

## Alto Sdn. Bhd. Audit Summary Report

<b>Organization:</b>	<b>Alto Sdn. Bhd.</b>		
<b>Address:</b>	<u><b>Headquarters</b></u> Lot 2370 – 2371, 1 <sup>st</sup> Floor, Boulevard Commercial Centre, Jalan Pujut – Lutong, 98000 Miri, Sarawak, Malaysia.  Contact person.: Dr. Felix Moh (019 859 3668) Contact No.: 085 429 587  <u><b>Alto Sdn. Bhd.</b></u> Lot 1, Mum Ulu Sg. Klad/Sg Sibuti, Sawai Land District, Miri  <u><b>Bumi Hijau Berkembang Sdn Bhd</b></u> No. 304/-3/4, Block 3, Sawai Land District, Miri		
<b>Standard(s):</b>	<b>MS2530-3 : Part 3 : General principles for Oil Palm Plantations and Organized Small Holders</b>	<b>Accreditation Body(s): DEPARTMENT STANDARDS MALAYSIA (DSM)</b>	
<b>Representative:</b>	Dr Felix Moh		
<b>Site(s) audited:</b>	<b>Alto Sdn. Bhd. (4,208 ha)</b>	<b>Date(s) of audit(s):</b>	<b>7<sup>th</sup>-8<sup>th</sup> May 2019</b>
<b>Group Certification</b>	<b>Bumi Hijau Berkembang Sdn Bhd (586.9 ha)</b>		
<b>Visit Type:</b>	<b>MSPO Stage 2 Audit</b>	<b>Types of certification assessment:</b>	<b>Main Audit</b>
<b>Lead auditor:</b>	<b>Abdul Khalik Bin Arbi (AKA)</b>	<b>Additional team member(s): Audit Member (AM)</b>	<b>Dickens Mambu (DM) Jeffrey Denis Ridu (JDR)</b>
This report is confidential and distribution is limited to the audit team, audit attendees, client representative, the SGS office and may be subject to Accreditation Body, Certification Scheme owners or any other Regulatory Body sampling in line with our online Privacy Statement which can be accessed.			

### 1. Audit objectives

The objectives of this audit were:

- to confirm that the management system conforms with all the requirements of the audit standard;
- to confirm that the organization has effectively implemented the planned management system;
- to confirm that the management system is capable of achieving the organization's policy objectives.

### 2. Scope of certification

**Production of Fresh Fruit Bunches (FFB) for Plantations in compliance to the MSPO Certification Standard MS2530-3:2013 Part 3: General Principles For Oil Palm Plantations And Organized Smallholders**

The audit covered the MS 2530:2013 requirements particularly MSPO Certification Standard **MS2530-3:2013 Part 3.**

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	1 of 18	



Validation of processes for production and service provision

Has this scope been amended as a result of this audit?  Yes  No

This is a multi-site audit and an Appendix listing all relevant sites and/or remote locations has been established (attached) and agreed with the client  Yes  No

### 3. Current audit findings and conclusions

The audit team conducted a process-based audit focusing on significant aspects/risks/objectives required by the standard(s). The audit methods used were interviews, observation of activities and review of documentation and records.

The structure of the audit was in accordance with the audit plan and audit planning matrix included as annexes to this summary report.

The audit team concludes that the organization  has  has not established and maintained its management system in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policy and objectives.

Number of nonconformities identified:   1   Major   0   Minor

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

Granted /  Continued /  Withheld /  Suspended until satisfactory corrective action is completed.

### 4. Previous Audit Results

The results of the last audit of this system have been reviewed, in particular to assure appropriate correction and corrective action has been implemented to address any nonconformity identified. This review has concluded that:

- Any nonconformity identified during previous audits has been corrected and the corrective action continues to be effective.
- The management system has not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.

### 5. Audit Findings

The audit team conducted a process-based audit focusing on significant aspects/risks/objectives. The audit methods used were interviews, observation of activities and review of documentation and records.

The management system documentation demonstrated conformity with the requirements  Yes  No of the audit standard and provided sufficient structure to support implementation and maintenance of the management system.

The organization has demonstrated effective implementation and maintenance / improvement of its management system.  Yes  No

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	2 of 18	

The organization has demonstrated the establishment and tracking of appropriate key performance objectives and targets and monitored progress towards their achievement.  Yes  No

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system.  Yes  No

The management review process demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system.  Yes  No

Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard.  Yes  No

Certification claims are accurate and in accordance with SGS guidance  N/A  Yes  No

## 6. Significant Audit Trails Followed

The specific processes, activities and functions reviewed are detailed in the Audit Plan. In performing the audit, various audit trails and linkages were developed, including the following primary audit trails, followed throughout:

<b>Organization:</b>	<b>Alto Sdn. Bhd.</b>		
<b>Address:</b>	Lot 2370 – 2371, 1 <sup>st</sup> Floor, Boulevard Commercial Centre, Jalan Pujut – Lutong, 98000 Miri, Sarawak, Malaysia.  Contact person: Dr Felix Moh Tel :086- 429587		
<b>MPOB License No.:</b>	<b>503191802000</b>	<b>Expiry date:</b>	<b>30<sup>th</sup> June 2019</b>
<b>Scope of Activity:</b>	<b><i>Menjual dan Mengalih FFB</i></b>		
<b>Date of certificate issued and validity</b>	<b>Nil (New Application)</b>		
<b>Other Sustainability Certification</b>	<b>Nil</b>		
<b>Proposed Date of Next Surveillance Audit</b>	<b>April 2019</b>		
<b>Visit Number:</b>	<b>02 (Stage 2)</b>	<b>Actual Visit Date:</b>	<b>7<sup>th</sup>-8<sup>th</sup> May 2019</b>
<b>Visit Due by Date:</b>	<b>Nil</b>	<b>For auditor information only</b>	
<b>Lead Auditor:</b>	Abdul Khalik Bin Arbi (AKA)		
<b>Team Member(s):</b>	Dickens Mambu (DM) & Jeffrey Denis Ridu (JDR)		
<b>Additional Attendees and Roles</b>	NIL		
<b>Standard(s):</b>	<b>MSPO MS2530-3:2013 Part 3: General principles for oil palm plantations and organized smallholders</b>		
<b>Audit Language:</b>	English & Malay		

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	3 of 18	

<b>Audit Scope:</b>	<p>1.The audit covered one (1) site performing the following scope: Operations, comprising of plantation management systems, production of Fresh Fruit bunches (FFB), documentation and field assessment.</p> <p>2.The audit covered all the MS2530-3:2013 Part 3 requirements with no permissible exclusion of clause in compliance to the MSPO Certification Standard</p>
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Date	Time	Auditor	Organizational and Functional Units/ Processes and activities	Key Contact
7 <sup>th</sup> May 2019 (Day 1)	7.00am 8.00am	AKA	Flight Kuching to Miri Arrived at Miri Airport	Estate Personnel
7 <sup>th</sup> May 2019 (Day 1)	8.00 am	AKA	Depart to Alto Sdn Bhd (Stage2) Arrive at Estate Opening Meeting Audit Process (Site Visit) <ul style="list-style-type: none"> <li>• Principal 1: Management commitment and responsibility</li> <li>• Principle 2: Transparency</li> <li>• Principle 3: Compliance to legal requirements</li> <li>• Principal 4: Social responsibility, health, safety and employment condition</li> <li>• Principal 5: Environment, natural resources, biodiversity and ecosystem services</li> <li>• Principal 6: Best Practice</li> <li>• Principle 7: Development of New Plantings</li> </ul>	Estate Personnel
	12.30pm		Lunch	
	1.00pm		Continue Audit Process (Document review, Policies, local law compliances, deduction and pay slip, Safety and health procedures, environment procedure, minimum wages monitoring, social benefits)	
	4.00pm		Preparation for closing	
	5.00pm		Pra - Closing Meeting	
	6.00pm		Depart to Miri Town	

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	4 of 18	

Date	Time	Auditor	Organizational and Functional Units/ Processes and activities	Key Contact
8 <sup>th</sup> May 2019 (Day 2)	7.30 am	DM, AKA & JDR	Depart to Alto Sdn Bhd (Stage 2) Arrive at Estate Audit Process (Site Visit)	Estate Personnel
			<ul style="list-style-type: none"> <li>• Principal 1: Management commitment and responsibility</li> <li>• Principle 2: Transparency</li> <li>• Principle 3: Compliance to legal requirements</li> <li>• Principal 4: Social responsibility, health, safety and employment condition</li> <li>• Principal 5: Environment, natural resources, biodiversity and ecosystem services</li> <li>• Principal 6: Best Practice</li> <li>• Principle 7: Development of New Plantings</li> </ul>	
	12.30pm		Lunch	
	1.00pm		Continue Audit Process (Document review, Policies, local law compliances, deduction and pay slip, Safety and health procedures, environment procedure, minimum wages monitoring, social benefits)	
	4.00pm		Preparation for closing	
	5.00pm		Closing Meeting	
	6.00pm		Depart to Miri Town	

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	5 of 18	

## Location and Maps

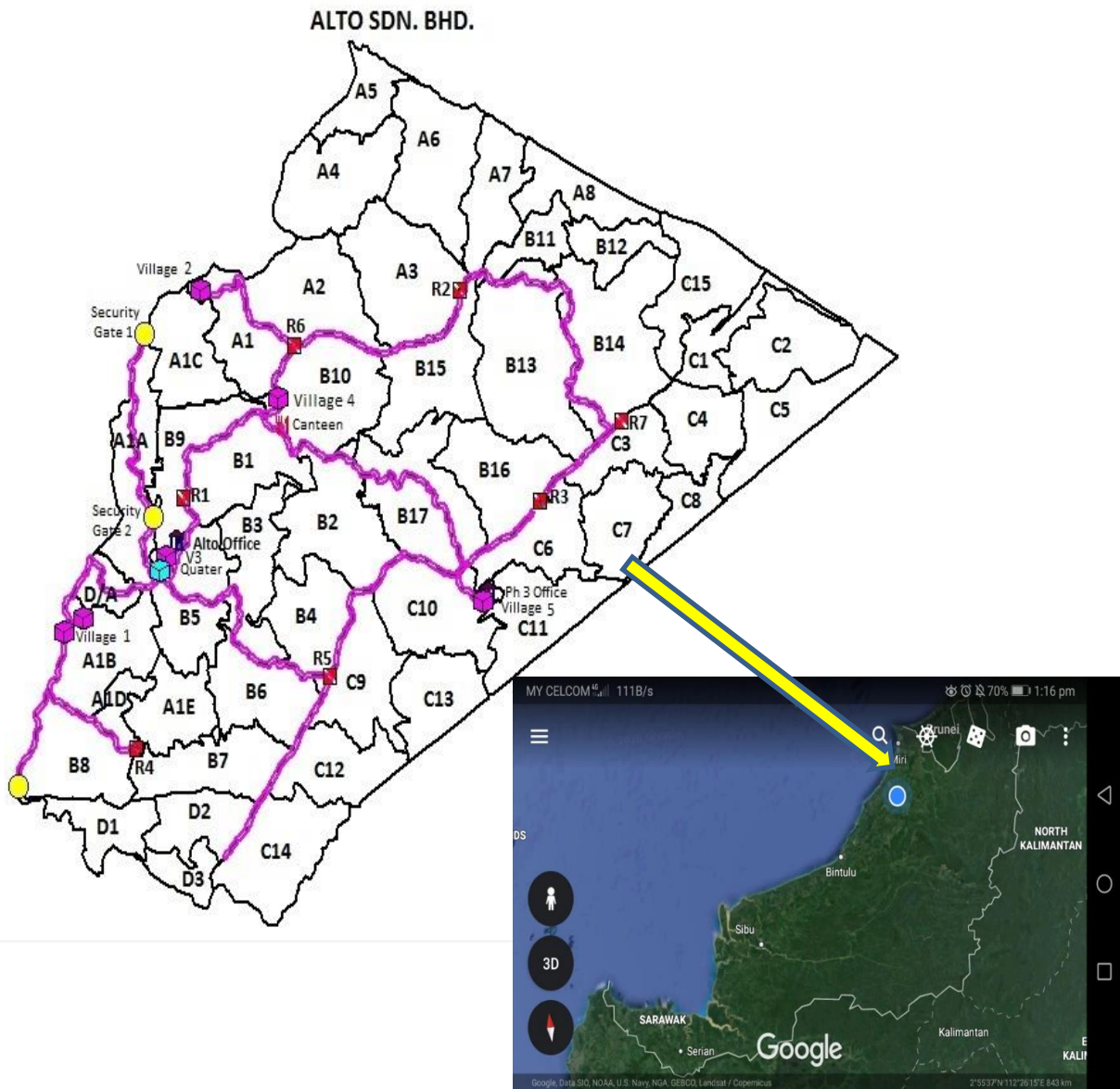
Alto Sdn. Bhd. project is located in the Niah area of Miri Division. The main access to the project area are Miri- Bintulu Road road. The GPS locations of the estate is shown in **Table 1**.

**Table 1: Alto Sdn. Bhd. and Bumi Hijau Berkembang Sdn Bhd Plantation GPS Location**

<b>Supply Base / Estates:</b>	<b>Location Address:</b>	<b>GPS Coordinate(s):</b>	<b>Area Certified(HA):</b>
Alto Sdn. Bhd.	Lot 1, Mum Ulu Sg. Klad/Sg Sibuti, Sawai Land District, Miri	03°47'30.0"N 113°55'52.0"E	4,208
Bumi Hijau Berkembang Sdn Bhd	No. 304/-3/4, Block 3, Sawai Land District, Miri	03°44'39.0"N 113°53'02"E	540.8

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	6 of 18	

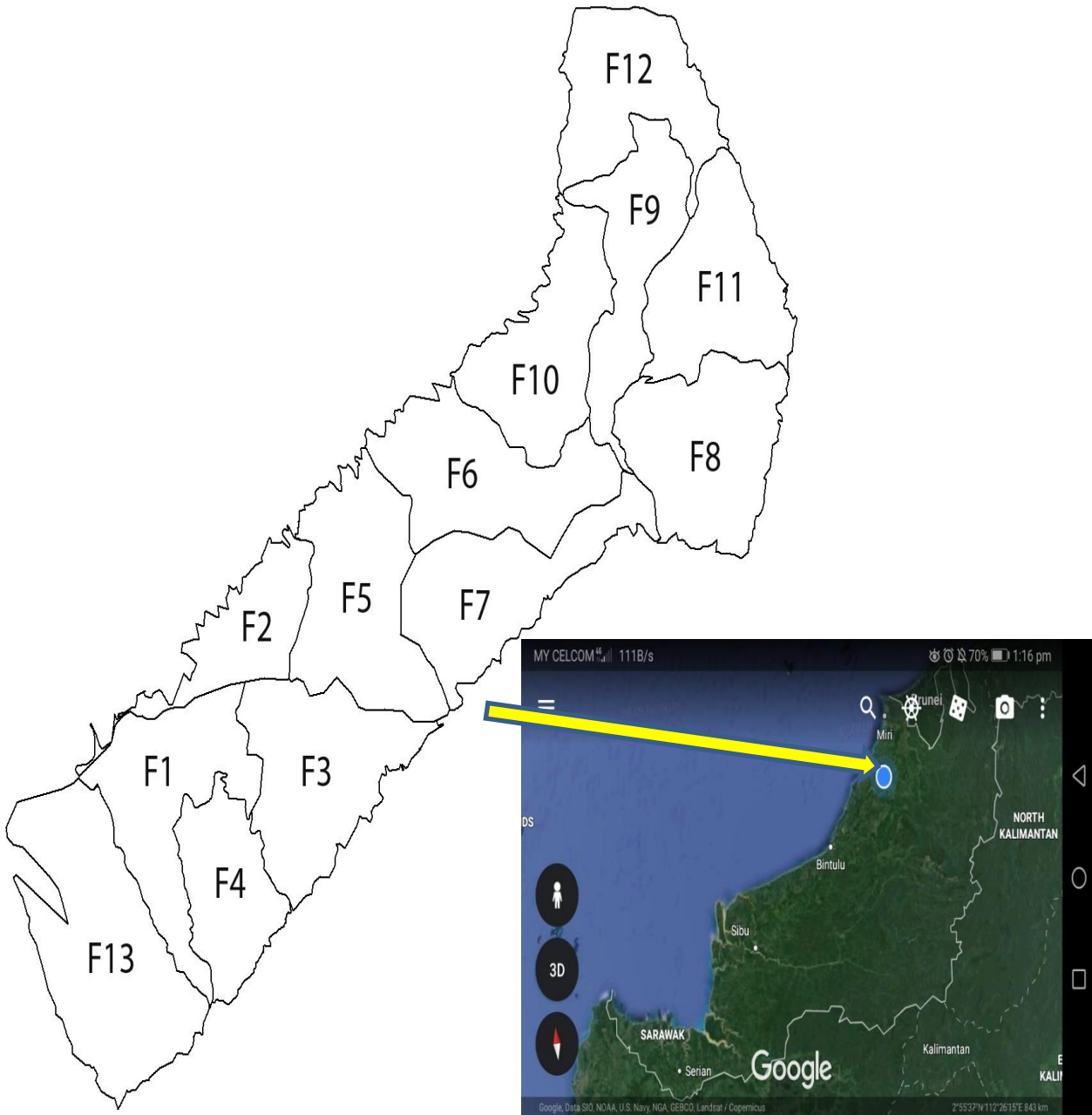
## Alto Sdn. Bhd. Locality Map



Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	7 of 18	

## Bumi Hijau Berkembang Sdn Bhd Locality Map

BumHijau (Block Hectarage)



Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	8 of 18	



### Description of Estate Production Capacity

The FFB are sourced from the estate which are directly managed by Alto Sdn. Bhd . The estate have two division with each division monitored by the estate assistant manager. The crop yield from the estate is mention in **Table 2** below.

**Table 2: FFB Production (Mt)**

Estate	FFB Production (MT)	
	Jan 2018-Dec 2018 (Actual)	Jan 2019-Dec 2019 (Projection)
Alto Sdn. Bhd.	82,358.23	81,077.45
Bumi Hijau Berkembang Sdn Bhd	12,762.41	11,579.69

### Area Statement

The operating unit are listed in **Table 3**. Details of production area (mature/immature) are also listed.

**Table 3: Area Statement of the Supplying Estates**

Name of estate	Title area (ha)	Plantation area (ha)				
		Planted	Conservation	Land Issue	*Others	Undeveloped Area
Alto Sdn. Bhd.	Title: 4,513.3	4,208.00	1.8	Nil	2.6	300.9
Bumi Hijau Berkembang Sdn Bhd	Title: 586.9	540.8	1.0	Nil	0.98	44.12

\*Others : Transmission tower, Quarry, Roads, line site, rives, water catchment area, office building ,etc

## Stakeholder Consultation and List of Stakeholders Contacted

A public announcement was made 30 days prior to the audit,

<https://www.sgs.com/en/certified-clients-and-products/fcm/malaysia/alto-sdn-bhd>

Stakeholder consultation took place in the form of meetings and interviews. Due to this is the main assessment, meetings with stakeholders were held in the estate office

### Comment on MS2530-3 Compliance Status:

<p>Comment on Principle 1</p>	<p>It was observed the implementation of MSPO policy was made available in the estate management. It was sign by Dato Sri Lau Hieng Su (Executive Director), 1<sup>st</sup> September 2018. The policy in the estate list as below:</p> <ul style="list-style-type: none"> <li>i. Sustainability Policy</li> <li>ii. Occupational Safety and Health Policy</li> <li>iii. Environmental &amp; Biodiversity Policy</li> <li>iv. Human Rights Policy</li> <li>v. No Child Labour Policy</li> <li>vi. Zero Burning Policy</li> <li>vii. Sexual Harassment Policy</li> </ul> <p>Based on the Policy it was emphasize commitment to continual improvement. It can be verified in Sustainability Policy.</p> <p>It was sighted the internal audit procedures was made available in the estate management in MSPO file.</p> <p>The internal audit was conduct on 26<sup>th</sup> April 2019.</p> <p>Based on the report corrective action was taken. It can be verified in MSPO File.</p> <p>It was observed review meeting by top management was done regarding the internal audit. However, the corrective action was taken by the management.</p>
<p>Comment on Principle 2</p>	<p>The management communicate with relevant stakeholders by conduct stakeholders meeting on 30<sup>th</sup> November 2018 at Bilik Mesyuarat Kilang (Alam Bumi POM), time: 9.00 am.</p> <p>The management was communicating with relevant stakeholders via letter. Sampled letter taken as below:</p> <ul style="list-style-type: none"> <li>i. Rh. Ranjit Anak Ambas (Tr. Rajit Anak imbas)</li> <li>ii. Pengurus Ladang, Subis 3</li> <li>iii. Pengurus, Tangbiz Venture.</li> </ul> <p>All letter dated on 24<sup>th</sup> Oct 2018 and invited was done by Mr Thomas Wong (Estate General Manager).</p> <p>List of stakeholders was made available during the audit conduct. The management communicate with relevant stakeholders by conduct stakeholders meeting on 30<sup>th</sup> November 2018 at Bilik Mesyuarat Kilang (Alam Bumi POM), time: 9.00 am.</p>

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	10 of 18	

	<p>Standard Operating Procedures on Traceability was available in MSPO File Principle 1 - Principle 5.</p> <p>Based on cross check with document FFB harvested all documents was record in Traceability system inspection sheet. Sample verified on FFB Evacuation Note Serial No.:283607,283345, 283344, 283342 and 283341 dated.: 6<sup>th</sup> May 2019 with total 1160 FFB bunches.</p> <p>Appointment letter for traceability officer was available in File MSPO Committee, Sign by Dato' Sri Lau Hieng Su, nominate person is Mr Ling Tieng Leh dated 28<sup>th</sup> October 2018.</p>
<p>Comment on Principle 3</p>	<p>It was observed the comply with applicable local, state, national and ratified international laws and regulations, an example:</p> <p><b><u>Malaysian Palm Oil Board</u></b></p> <p>Registration of Alto Sdn Bhd with AKTA LEMBAGA MINYAK SAWIT MALAYSIA 1998 (MPOB), with license Registration No.: 503191802000, with activities “<i>MENJUAL dan MENGALIH FFB</i> “. In period one year start from 1.07.2018 till 30.06.2019.</p> <p>With address: Lot 1, Mukim Ulu Sg Klad/ sg. Sibuti Niah, Sawai Land District 98000, Miri, Sarawak</p>
<p>Comment on Principle 4</p>	<p>It was observed the Social Impact Assesment (SIA) report was available during the document assessment.</p> <p>The management communicate with relevant stakeholders by conduct stakeholders meeting on 30<sup>th</sup> November 2018 at Bilik Mesyuarat Kilang (Alam Bumi POM), time: 9.00 am.</p> <p>The Grievance and Complaint form was made available at the front of estate office. SOP for complaints and grievances procedure was made available in the estate.</p> <p>a) It was observed the safety and health policy was display at site office, workshop, store (fertilizer store, scheduled waste) and via morning muster for the workers.</p> <p>b) It was sighted HIRARC was made available in estate record. The HIRARC was covered:</p> <ul style="list-style-type: none"> <li>• <i>Penuaian buah sawit dan pencantasan</i></li> <li>• <i>Penyemburan racun perosak</i></li> <li>• <i>Menavur baja</i></li> <li>• <i>Meracun baja</i></li> <li>• <i>Meracun pokok sawit</i></li> <li>• <i>Sungkupan EFB dan Decanter Cake</i></li> <li>• <i>Penghantarab dan pengendalian FFB, Baja, Sampah,</i></li> </ul>

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	11 of 18	

	<p><i>Alat Ganti dan Pekerja</i></p> <ul style="list-style-type: none"> <li>• <i>Penjagaan Janakuasa</i></li> <li>• <i>Penghantaran dan Pengendalian Diesel dan Minyak Pelincir</i></li> <li>• <i>Kerja-Keja mencampur racun rumpai</i></li> <li>• <i>Kerja kerja rutin harian penjaga atau kerana stor</i></li> <li>• <i>Kerja kerja penyelenggaraan kenderaan, tractor dan mesin dbengkel</i></li> <li>• <i>Kerja kerja pengendalian bahan buanagan berjadual</i></li> <li>• <i>Bekerja ditempat tinggi</i></li> <li>• <i>Bekerja diklinik</i></li> </ul> <p><i>The HIRARC was review on January 2018. It will be review once issue raised.</i></p> <p>c) Yearly training plan and programme for year 2019 was sighted. Which cover:</p> <ul style="list-style-type: none"> <li>• Personnel Protective Equipment</li> <li>• Farm Tractor drivers training</li> <li>• Safe handling of chemicals</li> <li>• Safe handling of fertilizer</li> </ul> <p>As evidence, training on Safety Handling of chemicals by Ancon Crop Care Sdn Bhd on 6<sup>th</sup> March 2019, time: 9.00 am at Alto main office.</p>
<p>Comment on Principle 5</p>	<p>Environmental &amp; Biodiversity policy was available in the estate record. It was display at notice board at the workshop, site office, fertilizer store. Which commit by Executive Director, Dato' Sri Lau Hieng Su, sign 28<sup>th</sup> October 2018. In the environment part, several issue need to highlight:</p> <p>To protect the environment and conservation of biodiversity employ the following initiatives:</p> <ol style="list-style-type: none"> <li>a. To comply with existing and current legislations and regulations and to ensure that our operations are legally complaint.</li> <li>b. The company will respect the environment and biodiversity and utilize proven, environmentally-friendly technology in its estate operations.</li> <li>c. Establishing, maintaining and continually improving sustainable estate management system both internally and externally.</li> <li>d. To set targets and implementation actions to allow the group to become resource efficient on waste utilization, energy and water usage within our day to day operations.</li> <li>e. Eliminating any potential adverse impacts on environment and biodiversity arising from our estate activities. Educating and enhancing awareness among stakeholders on environment and biodiversity aspects.</li> </ol>

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	12 of 18	

	<p>It was observed Alto Sdn Bhd, Oil Palm Plantation at lot 1, Sawai Land District, Miri Division, Sarawak had obtain Environmental Impact Assessment (EIA) approval from Natural Resources Environmental Board (NREB) dated 13<sup>th</sup> June 1998 with ref.no.: NREB/6-4/60 which sign by Controller of Natural Resources &amp; Environment Board Sarawak by James Dawos Mamit.</p> <p>In line with that, the monitoring was conducted to monitor plantation activities on site by provide analyses on pesticides/ weedicides every 6 months in the Environmental Monitoring Report (EMR). The latest report was made available on July – December 2018. Based on the report the estate was comply with mitigating measures required by EIA Approval.</p> <p>It was observed the Training plan for year 2019 related with environment available.</p> <p>Based on document review, it was observed there was warning signages sighted of re-entry procedure</p> <p>It was observed the awareness and training programmed was established and implemented. In line with that, meeting was conduct to communicate with the estate staffs to ensure they understand and follow the vision and mission toward environment commitment. The minutes meeting was conduct on 28<sup>th</sup> September 2018, 2.00 pm. Which attend by 10 persons. In the meeting issue discuss on air pollution, water pollution and noise pollution.</p> <p>The training was conduct by Ancon Crop Care Sdn Bhd. Some of the name list of attendee list as below:</p> <ol style="list-style-type: none"> <li>1. Ribson Ribun</li> <li>2. Radia</li> <li>3. Jintang</li> <li>4. Asmah</li> <li>5. Sunni</li> <li>6. Etc, it can be verified in MSPO file.</li> </ol> <p>The domestic waste for this estate was disposed in dumping site which can be determine in the Alto Sdn Bhd Field Map. It was observed the dumping site was away from habitation and water surface runoff.</p> <p>Major 1 (4.5.3.5)</p> <p>Site visit to the dumping site identified some environmental issues.</p> <ol style="list-style-type: none"> <li>1. It was sighted scheduled waste (empty chemical containers) thrown inside the garbage pit.</li> </ol>
<p>Comment on Principle 6</p>	<p>The Standard Operating Procedure for Oil Palm Plantations edition January 2019 available for Alto Group Sdn Bhd. The SOP was prepared by Mr Thomas Ting, Acting Divisional Manager and approved by Mr Te Seng Whatt, Senior Estate Manager dated 29/01/2019.</p>

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	13 of 18	

	Contents of SOP include Harvestng, spraying, EFB application, genset, manuring, ramp, creche etc.
Comment on Principle 7	No New planting in the estate.

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	14 of 18	

## 7. Nonconformity

### MSPO MS2530-3: 2013 Part 3: General Principles for Plantations & Organized Smallholders

#### MS2530-3:2013 Part 3

Non Conformity	N° 1 of 1		Major 1			
	Date Recorded>	8 <sup>th</sup> May 2019	Due Date>	8 <sup>th</sup> July 2019	Date Closed>	17 <sup>th</sup> June 2019
Department / Function:	Administrative		Standard Ref.: Indicator		MS2530-Part 3 4.5.3.5	
Document Ref.:	Criteria 3: Waste management and disposal		Issue / Rev. Status:		Closed	
Details of Nonconformity:	Domestic waste was disposed with the risk of contamination to the environment.					
Objective Evidence:	Site visit to the dumping site identified some environmental issues. 1. It was sighted scheduled waste (empty chemical containers) thrown inside the garbage pit.					
Close-out evidence:	The client has submitted updated scheduled waste management record & disposals. The picture of cleared garbage pit with scheduled waste was shown in the closing evidence as per email by the estate management. This closing evidence was reviewed and accepted by the lead auditors.					

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A	Issue n°:	10	Page n°:	15 of 18	



Nonconforming detailed here shall be addressed through the organization's corrective action process, in accordance with the relevant corrective action requirements of the audit standard, including actions to analyse the cause of the nonconformity and prevent recurrence, and complete records maintained.

- Corrective actions to address identified major nonconforming shall be carried out immediately and SGS notified of the actions taken within 30 days. An SGS auditor will perform a **follow up visit** within 60 days to confirm the actions taken, evaluate their effectiveness, and determine whether certification can be granted or continued.
- Corrective actions to address identified major nonconforming shall be carried out immediately and **records with supporting evidence sent to the SGS auditor** for close-out within 60 days.
- Corrective Actions to address identified minor non nonconformity shall be documented on a action plan and sent by the client to the auditor within 90 days for review. If the actions are deemed to be satisfactory they will be followed up at the next scheduled visit
- Corrective Actions to address identified minor non-nonconformity have been detailed on an action plan and the intended action reviewed by the Auditor, deemed to be satisfactory and will be followed up at the next scheduled visit.
- Appropriate immediate action taken in response to each non-conformance as required

Note:- Initial, Re-certification and Extension audits – recommendation for certification cannot be made unless check box 4 is completed. For re-certification audits the time scales indicated may need to be reduced in order to ensure re-certification prior to expiry of current certification.

Note: At the next scheduled audit visit, the SGS audit team will follow up on *all* identified nonconformities to confirm the effectiveness of the corrective actions taken.

## 8. General Observations & Opportunities for Improvement

### Positive Observations:



- The support from Alto Sdn Bhd personnel, especially the ground staff contribute to the smoothness and successful of the audit process.
- The spirit of unity and enthusiasm of the personnel towards achieving MSPO certification is impressive.
- The unit has dedicated staffs who are assets to the company. Their cooperative, knowledgeable and hospitality are commendable
- Organized documentation & highly commitment towards certification

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>		Document:	GP 7003A	Issue n°:	10	Page n°:	16 of 18



## Appendix 1: List of Stakeholders Contacted

Stakeholder	Type of Stakeholder	Issues raised	Comments/Action Taken
Wellington Serit No : 010 9787147 Rh Jeli Sg Merah, Sibuti	External Stakeholders (Community & Smallholder)	Need more information on MSPO & explanation on grievance procedure	NIL
Luonid Emmer No : 013 3001534 Rh Lingu ak Jilan, Sg Pakut Sibuti	External Stakeholder (Community & Smallholder)	Need more information on MSPO & explanation on grievance procedure	NII
Andrea Chin WWF Malaysia	External Stakeholder (NGO)	NIL	NIL
Monica Mone Malaysia Palm Oil Certification Council (MPOCC)	External Stakeholder (Government)	NIL	NIL
Jumirah Manuring Workers	Internal	MSPO been informed to Mandor but mandor did not explain to the workers	
Sirajudin Saking Kamiseng Kaseng Harvester (Cutter-carrier)	Internal	MSPO been informed to Mandor but mandor did not explain to workers	

Signed on behalf of <b>Alto Sdn Bhd</b>	Signed on behalf of <b>SGS Malaysia Sdn Bhd</b>
 <p data-bbox="316 689 609 757">Wong Pak Kung Estate General Manager</p>	 <p data-bbox="960 672 1216 739">Abdul Khalik Bin Arbi Lead Auditor</p>

Job n°:	MY05195	Report date:	7 <sup>th</sup> – 8 <sup>th</sup> May 2019	Visit Type:	Main Assessment	Visit n°:	2
<b>CONFIDENTIAL</b>	Document:	GP 7003A		Issue n°:	10	Page n°:	18 of 18