

**MALAYSIAN SUSTAINABLE PALM OIL  
SURVEILLANCE ASSESSMENT 1**  
**Public Summary Report**

<b>Sustainable Palm Oil Cluster (SPOC) C2 Maran</b>
Client company Address:  Pejabat MPOB Cawangan Temerloh, Lot 2123, Tingkat 2, Bangunan Tabung Haji, 28000 Temerloh, Pahang, Malaysia
Certification Unit: Sustainable Palm Oil Cluster (SPOC) C2 Maran  Location of Certification Unit: Pejabat MPOB Cawangan Temerloh, Lot 2123, Tingkat 2, Bangunan Tabung Haji 28000 Temerloh, Pahang, Malaysia

**Report prepared by:**  
**Muhammad Fadzli b. Masran** (Lead Auditor)

**Report Number:** 3058466

**Assessment Conducted by:**  
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## Section 1: Executive Summary

<b>1.1 Organizational Information and Contact Person</b>			
MPOB License	NA		
Company Name	Sustainable Palm Oil Cluster (SPOC) C2 Maran		
Address	Pejabat MPOB Cawangan Temerloh, Lot 2123, Tingkat 2, Bangunan Tabung Haji, 28000 Temerloh, Pahang, Malaysia		
Group name if applicable:	Sustainable Palm Oil Cluster (SPOC) C2 Maran		
Subsidiary of (if applicable)	NA		
Contact Person Name	Roshazali Mat Harun		
Website	NA	E-mail	roshazali@mpob.gov.my
Telephone	09-2960580	Facsimile	09-2969470

<b>1.2 Certification Information</b>			
Certificate Number	MSPO 696986		
Issue Date	27/12/2018	Expiry date	26/12/2023
Scope of Certification	Production of sustainable oil palm fruits		
Stage 1 Date	1/8/2018		
Stage 2 / Initial Assessment Visit Date (IAV)	01-03/11/2018		
Continuous Assessment Visit Date (CAV) 1	03-06/12/2019		
Continuous Assessment Visit Date (CAV) 2	-		
Continuous Assessment Visit Date (CAV) 3	-		
Continuous Assessment Visit Date (CAV) 4	-		
<b>Other Certifications</b>			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
NA			

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

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SPOC C2 Maran	Pejabat MPOB Cawangan Temerloh, Lot 2123, Tingkat 2, Bangunan Tabung Haji, 28000 Temerloh, Pahang, Malaysia	102° 25' 14.71" E	3° 27' 04.86" N
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### 1.4 Plantings & Cycle

Estate	Age (Years) - ha				
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30
SPOC C2 Maran	287.26	511.33	513.42	188.65	54.66

### 1.5 FFB Production (Actual) and Projected (tonnage)

Producer Group	Projected from last audit (Jan 2019 – Dec 2019)	Actual production (Dec 2018 – Nov 2019)	Projected production for next 12 months (Dec 2019 – Nov 2020)
SPOC C2 Maran	927.00 mt	24,514.28 mt	8,368 mt mt

Increase no of tonnage compare to last year was due to increase no of smallholders members. The decrease in volume for actual production and projected production was due to some of the old palms was due for replanting and immature palm is yet to produce any oil palm fruits.

### 1.6 Certified CPO / PK Tonnage

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

### 1.7 Certified Area

Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
SPOC C2 Maran	1,555.322	0.00	0.00	1,555.322	100
TOTAL	1,555.322	0.00	0.00	1,555.322	100

**1.8 Details of Certification Assessment Scope and Certification Recommendation:**

BSI Services Malaysia Sdn Bhd has conducted the Annual Surveillance 1 Certification Assessment of SPOC C2 Maran, located in Maran, Pahang comprising 598 smallholders (50 existing members and 548 newly join smallholders) 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\_EDITED VERSION (100114).

The onsite assessment was conducted on 3 – 6/12/2019

Based on the assessment result, SPOC C2 Maran complies with the MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders MS and MSPO Guidance - Part 2\_EDITED VERSION (100114) and recommended for certification.

## Section 2: Assessment Process

### Certification Body:

BSI Services Malaysia Sdn Bhd,  
Suite 29.01 Level 29 The Gardens North Tower,  
Lingkaran Syed Putra, Mid Valley City,  
59200 Kuala Lumpur  
Tel +60392129638 Fax +60392129639  
Nicholas Cheong: [Nicholas.Cheong@bsigroup.com](mailto:Nicholas.Cheong@bsigroup.com)  
[www.bsigroup.com](http://www.bsigroup.com)

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 3 – 6/12/2019. The audit programme is included as Appendix A. The approach to the audit was to treat the SPOC C2 Maran 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 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders 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 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 C. During this assessment, total of 30 members (7 existing members and 23 new joint members) were sampled.

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 Appendix B.

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

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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**

<b>1. Assessment Program</b>					
<b>Name (Mill / Plantation / Group smallholders)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
SPOC C2 Maran Group Manager	√	√	√	√	√
SPOC C2 Maran Smallholder	√	√	√	√	√
Stakeholder Consultation	√				

**Tentative Date of Next Visit: December 7, 2020 - December 10, 2020**

**Total No. of Mandays: 12**

**BSI Assessment Team:**

**Muhammad Fadzli Masran – Lead Assessor**

He holds Bachelor Degree in Forestry Science, graduated from University Putra Malaysia. He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers’ welfare, workers’ occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations. He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018 and endorsed RSPO Lead Auditor Course in July 2018. Fluent in Bahasa Malaysia and English Language. During this assessment, he assessed on the aspects of mill and estate best practices, waste management, HCV, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.

**Hu Ning Shing – Team Member**

She holds Bachelor Degree in Science majoring in Applied Chemistry, graduated from University of Malaya on 2011. She has 5 years working experience in rubber and palm oil industry. She also has the experiences as auditor for several standards including ISO 9001, MSPO and RSPO in her previous certification body. She completed the ISO 9001 Lead Auditor Course on 2016, Endorsed RSPO P&C Lead Auditor Course in 2012 and Endorsed RSPO SCCS Lead Auditor Course in 2015. She had been involved in RSPO auditing since November 2015 in more than various companies in Malaysia. During this assessment, she assessed on the aspects of social, legal, workers & stakeholders consultation. She is fluent in Bahasa Malaysia and English languages.

**Mahzan Munap – Team member**

He holds a MBA from Ohio University and B Sc. in Petroleum Engineering from University of Missouri, USA. Collected over 370 days of auditing experience in OHSAS 18001 and MS 1722 OHSMS (72 days for palm oil milling and 8 days

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for oil palm plantation). CIMAH competent person with Malaysia Department of Occupational Safety and Health (DOSH) since 1997. An Occupational Safety and Health Trainer at INSTEP PETRONAS. Successfully completed RSPO Lead Assessor Course in 2008 and IRCA accredited Lead Assessor training for ISO 9001 and RABQSA/IRCA EMS Lead Assessor Course for ISO 14001 in 2008. During this assessment, he assessed on the aspects of mill and estate best practices, waste management, HCV, environmental and occupational safety & health. He is fluent in Bahasa Malaysia and English languages.

**Accompanying Persons: NA**



## 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.

During the Certification Assessment there were two (2) Minor nonconformities raised. The SPOC C2 Maran 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.

<b>Minor Nonconformities:</b>		
Ref	Area/Process	Clause
1860477-201911-N1	SPOC C2 Maran	4.3.1.1
Requirements:	Independent smallholders shall show awareness of compliance with all applicable local, state, national and ratified international laws and regulations.	
Statement of Nonconformity:	The independent smallholders did not comply to National Land Code, Act 56 of 1965, Form 11BK (Fourteenth Schedule), Express Conditions	
Objective Evidence:	<p>Sampled the land titles of the smallholders that planted oil palm found that express conditions of the land title is under rubber cultivation or farm cultivation, not oil palm cultivation:</p> <ul style="list-style-type: none"> <li>i. Land title No.: 1391, 2.4281 ha</li> <li>ii. Land title No.: 23243, 1.214 ha</li> <li>iii. Land title No.: 5717, 0.4046 ha</li> <li>iv. Land title No.: 179, 2.0234 ha</li> </ul> <p>MPOB is collaborated with Land Department of Pahang to rectify the terms and conditions of land titles for smallholders in Pahang. A meeting will be organized in December 2019</p>	
Corrections:	<ul style="list-style-type: none"> <li>1) Smallholders that involved were given briefing on 19th December 2019 regarding the status of "syarat nyata tanah".</li> <li>2) MPOB HQ team is supposedly to have a meeting with Pejabat Tanah and Galian Pahang on January 2020 in order to discuss about the exception/declination of fine</li> </ul>	

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	rate for the changing status of 'syarat nyata tanah'. This follow-up action is the result from the discussion between YBM and MB on 5 November 2019.
Root cause analysis:	1) Lack of awareness among smallholders in changing "syarat nyata tanah". 2) The fine cost was too high in the process of changing "syarat nyata tanah".
Corrective Actions:	1) A planning schedule for briefing small groups had been done on 19th December 2019 in order to explain about the importance of following rules stated and matters that related to MSPO. 2) An inform letter regarding the changing of "syarat nyata tanah" from MPOB Temerloh had been given to all smallholders that had problems with "syarat nyata tanah" in stages starting on 19th December 2019.
Assessment Conclusion:	The effectiveness of the implementation will be verified during next assessment

Minor Nonconformities:		
Ref	Area/Process	Clause
1860477-201911-N2	SPOC C2 Maran	4.6.1.1
Requirements:	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.	
Statement of Nonconformity:	Evidence of GAP and Best Management Practice were not adequately practice.	
Objective Evidence:	Ladang UiTM Jengka Found that pesticides were not stored in dedicated cabinet and securely locked.	
Corrections:	Smallholders had got the pesticides cabinet and PPE on 12th December 2019. The pesticides were stored in the appropriate place.	
Root cause analysis:	The previous pesticides cabinet was not safe to be used as it did not follow the specifications that had been stated in good agricultural practices.	
Corrective Actions:	MPOB team had prepared PPE delivery schedule and pesticides storing cabinet on 10th December 2019 in order to avoid the delay for smallholders in receiving all those things.	
Assessment Conclusion:	The effectiveness of the implementation will be verified during next assessment	

Opportunity For Improvement		
Ref	Area/Process	Clause
1860477-201911-I1	SPOC C2 Maran	4.3.3.2
Requirements:	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.	
Objective Evidence:	Area map with GPS coordinate to show the extent of customary rights land for 546 new members to be developed accordingly.	

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Opportunity For Improvement		
Ref	Area/Process	Clause
1860477-201911-I2	SPOC C2 Maran	4.2.1.1
Requirements:	The group management shall commit itself to implement and maintain the requirements for traceability.	
Objective Evidence:	The data recorded in the 'Buku Rekod Kebun' can be further improved and recorded properly as per format established for the certified farm.	

Noteworthy Positive Comments	
1	Good corporation from management team and MPOB officer in charge
2	Good positive feedback received from the stakeholders

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

Not applicable.

**3.4 Issues Raised by Stakeholders**

IS #	Description
1	<b>Issues:</b>
	No issue raise by the stakeholders
	<b>Management Responses:</b>
	NA
1	<b>Audit Team Findings:</b>
	NA

**3.5 Summary of the Nonconformities and Status**

CAR Ref.	CLASS	ISSUED	STATUS
1860477-201911-N1	Minor	6/12/2019	Open
1860477-201911-N2	Minor	6/12/2019	Open

**3.6 Summary of the findings by Principles and Criteria**

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>	There shall be a policy binding smallholders to MSPO. Applicable to independent smallholders under group management.  - <b>Major compliance</b> -	There is an MSPO Policy that binds smallholders to MSPO-2:2013 requirements. It had recently been revised on 8.5.2019, signed by Group Manager to include Principle on Discrimination that support equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality and social origin.	Complied										
<b>Criterion 4.1.2 – Continual Improvement</b>													
<b>4.1.2.1</b>	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.  - <b>Major compliance</b> -	<p>The Group Manager had established a list identifying the social and environmental impact. Training for the smallholders in the event for improvement on the awareness of best practices and safety has been provided. For examples, the training "<i>Taklimat MSPO – Latihan Bilas 3 kali dan Pemakaian PPE</i>" was conducted by MPOB (Unit TUNAS Zon Timur) as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Date</th> <th colspan="2">Attendees</th> <th rowspan="2">Venue</th> </tr> <tr> <th>Invited</th> <th>Attended</th> </tr> </thead> <tbody> <tr> <td>8.6.2018</td> <td>10</td> <td>7</td> <td></td> </tr> </tbody> </table>	Date	Attendees		Venue	Invited	Attended	8.6.2018	10	7		Complied
Date	Attendees			Venue									
	Invited	Attended											
8.6.2018	10	7											

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Criterion / Indicator		Assessment Findings				Compliance
		12.6.2018	10	7	Ladang Peserta Kg. Sri Jaya	
		26.6.2018	10	5		
		30.8.2018	10	10		
		5.10.2018	10	10		
		17.10.2018	10	19		
		<p>Action Plan for achieving Continual Improvement was held via:</p> <ul style="list-style-type: none"> <li>• Dissemination program on technical information on environment, social and new technology.</li> <li>• Printed publication on GAP, IPM and new technology to reduce usage of pesticides.</li> <li>• MPOB Magazine Warta Sawit published quarterly available as hard copy or on-line at <a href="http://palmoilis.mpob.gov.my/index.php.wart-sawit">http://palmoilis.mpob.gov.my/index.php.wart-sawit</a></li> </ul> <p>There also was an internal audit conducted to ensure the 50 initial batch of smallholders understood the continual improvement. It was from 3 – 6 July 2018 by MPOB SCCU (Sustainability Conservation Certification Unit), reference report MPOB/MSPO/IA/2018.</p>				

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Criterion / Indicator	Assessment Findings	Compliance
<p><b>4.1.2.2</b> 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><b>- Major compliance -</b></p>	<p>The platform used to disseminate new technologies or information was via sharing session - MSPO Certification program, site visit and discussion.</p> <p>The MSPO Certification program, a program to register and welcome new members was held on 15.4.2019, at Balai Raya Kg. Bak Bak , Maran and on 16.4.2019 at Dewan Wakaf, Kg Bt. 13, Maran. Among the itinerary of the program was Awareness (Orientation) Session introducing members what MSPO is all about. Invited speakers conversant in their respective subject matter were present to impart and share their knowledge. They were as follows:</p> <ol style="list-style-type: none"> <li>1. Good Agricultural Practice by MPOB Officer</li> <li>2. Principle of MSPO by MSPO Officer</li> <li>3. Environmental Quality Act by DOE Officer</li> <li>4. The need for Occupational Safety and Health Act by DOSH Officer</li> <li>5. Wildlife Act by Wildlife Department Officer</li> </ol> <p>On-going training has been planned to cover the remaining 447 members. Records showed two batches each batch comprised of 100 smallholders had been trained. Additionally, at the end of individual member field visit, recommended action are recorded in the '<i>Laporan Lawatan Kebun</i>' by MPOB Group Manager</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance					
<b>4.2 Principle 2: Transparency</b>							
<b>Criterion 4.2.1 – Traceability</b>							
<b>4.2.1.1</b>	<p>The group management shall commit itself to implement and maintain the requirements for traceability.</p> <p><b>- Major compliance -</b></p>	<p>The group manager maintain the tracking system that can trace the FFB to its source. The group manager has plotted GPS coordinate of each smallholder’s farm documented in SPOC application form.</p> <p>The records of FFB sales was maintain by individual smallholders in ‘Buku Rekod Kebun’. The group manager verified and collected the data during ‘Lawatan Khidmat Nasihat’. Additionally, the group manger collected FFB sales data from the FFB traders and mills which the smallholders sold the FFB.</p> <p>However, the data recorded in the ‘Buku Rekod Kebun’ need to be recorded properly as per format established for the certified farm.</p>	<p>OFI</p>				
<b>4.2.1.2</b>	<p>To keep records of sales and delivery or transportation of fresh fruit bunches.</p> <p><b>- Major compliance -</b></p>	<p>Records and sales and delivery of FFB such as weighbridge ticket was maintain by the individual smallholders and recorded in the ‘Buku Rekod Kebun’. The group manager verified and collected the data during ‘Lawatan Khidmat Nasihat’.</p> <p>The record for the FFB sold to the dealer was available with the group management. Sighted the sample as follows:</p> <table border="1" data-bbox="1088 1257 1630 1385"> <thead> <tr> <th data-bbox="1088 1257 1496 1321">Name Of Smallholders</th> <th data-bbox="1496 1257 1630 1321">Tonnage</th> </tr> </thead> <tbody> <tr> <td data-bbox="1088 1321 1496 1385">Yap Su Yong</td> <td data-bbox="1496 1321 1630 1385">14.05</td> </tr> </tbody> </table>	Name Of Smallholders	Tonnage	Yap Su Yong	14.05	<p>Complied</p>
Name Of Smallholders	Tonnage						
Yap Su Yong	14.05						

Criterion / Indicator		Assessment Findings				Compliance								
		Lian Hock Seng	18.17											
		Yee Teck Ming	18.31											
		Mah Bi Ling	17.26											
		Yee Teck Kuang	15.09											
		Hoo Kek Seng	19.72											
		Gan Chong Leng	16.82											
		Gan Tek Chuan	18.81											
<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>Independent smallholders shall show awareness of compliance with all applicable local, state, national and ratified international laws and regulations.</p> <p><b>- Major compliance -</b></p>	<p>Interview with the smallholders found that they are aware of the compliance with all applicable laws. Document review found all the smallholders have obtained the MPOB license.</p> <p>Samples of the MPOB license checked:</p> <table border="1"> <thead> <tr> <th>Name</th> <th>MPOB License</th> <th>Hectare</th> <th>Validity</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>				Name	MPOB License	Hectare	Validity					Minor NC
Name	MPOB License	Hectare	Validity											



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Criterion / Indicator		Assessment Findings				Compliance
		Faridah bt Hassan	765767001010	0.40	30/4/2024	
		Mohd Sharif b. Md Tan	757340001010	1.73	29/2/2024	
		Aslan b. Ishak	765763001010	3.24	30/4/2024	
		Hamzah b. Hassin	550984201000	4.59	31/8/2020	
		Chew Chin Ngo	407217901000	2.40	30/6/2022	
		Tham Kau Yeen	438126101000	6.07	30/6/2024	
		Tin Boon Choo @ Tang Woon Kai	763529001010	4.72	31/3/2024	
		Man Swee Peng (Dusun)	756744001010	1.21	29/2/2024	
		Lian Hock Seng	580494101000	1.49	30/4/2022	
		Mohamed b. Hj. Ahmad	453225101000	2.37	30/6/2020	
		Mohd zenan @ Mohd Zali b. Yah	781167001010	3.90	31/7/2024	

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Criterion / Indicator		Assessment Findings				Compliance
		Yee Teck Kuang	786331001010	3.624	31/8/2024	
		Hoo Kek Seng	510188601000	3.40	31/8/2023	
		<p>Sampled the land titles of the smallholders that planted oil palm found that the express conditions of the land title is under rubber cultivation or farm cultivation, not oil palm cultivation:</p> <ul style="list-style-type: none"> <li>i. Land title No.: 1391, 2.4281 ha</li> <li>ii. Land title No.: 23243, 1.214 ha</li> <li>iii. Land title No.: 5717, 0.4046 ha</li> <li>iv. Land title No.: 179, 2.0234 ha</li> </ul> <p>MPOB is collaborated with Land Department of Pahang to rectify the terms and conditions of land titles for smallholders in Pahang. A meeting will be organized in December 2019.</p>				
<b>Criterion 4.3.2 – Lands use rights</b>						
<b>4.3.2.1</b>	<p>Independent smallholders shall demonstrate rights to their landholdings and there is no evidence of major land disputes.</p> <p><b>- Major compliance -</b></p>	<p>Interviewed with the smallholders confirmed that the land is owned by them with the legal ownership sighted. They informed that no land dispute reported and demarcation of land was done accordingly via trenches and boundary stones.</p> <p>Sampled the land title as below:</p> <ul style="list-style-type: none"> <li>i. MPOB License: 200910 – 101000; Land Title No.: 4692, 3.235 ha</li> </ul>				Complied

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Criterion / Indicator		Assessment Findings	Compliance
		ii. MPOB License: 510187 – 801000; Land Title No.: 1507, 2.4281 ha iii. MPOB License: 576051 – 101000; Land Title No.: 1241, 3.387 ha iv. MPOB License: 751249001010; Land Title No.: 1507, 2.4281 ha v. MPOB License: 461440 – 101000; Land Title No.: 3443, 3.686 ha	
<b>Criterion 4.3.3 – Customary rights</b>			
<b>4.3.3.1</b>	Independent smallholders shall demonstrate customary rights to their landholdings  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.  <b>- Major compliance -</b>	Interview with the local communities confirmed that the smallholders have the customary rights on the land. MPOB license and land title is the legal document to proof the land ownership. Sampled of the MPOB license and land titles as above Indicator 4.3.2.1.	OFI
<b>4.3.3.2</b>	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.  <b>- Minor compliance -</b>	A survey map of the 50 existing smallholder’s farm with GPS coordinate 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.  Land title with the boundary of land was sighted.	OFI

Criterion / Indicator		Assessment Findings	Compliance
		Area map with GPS coordinate to show the extent of customary rights land for 546 new members to be developed accordingly.	
<b>4.4 Principle 4: Social responsibility, health, safety and employment condition</b>			
<b>Criterion 4.4.1:</b> Complaints and grievances			
<b>4.4.1.1</b>	Independent smallholders shall be able to respond to complaints that are raised by their neighbours or other stakeholders.  - <b>Major compliance</b> -	MPOB has established "Aduan dan Rungutan" Procedure with Doc. No.: MSPO/SSCC/SOP-01/AR dated 10/72019, issue 2, rev. 1. The Group Manager is the responsible person to handle all the complaint and grievances. Seen the appointment letter dated 28/3/2018 to appoint Mr. Roshazali as Group Manager in SPOC C2 Maran. The objective of the procedure is to monitor and ensure complaint and grievances received from the affected parties will be resolved within 14 days from the date of receipt of complaints. Complaint and Grievance form implemented by MPOB SPOC Maran. Reviewed on the Complaint & Grievance form found that no complaint has received since last assessment. Interviewed with the sampled smallholders confirmed that they have no complaint and grievances towards MPOB.	Complied
<b>4.4.1.2</b>	The local system should be able to resolve disputes.  - <b>Minor compliance</b> -	Local system used to resolve disputes was found effective based on the interviewed with the smallholders where 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.	Complied
<b>Criterion 4.4.2:</b> Employees safety and health			

Criterion / Indicator		Assessment Findings	Compliance
4.4.2.1	<p>Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe.</p> <p><b>- Major compliance -</b></p>	<p>The management has established “Manual Prosedur Kerja Pensijilan Minyak Sawit Mampan Malaysia (MSPO) Bagi Pekebun Kecil Persendirian” updated 10.7.2019 for “Lampiran 12 Garis Panduan Keselamatan Dan Kesihatan Pekerjaan” ( MSPO/SSCC/GP-02/KKP).</p> <p>The MPOB TUNAS Officers conduct regular visits to the smallholder farms to ensure health and safety plan, particularly, the emphasis on PPE and safe work practice are being implemented. Although majority of farmers outsourced harvesting, manuring and spraying activities, they too ensure the contracted workers wore the PPE and care for their own safety and health.</p> <p>Farm owners assessed also showed their sensitivity to environment.</p> <p>They likewise told the Contractor to remind their workers to protect the environment as they were told during training by MPOB Officers. The SOP “Lampiran 4 – Prosedur Pengendalian dan Pelupusan Bahan Kimia No. Dokumen PMSPO/SSCC/SOP-02/BK Issue No. 2, 10.7.2019” were implemented and verified during interview. Empty chemical containers, fertilizer bags and any other plastic ware such as mineral water bottle and food containers were hardly seen in the field.</p>	Complied
<b>Criterion 4.4.3: Employment conditions</b>			
4.4.3.1	<p>For independent smallholders with temporary workers, work conditions shall be in accordance with a mutual verbal agreement made transparently and freely.</p>	<p>This indicator is not applicable to this group of smallholders as there was no workers been employed by the smallholders. They or family members managed the plantations. All the activities carried out by themselves or family members.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- <b>Minor compliance</b> -		
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.  - <b>Minor compliance</b> -	This indicator is not applicable to this group of smallholders as there was no workers been employed by the smallholders. They or family members managed the plantations. All the activities carried out by themselves or family members.	Complied
4.4.3.3	Group managers for Independent smallholders shall ensure that worker’s pay and conditions meet legal standards as per mutual agreements.  - <b>Major compliance</b> -	This indicator is not applicable to this group of smallholders as there was no workers been employed by the smallholders. They or family members managed the plantations. All the activities carried out by themselves or family members.	Complied
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.  - <b>Major compliance</b> -	This indicator is not applicable to this group of smallholders as there was no workers been employed by the smallholders. They or family members managed the plantations. All the activities carried out by themselves or family members.	Complied
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.  - <b>Major compliance</b> -	No evidence of child labour found during site visit to the smallholders’ sites. Interviewed with the smallholders found that they are aware of the importance of education for children and the hazard if the children is working in the field.	Complied

Criterion / Indicator	Assessment Findings	Compliance	
<b>Criterion 4.4.4:</b> Training and competency			
<b>4.4.4.1</b>	Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management. <b>- Minor compliance -</b>	To address the requirement of this indicator MPOB HQ had established an SOP titled " <i>Lampiran 10- Garis Panduan Pelan Daya Ekonomi dan Kewangan</i> " Doc. No. MSPO/SSCC/GP-01/PEK dated 10.7.2019". The Guideline emphasize on Good Agricultural Practice, Manuring, Spraying and Weeding record keeping of Oil Palm activities. Training plans are underway using this SOP as reference material. Although training had yet to begin, some smallholders' interviewed, especially those who joined MSPO Program 3 years ago during replanting program seek GAP knowledge benefitted most. They were guided by the MPOB Officer and visit at their farm showed management of their oil palm trees were as good as industry practice. They had started scout harvesting.	Complied
<b>4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services</b>			
<b>Criterion 4.5.1:</b> Environmental Management Plan			
<b>4.5.1.1</b>	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. <b>- Minor compliance -</b>	The Group Manager has established List of Social and Environmental Impacts and Action Plan. Refer document no. MSPO/SSCC/L-04/ISP dated 4/11/2018. 7 activities were identified which given positive and negative impacts to the environment and action plan to promote or mitigate the impacts has been established. The plan was communicated to the smallholder's member through training, briefing and visit.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The group manager continue to raise awareness on the environmental impact to the smallholders. Sighted the sampled of training or briefing records as follows:</p> <ul style="list-style-type: none"> <li>i. Briefing on MSPO for Pahang State at Dewan Usahawan Tani, Jabatan Pertanian, kg. Awah dated 5/8/2019</li> <li>ii. Briefing on MSPO for Smallholders and Stakeholders at Dewan Tasik Bandar Maran dated 9/4/2019</li> <li>iii. Briefing on MSPO and MPOB License for smallholders at Dewan Kg. Sg. Jerik dated 11/4/2019</li> <li>iv. Briefing on MSPO at Balai Raya Kg. Bak Bak dated 15/4/2019</li> </ul>	
<b>Criterion 4.5.2:</b> Efficiency of energy use and use of renewable energy			
<b>4.5.2.1</b>	The use of renewal energy should be applied where possible. <b>- Minor compliance -</b>	There was no option for the use of renewable energy and fully dependable on fossil fuel.	Complied
<b>Criterion 4.5.3:</b> Waste management and disposal			
<b>4.5.3.1</b>	All waste products and sources of pollution shall be identified by the group manager. <b>- Major compliance -</b>	<p>The Group Manager has identified all waste products and source of pollution and documented in List of Pesticides Residue and Domestic Waste. Refer document no. L-04/SRD/2016 dated 1/4/2016. Waste identified as follows:</p> <p>Waste generated from agricultural input</p> <ul style="list-style-type: none"> <li>i. Pesticide chemical (insecticide &amp; herbicide) - empty chemical container, water residue from chemical mixing, contaminated soil with pesticide chemical and etc.</li> </ul>	Complied



Criterion / Indicator		Assessment Findings	Compliance
		ii. Fertilizer – empty fertilizer bag Waste generated from non-agricultural input i) Chemical spray pump – old/damaged spray pump ii) Agriculture machinery – used lubricants, battery, tyres etc iii) Used PPE iv) Domestic waste	
<b>4.5.3.2</b>	<p>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.</p> <p><b>- Major compliance -</b></p>	<p>The Group Manager has established Standard Operating Procedure for Scheduled Waste management. Refer document no. MSPO/SSCC/SOP-03/BT dated 6/7/2018 issue no. 1 rev no. 1.</p> <p>Stated in the SOP, empty chemical containers must be triple rinsed as per letter by DOE dated 24/5/2018. Refer letter no. JAS/91/110/619.</p> <p>The procedure was communicated to the smallholder’s member through training, and briefing during Lawatan Khidmat Nasihat.</p> <p>Most of the smallholders outsource the work involving chemical application such as spraying/weeding and manuring. The waste from the chemical application work such as empty pesticides container and empty fertilizer bags were handled by the appointed contractors.</p> <p>Noted during the interview with the smallholders show satisfactory understanding on handling hazardous chemicals and its containers. Empty chemical containers were reuse for chemicals application or been triple rinse and send for recycle.</p>	<p>Complied</p>

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Criterion / Indicator	Assessment Findings	Compliance	
<b>Criterion 4.5.4:</b> Natural water resources			
<b>4.5.4.1</b>	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. <b>- Minor compliance -</b>	Noted during site visit and interview with Smallholders shows the understanding on the needs and steps were taken to maintain the quality and availability of surface and ground water such as no blanket spraying, maintenance of soft grasses, frond stacking, maintenance of riparian buffer zones and etc	Complied
<b>4.5.4.2</b>	Water harvesting practices should be implemented. <b>- Minor compliance -</b>	Rain water harvesting has been implemented by placed water container at strategic area. The smallholders used the rain water for pre-mix of agrochemicals.	Complied
<b>Criterion 4.5.5:</b> Status of rare, threatened, or endangered species and high biodiversity value			
<b>4.5.5.1</b>	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. <b>- Minor compliance -</b>	During on-site registration to join SPOC C2 Maran followed by briefing session, all members were given a basic understanding on species or habitats of concern, together with their conservation needs by Wildlife Department. See Indicator 4.1.2.2 among briefing topic covered.  The training given by Wildlife include sharing topic on Rare, Threaten and Endangered Species and Protection of the Environment. Sighting Awareness Training material slides showed they were shown wildcats ( <i>kucing hutan</i> ), tapir, wild boar, squirrel and porcupine.  The Wildlife Officer informed them procedure to follow whenever they see these species in their field. They need to inform MPOB	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Group Manager or call directly Wildlife Pahang office at telephone no. 09-517 8111 or visit their website website:www.wildlife.gov.my	
<b>Criterion 4.5.6:</b> Zero burning practices			
<b>4.5.6.1</b>	Independent smallholders shall not practice open burning during land preparation for oil palm cultivation or replanting, unless with the permission of relevant state authorities.  - <b>Major compliance</b> -	During site interview, the members were able to inform on the zero burning policy. They were aware of the procedure of land preparation.  There was no evidence of burning used in land preparation during the site visit at the new planting plot and the 2 ½ year replanting plot.	Complied
<b>4.6 Principle 6: Best Practices</b>			
<b>Criterion 4.6.1:</b> Site Management			
<b>4.6.1.1</b>	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.  - <b>Minor compliance</b> -	SPOC Maran has certified with MPOB Code of Good Agriculture Practice (CoGAP) for Oil Palm Estate and Smallholdings. Latest audit has been conducted on the 30 – 31/12/2019. 22 smallholders from SPOC Maran has been certified.  Group manager conduct regular inspection following the MPOB Good Agricultural Practice and continue to raise awareness of the smallholders on the GAP during briefing, training and 'Lawatan Khidmat Nasihat'.  Noted during field visit that smallholders are implementing best practices such as maintaining soft grasses, no blanket spraying,	Complied

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Criterion / Indicator		Assessment Findings	Compliance																
		frond stacking, road maintenance, water management and integration with cattle breeding.  Noted during interview with the smallholders shows satisfactory understanding on the GAP.																	
<b>4.6.1.2</b>	A visual identification or reference system shall be established for each field or block of oil palm planting by group manager (where practical).  <b>- Major compliance -</b>	The group manager of SPOC Maran has provided standard signboard to all smallholders for visual identification or reference system. In the signboard stated the name of smallholder, lot number, area, GPS coordinate and planted year.	Complied																
<b>Criterion 4.6.2: Economic and financial viability plan</b>																			
<b>4.6.2.1</b>	Group manager shall establish a documented business or management plan to demonstrate attention to economic and financial viability.  <b>- Major compliance -</b>	Sighted MPOB SPOC C2 Group Manager has established the forecast for financial year 2020. It is continually being reviewed. Example: <table border="1" data-bbox="1086 965 1859 1252"> <thead> <tr> <th>Program</th> <th>Month 2020</th> <th>No sessions planned</th> <th>Budget, RM</th> </tr> </thead> <tbody> <tr> <td>Kursus sehari sawit</td> <td>January</td> <td>2</td> <td>2000</td> </tr> <tr> <td>Bersama pekebun kecil</td> <td>June</td> <td>2</td> <td>2000</td> </tr> <tr> <td></td> <td>November</td> <td>1</td> <td>1000</td> </tr> </tbody> </table>	Program	Month 2020	No sessions planned	Budget, RM	Kursus sehari sawit	January	2	2000	Bersama pekebun kecil	June	2	2000		November	1	1000	Complied
Program	Month 2020	No sessions planned	Budget, RM																
Kursus sehari sawit	January	2	2000																
Bersama pekebun kecil	June	2	2000																
	November	1	1000																

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Criterion / Indicator		Assessment Findings				Compliance
		Distribute : PPE to new members Chemical Storage cabinet	Throughout the year	For 215 members for PPE and 150 for cabinet	70,000	
		Farm Identification Signboard	In stages Throughout the year		28,000	
<b>Criterion 4.6.3:</b> Transparent and fair price dealing						
<b>4.6.3.1</b>	Independent smallholders are encouraged to communicate with and have consultations with dealers, millers, local communities and other affected or interested parties.  <b>- Minor compliance -</b>	<p>Communication between smallholders, traders, colleagues and local communities is verbal. Smallholders obtained:</p> <ul style="list-style-type: none"> <li>price of FFB either from FFB Collection Center, MPOB TUNAS Officer,</li> <li>Price for pesticides and fertilizer either from PPK (Pertubuhan Peladang Kawasan) or Agrochemical Traders</li> <li>and compare disbursement rate for Harvesters, Sprayers, Manurer and FFB Transportation from Contractor and among fellow farmers in light of scarcity of workers.</li> </ul> <p>There are few smallholders who sell their FFB directly to nearby mill. Contract between Mill and Smallholder existed. The pricing method has been clearly stated in the contract and smallholders</p>				Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>were explained on the term of contracts prior to the signing of contract.</p> <p>FFB price was based on daily price and monthly average and paid on monthly basis by miller or collection center to their bank account via on-line. Records of invoice payment sampled and interviewed with smallholders said they are happy:</p> <p>Group Manager keeps a copy of all the FFB sales records. There were no disputes on the payment noted during the audit.</p>	
<b>4.7 Principle 7: Development of new planting</b>			
<b>Criterion 4.7.1:</b> Oil palm shall not be planted on land with a high biodiversity value			
<b>4.7.1.1</b>	<p>Independent smallholders shall not plant oil palm on land with high biodiversity value as identified by local, state and national legislation.</p> <p><b>- Major compliance -</b></p>	No new planting was carried out by smallholders.	NA
<b>Criterion 4.7.2:</b> Soil Survey			
<b>4.7.2.1</b>	<p>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.</p> <p><b>- Minor compliance -</b></p>	No new planting was carried out by smallholders.	NA
<b>Criterion 4.7.3:</b> Extensive planting on steep terrain, marginal and fragile soils			

<b>Criterion / Indicator</b>		<b>Assessment Findings</b>	<b>Compliance</b>
<b>4.7.3.1</b>	<p>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.</p> <p><b>- Major compliance -</b></p>	No new planting was carried out by smallholders.	NA

**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 SPOC C2 Maran Certification Unit complies with the MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small. It is recommended that the certification of SPOC C2 Maran Certification Unit is approved and/or continued.	
<b>Acknowledgement of Assessment Findings</b>	<b>Report Prepared by</b>
<b>Name:</b> ROSHAZALI BIN MAI HARUN	<b>Name:</b> Muhammad Fadzli Masran
<b>Company name:</b> LEMBAGA MINYAK SAWIT MIPUSA	<b>Company name:</b> BSI Services Malaysia Sdn. Bhd.
<b>Title:</b> GROUP MANAGER (GM)	<b>Title:</b> Client Manager
<b>Signature:</b> 	<b>Signature:</b> 
<b>Date:</b> 19/2/2020	<b>Date:</b> 04/02/2020



**Appendix A: Assessment Plan**

Date	Time	Subjects	MF	NS	MM
Monday 2/12/2019	0830-1700	Travelling from KL to Temerloh	√	√	√
Tuesday 3/12/2019	0800-0830 0830-0900	Opening Meeting: <ul style="list-style-type: none"> <li>Opening Presentation by Audit team leader.</li> </ul> Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).	√	√	√
	0830–1230	Field Inspection – Smallholder 1 to 6: 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 7 to 11: 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 4/12/2019	0830–1230	Field Inspection – Smallholder 12 to 16: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc  Stakeholder consultation	√	√	√
	1230–1330	Lunch	√	√	√
	1330–1600	Field Inspection – Smallholder 17 to 21 : Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc	√	√	√

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Date	Time	Subjects	MF	NS	MM
	1600-1700	Interim Closing briefing	√	√	√
Thursday 5/12/2019	0830–1230	Field Inspection – Smallholder 22 to 26: Field visit, boundary inspection, fertilizer application, weeding, harvesting, workers interview, buffer zone, HCV area, office, workshop, worker housing, landfill, chemical store and mixing, etc  Stakeholder consultation	√	√	√
	1230–1330	Lunch	√	√	√
	1330–1600	Field Inspection – Smallholder 27 to 31: 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	√	√	√
Friday 6/12/2019	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.	√	√	√
	1600-1700	Finalization of audit findings & preparation of closing meeting	√	√	√
	1700-1730	Closing meeting	√	√	√
	1600-1700	Finalization of audit findings & preparation of closing meeting	√	√	√

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Date	Time	Subjects	MF	NS	MM
	1700-1730	Closing meeting	✓	✓	✓

**Appendix B: List of Stakeholders Contacted**

<b>List of Stakeholders Contacted</b>	
<p><b>Internal Stakeholders</b></p> <p>Group Manager  MPOB Officers (Pegawai Tunas Kawasan)  MPOB Officers (HQ)  Smallholders</p> <p>a. Existing</p> <ol style="list-style-type: none"> <li>1. Leong Whai Sing</li> <li>2. Yeee Teck Kuang</li> <li>3. Gan Teck Chuan</li> <li>4. Sim Giok Giong</li> <li>5. Hoo Kek Seng</li> <li>6. Mah Bu Ling</li> <li>7. Lian Hock Seng</li> </ol> <p>b. Newly Join</p> <ol style="list-style-type: none"> <li>1. UITM Kampus Jengka</li> <li>2. Ngoo Ek Giok</li> <li>3. Tan King Hua</li> <li>4. Ng Say Chin</li> <li>5. Chong Kian Yong</li> <li>6. Chong Sau Ying</li> <li>7. Yong Moy Lan</li> <li>8. Ng. Ai Fen</li> <li>9. Mah Cho Koy</li> <li>10. Mohd Shafir b. Mat Tan</li> <li>11. Aslan b. Ishak</li> <li>12. Faridah bt. Hassan</li> <li>13. Hamzah b. Hassin</li> <li>14. Jamaluddin b. Ismail</li> <li>15. Roslan b. Hamid</li> <li>16. Ab. Wahid b. Hj. Abd Rashid</li> <li>17. Hashim b. Mohd Zin</li> <li>18. Muhammad Azam b. Abd. Halim</li> <li>19. Tham Kau Yen</li> <li>20. Chew Chin Ngo</li> <li>21. Tin Boon Choo@Tang Woon Khai</li> <li>22. Phua Guat Ying</li> <li>23. Man Swee Peng</li> </ol>	<p><b>FFB Traders/Mill/Contractors/Local Communities</b></p> <p>Sawit Segar Juta Sdn. Bhd  Kilang Sawit Felcra Berhad (KSFB) Maran  Pusat Timbang Aiman, Kg. Jara</p>
<p><b>Government Departments</b></p> <p>JKAO Maran</p>	<p><b>NGO</b></p> <p>Nil</p>

### Appendix C: Smallholder Member Details

#### EXISTING MEMBERS

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
1	LIAN PEH TEE	1998	3.6590	15
2	YAP SU YONG	2015	2.7790	14
3	KEK HUAT	2015	2.9620	12
4	LIAN HOCK SENG	2016	1.4900	12
5	LIAN TAI LEK	2015	2.9080	14
6	YEE TECK MING	2000	2.0260	16
7	ONG HENG LEE	2001	2.2560	14
8	MAH BI LING	1998	3.4440	12
9	ONG ENG WENG	2000	3.6017	14
10	YEE TECK KUANG	1998	3.6400	16
11	HOO KEK SENG	2003	3.3994	17
12	TING AH CHONG	1998	3.6400	18
13	GAN CHONG LENG	2000	1.5800	15
14	GAN TEK CHUAN	2014	3.6360	14
15	LIM SON KING	2016	2.2030	8
16	LOW KIM JOO	2016	2.6305	7
17	CHAN CHEE TUCK	2016	2.8024	16
18	LOH GUAN SENG	2017	1.0780	14
19	LEONG WHAI SING	2015	3.2350	15
20	DING LEAN TIN	2000	3.2400	17
21	LEONG CHIN KONG	2008	3.2370	14
22	YONG NGAU	2003	2.4281	14
23	SIM GIOK GIONG	2017	2.4281	10
24	THONG KUAN CHAI@ TONG KIN CHAI	2015	3.7090	8
25	WONG MOI MOI	2015	3.6400	16
26	GAN KEE THAK	2018	3.2375	12
27	YEAP CHONG HAI	1998	2.4276	13
28	LOI SENG HUAT	2015	3.2368	15
29	CHEW KOO ING	2011	3.8445	13

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30	MA MEE HUA	1998	3.6422	15
31	DING LIM BENG	1998	2.3920	14
32	YU SIEW CHONG	1998	3.4900	14
33	CHONG KIAN YONG	2016	3.4900	12
34	CHONG HOCK HENG	2002	3.2380	17
35	LEONG SOK HA	2002	3.4110	14
36	LEONG SOK LING	2005	1.7860	13
37	CHONG TIAN SIN	2006	2.4940	15
38	CHONG KIEN HOE	2011	3.7570	13
39	CHONG TIAN PUAH	1998	3.7980	15
40	TING KWAN YONG	2003	3.5815	13
41	KWAN SIEW YING	1998	3.8780	12
42	KONG KON KHEONG	2003	3.1930	14
43	KHOO SIONG HUAT	2000	2.6619	13
44	YEE TECK CHONG	2011	2.5430	12
45	CHAN KEE YING	2015	3.6170	14
46	TONG SIONG YEE	2001	3.3300	12
47	LIM SEW WAH	2001	3.6140	14
48	NG YAN HONG	2015	3.6422	8
49	LIM POH @ LIM BOO	2016	3.6422	5
50	GAN BEE CHIN	2017	0.8906	4

**NEW MEMBERS**

No	Name of smallholder	Year Planted	Land Area (ha)	Forecast FFB (Mt/ha/year)
1	TIONG ENG NGIT	2008	3.5815	15
2	CHONG SAU YING	2009	3.4400	16
3	THONG CHEE ENG	2004	3.1999	17
4	TING TONG LENG	2001	1.7080	18
5	MAH CHO KOY	2014	3.6422	9
6	DIN CHING HIN	2009	3.7410	22
7	ZAKIAH BT MD YUSOF	2010	1.8900	18
8	MAHASSAN B ALI	2014	2.4443	16
9	CHAN YUAN ONG	2011	2.7264	12

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10	SHAMSUDDIN B. SA'AD	2014	1.3500	8
11	LOI SIEN TEONG	2015	2.7164	8
12	PANG SIEW MAY	2014	3.1582	6
13	CHIEW LOW YONG	2017	3.6422	BLM BERHASIL
14	LOW YEE CHE	2009	3.6720	14
15	TAN SWEE HUAT	2007	3.6414	15
16	TING KEA SOON	2000	2.5470	13
17	LOW YI CHIN	2004	2.4276	15
18	LOY AH FOONG	2005	0.8094	18
19	TAN LOKE HUAT	2005	2.7164	18
20	TAN LOKE SING	2003	2.4281	13
21	ROсна BT HUSSEIN	2000	1.9130	15
22	MEK SOM BT DOLLAH	2003	1.2140	15
23	ISSUYARDI B ISMAIL	2008	1.4760	18
24	DERAHIM B MOHAMED	2008	2.2764	18
25	ROSNANI BT YAMAN	2005	1.2140	16
26	AZMAN B DERAHIM	2001	1.2000	16
27	NORLAILI BT SHAFIE	1998	0.4060	15
28	MOHD AZHARI B MOHD PILUS	2002	1.1837	16
29	KAMSI AH BT PILUS	2005	2.2160	16
30	WANRAHMAN B WAN MUSTAFAR	2003	0.6764	14
31	SURAYA BT MAT SALLEH	2003	1.6220	14
32	MEK ESAH BT DERIS	2003	1.7020	14
33	FAIZUL HASNI B ABDUL RAHIM	2006	1.1160	18
34	IDA JUNIANI BT ABDUL WAHAB	2005	1.1214	16
35	MAIMUNAH BT SEBAB	2010	1.2140	18
36	NORMAN SHAHRUDIN B BAHBARUDIN	2014	0.6460	8
37	MOI MOI@ NG MOI MOI	2010	2.8322	15
38	FOO YOON KENG	2013	3.6422	10
39	YONG KAU MOOI	2003	3.6660	16
40	MOHAMAD ZAFFERI B MUSTAFAR	2010	1.2140	15
41	MACHINE LINE SDN. BHD	2017	3.7740	BLM BERHASIL
42	SUHAIMI B ABDUL MANAN	2010	1.2140	18
43	ZAMARI B AB RAHIM	2010	1.2140	18

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44	MOHD AZMI B OTHMAN	2010	3.2400	14
45	CHEW CHIN SEE	2018	1.1431	BLM BERHASIL
46	NGOO EK GIOK	2016	3.3870	4
47	LING YORK THIAN	2009	0.8094	16
48	LIEW THIN YIN	1999	3.9900	15
49	YU TECK LEE	1999	2.5900	15
50	EE CHU HUAK@YU CHOO HUAT	1999	2.6430	15
51	TAN KING HUA	2006	3.2375	16
52	SITI NORA ASHIKIN BINTI MOHD AZMII	2004	2.0200	18
53	LIU BOON FONG	2018	2.2630	BLM BERHASIL
54	LIU PEI PING	2016	3.3720	6
55	LEE LEONG HOOI	2017	3.6400	5
56	SIEW NGAN FONG	2011	2.7670	16
57	MOHD AZLAN BIN MOHD AZMI	2009	1.6336	18
58	ROSLAN BIN HAMID	2005	1.0330	16
59	ANISAH BT ISMAIL	2010	1.2140	18
60	AZMI BIN BAKAR	2010	1.2200	12
61	TAN KONG LING	2017	3.2375	6
62	TENG YON YON	2018	1.7160	BLM BERHASIL
63	OOI FOO LING	2017	3.2400	5
64	TAN KONG HUAT	2014	3.6950	6
65	ABDUL MANAN BIN ABD MANAF	1999	2.0566	14
66	WONG AH KOW@WONG WAN POW	2011	3.8850	12
67	TING SUI ING	1999	3.7600	14
68	LOW KIM JOO	2017	2.0320	BLM BERHASIL
69	CHAN YUAN ONG	2011	2.7300	14
70	LAW YEW CHUAN	1989	3.2400	8
71	LOH GEK ING	2019	3.8650	BLM BERHASIL
72	MOHD NAZRI BIN MOHAMAD SALLEH	2010	1.2100	14
73	TAN AH KAU	1989	3.6400	8
74	LING SOI CHAI	1994	3.7400	12
75	LEE SOOK TING	1999	0.6800	14
76	NGOO SIEW LANG	2002	1.2060	15
77	TAN KOON HUI	2001	9.4700	15



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78	LOW BOON LIM	2018	2.1800	BLM BERHASIL
79	KONG KIN KUEK	2017	3.3900	BLM BERHASIL
80	ENG CHU LAN@ NG CHU LAN	2008	2.1600	16
81	ABDUL MUBIN BIN MAT SALLEH	2019	0.8600	BLM BERHASIL
82	SAIFUDIN BIN MOHAMAD	2013	1.2100	8
83	AZIZAH BINTI AZMI	2012	3.8000	8
84	JOLIHAR BT SAMAH	2015	1.2100	6
85	MD ARSAD BIN LAMBAK	2015	1.2100	6
86	LEE LIA MENG	1999	2.8000	14
87	LEE SEW HA	2014	3.6400	8
88	YEAP LEE LEE	1990	3.6400	10
89	NG MIEW LEA	2018	2.4965	BLM BERHASIL
90	LIM SOK FONG	2018	3.2375	BLM BERHASL
91	NG ENG FUI	1990	2.3800	10
92	LIM SENG HOCK	1999	2.8500	14
93	LEE KAM SANG	1990	3.6460	10
94	WAN LIJAH BT WAN HUSSIN	2007	2.2490	18
95	TONG SIONG YEN	1994	3.6422	10
96	NG AI FEN	1994	3.6860	10
97	PUAH CHUAN HOCK	2019	3.6560	BLM BERHASIL
98	PUAH CHUAN TUCK	2012	3.2198	14
99	MOHD SHARIF B MD TAN	2010	1.7326	15
100	AZHARUDDIN B MAT DERIS	2009	1.2140	14
101	TEO SIEW GEOK	2004	2.5530	18
102	TONG SIONG LEE	2012	3.3870	16
103	LAM CHONG HENG	2016	3.5410	5
104	TAN INK HOCK	2016	3.8150	5
105	YAP KOK WAH	2017	3.6422	BLM BERHASIL
106	MOHD SIDEK B YASAK	2007	0.9200	16
107	FOONG SOO HAR @ LOO KA YONG	2009	1.8660	15
108	LING CHIN HUAT	2011	2.5799	15
109	SUHAIMI B MOHAMAD SALLEH	2006	1.2400	14
110	PUA KIM SENG	2011	3.2324	18
111	NOR LIZA BT ABD MUBIN	2009	2.9593	15

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112	ROHAYA BT MAT JABAR	2014	1.2140	12
113	TONG KENG LEONG	1994	3.5470	13
114	CHANG AH MOI	1998	3.4990	12
115	HAR HOCK LEE	2011	1.2010	18
116	TAN BEE SHU	2007	3.6400	18
117	THONG KUAN CHAI @ TONG KIN CHAI	1994	3.5600	13
118	WONG KOON THYE	1994	3.6400	13
119	TAN POH CHOO	2019	3.6400	BLM BERHASIL
120	THONG HONG KHOO @ TONG KIN SENG	1994	3.3590	13
121	TENG KONG PING	2004	0.9628	19
122	NG TECK HONG	2011	3.9970	16
123	NG TEIK CHONG	2012	2.4282	16
124	NG CHEK LEONG	2012	2.4282	16
125	TAN AI KING	2007	3.6422	19
126	CHEONG SIE KWONG	2009	3.2500	16
127	CHIEW KOH CHING	2001	1.7280	16
128	CHOP LEONG KEE ENTERPRISE	2007	4.0320	16
129	LOW LEE FUNG	2011	3.6420	18
130	HAMZAH B SAHAK	2009	0.6000	18
131	WONG MUN LOONG	1999	0.7214	12
132	VON KWONG FATT	2006	0.4047	15
133	CHEW CHIN NGO	2000	2.4281	16
134	CHI HEONG YEAP	1995	3.2300	12
135	CHI HENG YONG	2004	3.4630	18
136	CHI SU HI	2011	2.9370	18
137	MAN SWEE PENG	2000	1.2140	15
138	CHAN CHONG WAH	2007	0.5059	19
139	TAN TEIK ENG	2004	3.6422	16
140	SAMSUDIN B ABD GHANI	1995	1.8200	13
141	NG SAY CHIN	2012	2.4281	10
142	HOI AH CHEE @ HOO AH CHEE	2007	2.4358	14
143	SEE KEAN YAP	2000	3.8430	16
144	TAN SOOI KAW	2003	3.8569	15
145	LEONG AH SAI	2003	3.6400	16

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146	TAN ENG ANN	2010	1.7070	18
147	CHIEW LEE LIM	2001	1.9460	15
148	EE SING HUA	2007	3.7100	18
149	TEE LEE HONG	2009	1.0150	20
150	TONG KIN CHAN	2014	3.6900	8
151	CHEW GUAN HUI	2004	3.6420	20
152	DING TING KONG	2018	3.4398	BLM BERHASIL
153	ONG KIM NGOH	2017	3.5230	BLM BERHASIL
154	TAN BEE IN	1999	1.9779	16
155	CHIEW LO CHUN	1999	2.1570	16
156	HALIAS B ABDUL AZIZ	2012	0.9105	8
157	LEE MING XIAN	2001	3.9457	16
158	LING HUA CHENG	2011	2.3320	18
159	PHOON CHIN HOI	1996	3.9400	16
160	LEE POH LENG	2001	2.6300	16
161	LEE FAAK @ LEE WAH	2012	3.6400	8
162	DIONG CHE KEE	1998	3.5740	16
163	KHOO HOCK LAI	2004	1.9721	16
164	ROZIENA BT RAMLI	2000	1.2100	15
165	SOH HUA AN	2011	2.6100	20
166	YEE CHIN YOONG	1994	3.3030	14
167	WONG PEEK HA	1994	3.5590	14
168	CHEONG HENG SENG	2004	4.0280	20
169	KOH HOCK GUAN	2016	3.6010	5
170	KOH HOK LIAN	2011	7.9550	14
171	KOH HOCK KEE	2010	3.2000	15
172	FOON LAU KAM	2007	2.5687	18
173	LEE WING KOK	2007	1.0200	18
174	CHOW LIONG	2012	3.6400	8
175	LIM PENG HOCK	2005	3.4196	18
176	CHUAH WAI KOK	2003	1.9410	18
177	CHUAH WAI MENG	2000	1.5350	17
178	CHUAH BOOH SENG	2000	3.6540	17
179	SZE KEH HUAT	2019	3.2375	BLM BERHASIL

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180	NG AI CHAN	1997	3.9609	16
181	WAH KONG	2010	3.5800	15
182	ZARIAH BT LOGAM	2015	1.4731	8
183	ABDUL LATIF B AWANG YIT	2018	0.9690	BLM BERHASIL
184	NORIAH BT ABU SAMAH	2013	2.3130	10
185	KONG NGUK LING	1994	3.9400	16
186	ENG SAW TIN	1994	3.4880	16
187	SU BEE CHON	1998	1.2220	15
188	MA SOON CHIN	2016	1.6187	6
189	TAN CHEW KEONG	2008	4.2037	15
190	LOOI KIM YOK	2008	3.6590	15
191	TING ONG KOOI	2012	2.0710	8
192	THEN TANG LAI	2002	16.9600	15
193	TAN KIM SIA	2000	3.8800	16
194	ABDUL HALIM B KASIM	2001	3.1480	18
195	UITM CAWANGAN PAHANG	1997	21.5500	18
196	SHEIKH IZAMUDDIN B. SHEIKH ZAHARI	2017	0.9945	BLM BERHASIL
197	MOHD NOOR ADNAN B CHE KOB	2011	2.7316	15
198	OTHMAN B ABDUL RAHMAN	2009	0.8445	13
199	CHANG LAN FONG	2004	3.4656	20
200	LIANG LUANG ING	2009	3.2375	20
201	MAHADZIR B MANGSOR	2010	1.2180	14
202	CHONG KON THAI	2010	1.2140	14
203	CHU ING JUON	2013	2.4281	8
204	TIN BOON CHOO @ TANG WOON KHAI	2001	3.2370	16
205	LIEYANA EY TEE ABDULLAH	2002	4.1148	18
206	MOHAMAD B CHE PA	2004	1.9830	18
207	AB HADI B IBRAHIM	2008	1.9273	20
208	MOHD AZMAN B MOHD ANIS	2009	3.6094	18
209	ASLAN B ISHAK	1993	0.8067	16
210	FATIMAH BT ALI	1998	0.8123	16
211	SITI RAPEH BT MAT LAZIM	2015	3.2375	8
212	FARIDAH BT HASSAN	2013	0.4046	10
213	TEE KIAN HWAT	2009	3.6260	18

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214	LEE ENG HUA	2010	3.2290	18
215	ISMAIL B AB RAHMAN	2010	1.5290	18
216	WONG WEI NG	2012	1.7860	15
217	HASHIM B MOHD ZIN	2005	2.0234	18
218	PARIDAH BT MOHD ZIN	2012	2.6254	10
219	SHAM FOH HOO @ SUM KOK CHAN	2018	3.8445	BLM BERHASIL
220	ABDUL RAHIM B ABU BAKAR	2010	1.0630	15
221	ABDUL WAHAB B AHMAD	2004	1.0446	20
222	SUHAIMI B ABU	2013	3.0600	14
223	NORFAIZAH BT DZIAUDZI	2009	1.2140	18
224	SHA'ARI B DZIAUDZI	2009	1.2140	18
225	MUHAMAD SAZUAN B DZIAUDZI	2009	1.2140	18
226	WAN JUWITA BT WAN ABDUL GHANI	2009	1.6189	18
227	RAZALI B DAUD	1994	1.2720	16
228	AZMIE B AZMAN	1997	0.6889	16
229	KHADIJAH BT ABDULLAH	2009	2.4585	18
230	MANGSOR B SABARI	2010	1.2120	17
231	LEE YONG YAU	2010	2.5419	17
232	LIONVEST CORPORATION (PAHANG) SDN. BHD.	2007	12.1400	18
233	MOHAMMED B HJ AHMAD	1998	2.3725	16
234	ABDUL HALIM B ABDUL HAMID	2000	1.9580	15
235	KHAIRUDIN B ABDULLAH	2016	2.3903	6
236	WONG HOW CHEE	1999	2.5210	16
237	ROSMAWARNI BT ABU BAKAR	2013	1.1584	8
238	LO SIN HWA	1990	3.2680	13
239	CHAN KOW	2017	3.9229	BLM BERHASIL
240	BAHARIM B ABU SAMAH	2015	1.1665	6
241	LEE LIONG HOK @ LEE KIM HOCK	2012	2.4281	7
242	SU KIM ENG	2009	2.2190	15
243	CHONG KIAN YONG	2009	3.7160	15
244	CHONG KIM HEE	2009	3.4310	8
245	ZULKEFLY B MUSTAFFA	2015	2.5648	12
246	KHALID B ABU	2010	1.1080	16

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247	VAN CHIN CHOY	2007	3.2608	16
248	CHAN CHONG KONG @ CHAN CHONG MAN	2007	3.2375	16
249	CHAN CHONG LIANG	2006	3.1780	14
250	LEE SOCK FOI	2009	3.7520	14
251	CHAN NYIT SANG @ CHAN NAM KWANG	2009	1.6187	14
252	TEE KIAN LEONG	2009	2.6305	12
253	AB WAHID B HAJI ABDUL RASHID	2012	2.0990	20
254	MAT PIAH B JUSOH	2004	1.5940	13
255	MAHUSAIN B AWANG CHIK	2013	1.2140	16
256	YEO KING MOY	1997	3.3387	16
257	AKIN A/L YAT CHONG	1997	3.4398	18
258	NG MIEW HIAN	2009	3.6240	18
259	LIM CHEE HOCK	2009	3.7080	18
260	LIM CHA BOH	2007	1.3660	19
261	NORAZIZAH BT AB LATIFF	2009	2.7520	18
262	SAIFUL ZAHARI B MD YUSOF	2010	1.9480	15
263	MOHD NIZAM B ABDUL RASHID	2014	2.5142	8
264	ZALIHA BT PUTEH	2014	1.5020	8
265	HASHIM B MOHAMED	2010	2.6608	12
266	LIM KIM HOOI	1980	2.4280	10
267	MAHALDIKA B AB JUMAAT	2006	0.8903	18
268	THAM KAU YEEN	2009	3.6422	15
269	CHAN YAT KEE	1996	1.8400	16
270	LAI YOKE CHUN	1996	1.7660	16
271	MOHD ZUBAIDI B OSMAN	2000	3.4640	16
272	YONG MOY LAN	1999	3.6422	16
273	PHUA GUAT YING	1998	8.6390	13
274	NIK MOHD NAAIM B KASIM	2014	2.8429	8
275	WAN MOHD NAWI B WAN MOHAMOOD	2014	3.6422	8
276	ABD SAMAT B DUAJI	2012	1.6500	13
277	ABDUL RAHIN B AWANG NGAH	2010	2.3953	15
278	MOHD FUADY B ABDUL RAHIN	2015	0.6058	18
279	SARIAH BT MD PAHAM	2012	2.2170	10
280	MOHD TAMIZI B JAMBI	2010	1.4800	16

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281	MOHD NOR ROSDAN B MOHD RASHID	2009	1.6840	18
282	LOW LI SEU	2018	3.338	BLM BERHASIL
283	DIONG HOI HING	2003	3.6530	18
284	DONG MEE HONG	2015	3.4620	9
285	SEE THENG HOO	2010	2.3269	20
286	VAN KONG MING	2011	2.8328	19
287	LEE SOOI KOW	2012	1.8450	18
288	JAMALIAH BT DOLLAH	2012	1.2140	13
289	MAIMUN BT TAIB	1997	1.1840	16
290	KHASMIS BT ABD WAHAB	2005	1.2140	18
291	FARIDATUL NAJIMAH BT ABD RAZAK	2006	1.2140	20
292	KONG NGIK KIEY	2000	3.6422	16
293	CHONG KIAN MENG	2009	3.4310	12
294	CHONG BEE HONG	2013	1.2000	14
295	IBERAHIM B ABAS	2013	1.2140	8
296	CHAN KAM LONG	2004	0.4600	20
297	CHAN KAM FOOK	2004	0.9100	20
298	LEM YENG CHONG	2005	3.6500	19
299	LIONG YU	2000	2.4281	16
300	CHAN KET HONG @ CHAN CHENG HOONG	2003	3.6422	16
301	AIN ZUBAIDAH BT ISMAIL	2009	1.5290	20
302	CHAN KAM CHOY	2004	0.4600	22
303	NGOO CHING BUANG	2018	1.6187	BLM BERHASIL
304	HAR KEH KUAN	2002	3.6422	15
305	LOW KIM LENG	2009	3.9230	18
306	HARON B ABDULLAH	1990	3.3520	13
307	ALWI B SAMAT	1995	1.9380	16
308	BIDAH BT ABDULLAH	2015	0.5952	8
309	MOHAMED B ABDULLAH	2015	0.5952	8
310	ZULKEPLI B HUSIN	2011	0.7580	15
311	MAT HASSAN B DAUD	1988	0.9984	10
312	SIM SIW YAN	1998	1.8540	15
313	KAMLA A/P BERAPAN	2003	0.3123	14
314	SHARIPAH BT BAHAMAN	2013	2.5672	10

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315	MOHD ZAM B LAH	2015	1.0800	8
316	NOR LIZA BT RAZALI	2015	1.5410	8
317	YAP LOH TUCK @ YAP KAI	2000	1.6155	16
318	CHAN KWAI LEAN	2004	0.4550	16
319	OMAR B ALI	2000	1.1150	15
320	MUHAMAD ROZI B OMAR	2011	1.2140	15
321	SOH CHENG SIONG	2009	2.2890	16
322	NGOO KEE CHAI	2018	1.6187	BLM BERHASIL
323	MENG TOH	2009	3.2490	18
324	WONG KAM TAI	2009	3.2608	18
325	ONG HOCK BAN	2009	2.7822	18
326	ZAILAN B SAABAR	1998	1.0396	16
327	TAN CHEE LEONG	2009	4.0290	18
328	TING CHEE SIEW	2009	3.2375	18
329	DING PENG CHAI	1981	3.2375	10
330	YEE TECK CHONG	1996	3.1380	16
331	TAN SEK HENG	2009	1.9562	18
332	TAN SEK XIONG	2009	2.3700	18
333	TAN SEK HUAT	2009	3.5625	18
334	PANG AH CHOY	2008	1.8940	19
335	POON NGIM TEE	2009	2.6450	18
336	LIAU KHEK TEOH	2009	3.6420	18
337	LU LAN YENG	2000	2.4281	16
338	LEE SIEW SIN	2000	1.2140	16
339	LAI SEE KEONG @ LEE SEE KEONG	2003	1.6235	15
340	LAI SEE HONG @ LEE SEE HONG	2003	1.6235	15
341	TING AH CHONG	1994	3.6422	16
342	PUA SUAK HOON	2009	3.6410	18
343	GAN CHAI KEE	2012	1.2140	15
344	LEONG SOK FAN	2008	1.2140	16
345	LOW SIOW ENG	2016	1.9020	6
346	CHAN YIN SENG	2008	3.2250	18
347	LEE ENG KEE	2009	2.5192	18
348	YAP TAN SONG	1985	1.6155	12



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349	LIM CHEE PING	2001	1.8211	18
350	LIM CHEE WEI	2001	1.8211	18
351	JEVARATNAM A/L SADAIAN	2009	0.8094	18
352	ARIFIN B JAMALUDDIN	2014	0.8092	12
353	KHOO SIONG HUI	2004	1.4440	16
354	CHONG MING FENG	2012	2.3830	18
355	CHONG MING CHENG	2012	1.2140	18
356	KHOO SING HUAT	2004	2.6619	16
357	CHU SUN CHIN	2005	2.4281	16
358	KHOO SEONG WOUI	2004	1.5820	16
359	TAN YAN @ TAN PECK LIAN	2012	1.2140	10
360	WONG CHEW WAN	2016	3.6210	6
361	MOHD ROZI B MOHD NOR	2007	1.8084	18
362	MOHAMAD NASIR B MOHAMAD NOR	2009	1.9620	18
363	NG BOON TIONG	2006	3.4510	18
364	W KUNTON BT W AB RAHMAN	2016	0.9980	6
365	JAAFAR B RAHMAT	2018	1.4113	BLM BERHASIL
366	ROSMALIA BT MUHAMAD	2012	2.9997	13
367	AZIRA BT MD AMIN	2012	2.8328	13
368	NG HIN HUAT	2009	3.6422	18
369	MAT PIAH B AW BAKI	2014	2.4250	10
370	NOR HAFIZAH BT MAT DERIS	2014	1.0340	10
371	LIM CHING YENG	1999	1.8211	16
372	LIM CHEE BOON	1998	1.6005	16
373	TAN KING HUA	2009	1.6180	18
374	SIN SU YOOK @ LIM SU HIK	2009	3.5800	18
375	KUAN KIAN HUI	1999	1.8211	16
376	CHAN WENG SANG	2012	2.4300	15
377	TAN CHEONG HWA	2016	1.7780	6
378	MUNOH BT ABD RAHMAN	2005	2.4257	15
379	MUHAMMAD NAZRI B ABDUL RAHMAN	2005	2.5698	15
380	LING JAW LIAN	2004	1.7417	16
381	LEE CHYE HAI	1996	3.6340	16
382	CHONG DUEN RUH	2007	0.9753	20

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383	LIM CHEE JIAN	2001	2.8220	20
384	NOR IZAN BT MUSA	2009	0.3551	18
385	ANG GUAT HIONG	2004	1.9721	18
386	CHAN KAM TUCK	2004	0.9100	18
387	SURIMAN B YAAKUB	2000	1.2460	19
388	DING NIK YAU	1981	3.6310	10
389	CHONG LEE CHOO	1981	3.6422	10
390	CHEE LIEONG SAN	2000	1.5175	15
391	SOE YEW THIAM	2015	3.2375	8
392	SALINA BT MOHD ALI	2007	1.2140	18
393	LEE AH MOOI	2014	2.4281	10
394	LTS & SONS ENTERPRISE SDN BHD	2012	3.3550	11
395	IBRAHIM B ABDULLAH	2010	0.5952	12
396	ROSHAMIDAH BT ABDULLAH	2007	1.3710	16
397	TAN LEW MENG @ TAN BOON LIOK	2009	2.4281	14
398	MOHD AZMIN B MD AMIN	2016	3.2375	5
399	MOHD ALI B SAMAH	2006	1.2140	17
400	KHOR HAN BOON	2009	1.2140	16
401	HOO KEK SENG	2003	3.3994	18
402	LOW CHIN CHENG	2000	2.1350	18
403	NURLAILA BT DAUD	2015	1.2140	8
404	MOHD NAZRI B HASSAN	2009	0.4247	15
405	HAMIDAH BT LIDAI	2000	3.6420	16
406	MUHAMMAD REDZUAN B ABD KADIR	2000	3.6420	16
407	AZHAR B JAAFAR	2000	3.6420	16
408	HALIM B HASHIM	2012	1.2140	15
409	LIM HUAT	2009	2.4760	16
410	PHOON KOK YEN	2014	2.9930	10
411	LAU SIEW YING	2010	3.0100	15
412	SAHARUDIN B OSMAN	2008	2.1880	15
413	PUA CHIN TIA	1992	3.5139	16
414	PUA SWEE TENG	1992	3.4830	16
415	CHAN YIN MUN	2016	2.6305	5
416	JOTHI LAKSHMI A/P SADAIAN	2009	0.9344	18

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417	LOKMAN B BASIR	2010	2.0159	18
418	HAR HOCK SONG	2015	1.2140	10
419	ZULKIFLI B MOHD ZIN	2014	0.4079	12
420	TEE SIEW BEE	1993	2.0030	16
421	TAN KIM ENG	1998	1.7480	16
422	MOHD AZMAN B ISMAIL	2010	1.2140	15
423	LIM CHOOI HUAT	2009	3.7500	18
424	ROPIAH BT AHMAD	2011	2.5951	15
425	JOHARI B SULONG	2009	2.1991	18
426	KANAGARAJAH A/L SADAIAN	2009	1.2140	18
427	CHAN HOONG YING	2004	3.4399	18
428	TAN JWEE KING	2009	2.3540	18
429	YAU TONG CHIN	2009	0.8801	18
430	YAU TONG WAN	2009	1.8810	18
431	LING YEW NGI	2018	0.7549	BLM BERHASIL
432	PUA WAH LUM	1999	3.6420	16
433	TAN CHEE HAN	2009	3.4908	18
434	MOHAMAD KAMAROL B ISMAIL	2008	1.2150	18
435	HENG MOU SENG	2014	3.3285	10
436	MOHAMAD ASRI B MOHAMAD SALLEH	2006	1.2140	18
437	MOHD NOR B MOHD SALLEH	2006	1.2140	18
438	MOHD NASIR B MOHAMAD SALLEH	2006	1.2140	18
439	ABDUL SAUTA B ABDULLAH	2007	1.1740	18
440	FIVETA MARKETING SDN. BHD.	2013	3.7840	12
441	LOW KOK CHIN	1993	3.2375	16
442	CHA CHUI LAI	1990	3.2375	12
443	WONG THIEN LEE	2010	2.2460	18
444	POON LAU KAM	2008	2.5684	18
445	CHEW ENG LAI	2013	3.2400	12
446	ONG NAI LOONG	2012	3.2324	16
447	KHOO GEE SENG	1998	3.2375	15
448	THAM KHAI MING	2010	0.8301	15
449	LIM KIM LEONG	2000	2.6861	16
450	LOW LOO BEE	2008	3.8960	18

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451	LIAN SIAP YIN	2007	1.4040	19
452	LIN KHI MIN	2012	3.2370	15
453	GAN WEI HUANG	1990	2.8328	12
454	GAN KIM HUAT	1990	3.4575	12
455	KEK HUAT	1999	3.9510	16
456	RAHIMI B ABDULLAH	2010	0.4124	18
457	YEO CHIN TAT	2004	3.1610	20
458	CHIA KIM SON	2007	3.7000	18
459	GAN MEI LOONG	1999	3.6420	15
460	ANG SWEE WA	2004	3.1193	18
461	PUA HUNG SHIEN	1999	3.6422	16
462	THYE SAY HOON	1999	3.2360	16
463	AMIRA BT MOHAMED	2000	2.4570	18
464	MOHAMED B WANG	1985	2.0993	10
465	MOHD TAHIR B DOKIN	2016	2.2300	6
466	MOHD NIZAM B MD AMIN	2016	3.3791	18
467	ANG HWAN SUNG	2006	3.6340	18
468	GAN HENG KEE	2004	3.6422	18
469	HAMZAH B HASSIN	2003	0.9106	19
470	ZAWIAH BT MOHD YUNOS	2010	2.8070	18
471	PUA SUAK CHING	2009	3.4280	18
472	NORMAZIAH BT MAKHTAR	2008	2.5142	18
473	RAMLI B MOHAMAD	2010	1.8980	18
474	PUA LIAN HING	2015	3.8413	10
475	LIM KWEE MOI	2013	3.4450	12
476	PUA LIN HUAT	2012	3.6422	14
477	LOW AH KIAN	2010	3.8167	18
478	KASWADINATA B DAUD	2009	1.3250	18
479	PUA LEAN SOON	2012	3.5160	15
480	NG KIM NAN	2008	3.4050	18
481	FAKRI B ABDUL RASHID	2005	1.8420	18
482	YONG HENG BROTHERS SDN. BHD	2009	3.6082	18
483	MAT JUSOH B DAUD	2007	1.2100	18
484	TEE BENG HOCK @ LIM BENG HOCK	2008	2.8060	18

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485	LIAN BEE CHIAN	2011	3.6160	15
486	LAW SIEW CHOON	2012	3.5860	16
487	LE SEN	2004	4.0171	18
488	LIM SEW WAH	2005	3.6400	18
489	YAHAYA B DAUD	1987	1.4760	10
490	CHONG TIAN SANG ENTERPRISE SDN BHD	1990	3.3440	10
491	LIAN HOCK LOON	2011	2.4281	18
492	TEOH LEAN EE	2000	2.4281	16
493	KWONG CHENG MUK	2009	4.0320	22
494	TAN KAH SENG	2008	3.8500	20
495	NUR AAINAA BT BAHTIAR	2006	0.8100	20
496	ABU TALIB B ABDUL MALIK	2014	1.2140	10
497	AMINULLAH B ABDUL MALIK	2014	1.2140	10
498	TEOH ENG SIONG	2009	2.4281	18
499	LIM MANG SOON	2009	3.7870	18
500	MA HENG ENG	2007	3.6422	17
501	MOHD RISDA B MOHD YUSOF	2004	1.2670	18
502	NG HOE LIANG @ HOO LIANG	2009	2.4281	18
503	KU SOO KING	2000	3.6422	15
504	LING SOO HONG	2016	2.8328	6
505	CHE'MAMI B CHE'MAT	2000	1.2240	18
506	ABDULLAH B SULAIMAN	2014	1.0730	8
507	MUHAMMAD AZROL B MOHD FAHIZAN	2016	1.2140	6
508	GAN BEE SENG	2014	1.2260	8
509	ABU ZAID B MUHAMAD	2012	1.2140	8
510	RAMLI B MUKRI	2014	3.2375	8
511	GAN LEE FONG	2013	3.5410	8
512	LAR FAIZAH BT MD NOR	2017	1.1470	BLM BERHASIL
513	ALINUDIN B ISMAIL	2000	0.9586	18
514	AB MANAN B HUSAIN	1990	1.2140	13
515	MUHAMMAD AZAM B ABDUL HALIM	2009	1.1230	18
516	RASALETCHUMY A/P SADAIAN	2004	0.8090	19
517	TAN CHEE SING	2009	3.2880	15
518	CHE ZAKARIYA B CHE SEMAN	2011	0.6068	15

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519	SU WEN CIK	2006	2.6670	18
520	MAT YASIN B MAT SAID	2009	0.7145	20
521	AZIZAH BT HUSSIN	2001	2.6270	19
522	NORLIZA BT RAZALI	2017	1.2140	BLM BERHASIL
523	MOHD YUSOF B SULAIMAN	2001	1.0168	18
524	MALEHAN BT BIDIN	2004	2.0840	18
525	NOIZAH BT MAT TAN	2004	1.2140	18
526	LEE AH AHA @ LEE CHAI PHOO	2011	1.5360	15
527	UJANG SHAARI B IBRAHIM	2012	1.9298	15
528	MOHD ZENAN @ MOHD ZALI B YAH	2000	1.3000	18
529	NORAINI BT ABDULLAH	2011	1.2020	15
530	CHA TAN CHOY @ CHA CHOON SENG	1990	3.2375	13
531	NORAINI BT DERIS	2005	0.4419	18
532	DING LIM BENG	2006	2.3920	15
533	MOHD NOR B ISMAIL	2006	3.0731	15
534	LU WEE ANN	2004	3.7885	19
535	JANI B ISA	1993	1.1290	18
536	ABU BAKAR B AWANG MOHAMAD	2019	1.2140	BLM BERHASIL
537	NOR RIZAN BT RA15HMAT	2000	1.0234	18
538	SUHANA BT MOHAM6ED	2008	2.0614	20
539	NUR AMALINA BT BAH18TIAR	2011	3.8510	19
540	LIM SAY ENG	2017	3.5386	BLM BERHASIL
541	LEMBAGA KOKO MALAYSIA	2013	48.2600	9
542	JAMALUDDIN BIN ISMAIL	2000	1.6650	15
543	MUSTAFA BIN JIDIN	2002	2.4560	19
544	MAIMUNAH BINTI RAMLI	1999	1.2400	19
545	FATIMAH BT DERAHMAN	1999	1.2140	22
546	SHAMSUDDIN BIN MOHAMAD	1998	0.8008	17
547	MOHD ARSHAD BIN HASSAN	2010	1.2140	18
548	LEE PIANG YIN	2014	3.7190	16

Total Hectare: 1,555.322ha

**Appendix F: Location and Field Map**

N/A

**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