <p>c) Chamek Estate has established training program for employees exposed to chemicals including sprayers and storekeeper to ensure the continuous awareness to the employee. The training was conducted by the Executives, field supervisors and representative form the chemical suppliers to the supervisors and operators.</p> <p>d) Sampled worker in Chamek Estate at Block 18A involving harvesting activity where found provided with safety boots, safety helmets and sampled at Chemicals Mixing Room where sprayers keep PPEs in locker allocated.</p> <p>In Block PM 14A (Kulai Young), group of harvesters wearing safety boots, safety helmets.</p> <p>e) OSH Manual refer to OSH/001/2015 dated 7/12/2015 documented and established for handling of chemical to ensure proper and safe handling and storage in accordance with Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000,</p> <p>In Telok Sengat Estate at Chemical Store sampled SDS copy of latest revision were available and verified as given by the Storekeeper.</p>	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>f) Organization chart established where Chairman is Saadun Ahmad, Secretary is Mohd Faizal Abd Malek, 9 employer’s representative and 9 employee’s representatives.</p> <p>In Kulai Young Estate SHC Chairman is Radzali Mohamad (Estate Manager), Secretary is Noor Aqilah (Clerk), 3 employee representatives and 3 employer representatives.</p> <p>In Telok Sengat Estate sighted SHC Organization Chart 2022/2023 displayed at Meeting Room and at notice board. Chairman is Estate Manager of Telok Sengat Estate.</p> <p>g) Meeting of SHC was conducted on 23/03/2023, 21/12/2022, 08/11/2022, 22/06/2022. Available appointment letter for new appointed SHC dated 05/02/2023 for employee and employer representatives approved by Shaadun Ahmad (Estate Manager).</p> <p>In Kulai Young Estate, the meeting of SHC was conducted as Minutes of Meeting dated 17/03/2023, 09/12/22, 23/09/2022. Attended by Chairman (Estate Manager), Secretary (Clerk-Noor Aqilah) Employer representative and employees’ representative.</p> <p>In Telok Sengat Estate, the SHC meeting was regularly conducted on 06/06/2023, 21/03/2023, 08/12/2022, 08/11/2022 and 18/07/2022.</p> <p>h) BPH has established the procedure and flowcharts for Emergency Response Plan. The flowcharts cover on fire, chemical spillage, flood, accident and poisoning.</p> <p>The Telok Sengat operating units has established emergency response team lead by the Manager as Emergency Commander and assist by firefighting team, first aid team, and riots, fights and thefts team. The information such as Emergency Contact Number, Emergency Evacuation, First Aid Locations, and Fire Extinguisher Locations, Emergency Response Plan (Fire, Chemical Spillage, Chemical</p>	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Contamination, Flood and Accident) and displayed at strategic locations around the mill, estate office and stores. While for accidents reporting, Boustead Plantations Berhad has established Accident Reporting Structure, rev. no. 25/06/2021. Review SOP no. SSD/21/001.</p> <p>i) MRCS Kota Tinggi has conducted Basic First Aid Training and CPR on 14-15/12/2021 with certificates issued to:</p> <ul style="list-style-type: none"> <li>Telok Sengat POM (5 workers)</li> <li>Kulai Young Estate (3 employees)</li> <li>Camek Estate (5 employees)</li> <li>Telok Sengat Estate (5 employees)</li> </ul> <p>Sighted at Workshop a First aid box with inspection conducted by PIC: Asmawi Mahat monthly basis for year 2023 for all items.</p> <p>In Kulai Young Estate, sampled First Aid Box under Mandore (Mohd Yunis) found in good condition.</p> <p>In Telok Sengat Estate as sampled in Block 02E, Mandore keeping first aid box that inspected quarterly for contents. Similarly at Workshop as sampled first aid box maintained and having required items.</p> <p>j) As sampled in SHC Minutes of Meeting, accident was discussed and reviewed quarterly as minuted.</p>	
<b>Criterion 4.4.5: Employment conditions</b>			
<b>4.4.5.1</b>	<p>The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.</p> <p><b>- Major compliance -</b></p>	<p>Boustead Plantations Berhad has established the Sustainability Policy; Signed by CEO dated on 12/07/2021 to implement the good social practices regarding human rights in respect of industrial harmony. The company is committed to ensure every individual are treated with fairness, dignity and respect. The company will respect the rights of every individual. They also recognize their responsibilities to respect human</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		rights and avoid complicity in human rights abuses. Policies were communicated frequently through direct workers meeting or weekly assembly such as conducted by the management.	
<b>4.4.5.2</b>	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p><b>- Major compliance -</b></p>	<p>Based on the established Sustainability Policy; Signed by CEO dated on 12/07/2021, Boustead Plantations Berhad ensured all relevant parties will be treated equally and no discrimination based on race, caste, nationalities, religion, gender, age etc. Interview conducted with the workers from different nationalities, gender and age confirmed that no discrimination practice by the management in all estates within Telok Sengat Business Unit. The sample interview as per below:-</p> <p>Kulai Young Estate workers id interview: -            2964S, 3503S, 3509M, 3512S, 2983K</p> <p>Telok Sengat Estate workers id interview:-            1980J, 4013B, 2809E, 62413, 3402I, 3403F, 3404C, 3406G</p>	Complied
<b>4.4.5.3</b>	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p><b>- Major compliance -</b></p>	<p>Management ensured that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements (CA). Collective agreement between MAPA/NUPW and member sighted latest in circular number 12/2019 dated 02/04/2019. As per Boustead Holdings Policy, collective agreement will be revised at frequency 3 years once and latest agreement is still under reviewed.</p> <p>The record of payslip for Kulai Young estate was available, sample for May 2023, July 2022 and Dec 2022. The sample workers id as per below:-            2964S, 3503S, 3509M, 3512S and 2983K</p> <p>Details of CA has been documented as following:</p>	Complied



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>a. MAPA/NUPW Agreement on the wages of harvesters, harvesting kanganies, loaders and "other loaders" on oil palm estates, 2019</p> <p>b. MAPA/NUPW Agreement Palm Oil Mill Employees` Agreement, 2019</p> <p>c. MAPA/NUPW Filed and other general employees and fringe benefits agreement, 2019.</p> <p>Although these old agreements were expired in Dec 2021, the current adjustment to suit minimum wage of RM1,500 per month per employee were ensured by management for living wage sufficient to meet basic needs.</p>	
<b>4.4.5.4</b>	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p><b>- Minor compliance -</b></p>	<p>As per sample employment contract agreed between the contractor and his employee verified in estates, employees of contractors are not fully ensured to be paid based on legal or industry minimum standards as following:</p> <p>Telok Sengat Estate:-</p> <p>Hx Kx Enterprise (TSE/H 004-2023) for FFB harvesting and loading.</p> <p>Worker id:- C6995329, EK0092249 and EJ0694581 for month July 2023, May 2023 and Dec 2022</p> <p>Furthermore, document review of replanting contractor files at Telok Sengat Estate, employment contract and payslip for the contractor's workers is not available at the estate to monitor the wages, allowances, entitlements, rights, benefits or claim under the laws of in relation. This is not in accordance with Letter of Award: 2022 Land Preparation workers for Oil Palm Replanting in Telok Sengat Estate Kota Tinggi, Johor dated 17/02/2022. Which in section E (34) describes the main responsibilities of the contractor, along with the company, to ensure that the work to be carry out or being carried out to be frequently inspected and analysed to ensure full compliance with the company's policies.</p>	Major Non-Conformity

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>This indicated that the employee of contractor employment contract was not based legal or industry minimum standards and recurrence of previous Minor NC.</p> <p>Hence, Major Non-Conformity has been raised.</p>	
<b>4.4.5.5</b>	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p><b>- Major compliance -</b></p>	<p>Employee data base is kept and maintained in a computer software. All the required information such as names, gender, date of birth, date of entry, job description, and ID number was available in the data base.</p>	Complied
<b>4.4.5.6</b>	<p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p><b>- Major compliance -</b></p>	<p>Offer letters were issued and acceptance of offer were acknowledged, and copies were kept by the employees. This has been verified through interview with the workers. The terms and conditions such as job scope, salary, termination of employment, annual leave entitlement, were clearly stated in the contract agreement.</p>	Complied
<b>4.4.5.7</b>	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p><b>- Major compliance -</b></p>	<p>Estates established a time recording system using Record OT for check roll workers for all employees at different station. The working hours for all employees have been clearly documented in the Record OT for check roll workers as well as their pay slip under OT section to ensure transparent for both employees and employer.</p> <p>Time recording system has been carried out manually on daily basis for field and office staff &amp; executives. For office staff &amp; executives, the working hours are recorded in the Executives &amp; Staff Attendance List. For field workers, they record the working hours in the Daily Time Record. The overtime working hours always approved by the assistant manager. The documented working hours available in the daily check roll records.</p>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.</p> <p><b>- Major compliance -</b></p>	<p>The working hours and break time have been clearly stated in the Employment Contract. Sighted in the Contract Agreement the rate of overtime which is agreed by both parties. There is no complaint received regarding payment or forced to work on overtime during site interview.</p> <p>Working hours:</p> <ul style="list-style-type: none"> <li>• Daily rated worker: Monday to Saturday (6.30 am – 2.00 pm), no lunch break but have half hour for refreshment in field.</li> <li>• Piece rated worker: Monday to Saturday (6.30 am – 4.30 pm), 2.5 hours break in between.</li> </ul> <p>Sampling record as per below:-            Chamek Estate Workers id: 0524A, 0604N, 0555K, 0507D, 0611L, 0605M.            Kulai Young Estate Workers id: 2964S, 3503S, 3509M, 3512S and 2983K</p>	Complied
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p><b>- Major compliance -</b></p>	<p>Based on records of sample employees' the pay slips found in compliance with employees' terms and conditions of MAPA Circular No. 4/2020; The Malayan Agricultural Producers Association; Date: 30/1/2020; MAPA/NUPW Field and Other General Employees and Fringe Benefits Agreement, 2019. This also in-line with Malaysia Employment Act 1955. Documented payslip was distributed to individual workers on the day of payment. For daily rated workers, wages and overtime were paid according to the check-roll muster attendance records. Total hours of overtime and daily attendance has recorded in the timecard.</p> <p>For piece-rated workers, wages were paid based on the daily check-roll books with records of daily piece-rated work achieved.</p> <p>The overtime rate after 7.5 hours daily rated in (General Work):</p> <ol style="list-style-type: none"> <li>a. Normal day: 7.5 hours x 1.5</li> <li>b. Rest day: 7.5 hours x 2.0</li> </ol>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		c. Public holiday: 7.5 hours x 3.0	
<b>4.4.5.10</b>	<p>Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.</p> <p><b>- Minor compliance -</b></p>	<p>Each operating unit provides facilities and basic amenities to their employees such as free accommodation, supply of electric &amp; water, free – medical treatment, worshipping facilities, sports facilities, transport allowances for mandora and staff. All local employees are provided with the mandatory Employee Provident Fund (EPF) contributions while both local and foreign employees contributed with Social Security Organization (SOCSO). Additionally, other benefits offered by the company including the following:</p> <ul style="list-style-type: none"> <li>- Productivity incentive</li> <li>- Out-turn incentive</li> <li>- Transport allowance</li> <li>- Telephone allowance</li> <li>- Motorcycle allowance</li> </ul>	Complied
<b>4.4.5.11</b>	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers’ Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.</p> <p><b>- Major compliance -</b></p>	<p>Residents at all estate housing have access to facilities established by the company, such as health clinic, sports field, community hall, crèche, and places of worship. The estates provide electricity and water to all workers for free.</p> <p>The Medical Assistant conducts weekly Line-site and Housing Inspection at the Workers Quarters to ensure that the area is maintained at an acceptable standard. Sighted the weekly Line-site and Housing Inspection Records in respective estates.</p> <p>Based on the visit report by Dr. Hj. Moiz bin Siraj, the Visiting Medical Officer (VMO) lodged the report with dates in year 2023 from 11/01/2023, 06/02/2023, 16/03/2023, 03/04/2023, 09/05/2023 and 07/06/2023. However, the practice is not according with the requirement stated in Section 19 (3) Where a clinic exists on any estate or is established</p>	Major Noncompliance

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		pursuant to an order under subsection (1), it shall be the duty of the employer to arrange for a registered medical practitioner to visit the clinic at least once a fortnight to supervise the operations and management of the clinic and to provide medical treatment to employees and their dependents.	
<b>4.4.5.12</b>	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. <b>- Major compliance -</b>	Sexual Harassment Policy was established under Sustainability Policy (BPB Policy) and endorsed by the Chief Operating Officer, dated on 12/07/2021. The committed to strive for a harassment-free environment and avoid behavior that may create an atmosphere of hostility and intimidation of any kind at the workplace. No one should be subjected to any form of sexual harassment while carrying out their duties. Gender Committee meeting (Pewita) was conducted on regular basis. Among the agenda discussed were previous matter, chairman briefing, briefing on sexual harassment policy & guidelines and others. Latest Gender meeting conducted was on 02/06/2023 in Kulai Young Estate. 12/05/2023 latest meeting PEWITA in Telok Sengat Estate.	Complied
<b>4.4.5.13</b>	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions. <b>- Major compliance -</b>	Boustead Plantations Berhad has established the Sustainability Policy; Signed by CEO dated on 12/07/2021 that allow all employees to freely associating among themselves. Employees of all estates within Telok Sengat Business Unit form an employee consultative committee with workers representatives from each foreign country mainly Indonesia, India, Bangladesh and Nepal. Local employees mostly joined the National Union of Plantation Worker (NUPW) as member.	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.4.5.14</b>	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not expose to hazardous working conditions.</p> <p><b>- Major compliance -</b></p>	<p>Boustead Plantations Berhad has established the BPB Sustainability Policy; Signed by CEO dated on 12/07/2021 that practice no child exploitation and comply with Child &amp; Young Person (Employment) (Amendment) Act 2019, where young persons were employed, they are not allowed from carrying out tasks involving any hazardous work or any employment other than those specified in the act. This stated under 2.1.3 Implement responsible recruitment practices by preventing and eliminating the use of any form of forced labour, child labour, and human trafficking in accordance with ILO principles.</p>	Complied
<b>Criterion 4.4.6: Training and competency</b>			
<b>4.4.6.1</b>	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.</p> <p><b>- Major compliance -</b></p>	<p>Sighted training records kept such as: <u>Chamek Estate</u></p> <ul style="list-style-type: none"> <li>• Salary Slip Briefing conducted on 09/06/2023 attended by 22 workers.</li> <li>• Scheduled Waste Briefing conducted on 06/06/2023 during Rollcall attended by 22 workers.</li> <li>• E-Adu briefing was conducted on 07/06/2023 during rollcall attended by 22 workers. (All above sharing the same attendance list but dates and title were different).</li> <li>• Harvesting Training at Muster Ground was conducted on 12/05/2023 attended by 6 harvesters.</li> <li>• First Aider Training was attended by 7 field staffs, mandores, workers and cadet assistant.</li> <li>• Maintenance Inter-Spray Pump and Safe Operation conducted by myCrop on 12/05/2023 attended by 14 workers.</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> <li>• Manuring and fertilizer handling was conducted on 12/04/2023 and attended by 4 General Workers.</li> <li>• Harvesting Training was conducted on 13/03/2023 attended by 33 harvesters.</li> </ul> <p><u>Kulai Young Estate</u></p> <ul style="list-style-type: none"> <li>• Traceability Procedure 2023 Briefing was conducted on 10/03/2023 (Friday) at Office attended by 9 workers.</li> <li>• Chemical Handling Training was conducted on 19/05/2023 at Chemical Store attended by 7 workers.</li> <li>• Scheduled Waste Briefing was conducted on 10/05/2023 attended by 5 workers.</li> <li>• Palm Pro Use at PM950 was conducted on 13/04/2023 attended by 14 workers.</li> <li>• Briefing on Employee Code of Ethic was conducted on 11/03/2023 attended 27 workers.</li> <li>• Briefing on Employment Act (Amendment) 2022 was conducted on 03/01/2023 attended by 29 workers.</li> <li>• Briefing on Safe Operation Harvesting was conducted on 09/03/2023 attended by 21 workers.</li> </ul> <p><u>Telok Sengat Estate</u></p> <ul style="list-style-type: none"> <li>• First Aid contents and usage training conducted on 04/08/2022</li> <li>• Domestic waste management training conducted on 04/08/2022</li> <li>• Scheduled waste management training conducted on 04/08/2022</li> <li>• Handling of hazardous chemical training conducted on 27/07/2022</li> <li>• Sexual harassment management at workplace conducted on 12/04/2022</li> </ul>	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>Safety at workplace and PPE awareness training conducted on 09/01/2023</li> </ul>	
<b>4.4.6.2</b>	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p><b>- Major compliance -</b></p>	<p>The estates visited (Chamek, Kulai Young and Telok Sengat) has conducted training need analysis for all employee, management and contractors. The need analysis was conducted based on the job designation and training required by the job type.</p> <p>The estates have established training schedule FY 2023 based on training need analysis conducted. The training program covers Policy, operation and OSH/others.</p>	Complied
<b>4.4.6.3</b>	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p><b>- Minor compliance -</b></p>	<p>The program involves the executive, staff/ supervisor, workers and contractors. The identified training was programmed throughout the year as continuous training programme.</p>	Complied
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1: Environmental Management Plan</b>			
<b>4.5.1.1</b>	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p><b>- Major compliance -</b></p>	<p>There is an Environmental and Biodiversity Policy for the entire BPB mill issued and endorsed in 12/7/2023 by the Chief Executive Officer. Inside the policy among others has stated that the Company is committed to protecting the environment and conserving biodiversity through sustainable development. This is policy is prominently displayed in the office along with other Company's Policies.</p>	Complied



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings			Compliance						
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> <li>a) An environmental policy and objectives;</li> <li>b) The aspects and impacts analysis of all operations.</li> </ul> <p><b>- Major compliance -</b></p>	<p>The environmental policy has been established as described in 4.5.1.1 above. The objectives of the environmental management plan among others include the following:</p> <ul style="list-style-type: none"> <li>a) Implement and comply to all prevailing statutory environmental laws.</li> <li>b) Plantation development emphasizing zero burning practices.</li> <li>c) Compliance of DOE - to minimize pollution of land/water/air.</li> <li>d) To control and practice GAP systems in both mineral/peat soils.</li> <li>e) Identification of HCV and preserving riparian zones.</li> </ul> <p>The aspects and impacts had been provided in the Environmental Impact Assessment 2023 updated on Jan 2023 compiled internally by the BU executives and SSD unit.</p> <p>The analysis covered the following activities;</p> <ul style="list-style-type: none"> <li>a) Harvesting / weeding / fertilizer application</li> <li>b) Mulching / road upkeep / ramp</li> <li>c) Workshop / chemical store</li> <li>d) Lubricant store / fertilizer store</li> <li>e) Impact of field operations activities towards environmental</li> <li>f) Identification of riparian zone</li> <li>g) All the relevant positive/negative impact and mitigation plan.</li> </ul>			Complied						
4.5.1.3	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.</p> <p><b>- Major compliance -</b></p>	<p>The environmental improvement plans are identified the Environmental Impact Assessment 2023 having details of mitigation of the negative impacts. They are summarized and shown below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Activities</th> <th style="width: 33%;">Impacts</th> <th style="width: 33%;">Mitigation plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>			Activities	Impacts	Mitigation plan				Complied
Activities	Impacts	Mitigation plan									

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance	
		1	Harvesting Promote positive impact to soil structure through biomass frond & EFB mulching.	Practice proper frond stacking. EFB applied to improve nutrient & biomass.	
		2	Weeding Negative impact as polluting the soil with usage of chemicals.	Dosage of chemicals is monitored & calibrated. Cattle integration introduced to reduce reliance of chemical.	
		3	Manuring Over usage of chemical & fertilizer affecting soil toxicity causing leaching /wash off.	Identify buffer zones and to prevent leaching of fertilizer and chemicals. Application along frond stacking rows.	
		4	Road upkeep Damages through grading and chambering	Water collected at drain pits is collected to maximize moisture of nearest palm.	
		5	Loading Bay FFB transportation of lorries in minimizing leakages of fuel	Education to drivers and monitoring of vehicles movements.	
		6	Workshop Spillage to prevent pollution	Availability of spill kit and health surveillance for welding personnel.	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																																																																																			
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. <b>- Minor compliance -</b>	Details as described and summarized in 4.5.1.3. In addition, IPM management intensified in the fields planting of beneficial plants to reduce reliance of chemicals on events of pest and disease.	Complied																																																																																			
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. <b>- Major compliance -</b>	<p>The training program for 2023 in relation to the policy and objectives of the environmental management and improvement plans has been established with subject listed below.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Subjects</th> <th colspan="3">Month</th> </tr> <tr> <th>1-4</th> <th>5-8</th> <th>9-12</th> </tr> </thead> <tbody> <tr><td>1</td><td>ESH Legal &amp; Other requirements</td><td>/</td><td>/</td><td>/</td></tr> <tr><td>2</td><td>Slope / Buffer Zone management</td><td>/</td><td>-</td><td>/</td></tr> <tr><td>3</td><td>Scheduled waste management</td><td>/</td><td>-</td><td>/</td></tr> <tr><td>4</td><td>Store management</td><td>/</td><td>-</td><td>-</td></tr> <tr><td>5</td><td>Chemical Handlings</td><td>/</td><td>/</td><td>-</td></tr> <tr><td>6</td><td>RSPO MSPO Policy Training</td><td>/</td><td>-</td><td>/</td></tr> <tr><td>7</td><td>Workshop Management</td><td>-</td><td>/</td><td>/</td></tr> <tr><td>8</td><td>GAP training / SW</td><td>/</td><td>/</td><td>/</td></tr> <tr><td>9</td><td>EFB application</td><td>-</td><td>-</td><td>/</td></tr> <tr><td>10</td><td>Oil trap management</td><td>/</td><td>-</td><td>/</td></tr> <tr><td>11</td><td>Maintenance of spraying equipment</td><td>-</td><td>/</td><td>-</td></tr> <tr><td>12</td><td>HCV Biodiversity understanding</td><td>-</td><td>-</td><td>/</td></tr> <tr><td>13</td><td>Fertilizer application</td><td>/</td><td>-</td><td>/</td></tr> <tr><td>14</td><td>Water treatment management</td><td>-</td><td>/</td><td>-</td></tr> <tr><td>15</td><td>Triple rinsing /Recycling guidelines</td><td>-</td><td>/</td><td>-</td></tr> </tbody> </table>		Subjects	Month			1-4	5-8	9-12	1	ESH Legal & Other requirements	/	/	/	2	Slope / Buffer Zone management	/	-	/	3	Scheduled waste management	/	-	/	4	Store management	/	-	-	5	Chemical Handlings	/	/	-	6	RSPO MSPO Policy Training	/	-	/	7	Workshop Management	-	/	/	8	GAP training / SW	/	/	/	9	EFB application	-	-	/	10	Oil trap management	/	-	/	11	Maintenance of spraying equipment	-	/	-	12	HCV Biodiversity understanding	-	-	/	13	Fertilizer application	/	-	/	14	Water treatment management	-	/	-	15	Triple rinsing /Recycling guidelines	-	/	-	Complied
	Subjects	Month																																																																																				
		1-4	5-8	9-12																																																																																		
1	ESH Legal & Other requirements	/	/	/																																																																																		
2	Slope / Buffer Zone management	/	-	/																																																																																		
3	Scheduled waste management	/	-	/																																																																																		
4	Store management	/	-	-																																																																																		
5	Chemical Handlings	/	/	-																																																																																		
6	RSPO MSPO Policy Training	/	-	/																																																																																		
7	Workshop Management	-	/	/																																																																																		
8	GAP training / SW	/	/	/																																																																																		
9	EFB application	-	-	/																																																																																		
10	Oil trap management	/	-	/																																																																																		
11	Maintenance of spraying equipment	-	/	-																																																																																		
12	HCV Biodiversity understanding	-	-	/																																																																																		
13	Fertilizer application	/	-	/																																																																																		
14	Water treatment management	-	/	-																																																																																		
15	Triple rinsing /Recycling guidelines	-	/	-																																																																																		

Criterion / Indicator		Assessment Findings	Compliance																				
4.5.1.6	<p>Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.</p> <p><b>- Major compliance -</b></p>	<p>Discussions on environmental issues were incorporated in the safety &amp; health meeting. The forum used in the Estate are the quarterly OSH meeting and the annual management review meeting. The latter emphasized more on issues on water management plan, electricity use, diesel consumption, waste management, SIA plan, renewable energy, aspect/impact. Minutes were sighted and adequate in discussing the environmental issues.</p> <table border="1"> <thead> <tr> <th></th> <th>1<sup>st</sup></th> <th>2<sup>nd</sup></th> <th>3<sup>rd</sup></th> <th>4<sup>th</sup></th> </tr> </thead> <tbody> <tr> <td>Chamek</td> <td>20/03/23</td> <td>21/12/22</td> <td>08/11/22</td> <td>22/06/22</td> </tr> <tr> <td>T Sengat</td> <td>06/06/23</td> <td>15/05/23</td> <td>21/03/23</td> <td>08/12/22</td> </tr> <tr> <td>K Young</td> <td>17/03/23</td> <td>09/12/22</td> <td>23/09/22</td> <td>23/06/22</td> </tr> </tbody> </table>		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	Chamek	20/03/23	21/12/22	08/11/22	22/06/22	T Sengat	06/06/23	15/05/23	21/03/23	08/12/22	K Young	17/03/23	09/12/22	23/09/22	23/06/22	Complied
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>																			
Chamek	20/03/23	21/12/22	08/11/22	22/06/22																			
T Sengat	06/06/23	15/05/23	21/03/23	08/12/22																			
K Young	17/03/23	09/12/22	23/09/22	23/06/22																			
<b>Criterion 4.5.2:</b> Efficiency of energy use and use of renewable energy																							
4.5.2.1	<p>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.</p> <p><b>- Major compliance -</b></p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report 2023. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1"> <thead> <tr> <th></th> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Backhoe tractor</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time. To record vehicle activity which consume fuel</td> </tr> <tr> <td>2</td> <td>Van / Supervisory vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned</td> <td>To record vehicle activity to eliminate waste activity which consume fuel.</td> </tr> </tbody> </table>		Target	Objective	Action plan	1	Backhoe tractor	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time. To record vehicle activity which consume fuel	2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned	To record vehicle activity to eliminate waste activity which consume fuel.	Complied								
	Target	Objective	Action plan																				
1	Backhoe tractor	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time. To record vehicle activity which consume fuel																				
2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned	To record vehicle activity to eliminate waste activity which consume fuel.																				

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance																																																																	
			vehicles and fuel using mobile equipment	To turn off vehicle engine during idle time.																																																																			
	3	Electrical supply	To reduce reliance on gen-sets for power supply	To run steam turbine during non-processing min 2 hours																																																																			
	4	Electrical supply	Reduce electricity usage	Use time switches and daylight sensors for outside lighting																																																																			
	5	Electrical supply	Reduce electricity usage	Educate employees on power saving via inspection and training.																																																																			
			<p>The utilization of fossil fuel in 2022 is being monitored with records ratio diesel L/FFB mt shown below: Baseline is respectively shown hereunder in L/mt FFB</p> <table border="1"> <thead> <tr> <th></th> <th>Mth</th> <th>Chamek</th> <th>T Sengat</th> <th>K Young</th> </tr> </thead> <tbody> <tr><td>1</td><td>Jan</td><td>7.89</td><td>7.89</td><td>2.82</td></tr> <tr><td>2</td><td>Feb</td><td>6.50</td><td>6.50</td><td>1.89</td></tr> <tr><td>3</td><td>Mac</td><td>6.58</td><td>6.58</td><td>1.69</td></tr> <tr><td>4</td><td>Apr</td><td>6.25</td><td>6.25</td><td>1.79</td></tr> <tr><td>5</td><td>May</td><td>6.81</td><td>6.81</td><td>2.66</td></tr> <tr><td>6</td><td>Jun</td><td>8.13</td><td>8.13</td><td>2.47</td></tr> <tr><td>7</td><td>July</td><td>7.04</td><td>7.04</td><td>2.85</td></tr> <tr><td>8</td><td>Aug</td><td>6.70</td><td>6.70</td><td>3.52</td></tr> <tr><td>9</td><td>Sept</td><td>6.01</td><td>6.01</td><td>2.23</td></tr> <tr><td>10</td><td>Oct</td><td>4.96</td><td>4.96</td><td>2.84</td></tr> <tr><td>11</td><td>Nov</td><td>6.08</td><td>6.08</td><td>2.86</td></tr> <tr><td>12</td><td>Dec</td><td>5.00</td><td>5.00</td><td>3.36</td></tr> </tbody> </table>					Mth	Chamek	T Sengat	K Young	1	Jan	7.89	7.89	2.82	2	Feb	6.50	6.50	1.89	3	Mac	6.58	6.58	1.69	4	Apr	6.25	6.25	1.79	5	May	6.81	6.81	2.66	6	Jun	8.13	8.13	2.47	7	July	7.04	7.04	2.85	8	Aug	6.70	6.70	3.52	9	Sept	6.01	6.01	2.23	10	Oct	4.96	4.96	2.84	11	Nov	6.08	6.08	2.86	12	Dec	5.00	5.00	3.36
	Mth	Chamek	T Sengat	K Young																																																																			
1	Jan	7.89	7.89	2.82																																																																			
2	Feb	6.50	6.50	1.89																																																																			
3	Mac	6.58	6.58	1.69																																																																			
4	Apr	6.25	6.25	1.79																																																																			
5	May	6.81	6.81	2.66																																																																			
6	Jun	8.13	8.13	2.47																																																																			
7	July	7.04	7.04	2.85																																																																			
8	Aug	6.70	6.70	3.52																																																																			
9	Sept	6.01	6.01	2.23																																																																			
10	Oct	4.96	4.96	2.84																																																																			
11	Nov	6.08	6.08	2.86																																																																			
12	Dec	5.00	5.00	3.36																																																																			

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance	
			Total	85203	85203	22370	
			B/.line	5.44	6.44	2.47	
		<p>The Estates record and monitor the diesel utilization over the running hours of gen-set and other vehicles running. Performance variation in view of several factors i.e.</p> <ul style="list-style-type: none"> <li>a) Infrastructure of Estate</li> <li>b) Community size / no of gen-sets</li> <li>c) No. of vehicles / age of machine.</li> <li>d) Weather interference / crop production volume</li> <li>e) Crop diversion to other mill due to breakdown.</li> </ul> <p>There is no opportunity for the Estate to capitalize the utilization of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation.</p>					
<b>4.5.2.2</b>	<p>The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.</p> <p><b>- Major compliance -</b></p>	<p>The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations inclusive of fuel in all transport and machinery operations was available in the estate yearly budgets.</p>				Complied	
<b>4.5.2.3</b>	<p>The use of renewable energy should be applied where possible.</p> <p><b>- Minor compliance -</b></p>	<p>There was no opportunity to use renewable energy (shell/fibre/EFB) in the estate with the present technology and facilities within the industry.</p>				Complied	
<b>Criterion 4.5.3: Waste management and disposal</b>							

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance	
4.5.3.1	All waste products and sources of pollution shall be identified and documented. <b>- Major compliance -</b>	All waste products and sources of pollution has been identified and documented. Details as follows:				Complied	
		1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination		Land, water
		2	SW store	Scheduled waste	All type of SW		Environmental
		3	Office	Domestic/office waste	Paper plastic		Land, water
				Toilet & kitchen	Sewage		
		4	Workshop	Used oil & grease	Spillage		Recycled
				Metal waste	Wastage		
				Oil drum/tank			
5	Labour line	Domestic waste	Solid waste	Land, water			
		Toilet/kitchen waste	Sewage				
6	Field activities	Operation waste	Palm frond, FFB stalk	Land/water			

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance																																								
<b>4.5.3.2</b>	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p><b>- Major compliance -</b></p>	<p>The estate have established the waste and pollution management plan 2023 as shown below. The PIC and time frame was also shown in the management plan.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Activities</th> <th>Source</th> <th>Waste /Pollution</th> <th>Affected Environment</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gen store</td> <td>Petrol oil, lubricant Chemical</td> <td>Spillage &amp; contamination</td> <td>Land, water</td> </tr> <tr> <td>2</td> <td>SW store</td> <td>Scheduled waste</td> <td>All type of SW</td> <td>Environmental</td> </tr> <tr> <td>3</td> <td>Office</td> <td>Domestic/office waste Toilet &amp; kitchen</td> <td>Paper plastic Sewage</td> <td>Land, water</td> </tr> <tr> <td>4</td> <td>Workshop</td> <td>Used oil &amp; grease Metal waste Oil drum/tank</td> <td>Spillage Wastage</td> <td>Recycled</td> </tr> <tr> <td>5</td> <td>Labour line</td> <td>Domestic waste Toilet/ kitchen waste</td> <td>Solid waste Sewage</td> <td>Land, water</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Activities</th> <th>Source</th> <th>Prevention</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gen store</td> <td>Petrol oil, lubricant Chemical</td> <td>Keep items in designated area i.e. bund 110% of capacity</td> <td>Establish recovery procedure – accidental spillage. Kit available</td> </tr> </tbody> </table>					Activities	Source	Waste /Pollution	Affected Environment	1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water	2	SW store	Scheduled waste	All type of SW	Environmental	3	Office	Domestic/office waste Toilet & kitchen	Paper plastic Sewage	Land, water	4	Workshop	Used oil & grease Metal waste Oil drum/tank	Spillage Wastage	Recycled	5	Labour line	Domestic waste Toilet/ kitchen waste	Solid waste Sewage	Land, water		Activities	Source	Prevention	Action Plan	1	Gen store	Petrol oil, lubricant Chemical	Keep items in designated area i.e. bund 110% of capacity	Establish recovery procedure – accidental spillage. Kit available	Complied
	Activities	Source	Waste /Pollution	Affected Environment																																										
1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water																																										
2	SW store	Scheduled waste	All type of SW	Environmental																																										
3	Office	Domestic/office waste Toilet & kitchen	Paper plastic Sewage	Land, water																																										
4	Workshop	Used oil & grease Metal waste Oil drum/tank	Spillage Wastage	Recycled																																										
5	Labour line	Domestic waste Toilet/ kitchen waste	Solid waste Sewage	Land, water																																										
	Activities	Source	Prevention	Action Plan																																										
1	Gen store	Petrol oil, lubricant Chemical	Keep items in designated area i.e. bund 110% of capacity	Establish recovery procedure – accidental spillage. Kit available																																										



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings					Compliance																			
		2	SW store	Scheduled waste	Comply to EQA requirement	Dispose as SW & maintain record.																				
		3	Office	Domestic/office waste	Implement recycling of waste	Continuous education on environmental issues and program.																				
				Toilet & kitchen	Provide bins																					
		4	Workshop	Used oil & grease	Display signboards & provide litter bins	Provide training on recycling																				
				Metal waste	Collect discarded materials for recycling																					
				Oil drum/tank																						
5	Labour line	Domestic waste	Display signboards & provide litter bins	Provide training on recycling																						
6	Labour line	Toilet & kitchen waste	Ensure no accidental spillage	Cease using facilities in event of non-functional																						
<b>4.5.3.3</b>	<p>The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p><b>- Major compliance -</b></p>	<p>The SOP on Scheduled Waste disposal is established and implemented. Details as provided in Boustead Plantations – Scheduled Waste Management dated June 2017. The inventory of the waste generated is recorded using the “E-SWISS” inventory system. All SW in the estates is disposed to 5E Resxxxxxx Sdn Bhd no 003892 license valid dated 30/4/2023. Chamek Estate had written to DOE Kluang dated 24/01/2023 storage exceeding 180 days due to low quantity on the approval. SW 404 clinical waste for Chamek Estate is dispatched to respective VMO.</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>SW410</th> <th>SW410</th> <th>SW409</th> <th>SW305</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td colspan="4">DOE given extension of storage till Jun 2023</td> </tr> <tr> <td>2</td> <td>Chamek</td> <td>12/10/22</td> <td>0.240</td> <td>0.070</td> <td>0.260</td> <td>0.060</td> </tr> </tbody> </table>						Date	SW410	SW410	SW409	SW305	1	Chamek	DOE given extension of storage till Jun 2023				2	Chamek	12/10/22	0.240	0.070	0.260	0.060	Complied
	Date	SW410	SW410	SW409	SW305																					
1	Chamek	DOE given extension of storage till Jun 2023																								
2	Chamek	12/10/22	0.240	0.070	0.260	0.060																				

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings						Compliance	
		3	Telok Sengat	11/05/23	-	-	.0.440	-	
		4	K Young	09/03/23	0.134	-	0.017	-	
		5	K Young	14/09/22	0.720	-	-	0.785	
		6	K Young	31/05/22	0.889	-	0.310	0.700	
		The Head Office had issued revision in relation to SW management dated 11/01/2023. In relation to SW103 and SW 403. SW 404 is dispatched as follows. Quantity in mt:-							
		Chamek		Telok Sengat		Kulai young			
		01/06/2023 with total 0.0076		NR – Estate seeks services of clinic Klinik APM Desaru		NR – Estate seeks services of clinic Tushara Clinic in Kulai			
<b>4.5.3.4</b>	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p><b>- Major compliance -</b></p>	<p>Visit to waste storage in estates confirmed that empty pesticide containers were collected with proper storage. These items will be punctured and disposed as scheduled waste as the EQA. The SOP of disposal pesticide container is described in the SOP on Scheduled Waste disposal is established and implemented. Details as provided in Boustead Plantations Berhad – Scheduled Waste Management dated June 2017. The inventory of the waste generated is recorded using the “E-SWISS” inventory system. Methodology of SW disposal is also described in indicator 4.5.3.2 above. All SW in the CU are disposed to 5E Rxxxxxxx Sdn Bhd no 003892-license valid dated 30/4/2024). Under the operational control procedure established as given in 4.5.3.3 above the guideline and practice for handling empty pesticides containers are as follows:</p> <p>a) All class 2 and above containers are tripled rinsed and holes punctured at the bottom only if the waste generator is to dispose as non-scheduled waste.</p> <p>b) Containers to be disposed as scheduled waste need not go the triple rinsing and hole punctured process.</p>						Complied	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																
		These guidelines are based on Department Of Agriculture ref 91/120/038/014 dated 7/11/2002. During the site visit this has been adhered mainly containers are tripled rinsed and holes punctured at the container base.																	
<b>4.5.3.5</b>	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses. <b>- Minor compliance -</b>	<p>Domestic waste generated from workers quarters was disposed in respective land fill for the estate. The landfills were located away i.e. about 1km from water sources. Kulai Young Estate despatched to MDK landfill via services of ODEFSKI Enterprise centralized collection at PM 14A.</p> <table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>Site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>PM 2001B</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>2</td> <td>T Sengat</td> <td>External</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>3</td> <td>K Young</td> <td>External</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table> <p>The SOP on waste disposal is established and implemented. Details as provided in Boustead Plantations – Waste Management dated June 2017. The management of Kulai Young and Teluk Sengat Estates despatched domestic waste externally via collection/services of a Contractor. The estates to obtain site and documents of disposal details. Thus, OFI has been raised.</p>		Estate	Site	Remarks	1	Chamek	PM 2001B	Collection 2/3 x week	2	T Sengat	External	Collection 2/3 x week	3	K Young	External	Collection 2/3 x week	OFI
	Estate	Site	Remarks																
1	Chamek	PM 2001B	Collection 2/3 x week																
2	T Sengat	External	Collection 2/3 x week																
3	K Young	External	Collection 2/3 x week																
<b>Criterion 4.5.4: Reduction of pollution and emission</b>																			
<b>4.5.4.1</b>	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. <b>- Major compliance -</b>	An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The estate continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records which covers Estate activities/ operation. 'Pollution Identification Environmental Improvement	Complied																

Criterion / Indicator		Assessment Findings				Compliance																						
		<p>Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the Estate and mill operations were:</p> <p>a) Scheduled wastes – were disposed through 5E Rxxxxxxx Sdn Bhd no 003892 license valid dated 30/4/2023.</p> <p>b) Full compliance to zero burning practices.</p> <table border="1"> <thead> <tr> <th></th> <th>Environmental Receptors</th> <th colspan="3">Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td colspan="3">Air emissions –from vehicle &amp; generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td colspan="3">Water discharges – Cleaning water/run-off/process station, chemical washings, water waste from line site</td> </tr> <tr> <td>3</td> <td>Land</td> <td colspan="3">Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.</td> </tr> </tbody> </table>					Environmental Receptors	Source			1	Air	Air emissions –from vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).			2	Water	Water discharges – Cleaning water/run-off/process station, chemical washings, water waste from line site			3	Land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.					
	Environmental Receptors	Source																										
1	Air	Air emissions –from vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).																										
2	Water	Water discharges – Cleaning water/run-off/process station, chemical washings, water waste from line site																										
3	Land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.																										
<b>4.5.4.2</b>	<p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p><b>- Major compliance -</b></p>	<p>The Estate had established The Waste and Pollution Management Plan 2023 as shown below. The PIC and time frame was also shown in the management plan.</p> <table border="1"> <thead> <tr> <th></th> <th>Activities</th> <th>Source</th> <th>Waste / Pollution</th> <th>Affected Environment</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gen store</td> <td>Petrol oil, lubricant Chemical</td> <td>Spillage &amp; contamination</td> <td>Land, water</td> </tr> <tr> <td>2</td> <td>SW store</td> <td>Scheduled waste</td> <td>All type of SW</td> <td>Environmental</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Office</td> <td>Domestic/office waste</td> <td>paper plastic</td> <td rowspan="2">Land, water</td> </tr> <tr> <td>Toilet &amp; kitchen</td> <td>Sewage</td> </tr> </tbody> </table>					Activities	Source	Waste / Pollution	Affected Environment	1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water	2	SW store	Scheduled waste	All type of SW	Environmental	3	Office	Domestic/office waste	paper plastic	Land, water	Toilet & kitchen	Sewage	Complied
	Activities	Source	Waste / Pollution	Affected Environment																								
1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water																								
2	SW store	Scheduled waste	All type of SW	Environmental																								
3	Office	Domestic/office waste	paper plastic	Land, water																								
		Toilet & kitchen	Sewage																									



Criterion / Indicator		Assessment Findings				Compliance																
				provide litter bins																		
		6	Labour line	Toilet & kitchen waste	Ensure no accidental spillage	Cease using facilities in event of non functional																
<b>Criterion 4.5.5: Natural water resources</b>																						
<b>4.5.5.1</b>	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> <li>a. Assessment of water usage and sources of supply.</li> <li>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</li> <li>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</li> <li>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</li> <li>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</li> <li>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least</li> </ul>	<p>The Water Management Plan for the Estate has been established. This is compiled on Group basis and amended to meet demands of specific issue in Operating Units. The Plan was reviewed annually (15/02/2023) for the 2023 plan. Included therein are the following documents which were sighted and verified. The Plan among others has included on the following areas;</p> <ul style="list-style-type: none"> <li>a) Riparian buffer zone / water quality monitoring</li> <li>b) Access of clean water to workers</li> <li>c) Renewability of water source / Rain water harvest</li> </ul> <table border="1"> <thead> <tr> <th colspan="4">Contingency plan during water shortage</th> </tr> <tr> <th></th> <th>Area/incident</th> <th>Action steps</th> <th>PIC</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Water shortage/ prolonged dry season</td> <td>To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate To obtain treated water supply from mill’s WTP</td> <td>Assistant Manager</td> </tr> <tr> <td>2</td> <td>Severe water pollution/ contamination</td> <td>To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate</td> <td>Assistant Manager</td> </tr> </tbody> </table>				Contingency plan during water shortage					Area/incident	Action steps	PIC	1	Water shortage/ prolonged dry season	To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate To obtain treated water supply from mill’s WTP	Assistant Manager	2	Severe water pollution/ contamination	To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate	Assistant Manager	Minor NC
Contingency plan during water shortage																						
	Area/incident	Action steps	PIC																			
1	Water shortage/ prolonged dry season	To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate To obtain treated water supply from mill’s WTP	Assistant Manager																			
2	Severe water pollution/ contamination	To obtain water from Mill catchment To train/educate staff/workers to conserve water To seek assistance from Group Estate	Assistant Manager																			

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance																							
	annually. <b>- Major compliance -</b>			To obtain treated water supply from mill's WTP																									
		Water reduction plan																											
			Issues/Areas	Action Steps	PIC		Status																						
		1	Rainwater collection	Large containers are to be placed at strategic locations to collect rainwater The rainwater shall be recycled for washing heavy machinery	AM/FC		On-going																						
		<p>The Estate continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The Estate adopted the existing BPB policy to maintain the buffer by restricting agrochemical application and left undeveloped during replanting. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The practices are guided by a policy "Polisi Kemampuan BPB" signed by the CEO of Boustead Plantations Berhad dated 12/07/2021. The buffer zones established are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th><i>River width</i></th> <th><i>Buffer zone</i></th> <th></th> <th><i>River width</i></th> <th><i>Buffer zone</i></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>&gt; 40 meters</td> <td>50 meters</td> <td>4</td> <td>5 – 10 meters</td> <td>10 meters</td> </tr> <tr> <td>2</td> <td>20 – 40 meters</td> <td>40 meters</td> <td>5</td> <td>&lt; 5 meters</td> <td>5 meters</td> </tr> <tr> <td>3</td> <td>10 – 20 meters</td> <td>20 meters</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>The compliance will be further verified in the forthcoming site audit. Samples are taken from the Estate for detection of any pollution arising from the mill and Estate activities. Water samples from the intake point are taken for phosphate and nitrate analysis for detection of fertilizer</p>							<i>River width</i>	<i>Buffer zone</i>		<i>River width</i>	<i>Buffer zone</i>	1	> 40 meters	50 meters	4	5 – 10 meters	10 meters	2	20 – 40 meters	40 meters	5	< 5 meters	5 meters	3	10 – 20 meters	20 meters	-
	<i>River width</i>	<i>Buffer zone</i>		<i>River width</i>	<i>Buffer zone</i>																								
1	> 40 meters	50 meters	4	5 – 10 meters	10 meters																								
2	20 – 40 meters	40 meters	5	< 5 meters	5 meters																								
3	10 – 20 meters	20 meters	-	-	-																								

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																				
		<p>application effect to the water courses. Among others management plan taken:</p> <ul style="list-style-type: none"> <li>a) Regular inspection at buffer/HCV areas</li> <li>b) Monitor water from surrounding areas</li> <li>c) Track, measure and report all activities around river</li> <li>d) Train and educate workers.</li> </ul> <p>Water sampling made on the following dates:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Estate</th> <th>Frequency</th> <th>Date</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>1x /year</td> <td>07/10/2022</td> <td>PM10A/06A/01A</td> </tr> <tr> <td>2</td> <td>Teluk Sengat</td> <td>1x/2year</td> <td>09/05/2023</td> <td>PM 08A Sg Temon</td> </tr> <tr> <td>3</td> <td>Kulai Young</td> <td>1x /year</td> <td>12/07/2022</td> <td>WE /2022/07/374</td> </tr> </tbody> </table> <p>Chamek Estate tested in UTCL Laboratory Mahamurni Plantations Berhad. Kulai Young Estate made annually analysis of drain water samples. Recent being dated 12/07/2022 at 4 points ref. no WE/2022/07/374. Report sighted and verified.</p> <p>Kulai Young Estate had a tube well installed in 2015. The source being used for domestic used in the estate complex. The installation was made in view of cessation of water supply from the Gunung Pulai. Water measurement was made by M/s GWS Pxxx Solxxxxx Sdn Bhd annually recent being dated 15/07/2022. Static water level recorded at 1.10 meter. Down water level is shown at 26.60 meter. Open tube well pump off water level is recorded at 5.00 meter.</p> <p>Ministry of Health visits and collect samples for the tube well water dated 14/12/2022 with BOD &lt; 2 other parameter in compliance.</p>		Estate	Frequency	Date	Location	1	Chamek	1x /year	07/10/2022	PM10A/06A/01A	2	Teluk Sengat	1x/2year	09/05/2023	PM 08A Sg Temon	3	Kulai Young	1x /year	12/07/2022	WE /2022/07/374	
	Estate	Frequency	Date	Location																			
1	Chamek	1x /year	07/10/2022	PM10A/06A/01A																			
2	Teluk Sengat	1x/2year	09/05/2023	PM 08A Sg Temon																			
3	Kulai Young	1x /year	12/07/2022	WE /2022/07/374																			



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		Chamek Estate – Based on the visit sighted piping system previously use for the BP nursery found improper connected causing leaks and we water puddle on the ground near the office. This indicated that the implementation of water management plan in place was insufficient to promote more efficient to promote more efficient use and continued availability of water sources. <i>Hence Minor NC is raised.</i>	
<b>4.5.5.2</b>	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. <b>- Minor compliance -</b>	The Estate had confirmed that there was no construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	Complied
<b>4.5.5.3</b>	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles). <b>- Minor compliance -</b>	Field visit will be made in the forthcoming site audit to verify practice on water harvesting such as roadside drains construction of conservation terraces, pruned fronds stacking in the the palm row.  This has been mentioned in the as common practices introduced within the BPB Group Agriculture Procedures.	Complied
<b>Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value</b>			
<b>4.5.6.1</b>	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover: a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status ( <i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species),	The estate had collated information relating to HCV. The assessment contained information of both planted area and relevant wider landscape-level, and result HCV identified made dated July 2018 by Malaysian Environmental Consultants Sdn Bhd.  Reassessment made as estates has identified discrepancies between the HCV mapped and on the ground situation. A realignment exercise to improve the mapping accuracy to reflect on the ground conditions based on the emergence of high-resolution satellite images of the area. The results of assessment and identification of HCV described in Report 2021 report mentioned remains valid and unaltered.	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance															
	<p>that could be significantly affected by the grower(s) activities.</p> <p><b>- Major compliance -</b></p>	<p>Other details as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;"></th> <th style="width: 15%;">HCV</th> <th style="width: 80%;">Description</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>HCV 1</td> <td>RTE and endemics species</td> </tr> <tr> <td style="text-align: center;">2</td> <td>HCV 2</td> <td>Landscape level ecosystems - Mount Pock Forest Reserve</td> </tr> <tr> <td style="text-align: center;">3</td> <td>HCV 3</td> <td>Ecosystem, habitats and refugia</td> </tr> <tr> <td style="text-align: center;">4</td> <td>HCV 4</td> <td>Riparian Buffer Zone</td> </tr> </tbody> </table> <p>The HCV assessment for both the Estate was made by an appointed qualified assessors M/s Malaysian Environmental Consultants Sdn Bhd (team of 14 members) dated November 2018. The reports were sighted and verified. The following aspects areas among others were assessed as to their state and management.</p> <ul style="list-style-type: none"> <li>a) Area of HCV-Shared management of forest reserve and boundary areas/buffer zones.</li> <li>b) The presence of large mammals and birds and how they are protected from poaches.</li> <li>c) Provision of support local communities to conserve HCV areas.</li> <li>d) Drainage and the conditions. Determining the presence of fishes as a bio-indicator of water health</li> </ul> <p>The reports detail the findings of a rapid appraisal of the biodiversity in the Estate and addresses the MSPO relevancy to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> <li>a) General biodiversity issues</li> <li>b) Watercourses and drainage</li> <li>c) Habitats natural and man-made</li> <li>d) Wildlife / Ponds and reservoirs</li> </ul>		HCV	Description	1	HCV 1	RTE and endemics species	2	HCV 2	Landscape level ecosystems - Mount Pock Forest Reserve	3	HCV 3	Ecosystem, habitats and refugia	4	HCV 4	Riparian Buffer Zone	
	HCV	Description																
1	HCV 1	RTE and endemics species																
2	HCV 2	Landscape level ecosystems - Mount Pock Forest Reserve																
3	HCV 3	Ecosystem, habitats and refugia																
4	HCV 4	Riparian Buffer Zone																

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		e) Wetlands /watercourses f) Legal aspects g) Immediate and long-term effect.  There were also presence of rivers and burial grounds (Muslim) for local communities within the Estate.	
<b>4.5.6.2</b>	<p>If rare, threatened or endangered species or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <p>a) Ensuring that any legal requirements relating to the protection of the species are met.</p> <p>b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-wildlife conflicts.</p> <p><b>- Major compliance -</b></p>	<p>There is no RTE or high biodiversity value at CU complexes except for reported presence of snakes, monkeys and wild boars. The management and monitoring plan for HCV areas was established and reviewed annually. There were displays of signage made at site i.e.</p> <p>a) No fishing, no manuring/ no spraying            b) no spraying/ no hunting/ no swimming            c) Muslim &amp; Christian cemetery signage).</p> <p>There were programs held by the Estate to all employees in pertaining to the awareness of HCV areas and RTE species. Interview with the employees concluded that training and briefing made during the ad-hoc session and morning muster. This is also emphasized during the training held by the Sustainability Unit programs. Employees are aware of the following reminders:</p> <p>a) An offence to capture, harm, kills any wildlife.            b) Disciplinary measures shall be taken if found violating company rules.            c) Riparian buffer zone to be free from any chemicals application/pollution            d) Relevant signs <i>NO HUNTING NO FELLING ALLOWED</i></p>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance																																			
		Training in relation to the HCV management is shown below: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Estate - Subject</th> <th style="text-align: center;">Chamek</th> <th style="text-align: center;">T Sengat</th> <th style="text-align: center;">K Young</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Buffer zone maintenance</td> <td style="text-align: center;">17/02/23</td> <td style="text-align: center;">09/03/23</td> <td style="text-align: center;">10/05/23</td> </tr> <tr> <td style="text-align: center;">2</td> <td>Pesticides handling - SOP</td> <td style="text-align: center;">21/01/23</td> <td style="text-align: center;">13/05/23</td> <td style="text-align: center;">19/05/23</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Spraying guidelines</td> <td style="text-align: center;">12/05/23</td> <td style="text-align: center;">17/01/23</td> <td style="text-align: center;">19/05/23</td> </tr> <tr> <td style="text-align: center;">4</td> <td>Policies briefing – RSPO &amp; MSPO</td> <td style="text-align: center;">18/05/22</td> <td style="text-align: center;">19/04/23</td> <td style="text-align: center;">09/11/22</td> </tr> <tr> <td style="text-align: center;">5</td> <td>RTE /HCV /Buffer Zone– Guide</td> <td style="text-align: center;">17/02/23</td> <td style="text-align: center;">09/03/23</td> <td style="text-align: center;">18/03/22</td> </tr> <tr> <td style="text-align: center;">6</td> <td>SW Management</td> <td style="text-align: center;">-</td> <td style="text-align: center;">14/03/23</td> <td style="text-align: center;">-</td> </tr> </tbody> </table>					Estate - Subject	Chamek	T Sengat	K Young	1	Buffer zone maintenance	17/02/23	09/03/23	10/05/23	2	Pesticides handling - SOP	21/01/23	13/05/23	19/05/23	3	Spraying guidelines	12/05/23	17/01/23	19/05/23	4	Policies briefing – RSPO & MSPO	18/05/22	19/04/23	09/11/22	5	RTE /HCV /Buffer Zone– Guide	17/02/23	09/03/23	18/03/22	6	SW Management	-	14/03/23	-	
	Estate - Subject	Chamek	T Sengat	K Young																																					
1	Buffer zone maintenance	17/02/23	09/03/23	10/05/23																																					
2	Pesticides handling - SOP	21/01/23	13/05/23	19/05/23																																					
3	Spraying guidelines	12/05/23	17/01/23	19/05/23																																					
4	Policies briefing – RSPO & MSPO	18/05/22	19/04/23	09/11/22																																					
5	RTE /HCV /Buffer Zone– Guide	17/02/23	09/03/23	18/03/22																																					
6	SW Management	-	14/03/23	-																																					
<b>4.5.6.3</b>	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. <b>- Major compliance -</b>	The RTE assessment was incorporated in the HCV report and evaluation. Therein providing wildlife database categories of; <ul style="list-style-type: none"> <li>a) Birds / Mammals</li> <li>b) <i>Herpetofauna</i> / Conservation status</li> <li>c) Offence and penalties under Wildlife Conservation Act 2010</li> <li>d) Provocation of wildlife.</li> </ul> In records there is no RTE species observed/spotted within the member estates in CU. Relevant action plans had been established and implemented concerning protection of the riparian, such as identification on map and ground, restriction of no chemicals activities, awareness training to workers and patrolling by Auxiliary Police. The estates reviewed the HCV management plan annually in -Jan/Feb 2023. <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th></th> <th style="text-align: center;">HCV area</th> <th style="text-align: center;">Management &amp; Monitoring</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Protected areas</td> <td>Boundary markers estate/forest reserve</td> </tr> </tbody> </table>					HCV area	Management & Monitoring	1	Protected areas	Boundary markers estate/forest reserve	Complied																													
	HCV area	Management & Monitoring																																							
1	Protected areas	Boundary markers estate/forest reserve																																							

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance
		2	RTE Signage on no illegal hunting/collecting & no authorised entry Patrol the boundary area Inform all stakeholders on HCV assessment and protection Education & awareness for workers Ensure no agrochemicals activities at bordering water bodies	
		3	Sacred sites Clear demarcation and proper fencing at identified HCV Inform community concerning utilisation of site To maintain cleanliness / upkeep of areas Maintain a buffer in order to secure the areas from fire and other disturbances To include areas in HCV map	
		4	Ecosystem Place clear boundary markers between estate and forest reserve. Place signage on no illegal activities Patrol boundary areas within forest reserve regularly Socialise the HCV assessment consisting of identification management and monitoring to all employees Information to stakeholders on the HCV	
<b>Criterion 4.5.7: Zero burning practices</b>				
<b>4.5.7.1</b>	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.	The Group policy of "Zero open burning" is enforced since July 2008. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits PR20/21/22 and interviews with the workers		Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Major compliance</b> -	there is no open burning being practiced in the Estate. The Estate had replanting program spanned over the forthcoming years.	
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease spread or continuation into the next crop.  - <b>Major compliance</b> -	N/A. Details in 4.5.7.1 above	Not Applicable
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.  - <b>Major compliance</b> -	N/A. Details in 4.5.7.1 above	Not Applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.  - <b>Minor compliance</b> -	This is included in the specification of work orders in event of land preparation during a replanting. It is a standard practice in Boustead Plantations Berhad. However, there are variations of practices between inland and coastal Estate. Trunks are felled and chipped without having to shred and windrowed in certain conditions. Adjustment of work requirement are finalized from the directive of the replanting unit and the BU office.	Complied
<b>4.6 Principle 6: Best Practices</b>			
<b>Criterion 4.6.1: Site Management</b>			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.  - <b>Major compliance</b> -	The estates had established and maintained the HSE Manual (BEA OSH/DP) and Safe Work Procedures with a total of 43 procedures in place (SWP1 – SWP43) updated recent on 11/10/19. The following SWPs among others as reviewed below:	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings						Compliance	
			SWP	Activities		SWP	Activities		
		1	SWP 1	Spraying	4	SWP 25	Loading FFB		
		2	SWP 5	Manuring	5	SWP 27	L/F Collection		
		3	SWP 20	Pruning	6	SWP 33	Planting of seedling		
				Activities			Activities		
		1	OPC A	Programming	9	OPC012	Fences & Survey		
		2	OPC01	Weeding	10	OPC013	Pollination		
		3	OPC02	Lalang	11	OPC014	Pruning		
		4	OPC03	Manuring	12	OPC015	Collection		
		5	OPC04	Pest & Disease	13	OPC016	Labor Assistance		
		6	OPC05	Census	14	OPC051	Felling & clearing		
		7	OPC07	Road & bridges	15	OPC052	Planting material		
		8	OPC08	Soil & Water Cons.	-	-	-		
		<p>Mechanism to ensure consistency implementation of the procedures is made through various activities such as;</p> <p>a) ESH workplace inspection on quarterly basis.</p> <p>b) Agronomist/PMU visits. Among others areas checked are as follows;</p> <ul style="list-style-type: none"> <li>- Appearance of palm / Ground cover and soil management</li> <li>- Nursery / Replanting program</li> <li>- Pest &amp; Disease</li> <li>- Leaf analysis / soil analysis</li> <li>- Yield / fertilizer recommendations</li> </ul> <p>c) Planting Advisor visits</p>							

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																				
		<p>d) The executives/staff level performed daily duties through the morning muster as part of the monitoring work. Field visits during the audit was made randomly on the day activities to verify PPE and GAP practices.</p> <p>e) All visits are supported by reports.</p> <p>f) Changes / updates of any work procedures will be notified through circulars from the Head Office.</p> <p>The following operations were sighted during the audit.</p> <table border="1"> <thead> <tr> <th></th> <th>Estate</th> <th>Date</th> <th>Field no</th> <th>Operations</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>12/06/23</td> <td>PM 18A1</td> <td>Harvesting / LF collection</td> </tr> <tr> <td>2</td> <td>K Young</td> <td>13/06/23</td> <td>PM 14A</td> <td>Harvesting / LF collection</td> </tr> <tr> <td>3</td> <td>T Sengat</td> <td>14/06/23</td> <td>PM 04A</td> <td>Harvesting / LF collection</td> </tr> </tbody> </table> <p>The monitoring of the SOP implementation are made by the all levels of the supervisory personnel with records maintained and checked. Among others the records maintained are:</p> <p>a) Daily production/work records for the core activities at the estates</p> <p>b) Field cost book / chemical consumption record</p> <p>c) Mature/immature field work program</p> <ul style="list-style-type: none"> <li>- Fertilizer application,</li> <li>- Herbicide spraying/ rat baiting,</li> <li>- Harvesting and collection of FFB.</li> </ul> <p>All the above records were kept for a minimum period of 12 months. In addition the management adopted the following check and balances though visit of the following dept /superiors</p>		Estate	Date	Field no	Operations	1	Chamek	12/06/23	PM 18A1	Harvesting / LF collection	2	K Young	13/06/23	PM 14A	Harvesting / LF collection	3	T Sengat	14/06/23	PM 04A	Harvesting / LF collection	
	Estate	Date	Field no	Operations																			
1	Chamek	12/06/23	PM 18A1	Harvesting / LF collection																			
2	K Young	13/06/23	PM 14A	Harvesting / LF collection																			
3	T Sengat	14/06/23	PM 04A	Harvesting / LF collection																			



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																		
		<p>a) Agronomic advisory report and fertilizer recommendation minimum 1x/year to monitor matters relating to:</p> <ul style="list-style-type: none"> <li>- Nutrient deficiency, fertilizer program</li> <li>- Pest &amp; disease ganoderma infection, rat and RB attack</li> <li>- EFB mulching program for the year etc.</li> </ul> <p>b) Plantation Monitoring Unit visit producing "<i>Estate Visit Report</i>" at frequency of 2x/year performing assessment relating to:</p> <ul style="list-style-type: none"> <li>- Land use, capital expenditure, general charges</li> <li>- Oil palm (mature &amp; immature area) field condition</li> <li>- Crop performance and cost</li> <li>- Vehicles &amp; equipment, amenities</li> <li>- Labour and security etc</li> <li>- Replanting activities</li> <li>- Replanting activities by contractors are monitored to ensure compliance against the BPB and industry standards.</li> </ul> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Estate</th> <th>PA visit</th> <th></th> <th>Estate</th> <th>PA visit</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chamek</td> <td>June 2023</td> <td>3</td> <td>K Young</td> <td>Nil</td> </tr> <tr> <td>2</td> <td>T Sengat</td> <td>2021</td> <td>4</td> <td>-</td> <td></td> </tr> </tbody> </table> <p>The mechanisms as established have been implemented. This is verified via the records maintained in all units daily, monthly and annually. The mill and estates are monitored to ensure compliance against the SOP standard and factors relating to ESH.</p>		Estate	PA visit		Estate	PA visit	1	Chamek	June 2023	3	K Young	Nil	2	T Sengat	2021	4	-		
	Estate	PA visit		Estate	PA visit																
1	Chamek	June 2023	3	K Young	Nil																
2	T Sengat	2021	4	-																	
<b>4.6.1.2</b>	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to	As similar in all BPB Estates, the Teluk Sengat BU continued to have a management strategy for planting on slopes in order to minimize and	Complied																		

Criterion / Indicator		Assessment Findings	Compliance																								
	<p>prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p><b>- Major compliance -</b></p>	<p>control erosion and degradation of soils. The plantings on slopes between 9 and 25 degrees was guided by:</p> <p>a) Slope &amp; River Protection Policy  b) Buffer Zone &amp; 25-degree slope  c) Land Preparation for terracing in OPC Manual.</p> <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in interlines. Cover crops were planted in the replants and in mature areas. The cover crop <i>Mucuna bracteata</i> had been planted along some slopes by management. Large areas with <i>Neprolepis biserrata</i> in the inter rows were sighted during the visit. The topography maps were provided by AAR with details showing the various terrain and slope categories in the Estate.</p>																									
<b>4.6.1.3</b>	<p>A visual identification or reference system shall be established for each field.</p> <p><b>- Major compliance -</b></p>	<p>The estate visited had established a visual identification reference system for each field. Field maps had been documented and markings of field boundaries were sighted during field visit. The following markers were sighted and visited.</p> <table border="1"> <thead> <tr> <th></th> <th>Chamek</th> <th>K Young</th> <th>T Sengat</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PJ2010A</td> <td>PJ2016C</td> <td>PM2008A</td> </tr> <tr> <td>2</td> <td>PM2000A</td> <td>PM1995C</td> <td>PM2011E</td> </tr> <tr> <td>3</td> <td>PR2021A</td> <td>PJ2011A</td> <td>-</td> </tr> <tr> <td>4</td> <td>-</td> <td>PJ2011C</td> <td>-</td> </tr> <tr> <td>5</td> <td>-</td> <td>PJ2013C</td> <td>-</td> </tr> </tbody> </table>		Chamek	K Young	T Sengat	1	PJ2010A	PJ2016C	PM2008A	2	PM2000A	PM1995C	PM2011E	3	PR2021A	PJ2011A	-	4	-	PJ2011C	-	5	-	PJ2013C	-	OFI
	Chamek	K Young	T Sengat																								
1	PJ2010A	PJ2016C	PM2008A																								
2	PM2000A	PM1995C	PM2011E																								
3	PR2021A	PJ2011A	-																								
4	-	PJ2011C	-																								
5	-	PJ2013C	-																								

Criterion / Indicator		Assessment Findings	Compliance
		Chamek Estate / Teluk Sengat Estate - Insufficient no of markers being prominently displayed on the fields for ease of field identification as observed during the field visits. To increase the markers, display of fields.	
<b>Criterion 4.6.2: Economic and financial viability plan</b>			
<b>4.6.2.1</b>	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. <b>- Major compliance -</b>	<p>Teluk Sengat BU continued to achieve long term economic and financial viability through documented management plan projected to year 2026. Since there are no smallholders in this Business Unit, therefore a business case for scheme smallholders is not considered.</p> <p>a) A Management Plan including crop forecast, capital expenditure, operational expenditure, general charges, profit and loss covering the period of 2023 to 2028 had been prepared for all the Estate and made available to the audit team.</p> <p>b) This plan had also included mature area and also for the forecasted FFB production per hectare for the period 2023 to 2028.</p> <p>c) The Estates had a standard budgeting format. The records were reviewed during the audit. The Business Plan also included a 5-year budget/forecast financial plan (i.e. 2023-2028) with allocation on the following:</p> <ul style="list-style-type: none"> <li>- Crop yielding area / Prime mature</li> <li>- Total mature / Cost/ha</li> <li>- General charges/upkeep/collection/depreciation</li> <li>- CAPEX</li> </ul> <p>d) The component of the budget comprises of the following items;</p> <ul style="list-style-type: none"> <li>- Labour statement / Allocation of wages</li> <li>- Labour benefit summary / Labour reconciliation</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings					Compliance																																																																																																												
		<ul style="list-style-type: none"> <li>- Yield statement oil palm</li> <li>- Summary of vehicle and running schedule</li> <li>- Job allocation for vehicles/ Summary of workshop running schedule</li> <li>- Summary if budget/ Summary of general charges</li> <li>- CAPEX, oil palm mature and young mature</li> </ul> <p>Format of Estate summary expenditure is as per the following content. Figures were extracted out for reason of confidentiality.</p> <table border="1"> <thead> <tr> <th>Year - Chamek</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>510.90</td> <td>523.10</td> <td>599.80</td> <td>657.60</td> <td>628.40</td> </tr> <tr> <td>Immature Ha</td> <td>284.70</td> <td>272.50</td> <td>195.80</td> <td>138.80</td> <td>167.20</td> </tr> <tr> <td>Total Planted Ha</td> <td>795.60</td> <td>795.60</td> <td>795.60</td> <td>795.60</td> <td>795.60</td> </tr> <tr> <td>FFB Tons</td> <td>11200</td> <td>12100</td> <td>13700</td> <td>14300</td> <td>14200</td> </tr> <tr> <td>Yield /Ha</td> <td>21.92</td> <td>23.13</td> <td>22.84</td> <td>21.75</td> <td>22.60</td> </tr> <tr> <td>RM/mt FFB</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>RM//Ha</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Year - K Young</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>562.80</td> <td>562.80</td> <td>562.80</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Immature Ha</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Total Planted Ha</td> <td>562.80</td> <td>562.80</td> <td>562.80</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>FFB Tons</td> <td>6000</td> <td>5800</td> <td>5600</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Yield /Ha</td> <td>10.66</td> <td>10.30</td> <td>9.95</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>RM/mt FFB</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>RM//Ha</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Year - T Sengat</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>3023.1</td> <td>3077.8</td> <td>3148.4</td> <td>3190.0</td> <td>3004.7</td> </tr> </tbody> </table>					Year - Chamek	2024	2025	2026	2027	2028	Mature Ha	510.90	523.10	599.80	657.60	628.40	Immature Ha	284.70	272.50	195.80	138.80	167.20	Total Planted Ha	795.60	795.60	795.60	795.60	795.60	FFB Tons	11200	12100	13700	14300	14200	Yield /Ha	21.92	23.13	22.84	21.75	22.60	RM/mt FFB	x	x	x	x	x	RM//Ha	x	x	x	x	x	Year - K Young	2024	2025	2026	2027	2028	Mature Ha	562.80	562.80	562.80	0.00	0.00	Immature Ha	0.00	0.00	0.00	0.00	0.00	Total Planted Ha	562.80	562.80	562.80	0.00	0.00	FFB Tons	6000	5800	5600	0.00	0.00	Yield /Ha	10.66	10.30	9.95	0.00	0.00	RM/mt FFB	x	x	x	x	x	RM//Ha	x	x	x	x	x	Year - T Sengat	2024	2025	2026	2027	2028	Mature Ha	3023.1	3077.8	3148.4	3190.0	3004.7	
Year - Chamek	2024	2025	2026	2027	2028																																																																																																														
Mature Ha	510.90	523.10	599.80	657.60	628.40																																																																																																														
Immature Ha	284.70	272.50	195.80	138.80	167.20																																																																																																														
Total Planted Ha	795.60	795.60	795.60	795.60	795.60																																																																																																														
FFB Tons	11200	12100	13700	14300	14200																																																																																																														
Yield /Ha	21.92	23.13	22.84	21.75	22.60																																																																																																														
RM/mt FFB	x	x	x	x	x																																																																																																														
RM//Ha	x	x	x	x	x																																																																																																														
Year - K Young	2024	2025	2026	2027	2028																																																																																																														
Mature Ha	562.80	562.80	562.80	0.00	0.00																																																																																																														
Immature Ha	0.00	0.00	0.00	0.00	0.00																																																																																																														
Total Planted Ha	562.80	562.80	562.80	0.00	0.00																																																																																																														
FFB Tons	6000	5800	5600	0.00	0.00																																																																																																														
Yield /Ha	10.66	10.30	9.95	0.00	0.00																																																																																																														
RM/mt FFB	x	x	x	x	x																																																																																																														
RM//Ha	x	x	x	x	x																																																																																																														
Year - T Sengat	2024	2025	2026	2027	2028																																																																																																														
Mature Ha	3023.1	3077.8	3148.4	3190.0	3004.7																																																																																																														

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings					Compliance	
		Immature Ha	581.00	526.30	455.70	414.10	599.40	
		Total Planted Ha	3604.2	3604.2	3604.2	3604.2	3604.2	
		FFB Tons	66500	67200	72500	73800	72900	
		Yield /Ha	22.00	21.83	23.03	23.13	24.26	
		RM/mt FFB	x	x	x	x	x	
		RM//Ha	x	x	x	x	x	
<b>4.6.2.2</b>	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. <b>- Major compliance -</b>	All the Estates had replanting programs in place (2023 to 2027). The program was reviewed once a year and incorporated into their annual financial budget. The program sighted for the next 5 years in hectares was as follows. Figures in ha otherwise stated.					Complied	
			2023	2024	2025	2026	2027	
		1 Chamek	98.30	27.30	30.70	39.50	40.50	
		2 T Sengat	213.9	210.0	102.4	143.6	168.4	
		3 K Young	0.00	0.00	0.00	0.00	0.00	
<b>4.6.2.3</b>	The business or management plan may contain: a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment <b>- Major compliance -</b>	The business management plan also known as Projected Cash flow Statement contained the following details: a) FFB Crop Production and yield per ha b) Crop protection from 2023 until year 2028 c) Cost per mt FFB with estimated in 2023 RM/FFB d) Price forecast e) Financial indicators					Complied	
<b>4.6.2.4</b>	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	Mechanism to ensure consistency implementation of the procedures is made through various activities such as; a) OSH workplace inspection on quarterly basis.					Complied	

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																								
	- <b>Major compliance</b> -	b) Agronomist annual visit latest. Among others areas checked <ul style="list-style-type: none"> <li>- Appearance of palm / Ground cover and soil management</li> <li>- Nursery / Replanting program</li> <li>- Pest &amp; Disease</li> <li>- Leaf analysis / soil analysis</li> <li>- Yield / fertilizer recommendations</li> </ul> c) Planting Advisor/Agronomist visits (date of visit as shown below) d) Monthly meeting with BU Head to review the cost and Estate crop performance. (Actual vs estimate).																									
<b>Criterion 4.6.3: Transparent and fair price dealing</b>																											
<b>4.6.3.1</b>	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - <b>Major compliance</b> -	All tender and pricing exercises are handled by the HQ management in Region Office and Head Office. Projects are tendered from the approved vendors registered with HQ. Payments are processed and made by HQ through the financial system. This is made upon job verification by the estate personnel.	Complied																								
<b>4.6.3.2</b>	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - <b>Major compliance</b> -	All contracts and purchases are documented i.e. in the form of purchase orders, invoices, contracts for the larger transaction. All documents are signed by both vendor and estates. Sighted contract among others as shown below. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Contractor M/s</th> <th>Effective</th> <th>Nature of work</th> </tr> </thead> <tbody> <tr> <td></td> <td>Chamek Estate</td> <td></td> <td></td> </tr> <tr> <td>1</td> <td>Perusahaan Mewah Hijau</td> <td>01/01/2023</td> <td>Harvesting of FFB</td> </tr> <tr> <td>2</td> <td>Disxxxxxxxx Oxx Sdn Bhd</td> <td>31/12/2022</td> <td>FFB Transportation</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>Kulai Young Estate</td> <td></td> <td></td> </tr> </tbody> </table>		Contractor M/s	Effective	Nature of work		Chamek Estate			1	Perusahaan Mewah Hijau	01/01/2023	Harvesting of FFB	2	Disxxxxxxxx Oxx Sdn Bhd	31/12/2022	FFB Transportation						Kulai Young Estate			Complied
	Contractor M/s	Effective	Nature of work																								
	Chamek Estate																										
1	Perusahaan Mewah Hijau	01/01/2023	Harvesting of FFB																								
2	Disxxxxxxxx Oxx Sdn Bhd	31/12/2022	FFB Transportation																								
	Kulai Young Estate																										

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings			Compliance	
		1	Disxxxxxxxx Oxx Sdn Bhd	31/12/2022	FFB Transportation	
			Teluk Sengat Estate			
		1	Voon Siaw Phin	31/12/2022	FFB Harvesting/	
		2	Lee kok Wee	31/12/2022	Transportation	
<b>Criterion 4.6.4: Contractor</b>						
<b>4.6.4.1</b>	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information. <b>- Major compliance -</b>	As a Supplementary Contract Agreement made on 01/01/2023 between Disxxxxxxxx Oxx Sdn Bhd and Boustead Estate Agxxxx Sdn Bhd for transporting FFB for Kulai Young Estate, stated terms, all work must be compliance to MSPO and accept MSPO Auditor to verify assessment through a physical inspection if required.				Complied
<b>4.6.4.2</b>	The management shall provide evidence of agreed contracts with the contractor. <b>- Major compliance -</b>	The contractors have signed on the contract agreement prior to provide services. Seen the contract agreement and details as Yxxxx Enterprise Sdn. Bhd. – CPO and PK transportation contracted from November 2021 – 31/10/2023  In Kulai Young Estate sighted a contract between Disxxxxxxxx Oxx Sdn Bhd and Boustead Estate Agency Sdn Bhd for transporting FFB for Kulai Young Estate dated 03/06/2022 and Supplementary Contract Agreement made on 01/01/2023.				Complied
<b>4.6.4.3</b>	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. <b>- Minor compliance -</b>	Boustead Plantations Berhad has agreed for BSI auditors to verify. the assessment through a physical inspection if required. This statement was sighted in Supplimentary Contract of Disxxxxxxxx Oxx Sdn Bhd dated 01/01/2023.				Complied
<b>4.6.4.4</b>	The management shall be responsible for the observance of the control points applicable to the tasks performed by the	Sighted Payment Voucher No. 0449 dated 06/06/2023. Paid to Distinction One Sdn. Bhd. Work Order No W06 05/2023 (Batch 2). Stated as paid on				Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	contractor, by checking and signing the assessment of the contractor for each task and season contracted. <b>- Major compliance -</b>	12/06/23 approved by Estate Manager. Stated "Certified work completed, and total entered in book/paid to contractor".	
<b>4.7 Principle 7: Development of new planting (Not Applicable because no new planting in Sampling estate)</b>			
<b>Criterion 4.7.1: High biodiversity value</b>			
<b>4.7.1.1</b>	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. <b>- Major compliance -</b>	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
<b>4.7.1.2</b>	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia's National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. <b>- Major compliance -</b>	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
<b>Criterion 4.7.2: Peat Land</b>			
<b>4.7.2.1</b>	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. <b>- Major compliance -</b>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)</b>			
<b>4.7.3.1</b>	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. <b>- Major compliance -</b>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
<b>4.7.3.2</b>	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. <b>- Major compliance -</b>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
<b>4.7.3.3</b>	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. <b>- Major compliance -</b>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
<b>4.7.3.4</b>	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. <b>- Minor compliance -</b>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
<b>Criterion 4.7.4: Soil and topographic information</b>			
<b>4.7.4.1</b>	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation.	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
<b>Criterion 4.7.5:</b> Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
<b>Criterion 4.7.6:</b> Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	institutions. - <b>Major compliance</b> -		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - <b>Minor compliance</b> -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - <b>Major compliance</b> -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - <b>Major compliance</b> -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - <b>Major compliance</b> -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - <b>Major compliance</b> -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available.	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
<b>4.7.6.8</b>	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	No new planting was observed or planned by the management. Thus, this principle is not applicable.	Not Applicable

**MS 2530-4:2013 Malaysian Sustainable Palm Oil (MSPO) Part 4: General Principles for Palm Oil Mills**

Criterion / Indicator		Assessment Findings	Compliance
<b>4.1 Principle 1: Management commitment &amp; responsibility</b>			
<b>Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy</b>			
<b>4.1.1.1</b>	Policy for the implementation of MSPO shall be established. <b>- Major compliance -</b>	The policy for the implementation of MSPO established as BPB Sustainability Policy that signed by CEO dated on 12/07/2021.	Complied
<b>4.1.1.2</b>	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. <b>- Major compliance -</b>	The policy emphasized the commitment of continuously improve the effectiveness of quality management system for company's traceability and transparency of supply chain. The policy also emphasized commitment of continuous stakeholder engagement that strive to continue to be an active supporter of the sustainability initiative and will work to strengthen MSPO standards and adherence to it.	Complied
<b>Criterion 4.1.2 – Internal Audit</b>			
<b>4.1.2.1</b>	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. <b>- Major compliance -</b>	MSPO Audit was conducted on between 08-12/05/2023 as Audit No. 01/2023 for Part 3 & 4 for Certification Unit: Telok Sengat Lead Auditor: Muhd Hafiz Mamat, Mohd Amin Mohamad, Wan Muhammad Shafri Wan Ramli.	Complied
<b>4.1.2.2</b>	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. <b>- Major compliance -</b>	Sighted Non-conformance Report (NCR) Internal Audit, Report No. 01/2023. <ul style="list-style-type: none"> <li>• NCR HB-01</li> <li>• NCR HB-02</li> <li>• NCR HB-03</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>• NCR HB-04</li> </ul> <p>Found findings clearly identified, root causes investigated, and correction/corrective actions proposed with clearly indicated correction timeline.</p>	
<b>4.1.2.3</b>	<p>Reports shall be made available to the management for their review.</p> <p><b>- Major compliance -</b></p>	<p>The Internal Audit Report were issued to all Estate Managers as verified and Telok Sengat Operating Unit Head for their review and discussed in Management Review.</p>	Complied
<b>Criterion 4.1.3 – Management Review</b>			
<b>4.1.3.1</b>	<p>The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.</p> <p><b>- Major compliance -</b></p>	<p>Management Review was conducted on 11/05/2023 at Telok Sengat Estate Meeting Room attended by:</p> <ul style="list-style-type: none"> <li>• Azmariah Muhamed (Head of Sustainability &amp; Safety)</li> <li>• Shamsulbahri Mohamad (Chairman/ Head Telok Sengat POM)</li> <li>• Syarmizar Safki (Mill Manager)</li> <li>• Ramli Salim (Manager-Telok Sengat Estate)</li> <li>• Saadun Ahmad (Manager-Chamek Estate)</li> <li>• Radzali Mohamed (Manager-Kulai Young Estate)</li> <li>• Hafizi Boniran (Manager-Sustainability &amp; Safety Department)</li> <li>• Other Assistant Managers and Cadet representing estates.</li> </ul> <p>Discussed Internal Audit results conducted between 08-11/05/2022 where total NCRs raised 20 and 17 OFIs. Other included performance, recommendation for improvement, complaint and grievances, resources need and other business. Minutes prepared by Syarmizar Safki (Telok Sengat POM Manager) and approved by Shamsulbahri Mohamad (Head of Telok Sengat Business Unit).</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance																
<b>Criterion 4.1.4 – Continual Improvement</b>																		
<p><b>4.1.4.1</b></p>	<p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p><b>- Major compliance -</b></p>	<p>This has been established in the Continuous Improvement Plan 2023 updated in Jan 2023 respectively for all units. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities, government agencies, agencies, suppliers and contractors. Management documents related to environmental plans and impact assessments maintained available. Among the documents were:</p> <ul style="list-style-type: none"> <li>(a) Environmental Aspect Identification (EAI) and Environmental Impact Evaluation (EIE) registers.</li> <li>(b) Environmental Improvement Plan 2023</li> <li>(c) Pollution Prevention Plan 2023</li> <li>(d) Water Management Plan 2023</li> <li>(e) Waste Management Plan 2023</li> </ul> <p>The Continuous Management Plan 2023 for the mill operations among others include the following:</p> <table border="1" data-bbox="1093 1107 1865 1337"> <thead> <tr> <th></th> <th>Management Plan/ Objectives</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>ESP - Boiler Operation</td> <td>Commission in Feb 2021 RM 2M</td> </tr> <tr> <td>2</td> <td>Biogas Plant</td> <td>Installation in Jan 2016 - RM2M</td> </tr> <tr> <td>3</td> <td>Soxhlet c/w fume hood</td> <td>Provision of RM25K in 2023</td> </tr> <tr> <td>4</td> <td>Spectrum machine (CPO DOBI Analysis replacement</td> <td>Installation in 2023 RM14.5K</td> </tr> </tbody> </table>		Management Plan/ Objectives	Action	1	ESP - Boiler Operation	Commission in Feb 2021 RM 2M	2	Biogas Plant	Installation in Jan 2016 - RM2M	3	Soxhlet c/w fume hood	Provision of RM25K in 2023	4	Spectrum machine (CPO DOBI Analysis replacement	Installation in 2023 RM14.5K	<p>Complied</p>
	Management Plan/ Objectives	Action																
1	ESP - Boiler Operation	Commission in Feb 2021 RM 2M																
2	Biogas Plant	Installation in Jan 2016 - RM2M																
3	Soxhlet c/w fume hood	Provision of RM25K in 2023																
4	Spectrum machine (CPO DOBI Analysis replacement	Installation in 2023 RM14.5K																

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
4.1.4.2	The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce. <b>- Major compliance -</b>	This is being made upon confirmation of any new projects. Employees were briefed of any new development in basic understanding during the weekly briefings. The management team will be informed of such development during the monthly management meetings. Dissemination of information by the BU Head and higher management are transacted during the monthly Managers meetings and emails.	Complied
<b>4.2 Principle 2: Transparency</b>			
<b>Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements</b>			
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. <b>- Major compliance -</b>	Communication of the policy for external stakeholder has been done during stakeholder consultation dated 27/02/2023 with attendance of stakeholder from various category such as local communities, NGOs and government bodies and for internal stakeholder.	Complied
4.2.1.2	The management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. <b>- Major compliance -</b>	Telok Sengat Business Unit holds copies of each of the management documents that are required to be publicly available. Copies of the document such as documents related to environmental and social issues, plans for pollution prevention, records of complaints and grievances were available upon request. All the policies such as BPB Sustainability Policy, Quality Policy, Safety and Health Policy, Electrical Policy etc. available publicly via company's website link as following: <a href="https://www.bousteadplantations.com.my/sustainability-approach-policies/">https://www.bousteadplantations.com.my/sustainability-approach-policies/</a>	Complied
<b>Criterion 4.2.2 – Transparent method of communication and consultation</b>			



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. <b>- Major compliance -</b>	The management already established the procedure for communication for internal and external stakeholder. Latest procedure was Policy and Procedures – Grievances Procedure (HR/2022/023/003) date 01/03/2022. Latest communication was on Minutes of General Assembly meeting dated 9,16/01/2023.	Complied
4.2.2.2	The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i> . <b>- Minor compliance -</b>	Chief clerk of each operating units was appointed as the person in charge for communication and grievances.	Complied
4.2.2.3	A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained. <b>- Major compliance -</b>	List of stakeholders has been maintained by each operating unit and has been classified into 2 categories which are external and internal stakeholders. For internal stakeholders, listed such as contractor, grocery store, workers representative and supplier while for external, it has been listed smallholders, NGOs, government bodies and local communities.	Complied
<b>Criterion 4.2.3 – Traceability</b>			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. <b>- Major compliance -</b>	An SOP has been established with ref traceability dated MSPO July 2016 of 21 pages. Therein describing information of; a) Appointment of Person in Charge of the procedure implementation describing the job responsibilities. Details as provided in 4.2.3.3. b) All the 3 estates monitor the despatch to the mill on daily basis to tally and tracking the volume harvesting and tonnage despatch to the mill. Factors on the FFB balances in the fields are accounted for in the process.	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																					
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. <b>- Major compliance -</b>	The mill maintained daily production records as described in 4.2.3.1 above in compliance to the procedure established by the mill. FFB flow chart from estate harvesting designated block to mill weighbridge (tickets). a) All records are maintained in the daily FFB production report authorized by the Estate Manager. b) There is standard checklist established beginning from the no of FFB harvesting collected and despatched to the mill. Bunch chit and despatch note among others were the documents maintained. Details as per 4.2.3.4.	Complied																					
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. <b>- Minor compliance -</b>	The person in charge was appointed via letter issued by the Mill Manager. The letter was sighted and verified. <table border="1"> <thead> <tr> <th></th> <th>PIC</th> <th>Designation</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Muthukumaran J</td> <td>Chief Clerk</td> <td>29/11/21</td> </tr> </tbody> </table>		PIC	Designation	Date	1	Muthukumaran J	Chief Clerk	29/11/21	Complied													
	PIC	Designation	Date																					
1	Muthukumaran J	Chief Clerk	29/11/21																					
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. <b>- Major compliance -</b>	The CPO/CPK weighbridge ticket/despatch note is produced for all transaction from Teluk Sengat Palm Oil Mill to the buyers. The set of document consists of the following information: a) Weighbridge ticket - Date / D/O no / Quantity / w/bridge operator name - Date/ weight / w/bridge operator / MPOB licence no. b) Quality of CPO/CPK consignment c) Despatch of CPO/CPK as sampled given below; <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>Produce</th> <th>Qty / Mt</th> <th>WB no</th> <th>Vehicle no</th> <th>Buyer</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>23/5/23</td> <td>CPK</td> <td>42.510</td> <td>156301</td> <td>JQL3222</td> <td>PGEO Mill</td> </tr> <tr> <td>2</td> <td>23/6/23</td> <td>CPK</td> <td>41.580</td> <td>156292</td> <td>JQB8836</td> <td>Jin Lee Mill</td> </tr> </tbody> </table>		Date	Produce	Qty / Mt	WB no	Vehicle no	Buyer	1	23/5/23	CPK	42.510	156301	JQL3222	PGEO Mill	2	23/6/23	CPK	41.580	156292	JQB8836	Jin Lee Mill	Complied
	Date	Produce	Qty / Mt	WB no	Vehicle no	Buyer																		
1	23/5/23	CPK	42.510	156301	JQL3222	PGEO Mill																		
2	23/6/23	CPK	41.580	156292	JQB8836	Jin Lee Mill																		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings						Compliance	
		3	30/9/23	CPK	33.940	15448	KAX8873	Sehcom Ind	
		1	26/5/23	CPO	34.890	156423	NBV3953	Mewah Oleo	
		2	11/4/23	CPO	44.540	154912	NCW6340	Mm Mastika	
		3	29/5/23	CPO	35.180	156514	NCD7054	PGEO Mill	
<b>4.3 Principle 3: Compliance to legal requirements</b>									
<b>Criterion 4.3.1 – Regulatory requirements</b>									
<b>4.3.1.1</b>	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. <b>- Major compliance -</b>	Teluk Sengat Palm Oil Mill continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the respective operating units and SSD sustainability team. The CU had obtained and renewed license and permits as required by the law. Among others the licenses/permit viewed were:						Complied	
			Teluk Sengat Palm Oil Mill - Permit/license				Validity		
		1	MPOB License no 500089304000				31/08/2023		
		2	JTK. Ref PP3/34/1069 Salary deduction				Eff 15/04/11		
		3	KPDNHEP Permit No J 005969 - 18500 L				09/10/2023		
		4	KKM - Permit to purchase Sodium Hydroxide				Eff 01/01/23		
		5	DOE License- ref 006380 capacity 40 mt/hr				30/06/2023		
		6	S/Tenaga No siri 59109 - Capacity 1600 kW				26/12/2023		
		7	Lesen Mengabstrak Air Sungai ref 08/A/KT/028				31/12/2023		
		8	Weighbridge license ref B 2062615 - 70000 kg				Ef 14/11/22		
		9	Water Tube Boiler JH PMD 382				04/01/2024		
		10	B-1 Drum Water Tube Boiler JH PMD 81031				11/12/2023		
		11	Air Compressor JH PMT 11496				04/01/2024		
		12	Air Compressor JH PMT 11497				04/01/2024		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance												
		13	Air Compressor JH PMT 11496	04/01/2024												
		14	Sterilizer no JH PMT 17754	04/01/2024												
		15	Sterilizer no PMT 135943	04/01/2024												
		16	Sterilizer no PMT 135944	22/02/2024												
		17	Air Receiver no JH PMT 5465	04/01/2024												
		18	Steam Separator JH PMT 11494	04/01/2024												
		19	Monorail Crane no PMA 44218	04/01/2024												
		<p>EQ (Prescribed Premise) Crude Palm Oil Regulations 1977                      Requirement in "<i>Jadual Pematuhan</i>"                      License number and validity period 006380 valid from 01/07/2023 to 30/06/2023. The mill has a capacity of 40mt/hr. Treated effluent is allowed to be discharge as land irrigation.                      As per requirement of Section 49A of EQA 1974, as well as clause 18 of <i>Jadual Pematuhan</i>, Teluk Sengat BU has complied with the requirement on competent person with details as follows.</p> <table border="1"> <thead> <tr> <th colspan="3">DOE - Jadual Pematuhan - Section 49A EQA 1974</th> </tr> <tr> <th></th> <th>Requirement</th> <th>Details of Competent Persons</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Certified Environmental Professional in Scheduled Waste Management CePSWaM</td> <td>Environmental Officer – Salwah Mohamed ref 03903</td> </tr> <tr> <td>2</td> <td>Certified Environment Professional in the Treatment of Palm Oil Mill Effluent CePPOME</td> <td>Environmental Officer – Salwah Mohamed</td> </tr> </tbody> </table> <p>Air monitoring</p>			DOE - Jadual Pematuhan - Section 49A EQA 1974				Requirement	Details of Competent Persons	1	Certified Environmental Professional in Scheduled Waste Management CePSWaM	Environmental Officer – Salwah Mohamed ref 03903	2	Certified Environment Professional in the Treatment of Palm Oil Mill Effluent CePPOME	Environmental Officer – Salwah Mohamed
DOE - Jadual Pematuhan - Section 49A EQA 1974																
	Requirement	Details of Competent Persons														
1	Certified Environmental Professional in Scheduled Waste Management CePSWaM	Environmental Officer – Salwah Mohamed ref 03903														
2	Certified Environment Professional in the Treatment of Palm Oil Mill Effluent CePPOME	Environmental Officer – Salwah Mohamed														

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																					
		<p>a) Black smoke monitoring – The boilers were equipped with smoke density indicator which also included an alarm system.</p> <p>b) Particulate matters – Stack sampling has been carried out on quarterly basis. Results of isokinetic stack sampling was found to be below the regulated limit of 0.4 g/Nm<sup>3</sup>. The stack sampling was carried out by Spectrum Laboratories Sdn Bhd. Sighted stack sampling has been carried out in 09/03/2023. Results from the assessments were:</p> <table border="1"> <thead> <tr> <th></th> <th>mg/m<sup>3</sup> @ 12% CO<sub>2</sub></th> <th>Clean Air Reg 2014 limits</th> </tr> </thead> <tbody> <tr> <td>Boiler no 2</td> <td>14.67</td> <td>150</td> </tr> </tbody> </table> <p>Noted currently on progress installation of new system, i.e. ESP dust collector system and also planning of a Biogas Plant anticipated to commission in Jun 2023 and Jan 2023 respectively.</p> <p>Factory and Machinery Act 1967</p> <table border="1"> <thead> <tr> <th colspan="3">Factory and Machinery Act 1967 - <i>Person In Charge Regulation 1970</i></th> </tr> <tr> <th></th> <th>Competent person</th> <th>Teluk Sengat POM</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Steam engineer</td> <td>1<sup>st</sup> grade engineer – Mill Manager)</td> </tr> <tr> <td>2</td> <td>Boiler men</td> <td>2 Boileman Grade 2 2 Engine Driver – Grade 2 1 Engine driver Grade 1</td> </tr> <tr> <td>3</td> <td>AESP Authorized Entrant &amp; Standby Person For Confined Space</td> <td>2 Competent Persons – Workshop Apprentice</td> </tr> </tbody> </table>		mg/m <sup>3</sup> @ 12% CO <sub>2</sub>	Clean Air Reg 2014 limits	Boiler no 2	14.67	150	Factory and Machinery Act 1967 - <i>Person In Charge Regulation 1970</i>				Competent person	Teluk Sengat POM	1	Steam engineer	1 <sup>st</sup> grade engineer – Mill Manager)	2	Boiler men	2 Boileman Grade 2 2 Engine Driver – Grade 2 1 Engine driver Grade 1	3	AESP Authorized Entrant & Standby Person For Confined Space	2 Competent Persons – Workshop Apprentice	
	mg/m <sup>3</sup> @ 12% CO <sub>2</sub>	Clean Air Reg 2014 limits																						
Boiler no 2	14.67	150																						
Factory and Machinery Act 1967 - <i>Person In Charge Regulation 1970</i>																								
	Competent person	Teluk Sengat POM																						
1	Steam engineer	1 <sup>st</sup> grade engineer – Mill Manager)																						
2	Boiler men	2 Boileman Grade 2 2 Engine Driver – Grade 2 1 Engine driver Grade 1																						
3	AESP Authorized Entrant & Standby Person For Confined Space	2 Competent Persons – Workshop Apprentice																						

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance
		4	AGT Authorised Gas Tester & Entry Supervisor Confined Space Refresher	1 person - Manager
		5	Electrical Chargemen A 4	1 - Electrical C/man – Mazlan Surif
		<p>OSHA 1994, Use and Standards of Exposure of Chemicals Hazardous to Health Regulations 2000</p> <p>Annual inspection, examination and testing of local exhaust ventilation (LEV) systems has been inspected by PAC Testing &amp; Consulting Sdn Bhd, report ref HQ/16/JHII/00/27-2022/030 dated 13/09/2022.</p> <p><i>Noise Exposure Regulations 1989</i></p> <p>Environmental Noise Monitoring in compliance with guidelines for environmental noise limits and control are carried annually by Spectrum Laboratories (Johor) Sdn Bhd. The recent being on the 21/03/2023 &amp; 13/06/2022</p> <p><i>Scheduled Waste Regulations 2005</i></p> <p><i>iii) Regulation 3 (Notification of SW generated) and Regulation 11 (Inventory of SW)</i></p> <p>Inventory (5<sup>th</sup> schedule) was up-to-date and tally with the physical stock at the storage area. The 5<sup>th</sup> schedule was updated 16/02/2023 and reported through e-SWISS.</p>		

Criterion / Indicator		Assessment Findings	Compliance
		<p>Despatches of SW as per 7.3.2 below:</p> <p><i>ii) Regulation 9 (Storage of scheduled waste)</i></p> <p>The scheduled wastes generated at the mill were disposed by Modern Energy. Details were made respectively as per 7.3.2.</p>	
4.3.1.2	<p>The management shall list all relevant laws related to their operations in a legal requirements register.</p> <p><b>- Major compliance -</b></p>	<p>The Legal &amp; Other Requirements Register (LORR) covers all the necessary regulatory requirements. The LORR was formalized on 25/10/2017 and subject to review annually or as when new Act and Regulations being introduced for implementations.</p> <p>a) List of applicable legal and other requirements was made available during the assessment and complied in the QSHE/04/5.2.4 folder.</p> <p>Among others the identified applicable laws and regulations relevant to its operations included the:</p> <ul style="list-style-type: none"> <li>a) Environmental Quality Act 1974 and its Regulations</li> <li>b) Factories and Machinery Act 1967 and its Regulations</li> <li>c) Occupational Safety and Health Act 1994 and its Regulations</li> <li>d) Pesticides Act, 1974</li> <li>e) Wildlife conservation Act 2010</li> <li>f) Malaysian Palm Oil Board 1998</li> <li>g) Holiday Act 1951</li> <li>h) Passport Act 1966</li> <li>i) Workers Union Act 1959</li> </ul>	Complied

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		j) Estate Hospital Assistants (Registration) Act 1965 k) Petroleum (safety Measures) Act 1984 l) Fire Services Act 1984 m) Uniform Building By Laws 1986 n) Weights And Measures Act 1972 (Act 71) (Amendment 1981) o) Movement Control Order 2020 for Covid-19 p) Minimum Wages (Amendment) Order 2022 updated on 01/05/2022 q) Workers' Minimum Standards of Housing and Amenities Regulations 1990 – Amendment 2021 updated 06/03/2021.	
<b>4.3.1.3</b>	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. <b>- Major compliance -</b>	SSD Unit based at Head Office is responsible to track changes in the law and the information was disseminated to all of its plantations and mills. SSD unit, which is based in Kuala Lumpur, is responsible for tracking any changes to the Acts and Regulations. In addition, the BU Head, General Manager Plantations BPB also played a role in disseminating new Acts & Regulations to all the mills and estates in the Region. a) This was made via communication with the publisher of the documents. b) This mechanism was outlined in its procedure. c) The updating of the legal register is made on a periodical basis. d) Changes in the legal register if any are communicated to the respective CU/BUs  The CU had entirely adopted the BPB established documented system for identifying, tracking, accessing and updating the legal	Complied



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>requirements. It had ensured that all applicable legal requirements pertaining to MSPO are established, implemented and maintained. The latest revision on the LORR was made Jan 2020 on the following changes:</p> <ul style="list-style-type: none"> <li>a) Movement Control Order 2020 for Covid-19</li> <li>b) Minimum Wages (Amendment) Order 2022 updated on 01/05/2022</li> <li>c) Workers' Minimum Standards of Housing and Amenities Regulations 1990 – Amendment 2021 updated 06/03/2021.</li> </ul>	
<b>4.3.1.4</b>	<p>The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.</p> <p><b>- Minor compliance -</b></p>	<p>The Person in charge En Hazmi Ramli - Assistant Engineer appointed via letter dated 31/10/2018 issued by the Mill Manager. The letter was sighted and verified.</p>	Complied
<b>Criterion 4.3.2 – Lands use rights</b>			
<b>4.3.2.1</b>	<p>The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users.</p> <p><b>- Major compliance -</b></p>	<p>The mill is located in the Telok Sengat Estate land title under lot no. 1292 with land title no. 25xxx. The mill complex is 88.7 acres and has been verified based on the estate map.</p>	Complied
<b>4.3.2.2</b>	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land.</p> <p><b>- Major compliance -</b></p>	<p>The land ownership of the land was reviewed during audit program at Telok Sengat Estate. Sighted the quit rent paid to Pejabat Tanah Mukim Johor Lama.</p>	Complied
<b>4.3.2.3</b>	<p>Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.</p> <p><b>- Major compliance -</b></p>	<p>Fencing parameters established around the mill building complex to separate the management boundary of estate and the mill. The housing and other recreational facilities are located within the same vicinity for ease of employees' management.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
<b>4.3.2.4</b>	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). <b>- Minor compliance -</b>	Mill is situated in the Telok Sengat Estate, not diminishing any other users' rights. There is no land dispute in the mill compound at the time of audit verified through interviewed with the smallholders and local communities.	Not applicable
<b>Criterion 4.3.3 – Customary rights</b>			
<b>4.3.3.1</b>	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. <b>- Major compliance -</b>	There is no customary land or negotiated agreements at all the sampled estates.	Not applicable
<b>4.3.3.2</b>	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. <b>- Minor compliance -</b>	There is no customary land or negotiated agreements at all the sampled estates.	Not applicable
<b>4.3.3.3</b>	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. <b>- Major compliance -</b>	There is no customary land or negotiated agreements at all the sampled estates.	Not applicable
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1: Social Impact Assessment (SIA)</b>			
<b>4.4.1.1</b>	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. <b>- Minor compliance -</b>	SIA was made available to the audit team. The assessment was conducted by Malaysian Environmental Consultants Sdn Bhd, dated on June 2018 and will be revised every 5 years. The objectives of the assessment were;	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>a. To assess change in social and environmental conditions, which subsequently have impacts on people.</p> <p>b. To access compliance on human rights against company policy and MSPO requirement.</p> <p>SIA was conducted every 5 year and reviewed on annual basis. It can be further improved to capture any new changes in social and environmental conditions which subsequently have impacts or risks on surrounding communities.</p> <p>Implementation of SIA plan verification on issue for Domestic waste. Issue was the collection was not followed as per scheduled. After action plan, based on invoice no (FF2023/0136) dated 31/05/2023 showed dated collection was collected twice per week (14/05/2023 (07001), 17/05/2023 (07002), 21/05/2023 (07003) and 24/05/2023 (07004).</p>	
<b>Criterion 4.4.2: Complaints and grievances</b>			
<b>4.4.2.1</b>	A system for dealing with complaints and grievances shall be established and documented. <b>- Major compliance -</b>	The system for dealing with complaints and grievances established as per Policy and Procedures – Grievance Procedure; Doc. # HR/2022/023/003; Rev. # 0; Issue date: 1/3/2022. Latest record complaint was 01/06/2023 and issue has been done on 10/06/2023 as per record TSPOM no. 079/2023.	Complied
<b>4.4.2.2</b>	The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties. <b>- Major compliance -</b>	The system for dealing with complaints and grievances established as per Policy and Procedures – Grievance Procedure; Doc. # HR/2022/023/003; Rev. # 0; Issue date: 1/3/2022. It was stated in the procedure that immediate superior need to respond within 3 days of the complaint received and further 5 days if the respond	Complied

Criterion / Indicator		Assessment Findings	Compliance
		has not been satisfied. It has been verified through interview that the system able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	
<b>4.4.2.3</b>	A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints. <b>- Minor compliance -</b>	The complaint forms were available at the operating unit's office, where the stakeholders can easily access should it be needed. Among the information available in the form is name of requestor/complainant, date of request, details of complaint/grievance, details of action taken including dates and acknowledgement signature of the requestor.	Complied
<b>4.4.2.4</b>	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. <b>- Minor compliance -</b>	Interview with internal and external stakeholders during stakeholder consultation found that they were aware of the complaint procedure, and they had been briefed by the management during stakeholder meeting.	Complied
<b>4.4.2.5</b>	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. <b>- Major compliance -</b>	Record review found that previous complaints and requests including the resolution for the past 24 months were still available to affected stakeholders upon request.	Complied
<b>Criterion 4.4.3: Commitment to contribute to local sustainable development</b>			
<b>4.4.3.1</b>	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. <b>- Minor compliance -</b>	Operating unit has actively engaged with the stakeholders by inviting them to participate any social activities such as festival celebration. This has verified by interview with the stakeholders. The stakeholders informed that they have seek advice from the management regarding some of the operation issue. Latest record was on contribution at Masjid Jamek Al Mustaqim Kampung Telok Sengat with total RM 200.00.	Complied

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.4.4:</b> Employees safety and health			
<b>4.4.4.1</b>	An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented. <b>- Major compliance -</b>	The Occupational Safety and Health Policy was established, signed by President and Chief Operating Officer on 12/06/2021. The policy was communicated during Policy briefing from time to time. The policy was displayed prominently on notice boards in English and local language Bahasa Malaysia. The Policy is implemented through the OSH activities by the on-site Safety Officers and monitored by OSH personnel from Head Office. Included in the policy is the commitment of the Company to provide and maintain a safe and healthy working environment of its employees & contractors & visitors. In interviews with the workers and staff during the site visit revealed that the employees had been briefed and had understood the policy.	Complied
<b>4.4.4.2</b>	The occupational safety and health plan should cover the following: a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: i. All employees involved are adequately trained on safe working practices; ii. All precautions attached to products should be properly observed and applied; d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as	a) Boustead Plantations Berhad has established Safety and health policy signed by CEO dated 12/06/2021. The policy is written in Bahasa and English language that can be easily understood by all levels of its employees. The policy has been communicated to the workers through induction training for new workers, morning briefing, and displayed at various notice board within Telok Sengat POM. b) HIRARC was conducted and last revised on 01/03/2022 for all mill activities. The management of mill should further update and implemented hazard identification consistent with circular No. SSD 02/2023 dated 13/04/2023 issued to all Business Unit on Revised HIRARC Procedure and ensure risk control measures such as workers wearing PPE to reduce noise exposure and	OFI

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

	<b>Criterion / Indicator</b>	<b>Assessment Findings</b>	<b>Compliance</b>
	<p>identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept ant the concerns of employees and any remedial actions taken shall be recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p><b>- Major compliance -</b></p>	<p>maintain operational condition of emergency warning light of wheel loader risk consistently maintained.</p> <p>c) Training for chemical handling was provided and sighted records of training for Handling of hazardous chemical dated 27/07/2022 and Training for Scheduled Waste was conducted on 04/08/2022.</p> <p>d) Sighted Telok Sengat POM-PPE Needs Assessment 2023 dated 01/06/2023 approved by Syarmizar Mohd Safki (Mill Manager).</p> <p>Workshop: Safety helmet, safety boots (high cut), Ear plugs (25 dB(A), cotton gloves, Leather gloves, Welding eye shield.</p> <p>Boiler Station: Safety helmet, Safety boots (standard), Ear plug (35 dB(A), Cotton gloves, Chemical eye shield, Cartridge face mask, Chemical apron.</p> <p>Laboratory: Safety helmet, Safety boots, Ear plug (25 dB(A), Cotton glove, Cartridge face mask.</p> <p>Also sighted PPE Equipment Record for workers:</p> <ul style="list-style-type: none"> <li>• Mohd Farhan (Ramp): Safety Helmet-Yellow &amp; Leather hand gloves (03/06/2023), Leather and hand gloves, Safety boots, Ear plug (11/06/2023).</li> <li>• Abd Qayyum (Biogas): Safety boots (25/01/2023) (13/06/2023) (28/12/2021) (16/06/2021), Safety Helmet, Ear Plug (01/08/2018) etc.</li> <li>• Annis Zulaikha (Lab): Safety boots, Safety Helmet-Yellow (01/07/2022).</li> <li>• Mohd Halif Asraf (Workshop): Safety boots (24/02/2023), Welding hand glove (17/11/2022), Safety helmet -Blue (09/01/2022) and etc.</li> </ul>	

**MSPO Public Summary Report  
Revision 2 (Nov 2021)**

	Criterion / Indicator	Assessment Findings	Compliance
		<p>e) BPM established and documented Standard Operating Procedure for handling of chemical to ensure proper and safe handling and storage in accordance to Occupational Safety and Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000, Refer OSH Manual refer to OSH/001/2015 dated 7/12/2015.</p> <p>f) Telok Sengat POM management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Mill Manager. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting.</p> <p>g) Meeting of SHC was conducted on 08/06/2023, 14/03/2023, where discussed OHS issues that included performances and accident statistics. The estate management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Mill Manager. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting.</p> <p>h) Sighted firefighting equipment such as hose reel and alarm panel at security post not working and prepared to be used for emergency purpose. However, the Mill Manager had explained that mill has initiated a tender for preparation of M&amp;E Drawings (Design, drafting and Mechanical and Electrical (M&amp;E) Drawing Endorsement (Fire Fighting 1<sup>st</sup> Phase).</p>	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<p>Summary of Accident 2022 for Telok Sengat POM established and recorded as sampled.</p> <p>For JKKP 8 for statistic of incident in 2022 reported on 12/01/2023:</p> <p>Total Manhour Work: 242,112.00</p> <p>Total average employee for year 2022: 97</p> <p>Fatality: 0</p> <p>Accident reported: 4 cases</p> <p>Accident Lost Day: 37</p> <p>LTI rate: 24.8</p> <p>i) As in the Minutes of Meeting of SHC as sampled above found accident statistics and issues discussed quarterly and responded with actions to prevent recurrence.</p>	
<b>Criterion 4.4.5: Employment conditions</b>			
<b>4.4.5.1</b>	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p><b>- Major compliance -</b></p>	<p>Boustead Plantations Berhad has established the Sustainability Policy; Signed by CEO dated on 12/07/2021 to implement the good social practices regarding human rights in respect of industrial harmony. The company is committed to ensure every individual are treated with fairness, dignity and respect. The company will respect the rights of every individual. They also recognize their responsibilities to respect human rights and avoid complicity in human rights abuses.</p>	Complied
<b>4.4.5.2</b>	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment</p>	<p>Boustead Telok Sengat had stated their commitment not to engage in or support discriminatory practice in their Social Policy. Based on the established Sustainability Policy; Signed by CEO dated on</p>	Complied



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	<p>regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p><b>- Major compliance -</b></p>	<p>12/07/2021, Boustead Plantations Berhad ensured all relevant parties will be treated equally and no discrimination based on race, caste, nationalities, religion, gender, age etc. Interview conducted with the workers from different nationalities, gender and age confirmed that no discrimination practice by the management in Telok Sengat POM.</p>	
<b>4.4.5.3</b>	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p><b>- Major compliance -</b></p>	<p>Management ensured that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements (CA). Collective agreement between MAPA/NUPW and member sighted latest in circular number 12/2019 dated 02/04/2019. As per Boustead Holdings Policy, collective agreement will be revised at frequency 3 years once and latest agreement is still under reviewed. Although these old agreements were expired in Dec 2021, the per employee were ensured by management for living wage sufficient to meet basic needs. Current adjustment to suit minimum wage of RM1,500 per month. Sampling the pay slips for month May 2023, July 2022 and Dec 2022:-  Workers ID:- 0762I, 1042C, 0420J, 0772B, 0786C, 0805C, 0803I</p>	Complied
<b>4.4.5.4</b>	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p><b>- Minor compliance -</b></p>	<p>There was contractor available in the mill for work such as transporter. There are 2 contractors in POM, Yexxxx Enterprise Sdn Bhd and Sxxx Rxxxxx &amp; Transport Sdn Bhd. Sampling the payslips and worker agreement as per below found the payment and agreement was followed as per legal requirement.  Sample Dzulkefli Bin Sulaiman (750222-01-xxxx) for Feb 2023 and Jan 2023  Sample Mohd Zarimy Bin Che Sari (800514-03-xxxx) for Feb 2023 and Jan 2023.</p>	Minor NC

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		Document review on the sampled transporter driver payslip and employment contract [IC No.: 660514-xx-xxxx] to Yexxxx Enterprise for Telok Sengat POM has found that the employer made EPF contribution and deduction from employee's wages with incorrect amount from incorrect wages rate. The wages rate stated in employment contract and payslip is not in accordance with Sec. 5 (2), P.U.(A) 140, Minimum Wages Order 2022 dated 1/05/2022.	
<b>4.4.5.5</b>	The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. <b>- Major compliance -</b>	Each operating unit have established workers master list including the contractor workers. The list includes information on the workers name, gender, nationality, identification (passport, permit and Malaysian identify card) and age.	Complied
<b>4.4.5.6</b>	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records. <b>- Major compliance -</b>	All mill employees were provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for all employees indicated in the employment records as per sample sighted.	Complied
<b>4.4.5.7</b>	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. <b>- Major compliance -</b>	Mill established a time recording system for all employees at different station. The working hours for all employees have been clearly documented in the system as well as their pay slip under OT section to ensure transparent for both employees and employer. The overtime working hours always approved by the assistant manager. The documented working hours available in the daily check roll records.	Complied
<b>4.4.5.8</b>	The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective	The working hours and break time have been clearly stated in the Employment Contract. Sighted in the Contract Agreement the rate	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
	<p>agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p><b>- Major compliance -</b></p>	<p>of overtime which is agreed by both parties. There is no complaint received regarding payment or forced to work on overtime during site interview.</p> <p>Working hours:                      The working hours for Shift 1 are from 8 a.m. to 4 p.m. and Shift 2 is from 4 p.m. to 12 a.m. The break time for lunch is 45 minutes and tea break are 15 minutes.</p>	
<b>4.4.5.9</b>	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p><b>- Major compliance -</b></p>	<p>Documented payslip was distributed to individual workers on the day of payment. For daily rated workers, wages and overtime were paid according to the check-roll muster attendance records. Total hours of overtime and daily attendance has recorded in the timecard.</p> <p>The overtime rate after 7.5 hours daily rated:</p> <ul style="list-style-type: none"> <li>• Normal day: 7.5 hours x 1.5</li> <li>• Rest day: 7.5 hours x 2.0</li> <li>• Public holiday: 7.5 hours x 3.0</li> </ul>	Complied
<b>4.4.5.10</b>	<p>Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings.</p> <p><b>- Minor compliance -</b></p>	<p>Each operating unit provides facilities and basic amenities to their employees such as free accommodation, supply of electric &amp; water, free – medical treatment, worshipping facilities, sports facilities, transport allowances for supervisor and staff.</p>	Complied
<b>4.4.5.11</b>	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities.</p> <p><b>- Major compliance -</b></p>	<p>Residents at all estate housing have access to facilities established by the company, such as health clinic, sports field, community hall, crèche, and places of worship. The mill provides electricity and water to all workers for free.</p>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		The mill executive conducts weekly Line-site and Housing Inspection at the Workers Quarters to ensure that the area is maintained at an acceptable standard. In Boustead Telok Sengat POM linesite inspection was conducted weekly base. The latest record verification was on 18/05/2023 and previously was on 10/05/2023 and 18/05/2023.	
<b>4.4.5.12</b>	The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace. <b>- Major compliance -</b>	Boustead Plantations Berhad has established the Sustainability Policy; Signed by CEO dated on 12/07/2021 that provide guidelines and the committed to strive for a harassment-free environment and avoid behavior that may create an atmosphere of hostility and intimidation of any kind at the workplace. No one should be subjected to any form of sexual harassment while carrying out their duties.  Gender Committee meeting was conducted on regular basis. Among the agenda discussed were previous matter, chairman briefing, briefing on sexual harassment policy & guidelines and others. Gender meeting conducted on 15/03/2023.	Complied
<b>4.4.5.13</b>	The management shall respect the right of all employees to form and join trade union and allow workers' own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions. <b>- Major compliance -</b>	Boustead Plantations Berhad has established the Sustainability Policy; Signed by CEO dated on 12/07/2021 that allow all employees to freely associating among themselves. Employees of all estates within Telok Sengat Business Unit form an employee consultative committee with workers representatives from each foreign country mainly Indonesia, India, and Bangladesh. Local employees mostly joined the National Union of Plantation Worker (NUPW) as member. The company shall: <ul style="list-style-type: none"> <li>• Respect human rights and support international human rights law.</li> <li>• Provide safe and healthy working environment.</li> </ul>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>• Respect the right of workers to join or form legal trade unions.</li> <li>• Not use forced or trafficked labor in their operating units.</li> <li>• Not use any child labor</li> <li>• No discrimination in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.</li> <li>• Not commit any physical abuse, threatened, harassment or verbal abuse towards the employees.</li> </ul>	
<b>4.4.5.14</b>	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. <b>- Major compliance -</b>	Based on verification of the employees' data base extracted from the data system, there was no evidence that children and young persons have been recruited. This is also in-line with the company's SOP.	Complied
<b>Criterion 4.4.6: Training and competency</b>			
<b>4.4.6.1</b>	All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training. <b>- Major compliance -</b>	Among training conducted and records kept included: <ul style="list-style-type: none"> <li>• MSPO Training was conducted on 11/04/2023 attended by 54 workers.</li> <li>• Restriction of Open Burning Briefing was conducted on 09/06/2023 attended by workers.</li> <li>• First Aid Contents *&amp; Usage conducted on 04/08/2022.</li> <li>• Training for Scheduled Waste was conducted on 04/08/2022.</li> <li>• ISO 9001:2015 Training was conducted on 11/04/2023.</li> </ul>	Complied
<b>4.4.6.2</b>	Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all	Training Needs Analysis 2023 of Telok Sengat POM, dated 01/06/2023, approved by Mill Manager, sighted and documented showing all station and type of training needs. This included	Complied

Criterion / Indicator		Assessment Findings	Compliance
	employees based on their job description. <b>- Major compliance -</b>	Specialized training needs for Management, Head of Operation, FFB Inspector, SHC, First Aider and ERT. Among Training needs identified included: <ul style="list-style-type: none"> <li>• Sustainability Training</li> <li>• Traceability Training</li> <li>• Safety Workplace Procedure Training</li> <li>• HIRARC Training</li> <li>• First Aider Training</li> <li>• Environmental Training</li> <li>• Scheduled Waste Training</li> <li>• Noise Exposure Training</li> <li>• FFB Grading (MPOB) Training and 11 others.</li> </ul>	
<b>4.4.6.3</b>	A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure. <b>- Minor compliance -</b>	As in Training Needs Analysis 2023 of Telok Sengat POM, dated 01/06/2023, found included Specialized training needs for Management, Head of Operation, FFB Inspector, SHC, First Aider and ERT as continuous training programme to ensure that all employees are well trained in their job function and responsibility.	Complied
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1: Environmental Management Plan</b>			
<b>4.5.1.1</b>	An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented. <b>- Major compliance -</b>	There is a Sustainability Policy for the entire BPB mill issued and endorsed dated 12/7/2021 by the Chief Executive Officer. The policy therein among others has stated that the Company is committed to protecting the environment and conserving	Complied

Criterion / Indicator		Assessment Findings	Compliance			
		biodiversity through sustainable development. This is policy is prominently displayed in the office along with other Company's Policies.				
<b>4.5.1.2</b>	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> <li>a) An environmental policy and objectives;</li> <li>b) The aspects and impacts analysis of all operations</li> </ul> <p><b>- Major compliance -</b></p>	<p>The Policy is available, and the objectives stated therein.</p> <ul style="list-style-type: none"> <li>a) Environmental protection and biodiversity sustainability</li> <li>b) Compliance to legislative requirement</li> <li>c) Management of environment</li> <li>d) Management of slope area planting</li> <li>e) Zero Burning and GHG management</li> <li>f) Chemical management</li> </ul> <p>The environmental aspects and impact evaluation covers the following areas/activities.</p> <ul style="list-style-type: none"> <li>a) Station operations form reception to despatch</li> <li>b) boiler operation</li> <li>c) power generation</li> <li>d) crude palm oil storage leakage and spillage</li> <li>e) effluent pond ruptured</li> <li>f) anaerobic process release of gas to atmosphere</li> <li>g) Electrostatic Precipitator</li> </ul>	Complied			
<b>4.5.1.3</b>	<p>An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored.</p> <p><b>- Major compliance -</b></p>	<p>The Continuous Management Plan 2023 for the mill operations among others include the following;</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;"></td> <td style="width: 60%; text-align: center;">Management Plan/ Objectives</td> <td style="width: 35%; text-align: center;">Action</td> </tr> </table>		Management Plan/ Objectives	Action	Complied
	Management Plan/ Objectives	Action				

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings		Compliance																								
		<table border="1"> <tr> <td>1</td> <td>ESP - Boiler Operation</td> <td colspan="2">Commission in Feb 2021 RM 2M</td> </tr> <tr> <td>2</td> <td>Biogas Plant</td> <td colspan="2">Installation in Jan 2016 - RM2M</td> </tr> <tr> <td>3</td> <td>Soxhlet c/w fume hood</td> <td colspan="2">Provision of RM25K in 2023</td> </tr> <tr> <td>4</td> <td>Spectrum machine (CPO DOBI Analysis replacement)</td> <td colspan="2">Installation in 2023 RM14.5K</td> </tr> </table> <p>All actions are to be monitored on the indicated frequency shown in the plan.</p>	1	ESP - Boiler Operation	Commission in Feb 2021 RM 2M		2	Biogas Plant	Installation in Jan 2016 - RM2M		3	Soxhlet c/w fume hood	Provision of RM25K in 2023		4	Spectrum machine (CPO DOBI Analysis replacement)	Installation in 2023 RM14.5K											
1	ESP - Boiler Operation	Commission in Feb 2021 RM 2M																										
2	Biogas Plant	Installation in Jan 2016 - RM2M																										
3	Soxhlet c/w fume hood	Provision of RM25K in 2023																										
4	Spectrum machine (CPO DOBI Analysis replacement)	Installation in 2023 RM14.5K																										
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. <b>- Minor compliance -</b>	This is available as elaborated in indicator 4.5.1.3 above. Improvement planned for both short and long terms are detailed along with the identified issues.		Complied																								
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. <b>- Major compliance -</b>	<p>A training program is available in the Teluk Sengat BU training program updated on a yearly basis or revised as per the management requirement. Included in this program are subjects related to environment e.g. environmental, safety &amp; health policy, scheduled waste management, environmental responsibility, HCV &amp; Biodiversity training</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>Subject</th> <th>Attendee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>11/04/23</td> <td>MSPO/RSPO Policies</td> <td>Entire</td> </tr> <tr> <td>2</td> <td>09/06/23</td> <td>Prohibition of open burning</td> <td>Entire</td> </tr> <tr> <td>3</td> <td>04/09/22</td> <td>Domestic waste management</td> <td>Entire</td> </tr> <tr> <td>4</td> <td>16/01/23</td> <td>Environmental Management</td> <td>Entire</td> </tr> <tr> <td>5</td> <td>22/05/23</td> <td>Hearing Conservation Program</td> <td>Entire</td> </tr> </tbody> </table>			Date	Subject	Attendee	1	11/04/23	MSPO/RSPO Policies	Entire	2	09/06/23	Prohibition of open burning	Entire	3	04/09/22	Domestic waste management	Entire	4	16/01/23	Environmental Management	Entire	5	22/05/23	Hearing Conservation Program	Entire	Complied
	Date	Subject	Attendee																									
1	11/04/23	MSPO/RSPO Policies	Entire																									
2	09/06/23	Prohibition of open burning	Entire																									
3	04/09/22	Domestic waste management	Entire																									
4	16/01/23	Environmental Management	Entire																									
5	22/05/23	Hearing Conservation Program	Entire																									
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed.	The forum used in the mill are the quarterly OSH meeting and the annual management review meeting. The latter emphasized more on issues on water management plan, electricity use, diesel		Complied																								



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance										
	- Major compliance -	<p>consumption, waste management, SIA plan, renewable energy, aspect/impact. The Environmental Performance Monitoring Committee is setup to comply with the DOE requirement of Guidance Self-Regulation (GSR). The meeting it to review environmental performance within the POM incorporated in the EPMC meetings.</p> <table border="1"> <thead> <tr> <th></th> <th>1st</th> <th>2nd</th> <th>3rd</th> <th>4th</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>08/06/23</td> <td>14/03/23</td> <td>15/09/22</td> <td>09/06/22</td> </tr> </tbody> </table> <p>At the operating unit level dialogue/ safety meeting/briefing during muster are forums used by the management in disseminating issues relating to environment.</p>		1st	2nd	3rd	4th	1	08/06/23	14/03/23	15/09/22	09/06/22	
	1st	2nd	3rd	4th									
1	08/06/23	14/03/23	15/09/22	09/06/22									
<b>Criterion 4.5.2:</b> Efficiency of energy use and use of renewable energy													
4.5.2.1	<p>Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period</p> <p>- Major compliance -</p>	<p>The monitoring is recorded in environment performance indicator-electricity generated by steam turbine tabulated for the financial year. It is calculated as electricity generated from turbine that produces power for the mill entire complex operation unit in kwh/mt FFB. A monthly record on energy consumption for both renewable and non-renewable sources were also maintained and documented. It is monitored to optimize use of renewable energy. The data is compiled for comparison and control for future improvement with aim of gradual reduction particularly diesel. Details of the data/records maintained by the mill were sighted. Variation of ratio in the analysis were explained and justified. Under the energy management plan 2023 the mill aimed for reduction plan among others.</p> <p>a) Educate workers on fuel saving practice.</p>	Complied										

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																																																
		<p>b) Avoid leakages during vehicles maintenance.</p> <p>The utilization of fossil fuel in 2022 is being monitored with records ratio diesel L/FFB mt shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Month</th> <th>Diesel / FFB</th> <th></th> <th>Month</th> <th>Diesel /FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>1.69</td> <td>7</td> <td>July</td> <td>0.53</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>1.30</td> <td>8</td> <td>Aug</td> <td>0.82</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>0.90</td> <td>9</td> <td>Sep</td> <td>0.93</td> </tr> <tr> <td>4</td> <td>Apr</td> <td>0.84</td> <td>10</td> <td>Oct</td> <td>0.82</td> </tr> <tr> <td>5</td> <td>May</td> <td>1.26</td> <td>11</td> <td>Nov</td> <td>0.96</td> </tr> <tr> <td>6</td> <td>Jun</td> <td>1.36</td> <td>12</td> <td>Dec</td> <td>2.05</td> </tr> <tr> <td>-</td> <td>Baseline</td> <td>1.50</td> <td></td> <td>Total</td> <td>164360 L</td> </tr> </tbody> </table> <p>The mill records and monitor the diesel utilization over the running hours of gen-set and other vehicles running. Performance variation in view of several factors i.e.</p> <ul style="list-style-type: none"> <li>a) Capacity of mill processing</li> <li>b) Community size / no of gen-sets</li> <li>c) No. of vehicles / age of machine</li> <li>d) Weather interference / crop production volume</li> <li>e) Crop diversion to another mill due to breakdown.</li> </ul>		Month	Diesel / FFB		Month	Diesel /FFB	1	Jan	1.69	7	July	0.53	2	Feb	1.30	8	Aug	0.82	3	Mac	0.90	9	Sep	0.93	4	Apr	0.84	10	Oct	0.82	5	May	1.26	11	Nov	0.96	6	Jun	1.36	12	Dec	2.05	-	Baseline	1.50		Total	164360 L	
	Month	Diesel / FFB		Month	Diesel /FFB																																														
1	Jan	1.69	7	July	0.53																																														
2	Feb	1.30	8	Aug	0.82																																														
3	Mac	0.90	9	Sep	0.93																																														
4	Apr	0.84	10	Oct	0.82																																														
5	May	1.26	11	Nov	0.96																																														
6	Jun	1.36	12	Dec	2.05																																														
-	Baseline	1.50		Total	164360 L																																														
<b>4.5.2.2</b>	<p>The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.</p> <p><b>- Major compliance -</b></p>	<p>The estimate for the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations inclusive of fuel in all transport and machinery operations was available in the year budget.</p>	Complied																																																

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																								
<b>4.5.2.3</b>	The use of renewable energy should be applied where possible. <b>- Minor compliance -</b>	The fibre and shell are used in the boiler for fuel recycled in the process system. Surplus quantity of shell/fibre are delivered to estates for multi purposes or sold to outside buyers. EFB is used in the estates for mulching.	Complied																								
<b>Criterion 4.5.3: Waste management and disposal</b>																											
<b>4.5.3.1</b>	All waste products and sources of pollution shall be identified and documented. <b>- Major compliance -</b>	<p>All waste and pollution are identified and documented in the Waste Management Plan for 2023. The waste generated from the mill operations among others as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Waste</th> <th>Item</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td rowspan="3">Scheduled Waste</td> <td>Spent lubricants/ hydraulic oil</td> <td>Workshop activities</td> </tr> <tr> <td>Used batteries/ used rags/empty containers</td> <td>Workshop activities</td> </tr> <tr> <td>Hexane/ spent chemicals/ empty containers</td> <td>Laboratory and boiler station</td> </tr> <tr> <td rowspan="2">2</td> <td rowspan="2">Domestic Waste</td> <td>Rubbish</td> <td>Line site/office &amp; mill complex</td> </tr> <tr> <td>Sewage</td> <td>Line site/office &amp; mill complex</td> </tr> <tr> <td rowspan="2">3</td> <td rowspan="2">Industrial Waste</td> <td>POME</td> <td>Effluent Treatment Plant</td> </tr> <tr> <td>EFB</td> <td>EFB station.</td> </tr> </tbody> </table> <p>The source of mill pollution generated from the mill is the smoke from the boiler. It is monitored from the stack emission during the entire operations. These reports are reviewed by the mill and</p>		Waste	Item	Sources	1	Scheduled Waste	Spent lubricants/ hydraulic oil	Workshop activities	Used batteries/ used rags/empty containers	Workshop activities	Hexane/ spent chemicals/ empty containers	Laboratory and boiler station	2	Domestic Waste	Rubbish	Line site/office & mill complex	Sewage	Line site/office & mill complex	3	Industrial Waste	POME	Effluent Treatment Plant	EFB	EFB station.	Complied
	Waste	Item	Sources																								
1	Scheduled Waste	Spent lubricants/ hydraulic oil	Workshop activities																								
		Used batteries/ used rags/empty containers	Workshop activities																								
		Hexane/ spent chemicals/ empty containers	Laboratory and boiler station																								
2	Domestic Waste	Rubbish	Line site/office & mill complex																								
		Sewage	Line site/office & mill complex																								
3	Industrial Waste	POME	Effluent Treatment Plant																								
		EFB	EFB station.																								

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance																																								
		submitted to DOE. There was no major issue during the period of review.																																												
<b>4.5.3.2</b>	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.</p> <p><b>- Major compliance -</b></p>	<p>The Mill had established the waste and pollution management plan 2023 as shown below. The PIC and time frame was also shown in the management plan.</p> <table border="1"> <thead> <tr> <th></th> <th>Activities</th> <th>Source</th> <th>Waste /Pollution</th> <th>Affected Environment</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gen store</td> <td>Petrol oil, lubricant Chemical</td> <td>Spillage &amp; contamination</td> <td>Land, water</td> </tr> <tr> <td>2</td> <td>SW store</td> <td>Scheduled waste</td> <td>All type of SW</td> <td>Environmental</td> </tr> <tr> <td>3</td> <td>office</td> <td>Domestic/ office waste Toilet &amp; kitchen</td> <td>paper plastic sewage</td> <td>Land, water</td> </tr> <tr> <td>4</td> <td>Workshop</td> <td>Used oil &amp; grease Metal waste Oil drum/ tank</td> <td>Spillage Wastage</td> <td>Recycled</td> </tr> <tr> <td>5</td> <td>Labour line</td> <td>Domestic waste Toilet/ kitchen waste</td> <td>Solid waste Sewage</td> <td>Land, water</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Activities</th> <th>Source</th> <th>Prevention</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Gen store</td> <td>Petrol oil, lubricant Chemical</td> <td>Keep items in designated area i.e. bund 110% of capacity</td> <td>Establish recovery procedure - accidental spillage. Kit available</td> </tr> </tbody> </table>					Activities	Source	Waste /Pollution	Affected Environment	1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water	2	SW store	Scheduled waste	All type of SW	Environmental	3	office	Domestic/ office waste Toilet & kitchen	paper plastic sewage	Land, water	4	Workshop	Used oil & grease Metal waste Oil drum/ tank	Spillage Wastage	Recycled	5	Labour line	Domestic waste Toilet/ kitchen waste	Solid waste Sewage	Land, water		Activities	Source	Prevention	Action Plan	1	Gen store	Petrol oil, lubricant Chemical	Keep items in designated area i.e. bund 110% of capacity	Establish recovery procedure - accidental spillage. Kit available	Complied
	Activities	Source	Waste /Pollution	Affected Environment																																										
1	Gen store	Petrol oil, lubricant Chemical	Spillage & contamination	Land, water																																										
2	SW store	Scheduled waste	All type of SW	Environmental																																										
3	office	Domestic/ office waste Toilet & kitchen	paper plastic sewage	Land, water																																										
4	Workshop	Used oil & grease Metal waste Oil drum/ tank	Spillage Wastage	Recycled																																										
5	Labour line	Domestic waste Toilet/ kitchen waste	Solid waste Sewage	Land, water																																										
	Activities	Source	Prevention	Action Plan																																										
1	Gen store	Petrol oil, lubricant Chemical	Keep items in designated area i.e. bund 110% of capacity	Establish recovery procedure - accidental spillage. Kit available																																										

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance								
		2	SW store	Scheduled waste	Comply to EQA requirement	Dispose as SW & maintain record.								
		3	office	Domestic/ office waste	Implement recycling of waste Provide bins	Continuous education on environmental issues and program.								
				Toilet & kitchen										
		4	Workshop	Used oil & grease	Display signboards & provide litter bins	Provide training on recycling								
				Metal waste	Collect discarded materials for recycling									
				Oil drum/tank										
		5	Labour line	Domestic waste	Display signboards & provide litter bins	Provide training on recycling								
5	Labour line	Toilet & kitchen waste	Ensure no accidental spillage	Cease using facilities in event of non functional										
<b>4.5.3.3</b>	The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per	Domestic waste generated from workers quarters was disposed in respective land fill externally collected by a Contractor.				Complied								
		<table border="1"> <thead> <tr> <th></th> <th>Mill</th> <th>Site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>TSPOM</td> <td>External MDP</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table>					Mill	Site	Remarks	1	TSPOM	External MDP	Collection 2/3 x week	
	Mill	Site	Remarks											
1	TSPOM	External MDP	Collection 2/3 x week											

Criterion / Indicator		Assessment Findings					Compliance																		
	Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005 <b>- Major compliance -</b>	<p>The SOP on Scheduled Waste disposal is established and implemented. Details as provided in Boustead Plantations - Scheduled Waste Management dated June 2017. The inventory of the waste generated is recorded using the "E-SWISS" inventory system. Methodology of SW disposal is also described in indicator 7.2.8 above. All SW in the mill are disposed to Moxxxx Enxxxx Sdn Bhd Pasir Gudang Johor no 004762 licence valid dated 30/4/2024.</p> <table border="1"> <thead> <tr> <th></th> <th>Date</th> <th>SW 410</th> <th>SW 410</th> <th>SW 409</th> <th>SW 305</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>11/05/23</td> <td>0.210</td> <td>0.080</td> <td>-</td> <td>0.390</td> </tr> <tr> <td>2</td> <td>05/12/22</td> <td>0.050</td> <td>-</td> <td>0.320</td> <td>0.930</td> </tr> </tbody> </table>						Date	SW 410	SW 410	SW 409	SW 305	1	11/05/23	0.210	0.080	-	0.390	2	05/12/22	0.050	-	0.320	0.930	
	Date	SW 410	SW 410	SW 409	SW 305																				
1	11/05/23	0.210	0.080	-	0.390																				
2	05/12/22	0.050	-	0.320	0.930																				
<b>4.5.3.4</b>	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. <b>- Minor compliance -</b>	<p>Domestic waste generated from workers quarters was disposed externally via a Contractor M/s Fast Fact Management &amp; Services Sdn Bhd. The SOP on waste disposal is established and implemented. Details as provided in Boustead Plantations - Waste Management dated June 2017. The risk of contamination has been minimized through this system.</p> <p>Teluk Sengat Palm Oil Mill despatched domestic waste externally via collection/services of a Contractor. The mill to obtain site and documents of disposal details.</p>					OFI																		
<b>Criterion 4.5.4:</b> Reduction of pollution and emission																									
<b>4.5.4.1</b>	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. <b>- Major compliance -</b>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records which covers estates and mill activities / operation. 'Pollution</p>					Complied																		

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance												
		<p>Identification Environmental Improvement Action Plan 2023' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p> <table border="1"> <thead> <tr> <th></th> <th>Environmental Receptor</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Air emissions –from boiler stack (smoke &amp; particulate), vehicle &amp; generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) &amp; boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.</td> </tr> </tbody> </table> <p>Teluk Sengat Palm Oil Mill conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS was found to be in functional condition. Data from the stack is connected online to DOE's office. Boiler smoke emission data are within the DOE limit.</p> <p>An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent. 'Pollution prevention plan and waste</p>		Environmental Receptor	Source	1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).	2	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down	3	Land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.	
	Environmental Receptor	Source													
1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).													
2	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down													
3	Land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.													

Criterion / Indicator		Assessment Findings	Compliance												
		<p>management action plan" is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among others action been taken by CU were:</p> <ul style="list-style-type: none"> <li>a) Scheduled wastes – disposed to Modern Energy Sdn Bhd</li> <li>b) Domestic wastes are disposed externally MDP</li> <li>c) Full compliance to zero burning practice</li> </ul>													
<b>4.5.4.2</b>	<p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p><b>- Major compliance -</b></p>	<p>The pollution prevention plan and plan to reduce GHG emission Jan 2023 has been sighted. Mitigation plan, actions and time frame has been identified. In addition, the Environmental Management Plan for 2023 is available. The monitoring of the plan is available. The action plan to reduce emission from POME. At current the technology used is the Bio Enzyme operation at the facultative pond. This method facilitated the reduction in BOD and suspended solids in the final effluent. The following tabled the management action plan to reduce GHG emission from the mill activities.</p> <table border="1"> <thead> <tr> <th></th> <th>Issues &amp; Strategies</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Reduce diesel consumption at mill operation</td> <td>To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage</td> </tr> <tr> <td>2</td> <td>Reduce smoke emission to the air</td> <td>To effectively implement the CEMS eliminate use of wet shell as fuel</td> </tr> <tr> <td>3</td> <td>Reduce electricity usage</td> <td>Monitor usage vs baseline Install capacitor at identified large power consumption motor</td> </tr> </tbody> </table>		Issues & Strategies	Action Plan	1	Reduce diesel consumption at mill operation	To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage	2	Reduce smoke emission to the air	To effectively implement the CEMS eliminate use of wet shell as fuel	3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor	Complied
	Issues & Strategies	Action Plan													
1	Reduce diesel consumption at mill operation	To monitor diesel usage To ensure vehicle scheduled maintenance optimum gen set usage													
2	Reduce smoke emission to the air	To effectively implement the CEMS eliminate use of wet shell as fuel													
3	Reduce electricity usage	Monitor usage vs baseline Install capacitor at identified large power consumption motor													



**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance																																																						
		<table border="1"> <tr> <td></td> <td>Install solar panel &amp; LED bulb for the lighting system</td> </tr> </table> <p>All efforts and action plan for the identified pollutants and emission above is adequate to comply with the requirement. All identified issues have significant impacts to the environment. The mill also monitored and maintained records on Palm GHG. This compilation is made at Head Office level and made for the entire CU.</p>		Install solar panel & LED bulb for the lighting system																																																					
	Install solar panel & LED bulb for the lighting system																																																								
<b>4.5.4.3</b>	<p>Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations.</p> <p><b>- Major compliance -</b></p>	<p>Based on "<i>Jadual Pematuhar</i>" (license number and validity period 006380 valid from 01/07/2023 to 30/06/2023, the mill has a capacity of 40 mt/hr. Teluk Sengat POM disposed effluent on water discharge Sg Layau. Sighted quarterly report has been submitted to DOE by quarterly basis. Latest submission for to DOE on Mac 2023. Among others indicators were:</p> <table border="1"> <thead> <tr> <th></th> <th>Oct – Dec 22</th> <th>STD</th> <th>18/01/23</th> <th>09/02/23</th> <th>13/03/23</th> </tr> </thead> <tbody> <tr> <td>1 pH</td> <td></td> <td>5-9</td> <td>8.70</td> <td>8,40</td> <td>8.20</td> </tr> <tr> <td>2 BOD mg/l</td> <td></td> <td>20</td> <td>12.00</td> <td>17.00</td> <td>14.00</td> </tr> <tr> <td>3 COD mg/l</td> <td></td> <td>-</td> <td>139.00</td> <td>189.00</td> <td>150.00</td> </tr> <tr> <td>4 A Nitrogen</td> <td></td> <td>20</td> <td>18.00</td> <td>35.00</td> <td>9.00</td> </tr> <tr> <td>5 Total N</td> <td></td> <td>200</td> <td>23.00</td> <td>46.00</td> <td>16.00</td> </tr> <tr> <td>6 Oil &amp; Grease</td> <td></td> <td>5</td> <td>2.00</td> <td>5.00</td> <td>6.00</td> </tr> <tr> <td>7 S Solids</td> <td></td> <td>200</td> <td>40.00</td> <td>88.00</td> <td>49.00</td> </tr> <tr> <td>8 Total Soilds</td> <td></td> <td>-</td> <td>968.00</td> <td>1198.00</td> <td>938.00</td> </tr> </tbody> </table>		Oct – Dec 22	STD	18/01/23	09/02/23	13/03/23	1 pH		5-9	8.70	8,40	8.20	2 BOD mg/l		20	12.00	17.00	14.00	3 COD mg/l		-	139.00	189.00	150.00	4 A Nitrogen		20	18.00	35.00	9.00	5 Total N		200	23.00	46.00	16.00	6 Oil & Grease		5	2.00	5.00	6.00	7 S Solids		200	40.00	88.00	49.00	8 Total Soilds		-	968.00	1198.00	938.00	Complied
	Oct – Dec 22	STD	18/01/23	09/02/23	13/03/23																																																				
1 pH		5-9	8.70	8,40	8.20																																																				
2 BOD mg/l		20	12.00	17.00	14.00																																																				
3 COD mg/l		-	139.00	189.00	150.00																																																				
4 A Nitrogen		20	18.00	35.00	9.00																																																				
5 Total N		200	23.00	46.00	16.00																																																				
6 Oil & Grease		5	2.00	5.00	6.00																																																				
7 S Solids		200	40.00	88.00	49.00																																																				
8 Total Soilds		-	968.00	1198.00	938.00																																																				
<b>Criterion 4.5.5: Natural water resources</b>																																																									
<b>4.5.5.1</b>	<p>The management shall establish water management plans to maintain the quality and availability of natural water resources</p>	<p>Water Management Plan for Teluk Sengat CU was made available and documented in BRSP0 4.4.7. The Management Plan reviewed on 02/02/2023 was developed in order to maintain the quality and</p>	Complied																																																						

Criterion / Indicator	Assessment Findings	Compliance																														
<p>(surface and ground water). The water management plan may include:</p> <ul style="list-style-type: none"> <li>a) Assessment of water usage and sources.</li> <li>b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities.</li> <li>c) Ways to optimize water and nutrient usage and reduce wastage (<i>e.g.</i> having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</li> </ul> <p><b>- Major compliance -</b></p>	<p>availability of natural water resources by practicing efficient water consumption through various methods such as:</p> <ul style="list-style-type: none"> <li>a) Implementation of Rainwater Harvesting,</li> <li>b) Construction of bunds for effective management of collection/main drain,</li> <li>c) Proper cambering of roads</li> <li>d) Construct side drains in field roads,</li> <li>e) L-shaped frond stacking,</li> <li>f) Enhancement of ground vegetation at bare ground area.</li> <li>g) Riparian Buffer Zone</li> <li>h) Water Quality Monitoring /Rainfall data</li> <li>i) Rainwater harvest RWH and construction of silt pits of dimensions (1m x 2m x 3m depth) in the fields. Both practices are to trap rainwater to maximize moisture benefits to the palm trees.</li> <li>j) Identification and management of wastewater.</li> </ul> <p>In the Water Management Plan, the CU has also identified actions to be taken in the event of water supply shortage. The mill obtained waster supply via catchment from the Sg Layau and domestic use from SAJ. Water consumption for the mill process - as shown below:</p> <table border="1" data-bbox="1086 1204 1729 1369"> <thead> <tr> <th></th> <th>Month</th> <th>Water /FFB</th> <th></th> <th>Month</th> <th>Water /FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>1.17</td> <td>7</td> <td>July</td> <td>1.15</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>1.20</td> <td>8</td> <td>Aug</td> <td>1.19</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>1.28</td> <td>9</td> <td>Sep</td> <td>1.32</td> </tr> <tr> <td>4</td> <td>Apr</td> <td>1.47</td> <td>10</td> <td>Oct</td> <td>1.21</td> </tr> </tbody> </table>		Month	Water /FFB		Month	Water /FFB	1	Jan	1.17	7	July	1.15	2	Feb	1.20	8	Aug	1.19	3	Mac	1.28	9	Sep	1.32	4	Apr	1.47	10	Oct	1.21	
	Month	Water /FFB		Month	Water /FFB																											
1	Jan	1.17	7	July	1.15																											
2	Feb	1.20	8	Aug	1.19																											
3	Mac	1.28	9	Sep	1.32																											
4	Apr	1.47	10	Oct	1.21																											

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings						Compliance																																																					
		5	May	1.19	11	Nov	1.23																																																						
		6	Jun	1.25	12	Dec	1.21																																																						
		-	-	-		Total	182729 m3																																																						
		<p>The mill takes samples from 2 points of Sg Layau monthly at 2 points hulu and hilir for detection of pollution on a monthly basis. Among others the management plan taken:</p> <ul style="list-style-type: none"> <li>a) Regular inspection at buffer/HCV areas</li> <li>b) Monitor water from surrounding areas</li> <li>c) Track, measure and report all activities around river</li> <li>d) Train and educate workers.</li> </ul> <p>Among others parameters as shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Parameter</th> <th>Standard</th> <th></th> <th>Parameter</th> <th>Standard</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PH</td> <td>5-6</td> <td>4</td> <td>S Solids</td> <td>50-150</td> </tr> <tr> <td>2</td> <td>BOD</td> <td>3-6</td> <td>5</td> <td>A nitrogen</td> <td>0.3-0.9</td> </tr> <tr> <td>3</td> <td>COD</td> <td>23-30</td> <td>6</td> <td>Nitrogen</td> <td>-</td> </tr> </tbody> </table> <p>The management concludes that the water quality is acceptable and does not create major impact to the water system.</p> <p>Analysis made by Makmal Analisa Bukit Besar Kulai as appointed by the Company. All results conform to the specification against the following standards. Analysis dated 14/04/2023 as shown below;</p> <table border="1"> <thead> <tr> <th></th> <th>Parameter</th> <th>unit</th> <th>Upstream</th> <th>Downstream</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PH</td> <td>-</td> <td>5.5</td> <td>5.7</td> </tr> <tr> <td>2</td> <td>BOD</td> <td>mg/L</td> <td>2.0</td> <td>2.00</td> </tr> <tr> <td>3</td> <td>COD</td> <td>mg/L</td> <td>16.00</td> <td>35.00</td> </tr> <tr> <td>4</td> <td>Total Soild</td> <td>mg/L</td> <td>203.00</td> <td>277.00</td> </tr> <tr> <td>5</td> <td>S Solids</td> <td>mg/L</td> <td>62.00</td> <td>83.00</td> </tr> </tbody> </table>								Parameter	Standard		Parameter	Standard	1	PH	5-6	4	S Solids	50-150	2	BOD	3-6	5	A nitrogen	0.3-0.9	3	COD	23-30	6	Nitrogen	-		Parameter	unit	Upstream	Downstream	1	PH	-	5.5	5.7	2	BOD	mg/L	2.0	2.00	3	COD	mg/L	16.00	35.00	4	Total Soild	mg/L	203.00	277.00	5	S Solids	mg/L	62.00
	Parameter	Standard		Parameter	Standard																																																								
1	PH	5-6	4	S Solids	50-150																																																								
2	BOD	3-6	5	A nitrogen	0.3-0.9																																																								
3	COD	23-30	6	Nitrogen	-																																																								
	Parameter	unit	Upstream	Downstream																																																									
1	PH	-	5.5	5.7																																																									
2	BOD	mg/L	2.0	2.00																																																									
3	COD	mg/L	16.00	35.00																																																									
4	Total Soild	mg/L	203.00	277.00																																																									
5	S Solids	mg/L	62.00	83.00																																																									

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance	
		6	Oil & Grease	mg/L	2.00	2.00	
		7	A Nitrogen	mg/L	< 5	< 5	
		8	Total Nitrogen	mg/L	2	2	
		All results conform to the specification against the standards.					
<b>4.5.5.2</b>	Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations. <b>- Major compliance -</b>	<p>Details of effluent treatment and report as per item 4.5.4.3 above. The effluent are discharged to watercourse to Sg Layau and maintained BOD of below 20 mg/L.</p> <p>a) The mill in addition had bio-enzyme injected in facultative pond to further improve on the BOD level.</p> <p>b) The mill in preparation in event of future non-compliance had made proposal to Head Office for revision to land application. Budget of RM1.1M had been allocated in the 2023 CAPEX.</p> <p>c) This was minuted in visiting engineer report dated 06-09 Dec 2022 item c - Effluent treatment plant. Report was sighted and verified.</p>				Complied	
<b>4.6 Principle 6: Best Practices</b>							
<b>Criterion 4.6.1: Mill Management</b>							
<b>4.6.1.1</b>	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. <b>- Major compliance -</b>	Quality Assurance Manual (QAM, Issue: 01, Date:12/2017), Mill Operation Manual (MOM, Issue 01 Rev 01, Date: October 2017) and Standard Operating Procedure for SPOM was established to cover all the station. Sighted some of the procedure related to loading ramp, sterilization station, threshing and press station, clarification station, kernel station, depericarper station, kernel station, effluent treatment plant, boiler house, powerhouse, water treatment plant etc.				Complied	

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
4.6.1.2	All palm oil mills shall implement best practices. <b>- Major compliance -</b>	Mechanism to check consistent implementation of procedures are in place. Internal audit by HQ department conducted on annual basis to check and report compliance against company policy and procedure with regards to operation, safety, health and welfare requirements.	Complied
<b>Criterion 4.6.2: Economic and financial viability plan</b>			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. <b>- Major compliance -</b>	All operating Units in Telok Sengat Business Unit continued the commitment to long term sustainability and improvements through a capital expenditure program. The management has forecasted 5 years business plan from FY 2023 – 2027. The management plan include: <ol style="list-style-type: none"> <li>1. Throughput                             <ol style="list-style-type: none"> <li>a. FFB – Tonne</li> <li>b. OER (%)</li> <li>c. KER (%)</li> </ol> </li> <li>2. Summary of Expenditure                             <ol style="list-style-type: none"> <li>a. General Charges</li> <li>b. Manufacture</li> <li>c. Depreciation</li> <li>d. Despatch</li> </ol> </li> <li>3. Capital Expenditure                             <ol style="list-style-type: none"> <li>a. Buildings, utility</li> <li>b. Buildings, Welfare</li> <li>c. Machinery and Installation</li> </ol> </li> </ol>	Complied

**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
<b>Criterion 4.6.3:</b> Transparent and fair price dealing			
<b>4.6.3.1</b>	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - <b>Major compliance</b> -	Pricing mechanism for Telok Sengat POM mainly involved contracts for transportation of CPO and PK. Sighted contracts available in documented information being signed and agreed by both parties that covers the pricing/pay rate, payment terms, terms and condition, areas of services, etc. Contracts found renewed annually and are paid promptly according to the terms.	Complied
<b>4.6.3.2</b>	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - <b>Major compliance</b> -	As sampled found terms and conditions as stated in contract are fair, legal and transparent and agreed payments made in timely manner.	Complied
<b>Criterion 4.6.4:</b> Contractor			
<b>4.6.4.1</b>	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - <b>Major compliance</b> -	Sampled contract agreements found included with a special clause on MSPO compliance required for the contractor upon award.	Complied
<b>4.6.4.2</b>	The management shall provide evidence of agreed contracts with the contractor. - <b>Major compliance</b> -	Sampled contractor for transportation (Yexxxx Enterprise Sdn. Bhd) with Boustead Estates Agency Sdn Bhd as agent for Telok Sengat POM for providing transportation services from mill to Palm Oil Refineries in Peninsular Malaysia dated 12/10/2011. Revised term stated as in the Addendum to Boustead Transport Agreement dated 01/01/2021 mentioned: <ul style="list-style-type: none"> <li>• Children and young person shall not be employed or exploited. The minimum age shall be complied with local law, state and national regulation.</li> </ul>	Complied

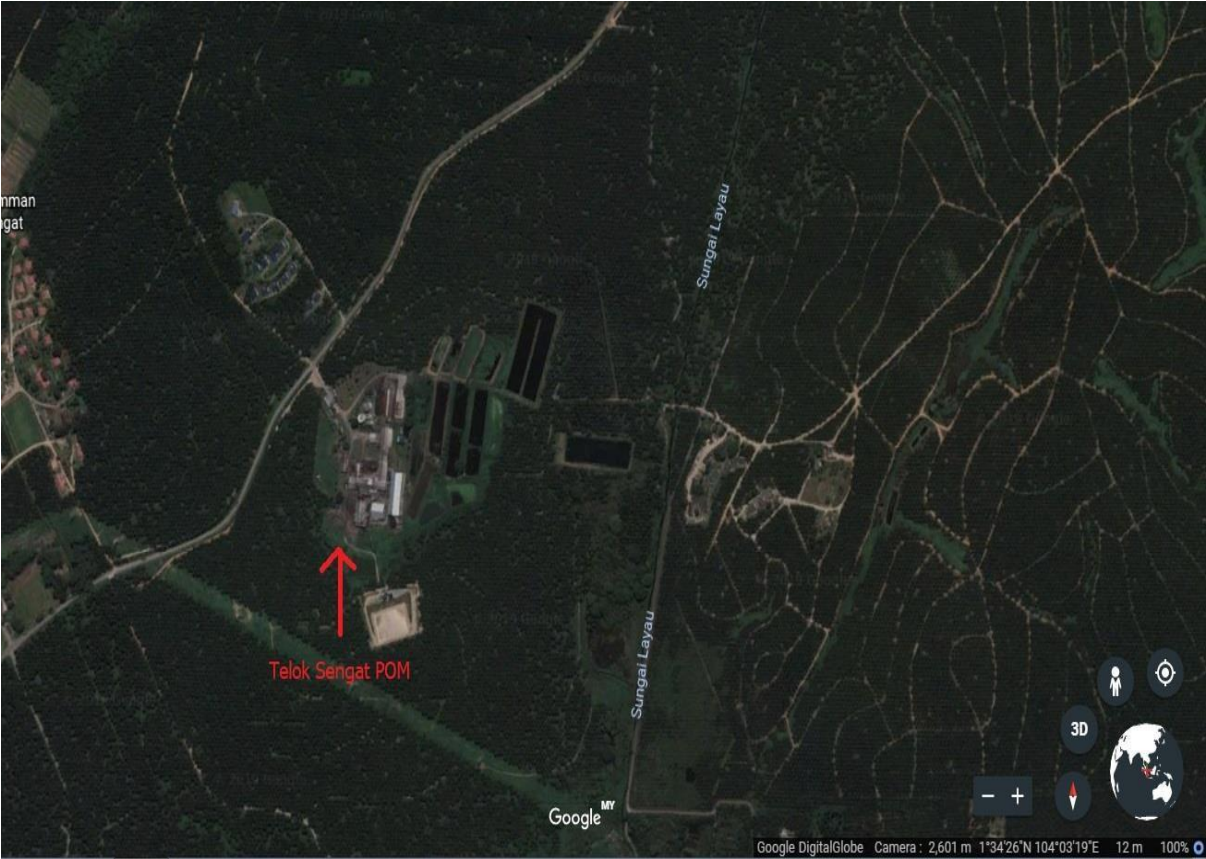
**MSPO Public Summary Report**  
**Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> <li>The contractor shall upon request by Telok Sengat POM, allow Certification Body access to audit the contractor's premise or operation if deemed necessary.</li> </ul>	
<b>4.6.4.3</b>	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. <b>- Minor compliance -</b>	BPB has agreed for auditors to verify the assessment through a physical inspection if required as part of term stated in the Supplementary Contract sampled above.	Complied

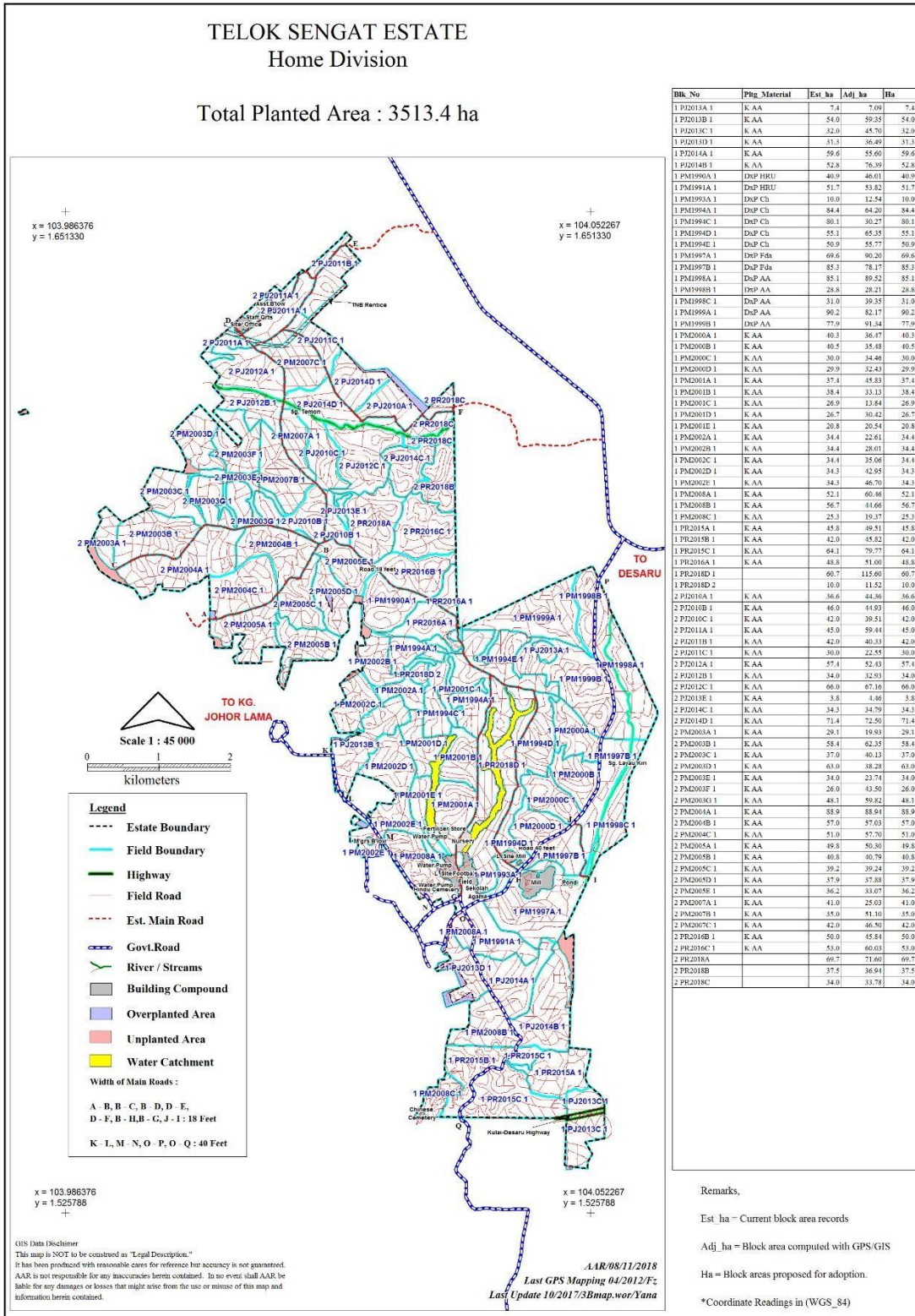




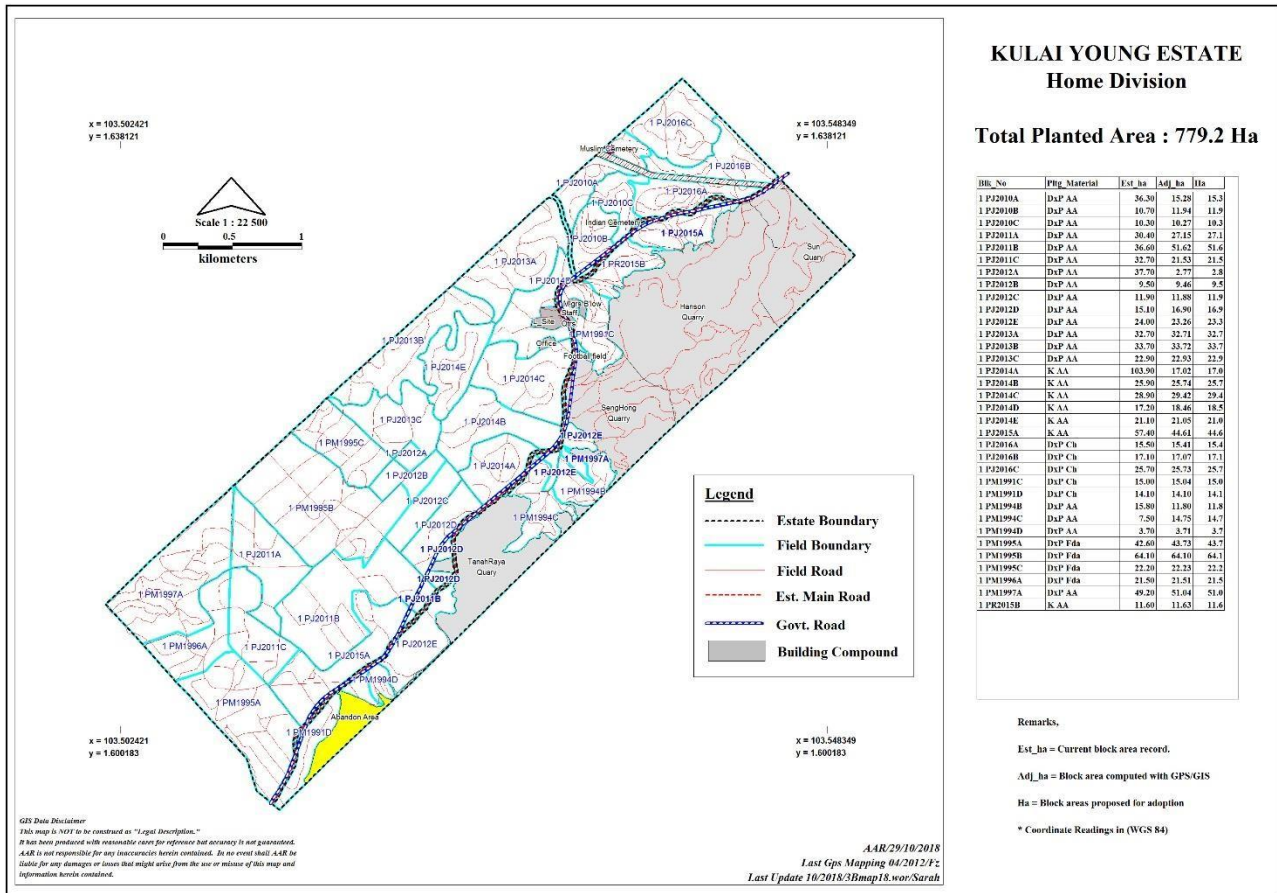
**Appendix C: Location and Field Map**



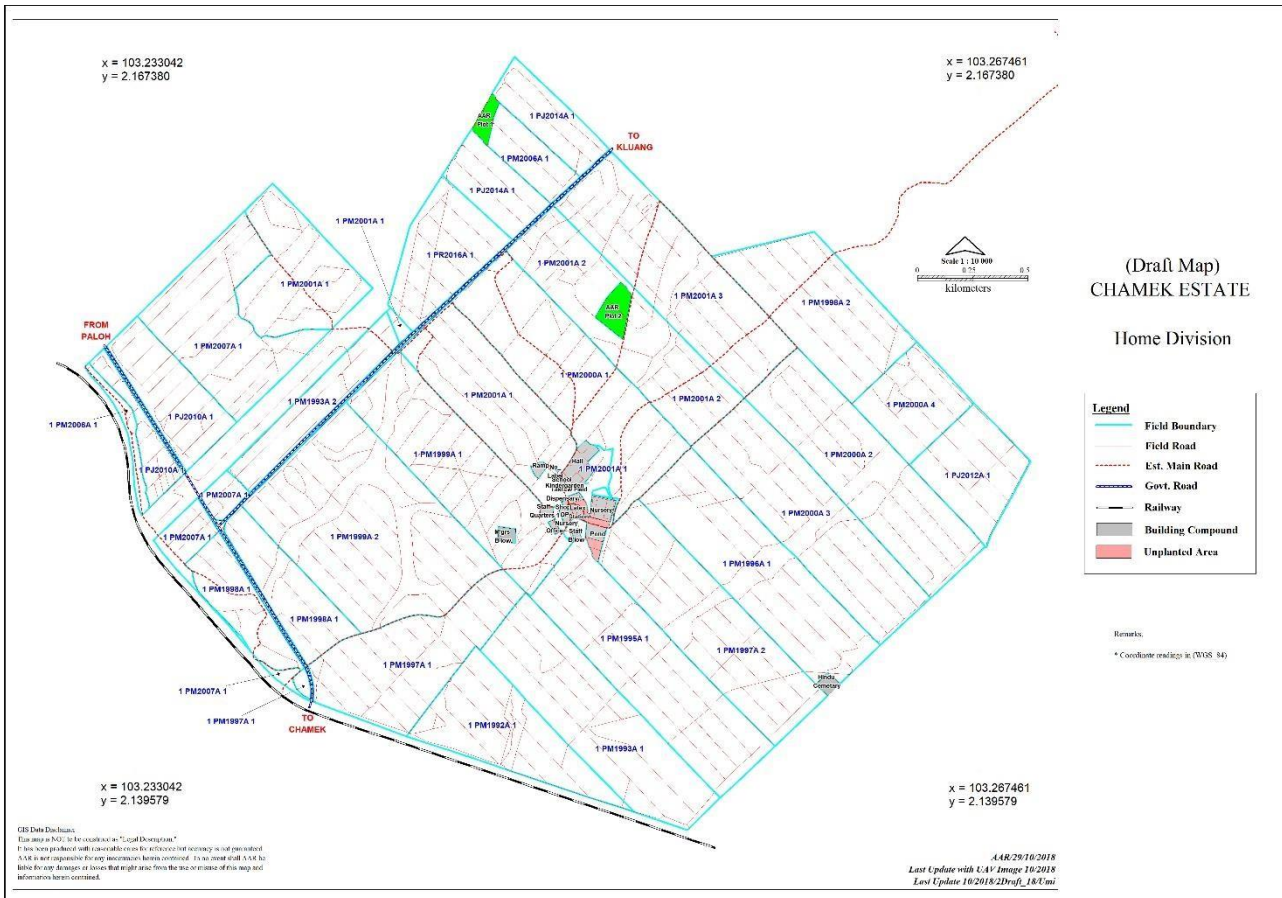
**Estate Map**



**MSP0 Public Summary Report  
Revision 2 (Nov 2021)**



**MSP0 Public Summary Report  
Revision 2 (Nov 2021)**



**Appendix D: List of Abbreviations**

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure