

**MALAYSIAN SUSTAINABLE PALM OIL
– SURVEILLANCE ASSESSMENT ASA 4
Public Summary Report****LEMBAGA MINYAK SAWIT MALAYSIA (MPOB) CAWANGAN BETONG**

Client company Address:

MPOB Cawangan Betong, 1st & 2nd Floor, Sublot (56) Lot 1992, Block 9, Batu Api Land District, 95700 Bandar Baru Betong, Phase 3, Sarawak, Malaysia

Certification Unit:

Sustainable Palm Oil Cluster Maludam, Pusa & Debak (SPOC Q9)

Location of Certification Unit:
Betong, Sarawak, Malaysia**Report prepared by:
MUHAMAD NAQUIDDIN MAZELI (Lead Auditor)****Report Number:
3065246****Assessment Conducted by:**
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TABLE of CONTENTS	Page No
Section 1: Executive Summary	3
1.1 Organizational Information and Contact Person	3
1.2 Certification Information.....	3
1.3 Location of Certification Unit.....	3
1.4 Plantings & Cycle	4
1.5 FFB Production (Actual) and Projected (tonnage).....	4
1.6 Certified CPO / PK Tonnage	4
1.7 Certified Area	4
1.8 Details of Certification Assessment Scope and Certification Recommendation:	5
Section 2: Assessment Process	6
1. Assessment Program	7
Section 3: Assessment Findings	8
3.1 Details of audit results	8
3.2 Details of Nonconformities and Opportunity for improvement.....	8
3.3 Status of Nonconformities Previously Identified and OFI	9
3.4 Issues Raised by Stakeholders	9
3.5 Summary of the Nonconformities and Status.....	10
3.6 Summary of the findings by Principles and Criteria	11
Section 4: Assessment Conclusion and Recommendation	26
Appendix A: Assessment Plan.....	27
Appendix B: List of Stakeholders Contacted	30
Appendix C: Smallholder Member Details.....	31
Appendix F: Location and Field Map.....	39
Appendix G: List of Abbreviations	41

Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
MPOB License	N/A		
Company Name	Sustainable Palm Oil Cluster Maludam, Pusa & Debak (SPOC Q9)		
Address	MPOB Cawangan Betong, 1 st & 2 nd Floor, Sublot (56) Lot 1992, Block 9, Batu Api Land District, 95700 Bandar Baru Betong, Phase 3, Sarawak.		
Group name if applicable:	N/A		
Subsidiary of (if applicable)	N/A		
Contact Person Name	Mike Tomson ak Victive		
Website	-	E-mail	mike.tomson@mpob.gov.my
Telephone	013-8176145/083-447001	Facsimile	-

1.2 Certification Information			
Certificate Number	MSPO 642176		
Issue Date	28/10/2015	Expiry date	27/10/2020
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Stage 1 Date	Pilot/ Stage I Assessment: 19-21/10/2014 (SPOC Saratok)		
Stage 2 / Initial Assessment Visit Date (IAV)	3/9/2015 (SPOC Saratok)		
Continuous Assessment Visit Date (CAV) 1	20-22/12/2016 (SPOC Saratok)		
Continuous Assessment Visit Date (CAV) 2	14-16/8/2017 (SPOC Saratok)		
Continuous Assessment Visit Date (CAV) 3	1-3/10/2018 (SPOC Saratok)		
Continuous Assessment Visit Date (CAV) 4	4-8/8/2019		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
N/A			

1.3 Location of Certification Unit			
Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Longitude	Latitude

MSPO Public Summary Report
Revision 0 (Aug 2017)

Maludam, Pusa & Debak Sustainable Palm Oil Cluster (SPOC)	MPOB Cawangan Betong, 1st & 2nd Floor, Sublot (56) Lot 1992, Block 9, Batu Api Land District, 95700 Bandar Baru Betong, Phase 3, Sarawak.	111° 32' 07.5" E	1° 24' 19.3" N
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1.4 Plantings & Cycle

Estate	Age (Years) - ha				
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30
N/A					

1.5 FFB Production (Actual) and Projected (tonnage)

Producer Group	Projected from last audit	Actual production Jan – Dec 2019 or last 12 months	Projected production for next 12 months (Jan – Dec' 2020)
Sustainable Palm Oil Cluster Maludam, Pusa & Debak (SPOC Q9)	N/A	N/A	26116 MT

1.6 Certified CPO / PK Tonnage

Mill	Estimated (Previous Year)	Actual (This Year)	Forecast (Next Year)
N/A	CPO (OER: %)	CPO (OER: %)	CPO (OER: %)
	N/A		
	PK (KER: %)	PK (KER: %)	PK (KER: %)
	N/A		

1.7 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
N/A					
TOTAL					

1.8 Details of Certification Assessment Scope and Certification Recommendation:

BSI Services Malaysia Sdn Bhd has conducted the Annual Surveillance 4 Certification Assessment of Sustainable Palm Oil Cluster (SPOC) Betong, located in Betong, Sarawak comprising 266 smallholder and infrastructure.

The assessment was conducted onsite to assess the compliance of the certification unit against the MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders and MSPO Guidance - Part 2 (060814).

The onsite assessment was conducted on 5 - 9 August 2019.

Based on the assessment result, Sustainable Palm Oil Cluster (SPOC) Betong complies with the MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders and MSPO Guidance - Part 2 and recommended for certification.

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
Unit 3, Level 10, Tower A
The Vertical Business Suites, Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
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BSI is a leading global provider of management systems assessment and certification, with more than 60,000 certified locations and clients in over 100 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 assessment was conducted from 5-9 August 2019. The audit programme is included as Appendix A. The approach to the audit was to treat the Sustainable Palm Oil Cluster (SPOC) Maludam, Pusa & Debak as a MSP0 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 2530-2:2013 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 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 MSP0 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 C.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSP0 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 Appendix B.

All the previous nonconformities are remains closed. The assessment findings for the initial assessment are detailed in Section 4.2.

MSPO Public Summary Report
Revision 0 (Aug 2017)

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.

This report was externally reviewed by MSPO approved Peer Reviewer prior to certification decision by BSI.

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

1. 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)
Sustainable Palm Oil Cluster Maludam, Pusa & Debak (SPOC Q9)	12 members	12 members	12 members & 10 new members	15 members & 3 new members	16 members & 6 new Members

Tentative Date of Next Visit: August 3, 2020 - August 7, 2020

Total No. of Mandays: 4

BSI Assessment Team:

Muhamad Nagiuddin Mazeli – Lead Assessor

He hold Bachelor of Science Horticulture, graduated from University Putra Malaysia. He has 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, he managed, implement and monitors the RSPO, ISCC, MSPO and ISO9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO, MSPO and other certifications where applicable to the operations during previous company. He is a trained as Safety and Health Officer, Food Safety System (FSSC and ISO 22000) for Mill and refineries, ISO 9001, ISO 45001 and already attend HCV training with Proforest. During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, safety and health, environmental and workers and stakeholders consultation.

Valence Shem – Team Member

He hold Bachelor Degree in Industrial Technology, graduated from University of Science Malaysia in 1998 and has 9 years working experience in oil palm plantation industry. He has been in the management system auditing line since 2009 for various standards such as ISO 14001, RSPO P&C, RSPO SCCS and SMETA. He completed the ISO 14001 Lead Auditor Course in 2008, ISO 9001 Lead Auditor course in 2013, Endorsed RSPO P&C Lead Auditor Course in 2011, endorsed RSPO SCCS Lead Assessor Course in 2012 and MSPO awareness training in 2014. He had been involved in RSPO auditing since 2009 in various companies in Malaysia. During this assessment, he assessed on aspect legal, stakeholder issues and traceability. Able to communicate in Bahasa Malaysia and English.

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following RSPO 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.

During the Certification Assessment there were 0 Major & 1 Minor nonconformities raised. The Maludam, Debak & Pusa Sustainable Palm Oil Cluster (SPOC) 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 Nonconformity(ies) has been verified for its effectiveness and closed accordingly.

Minor Nonconformities:		
Ref	Area/Process	Clause
1809851-201908-N1	SPOC Maludam, Pusa & Debak	4.4.4.1
Requirements:	Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management.	
Statement of Nonconformity:	Some smallholder competency in Oil Palm Management was inadequate	
Objective Evidence:	MPOB Maludam has conducted a training on 24 July 2019 where members were informed to use glyphosate and other Class III pesticides instead of paraquat. However, based on site visit and interview, it was found that six members were still using paraquat.	
Corrections:	Reminder letters have been issued to the independent smallholders to stop using paraquat and change to glyphosate and other Class III herbicides. The brochure of paraquat being banned beginning 1 st January 2020 from Agriculture Department are also distributed to the independent smallholders	
Root cause analysis:	Independent smallholders still using paraquat because they have bought the chemicals before they attend awareness training regarding the control of using paraquat and they want to clear the stock balance in order to reduce their operation cost.	
Corrective Actions:	1. The frequency of awareness training regarding the paraquat usage and the mandatory ban beginning 1st January 2020 will be increased in the future to ensure the independent smallholders will stop using this chemical.	

MSP0 Public Summary Report
Revision 0 (Aug 2017)

	2. Specific training on the management of schedule waste and the usage of personal protection equipment (PPE) will be conducted to increase the independent smallholder’s competency in oil palm management.
Assessment Conclusion:	Implementation of corrective action will be verified on the next surveillance.

Opportunity For Improvement		
Ref	Area/Process	Clause
1809851-201908-11	SPOC Maludam, Pusa & Debak	4.6.2.1
Requirements:	Group manager shall establish a documented business or management plan to demonstrate attention to economic and financial viability.	
Objective Evidence:	The Group Manager has the information about crop forecast and GAP programmes such as harvesting, field upkeep and fertiliser application in various documents. For improvement, this information can be consolidated in establishing a documented business or management plan.	

Noteworthy Positive Comments	
1	The SPOC Maludam/Pusa/Debak Group management has maintained a very good relationship with the local community and other stakeholders
2	Good commitment and cooperation from both group management and members were towards MSP0 certification was noted throughout the audit.

3.3 Status of Nonconformities Previously Identified and OFI

Not applicable.

3.4 Issues Raised by Stakeholders

IS #	Description
1	Issues: No negative comments from the interviewed stakeholders. Generally, relationship between the stakeholders and smallholders was good.
	Management Responses: Maintain the good relationship
	Audit Team Findings: No further action is required
2	Issues: Jabatan Tanah & Ukur has confirmed that they have received request for verification on SPOC Maludam members’ right to use their lands. As far as the department concern, they have no issue with regards to the subject. Nonetheless, for some cases, the department have forwarded the subject to its HQ in Kuching for further verification and the process to get response would take some times.

	Management Responses: To maintain the method of verification of land use right.
	Audit Team Findings: No further action is required.

3.5 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1809851-201908-N1	Minor	8/8/2019	23/8/2019

3.6 Summary of the findings by Principles and Criteria

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	There shall be a policy binding smallholders to MSPO. Applicable to independent smallholders under group management. - Major compliance -	The MSPO Policy already established which been signed by each member of SPOC Maludam, Pusa, dan Debak. Noted that the policy is communicated with smallholders through Briefing on MSPO SPOC Q9 which was conduct on 24 July 2019.	Yes
Criterion 4.1.2 – Continual Improvement			
4.1.2.1	The action plan for continual improvement shall be based on the consideration for the main social and environmental impact and opportunities of the independent smallholder’s group, such as SPOC. Independent smallholders shall be aware of the need to understand the importance of continuous improvement. - Major compliance -	Action plan for social and environmental impact have been addressed in “ <i>Senarai Impak Sosial, Persekitaran & Pelan Tindakan</i> ” [MSPO/SSCC/L-04/ISP, dated 30/3/2018]. Among the action plan established were: - To continue providing job opportunities to surrounding communities in oil palm plantation of the members - to continue the proper management of PPE - to improve the soil nutrients through application of organic fertiliser - not to develop the areas with marginal soil so that the areas can be conserved for flora and fauna eventually	Yes

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> - to continue triple rinsing method in cleaning the empty chemical containers - to continue best practice based on GAP and TUNAS (<i>tunjuk ajar nasihat sawit</i>) advisory - To avoid chemical application in buffer zone - to continue zero burning practice in wastes handling <p>Communication to the smallholders with regards to continual improvements was done through training for examples "<i>Kursus sehari sawit</i>", "<i>taklimat MSPO</i>", "<i>Taklimat GAP</i>" and "<i>Demo Penggunaan PPE</i>" (conducted on 13 & 28/3 and 24/7/2019). Attendance records were available for verification which contains of 358 signatories, which also includes the non-members.</p>	
4.1.2.2	<p>Group management shall establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the group members.</p> <p>- Major compliance -</p>	<p>The new technologies or information is disseminated through training program, site visit and discussion. The records of the training were updated from time to time. The records of the recommended actions were recorded in the "<i>Laporan lawatan khidmat nasihat</i>" MPOB (as part of internal audit). The visit report has the information about date of visit, name of smallholders and problem & recommendation.</p> <p>Warta Sawit (issued quarterly, published by MPOB) is also distributed to the PK produced by MPOB.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance								
4.2 Principle 2: Transparency											
Criterion 4.2.1 – Traceability											
4.2.1.1	The group management shall commit itself to implement and maintain the requirements for traceability. - Major compliance -	The group members record their FFB delivery in “ <i>Buku Rekod Ladang</i> ”, which has the information about harvesting date, quantity (mt) and price per mt. The Group Manager will cross check all of the data against FFB receipt issued by the collection centres or palm oil mill.	Yes								
4.2.1.2	To keep records of sales and delivery or transportation of fresh fruit bunches. - Major compliance -	Records of sales and delivery of FFB are kept in the “ <i>Buku Rekod Ladang</i> ” and sales receipt are kept by the members themselves.	Yes								
4.3 Principle 3: Compliance to legal requirements											
Criterion 4.3.1 – Regulatory requirements											
4.3.1.1	Independent smallholders shall show awareness of compliance with all applicable local, state, national and ratified international laws and regulations. - Major compliance -	<p>Interview with the smallholders found that they are aware of the compliance with all applicable laws. Document review found all the 22 sampling smallholders have obtained the MPOB license Samples of the MPOB license checked:-</p> <table border="1"> <thead> <tr> <th>Name</th> <th>MPOB License</th> <th>Ha.</th> <th>Expiry</th> </tr> </thead> <tbody> <tr> <td>Jeffery Bin Raduan</td> <td>547203-501000</td> <td>1</td> <td>30 jun 2020</td> </tr> </tbody> </table>	Name	MPOB License	Ha.	Expiry	Jeffery Bin Raduan	547203-501000	1	30 jun 2020	Yes
Name	MPOB License	Ha.	Expiry								
Jeffery Bin Raduan	547203-501000	1	30 jun 2020								

MSPO Public Summary Report
Revision 0 (Aug 2017)

Criterion / Indicator		Assessment Findings				Compliance
		Zoljamali Bin Abg Abdillah	547232 -901000	1	30 Jun 2020	
		Haidzir Bin Saufi	488924-801000	2.56	31 March 2022	
		Jamawie Bin Kawi	498322-801000	4.05	31 Jan 2024	
		Awi Bin Kawi	770904001029	1.48	31 May 2024	
		Zaidie Bin Awi	486400-801000	33.19	31 March 2022	
		Leslie Awan Ak Mikai	721882001029	1.69	30 Sept 2023	
		Abg Abdul Wahab	573893-101000	4	31 Dec 2021	
		David Itang Anak Lumbeng	534222-101000	7.49	31 Dec 2019	
		Ranggau Anak Tengah	588942-401000	5.07	31 August 2022	
		Chendang Anak Dris	588912-201000	5.07	31 August 2022	
		Mujah Anak Jenong	588899-101000	5.07	31 August 2022	
		Ajai Anak Subong	588840-101000	2.03	31 August 2022	

MSP0 Public Summary Report
Revision 0 (Aug 2017)

Criterion / Indicator		Assessment Findings				Compliance
		Ikom Anak Lamit	588943-201000	5.07	31 August 2022	
		Belaka Anak George	588927-101000	2.03	31 August 2022	
		Adoi anak Janggi	597721-801000	5	31 March 2023	
		Dungkong Anak Numpang	588876-201000	5.07	31 August 2022	
		Suboh Anak Impang	513246-301000	7.1 (3ha)	31 Jan 2023	
		Iman Bin Julir	534164-001000	10.14	31 Dec 2019	
		Mohamad Nasir Iman	561769-601000	1.01	30 April 2021	
		Ismail Bin Kellie	519516-301000	4.03	30 Jun 2023	
		Raden Mohd Sapwani	564974-101000	2	31 July 2021	
		Kamri Bin Salimin	563350-101000	2.66	31 May 2021	
Criterion 4.3.2 – Lands use rights						
4.3.2.1	Independent smallholders shall demonstrate rights to their landholdings and there is no evidence of major land disputes.	Most of the land that owned by the smallholders are NCR land and MPOB license was the proof of legal ownership and also letter of Palm Oil verification approval by Head of Village and <i>Tuai Rumah</i> .				Yes

Criterion / Indicator		Assessment Findings	Compliance
- Major compliance -			
Criterion 4.3.3 – Customary rights			
4.3.3.1	<p>Independent smallholders shall demonstrate customary rights to their landholdings</p> <p>Note: Where recognized customary or legally owned land has been taken over and where there is documentary proof of a transfer of rights (e.g. sale) and of payment or provision of agreed compensation.</p> <p>- Major compliance -</p>	<p>Interview with the village head confirmed that the smallholders have the customary rights on the land. MPOB license is the legal document for the land ownership for the NCR lands as it is recognised by the village heads.</p>	Yes
4.3.3.2	<p>Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.</p> <p>- Minor compliance -</p>	<p>A sketch map of the smallholder’s farm was available and the group manager can ensure that no overlapping with the neighbour by the number of palms as compare to the size as approved in the MPOB license. The survey map, Saratok District Suitability for Oil Palm also available at site office which was carried out by <i>GIS Cawangan Pengurusan Tanah, Jabatan Pertanian Kuching Sarawak 2012.</i></p>	Yes
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Complaints and grievances			
4.4.1.1	<p>Independent smallholders shall be able to respond to complaints that are raised by their neighbours or other stakeholders.</p> <p>- Major compliance -</p>	<p>Ref.: SOP Aduan dan Rungutan [SOP-01/AR/2016, dated 1/4/2016, issue 1, rev. 0]. Should there be any complaints or grievances either from internal and external a form, “Borang Aduan dan Rungutan” [MSPO/SSCC/F-01/AR, dated 30/3/2018] will be utilised. The form has the information about name of complainant, details of complaints/grievances, date of lodge, complaints recipient, details of solution taken and acknowledgement of complaints/grievances</p>	Yes

MSPO Public Summary Report
Revision 0 (Aug 2017)

Criterion / Indicator		Assessment Findings	Compliance
		status. There has been no complaints/grievances lodged since the previous assessment.	
4.4.1.2	The local system should be able to resolve disputes. - Minor compliance -	Local system used to resolve disputes was found to be effective. Based on the interview with the group members and other stakeholder, most of them understand the process and can be escalated to the group manager if the is unresolved issues. There were no dispute reported so far.	Yes
Criterion 4.4.2: Employees safety and health			
4.4.2.1	Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe. - Major compliance -	<p>The management already establish standard procedure for safety as per below detail:-</p> <ul style="list-style-type: none"> a) Chemical handling Container and waste (SOP-02/BK/2016) dated 1 April 2016 b) Nadopod procedure (SOP-03/AK/2016) dated 1 April 2016 <p>No record of accident or incident in SPOC Maludam/Pusa/Debak</p> <p>There also have SOP for "Pengendalian Dan Pelupusan Bahan Kimia" (SOP-02/BK/2016) dated 1 April 2016 are implemented as per SOP and verified during interview.</p> <p>For PPE training and triple rinsing training already conduct on 28 March 2019 at Masjid Darul Taqwa at Kampung Tuie, Pusa by En Mike Tomson, En Jecky Janang and En Raziee Lee. Based on document MPOB already give PPE to smallholder latest date on 21 May 2019.</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		The MPOB officers also conduct regular visits to the smallholder farms to ensure the implementation dated latest visit was on 12 March 2019 at NCR Tanjung Sagumpey Tuie.	
Criterion 4.4.3: Employment conditions			
4.4.3.1	For independent smallholders with temporary workers, work conditions shall be in accordance with a mutual verbal agreement made transparently and freely. - Minor compliance -	This indicator is not applicable to this group as there were no workers being employed by the smallholders. The works in the farms were managed by themselves and assisted by their own family members.	Yes
4.4.3.2	Independent smallholders & group managers shall provide equal opportunity and treatment regardless of race, gender, religion, political affiliation, nationality, social origin or other distinguishing characteristics and shall not engage in or support discriminatory practices in line with national aspiration. - Minor compliance -	If any workers were to be hired, the agreement format prepared by SPOC mentioned in 4.4.3.3, comes with a set of conditions spelt out in " <i>Syarat-syarat Mengupah Pekerja di Kebun Kelapa Sawit SPOC Q9 Pusa, Maludam & Debak</i> ". One of the conditions is about no discrimination with regards to religion, race, gender, skin colour, nationality and political affiliation were included.	Yes
4.4.3.3	Group managers for Independent smallholders shall ensure that worker's pay and conditions meet legal standards as per mutual agreements. - Major compliance -	If any members intend to hire anyone to work in their plantation, they are required by the Group Manager to make an agreement on pay & condition between the members and their workers. Alternatively, the Group Manager has also prepared a format of agreement to be utilised by the members entitled " <i>Terma Perjanjian Penggajian Pekerja, SPOC Q9 Pusa, Maludam & Debak</i> ". The Group Manager will use the agreement to check whether or not the worker's pay and conditions meet legal standards as per	Yes

Criterion / Indicator		Assessment Findings	Compliance
		mutual agreements. Based on the sampled smallholders, there were no employment of any workers. All works in the farms were done by themselves and assisted by their own family members.	
4.4.3.4	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities, where available and practical. - Major compliance -	This indicator is not applicable to this group as there were no workers being employed by the smallholders. The works in the farms were managed by themselves and assisted by their own family members.	Yes
4.4.3.5	Children and young persons are not to be employed or exploited. The minimum age and conditions of employment shall comply with local, state or national legislation. Work by children is acceptable on family farms, under adult supervision, and when it does not interfere with their education. Children are not to be exposed to hazardous working conditions. - Major compliance -	Young persons and children were not observed working in the farm during the visit. Interview with the smallholders found they are aware of the importance of education and allow their children to attend school.	Yes
Criterion 4.4.4: Training and competency			
4.4.4.1	Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management. - Minor compliance -	Group members obtain their knowledge mainly through training, seminar, briefing and site visit by the Group Manager cum " <i>Pegawai Tunas Kawasari</i> ". Training program for 2019 was available. Among the types of activities planned were: - Kursus sehari sawit, seminar pembangunan kecil - Taklimat MSPO - Taklimat GAP	Minor nonconformance

Criterion / Indicator		Assessment Findings	Compliance						
		<ul style="list-style-type: none"> - Taklimat/perjumpaan Stakeholders - Roadshow promosi KPSM Betong Berhad - Demo penggunaan PPE <p>Records of attendance were available for verification. MPOB Maludam has conducted a training on 24 July 2019 where members were informed to use glyphosate and other Class III pesticides instead of paraquat. However, based on site visit and interview, it was found that six members were still using paraquat. Thus Minor NC been raised.</p>							
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services									
Criterion 4.5.1: Environmental Management Plan									
4.5.1.1	<p>Independent smallholders are expected to be aware of the environmental impact but are not expected to undertake any formal impact assessment unless there is a legal requirement.</p> <p>- Minor compliance -</p>	<p>Environmental action plan was available referred document no. MSPO/SSCC/L-04/ISP dated 30 March 2019 rev 1. From the impact assessment they already establish an action plan as per sampling below:-</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Activity</th> <th style="width: 30%;">Action Plan</th> <th style="width: 40%;">Evidence</th> </tr> </thead> <tbody> <tr> <td>Fertiliser and pesticide implementation</td> <td> <ul style="list-style-type: none"> -To ensure keep the fertilizer and pesticide securely - To ensure the PPE been used properly </td> <td>As per regular visit to the smallholder fields dated 3 August 2019</td> </tr> </tbody> </table>	Activity	Action Plan	Evidence	Fertiliser and pesticide implementation	<ul style="list-style-type: none"> -To ensure keep the fertilizer and pesticide securely - To ensure the PPE been used properly 	As per regular visit to the smallholder fields dated 3 August 2019	Yes
Activity	Action Plan	Evidence							
Fertiliser and pesticide implementation	<ul style="list-style-type: none"> -To ensure keep the fertilizer and pesticide securely - To ensure the PPE been used properly 	As per regular visit to the smallholder fields dated 3 August 2019							

Criterion / Indicator		Assessment Findings	Compliance
		Interview with smallholders found they were able to explain the environmental impacts and needs for the protection of environment.	
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	The use of renewal energy should be applied where possible. - Minor compliance -	For renewable energy in SPOC Maludam/Pusa/Debak was not available however Group manager keep the record of energy use per tonne FFB produce on daily basis for those use the cooperative transport.	Yes
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	All waste products and sources of pollution shall be identified by the group manager. - Major compliance -	Identification of waste products and sources of pollution was identified by the group manager available under waste production file. They identified 3 type of waste in SPOC Maludam/Pusa/Debak as per waste identification. The group manager has conducted training to all smallholders on 24 July 2019, "Kursus sehari sawit, seminar pembangunan pekebun kecil" with regards to safety, GAP and on the identification of agriculture waste and its management guidelines.	Yes
4.5.3.2	Group managers shall ensure that waste from the smallholdings is disposed of appropriately. Smallholders shall adopt local and national legislation to dispose of hazardous chemicals and their containers. - Major compliance -	The group manager has conducted refresher training to all smallholders on 24 July 2019, "Kursus sehari sawit, seminar pembangunan pekebun kecil" with regards to safety, GAP and the agriculture waste management guidelines. The MPOB officers also conduct regular visits to the smallholder farms to ensure the proper disposal of hazardous chemicals and their containers by the smallholders. Interview with smallholders and visit to the smallholders' farms found that the empty chemical containers and	Yes

Criterion / Indicator		Assessment Findings	Compliance
		empty fertilizer bags were re-use for spraying and harvesting activity.	
Criterion 4.5.4: Natural water resources			
4.5.4.1	Group managers should ensure that Independent smallholders can demonstrate that they understand the need to maintain the quality and availability of surface and ground water and steps are being taken for its implementation. - Minor compliance -	"Kursus sehari sawit, seminar pembangunan pekebun kecil" was conducted on 24 July 2019 to covers the need to maintain the quality and availability of surface and ground water. Smallholders interviewed are able to explain the needs and steps were taken such as no blanket spraying, maintenance of riparian buffer zones and etc.	Yes
4.5.4.2	Water harvesting practices should be implemented. - Minor compliance -	Rain water harvesting has been implemented by the smallholders that are being used for pre-mix of agrochemicals.	Yes
Criterion 4.5.5: Status of rare, threatened, or endangered species and high biodiversity value			
4.5.5.1	Group manager or relevant government agency should ensure that Independent smallholders are able to show a basic understanding of any species or habitats of concern, together with their conservation needs. Information on protected species and their habitat with high biodiversity value may be obtained from relevant government agencies, such as the Forestry Department, Forest Research Institute of Malaysia and the Wildlife Department. - Minor compliance -	Interview of smallholders found that they are able to show a basic understanding of any species or habitats of concern, together with their conservation needs. Group manager has distributed a poster on "haiwan dan tumbuh-tumbuhan terlindung sepenuhnya di Sarawak" to all smallholders during "Kursus sehari sawit, seminar pembangunan pekebun kecil" on 24 July 2019.	Yes
Criterion 4.5.6: Zero burning practices			

MSPO Public Summary Report
Revision 0 (Aug 2017)



Criterion / Indicator		Assessment Findings	Compliance
4.5.6.1	<p>Independent smallholders shall not practice open burning during land preparation for oil palm cultivation or replanting, unless with the permission of relevant state authorities.</p> <p>- Major compliance -</p>	<p>Group manager together with MPOB officers (Pegawai Tunas kawasan En Raziee Bin Lee) conduct regular visit to the smallholder fields (3 August 2019) to monitor for any open burning activity. During site visit at smallholder's farm, there is no open burning was carried out. The group manager has been brief to all smallholders on the restriction of open burning for land preparation during "Kursus sehari sawit, seminar pembangunan pekebun kecil" on 24 July 2019.</p>	Yes
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	<p>Group managers & relevant government agencies should encourage all independent smallholders' to implement best practices such as the MPOB Codes of Practice, Malaysian Standards and the Kod Amalan Baik (GAP) Pekebun Kecil.</p> <p>- Minor compliance -</p>	<p>Group manager and MPOB officers (Pegawai Tunas) conduct regular inspection following the MPOB Good Agricultural Practice. Trainings on best practices have been given to smallholders during "Kursus sehari sawit, seminar pembangunan kecil" on 13 & 28/3 and 24/7/2019.</p> <p>Field visit found that smallholders are implementing best practices such as frond stacking, road maintenance, water management and etc.</p>	Yes
4.6.1.2	<p>A visual identification or reference system shall be established for each field or block of oil palm planting by group manager (where practical).</p> <p>- Major compliance -</p>	<p>Boundary markers between Smallholders were normally marked with trenches, pathway and fruit trees. In the "Akuan Pengesahan Tanaman Kelapa Sawit" form, the applicant is required to give information about their GPS coordinates of their plantations. The Group Manager will then verify the information through google</p>	Yes

Criterion / Indicator		Assessment Findings	Compliance
		earth or site visit. List of GPS coordinates of all the members farm was available for verification.	
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	Group manager shall establish a documented business or management plan to demonstrate attention to economic and financial viability. - Major compliance -	The Group Manager has the information about crop forecast and GAP programmes such as harvesting, field upkeep and fertiliser application in various documents. The established programmes intended to achieve maximum yield in order to have good income for the smallholders. For improvement, this information can be consolidated in establishing a documented business or management plan (OFI).	Yes
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Independent smallholders are encouraged to communicate with and have consultations with dealers, millers, local communities and other affected or interested parties. - Minor compliance -	Based on interview and verification of FFB sales receipts, smallholders have the freedom to sell their FFB to any licensed dealers or palm oil mills. There were no issues raised by the sampled smallholders with regards to FFB pricing. All deals were made transparently and they understood the fluctuation of FFB price based on market conditions.	Yes
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: Oil palm shall not be planted on land with a high biodiversity value			
4.7.1.1	Independent smallholders shall not plant oil palm on land with high biodiversity value as identified by local, state and national legislation.	MPOB officers (Pegawai Tunas) and Agricultural department officers conduct field inspection prior to new planting to verify the area for soil suitability and availability of high biodiversity value in	Yes

MSPO Public Summary Report
Revision 0 (Aug 2017)

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	the smallholders land using form TBS01. Noted that, in 2015 until todate no new planting was carried out by smallholders.	
Criterion 4.7.2: Soil Survey			
4.7.2.1	Independent smallholders should obtain information on soil types, topography and their suitability for oil palm plantings from the relevant government agency. New planting plans should be prepared in consultation with extension service officers. - Minor compliance -	Agricultural department provide information on soil types, topography and their suitability for oil palm planting. Topography maps namely Digital Soil Map was available at site office. From the soil map, SPOC Maludam/Pusa/Debak have Bijat:Tatau and Semadoh soil type as per map dated 19 July 2018 prepared by Geospatial Technology Group., MPOB	Yes
Criterion 4.7.3: Extensive planting on steep terrain, marginal and fragile soils			
4.7.3.1	Extensive planting on steep terrain, marginal and fragile soils, shall be avoided unless permitted by local legislation. Independent smallholders who establish new plantings on steep terrain, marginal and fragile soils, should adopt appropriate and viable conservation measures. - Major compliance -	No new planting in shceme SPOC Maludam/Pusa/ Debak	Yes

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment Maludam, Pusa & Debak Sustainability Palm Oil Cluster(SPOC) Certification Unit complies with the MS 2530-2:2013 . It is recommended that the certification of Maludam,Pusa & Debak Sustainability Palm Oil Cluster(SPOC) Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Razice Bin Lee	Name: Muhamad Naquiuddin Mazeli
Company name: Lembaga MPOB Seguit M'Sia (MPOB) Cawangan Betong	Company name: BSI Services Malaysia Sdn. Bhd.
Title: Group Manager	Title: Client Manager
Signature:  RAZIEE BIN LEE PENGURUS KUMPULAN SPOC Q09 PUSA PEJABAT MPOB CAWANGAN BETONG	Signature: 
Date: 06/09/2019	Date: 1/9/2019

Appendix A: Assessment Plan

Date	Time	Subjects	MN	VS
Sunday 4/8/2019	0830-1700	Travelling from KL to Saratok (Arrive at Sibu at 1150 am)	√	√
Monday 5/8/2019	0800-0830 0830-0900	Opening Meeting with RSPO: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation).	√	√
	0900-1230	Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, bio-D and ERT awareness, zero burning, best practices, site management and development of new planting (if any).	√	√
	1230-1330	Lunch	√	√
	1330-1630	Document Audit: Public documents, SOPs, Policies, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√
	1630-1700	Interim Closing briefing	√	√
Tuesday, 6/8/2019	0830–1230	Field Inspection – Smallholder 1 to 3: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1230–1330	Lunch	√	√

MSPO Public Summary Report
Revision 0 (Aug 2017)

Date	Time	Subjects	MN	VS
	1330–1600	Field Inspection – Smallholder 4 to 8: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1600-1700	Interim Closing briefing	√	√
Wednesday 7/8/2019	0830–1230	Field Inspection – Smallholder 9 to 12: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1230–1330	Lunch	√	√
	1330–1600	Field Inspection – Smallholder 13 to 15 : Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1600-1700	Interim Closing briefing	√	√
Thursday 8/8/2019	0830–1230	Field Inspection – Smallholder 16 to 19: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1230–1330	Lunch	√	√
	1330–1600	Field Inspection – Smallholder 20 to 22: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√
	1600-1700	Finalization of audit findings & preparation of closing meeting	√	√
	1700-1730	Closing meeting	√	√

**MSP0 Public Summary Report
Revision 0 (Aug 2017)**

Date	Time	Subjects	MN	VS
Friday 9/8/2019	0800-1700	Travelling back from Sibu to Kuala Lumpur	✓	✓

Appendix B: List of Stakeholders Contacted

<p>Internal Stakeholders:</p> <p>Group Manager MPOB Officers (Pegawai Tunas Kawasan) MPOB Officers (HQ) Cooperative Assistant Cooperative Smallholders</p>	<p>External Stakeholders:</p> <ol style="list-style-type: none"> 1. Jabatan Tanah & Ukur Betong 2. Usahamaju Enterprise
<p>Group Members sampled (New Members):</p> <ol style="list-style-type: none"> 1. Iman Bin Julir 2. Yusuf Bin Awi 3. Mohd Nasir Bin Iman 4. Abg Abd Wahab bin Abg Julai 5. David Itang Ak Lumbong 6. Raden Mohd Sapwani B. Raden Abd Muin 7. Kamri Bin Salimin 8. Suboh Ak Impang 9. Chendang Ak Driss 10. Ajai Ak Subong 11. Dungkong Ak Numpang 12. Adoi Ak Jnaggi 13. Ikom Ak Lamit 14. Belaka Ak George 15. Leslie Awan Ak Mikai 16. Mujah Ak Janong 	<p>Group Members sampled (Old Members):</p> <ol style="list-style-type: none"> 1. Zaidi Bin Awi 2. Haidzir Bin Saufi 3. Jeffery Bin Raduan 4. Jamawie Bin Kawi 5. Awi Bin Kawi 6. Zoljamali bin Abg Abdillah

Appendix C: Smallholder Member Details

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
1	ABG BOHRI ABG ABDILLAH	2011	1.00	18.00
2	ABG MOHD ALI B ABG PAUZI	2009/2012	2.02	36.36
3	ABANG RASHID B ENDING	2005/2012	0.37	6.66
4	AMERAN B DRAHMAN	2008	1.35	24.30
5	BABA AK JIMBAI	2008/2012	1.35	24.30
6	BOLHAN BIN IKAI	2011	1.00	18.00
7	BOLHI B JOHARI	2005	1.35	24.30
8	DAYANG SAMSAH BT ABG ABDILLAH	2011	1.00	18.00
9	DRAHMAN BIN AYUP	2006	1.00	18.00
10	FAZILAH BT AHMAD	2008/2011	0.33	5.94
11	HAIDZIR B SAUFI	2005	2.56	46.08
12	HAMSAH BT KAWI	2005	1.35	24.30
13	HANIAH BT RADUAN	2011	1.00	18.00
14	HASAN BIN LI	2010	4.64	83.52
15	JAMAIN BIN LEE	2008/2011	0.54	9.72
16	JEMAWIE BIN KAWI	2006	4.05	72.90
17	JEFFERY BIN RADUAN	2011	1.00	18.00
18	KUSUNANTO BIN AWI	2011	2.00	36.00
19	MAIMUNAH BINTI BUDIN	2010/2012	4.93	88.74
20	AWI BIN KAWI	2009	1.48	26.64
21	MOHAMMAD ABDULLAH BIN RADUAN	2011	1.00	18.00
22	MUS BIN KUNDAI	2011/2012	3.66	65.88
23	ROSLIN BINTI WAWEE	2008	3.04	54.72
24	SA'ANAH BT AJIS	2011	1.00	18.00
25	SAOKAH BT ABDULLAH	2011	1.00	18.00
26	TARENI BIN BT RADUAN	2011	1.00	18.00
27	ZAIDIE BIN AWI	2008	29.19	525.42
28	ZAINORIN B JUNAIDI	2011	1.00	18.00
29	ZOLJAMALI B ABG ABDILLAH	2011	1.00	18.00
30	MOHD NASIR BIN ABDULLAH	2013	1.00	18.00
31	ISMAIL BIN KELLIE	2008&2015	4.03	72.54
32	KIPRAWI BIN MAHADI	2008	2.00	36.00

MSP0 Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
33	DRAHMAN BIN TAPA	2014	3.66	65.88
34	HALIMAH BINTI DOLLAH	2015	3.66	65.88
35	ESAI BIN MAHDI	2016	3.00	54.00
36	HOSSIN BIN JAHIRI	2016	2.00	36.00
37	HOSSEN BIN JAYA	2015	2.00	36.00
38	ABANG MANSOR BIN ABG MOSLINI	2017	2.00	36.00
39	ABANG SAFERI BIN ABG MENTARIL	2015	3.00	54.00
40	RABAIEE BIN ABG KAWI	2018	4.00	72.00
41	ISMAIL BIN MAHLI	2015	2.00	36.00
42	SHURDI BIN AHMAD	2014	2.00	36.00
43	ABANG KIFLEE BIN ABG ARON	2014	2.16	38.88
44	ABANG ZAINI BIN ABG CHE	2014	2.00	36.00
45	Ahmad bin Nudin	2012	12.27	220.86
46	ELAI ANAK JUNGAN	2010	1.00	18.00
47	MIKAI ANAK RENGGIE	2012	2.00	36.00
48	RAYONG ANAK LAYANG	2008&2012	5.35	96.30
49	SALIH ANAK KACHONG	2008&2012	5.37	96.66
50	DAVID ITANG AK LUMBENG	2012&2015	7.49	134.82
51	Sa'abayah Binti Genu	2012	5.35	96.30
52	Sirau Anak Chipot	2013&2015	5.37	96.66
53	Mujan Mili Anak Angang	2015	7.49	134.82
54	Daling Anak Geramong	2015	1.00	18.00
55	Dayun Anak Umpang	2014	4.00	72.00
56	Mathew Gerik Anak Luna	2015	7.05	126.90
57	Pugat Anak Aching	2014	5.07	91.26
58	Peter Awie Anak Lamit	2015	3.00	54.00
59	Belaka Anak George	2016	5.00	90.00
60	Ikom Anak Lamit	2016	5.07	91.26
61	Chendang Anak Dris	2016	3.00	54.00
62	Franklin Achek Upek@Achek Anak Upek	2015	5.00	90.00
63	Ajai Anak Subong	2016	5.00	90.00
64	Amis Anak Subong	2016	5.00	90.00
65	Meridan Anak Jaya	2016	2.03	36.54
66	Mujah Anak Jenong	2016	5.07	91.26

MSPO Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
67	Ambu Anak Liben	2014&2016	5.07	91.26
68	Ranggau Anak Tengah	2016	5.07	91.26
69	Raymond Anak Kassim	2016	2.03	36.54
70	Edward Bangkam Anak Ungga	2016	5.07	91.26
71	Combet Anak Subong	2016	6.42	115.56
72	Rantai Anak Brok	2016	5.07	91.26
73	Pita Anak Baliem	2016	5.07	91.26
74	Dumang Anak Unggan	2016	3.71	66.78
75	Dungkong Anak Numpang	2016	5.07	91.26
76	Guang Anak Unya	2016	5.07	91.26
77	Aiang Anak Baol	2016	5.07	91.26
78	Suliman Buyong Anak Chupong	2014	5.07	91.26
79	Renjis Anak Enteri	2014	5.07	91.26
80	Bangi Anak Enteri	2014	5.07	91.26
81	Nyaggai Anak Dunggat	2017	5.07	91.26
82	Jemat Anak Jenang	2017	5.07	91.26
83	Jakop Anak Mambang	2016	2.03	36.54
84	David Achang@Dabit	2017	16.68	300.24
85	Mundok Anak Mambang	2016	4.00	72.00
86	Adoi Anak Janggi	2016	3.00	54.00
87	Mulok Anak Manari	2017	4.00	72.00
88	Ijah Anak Enggu	2017	4.00	72.00
89	Lina Anak Ligap	2017	5.07	91.26
90	Ligap Anak Baji	2017	5.07	91.26
91	Martine Anak Intai	2015	2.03	36.54
92	Ela Anak Nambau	2011&2015	5.07	91.26
93	Philip Fam	2014	5.07	91.26
94	Aling Anak Ajai	2011&2015	5.00	90.00
95	Cheremi Anak Nambau	2011&2015	5.07	91.26
96	Suboh Anak Impang	2011&2015	7.10	127.80
97	Kandaw Jawa	2014	5.07	91.26
98	Rabing Anak Tengah	2017	5.07	91.26
99	Sait@Marais Bin Saimin	2015	3.00	54.00
100	RADIN FITRIYANI BIN RADIN ABDUL MUIN	2010	20.89	376.02

MSPO Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
101	Fauzi Bin Dollah	2014	2.00	36.00
102	Mohd.Merais Bin Udai	2012	2.00	36.00
103	Zaidi Bin Masuni	2011&2012	10.88	195.84
104	Derham Bin Maharup	2016	3.00	54.00
105	Undau Anak Jawang	2014	2.00	36.00
106	Zainudin Bin Ariff	2012	5.00	90.00
107	Itie Anak Tom	2016	5.07	91.26
108	Mudah Binti Amir	2014	2.00	36.00
109	Raden Mohd Sapwani Bin Raden Abd.Muin	2014	2.00	36.00
110	Lamah Binti Bakar	2016	20.89	376.02
111	Hurumah Binti Derham	2016	2.00	36.00
112	Zulkifli Bin Genu	2014	5.00	90.00
113	Ariff Bin Rafaie	2009	19.50	351.00
114	Iyam Binti Awg Pego	2013	1.00	18.00
115	Abg Endi Bin Abg Dempok	2013	2.28	41.04
116	Hamdiah Binti Masuni	2016	2.00	36.00
117	Jubak Binti Kambai	2012	2.00	36.00
118	<u>Mahadi@Madhi Bin Kidi</u>	2012&2013	8.03	144.54
119	Abg Salleh Bin Abg Medali	2012	1.00	18.00
120	Hafizi Bin Hanapi	2013	2.00	36.00
121	Majalis Bin Masuni	2016	2.00	36.00
122	Ismail Bin Gulong	2013	2.00	36.00
123	Rantai Anak Nambau	2014	3.00	54.00
124	Asar Anak Geramong	2014	5.07	91.26
125	Rosman Bin Masuni	2016	2.00	36.00
126	Nasir Bin Maharup	2012	3.37	60.66
127	Raziee Bin Lee	2016	4.05	72.90
128	Leslie Awan Anak Mikai	2018	1.69	30.42
129	Achim Bin Demat	2012	2.00	36.00
130	Subeli Bin Mawah	2012	11.45	206.10
131	Roslan Bin Jabang	2010	5.06	91.08
132	Ripin Bin Sirat	2012	2.00	36.00
133	Senia Binti Tohet	2012	2.00	36.00
134	Merzuki Bin Tohet	2013	2.00	36.00

MSPO Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
135	Harun Japar Bin Amat	2013	2.43	43.74
136	Bolhassan Bin Ali	2014	2.00	36.00
137	Toran Bin Asan	2012	2.00	36.00
138	Jali Bin Sari	2012	4.00	72.00
139	Siward Ak Duju	2012	1.65	29.70
140	Halimah Binti Awang Aman	2014	3.00	54.00
141	Awg Sahfiji Bin Awang Aman	2014	3.00	54.00
142	Azizi Bin Subeli	2013	3.38	60.84
143	Hasbi Bin Abdul Gapar	2008&2013	8.11	145.98
144	Jerah Anak Jaya	2014&2016	6.42	115.56
145	Kamri Bin Salimin	2016	2.66	47.88
146	Husin Bin Rambli	2013	2.00	36.00
147	Na'ali Bin Ai'e	2009	3.53	63.54
148	Maseri@Masri Bin Nawit	2013	1.85	33.30
149	Hanafi Bin Dollah	2007	5.60	100.80
150	Mohd Johari Bin Dollah	2008&2012	3.42	61.56
151	Majid Bin Enggang	2012	2.03	36.54
152	Mat Bin Brahim	2012	1.21	21.78
153	Maun Bin Mumin	2007&2008	9.38	168.84
154	Harun Bin Senawi	2014	4.05	72.90
155	Hang Tuah Bin Hj Sain	2011	10.14	182.52
156	Syahni Bin Mahali	2015	2.70	48.60
157	Razali Bin Saiee	2014	4.72	84.96
158	Mohd Nasir Bin Iman	2016	1.01	18.18
159	Musin@Hosain Bin Ali	2016	2.83	50.94
160	Sepon Binti Wie	2007&2013	2.57	46.26
161	Aziz Bin Jk Morni	2014	0.68	12.24
162	Jamal Bin Dollah	2007	4.77	85.86
163	Rahaman Bin Dollah	2013	3.04	54.72
164	Salinawati Binti Stoi	2013	3.04	54.72
165	Othman Bin Spawi	2011	3.73	67.14
166	Yussuf Bin Saleh@Abg Yussuf	2013	2.00	36.00
167	Juliana Binti Nawit	2015	20.27	364.86
168	Iman Bin Julir	2012&2013	10.14	182.52

MSP0 Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
169	Mohamad Bin Dol	2007&2008	12.05	216.90
170	Pian Binti Sibon	2011	2.03	36.54
171	Narudin Bin Aman	2008&2014	6.98	125.64
172	Marali Bin Sudin	2016	1.68	30.24
173	Meliki Bin Kawi	2012	4.00	72.00
174	Riduan Bin Yusop	2014	2.69	48.42
175	Narudin Bin Wie	2012	1.01	18.18
176	Hamdi Bin Sain	2011	1.34	24.12
177	Rosli Bin Panjai	2011	0.68	12.24
178	Juli Binti Gani	2012,2013,&2015	7.39	133.02
179	Ayum Ungga	2016	5.07	91.26
180	Razak Bin Alli	2012	1.74	31.32
181	Handy Bin Suud	2013	4.18	75.24
182	Nasri Bin Sapie	2013	3.04	54.72
183	Syed Al Junit Bin Syed Akil	2012	6.76	121.68
184	Aman Bin Seman	2010&2012	1.38	24.84
185	Hap Bin Aling	2010&2011	2.84	51.12
186	Mohd Rafli Bin Selimen	2011	7.03	126.54
187	Abg Sudin Bin Abg Resli	2012	6.76	121.68
188	Lai bin Embi	2010	4.59	82.62
189	Suhaili Bin Golong	2013	2.00	36.00
190	Nasri Bin Johny	2008	8.78	158.04
191	Awg Nasir Bin Awg Lawi	2007	2.56	46.08
192	Abg Akral Bin Abg Laduni	2009	2.03	36.54
193	Bakri Bin Yahya	2009&2010	4.68	84.24
194	Yahuda Bin Ahim	2011	6.08	109.44
195	Maris Bin Mohd Kederi	2008	8.10	145.80
196	Johari Bin Iden	2008	2.97	53.46
197	Tom Ak Musan	2016	5.07	91.26
198	Buyau Anak Dunggau	2016	5.07	91.26
199	Sania Anak Gudom	2016	5.41	97.38
200	Ngabong Anak Jangga	2012&2016	6.35	114.30
201	Subang Anak Jangga	2016	5.00	90.00
202	Berit Anak Angking	2016	4.00	72.00

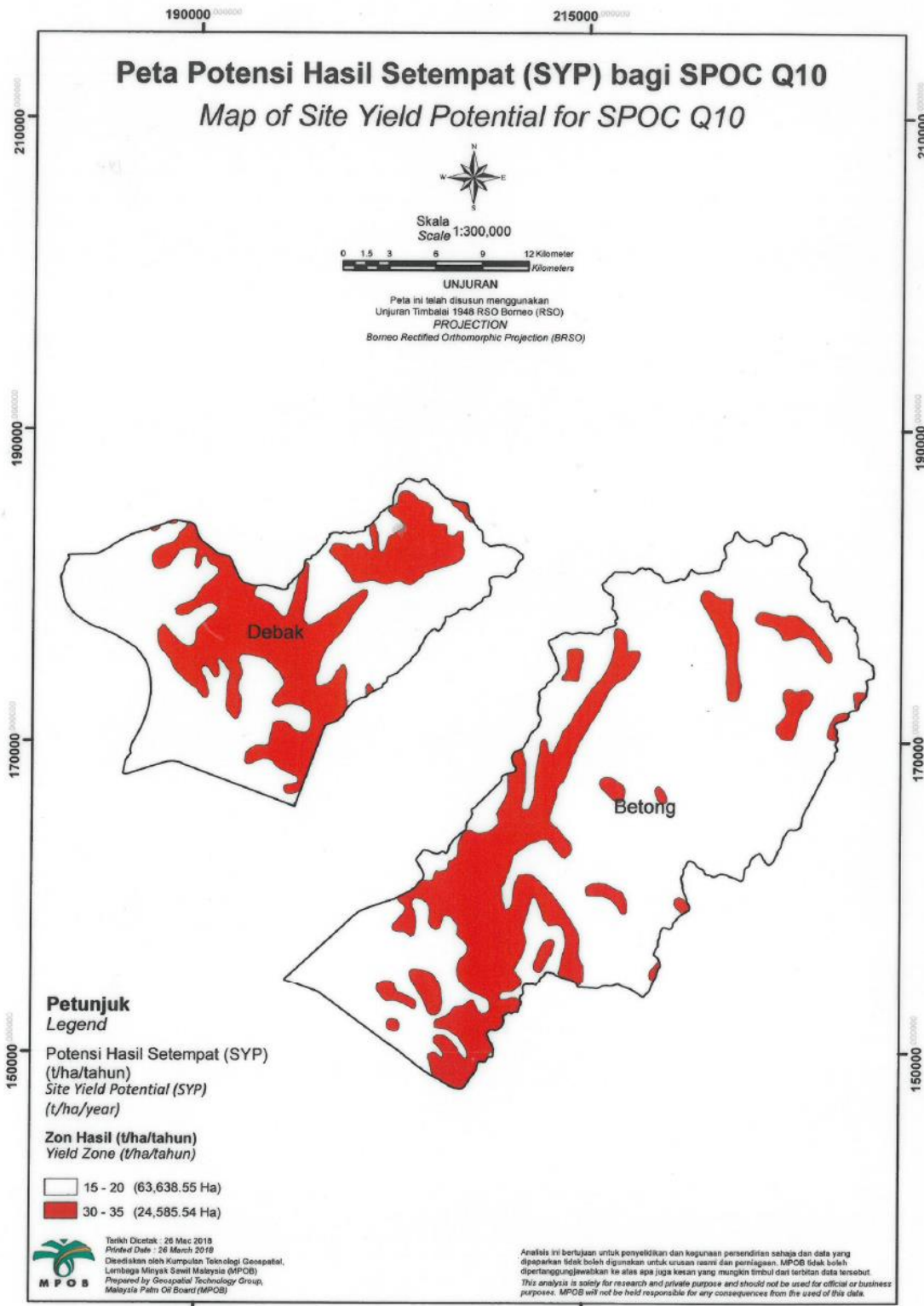
MSP0 Public Summary Report
Revision 0 (Aug 2017)

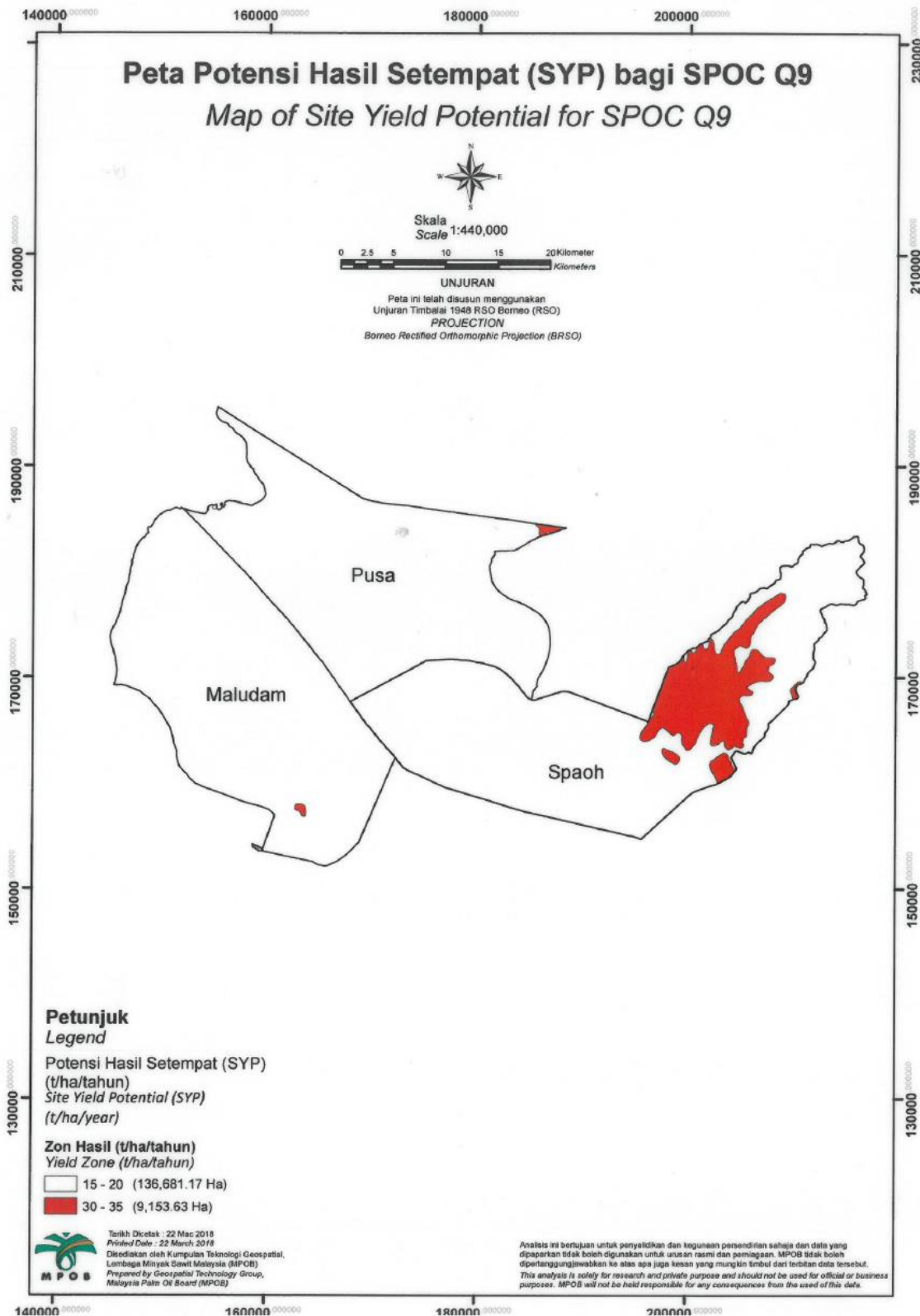
No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
203	Manggang Anak Ragai	2016	4.00	72.00
204	Datu Anak Akir	2016	5.00	90.00
205	Kiah Anak Jangga	2016	5.00	90.00
206	Chiling Anak Jugap	2015	2.00	36.00
207	Fadil Anak Beliang	2015	2.16	38.88
208	Linggang Anak Ngaoh	2014	2.00	36.00
209	Bujik Anak Kebok	2015	2.03	36.54
210	Rata Anak Sadang	2016	2.00	36.00
211	Pendin Anak Timbang	2016	2.00	36.00
212	Kalong Anak Changgan	2016	2.00	36.00
213	Madaline Anak Irik	2015	2.03	36.54
214	Irik Anak Beliang	2015	2.03	36.54
215	Musa Anak Kebok	2008&2014	3.88	69.84
216	Muit Anak Naong	2014	4.72	84.96
217	Lungkung Anak Naing	2014	2.70	48.60
218	Enjin Anak Gasing	2014	2.00	36.00
219	Roka Anak Kebok	2010,2012&2014	4.52	81.36
220	George Anak Timbang	2012	0.34	6.12
221	Regie Anak Danji	2015	2.00	36.00
222	Ngitar Anak Emban	2014	3.00	54.00
223	Gapar Bin Bakar	2013	2.00	36.00
224	Abg Zakaria Bin Abg Taha	2011&2013	5.38	96.84
225	Mamat Anak Mambang	2016	5.07	91.26
226	Taha Bin Pawi	2008	13.50	243.00
227	Jonathon Sada Anak Jugie	2013	1.65	29.70
228	Lim Ming Hai	2009&2010	12.30	221.40
229	Zainal Abidin Bin Senin	2010	1.68	30.24
230	Sabani Bin Mustapo	2013	2.50	45.00
231	Hajjah Binti Mustapo	2011	4.50	81.00
232	Adenan Bin Mustapo	2011	2.50	45.00
233	Eman Bin Langgang	2009	1.60	28.80
234	Sanusi Bin Dan	2012	2.00	36.00
235	Kunaini Bin Abdullah	2011	4.05	72.90
236	Sabli Bin Setu	2008&2013	9.93	178.74

MSP0 Public Summary Report
Revision 0 (Aug 2017)

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
237	Tutong Ak Geramong	2015	3.00	54.00
238	Angelina Denju Ak Ambrose Ambu	2008&2010	13.53	243.54
239	Dris Bin Kolon	2014	2.00	36.00
240	Felician Liang Ak Engkiong	2012	3.38	60.84
241	Gelima Anak Garamong	2014	5.07	91.26
242	Awang Arsad Bin Awang Talip	2011	4.20	75.60
243	Abg Abd Manaf Bin Abg Spawi	2012	1.20	21.60
244	Sardon Bin Sebli	2012	5.41	97.38
245	Udai Bin Saleh	2009&2012	6.95	125.10
246	Rohani Bt Unih	2012	2.00	36.00
247	Wan Man Bin Wan Omar	2012	1.82	32.76
248	Ahmad Bin Narawi	2012	6.62	119.16
249	Missiah Binti Uneh	2013	3.51	63.18
250	Mohd Kedri Bin Masir	2008	8.79	158.22
251	Beblabun Ak Balingan	2016	1.50	27.00
252	Dusit Ak Antas	2016	2.00	36.00
253	Julin Ak Nyandang	2008	3.96	71.28
254	Jai Anak Lingga	2008	1.68	30.24
255	Nyandang Anak Engkasan	2016	5.00	90.00
256	Doris Anak Manggi	2016	1.50	27.00
257	Martin Anak Kujat	2016	2.00	36.00
258	Yusuf Bin Awi	2008	5.47	98.46
259	Martin Anak Ginddy	2016	1.00	18.00
260	Sulaiman Bin Chundi	2010	5.50	99.00
261	Ikum Ak Engkamat	2016	4.00	72.00
262	Bunsi Ak Sat	2016	2.00	36.00
263	Enggia Ak Gura	2016	2.00	36.00
264	Mosra Bin Maharup	2013	2.00	36.00
265	ABG ABD WAHAP @ ABG ABD WAHAB BIN ABANG ABDUL LATIP	2016	4.00	72.00
266	Chula Bin Tapa	2013	4.00	72.00
Total			1,088.19	19,587.42

Appendix F: Location and Field Map (Maludam, Pusa & Debak)





Appendix G: 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