

**MALAYSIAN SUSTAINABLE PALM OIL
ANNUAL SURVEILLANCE ASSESSMENT 4
Public Summary Report****SPOC C3 Bera Group Smallholder Certification**

Client company Address:
Lembaga Minyak Sawit Malaysia
Tingkat 2, Bangunan Tabung Haji, 28200 Temerloh, Pahang, Malaysia

Certification Unit:
SPOC C3 Bera

Location of Certification Unit:
Lembaga Minyak Sawit Malaysia
Tingkat 2, Bangunan Tabung Haji, 28200 Temerloh, Pahang, Malaysia

Report prepared by:
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Report Number: 9679746

Assessment Conducted by:

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Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
MPOB License	NA		
Company Name	SPOC C3 Bera		
Address	Lembaga Minyak Sawit Malaysia, Tingkat 2, Bangunan Tabung Haji, 28200 Temerloh, Pahang, Malaysia		
Group name if applicable:	SPOC C3 Bera		
Subsidiary of (if applicable)	NA		
Contact Person Name	Abdul Halim bin Mohd Bistamam (Group Manager)		
Website	Nil	E-mail	ahalim.mb@mpob.gov.my
Telephone	09-2960582	Facsimile	09-2969470

1.2 Certification Information			
Certificate Number	MSPO 642466		
Issue Date	30/11/2015	Expiry date	29/11/2020
Scope of Certification	Production of Sustainable Oil Palm Fruits		
Stage 1 Date	11-13/02/2015		
Stage 2 / Initial Assessment Visit Date (IAV)	15/09/2015		
Continuous Assessment Visit Date (CAV) 1	06/12/2016		
Continuous Assessment Visit Date (CAV) 2	15/09/2017		
Continuous Assessment Visit Date (CAV) 3	07-09/11/2018		
Continuous Assessment Visit Date (CAV) 4	03-06/09/2019		
Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
NA	NA	NA	NA

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
SPOC Bera C3	Lembaga Minyak Sawit Malaysia Tingkat 2, Bangunan Tabung Haji, 28200 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 C3 Bera	83.00	255.59	309.70	65.05	33.36

1.5 FFB Production (Actual) and Projected (tonnage)			
Producer Group	Estimated (Dec 18 – Nov 19)	Actual (Dec 2018– Aug 2019)	Forecast (Oct 2019– Sep 2020)
SPOC C3 Bera	2013.14	6128.86	6164.00

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

1.7 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
SPOC C3 Bera	842.463	0.00	0.00	0.00	100
TOTAL	842.463	0.00	0.00	0.00	100

1.8 Details of Certification Assessment Scope and Certification Recommendation:

BSI Services Malaysia Sdn Bhd has conducted the Annual Surveillance 4 Certification Assessment of SPOC C3 Bera located in Bera, Pahang comprising 385 smallholders (43 existing members and 342 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 03-06/09/2019.

Based on the assessment result, SPOC C3 Bera 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_EDITED VERSION (100114) and recommended for certification.

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn Bhd,
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The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
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 03-06/09/2019. The audit programme is included as Appendix A. The approach to the audit was to treat the SPOC C3 Bera 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.

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

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)
SPOC Bera Group Manager	√	√	√	√	√
SPOC Bera Smallholder	√	√	√	√	√
Stakeholder Consultation	√				

Tentative Date of Next Visit: November 3, 2020 - November 6, 2020

Total No. of Mandays: 12 Mandays

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 Field best practices, OSH, HCV, Legal, Environment, waste management, Social issues, stakeholder interview etc. Able to speak and understand Bahasa Malaysia and English.

Ismadi Ismail – Team Member

He holds Diploma in Planting Industry Management from MARA Institute of Technology, Kuantan Pahang. 24 years of working experiences with various plantation companies and skills in Best Agriculture Practices (GAP) for plantation. Fully trained in CoP, MSPO and OSHAS. Qualified as Lead Auditor/Auditor for MSPO and CoP. Involved in MSPO assessment since 2017. Completed and certified MSPO Auditor course in 2017 held by SGS (M) Sdn Bhd and ISO 9001:2015 lead auditor course by TOMC. During this assessment, he assessed on the aspects of Field best practices, OSH, HCV, Legal, Environment, waste management, Social issues, stakeholder interview etc. Able to speak and understand Bahasa Malaysia and English.

**MSPO Public Summary Report
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She holds a Degree in LLB (Hon), she was a practicing lawyer before joining WWF-Malaysia and RSPO as a Dispute Settlement Facility Manager. She is now working as a freelance RSPO auditor. During this assessment, she assessed on the aspects of legal and social element. During this assessment, she assessed on the aspects of Field best practices, OSH, HCV, Legal, Environment, waste management, Social issues, stakeholder interview etc. Able to speak and understand Bahasa Malaysia and English.

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) Major & two (2) Minor nonconformities raised. The key in SPOC C3 Bera 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.

Major Nonconformities:		
Ref	Area/Process	Clause
1817557-201906-M1	SPOC C3 Bera	4.4.2.1
Requirements:	Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe	
Statement of Nonconformity:	Non-compliance to Manual Prosedur Kerja MSPO (SPOC), MSPO/SSCC/GP-02/KKP, dated 10th July 2019, Issue No 2.	
Objective Evidence:	<p>Noted during interview with smallholders, the awareness of safe work practice is unsatisfactory for the newly join member. The spraying and manuring work was conducted by the smallholders or casual workers. The smallholders and casual workers are not wearing appropriate PPE such as apron, safety goggles and allowed to use surgical face masks which is not suitable during spraying activities.</p> <p>Smallholders interviewed as follows:</p> <ol style="list-style-type: none"> 1. Awang bin Mohamad 2. Roshamidi B Sanpat 3. Aziz B Dollah 4. Zakiah Binti Ahamad 5. Azizah Binti Abdul Aziz 6. Mohd Azmir Bin Mohamed Yunus 	
Corrections:	i. Training records for PPE awareness and triple rinsing conducted on 25 and 27/9/2019 at Dewan Paya Serai, Bera.	

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Root cause analysis:	The Group Manager has yet to received the Personel Protective Equipment supply from the MPOB Headquarters.
Corrective Actions:	Group Manager in progress of purchasing and distributing of Personel Protective Equipment for the new smallholders in stages. Personal protective equipment (PPE) was handed over to SPOC C3 members upon receipt from supplier. A new set of apron, respirator, goggle and wellington boots equipped by the new smallholder.
Assessment Conclusion:	Evidence submitted: i. Training records for PPE awareness and triple rinsing conducted on 25 and 27/9/2019 at Dewan Paya Serai, bera. ii. PPE issuance records for the said smallholders. The evidence of the correction and corrective action were adequate to close the NCR. The NCR was closed on 14/11/2019. Effectiveness of the implementation shall be verified in the next assessment.

Major Nonconformities:		
Ref	Area/Process	Clause
1817557-201906-M2	SPOC C3 Bera	4.5.3.2
Requirements:	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.	
Statement of Nonconformity:	Chemical containers from Independent Smallholders spraying activities was not disposed appropriately	
Objective Evidence:	<p>The understanding on appropriate ways to disposed empty chemical containers is unsatisfactory for the newly join member. The empty chemical container was triple rinse and reuse for water container for spraying. However, the broken or damaged empty container was buried, burn or left at the farm.</p> <p>During site verification, the following independent smallholders confirmed that being disposed through burning, buried and store at their house.</p> <ul style="list-style-type: none"> a. Rozaidah bt Haji Latiff b. Zakiah bt Ahmad c. Mohamad Azmir b. Mohamad Yunus d. Awang b. Mohamad e. Mohd Kamal b. Maarof f. Sazali b. Daud g. Aziz b. Dollah a. Roshamidi b. Sanpat <p>It shown inconsistency of implementation due to lack of awareness on waste management at smallholders level.</p>	

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Corrections:	i. Training records for PPE awareness and triple rinsing conducted on 25 and 27/9/2019 at Dewan Paya Serai, Bera.
Root cause analysis:	No designated disposal area for scheduled waste for smallholders.
Corrective Actions:	i. The Group Manager to provide chemical storage racks to all smallholders in stages. ii. To conduct training on empty container disposal in collaboration with Agricultural Department.
Assessment Conclusion:	Evidence submitted: i. Training records for PPE awareness and triple rinsing conducted on 25 and 27/9/2019 at Dewan Paya Serai, Bera. ii. Chemical storage racks issuance records for the said smallholders dated 20/9/2019. The evidence of the correction and corrective action were adequate to close the NCR. The NCR was closed on 14/11/2019. Effectiveness of the implementation shall be verified in the next assessment.

Minor Nonconformities:		
Ref	Area/Process	Clause
1817557-201906-N1	SPOC C3 Bera	4.2.1.1
Requirements:	The group management shall commit itself to implement and maintain the requirements for traceability.	
Statement of Nonconformity:	The existing system to trace source of FFB is not fully implemented. Plantation Record Book (Buku Rekod Kebun) has not been maintained by the smallholders to record sales and delivery of fresh fruit bunches.	
Objective Evidence:	<p>Noted during site visit at the Collection Center and interview with smallholders, sighted the weighbridge ticket contains the name of the lorry owner instead of the smallholders.</p> <p>The Group Manager has distribute the 'Buku Rekod Kebun' to the smallholders member. Noted during site visit and interview with the following smallholders, the records was not updated appropriately.</p> <ol style="list-style-type: none"> 1. Mohd Nazeri bin Seman 2. Zainuddin bin Yong 3. Rasimah binti Ismail 4. Awang bin Mohamad 5. Mohamad Zain bin Din 6. Ramli bin Bakar 7. Suffian bin Alias 8. Ahmad Al-Shaari bin Mohamed 9. Arman bin Rani 10. Mohd Firdaus Abdullah 	

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	11. Sazali B Daud 12. Azizah Bt Ali 13. Mt Jawahir B Ismail 14. Khairil Fitri B Mt Jawahir 15. Mohd Kamal B Maarof
Corrections:	i. Training records for 'Cara Mengemaskini Buku Rekod Kebun' conducted on 25/9/2019 at Dewan Paya Serai, Bera.
Root cause analysis:	The smallholders understanding on the correct way to update the Buku Rekod Kebun was unsatisfactory.
Corrective Actions:	i. The Group Manager will continuously provide training on the correct way to update the Buku Rekod Kebun.
Assessment Conclusion:	The effectiveness of the implementation will be verified during next assessment.

Minor Nonconformities:

Ref	Area/Process	Clause
1817557-201906-N2	SPOC C3 Bera	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:	Non-compliance to the National Land Code, Act 56 of 1965, Form 11BK (Fourteenth Schedule), Express Conditions.	
Objective Evidence:	Sighted, the express condition of the land for the following Independent Smallholders is not under Oil Palm Cultivation or Agricultural Crop of Economic Value: - a. Mohd Rozali bin Jamaludin - PT No 9455 b. Azizah binti Abdul Aziz - PT No 978 c. Ahmad Al-Shaari bin Mohamed - Lot 99373	
Corrections:	The Group Manager have communicate with Pejabat Pengarah Tanah dan Galian Pahang as per email dated 13/11/2019 regarding the express condition of the land issue	
Root cause analysis:	The high cost to convert the express condition of the land were unbearable by the smallholders.	
Corrective Actions:	The Group Manager will held a meeting with Pejabat Pengarah Tanah dan Galian Pahang in December to discuss regarding the express condition of the land issue.	
Assessment Conclusion:	The effectiveness of the implementation will be verified during next assessment.	

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

Major Nonconformities:		
Ref	Area/Process	Clause
1706588-201810-M1	SPOC C3 Bera	4.4.2.1
Requirements:	Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe.	
Statement of Nonconformity:	Monitoring of PPE usage by the Group Manager is not effectively implemented	
Objective Evidence:	During site visit and interview with the smallholder (Jalaludin Hamid and Mahat Amin) shows the understanding of the PPE usage. However, some of the PPE given has been worn out and not suitable to be used. The workers use unsuitable item as PPE such as small towel or handkerchief as face mask. It shows the monitoring of PPE usage by the Group Manager is not effectively implemented.	
Corrections:	1) Management team in the process of purchasing a tool (PPE) for the new smallholders. 2) The management team recommends participants to purchase only defective safety equipment items	
Root cause analysis:	1) Mr.Jalaludin Hamid is the new SPOC C3 member replacing the old and newly participated in 2018. He has yet to receive the self-protection (PPE) tool from management and training has not been fully provided. 2) En.Mahat Amin has received a personal protective equipment (PPE) in 2016 from the management team and there are some items that have been damaged and worn out.	
Corrective Actions:	1) Personal protective equipment (PPE) was handed over to SPOC C3 members upon receipt from supplier. A new set of apron, respirator, goggle and wellington boots equipped by the new smallholder on January 2019 2). Training of personal protective equipment (PPE) was given on training 2019	
Assessment Conclusion:	Audit team have reviewed the evidence submitted and the major NC has been satisfactorily closed provided with the adequate supporting evidence for NC closure. Continuous implementation will be further verified in the next assessment visit. The major NC was closed out on 29/1/19.	
ASA 4 Status:	Sighted the training records and material as follows: i. 'Kursus Persijilan Minyak Sawit Mampan (MSPO)' dated 5/3/2019. ii. 'Taklimat MSPO dan Perlesenan' dated 10/7/2019 iii. 'Kepentingan MSPO kepada pekerbun kecil' dated 11/1/2019 iv. 'Pemakaian Alat Perlindungan Diri (PPE) dated 14/2/2019 and 22/2/2019. The training material include the safety and health work practice such as importance of PPE usage and proper chemical storage. The implementation of the corrective action plan was effectively implemented. Thus, the NC remain closed.	

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Major Nonconformities:		
Ref	Area/Process	Clause
1706588-201810-M2	SPOC C3 Bera	4.5.3.2
Requirements:	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.	
Statement of Nonconformity:	Waste generated from the small holdings are not disposed of appropriately.	
Objective Evidence:	<p>Interviewed with smallholders and visit to the smallholders farms shows the smallholders have problems on how to disposed empty chemical containers as the amount generated are too small.</p> <p>Sighted during site visit (Chua Hooi Hong and Zakaria Ahmad), the empty chemical containers which have been triple rinse were stored at the farms without any proper designated area. It shows that the waste generated from the small holdings are not disposed off appropriately.</p>	
Corrections:	To provide training on rinsing, punching and storing scheduled wastes according to the SOP of the Department of Environment (DOE) 2011.	
Root cause analysis:	The management team has referred to Department of Agriculture Officer by phone call informing no buyers of empty chemicals and the Department of Agriculture did not provide a collection centre of empty chemicals to Bera district smallholders	
Corrective Actions:	<p>i) The management team will try to get a licensed contractor by the Department of Environment (DOE) to dispose of empty chemical containers. Empty chemical container will be collected and later disposed through license contractor.</p> <p>ii) As practiced, triple rinsed and pierced chemical container is disposed through landfill.</p>	
Assessment Conclusion:	Audit team have reviewed the evidence summitted and the major NC has been satisfactorily closed provided with the adequate supporting evidence for NC closure. Continuous implementation will be further verified in the next assessment visit. The major NC was closed out on 10/4/18.	
ASA 4 Status:	<p>Sighted the training records and material as follows:</p> <ul style="list-style-type: none"> i. 'Kursus Persijilan Minyak Sawit Mampan (MSPO)' dated 5/3/2019. ii. 'Taklimat MSPO dan Perlesenan' dated 10/7/2019 iii. 'Kepentingan MSPO kepada pekerbun kecil' dated 11/1/2019 iv. 'Pemakaian Alat Perlindungan Diri (PPE) dated 14/2/2019 and 22/2/2019. <p>The training material include the safety and health work practice such as importance of PPE usage and proper chemical storage.</p> <p>The implementation of the corrective action plan was effectively implemented. Thus, the NC remain closed.</p>	

3.4 Issues Raised by Stakeholders

IS #	Description
1	Issues:
	No issue raised by the stakeholders
	Management Responses:
	NA
	Audit Team Findings:
	NA

3.5 Summary of the Nonconformities and Status

CAR Ref.	CLASS	ISSUED	STATUS
1706588-201810-M1	Major	09/11/2018	Closed
1706588-201810-M2	Major	09/11/2018	Closed
1817557-201906-M1	Major	06/09/2019	Closed
1817557-201906-M2	Major	06/09/2019	Closed
1817557-201906-N1	Minor	06/09/2019	Open
1817557-201906-N2	Minor	06/09/2019	Open

3.6 Summary of the findings by Principles and Criteria

MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders

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	<p>There shall be a policy binding smallholders to MSPO. Applicable to independent smallholders under group management.</p> <p>- Major compliance -</p>	<p>MPOB has established MSPO Policy signed by the Penyelaras TUNAS Zon Timur (Pahang, Kelantan & Terengganu), Mohd Khairul Anwar Bin Isnin dated 21/11/2014. For SPOC Bera C3, the latest MSPO policy was signed by the Group Manager, En. Abdul Halim Mohd Bistamam dated 8/5/2019.</p> <p>For Smallholders, the acknowledgement of implementation of MSPO policy was done during application to join the SPOC program. MSPO policy was stated in the application form and acknowledge by the smallholders by signing the form.</p>	Complied
Criterion 4.1.2 – Continual Improvement			
4.1.2.1	<p>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.</p> <p>- Major compliance -</p>	<p>The group manager has established list of Social, Environment Impact and Action plan. Refer document no. MSPO/SSCC/L-04/ISP dated 4/11/2018 for Environmental Impact and 30/3/2018 for Social Impacts.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		During MSPO training, the group manager has included the Stakeholders in the training. Sighted the MSPO training records with MPOB, DOE, Wildlife Department and FGV Timur dated 5/3/2019.	
4.1.2.2	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. - Major compliance -	The new technologies or information will disseminate through training program, site visit and discussion. The record of the training has been organized from time to time. The record of the recommended action will be recorded in the 'Laporan Pensijilan Kod Amalan Pertanian Baik (GAP)' by MPOB. Warta Sawit @ MPOB distributed. "Lawatan Khidmat Nasihat" @ LKN has been planned for 2019. Routine visit on the up keep and field maintenance and nessessary advice will given to the smallholders by the "Pegawai Tunas Kawasan" @ PTK.	Complied
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 individual Plantation Record Book system has been implemented and distributed to the Independent Smallholders except those who newly joined the SPOC Bera. It consists of the following information: - 1. Basic information of the smallholder 2. "Maklumat Asas Ladang" 3. "Rekod Hasil dan Pendapatan"	Minor NC

Criterion / Indicator	Assessment Findings	Compliance
	<ol style="list-style-type: none"> 4. "Rekod Perbelanjaan" 5. "Ringkasan Hasil BTS" (annually) 6. "Ringkasan Pendapatan BTS" (annually) 7. "Ringkasan Perbelanjaan BTS" (annually) 8. "Ringkasan Penyata Untung Rugi" (annually) 9. "Semakan Pegawai MPOB" <p>Noted during site visit at the Collection Center and interview with smallholders, sighted the weighbridge ticket contains the name of the lorry owner instead of the smallholders.</p> <p>The Group Manager has distribute the 'Buku Rekod Kebun' to the smallholders' member.</p> <p>The existing system to trace source of FFB is not fully implemented. Plantation Record Book (Buku Rekod Kebun) has not been maintained by the smallholders to record sales and delivery of fresh fruit bunches.</p> <p>Noted during site visit and interview with the following smallholders, the records was not updated appropriately.</p> <ol style="list-style-type: none"> 1. Mohd Nazeri bin Seman 2. Zainuddin bin Yong 3. Rasimah binti Ismail 4. Awang bin Mohamad 	

Criterion / Indicator		Assessment Findings	Compliance
		5. Mohamad Zain bin Din 6. Ramli bin Bakar 7. Suffian bin Alias 8. Ahmad Al-Shaari bin Mohamed 9. Arman bin Rani 10. Mohd Firdaus Abdullah 11. Sazali B Daud 12. Azizah Bt Ali 13. Mt Jawahir B Ismail 14. Khairil Fitri B Mt Jawahir 15. Mohd Kamal B Maarof	
4.2.1.2	To keep records of sales and delivery or transportation of fresh fruit bunches. - Major compliance -	Evidence, during the interview with the Independent Smallholders they do keep the record of sales and the weighbridge ticket in their personal file instead of Plantation Record Book. Sample of transactions in Account Statement by Mill: <ol style="list-style-type: none"> 1. Nama Penjual: Jaliah binti Dollah 2. Date Selling, Pass Number, Lorry Number 3. Oil Extraction Rate 4. FFB Tonnage 5. Rate of FFB per tonne 6. Total Payment 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>Payment of FFB being made on weekly basis by Mill. Furthermore, cash payment being made for those despatch to the Traders.</p> <p>Records of sales and delivery or transportation of FFB were verified with weighbridge tickets and payments vouchers sighted at Dynamics Agriculture Trading and Koperasi Penanam Sawit Mampan Bera Berhad.</p>	
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	<p>Independent smallholders shall show awareness of compliance with all applicable local, state, national and ratified international laws and regulations.</p> <p>- Major compliance -</p>	<p>Generally, interview with the smallholders found that they are aware of the compliance with all applicable laws and regulations such as payment of minimum wages, laws against employing child labour the need to have an MPOB licence, etc.</p> <p>Sighted the sampled of MPOB License as follows:</p> <ol style="list-style-type: none"> 1. Mt Jawahir b. Ismail, license no. 593795-001000 for 1.58 ha valid from 18/1/2018 – 31/12/2022 2. Mohamad Firdaus b. Abdullah, license no. 619223001022 for 0.83 ha valid from 28/9/2018 – 31/8/2023 3. Mohd Kamal b. Maarof, license no. 770817001022 for 2.48 ha valid from 18/6/2019 – 31/5/2024 4. Saidah bt. Said, license no. 770818001022 for 2.43 ha valid from 18/6/2019 – 31/5/2024 	Minor NC

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Criterion / Indicator	Assessment Findings	Compliance
	<p>5. Sazali b. Daud, license no. 771725001022 for 1.92 ha valid from 24/6/2019 – 31/5/2024</p> <p>6. Azizah bt. Ali, license no. 771724001022 for 1.17 ha valid from 24/6/2019 – 31/5/2024</p> <p>7. Roshamidi b. Sanpat, license no. 778853001022 for 4.05 ha valid from 7/8/2019 – 31/7/2024</p> <p>8. Zainuddin b. Yong, license no. 778801001022 for 3.24 ha valid from 7/8/2019 – 31/7/2024</p> <p>9. Aziz b. Dollah, license no. 778805001022 for 4.05 ha valid from 7/8/2019 – 31/7/2024</p> <p>10. Arman b. Rani, license no. 778803001022 for 4.05 ha valid from 7/8/2019 – 31/7/2024</p> <p>11. Jaliah bt. Dollah, license no. 778808001022 for 2.34 ha valid from 7/8/2019 – 31/7/2024</p> <p>Sighted, the sampled express condition of the land for the following Independent Smallholders is not under Oil Palm Cultivation or Agricultural Crop of Economic Value: -</p> <p>a. Mohd Rozali bin Jamaludin - 530911-06-5111 – PT No 9455, 1.207 Hectare</p> <p>b. Azizah binti Abdul Aziz - 610819-06-5194 – PT No 978, 1.1128 Hectare</p> <p>Non-compliance to the National Land Code, Act 56 of 1965, Form 11BK (Fourteenth Schedule), Express Conditions.</p>	

Criterion / Indicator	Assessment Findings	Compliance																																	
Criterion 4.3.2 – Lands use rights																																			
4.3.2.1	<p>Independent smallholders shall demonstrate rights to their landholdings and there is no evidence of major land disputes.</p> <p>- Major compliance -</p>	<p>The independent smallholders acquired (leased or freehold) the land from the state government or have land use permission for aboriginal reserved lands as recognised by the village heads and JAKOA.</p> <p>A copy of land title and permission letter for land usage were available at the Group Manger office for review. Sighted the sampled land title as follows:</p> <table border="1" data-bbox="1093 783 1868 1337"> <thead> <tr> <th>Name</th> <th>Land Title / Permission Letter</th> <th>Lot No.</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>Mt Jawahir b. Ismail</td> <td>430</td> <td>Lot 718</td> <td>0.7841</td> </tr> <tr> <td>Khairil Fitri b. Mt Jawahir</td> <td>1268</td> <td>Lot 717</td> <td>0.7967</td> </tr> <tr> <td>Mohamad Firdaus b. Abdullah</td> <td>H.S.(M) 8374</td> <td>PT 9856</td> <td>0.8263</td> </tr> <tr> <td>Mohd Kamal b. Maarof</td> <td>2090</td> <td>Lot 13003</td> <td>1.269</td> </tr> <tr> <td>Saidah bt. Said</td> <td>H.S.(M) 7590</td> <td>PT 9177</td> <td>1.214</td> </tr> <tr> <td>Sazali b. Daud</td> <td>2476</td> <td>Lot 1776</td> <td>1.923</td> </tr> <tr> <td>Azizah bt. Ali</td> <td>H.S.(M) 7225</td> <td>PT 8766</td> <td>1.1687</td> </tr> </tbody> </table>	Name	Land Title / Permission Letter	Lot No.	Hectare	Mt Jawahir b. Ismail	430	Lot 718	0.7841	Khairil Fitri b. Mt Jawahir	1268	Lot 717	0.7967	Mohamad Firdaus b. Abdullah	H.S.(M) 8374	PT 9856	0.8263	Mohd Kamal b. Maarof	2090	Lot 13003	1.269	Saidah bt. Said	H.S.(M) 7590	PT 9177	1.214	Sazali b. Daud	2476	Lot 1776	1.923	Azizah bt. Ali	H.S.(M) 7225	PT 8766	1.1687	<p>Complied</p>
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Criterion / Indicator		Assessment Findings				Compliance
		Roshamidi b. Sanpat	JKOA.BERA.P HG.BCD.1.03 7 Jld (43)	-	4.05	
		Zainuddin b. Yong	JKOA.BERA.P HG.BCD.1.03 7 Jld (44)	-	3.24	
		Aziz b. Dollah	JKOA.BERA.P HG.BCD.1.00 37 Jld (05)	-	4.05	
		Arman b. Rani	JKOA.BERA.P HG.BCD.1.03 7 Jld (49)	-	4.05	
		Jaliah bt. Dollah	JKOA.BERA.P HG.BCD.1.00 42 Jld (23)	-	2.43	
		Mohd Nazeri bin Seman	H.S. (M) 7574	PT 9164	0.583	
		Rasimah binti Ismail	GM 1681	Lot 1857	1.6903	
		Awang bin Mohamad	HSM 6107	PT 7513	1.1128	
		Mohamad Zain bin Din	HSM 7679	Lot 99409	1.21	
		Ramli bin Bakar	HSM 2574	PT 3621	2.327	

Criterion / Indicator		Assessment Findings	Compliance
		Interviewed with the smallholders confirmed that no land dispute was reported and all the smallholders were aware of their boundary.	
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>There is evidence of customary land rights owned by two smallholders who are indigenous peoples from Kg Orang Asli Bukit Rok. A written confirmation of land ownership from JAKOA via letter dated 7 March 2019 (Ref No. JAKOA.BERA.PHG BCD 1 037 Jld 49) was sighted. MPOB license for the two indigenous smallholders were also sighted as follows:</p> <p>Zainuddin bin Yong MPOB License No. 778801001022</p> <p>Arman bin Rani MPOB License No. 778803001022</p>	Complied
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>There is no Customary land status to those Independent Small holders. Evidence, MPOB license and land title as the legal document for the land ownership. For Indigenous People, Jabatan Kemajuan Orang Asli, Daerah Bera Office have signed an endorsement letter dated 27th June 2019 to confirm their ownership of land.</p>	Complied
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>SPOC has established Standard Operating Procedure for Complaint and Grievances. Refer document no MSPO/SSCC/SOP-1/AR issue</p>	Complied

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Criterion / Indicator	Assessment Findings	Compliance
<p>- Major compliance -</p>	<p>no 1 dated 30/3/2018. Any complaint or grievances from smallholder members and neighbouring stakeholders will be handled by Group Manager.</p> <p>Complaint flowchart specifically for smallholders was developed. Any complaints or grievances must be solved within 14 days from the date of complaint received. If could not be solved, it will be transferred to Extension Officer from MPOB to investigate and resolve.</p> <p>The procedure was communicated to the smallholder’s member and stakeholders during training and briefing.</p> <p>Sighted "Carta Alir - Aduan dan Rungutan di antara pihak berkepentingan". A total of 14 days is allocated to complete a complaint handling process. Complainant can address through Complaint and Grievances Form @ Borang AR which consist of 3 parts;</p> <ul style="list-style-type: none"> i) Part A – Aduan/Rungutan ii) Part B – Tindakan penyelesaian iii) Part 3 –Pengesahan Tindakan Penyelesaian <p>Complaint can also be made through MPOB website, www.mpob.gov.my (e-aduan) and visit MPOB branch and get assisted from MPOB office.</p>	
<p>4.4.1.2 The local system should be able to resolve disputes. - Minor compliance -</p>	<p>SPOC has established Complaint and Grievances form and distributed to all smallholders members and stakeholders. The procedure for complaints and grievances was communicated to the smallholder’s member and stakeholders during training and</p>	<p>Complied</p>

Criterion / Indicator	Assessment Findings	Compliance	
	<p>briefing. The MPOB officer conducted the 'Lawatan Khidmat Nasihat' 3 times per year. Any complaint or grievances form from the stakeholders or the smallholders were collected and submitted to the Group Manager. As todate, no written complaints received by the group Manager.</p> <p>Stakeholders meeting was conducted together with training 'Kursus Persijilan Minyak Sawit Mampan (MSPO)'. Sighted the attendance record dated 5/3/2019 with attendance of 106 people consist of government bodies, neighbouring estate and smallholders.</p> <p>During site verification, all of the Independent Smallholders informed that no complaints being raised by them thus far.</p>		
Criterion 4.4.2: Employees safety and health			
<p>4.4.2.1</p>	<p>Independent smallholders need not have a formal health and safety plan but shall ensure that all work practices are safe.</p> <p>- Major compliance -</p>	<p>The Group Manager continuously promoted and implemented the awareness on health and safety work practice to all the smallholders' member. Sighted the training records and material as follows:</p> <ul style="list-style-type: none"> i. 'Kursus Persijilan Minyak Sawit Mampan (MSPO)' dated 5/3/2019. ii. 'Taklimat MSPO dan Perlesenan' dated 10/7/2019 iii. 'Kepentingan MSPO kepada pekerbun kecil' dated 11/1/2019 iv. 'Pemakaian Alat Perlindungan Diri (PPE) dated 14/2/2019 and 22/2/2019. <p>The training material include the safety and health work practice such as importance of PPE usage and proper chemical storage.</p>	<p>Major NC</p>

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The group Manager provided PPE to all smallholders member on one off basis.</p> <p>Noted during interview with smallholders, Roshamidi B Sanpat, Aziz B Dollah, the awareness of safe work practice is unsatisfactory especially for the newly join member. The spraying and manuring work was conducted by the smallholders. The smallhoders not wearing of PPE such as apron and safety goggle during spraying work.</p> <p>Non-compliance to Manual Prosedur Kerja MSPO (SPOC), MSPO/SSCC/GP-02/KKP, dated 10th July 2019, Issue No 2.</p>	
Criterion 4.4.3: Employment conditions			
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>- Minor compliance -</p>	<p>The smallholders to carry out the activities themselves and some of the outsourced the harvesting, manuring and spraying activities to temporary/casual worker. They are considered casual/ temporary workers where they will rotated among the smallholders. No documented employment of contract is available but the smallholder has briefed to the workers on the working condition, pay and etc with mutually verbal agreed. Seen the records of task accomplished by the workers for spraying, manuring and harvesting for each smallholder's lot and the payment was made by the smallholders to the workers through verbal agreed between them. The rate is varies from RM 50-60 per day depends on the task given to them.</p> <p>Besides, interviewed with smallholders confirmed that they will discussed with the temporary workers prior to work on the term and condition via verbally. The workers will only proceed to work</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance																																	
	<p>after mutually agreed on the terms and conditions. Some smallholders even carried out the task by themselves or family members.</p> <p>The ten (10) samples of Independent Smallholders taken for verification are as follows:</p> <table border="1" data-bbox="1088 624 1845 1347"> <thead> <tr> <th>No</th> <th>Smallholder's Name</th> <th>Type of management</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Rozaidah Haji Latiff</td> <td>Using temporary workers</td> </tr> <tr> <td>2</td> <td>Zakiah ahmad</td> <td>Using temporary workers</td> </tr> <tr> <td>3</td> <td>Mohd Rozali Jamaludin</td> <td>Using temporary workers</td> </tr> <tr> <td>4</td> <td>Azizah Abdul Aziz</td> <td>Using temporary workers</td> </tr> <tr> <td>5</td> <td>Mohamad Azmir</td> <td>Using temporary workers</td> </tr> <tr> <td>6</td> <td>Izam Othman</td> <td>Using temporary workers</td> </tr> <tr> <td>7</td> <td>Abd Rashid Md Akil</td> <td>Using temporary workers</td> </tr> <tr> <td>8</td> <td>Roshamidi Sanpat</td> <td>Using temporary workers</td> </tr> <tr> <td>9</td> <td>Aziz bin Dollah</td> <td>Using temporary workers</td> </tr> <tr> <td>10</td> <td>Jaliah bt Dollah</td> <td>Using permanent workers</td> </tr> </tbody> </table>	No	Smallholder's Name	Type of management	1	Rozaidah Haji Latiff	Using temporary workers	2	Zakiah ahmad	Using temporary workers	3	Mohd Rozali Jamaludin	Using temporary workers	4	Azizah Abdul Aziz	Using temporary workers	5	Mohamad Azmir	Using temporary workers	6	Izam Othman	Using temporary workers	7	Abd Rashid Md Akil	Using temporary workers	8	Roshamidi Sanpat	Using temporary workers	9	Aziz bin Dollah	Using temporary workers	10	Jaliah bt Dollah	Using permanent workers	
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Criterion / Indicator	Assessment Findings	Compliance
<p>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.</p> <p>- Minor compliance -</p>	<p>The smallholders were recruited foreign workers to work in their plantations from contractors. They are not allowed to recruit children and young person to work in field, no discrimination is practice based on gender, race, nationality and etc. The pay and condition is verbally agreed between smallholders and the workers.</p> <p>No evidence of complaints on discrimination based on 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.</p> <p>During site verification and interviews held on ten (10) Independent Smallholders, none of them have issues on discrimination at their workplace.</p> <p>One casual worker from Kg Orang Asli Bukit Rok was interviewed. He works for several smallholders including one of those sampled during this audit. The casual worker confirmed that he has no complaints or grievances related to equal opportunities and discrimination. There was also no discrimination related to race, gender, religion, political affiliation and nationality.</p>	<p>Complied</p>
<p>4.4.3.3 Group managers for Independent smallholders shall ensure that worker's pay and conditions meet legal standards as per mutual agreements.</p> <p>- Major compliance -</p>	<p>This indicator is not applicable to this group of smallholder as there were no monthly workers being employed in the smallholding as it was managed by themselves and their respective family members or temporally workers.</p> <p>No written agreement being established by Independent Smallholders with their temporary workers. The Agreement solely base on mutual verbal agreement. Smallholders interviewed informed that their casual workers are paid between RM50 – RM60</p>	<p>Complied</p>

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Criterion / Indicator		Assessment Findings	Compliance
		<p>per tonne. One casual worker interviewed confirmed that he is paid RM60 per tonne for harvesting work.</p> <p>The agreeable rate between the both parties as samples below;</p> <p>1. Pn Rozaidah Haji Latiff (IC No. 690101-06-5868) and temporary workers on Harvesting rate @RM50.00/mt, Spraying @RM30.00/acre and Pruning @RM5.00/palm.</p>	
4.4.3.4	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities, where available and practical.</p> <p>- Major compliance -</p>	<p>This indicator is not applicable to this group of smallholder as there were no monthly workers being employed in the smallholding as it was managed by themselves and their respective family members or temporarily workers.</p> <p>Since there are no permanent employment of workers by the smallholders, no living quarters are available on-site.</p>	Complied
4.4.3.5	<p>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.</p> <p>- Major compliance -</p>	<p>Young persons and children were not observed working in the plantations during the visit. Interviewed with the smallholders found they are aware of the importance of education and allow their children to attend school. They also aware that children and young shall not exposed to hazardous working conditions.</p>	Complied
Criterion 4.4.4: Training and competency			
4.4.4.1	<p>Independent smallholders are encouraged to seek knowledge to increase their competency in oil palm management.</p> <p>- Minor compliance -</p>	<p>The group manager continuously provided training to smallholder's member to increase their competency in oil palm management. The training conducted covers issue on safety and health, environment, social, legal and others requirements. The training was conducted</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>by the MPOB officer and collaboration with other stakeholders or related government bodies such as DOE and Wildlife Department.</p> <p>Sighted three trainings training records and material being conducted in 2019, namely: -</p> <ol style="list-style-type: none"> 1. Malaysian Sustainable Palm Oil Training was conducted on 5th March 2019 at Dewan Orang Ramai, Kg Batu Papan, Bera attended by 106 participants. The meeting agenda was on MSPO BY MPOB, Environmental by Jabatan Alam Sekitar and PERHILITAN. 2. Taklimat MSPO and Pelesenan was conducted on 10th July 2019 at Balai Raya Kampung Pasal, Bera attended by 19 participants. 3. Kepentingan MSPO kepada Pekebun Kecil organized by Pusat Timbang Sawit (Layar Salam) dated 11th January 2019 attended by 37 participants. 	
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>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.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>Sighted training being conducted to all Internal Stakeholders dated 5th March 2019 at Dewan Orang Ramai, Kg Batu Papan, Bera attended by 106 participants. The meeting agenda was on MSPO BY MPOB, Environmental by Jabatan Alam Sekitar and PERHILITAN.</p> <p>"Senarai Impak Sosial, Persekitaran & Pelan Tindakan have been established by MPOB HQ for implementation and guidance by the Independent Smallholders.</p>	
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	<p>The use of renewal energy should be applied where possible.</p> <p>- Minor compliance -</p>	<p>There was no option for the use of renewable energy and fully dependable on fossil fuel.</p>	Complied
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	<p>All waste products and sources of pollution shall be identified by the group manager.</p> <p>- Major compliance -</p>	<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"> i. Pesticide chemical (insecticide & herbicide) - empty chemical container, water residue from chemical mixing, contaminated soil with pesticide chemical and etc. ii. Fertilizer – empty fertilizer bag <p>Waste generated from non-agricultural input</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		i) Chemical spray pump – old/damaged spray pump ii) Agriculture machinery – used lubricants, battery, tyres etc iii) Used PPE iv) Domestic waste	
4.5.3.2	<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>- Major compliance -</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>During interview with smallholders which are newly join with SPOC Bera C3, noted that the understanding on appropriate ways to disposed empty chemical containers is unsatisfactory. The empty chemical container was triple rinse and reuse for water container for spraying. However, the broken or damaged empty container was buried, burn or left at the farm.</p> <p>Smallholders interviewed as follows:</p> <ul style="list-style-type: none"> a. Rozaidah bt Haji Latiff b. Zakiah bt Ahmad c. Mohamad Azmir b. Mohamad Yunus d. Awang b. Mohamad 	<p>Major NC</p>

Criterion / Indicator		Assessment Findings	Compliance
		e. Mohd Kamal b. Maarof f. Sazali b. Daud g. Aziz b. Dollah h. Roshamidi b. Sanpat	
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 -	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 riparian buffer zones and etc	Complied
4.5.4.2	Water harvesting practices should be implemented. - Minor compliance -	Water harvesting technique has been verbally taught to smallholders during the Lawatan Khidmat Nasihat. Independent Smallholders has use water container and rain gutter for rain harvesting at field. The smallholders used the rain water for pre-mix of agrochemicals.	Complied
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	The Group Manager continuously conducted training to raise awareness on basic understanding of any species or habitats of concern, together with their conservation needs. Latest training was conducted in and collaboration with DOE and Wildlife Department during 'Kursus Persijilan Minyak Sawit Mampan (MSPO)' dated 5/3/2019.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	<p>agencies, such as the Forestry Department, Forest Research Institute of Malaysia and the Wildlife Department.</p> <p>- Minor compliance -</p>	<p>Noted during interview with smallholders, noted the basic understanding on species or habitats of concern, together with their conservation needs. Most wildlife species observed at the smallholders' farm are wild boar and monkeys.</p>	
Criterion 4.5.6: Zero burning practices			
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>The group manager together with MPOB officers (Pegawai Tunas) continued provided awareness on prohibition of open burning during Lawatan Khidmat Nasihat and training.</p> <p>Sighted training records as follows:</p> <ul style="list-style-type: none"> i. 'Kursus Persijilan Minyak Sawit Mampan (MSPO)' dated 5/3/2019. ii. 'Taklimat MSPO dan Perlesenan' dated 10/7/2019 iii. 'Kepentingan MSPO kepada pekerbun kecil' dated 11/1/2019 <p>Site visit to smallholders' farm seen no open burning was observed. Smallholders interviewed do understand open burning was not allowed either in replanting process or within the farm area</p>	Complied
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>SPOC BERA has certified with MPOB Code of Good Agriculture Practice (CoGAP) for Oil Palm Estate and Smallholdings. Latest audit has been conducted on the February to May 2019.</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -	13 smallholders has been audited during the period. From the audit result, 9 smallholders are yet to comply with the standard and require 2nd audit before issuance of certificate.	
4.6.1.2	A visual identification or reference system shall be established for each field or block of oil palm planting by group manager (where practical). - Major compliance -	SPOC Bera 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. Sighted were signboards for: <ol style="list-style-type: none"> 1. Mohd Nazeri bin Seman 2. Rasimah binti Ismail 3. Awang bin Mohamad 4. Mohamad Zain bin Din 5. Ramli bin Bakar 6. Suffian bin Alias 7. Ahmad Al-Shaari bin Mohamed 8. Arman bin Rani 9. Zainuddin bin Yong 	Complied
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.	The Group Manager has established program related to field activities such as manuring, spraying and harvesting program as guidelines to the smallholders. The program has been	Complied



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Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	<p>communicated to the smallholders during Lawatan Khidmat Nasihat and training conducted.</p> <p>Sighted the program FY 2019 as follows:</p> <p>Spraying: 3 rounds per year</p> <p>Manuring: 3 times per year (recommendation > 6 years 9-12 kg)</p> <p>Harvesting: 2 rounds per month</p> <p>The Group Manager has established estimated FFB Production and Maintenance, Harvesting and Transportation Cost as follows:</p> <p>FFB yield/ha</p> <ul style="list-style-type: none"> i. 4-7 years - >6.00 ton/ha ii. 8-15 years - > 18.00 ton/ha iii. > 15 years - > 15.00 ton/ha <p>Cost</p> <ul style="list-style-type: none"> i. Manuring (labour) – RM 50.00/ha ii. Harvesting – RM 50.00 – 60.00/ton iii. Transportaion – RM 50.00/ton 	
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.	For the SPOC, the pricing of FFB is based on MPOB pricing every month. The Independent Smallholders will choose the mill or FFB collector to sell their production.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -		
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. - Major compliance -	There's no any new planting by independent smallholders within SPOC Bera hence no high biodiversity value as identified by local, state and national legislation were being compromised.	Complied
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 -	There's no any new planting by independent smallholders within SPOC Bera hence no high biodiversity value as identified by local, state and national legislation were being compromised.	Complied
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 -	There's no any new planting by independent smallholders within SPOC Bera hence no high biodiversity value as identified by local, state and national legislation were being compromised.	Complied

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment SPOC C3 Bera Certification Unit complies with the MS 2530-2:2013 Malaysian Sustainable Palm Oil (MSPO) Part 2: General principles for Independent Small holders. It is recommended that the certification of SPOC C3 Bera Certification Unit is approved and/or continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: Abdul Halim Mohd Bistamam	Name: Muhammad Fadzli Masran
Company name: SPOC C3 Bera	Company name: BSI Services Malaysia Sdn. Bhd.
Title: Group Manager	Title: Client Manager
Signature: 	Signature: 
Date: 7/1/2020	Date: 31/12/2019

Appendix A: Assessment Plan

Date	Time	Subjects	MFM	RZ	II
Monday 2/9/2019	PM	Audit Team travelling to site	√	-	-
Tuesday 3/9/2019	0830-0900	Opening Meeting: Presentation by the Group Manager/coordinator Presentation by Audit team leader.	√	-	-
	0900-1300	Group manager audit ICS implementation and monitoring Group member's selection and approval Binding contract and acknowledgment	√	-	-
	1300-1400	Lunch break	√	-	-
	1400	Field Inspection Smallholders visit (4 sample) Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc.	√	-	-
	1600-1630	Interim Closing for day1	√	-	-
Wednesday 4/9/2019	0900-1300	Field Inspection Smallholders visit (10 sample) Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc.	√	√	√
	1300-1400	Lunch break	√	√	√
	1400 - 1600	Continue Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc. Document Audit: Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√	√

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Date	Time	Subjects	MFM	RZ	II
	1600 - 1630	Interim Closing for day 2	√	√	√
Thursday 5/9/2019	0900-1300	Field Inspection (10 sample) Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc.	√	√	√
	1300-1400	Lunch break	√	√	√
	1400-1600	Continue Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc. Document Audit: Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√	√
	1600 - 1630	Interim Closing for day 3	√	√	√
Friday 6/9/2019	0900-1300	Field Inspection (4 sample) Field visit, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, HCV area, Office, workshop, worker housing, Landfill, Chemical store and mixing, etc. Document Audit: Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√	√
	12.30-1400	Lunch break and Friday Prayer	√	√	√

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Date	Time	Subjects	MFM	RZ	II
	1400	Document Audit: Public documents, SOPs, Policies, Internal audit, Production & Supply chain records, FFB pricing, Review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, CIP, etc.	√	√	√
	1600 - 1630	Audit team discussion and report preparation.	√	√	√
	1630 - 1700	Closing Meeting	√	√	√

Appendix B: List of Stakeholders Contacted

List of Stakeholders Contacted	
<p>Internal Stakeholders</p> <p>Group Manager Smallholders</p> <p>a. Existing Member</p> <ol style="list-style-type: none"> 1. Mohd Azmir Bin Mohamed Yunus 2. Zakiah Binti Ahamad 3. Mohd Norawi Bin Mohamad 4. Izam Binti Othman 5. Mohd Rozali Bin Jamaludin 6. Abd Rashid Bin Md Akil 7. Azizah Binti Abdul Aziz <p>b. New Member</p> <ol style="list-style-type: none"> 1. Jaliah Bt Dollah 2. Zainuddin B Yong 3. Roshamidi B Sanpat 4. Arman B Rani 5. Aziz B Dollah 6. Sazali B Daud 7. Azizah Bt Ali 8. Mt Jawahir B Ismail 9. Khairil Fitri B Mt Jawahir 10. Mohd Kamal B Maarof 11. Saidah Bt Said 12. Mohamad Firdaus B Abdullah 13. Ramli Bin Bakar 14. Suffian Bin Alias 15. Awang B Mohamad 16. Mohamad Zain Bin Din 17. Ahmad Al-Shaari B Mohamed 18. Rasimah Binti Ismail 19. Mohd Nazeri B Seman 	<p>Union/Contractors/Local Communities</p> <p>Bukit Serai Enterprise None Teguh Sdn. Bhd.</p>
<p>Government Departments</p> <p>Nil</p>	<p>NGO</p> <p>Nil</p>

Appendix C: Smallholder Member Details

No	Name of smallholder	MPOB License Number	Location of Planted Area (District)	GPS Coordinates	Land Area (ha)	Planted Area (ha)
1	Lamaznun Bin Latiff	565521-101000	Pamah Atap	102°32'35.510"E, 3°21'14.763"N	1.6187	1.6187
2	Rasimah Binti Ismail	566338-801000	Darat Batu Anchor	102°31'38.443"E, 3°22'32.097"N	1.6903	1.6903
3	Mt Jawahir B Ismail	593795-001000	Puyu	102°29'25.080"E, 3°28'19.230"N	0.7841	0.7841
4	Sulaiman Bin Said	Application in progress	Bukit Besar	102°34'22.763"E, 3°25'46.606"N	2.4880	2.4880
5	Mohamad Zain Bin Din	565855-401000	Bukit Kadut	102°29'36.59"E, 3°15'1.19"N	1.2140	1.2140
6	Rohani Bt Harun	Application in progress	Tebat	102°29'35.118"E, 3°15'2.11"N	1.5934	1.5934
7	Soh Leong Seng	201669-801000	Ruyan	102°29'41.265"E, 3°15'02.583"N	2.4590	2.4590
8	Rohaya Bt Omar	579340-10-1000	Paya Puyu	102°30'49.644"E, 3°24'32.747"N	2.0204	2.0204
9	Abdul Ghani B Othman	758545001022	Jalan Kemuning	102°30'51.88"E, 3°24'50.09"N	3.4398	3.4398
10	Mohd Rezan B Husain	Application in progress		102°30'54.00"E, 3°24'40.51"N	1.2100	1.2100
11	Mohd Kamal B Maarof	770817-001022	Paya Tebat	102°32'.04.100"E, 3°24'13.170"N	1.2690	1.2690
12	Mastura Bt Saad	Application in progress	Paya Puyu	102°30'55.30"E, 3°24'38.6"N	0.4000	0.4000
13	Muhammad Fahmi B Ahmad Zamlus	200525-401000	Bukit Piatu	102°30'54.02"E, 3°24'34.36"N	2.4730	2.4730
14	Chan Tan Fook	517327-501000	Tebat	102°29'35.85"E, 3°14'59.68"N	1.0110	1.0110
15	Mohamad Firdaus B Abdullah	619223-001022	Charuk Putting	102°30'20.766"E, 3°24'38.242"N	0.8263	0.8263
16	Timah Bt Taha	549179-001000	Pamah Atap	102.533176 E, 3.349619 N	1.9830	1.9830
17	Hasinah Bt Ali	549188-901000	Batu Balai	3° 34' 58.88" N 102° 52' 52.84" E	1.2140	1.2140
18	Zaleha Bt Abd Hamid	549180-301000	Pamah Atap	102.531134 E, 3.348715 N	1.8210	1.8210
19	Nasurdin B Awang	752778-001022	Paya Besar	102°31'4.69"E, 3°23'43.20"N	1.7720	1.7720
20	Shaharim B Jamaludin	752777-001022	Charuk Putting	102°31'8.79"E, 3°24'18.60"N	1.2300	1.2300
21	Hassin B Sulaiman	752776-001022	Paya Puyu	102°31'42.61"E, 3°24'23.76"N	1.9270	1.9270
22	Awang B Mohamad	549195-101000	Batu Balai	102°31'37.521"E, 3°20'48.905"N	1.1128	1.1128

No	Name of smallholder	MPOB License Number	Location of Planted Area (District)	GPS Coordinates	Land Area (ha)	Planted Area (ha)
23	Mat Nawi B Che Soh	549185-401000	Paya Sebelah	3°20' 13.346" N 102° 32' 40.200" E	1.9700	1.9700
24	Mohd Zain B Atan	204247-801000	Pamah Atap	102°32'28.332"E, 3°21'00.000"N	2.4740	2.4740
25	Abd Karim B Ahamad	549191-901000	Pamah Atap	3°21' 29.227" N 102° 32' 03.763" E	2.0234	2.0234
26	Norlaila Bt Ahmad	549184-601000	Batu Papan	102°31'29.919"E, 3°21'33.279"N	0.8263	0.8263
27	Bedu @ Abdul Wahab B Dahan	549183-801000	Pamah Atap	3°21' 00.767" N 102° 32' 22.656" E	2.3270	2.3270
28	Nik Som Bt Ghamat	549192-701000	Pandan	102°31'36.40"E, 3°20'58.72"N	1.1400	1.1400
29	Mansor B Muhammad	598374-901000	Batu Papan	102°31'26.560"E, 3°21'43.792"N	1.9100	1.9100
30	Hamzi Faiz B Muhamad	758140-001022	Charuk Putting	3°24' 14.667" N 102°30' 28.588" E	1.2140	1.2140
31	Muhamad B Yusof	Application in progress	Charuk Putting	3°24' 14.417" N 102° 30' 26.715" E	1.2140	1.2140
32	Mohamad Ezaham B Ishak	750532001022	Bukit Serdang	102°34'6.79"E, 3°23'17.99"N	1.1490	1.1490
33	Abdul Rahim B Adam	750345001022	Batu Balai	102°32'26.149"E, 3°20'21.669"N	0.8340	0.8340
34	Zaleha Bt Abdul Hamid	750346001022	Paya Sebelah	102°31'54.11"E, 3°20'54.94"	1.9540	1.9540
35	Hgs Agro Sdn. Bhd.	750542001022	Paya Sebelah	102°31'5.76"E, 3°16'34.62"N	1.6280	1.6280
36	Abu Supian B Sulan	750519001022	Paya Deram	102°31'40.77"E, 3°21'16.97"	2.8430	2.8430
37	Nabun B The Mohamed	751143001022	Bukit Serdang	102°33'36.892"E, 3°22'47.958"N	1.6180	1.6180
38	Azman B Abd Talib	751142001022	Paya Sebelah	102°31'51.31"E, 3°21'10.13"N	0.9640	0.9640
39	Kamar B Seman	751141001022	Pamah Atap	102°32'14.29"E, 3°20'45.95"N	1.5070	1.5070
40	Mohd Rasli B Awang	751140001022	Pamah Atap	102°32'28.332"E ,3°21'00.000"N	2.4740	2.4740
41	Soh Chao Loong	3019234601000	Kg. Redan	102°29'12.85"E, 3°15'52.12"N	1.2450	1.2450
42	Tee Yock So	508540-601000	Tebing Tinggi	102°29'40.90"E, 3°15'19.77"N	2.4580	2.4580
43	Tee Theong Lian	422332-101000	Bongkok	102°29'40.87"E, 3°14'32.34"N	3.4651	3.4651
44	Ahmad Shahril Bin Sham	748720-001022	Sabak	102°31'52.93"E, 3°22'10.00"N	1.0970	1.0970
45	Khairon Mohamad Zaki Bin Shariff	748718-001022	Kg.Batu Bor	102°34'12.66"E, 3°25'29.48"N	2.0380	2.0380
46	Noor Azmah Bt Abdul Talib	750347001022	Kuala Triang	102°28'53.39"E, 3°19'24.44"N	1.2000	1.2000

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47	Abd Mokhtar B Othman	750341001022	Batu Papan	102°31'49.33"E, 3°21'8.67"N	3.1728	3.1728
48	Jurait B Abdul Hamid	750343001022	Paya Sebit	102°31'41.70"E, 3°21'2.12"N	0.3800	0.3800
49	Hamisah Bt Jaafar	751139001022	Bukit Tok Rawa	102°32'6.61"E, 3°21'4.95"N	1.1534	1.1534
50	Hashimah Bt Mahidin	204898101000	Paya Serai	102°31'43.05"E, 3°22'53.27"N	2.0200	2.0200
51	Yahya B Bakar	485662501000	Pamah Atap	102°31'48.93"E, 3°21'6.12"N	2.1573	2.1573
52	Marpuzza Bt Yahya	485663301000	Batu Papan	102°31'57.71"E, 3°20'55.68"N	2.0200	2.0200
53	Norzalihan Bt Abdul Talib	750342001022	Paya Sebelah	102°32'0.60"E, 3°20'14.95"N	0.9640	0.9640
54	Badrul Nizam B Abu Bakar	549190-101000	Batu Papan	102°31'42.45"E, 3°21'6.89"N	1.2000	1.2000
55	Mohamad B Talib	750344001022	Pamah Atap	102°31'57.55"E, 3°21'1.38"N	3.2570	3.2570
56	Mohd Ramli Bin Mat Taib	756250001022	Bukit Resak	102°31'46.05"E, 3°21'1.54"N	2.2750	2.2750
57	Habibah Binti Mat Taib	756251001022	Bukit Resak	102°31'44.84"E, 3°20'58.69"N	2.2750	2.2750
58	Nasir Bin Hasim	754534001022	Batu Imam Sulong	102°31'47.85"E, 3°19'42.32"N	0.9041	0.9041
59	Ahmad Zamri B Mohamad	754533001022	Timor	102°31'44.44"E, 3°20'43.71"N	1.1366	1.1366
60	Rahmah Bt Hussin	755813001022	Pamah Atap	102°33'27.29"E, 3°23'11.42"N	0.5665	0.5665
61	Suhaimi B Ab Rashid	754535001022	Paya Deran	102°31'44.19"E, 3°21'34.90"N	1.5740	1.5740
62	Mohd Soffi B Mohd Yusof	756252001022	Batu Papan	102°31'49.27"E, 3°22'11.56"N	0.8090	0.8090
63	Sopiah Binti Hassan	754530-001022	Pamah Atap	102°31'48.55"E, 3°20'53.26"N	2.0234	2.0234
64	Salman Bin Hud	754494-001022	Pamah Atap	102°31'51.49"E, 3°20'50.49"N	0.9100	0.9100
65	Adzimah Binti Hud	754531-001022	Pamah Atap	102°31'47.70"E, 3°20'44.12"N	1.2350	1.2350
66	Mohd Shukry Bin Mohd Hanapiah	754532-001022	Pamah Atap	102°31'38.75"E, 3°21'3.51"N	1.4890	1.4890
67	Ahmad Zamlus Bin Abdul Rahman	752777-001022	Bukit Piatu	102°31'1.93"E, 3°23'31.09"N	3.7680	3.7680
68	Suffian Bin Alias	602301-801000	Bukit Penak	102°31'44.622"E, 3°22'30.106"N	1.8280	1.8280
69	Ramli Bin Bakar	422244-801000	Bukit Serdang	102°34'05.677"E, 3°23'21.978"N	2.3300	2.3300

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70	Zariah Binti Ibrahim	588675-101000	Bukit Resah	3° 22' 03.361" N 102° 32' 09.345" E	1.5640	1.5640
71	Salma B Salim	596713-101000	Batu Papan	3° 19' 36.900" N 102° 32' 15.464" E	1.2680	1.2680
72	S. Ganesan A/L T.D Swamikkannu	200417-701000	Tebing Tinggi	3° 16' 47.862" N 102° 31' 29.984" E	2.7200	2.7200
73	Soh Poh Cheong	483332-301000	Tebing Tinggi	102°29'32.96"E, 3°14'49.64"N	1.0990	1.0990
74	Soh Kim Heng	483328-501000	Tebing Tinggi	102°29'27.74"E, 3°14'37.06"N	3.3180	3.3180
75	Aminah Bt Mohamad	482148-101000	Pamah Atap	102°32'12.95"E, 3°21'58.66"N	1.4164	1.4164
76	Kerk Tuan Siew	200062-701000	Paya Ruyau	102°28'45.54"E, 3°15'16.88"N	3.6420	3.6420
77	Kerk Tuan Lang	474678-101000	Tebing Tinggi	102°28'45.55"E, 3°14'57.53"N	3.3890	3.3890
78	Teng Tee Meng	596210-51000	Tebat	102°31'16.83"E, 3°14'33.31"N	1.2140	1.2140
79	Eee Lee In	539993-101000	Tebing Tinggi	102°30'2.94"E, 3°14'20.10"N	1.2140	1.2140
80	Rosli B Mohamed Noor	434019-001000	Pamah Atap	102°32'12.77"E, 3°21'4.94"N	1.8893	1.8893
81	Mohd Raduan B Hud	758149001022	Pamah Atap	102°31'44.25"E, 3°21'16.06"N	0.9100	0.9100
82	Alina Bt Othman	758148001022	Tebing Tinggi	102°28'53.26"E, 3°15'42.65"N	1.2140	1.2140
83	Tan Kong Yiau	758145001022	Bongkok	102°29'49.54"E, 3°13'14.11"N	1.2300	1.2300
84	Muhammad Yusof B Alias	513180701000	Bukit Penak	102°32'53.599"E, 3°24'11.969"N	3.7150	3.7150
85	Zuraidah Bt Jailani	758546001022	Lapang Sidin	102°32'38.46"E, 3°19'54.62"N	2.2030	2.2030
86	Muhammad Olian Bin Abdullah	778807-001022	Bukit Rok	102°35'13.64"E, 3°21'51.44"N	4.05	4.05
87	Azizah Bt Ali	771724-001022	Kening Rasau	102°34'29.104"E, 3°26'50.144"N	1.1687	1.1687
88	Mastura Bt Arsad	758543001022	Paya Puyu	102°31'30.19"E, 3°25'3.67"N	0.4000	0.4000
89	Tan Swee Chu	758313-001022	Bongkok	102°29'18.71"E, 3°13'37.67"N	1.2385	1.2385
90	Chong Lai Watt	202968401000	Paya Lang	102°30'45.81"E, 3°15'19.86"N	2.1240	2.1240
91	Wan Maliha Bt Wan Abdul Malek	760384-001022	Paya Puyu	102°31'0.20"E, 3°24'22.24"N	0.7145	0.7145
92	Wan Aminyah Bt Wan Abdul Malek	760382-001022	Paya Puyu	102°31'0.20"E, 3°24'22.24"N	0.7145	0.7145
93	Loo Fong Kiong	758134001022	Ulu Ruyan	102°30'31.83"E, 3°16'5.43"N	2.4281	2.4281

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94	Mohd Najib B Ismail	758135001022	Paya Deram	102°32'32.74"E, 3°20'38.86"N	0.4856	0.4856
95	Din B Aw Kesah	758137001022	Bukit Resak	3° 21' 23.885" N 102°32' 18.476" E	1.3702	1.3702
96	Lee Chew Leng	592420-301000	Tebing Tinggi	102°30'54.13"E, 3°15'40.54"N	1.467	1.467
97	Senah Bt Wahid	758138001022	Pamah Atap	102°31'55.74"E, 3°20'57.79"N	2.0866	2.0866
98	Latipah Bt Din	758139001022	Batu Papan	3°21' 44.225" N 102° 31' 28.810 " E	0.7757	0.7757
99	Sahrul Bariah Bt Othman	758146001022	Tebing Tinggi	102°28'42.85"E, 3°16'1.43"N	1.2140	1.2140
100	Yow Sew Fang	758133001022	Paya Lang	102°29'47.18"E, 3°15'47.18"N	3.3350	3.3350
101	Lim Chee Yeou	758132001022	Ruyan	102°30'8.15"E, 3°15'59.98"N	2.4281	2.4281
102	Wan Sharifudzillah B Wan Hj. Abdul Malek	760383001022	Paya Puyu	102°30'56.10"E, 3°24'37.38"N	1.4290	1.4290
103	Norazizan Bt Othman	458147001022	Tebing Tinggi	102°30'6.26"E, 3°15'42.75"N	1.2140	1.2140
104	Lian Ah Kaw	758131001022	Tebat	102°29'50.72"E, 3°15'11.09"N	3.6420	3.6420
105	Ong Ee	203533-101000	Ulu Tebat	102°30'42.346"E ,3°15'47.080"N	3.7000	3.7000
106	Mohd Nazeri B Seman	758136001022	Tanjung Pamun	102°32'06.39"E ,3°20'12.40"N	0.5830	0.5830
107	Sabri B Othman	758150001022	Tebing Tinggi	102°31'21.02"E, 3°16'0.83"N	1.2140	1.2140
108	Chang Poh Fong	769480001022	Putat	102°30'27.79"E, 3°15'43.10"N	1.0210	1.0210
109	Ho Jook Hua @ Yoke Hua	769481001022	Ruyan	102°30'5.09"E, 3°15'52.25"N	2.4200	2.4200
110	Wong Fong Wah	745525-001022		102°29'53.18"E, 3°15'36.98"N	1.6100	1.6100
111	Soh Kim Kue	769450001022	Putat	102°30'4.12"E, 3°15'52.26"N	3.9500	3.9500
112	Sufian B Alias	602301-801000	Batu Papan	102°31'44.622"E ,3°22'30.106"N	2.0200	2.0200
113	Chan Swee	204347401000	Ulu Tebat	102°29'52.78"E, 3°15'8.00"N	3.6400	3.6400
114	Too Kim Chun @ Too Kim Heng	533984001000	Tebat	102°29'49.28"E, 3°15'21.85"N	3.6400	3.6400
115	Othman B Muda	431558601000	Tg. Sabak	3° 23' 05.570" N 102° 32' 29.646" E	2.2410	2.2410
116	Ng Seng Siaw	484608501000	Bongkok	102°29'21.83"E, 3°14'30.88"N	2.4280	2.4280
117	Abu Sarim B Sidek	598745-101000	Bukit Resak	102°32'13.94"E, 3°21'19.95"N	3.9450	3.9450

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118	Lim Poh Wan	768881001022	Bongkok	102°30'20.05"E, 3°15'13.76"N	3.6050	3.6050
119	Lim Lian Guan	768882001022	Tebing Tinggi	102°28'43.59"E, 3°15'25.75"N	1.9700	1.9700
120	Amrah B Yahya	768884001022	Paya Puyu	102°32'25.39"E, 3°23'12.17"N	2.4200	2.4200
121	Ang Lai Chok	46326-80100	Paya Ruyau	102°28'50.63"E, 3°13'45.11"N	3.5710	3.5710
122	Tan Hiak Chong	202006-701000	Paya Ruyau	102°29'29.68"E, 3°14'59.68"N	3.6400	3.6400
123	Chong Kim Teh	539225-201000	Ulu Ruyan	102°29'3.49"E, 3°15'5.28"N	2.4880	2.4880
124	Rahmat Ali B Zainal	525225-601000	Bohor	102°34'32.195"E, 3°23'55.862"N	1.8843	1.8843
125	Tan Fee Ping	504456-401000	Paya Rayau	102°28'40.05"E, 3°15'0.22"N	3.6460	3.6460
126	Soo Siew Tay	556797-401000	Tebing Tinggi	102°28'49.97"E, 3°14'50.59"N	2.4280	2.4280
127	Mohamad B Yusof	758142-001022	Charuk Putting	102°30'34.07"E, 3°23'29.03"N	1.2140	1.2140
128	Soh Soon	513303-601000	Paya Ruyau	102°29'12.02"E, 3°14'19.10"N	3.642	3.642
129	Foziah Bt Keria	758144-001022	Charuk Putting	3°21' 14.571" N 102° 30' 27.611" E	1.2140	1.2140
130	Ang Kim Seng	462033-801000	Paya Ruyau	102°29'50.64"E, 3°15'11.01"N	3.6170	3.6170
131	Soo Siu Pon	463362-601000	Paya Ruyau	102°29'42.35"E, 3°16'1.32"N	3.1640	3.1640
132	Abdul Malek B Talib	467814-001000	Bukit Serdang	102°33'37.89"E, 3°23'29.28"N	2.0230	2.0230
133	Ang Kiam Hou	510701-901000	Paya Ruyau	102°28'15.72"E, 3°13'43.54"N	3.5680	3.5680
134	Ang Kim San	462033-801000	Paya Ruyau	102°28'13.47"E, 3°13'35.00"N	3.6170	3.6170
135	See Soon Leong	318658-301000	Paya Ruyau	102°28'10.45"E, 3°13'42.41"N	3.6422	3.6422
136	Siti Karmila Bt Abdul Karim	511311-601000	Puchong	102°33'21.234"E, 3°24'58.886"N	3.0640	3.0640
137	Khairil Fitri B Mt Jawahir	593795-001000	Seberang Kuala Bera	102°29'25.080"E, 3°28'19.235"N	0.7967	0.7967
138	Rabidah Bt Sahak	549196-001000	Pamah Atap	102°33'31.08"E, 3°20'57.42"N	1.8210	1.8210
139	Saidah Bt Said	770818-001022	Charuk Putting	102°31'00.176"E, 3°24'21.579"N	1.2140	1.2140
140	Lin Lee	771723-001022	Bongkok	102°28'41.70"E, 3°13'36.83"N	3.0353	3.0353
141	Ang Lee Hoo & Sons Realty Sdn. Bhd	463245-001000	Paya Ruyau	102°29'35.17"E, 3°15'0.96"N	3.3180	3.3180

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142	Eee Soo Peng	431032-101000	Tebing Tinggi	102°29'48.06"E, 3°15'19.61"N	1.2140	1.2140
143	Ibrahim B Bakar	745569-001022	Kg.Datuk Sri Hamzah	102°23'22.15"E, 3° 8'2.60"N	0.4022	0.4022
144	Kamaruzzaman B Samah	772507-001022	Paya Puyu	102°31'42.449"E, 3°24'26.752"N	1.2140	1.2140
145	Wong Wai Kong	772505-001022	Putat	102°30'0.26"E, 3°15'40.13"N	1.2100	1.2100
146	Wong Hong Tian	772506-001022	Putat	102°30'0.56"E, 3°15'42.15"N	1.2100	1.2100
147	Leow Ah Teck	772503-001022	Paya Lang	102°29'50.37"E, 3°15'21.43"N	0.9179	0.9179
148	Lim Yok Chu	772504-001022	Paya Lang	102°29'13.022"E, 3°13'05.462"N	1.8895	1.8895
149	Noriza Bt Mat Isuf	772502-001022	Batu Bor	102°34'48.926"E, 3°26'25.324"N	0.8691	0.8691
150	Mohamed Irsyad Syafiq B Khalid	772501-001022	Tebing Tinggi	102°33'42.724"E, 3°17'49.005"N	1.2140	1.2140
151	Chong Kim Ker @ Chong Her	772296-001022	Tebing Tinggi	102°30'2.98"E, 3°15'58.38"N	3.8220	3.8220
152	Safaridah Bt Zulkifly	772052-001022	Tebing Tinggi	102°33'41.914"E, 3°17'53.754"N	1.2140	1.2140
153	Sidatul Fadilah Bt Mohamad	772500-001022	Danau	102°34'16.803"E, 3°25'13.874"N	0.9611	0.9611
154	Sazali B Daud	771725-001022	Kening Rasau	102°34'29.105"E, 3°26'50.161"N	1.9230	1.9230
155	Muhamad Khairul Azren B Berahim	772051-001022	Tebing Tinggi	102°33'46.721"E, 3°17'48.702"N	1.2140	1.2140
156	Nora Natasha Bt Azlan	772049-001022	Tebing Tinggi	102°32'42.160"E, 3°17'50.092"N	1.2140	1.2140
157	Muhamad Khairul Azman B Berahim	772053-001022	Tebing Tinggi	102°32'42.160"E, 3°17'50.092"N	1.2140	1.2140
158	Noraziana Bt Berahim	772047-001022	Tebing Tinggi	102°33'40.966"E, 3°17'54.801"N	1.2140	1.2140
159	Nurul Hidayah Bt Berahim	772046-001022	Tebing Tinggi	102°32'41.166"E, 3°17'51.088"N	1.2140	1.2140
160	Zuridah Bt Berahim	772045-001022	Tebing Tinggi	102°32'40.126"E, 3°17'50.078"N	1.2140	1.2140
161	Azmin B Awang	772044-001022	Tebing Tinggi	102°33'42.211"E, 3°17'44.702"N	1.2140	1.2140
162	Nasaruddin B Yaacob	586726-901000		102°34'12.82"E, 3°23'38.87"N	2.0000	2.0000
163	Mohd Ashri B Kasim	565521-101000	Lubuk Lian	102°32'51.294 "E, 3°24'06.264"N	1.2140	1.2140
164	Samsudin B Othman	Application in progress		102°33'24.17"E, 3°22'47.77"N	6.0700	6.0700
165	Mohd Yusof B Ibrahim	202626-001000	Bukit Karai	102°34'21.82"E, 3°24'22.43"N	2.2258	2.2258

No	Name of smallholder	MPOB License Number	Location of Planted Area (District)	GPS Coordinates	Land Area (ha)	Planted Area (ha)
166	Azmi B Mohd Salleh	Application in progress	Bukit Puchong	102°34'7.79"E, 3°25'51.20"N	1.2140	1.2140
167	Borhan Azizi B Abd Hashim	Application in progress	Kg Batu Bor	102°34'23.57"E, 3°25'42.32"N	0.8100	0.8100
168	Saberi B Othman	Application in progress		102°34'30.62"E, 3°24'32.88"N	1.2140	1.2140
169	Bahrom B Abu	489191-901000		102°34'25.84"E, 3°24'24.58"N	2.0000	2.0000
170	Zaik B Hamzah	Application in progress		102°34'21.52"E, 3°24'24.27"N	1.2140	1.2140
171	Amirullah B Yaakob	Application in progress	Bukit Puchong	102°34'33.96"E, 3°25'56.98"N	1.2140	1.2140
172	Ishak B Adnan	Application in progress	Bkt Lanjut	102°34'14.54"E, 3°25'40.16"N	4.0500	4.0500
173	Abdul Jamal B Lebar	774055-001022	Batu Bor	102°34'23.83"E, 3°25'47.83"N	1.1640	1.1640
174	Halimahton Sakdiah Bt Mohamed	772499-001022	Batu Bor	102°34'16.803"E, 3°25'13.874"N	1.3816	1.3816
175	Sahhariman B Othman	772496-001022	Bukit Penak	102°33'12.390"E, 3°23'05.244"N	1.7020	1.7020
176	Ahmad Al-Shaari B Mohamed	772498-001022	Bukit Penak	102°34'03.902"E, 3°22'48.535"N	0.7145	0.7145
177	Mai Sarah Bt Yaakub	772495-001022	Charok Ganti	102°33'13.369"E, 3°24'04.144"N	1.1900	1.1900
178	Husnizah Bt Husain	772494-001022	Tanjung Bera	102°31'38.288"E, 3°23'09.173"N	0.4173	0.4173
179	Usof B Bakar	529821-301000	Bukit Serdang	102°33'46.912"E, 3°22'47.959"N	2.5820	2.5820
180	Mohd Jahar B Abdul Kadir	758141-001022	Bukit Serdang	102°34'07.436"E, 3°22'43.606"N	0.8000	0.8000
181	Kamarruddin B Abdul Aziz	774056-001022	Karai	102°34'31.68"E, 3°24'41.82"N	0.4173	0.4173
182	Amir B Sharib	774071-001022	Kg Puchong	102°34'32.43"E, 3°25'57.94"N	0.7490	0.7490
183	Abd. Lazak B Ismail	572358-501000	Bukit Karai	102°34'46.978"E, 3°24'25.716"N	1.2140	1.2140
184	Mohd Zaini B Ab Hamid	203134-401000	Paya Tok Kuning	102°31'51.58"E, 3°19'44.35"N	2.7369	2.7369
185	Mohd Salleh B A.Hamid	774162-001022	Bukit Bawah	102°34'37.806"E, 3°24'15.711"N	0.4492	0.4492
186	Rozami B Abd Aziz	596456-601000	Charok Ganti	102°32'57.200"E, 3°24'09.899"N	0.6270	0.6270
187	Mohd Nazeri B Berahim	565522-901000	Paya Serai	102°32'19.652"E, 3°23'31.922"N	1.0040	1.0040
188	Abd Rashid B Md Akil	537535-801000	Bukit Serdang	102°33'44.41"E, 3°23'04.64"N	1.3230	1.3230
189	Chua Tek	776129-001022	Paya Ruyau	102°30'50.56"E, 3°14'14.63"N	3.8445	3.8445

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190	Chua Hoi Tek	776130-001022	Paya Ruyau	102°30'34.71"E, 3°14'34.16"N	3.8445	3.8445
191	Teh Moh	776128-001022	Paya Ruyau	102°30'52.44"E, 3°14'26.35"N	3.8445	3.8445
192	Soo Siew Jeen	Application in progress	Tebing Tinggi	102°29'4.58"E, 3°14'16.54"N	1.2140	1.2140
193	Norliela Bt Alias	769597-001022	Pamah Atap	102°32'13.97"E, 3°21'32.65"N	0.8770	0.8770
194	Lau Lian Hong	319256-701000	Paya Lang	102°31'34.95"E, 3°15'30.41"N	3.9457	3.9457
195	Lew Hock Soon	409535-701000	Tebat	102°30'24.68"E, 3°14'10.32"N	2.4280	2.4280
196	Noraini Bt Nasib	776560-001022	Bukit Gemuruh	102°30'26.79"E, 3°18'57.82"N	0.4000	0.4000
197	Ahmad B Koyan	776559-001022	Lubok Tembangan	102°30'30.22"E, 3°18'52.30"N	2.4300	2.4300
198	Siti Rosmilawati A/P Yow Kim Sun	776562-001022	Bukit Gemuruh	102°30'28.77"E, 3°18'53.89"N	2.4300	2.4300
199	Masedry A/L Mahsuan	776561-001022	Bukit Gemuruh	102°30'27.45"E, 3°18'53.36"N	1.6200	1.6200
200	Riduan B Sidang	776563-001022	Chuat	102°30'24.15"E, 3°18'51.38"N	2.0200	2.0200
201	Dahlan A/L Malek	776564-001022	Bukit Gemuruh	102°30'26.92"E, 3°18'52.04"N	0.8100	0.8100
202	Norsilawati A/P Remoi Ket	776565-001022	Bukit Gemuruh	102°30'27.05"E, 3°18'51.38"N	1.6200	1.6200
203	Norbila Bt Remoi Ket	776567-001022	Bukit Gemuruh	102°30'28.51"E, 3°18'52.70"N	2.0200	2.0200
204	Yow Lia Pit	776566-001022	Chuat	102°31'17.57"E, 3°17'56.84"N	8.0900	8.0900
205	Junaidi A/L Jamil	776568-001022	Chuat	102°31'20.29"E, 3°17'57.02"N	1.2100	1.2100
206	Abing A/L Inah	776569-001022	Chuat	102°32'3.49"E, 3°17'12.74"N	2.4300	2.4300
207	Rudin B Gige	776573-001022	Chuat	102°31'56.96"E, 3°17'22.95"N	4.0500	4.0500
208	Hulan B Rafi	776572-001022	Kuala Serting	102°31'45.92"E, 3°17'23.96"N	2.0200	2.0200
209	Hussin Bin Nasib	775681-001022	Bukit Gemuruh	102°30'57.45"E, 3°18'44.67"N	0.4000	0.4000
210	Razlan B Chewet	775678-001022	Bukit Gemuruh	102°30'10.67"E, 3°18'37.89"N	0.6100	0.6100
211	Halim A/L Teh	775677-001022	Bukit Gemuruh	102°30'6.26"E, 3°18'38.98"N	0.8100	0.8100
212	Sui Ching Heng	775265-001022	Bukit Gemuruh	102°30'15.67"E, 3°18'41.91"N	2.0200	2.0200
213	Jang A/L Teh	775261-001022	Bukit Gemuruh	102°30'11.70"E, 3°18'45.77"N	0.8100	0.8100

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214	Idris B Musa	775260-001022	Bukit Gemuruh	102°30'47.69"E, 3°18'52.29"N	0.8100	0.8100
215	Sahrina A/P Remoi Ket	775259-001022	Bukit Gemuruh	102°30'32.26"E, 3°18'51.22"N	2.4300	2.4300
216	Johari B Salam	775258-001022	Bukit Gemuruh	102°30'28.53"E, 3°18'44.72"N	4.0500	4.0500
217	Hisam B Ujang	775256-001022	Bukit Gemuruh	102°30'27.16"E, 3°19'1.53"N	4.0500	4.0500
218	Fatimah A/P Hussin	775651-001022	Bukit Gemuruh	102°30'29.65"E, 3°18'59.82"N	2.4300	2.4300
219	Khatijah Bt Musa	775257-001022	Bukit Gemuruh	102°30'33.08"E, 3°18'56.28"N	1.6200	1.6200
220	Tieu Yong Ken	775266-001022	Bukit Gemuruh	102°30'20.05"E, 3°18'50.62"N	2.4300	2.4300
221	Jamil B Nohin	775669-001022	Bukit Gemuruh	102°30'32.02"E, 3°18'49.45"N	8.0900	8.0900
222	Rompik A/L Malek	775707-001022	Bukit Gemuruh	102°30'33.22"E, 3°18'53.12"N	4.0500	4.0500
223	Siti Bt Ahmad	775690-001022	Bukit Gemuruh	102°30'33.48"E, 3°18'53.91"N	8.0900	8.0900
224	Zariah Bt Tong Seng	775708-001022	Bukit Gemuruh	102°30'32.82"E, 3°18'55.88"N	1.6200	1.6200
225	Sui Shong Heong	775267-001022	Bukit Gemuruh	102°30'37.45"E, 3°18'57.46"N	2.0200	2.0200
226	Yok Lan	775272-001022	Bukit Gemuruh	102°30'35.86"E, 3°18'58.25"N	2.4300	2.4300
227	Minah Bt Long	775271-001022	Bukit Gemuruh	102°30'37.05"E, 3°18'56.80"N	4.0500	4.0500
228	Loing B Loking	775270-001022	Bukit Gemuruh	102°30'34.15"E, 3°18'53.78"N	3.2400	3.2400
229	Nooramli B Othman	775680-001022	Bukit Gemuruh	102°30'29.93"E, 3°18'53.78"N	1.6200	1.6200
230	Shahriman B Dakdom	775662-001022	Bukit Gemuruh	102°30'27.16"E, 3°18'53.78"N	4.0500	4.0500
231	Md. Azman B Haji Sulaiman	775673-001022	Bukit Gemuruh	102°30'24.92"E, 3°18'51.67"N	2.0200	2.0200
232	Faderil A/L Rawi	775672-001022	Bukit Gemuruh	102°30'27.95"E, 3°18'54.57"N	2.0200	2.0200
233	Nazri B Tong Seng	775653-001022	Bukit Gemuruh	102°30'27.29"E, 3°18'52.20"N	1.6200	1.6200
234	Zaiton Bt Malek	775668-001022	Bukit Gemuruh	102°30'28.74"E, 3°18'49.31"N	1.6200	1.6200
235	Rokodin B Chewet	775674-001022	Bukit Gemuruh	102°30'27.94"E, 3°18'58.38"N	1.6200	1.6200
236	Halaizah Bt Rani	775666-001022	Bukit Gemuruh	102°30'27.95"E, 3°18'55.62"N	1.2100	1.2100
237	Zaidi B Sudin	775667-001022	Bukit Gemuruh	102°30'26.90"E, 3°18'53.52"N	2.8300	2.8300

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238	Ashikin A/P Tieu Tiau	775664-001022	Bukit Gemuruh	102°30'25.98"E, 3°18'52.86"N	2.0200	2.0200
239	Ache Bt Rammor	775658-001022	Bukit Gemuruh	102°30'24.92"E, 3°18'52.73"N	0.8100	0.8100
240	Lim B Remoi Ket	775659-001022	Bukit Gemuruh	102°30'24.13"E, 3°18'52.20"N	1.6200	1.6200
241	Daharim A/L Karim	775647-001022	Bukit Gemuruh	102°30'22.16"E, 3°18'51.81"N	1.2100	1.2100
242	Tieu Ah Seng	775685-001022	Bukit Gemuruh	102°30'20.97"E, 3°18'52.20"N	4.0500	4.0500
243	Norazahar B Sulaiman	757646-001022	Bukit Gemuruh	102°30'29.79"E, 3°18'57.33"N	1.6200	1.6200
244	Sofiah Bt Aweng	775645-001022	Bukit Gemuruh	102°30'29.52"E, 3°18'59.82"N	2.8300	2.8300
245	Sorih A/P Parit	775652-001022	Bukit Gemuruh	102°30'30.45"E, 3°18'54.30"N	0.6100	0.6100
246	Lazim B Sahlan	775264-001022	Bukit Gemuruh	102°30'27.95"E, 3°18'52.20"N	2.0200	2.0200
247	Safiah Bt Salam	775263-001022	Bukit Gemuruh	102°30'25.58"E, 3°18'50.88"N	2.0200	2.0200
248	Ujang B Musa	775262-001022	Bukit Gemuruh	102°30'31.37"E, 3°18'51.68"N	2.0200	2.0200
249	Sui Shan Kan	775689-001022	Bukit Gemuruh	102°30'31.11"E, 3°18'52.73"N	9.7100	9.7100
250	Abd Rahman B Nohin	775686-001022	Bukit Gemuruh	102°30'30.45"E, 3°18'52.86"N	2.4300	2.4300
251	Norih Anak Tong Seng	775654-001022	Bukit Gemuruh	102°30'29.53"E, 3°18'53.38"N	1.6200	1.6200
252	Sorih Bt Tong Sing	775655-001022	Bukit Gemuruh	102°30'29.93"E, 3°18'53.25"N	1.6200	1.6200
253	Jawiah Bt Tong Sing	775656-001022	Bukit Gemuruh	102°30'28.48"E, 3°18'52.99"N	1.6200	1.6200
254	Sijah Bt Salam	775687-001022	Bukit Gemuruh	102°30'27.56"E, 3°18'53.38"N	2.4300	2.4300
255	Rozenah Bt Obok	775688-001022	Bukit Gemuruh	102°30'27.16"E, 3°18'53.12"N	2.0200	2.0200
256	Tieu Ang Hook	775671-001022	Bukit Gemuruh	102°30'26.37"E, 3°18'52.86"N	2.4300	2.4300
257	Azarinah Bt Che Mat	775670-001022	Bukit Gemuruh	102°30'28.08"E, 3°18'52.73"N	1.6200	1.6200
258	Hanizah Bt Tongsing	775650-001022	Bukit Gemuruh	102°30'29.14"E, 3°18'51.67"N	1.6200	1.6200
259	Tieu Ling Kean	775649-001022	Bukit Gemuruh	102°30'28.08"E, 3°18'53.91"N	0.8100	0.8100
260	Kamariah Bt Apeng	775648-001022	Bukit Gemuruh	102°30'29.80"E, 3°18'53.38"N	1.6200	1.6200
261	Shahrijan A/L Parit	775676-001022	Bukit Gemuruh	102°30'31.77"E, 3°18'52.60"N	2.0200	2.0200

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262	Kamarudin B Ujin	775660-001022	Bukit Gemuruh	102°30'35.99"E, 3°18'58.38"N	4.0500	4.0500
263	Tieu Eng Huat	775657-001022	Bukit Gemuruh	102°30'37.84"E, 3°18'57.46"N	2.0200	2.0200
264	Saloma Bt Chewet	775675-001022	Bukit Gemuruh	102°30'36.66"E, 3°18'57.72"N	1.8200	1.8200
265	Hamizan A/L Nyat	775679-001022	Bukit Gemuruh	102°30'36.13"E, 3°18'56.80"N	1.2100	1.2100
266	Normi Bt Chewet	775663-001022	Bukit Gemuruh	102°30'33.74"E, 3°18'52.47"N	2.8300	2.8300
267	Yok Koi	775661-001022	Bukit Gemuruh	102°30'31.63"E, 3°18'51.15"N	1.6200	1.6200
268	Nani A/L Romplik	775665-001022	Bukit Gemuruh	102°30'24.40"E, 3°18'51.68"N	2.8300	2.8300
269	Sazali B Rafi	776571-001022	Chuat	102°32'46.67"E, 3°18'0.70"N	2.0200	2.0200
270	Siti Hajar Bt Dollah	776570-001022	Chuat	102°32'16.96"E, 3°18'33.94"N	2.4300	2.4300
271	Jah A/P Muja	776574-001022	Chuat	102°32'19.41"E, 3°18'32.29"N	0.8100	0.8100
272	Rome Bt Kuchi	776575-001022	Chuat	102°32'14.84"E, 3°18'39.27"N	4.0500	4.0500
273	Ijam A/L Keji	776577-001022	Chuat	102°32'31.46"E, 3°18'35.86"N	2.4300	2.4300
274	Rahimah A/P Seleh	776579-001022	Bukit Gemuruh	102°30'23.02"E, 3°19'1.43"N	4.0400	4.0400
275	Raman B Mat	776580-001022	Ibam	102°34'20.44"E, 3°21'4.32"N	3.6400	3.6400
276	Sabidin A/L Tetek	776581-001022	Chuat	102°31'27.99"E, 3°17'25.35"N	1.2100	1.2100
277	Rudi A/L Kedi	776582-001022	Chuat	102°31'24.78"E, 3°17'42.42"N	1.6200	1.6200
278	Tetek A/L Inah	776583-001022	Chuat	102°31'28.05"E, 3°17'34.11"N	1.6200	1.6200
279	Rawiyati Bt Abdullah	776584-001022	Kuala Serting	102°38'40.20"E, 3° 1'26.10"N	1.6200	1.6200
280	Rafi B Lahir	776585-001022	Chuat	102°31'29.98"E, 3°17'34.02"N	2.0200	2.0200
281	Mazlan B Madi	776586-001022	Chuat	102°31'25.29"E, 3°17'42.68"N	1.2100	1.2100
282	Madi B Amoi	776587-001022	Chuat	102°31'28.17"E, 3°17'26.50"N	0.8100	0.8100
283	Mimi A/L Anam	776588-001022	Ibam	102°34'8.33"E, 3°21'8.76"N	1.6200	1.6200
284	Norazana A/P Bujok	776591-001022	Chuat	102°31'35.46"E, 3°17'47.49"N	0.4000	0.4000
285	Samat A/L Roslan	776590-001022	Chuat	102°31'26.42"E, 3°17'46.75"N	3.6400	3.6400

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286	Melor A/P Engeng	776589-001022	Chuat	102°31'29.59"E, 3°17'36.06"N	0.8100	0.8100
287	Arman B Arif	776592-001022	Chuat	102°31'29.03"E, 3°17'36.06"N	4.8600	4.8600
288	Roni A/L Lahi	776593-001022	Chuat	102°31'29.10"E, 3°17'34.68"N	0.8100	0.8100
289	Solip B Suja	776594-001022	Bukit Rok	102°34'10.22"E, 3°21'28.42"N	4.0500	4.0500
290	Achoi B Amai	776596-001022	Chuat	102°31'25.81"E, 3°17'41.50"N	0.4000	0.4000
291	Mijan A/L Rudin	776597-001022	Chuat	102°31'27.12"E, 3°17'41.13"N	3.2400	3.2400
292	Atan A/L Nokseh	776598-001022	Chuat	102°31'25.92"E, 3°17'39.79"N	1.6200	1.6200
293	Juliana Bt Sidang	776600-001022	Chuat	102°31'28.16"E, 3°17'34.02"N	2.4300	2.4300
294	Sidang A/L Kateh	776601-001022	Chuat	102°31'26.00"E, 3°17'36.16"N	3.2400	3.2400
295	Keji A/L Amdi	776602-001022	Chuat	102°31'27.45"E, 3°17'34.99"N	0.8100	0.8100
296	Jambri B Rudin	776603-001022	Chuat	102°31'28.12"E, 3°17'33.74"N	0.8100	0.8100
297	Pigi B Amau	776599-001022	Chuat	102°31'26.44"E, 3°17'34.71"N	12.9500	12.9500
298	Bujok B Jepon	776595-001022	Chuat	102°31'27.62"E, 3°17'31.73"N	1.2100	1.2100
299	Jefri A/L Juli	778846-001022	Bukit Rok	102°34'5.51"E, 3°21'37.99"N	5.0000	5.0000
300	Masir B Dollah	778851-001022	Bukit Rok	102°34'2.02"E, 3°21'32.33"N	4.0500	4.0500
301	Soo Ling Ling	778845-001022	Bukit Rok	102°34'4.58"E, 3°21'31.86"N	5.0000	5.0000
302	Juli B Musa	778847-001022	Bukit Ibam	102°34'16.68"E, 3°20'59.65"N	5.0000	5.0000
303	Aidah A/P Elli	778844-001022	Ibam	102°34'16.52"E, 3°20'42.65"N	5.0000	5.0000
304	Saat B Awang	778849-001022	Bukit Rok	102°34'14.51"E, 3°21'35.98"N	8.0900	8.0900
305	Hasmi A/L Din	778850-001022	Bukit Rok	102°34'13.86"E, 3°21'34.21"N	6.0700	6.0700
306	Aziz B Dollah	778805-001022	Bukit Rok	102°34'32.84"E, 3°21'32.84"N	4.0500	4.0500
307	Yusop B Dollah	778810-001022	Bukit Rok	102°34'1.25"E, 3°21'32.05"N	2.0200	2.0200
308	Marzuki B Din	778858-001022	Bukit Rok	102°33'59.80"E, 3°21'33.46"N	8.0900	8.0900
309	Pau Seng Kiat	753810-001022	Bukit Rok	102°34'3.21"E, 3°21'32.25"N	4.0000	4.0000

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310	Romeli B Dolah	778809-001022	Bukit Rok	102°34'2.38"E, 3°21'31.26"N	4.0500	4.0500
311	Jaliah Bt Dollah	778808-001022	Bukit Rok	102°34'14.34"E, 3°21'37.56"N	2.4300	2.4300
312	Tari A/L Gudok	778799-001022	Bukit Rok	102°34'4.71"E, 3°21'30.88"N	1.6000	1.6000
313	Seriah Bt Dollah	778806-001022	Bukit Rok	102°34'13.83"E, 3°21'35.98"N	4.0470	4.0470
314	Zuraini A/P Saat	778804-001022	Bukit Rok	102°34'8.25"E, 3°21'31.52"N	8.0940	8.0940
315	Arman B Rani	778803-001022	Bukit Rok	102°34'12.24"E, 3°21'33.49"N	4.0500	4.0500
316	Normi Bt Elli	778848-001022	Bukit Ibam	102°34'17.22"E, 3°21'0.38"N	5.0000	5.0000
317	Hazli A/L Rani	778802-001022	Bukit Rok	102°34'10.54"E, 3°21'32.51"N	4.0470	4.0470
318	Zainuddin B Yong	778801-001022	Bukit Rok	102°34'8.05"E, 3°21'32.70"N	3.2400	3.2400
319	Henry Shamsury A/L San Pat	778800-001022	Bukit Rok	102°34'7.04"E, 3°21'30.91"N	4.0470	4.0470
320	Juni A/L Jamil	778854-001022	Bukit Rok	102°34'6.23"E, 3°21'30.01"N	4.0470	4.0470
321	Roshamidi B Sanpat	778853-001022	Bukit Rok	102°34'8.04"E, 3°21'32.70"N	4.0470	4.0470
322	Itam B Tok Gunung	778852-001022	Bukit Rok	102°34'18.11"E, 3°21'35.39"N	8.0900	8.0900
323	Jamil Asri B Abdul Malek	779098-001022	Paya Serai	102°32'17.69"E, 3°23'33.49"N	0.9448	0.9448
324	Tan Yock Kim	779352-001022	Bongkok	102°29'15.85"E, 3°14'42.42"N	2.4950	2.4950
325	Zaimat Bt Arifin	779353-001022	Rotan Sega	102°34'17.06"E, 3°25'38.57"N	0.8230	0.8230
326	Mohd Hafez B Mat Deris	779354-001022	Bukit Penak	102°34'8.43"E, 3°23'19.48"N	1.7420	1.7420
327	Ahamad Fuad B Alias	779340-001022	Bukit Penak	102°34'9.22"E, 3°23'24.96"N	2.5060	2.5060
328	Rohana Bt Ismail	779351-001022	Charuk Tok Kuning	102°28'19.83"E, 3°19'7.38"N	1.0220	1.0220
329	Asmah Bt Ahmad	779350-001022	Paya Tok Ser	102°28'14.17"E, 3°19'9.67"N	2.0720	2.0720
330	Rosenani Bt Ab Majid	779349-001022	Bukit Chik Lani	102°28'10.61"E, 3°19'5.02"N	1.0110	1.0110
331	Salwa Bt Ab Rohan	779348-001022	Kg Mengkuang	102°27'13.97"E, 3°18'55.04"N	0.4873	0.4873
332	Abdul Razak B Adam	779346-001022	Durian Tawar	102°26'31.15"E, 3°20'46.38"N	0.4302	0.4302
333	Abd Jalil B Adam	779345-001022	Durian Tawar	102°26'31.29"E, 3°20'46.18"N	0.4302	0.4302

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334	Rahimah Bt Adam	779344-001022	Durian Tawar	102°26'31.82"E, 3°20'45.85"N	0.3824	0.3824
335	Ramnah Bt Adam	779343-001022	Durian Tawar	102°26'30.21"E, 3°20'45.96"N	0.0478	0.0478
336	Hussin B Muhamad	779342-001022	Bukit Batu Anchor	102°31'36.72"E, 3°22'33.53"N	2.2096	2.2096
337	Maimun Bt Mohamad	760521-001022	Bukit Kadut	102°34'2.04"E, 3°23'26.24"N	1.5960	1.5960
338	Azmi B Ismaon	779347-001022	Seberang Jelam	102°26'32.78"E, 3°20'35.07"N	1.2800	1.2800
339	Wong Wai Keong	779341-001022	Putat	102°31'19.978"E, 3°16'30.927"N	1.1430	1.1430
340	Romenah Bt Yebuloh	769970-001022	Bukit Gemuroh	102°30'25.58"E, 3°18'49.35"N	1.6200	1.6200
341	Lokmat B Arim	769969-001022	Bukit Gemuruh	102°30'24.60"E, 3°18'50.40"N	1.6200	1.6200
342	Norijah Bt Lok Mat	769980-001022	Bukit Gemuroh	102°30'23.34"E, 3°18'51.10"N	2.0200	2.0200
343	Abd Rashid Bin Md Akil	537535-801000	Bukit Serdang	102°33'41.231"E, 3°22'59.257"N	0.6773	0.6773
344	Ahmad Bin Jamaludin	201472-501000	Bukit Penak	102°33'55.911"E, 3°23'11.953"N	2.2200	2.2200
345	Azizah Binti Abdul Aziz	490124-801000	Bukit Tok Rawa	102°31'56.412"E, 3°22'36.132"N	1.2140	1.2140
346	Jamaen Bin Muhayat	513091-601000	Kg.Pasal	102°43'49.0.60"E, 2°51'51.687"N	2.4000	2.4000
347	Jamaludin Bin Aw. Mahusin	518785-301000	Bukit Penak	102°33'04.841"E, 3°23'51.594"N	2.0230	2.0230
348	Khairrol Amin Bin Mohd Tahir	204286-901000	Tebing Tinggi	102°32'58.190"E, 3°16'46.146"N	4.8560	4.8560
349	Mahat Bin Amin	513090-801000	Kg.Pasal	102°42'40.677"E, 2°51'39.001"N	2.0800	2.0800
350	Md Termizi Bin Jamaludin	518786-101000	Bukit Penak	102°31'11.953"E, 3°23'55.931"N	0.7850	0.7850
351	Mohamad Zuhair Bin Rozali	513263-301000	Kg.Pasal	102°42'28.653"E, 2°51'42.610"N	1.2100	1.2100
352	Mohd Ali Bin Abu Bakar	511347-701000	Tebing Tinggi	102°32'17.250"E, 3°16'08.580"N	3.6400	3.6400
353	Mohd Asri Bin Ab Derahman	459002-101000	Pamah Atap	102°27'37.326"E, 3°16'57.305"N	3.0662	3.0662
354	Mohd Diah Bin Md Salleh	434024-601000	Kg.Pasal	102°42'973"E 2°52.137"N	1.2141	1.2141
355	Mohd Rozali Bin Jamaludin	589980-201000	Bukit Penak	102°31'11.874"E, 3°23'58.931"N	1.2140	1.2140
356	Mohd Tahir Bin Malaka	204286-901000	Tebing Tinggi	102°32'58.192"E, 3°16'46.145"N	4.8500	4.8500
357	Muad Bin Yahya	482840-101000	Batu Papan	102°31'28.243"E, 3°22'30.028"N	2.0030	2.0030

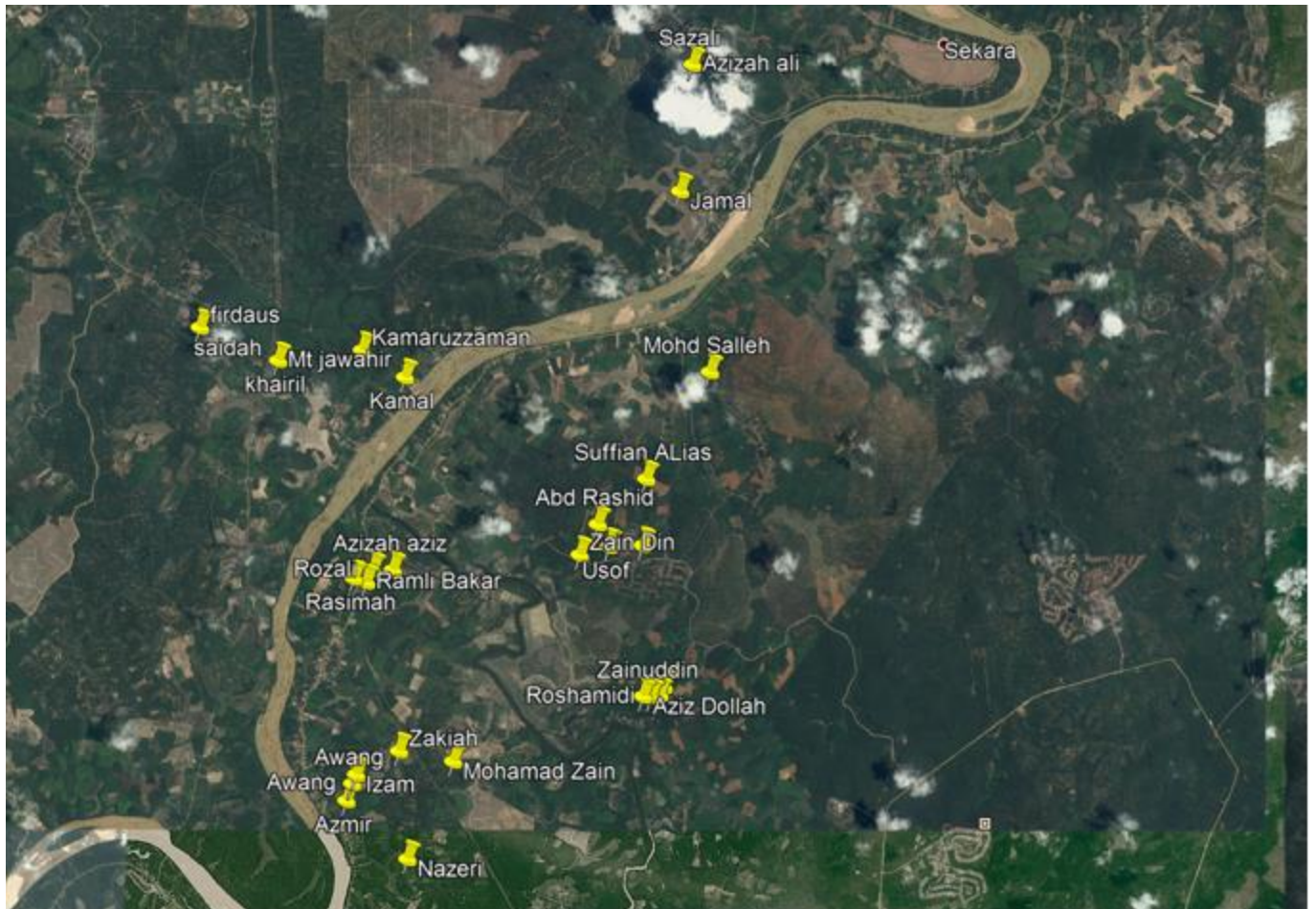
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358	Rashidah Bt Esa	5149901-01000	Kg.Pasal	102°42'952"E, 2°52.070"N	3.7300	3.7300
359	Rohani Bt Baharom	513211-101000	Kg.Pasal	102°42'30.705"E, 2°51'23.237"N	1.2140	1.2140
360	Roshima Bt Ibrahim	513262-501000	Kg.Pasal	102°42'28.458"E, 2°22'42.538"N	1.2140	1.2140
361	Rozali Bin Ibrahim	514171-301000	Kg.Pasal	102°42'40.268"E, 2°51'38.768"N	11.7500	11.7500
362	Sariman Bin Awang Dollah	424408-501000	Baroh	102°26'49.599"E, 3°15'34.769"N	2.9130	2.9130
363	Wan Hairon Azmi Bin W.Bulat	513210-201000	Tebing Tinggi	102°33'37.033"E, 3°16'39.333"N	1.7450	1.7450
364	Chua Hooi Hong	2003381-401000	Tebing Tinggi	102°30'45.531"E, 3°14'30.226"N	3.817	3.817
365	Yap Chou	574705-101000	Tebing Tinggi	102°30'48.101"E, 3°14'23.398"N	3.669	3.669
366	Soo Siew Leng	619194-001022	Kiambang	3°15'08.642"N, 102° 30'16.558"E	2.481	2.481
367	Izam Binti Othman	556801-601000	Pamah Atap	102°31'39.510"E, 3°20'53.530"N	2.0180	2.0180
368	Mohd Kamal Bin Muhamad	597735-801000	Sabak	102°32'47.861"E, 3°21'37.900"N	1.0970	1.0970
369	Mohd Nazeri Bin Shafie	596038-201000	Bukit Cherueh	102°30'47.861"E, 3°21'37.900"N	1.2360	1.2360
370	Manila Binti Abdul Latif	204381-401000	Pamah Atap	102°31'45.838"E, 3°20'58.378"N	1.1493	1.1493
371	Mahanat Fasinat Bin Latiff	598931-301000	Batu Papan	102°32'26.970"E, 3°21'55.626"N	2.0130	2.0130
372	Siti Zalmi Bin Latiff	533223-301000	Pamah Atap	102°32'17.230"E, 3°20'58.360"N	2.6310	2.6310
373	Mohd Nasharudin Bin Shafie	500284-501000	Paya Sebelah	102°32'08.720"E, 3°19'53.197"N	1.0370	1.0370
374	Mohd Norjaidi Bin Shafie	470129-001000	Pamah Atap	102°31'25.237"E, 3°21'08.777"N	1.5045	1.5045
375	Mohd Norawi Bin Mohamad	598378--101000	Batu Papan	102°32'10.533"E, 3°19'37.058"N	1.2140	1.2140
376	Mohd Azmir Bin Mohamed Yunus	597733-101000	Batu Balai	102°31'34.549"E, 3°20'40.288"N	1.3051	1.3051
377	Zakiah Binti Ahamad	204380-601000	Bukit Resak	102°32'01.029"E, 3°21'05.177"N	1.6100	1.6100
378	Mansor Bin Muhamad	598374-901000	Batu Papan	102°31'26.560"E, 3°21'43.792"N	1.9096	1.9096
379	Rosniza Binti A.Latiff	556782-601000	Pamah Atap	102°32'17.509"E, 3°20'46,001"N	1.0621	1.0621
380	Abd Illah Bin Sulan	598751-501000	Batu Papan	102°31'35.885"E 3°21'16.721"N	0.5430	0.5430

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381	Rozaidah Binti Haji Latiff	598951-801000	Pamah Atap	102°31'41.037 "E, 3°21'17.0263"N	3.2560	3.2560
382	Jamlus Bin Muhamad	598949-601000	Sabak	102°32'42.398"E, 3°23'02.219"N	1.2140	1.2140
383	Norini Binti Othman	549181-101000	Pamah Atap	102°31'39.633"E, 3°21'00.000"N	1.4950	1.4950
384	Fatimah Binti Idris	598948-801000	Batu Papan	102°31'37.873"E, 3°22'28.943"N	1.5710	1.5710
385	Hamdan Bin Mamat	598946-101000	Pamah Atap	102°32'12.146"E, 3°21'00.829"N	1.9223	1.9223
Grand Total					842.463	842.463

Appendix F: Location and Field Map



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