



SIRIM QAS INTERNATIONAL SDN. BHD.
Building 4, SIRIM Complex, No. 1, Persiaran Dato' Menteri,
Section 2, 40700 Shah Alam, Selangor, Malaysia.

File Ref. : EL04190001

RSPO PUBLIC SUMMARY REPORT

CLIENT : LAM SOON PLANTATIONS SDN BHD CERTIFICATION UNIT

PARENT COMPANY : LAM SOON CANNERY PRIVATE LIMITED

RSPO MEMBERSHIP No.: 2-0909-18-000-00

LOCATION OF THE CERTIFICATION UNIT (MILL AND THE SUPPLY BASE):

(In the case of multisite certification, list additional sites in attachments) :

Certification Unit	Mill and Supply Base	GPS Location		Location
		Latitude	Longitude	
LAM SOON POM CU	Lam Soon Palm Oil Mill	5.254373 N	118.174882 E	28 km off Lahad Datu - Sandakan Highway, 91109 Lahad Datu, Sabah, Malaysia.
	Lam Soon Estate	5.244980 N	118.167033 E	

MAP : See Attachment 1

AUDIT DATE : 23 – 27 MAY 2022

DURATION : 15 auditor days

TYPE OF AUDIT :

☐

Annual Surveillance Audit No.

☒

Recertification Audit

STANDARD : MYNI 2019 FOR RSPO PRINCIPLE & CRITERIA 2018

SCOPE OF CERTIFICATION: Production of Sustainable Crude Palm Oil and Palm Kernel Using Identity Preserved Supply Chain Model

VALIDITY OF RSPO CERTIFICATE : 25/8/2017-24/8/2022

The following attachments form part of this report:

Non-conformity Report(s)

☐

List of additional site(s)

☐

Report by Audit Team Leader

Acknowledgement by Client's Representative

Name : **ROZAIMEE BIN AB RAHMAN**

Name : **Mosdi Bin Latif**

Signature :

Signature :

Date : **19/9/2022**

Date : **20/9/2022**

SUMMARY OF AUDITS

Recertification Audit 2022					
On-site audit date	:	23-27/05/2022		No. of auditor days :	15 auditor days
Remote audit date	:				
Audit team	:	Rozaimee bin Ab Rahman (LA), Mohd Ab Raouf bin Asis, Ismail Adnan			
No. of major NCR	:	1	Indicator: 6.2.2		Closing date: 5/08/2022
No. of minor NCR	:	2	Indicator : 4.2.2, 6.7.2		
Indicate by ticking the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
		√			√
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
		√			
		Indigenous people	Contractors	Others (Please specify)	
		NA	√		
Supply base sampled	:	Lam Soon Estate			
Changes since the last audit	:	Planted area changed to 5,593.00 Ha. Refer Table 1 – Summary.			
Justification of audit planning	:	Total allocation of auditor days for Lam Soon CU were: Mill = 6 days (5 days for safety and health, environment, mill best practices, GHG verification and Social at Mill) + (1 day for supply chain certification systems) Estate = 6 days for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title. Combined with MSPO audit = 3 auditor days (extra).			
Name of peer reviewer	:	Harso Yuli Antena			
Report approved by	:	Kamini Sooriamoorthy		Approval date : 19/09/2022	

Annual Surveillance Audit 1 2018				
On-site audit date	:	5-8 June 2018		No. of auditor days : 12 Auditor Days
Audit team	:	Mohd Zulfakar Kamaruzaman (LA) , Rozaimee Ab Rahman, Selvasingam T. Kandiah, Suzalina Kamaralarifin (Supply Chain) Dzulfiqar Azmi (Observer)		
No. of major NCR	:	8	Indicator: P& C: 4.1.1, 4.4.2, 4.7.2, 4.7.3, 6.12.3 Supply Chain :5.3.2, 5.6.1, 5.13.1	Closing date : 3 Sept 2018
No. of minor NCR	:	3	Indicator : 4.1.2, 4.3.3, 5.6.3	
Indicate by ticking the stakeholders interviewed during the on-site audit	:	Employees	Settlers	Villagers / Local communities
		x		x
		Contract workers	NGOs	Govt. agency
				x
		Indigenous people	Contractor	Others (Please specify)
		NA	x	
Supply base sampled	:	Lam Soon Estate		
Changes since the last audit	:	No changes.		
Justification of audit planning	:	Total allocation of auditor days for Lam Soon CU were: Mill = 6 days (6 days for safety and health, environment, mill best practices, GHG verification and Social at Mill) + (1 day for supply chain certification systems) Estate = 6 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.		
Report approved by	:	Radziah Mohd Daud		Approval date 17/09/2018

Annual Surveillance Audit 2 2019				
On-site audit date :	13-15 May 2019		No. of auditor days :	12 days
Audit team :	Rozaimee Ab Rahman (LA), Zulfakar Kamaruzaman, Rahayu Zulkifli, Mohd Raof Asis			
No. of major NCR :	12	Indicator: P&C -2.1.1,4.6.6, 5.6.2, 6.5.2 SCCS- 5.3.2, 5.4.2, 5.8.2, 5.11.1, 5.12.1, 5.13.2, 5.13.3, D.4.2		Closing date : 14/08/2019
No. of minor NCR :	6	Indicator : 4.7.5, 5.1.2, 5.2.2, 5.2.4, 5.4.1, 6.5.3		
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees	Settlers	Villagers / Local communities	Suppliers
	x		x	x
	Contract workers	NGOs	Govt. agency	Independent growers
		x		
	Indigenous people	Contractor	Others (Please specify)	
	NA	x		
Supply base sampled :	Lam Soon Estate			
Changes since the last audit :	No changes.			
Justification of audit planning :	Total allocation of auditor days for Lam Soon CU were: Mill = 6 days (6 days for safety and health, environment, mill best practices, GHG verification and Social at Mill) + (1 day for supply chain certification systems) Estate = 6 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.			
Report approved by :	Radziah Mohd Daud		Approval date : 23/08/2019	

Annual Surveillance Audit 3 2020					
On-site audit date	:	25-28 August 2020 (10.0 a.d)		No. of auditor days :	14 Auditor Days
Remote audit date	:	18-19 May 2020 (4.0 a.d)			
Audit team	:	Mohd Zulfakar Kamaruzaman (LA), Rozaimee Ab Rahman, Mohd Raouf Asis			
No. of major NCR	:	2	Indicator: 7.10.1, 7.12.4		Closing date : 17/11/2020
No. of minor NCR	:	0	Indicator :		
Indicate by ticking the stakeholders interviewed during the on-site audit	:	Employees	Settlers	Villagers / Local communities	Suppliers
		√			√
		Contract workers	NGOs	Govt. agency	Independent growers
				√	√
		Indigenous people	Contractor	Others (Please specify)	
		NA	√		
Supply base sampled	:	Lam Soon Estate			
Changes since the last audit	:	No Changes			
Justification of audit planning	:	Total allocation of auditor days for Lam Soon CU were: Mill = 4 days (3 days for safety and health, environment, mill best practices, GHG verification and Social at Mill) + (1 day for supply chain certification systems) Estate = 6 days for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title. Remote audit = 4 days.			
Report approved by	:	Kamini Sooriamorthy		Approval date : 26/11/2020	

Annual Surveillance Audit 4 2021				
On-site audit date	:	21-23/12/2021	No. of auditor days :	11 auditor days
Remote audit date	:	15-16/6/2021		
Audit team	:	Remote – Rozaimee bin Ab Rahman (LA), Rohazimi Mat Nawi, Khairul Najwan Onsite – Mohd Ab Raouf bin Asis (LA), Mohd Zulfakar bin Kamaruzaman, Mohd Norddin bin Abd Jalil		
No. of major NCR	:	2	Indicator: 3.8.7 (SC), 3.6.1	Closing date : 18/03/2022
No. of minor NCR	:	Nil	Indicator : N/A	
Indicate by ticking the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities
		√		√
	:	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
		√		
	:	Indigenous people	Contractors	Others (Please specify)
		NA	√	
Supply base sampled	:	Lam Soon Estate		
Changes since the last audit	:	Planted area changed to 5,593.00 Ha. Refer Table 1 – Summary.		
Justification of audit planning	:	Total allocation of auditor days for Lam Soon CU were: Mill = 5 days (4 days for safety and health, environment, mill best practices, GHG verification and Social at Mill) + (1 day for supply chain certification systems) Estate = 6 days for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title. Remote audit = 3 auditor days.		
Name of peer reviewer	:	NA		
Report approved by	:	Kamini Sooriammoorthy	Approval date :	23/03/2022

SUMMARY OF INFORMATION

TABLE 1

	RA	ASA 1	ASA 2	ASA 3	ASA 4
Projection Period	*May 2022 – April 2023	June 2018 – May 2019	June 2019 – May 2020	August 2020 – Nov 2021	Dec 2021- Nov 2022
Certified FFB Processed (MT)	126,941.00	105,300.00	94,805.74	110,462.00	114,343.00
Production of Certified CPO (MT)	29,831.14	28,395.00	21,558.04	25,406.26	27,089.53
Production of Certified PK (MT)	5,394.99	6,381.00	4,581.36	4,418.48	5,199.00
Certified Areas (Ha)	5,885.00	5,885.00	5,885.00	5,885.00	5,885.00
Planted Areas (Ha)	5593.00	5,684.00	5,684.00	5,583.00	**5,593.00
Production Areas (Ha)	4621.00	4,415.00	4352.00	4,776.00	4,786.00
HCV Areas / Conservation Areas (Ha)	122.00	119.00	**122.00	122.00	122.00
REMARKS	*This is the continuity on the actual period covered during this reporting period; Dec 2021 to April 2022. **Added 10 ha of planted area as AAR GPS survey in Dec 2021, and the HCV areas were based on the survey carried out in 2019/2020.				

TABLE 2

	PO	PK
Last years certified volume (MT)	27,089.53	5,199.00
Last years actual certified sold (MT)	9,500.06	1,930.66
Last years actual sold under other schemes (MT)	0	0
Last years sold conventional (MT)	300.42	0
Last year actual sold CSPO credits (where applicable)	0	0
New year certified volume (MT)	29,831.14	5,394.99

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1.0 AUDIT PROCESS

1.1 Certification Body

SIRIM QAS International Sdn. Bhd. is the leading certification, inspection and testing body in Malaysia. SIRIM QAS International provides a comprehensive range of certification, inspection and testing services which are carried out in accordance with internationally and nationally recognised standards. Attestation of this fact is the accreditation of the various certification and testing services by leading national and international accreditation and recognition bodies such as the Department of Standards Malaysia (STANDARDS MALAYSIA), the United Kingdom Accreditation Services (UKAS) and the International Automotive Task Force (IATF). SIRIM QAS International is a partner of IQNet, a network currently comprising of leading certification bodies in Europe, North and South America, East Asia and Australia.

SIRIM QAS International has vast experience in conducting audits related to RSPO certification. It has certified more than a hundred palm oil mills and several estates to ISO 14001 & ISO 45001. SIRIM QAS International has also conducted many audits for sustainable production of palm oil products against the requirements of the RSPO P&C. SIRIM QAS International was approved by the RSPO as a RSPO certification body on 21 March 2008 and re-accredited by ASI on 3 October 2019 (accredited 2014).

1.2 Qualification of audit team

Member of the Audit Team	Role/area of RSPO requirements	Qualifications
Rozaimiee Ab. Rahman	Lead Auditor GAP, Environment & safety, GHG, TBP, SCCS	Holds a B. Sc. of Agriculture from UPM. He had 7 years of working experience in the oil palm operation. He is a qualified Lead Auditor for RSPO P&C and MSPO.
Ismail Adnan Bin Abdul Malek	Auditor Social & HCV	Has more than 10 years' experience in forestry industries with 25 years' experience as a lecturer in Forestry Department. Universiti Putra Malaysia. He is qualified auditor for RSPO P&C and Forest Management System.
Mohd. Ab Raouf Bin Asis	Auditor / Social	Holds a B.Sc. in Manufacturing (Production and Operation). He had more than 7 years of working experience in the oil palm operation. He has experience in auditing since 2016. He was successfully attended Quality Management System (ISO 9001:2015) and OHS 18001:2007 lead assessor course in 2016. Currently he qualified for RSPO P&C Lead Auditor and MSPO Lead Auditor.

1.3 Audit methodology

The audit covered the Lam Soon palm oil mill and one of its supply base, the Lam Soon Estate. The audit included an on-site audit to the estates, mill and settlers' houses to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, contractors and other relevant stakeholders were also conducted during the audit.

1.4 Stakeholder Consultation

SIRIM QAS International had initiated the stakeholder consultation by announcing the invitation in the RSPO and SIRIM QAS International's websites 04 April 2022; <https://www.sirim-qas.com.my/public-notification-recertification-audit-of-lam-soon-cannery-private-limited-lam-soon-plantations-sdn-bhd/>, SIRIM QAS International had also sent invitations through letters to the relevant stakeholders, including government agencies and Non-Governmental Organisations (NGOs).

In summary, the stakeholders interviewed during the audit and the evidence from the stakeholder consultation carried out were as tabulated below:

Stakeholders interviewed	Evidence from stakeholder consultation
1) Employees / Workers Organizations (including migrant workers)	<ul style="list-style-type: none"> a. Workers work 6 days a week with one rest day (Sunday). They work 8 hours with a minimum of 30 minutes' break in between. b. All workers confirmed that they receive a minimum of RM1500 per month. They receive their salaries before 7th of every month. c. Any overtime work is mutually agreed between workers and management, and that there is no element of forcing. d. Foreign workers are not subjected to any recruitment fee. Foreign workers who choose to keep their passports at the office have done so with their written consent. e. Workers are generally satisfied with the way complaints lodged are acted upon. Delays in house repairs, if any, are usually due to the need to order repair parts. f. Workers, including foreign workers get to appoint their own representatives. There is no interference of influence exerted by the employer. g. For newly arrived foreign workers who do understand Bahasa or English, translations are provided during briefings.
2) Settlers	Not applicable. There are no settlers living inside and in vicinity of LSP CU
3) Villagers / Local communities (including women representatives, displaced communities)	Not applicable. LSPSB CU is surrounded by Private stakeholder. The nearest local communities are located more than 10 km from LSPSB plantation boundaries. No local communities share boundaries with LPSB CU
4) Suppliers	No issue raised. Payments are received in time. Terms in the Purchase Order and Sales Invoices are respected by both parties.
5) Contract workers	Auditor has interviewed Pians Contractor which they had been engaged for loading and transporting the FFB from Lam Soon Estate to the Lam Soon POM. There were 2 issues brought by the contractor which has been raised as NCR under indicator 4.2.2 and 6.2.2.
6) Local & national NGOs	No issues were raised by local and national NGOs
7) Government agencies / Statutory bodies	No issues were raised by Government agencies / Statutory bodies.
8) Independent growers / Smallholders	Not applicable. LSPSB is surrounded by other plantations. Independent growers and small holders are located at a distance more than 10 km away from LSP CU boundaries. LSPSB plantation boundary is not shared between independent growers and small holders.
9) Indigenous people	Not applicable. There are no indigenous people living within or in vicinity of LSP CU
10) Contractor	No issues raised by contractors. Terms in the contract are understood by the contractors and followed by the CU. There were 2 issues brought by the contractor which has been

		raised as NCR under indicator 4.2.2 and 6.2.2.	
	11) Previous land owner (if any)	There are no issues raised by previous land owner.	
	12) Others (please specify)	Not applicable.	

1.5

Audit plan : Refer to Attachment 2

1.6

Date of next audit : The next surveillance audit will be conducted within 12 months but not sooner than 9 months from this audit. (For RA, the next RA will be conducted at least 4 months prior to expiry date of the certificate)

2.0

SCOPE OF CERTIFICATION AUDIT

2.1

Description of the certification unit

The Lam Soon Plantations Sdn Bhd. (hereafter referred to as LSPSB) is one of the subsidiary under the Lam Soon (M) Bhd. The company was incorporated in 1978 as Pacific Cocoa Plantations Sdn. Bhd., which was then changed to Lam Soon Plantations Sdn. Bhd. in July 2000. The core business of Lam Soon Plantations Sdn. Bhd. is oil palm plantation. Currently, LSPSB had only oil palm estates and palm oil mill. The oil palm estate and mill is located in Lahad Datu, Sabah, East Malaysia .The Lam Soon Estate consisted of two divisions; the KK estate division and the KL estate division. The palm oil mill commenced operations in 1997 with a processing capacity of 45 metric tonnes of fresh fruit bunches (FFB) per hour. The estate had been fully developed before the year of 2005.

2.2

Description of the Supply Base (including the planting profile)

The FFBs sourced from company owned estate i.e., Lam Soon Estate that is certified. Details of the FFB contribution from each source to the Lam Soon POM are shown in the following tables:

Table 1: Actual FFB production by the supply base for the reporting period December 2021- April 2022

Estates	FFB Production		Certifying CB
	Tonnes	Percentage (%)	
Lam Soon Estate	44,450.21	100%	SIRIM
Total	44,450.21	100%	

Table 2: Projected FFB production by supply base for the reporting period May 2022 to April 2023

CU own estates	FFB Contribution		Certifying CB
	Tonnes	Percentage (%)	
Lam Soon Estate	126,941.00	100%	SIRIM
Grand Total	126,941.00	100%	

**Table 3: Actual FFB received and CPO & PK dispatch by the Mill for the last reporting period
(December 2021- April 2022)**

RSPO Supply Chain Model : Identity Preserved	Total (MT)
FFB Received	44,450.21
FFB Processed	44,450.21
CPO Production	10163.45
PK Production	1959.51
CPO delivered as RSPO certified	9500.06
CPO delivered under other schemes (MT)	-
CPO delivered as non-RSPO certified	300.42
PK delivered as RSPO certified	1930.66
PK delivered under other schemes (MT)	-
PK delivered as non-RSPO certified	-
CPO/PK sold as credits	-

**Table 4: Projected FFB received and CPO & PK dispatch by the Mill of the next reporting period
(May 2022 to April 2023)**

RSPO Supply Chain Model : Identity Preserved	Total (MT)
FFB Received	126,941.00
FFB Processed	126,941.00
CPO Production	29,831.14
PK Production	5,395.00

Table 5 Planted and certified area of the CU

Estate	Planted (ha)	Certified (ha)
Lam Soon Plantations Sdn. Bhd	5,593.00	5,885.00
Total	5,593.00	5,885.00

Table 6 Planting profile for Lam Soon CU

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
1994	1 st	Mature	285	5.10
2010	2 nd	Mature	560	10.01
2011	2 nd	Mature	344	6.15
2012	2 nd	Mature	443	7.92
2013	2 nd	Mature	425	7.60
2014	2 nd	Mature	486	8.69
2015	2 nd	Mature	460	8.23
2016	2 nd	Mature	428	7.65
2017	2 nd	Mature	381	6.81
2018	2 nd	Mature	413	7.38
2019	2 nd	Mature	380	6.79
2020	2 nd	Immature	301	5.38
2021	2 nd	Immature	251	4.49
2022	2 nd	Immature	436	7.80
Total			5593	100

2.3 Organizational Information/Contact Person(s)

The details of the contact person are as shown below:

Name	:	Mr.Lim Chan Khoon
Position	:	Plantation Director
Address	:	Lam Soon Management Service Sdn Bhd Lavel 3, Wisma DLS No.6 Jalan Jurunilai U1/20 Hicom-Glenmarie Industrial Park Shah Alam 40150 Selangor Darul Ehsan
Phone no.	:	+6019-3251961
Fax no.	:	+603-55693604
Email	:	chankhoon@gmail.com

3.0 AUDIT FINDINGS

3.1 Changes to certified products in accordance to the production of the previous year

Yes. Increase planted area of 10 ha under planted area, as AAR GPS survey in year 2021. Under declared in year 2020.

3.2 Progress and changes in time bound plan (Refer to Attachment 6 for the time bound plan)

- i. Have all the estates under the parent company been certified? ☒ Yes ☐ No

If no, comments on the organization's compliance with the RSPO partial certification rules :

- ii. Are there any changes to the organization's time bound plan? ☐ Yes ☒ No

If yes, comment in terms of acceptance or non acceptance on the changes in the time-bound plan?

- iii. Are there associated smallholders (including scheme smallholders) in the CU ☐ Yes ☒ No

If yes, have ALL the associated smallholders (including scheme smallholders) where their fruit supply is included, by the mill, in its certification? ☐ Yes ☒ No

If no, please state reasons

- iv. Any new acquisition which has replaced primary forests or HCV areas ☐ Yes ☒ No

3.3	Other changes (e.g. organizational structure, new contact person, addresses, etc.)		
	No changes		
3.4	Status of previous non-conformities *	<input checked="" type="checkbox"/> Closed	<input type="checkbox"/> Not closed*
	* If not closed, minor non conformity will be upgraded to major non conformity		
3.5.	Complaint received from stakeholder (if any)		
	No significant complaints from stakeholders were observed.		
4.0	DETAILS OF NON-CONFORMITY REPORT		
4.1	For P&C (Details checklist refer to Attachment 3) :		
	Total no. of minor NCR(s) (details refer to Attachment 4)	List : 2	(4.4.2 & 6.7.2)
	Total no. of major NCR(s) (details refer to Attachment 4)	List : 1	(6.2.2)
4.2	For SC (Details checklist refer to Attachment 3) :		
	Total no. of minor NCR(s) (details refer to Attachment 4)	List :	
	Total no. of major NCR(s) (details refer to Attachment 4)	List :	
5.0	AUDIT CONCLUSION		
	The audit team concludes that the organization has has not * established and maintained its management system in line with the RSPO P&C requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.		

6.0 RECOMMENDATION

☐

No NCR recorded. Recommended to continue certification.

☒

Minor NCR(s) recorded. Corrective action plan has been accepted. Verification of the NCR(s) to be carried out in the next audit.

Note: Minor NCRs raised in the audit which are not addressed in the subsequent audit shall be upgraded to major NCRs .

☒

Major NCR(s) recorded. Evidence of implementation of the corrective actions have been provided and accepted by the audit team. The NCR(s) have been satisfactorily closed out.

☒

Recommended to continue certification.

☐

Major NCR(s) recorded. Evidence of implementation of the corrective actions have been provided but not fully accepted by the audit team. NCR(s)..... have not been satisfactorily closed out within 60 days of the audit. Recommended for suspension of the certificate.

Note: Major NCRs which are not addressed within a further 60 days shall result in the certificate being withdrawn.

7.0 IT IS CONFIRMED THAT ALL CORRECTIVE ACTIONS TAKEN ON MAJOR NON CONFORMITIES HAVE BEEN SATISFACTORILY REVIEWED, ACCEPTED AND VERIFIED AND ALL CORRECTIVE ACTIONS PLANS PROVIDED ON MINOR NON CONFORMITIES HAVE BEEN SATISFACTORILY REVIEWED AND ACCEPTED. RECOMMENDED FOR CONTINUATION OF RSPO P & C CERTIFICATION.

Audit Team Leader : ROZAIMEE BIN AB RAHMAN

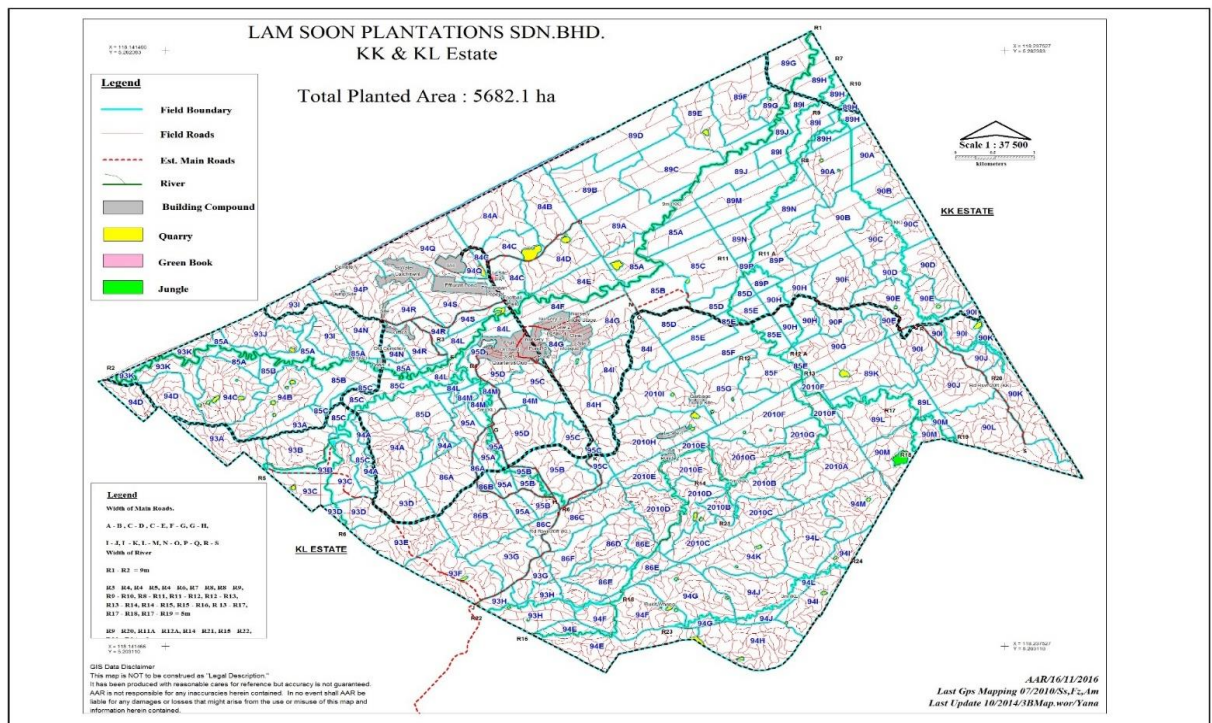


05/08/2022

(Name)

(Signature)

(Date)



RECERTIFICATION AUDIT PLAN

1. Objectives

The objectives of the audit are as follows:

- (i) To determine Certification Unit conformance against the RSPO Principles & Criteria Malaysian National Interpretation (MYNI)
- (ii) To verify the effective implementation of corrective actions arising from the findings of last audit
- (iii) To make appropriate recommendations based on the audit findings

2. Date of assessment : 23 – 27 MAY 2022

3. Site of assessment : Lam Soon CU
i) Lam Soon POM
ii) Lam Soon Estate

4. Scope of certification:
Production of Sustainable Crude Palm Oil and Palm Kernel Using Identity Preserved Supply Chain Model.

5. Reference Standard:

- a. MYNI 2019 of RSPO P&C 2018
- b. RSPO Certification System Documents, Nov 2020
- c. Company's audit criteria including Company's Manual/Procedures

6. Assessment Team

- (i) Audit Team Leader : Rozaimée Ab Rahman (**RAR**) – GAP, safety, env, metric template, GHG, SCCS,
- (ii) Auditor : i) Mohd Ab Raof Asis (**MAR**) – social Internal, TBP
ii) Ismail Adnan (**IA**) – Social (external) & HCV
- (iii) Witnessed (ASI) : nil
- (iv) Technical expert : nil

If there is any objection to the proposed audit team, the organization is required to inform the Lead Auditor/RSPO Section Manager.

7. Audit Method

Site audits including observation of practices, interviews with interested parties (all categories of contractors, employees, nearby population, etc.), documentation evaluation and evaluation of records.

8. RSPO 2018 Principles and Criteria (P&C) Metrics Template

The RSPO 2018 Principles and Criteria (P&C) Metrics Template outlines a set of strategic outcome-based metrics relating directly to the RSPO P&C and is aligned with the RSPO Theory of Change. This Metrics Template comes into effect on 1 June 2021 and all audits against the 2018 P&C or the relevant National Interpretation conducted from 1 June 2021 onwards shall prepare and submit this Metrics Template for the audit team to review during audit.

Please submit the Metrics Template to Lead Auditor according to this period:

- a) Reporting time frames for economic data are:
 - i. Calendar year (January to December): **January 2021 to December 2021**, and
 - ii. 12 month period counting up to two months before audit month: **Apr 21 to March 2022**

- b) Reporting time frames for demographic data:
 - i. For mill and estate workers: **as of 31 December 2021**
 - ii. For smallholders and outgrowers: **January 2021 to December 2021**
- c) Reporting time frame for all other social and environmental data:

January 2021 to December 2021

The updated Metrics Template (as attached, the version 2.0) will be enforced from 1 August 2021. For audits conducted during the transition period from 1 June to 31 July 2021, members are encouraged to use the updated version but are also allowed to use the previous version (version 1.0). All audits conducted from 1 August 2021 onwards must use the updated Metrics Template (version 2.0).

9. Audit Findings

Audit findings shall be classified as major and/or minor. Major non conformities shall be addressed within 90 days or else the certificate shall be suspended. If the major non conformities are still not addressed within another 90 days, the certificate shall be terminated.

If there are five or more major non-compliances within one Principle found during the audit, immediate suspension of RSPO certification shall be recommended. Repeated major non-compliance in consecutive audits will also result in recommendation for suspension.

For minor non conformities raised in the surveillance audit, corrective action shall be verified in the next audit. These shall be upgraded to major non conformities if the corrective actions are not satisfactory implemented in the next audit.

10. Confidentiality Requirements

SIRIM QAS International shall not disclose any information concerning the company regarding all matters arising or coming to its attention with the conduct of the programme, which is of confidential in nature other than information, which is in the public domain.

In the event that there be any legal requirements for disclosing any information concerning the organization, SIRIM QAS International shall inform the organization of the information to be disclosed.

11. Working Language : English and Bahasa Malaysia

12. Reporting

- a) Language : English
- b) Format : Verbal and written
- c) Expected date of issue : 2 weeks after the closure of the Major NC / or if only minor NC, 30 days from the last day of this audit.

12. Facilities Required

- a. Room for discussion
- b. Relevant document and record
- c. Personnel protective equipment if required
- d. Photocopy facilities
- e. A guide for each group

13. Assessment Programme Details : As below

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Day 1: 23 May 2022 (Monday)

Time	Activities / areas to be visited			Auditee
9.00am	Opening Meeting – Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader.			Management Representative
9.30am	Organization Representative - Briefing on RSPO implementation, significant change on organization activity, structure, certified areas, machinery, FFB supply bases, Time bound plan, actions taken to address previous audit findings. Logistics discussion to the sites to be visited.			
10.00am	To assign each audit team members – site and the P&C requirements			
	IA (POM)	MAR (POM)	RAR (POM)	
	Site visit and assessment on implementation: <ul style="list-style-type: none">• Social aspects - SIA, management plan & implementation, workers' quarters.• Interview with gender committee, worker representative, contractors, supplier, etc• Linesite inspection• Complaints and grievances• Consultation with relevant government /NGO / agencies	<ul style="list-style-type: none">• Good Milling practices• IPM implementation, training and safe use of agro-chemicals.• Occupational safety & health practice – witness activities at site• Interview with workers, safety committee and contractors• GHG verification• Good Milling practices• Occupational safety & health practice• witness activities at site• Interview with workers, safety committee and contractors• Final discharge monitoring• Monitoring on environmental compliance• Legal compliance	Site visit and assessment on Supply Chain Implementation incl. the Model used <ul style="list-style-type: none">• General Chain of Custody• System Requirements for the supply chain• Documented procedures• Purchasing and goods in• Outsourcing activity• Sales and goods out• Processing• Records keeping• Registration• Training• Claims• Interview with PIC SCCS, contractors, etc.	Guide(s) for each auditor
1.00pm	LUNCH BREAK / ZUHUR PRAYER			All
2.00pm	Continue assessment at POM			
4.30 - 5.00pm	Audit team discussion / Debrief meeting with client on issues (if any) / End of Day 1 audit			All
9.00 – 9.30pm	Discussion on potential NCRs			Audit team only

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Day 2: 24 May 2022 (Tuesday)

Time	Activities / areas to be visited			Auditee
9.00am	Overview of current activities at Supply base sites. To assign each audit team members – site and the P&C requirements			Respective Manager
9.30am	To assign each audit team members – site and the P&C requirements			Guide(s) for each auditor
	IA (POM)	RAR (POM)	MAR (POM)	
	<ul style="list-style-type: none"> Social aspects - SIA, management plan & implementation, workers' quarters. Stakeholder consultation with affected communities surrounding the CU Interview with gender committee, worker representative, contractors, supplier, etc Complaints and grievances Consultation with relevant government agencies Continuous improvement Inspection of protected sites with HCV attributes <ul style="list-style-type: none"> Forested area, plantation boundary, adjacent and n neighbouring land use, HCV Assessment management plan & implementation <ul style="list-style-type: none"> Linesite inspection 	<ul style="list-style-type: none"> Legal compliance Ghg verification Metric template verification training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site TBP 	<ul style="list-style-type: none"> Occupational safety & health practice witness activities at site Interview with workers, safety committee and contractors Plantation on hilly/ swampy/ peat area Interview with workers, safety committee and contractors Social aspects - SIA, management plan & implementation, workers' quarters. Interview with gender committee, worker representative, contractors, supplier, etc Linesite inspection Complaints and grievances 	
1.00pm	LUNCH BREAK / ZUHUR PRAYER			All
2.00pm	Continue assessment at POM/Estate			
4.30 - 5.00pm	Audit team discussion / Debrief meeting with client on issues (if any) / End of Day 2 audit			All
9.00 – 10.00pm	Discussion on finalization of draft NCRs			Audit team only

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Day 3: 25 May 2022 (Wednesday)

Time	Activities / areas to be visited			Auditee
9.00am	Overview of current activities at Supply base sites. To assign each audit team members – site and the P&C requirements			Respective Manager
9.30am	To assign each audit team members – site and the P&C requirements			Guide(s) for each auditor
	IA	RAR (Estate)	MAR (Estate)	
	<ul style="list-style-type: none"> Social aspects - SIA, management plan & implementation, workers' quarters. Stakeholder consultation with affected communities surrounding the CU Interview with gender committee, worker representative, contractors, supplier, etc Complaints and grievances Consultation with relevant government agencies Continuous improvement Inspection of protected sites with HCV attributes <ul style="list-style-type: none"> Forested area, plantation boundary, adjacent and n neighbouring land use, HCV Assessment management plan & implementation <ul style="list-style-type: none"> Linesite inspection 	<ul style="list-style-type: none"> Legal compliance Ghg verification Metric template verification training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site TBP Plantation on hilly/ swampy/ peat area IPM implementation, training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site Interview with workers, safety committee and contractors Good agriculture practices monitoring. New planting 	<ul style="list-style-type: none"> Occupational safety & health practice witness activities at site Interview with workers, safety committee and contractors Plantation on hilly/ swampy/ peat area Interview with workers, safety committee and contractors Social aspects - SIA, management plan & implementation, workers' quarters. Interview with gender committee, worker representative, contractors, supplier, etc Linesite inspection Complaints and grievances 	
1.00pm	LUNCH BREAK / ZUHUR PRAYER			All
2.00pm	Continue assessment at POM/Estate			
4.30 - 5.00pm	Audit team discussion / Debrief meeting with client on issues (if any) / End of Day 3 audit			All
9.00 – 10.00pm	Discussion on finalization of draft NCRs			Audit team only

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Day 4: 26 May 2022 (Thursday)

Time	Activities / areas to be visited			Auditee
9.00am	Overview of current activities at Supply base sites. To assign each audit team members – site and the P&C requirements			Respective Manager
9.30am	To assign each audit team members – site and the P&C requirements			Guide(s) for each auditor
	IA	RAR (Estate)	MAR (Estate)	
	<ul style="list-style-type: none"> Social aspects - SIA, management plan & implementation, workers' quarters. Stakeholder consultation with affected communities surrounding the CU Interview with gender committee, worker representative, contractors, supplier, etc Complaints and grievances Consultation with relevant government agencies Continuous improvement Inspection of protected sites with HCV attributes <ul style="list-style-type: none"> Forested area, plantation boundary, adjacent and n neighbouring land use, HCV Assessment management plan & implementation <ul style="list-style-type: none"> Linesite inspection 	<ul style="list-style-type: none"> Legal compliance Ghg verification Metric template verification training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site TBP Plantation on hilly/ swampy/ peat area IPM implementation, training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site Interview with workers, safety committee and contractors Good agriculture practices monitoring. New planting 	<ul style="list-style-type: none"> Occupational safety & health practice witness activities at site Interview with workers, safety committee and contractors Plantation on hilly/ swampy/ peat area Interview with workers, safety committee and contractors Social aspects - SIA, management plan & implementation, workers' quarters. Interview with gender committee, worker representative, contractors, supplier, etc Linesite inspection Complaints and grievances 	
1.00pm	LUNCH BREAK / ZUHUR PRAYER			All
2.00pm	Continue assessment at POM/Estate			
4.30 - 5.00pm	Audit team discussion / Debrief meeting with client on issues (if any) / End of Day 4 audit			All
9.00 – 10.00pm	Discussion on finalization of draft NCRs			Audit team only

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Day 5: 27 May 2021 (Friday)

Time	Activities / areas to be visited			Auditee
8.00am	Overview of current activities at Supply base sites. To assign each audit team members – site and the P&C requirements			Respective Manager
8.30am	To Continue unfinished assessment at POM/Estate – each auditor will brief which estate or mill will sample during the audit			Guide(s) for each auditor
	IA	MAR	RAR	
	<ul style="list-style-type: none"> Social aspects - SIA, management plan & implementation, workers' quarters. Stakeholder consultation with affected communities surrounding the CU Interview with gender committee, worker representative, contractors, supplier, etc Complaints and grievances Consultation with relevant government agencies Continuous improvement Inspection of protected sites with HCV attributes Forested area, plantation boundary, adjacent and n neighbouring land use, HCV Assessment management plan & implementation 	<ul style="list-style-type: none"> Social aspects - SIA, management plan & implementation, workers' quarters. Interview with gender committee, worker representative, contractors, supplier, etc Linesite inspection Complaints and grievances training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site Linesite inspection 	<ul style="list-style-type: none"> Occupational safety & health practice witness activities at site Interview with workers, safety committee and contractors training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site Plantation on hilly/ swampy/ peat area IPM implementation, training and safe use of agro-chemicals. Occupational safety & health practice-witness activities at site Interview with workers, safety committee and contractors Good agriculture practices monitoring. New planting 	
12.00pm	LUNCH BREAK / JUMAAT PRAYER			All
2.00pm	Continue assessment at POM/Estate			
3.30 - 4.00pm	Audit team discussion / Debrief meeting with client on issues (if any) / End of Day 5 audit			All
4.00 – 5.00pm	<ul style="list-style-type: none"> Closing meeting – Presentation of audit findings, positive comment, Question & answer 			All

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Attachment 3

RSPO P&C AUDIT CHECKLIST AND FINDINGS (MYNI 2019 FOR RSPO P&C 2018)

Principle 1: Behave ethically and transparently

Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.

Clause	Indicators	Comply Yes/No	Findings
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1 (C) Documents that are specified in the RSPO P&C are made available to the public.	YES	LSP CU continued to use the internet to disseminate public information relating to land titles, human rights, FPIC, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The LSP website address is http://lamsoonplantations.com.my .
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	YES	LSP CU has continued to use their website for disseminating public information. Information relating to land titles, policies, environmental, social and/or legal, complaints and grievances are available at http://lamsoonplantations.com.my . The information provided on the website are in appropriate language (English) and accessible to relevant stakeholders.
	1.1.3 (C) Records of requests for information and responses are maintained.	YES	The LSP estate and POM (mill) continued to maintain the records of requests for information and CU's responses in corresponding files. Correspondence with government agencies, schools, local communities, etc were sighted by the auditor. Management documents relating to environment, social and legal issues, were available to the public except for those prevented by commercial confidential or where disclosure of information would result in negative environmental or social outcomes. LSP CU has provided relevant information (environmental, social and/or legal) as requested by the relevant stakeholder during the annual stakeholder meeting and also when requested during annual audit by SIRIM.
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.	YES	LSP CU has a Communication Policy signed by the Plantation Director. In addition, the CU also has developed a Standard Operating Procedure (SOP) on Stakeholder Consultation and also Consultation and Grievances Communication Procedure Internal/External records. It contains procedures for consultation and discussions, solving issues/grievances, records and improvements, which is the responsibility of the Manager and Assistant Manager. It also stipulates that issues and grievances can be raised via comments, complaints, or request for information, and that all issues are to be resolved fairly and within the stipulated timeframe. Regular morning briefings were also used by the management to communicate policies, procedures, rules and regulations and other information to its employees.
	1.1.5 There is a current list of contact and details of stakeholders and their	YES	LSP CU continued to maintain the stakeholder's information for the following: 1. internal stakeholders i.e workers representative, head of block, mandore ,and

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Clause	Indicators	Comply Yes/No	Findings
	nominated representatives.		others, 2. external stakeholders i.e., contractors, vendors, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, hospitals, clinics, Bomba, contractors (service), suppliers and others.
1.2 The unit of certification commits to ethical conduct in all business operations and transactions.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	YES	The documented policy committing to a 'Code of Ethical Conduct and Integrity (COBC)' at LSP CU was available in the 'HR Policies and Procedures Code of Conduct'. It had been communicated to all staffs and workers at LOS POM and Plantation. Consultation with local and foreign workers at POM and Estate, found they have been briefed on the contents of the code of ethic.
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	YES	The 'Code of Ethical Conduct and Integrity (COBC)' which had been developed to outline the standards of behaviour required by LSP vendors which includes expectation to uphold human rights. The COBC applies to all its suppliers, consultants, agents, contractors' /service providers who have direct dealings with the Lam Soon Group.

Principle 2: Operate legally and respect rights

Implement legal requirements as the basic principles of operation in any jurisdiction.

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	YES	Generally, Lam Soon Plantation complies to all applicable legal requirements.
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.	YES	Changes to the law and regulation were monitored by the sustainability manager/officer through procedure "LSP Sdn Bhd System for tracking Changes. Various sources were referred in obtaining information about the updates of legal requirements. This includes checking with the industrial association, attending seminar/conference, buying of the law books, government agencies websites, etc. The CU maintained documented system for identifying and tracking the updates of the applicable legal requirements through various media such as LawNet, internet, newsletter, etc. The legal register management noted had been update accordingly.
	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	YES	Boundary stones / markers along the legal boundaries observed visibly maintained by the CU. Auditor has verified (picture) the boundary stone and pegs at Lam Soon Estate, it has been observed that the boundary stones were visibly maintained between the estate with the neighboring private oil palm plantations.
2.2 All contractors providing operational services and	2.2.1 A list of contracted parties is maintained.	YES	All contractors providing operational services has been listed in "Stakeholder List" and sighted during the audit at both POM and Estate. The list of contracted parties is maintained by each unit in its respective stakeholder list. The lists contain name of contractors, designated contact persons, address, telephone/fax/email, and type of

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Clause	Indicators	Comply Yes/No	Findings
supplying labour and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			contracted works done.
	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, is available.	YES	Each contract issued to suppliers and contractors contain a clause requiring compliance with legal requirements. Evidence of legal due diligence carried out include all vendors undertaking compliance with rules relating to labour and human rights, company ethics and management practices, and compliance with all laws and regulations relating to anti-bribery, fraud and corruption.
	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.	YES	All contracts sampled at LSP CU contain a clause on no child, forced and trafficked labour. This is stipulated under Addendum of the Agreements which states that the Contractor shall not use or promote use of child labour, forced, bonded labour or human trafficking.
2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> Information on geo-location of FFB origins. Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license 	YES	LSP POM is currently had records for the following for the directly source of FFB: <ul style="list-style-type: none"> a) Information on geo-location of FFB origins. b) Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder <p>As of to date, no Smallholder/Grower are sending their FFB to the LSP POM due to the mill being Identity Preserved. So, all of the records were only for LSP own Estate and kept in the mill files.</p>
	2.3.2 For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.	YES	Currently in LSP POM there is no practice of indirectly source of FFB. All FFB are received direct from the suppliers.

Principle 3: Optimise productivity, efficiency, positive impacts and resilience

Implement plans, procedures and systems for continuous improvement.

Clause	Indicators	Comply Yes/No	Findings
3.1 There is an	3.1.1 (C) A business or management plan (minimum three years) is documented	YES	The Lam Soon CU has a business plan prepared annually in the form of year budget and the projection for 4 years prepared as a guidance towards sustainable business for future

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Clause	Indicators	Comply Yes/No	Findings
implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.	that includes, where applicable, a jointly developed business case for Scheme Smallholders.		planning.
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	YES	The long-range replanting program (LRRP) until 2026 were sighted for both division Estates of the Lam Soon CU. This program was reviewed once a year and was incorporated in their annual financial budget.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	YES	Management review has been planned to conduct on a yearly basis. Sighted latest Management review meeting has been conducted in May 2022 (combine RSPO, RSPO SCCS and MSPO) for both estate and mill.
3.2 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.	YES	The management documents in relation to environmental and social plans and impact assessments implemented by the CU were made available and maintained at all audited operating units.
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	YES	The RSPO metrics template was submitted to auditors and was verified accordingly.
3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3.1 (C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	YES	The CU adopted internal established documented procedures for the day-to-day operations. Relevant procedures in-place.
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	YES	The mechanisms to check the implementation of procedures were carried out through RSPO internal audit, safety and health meeting and routine inspection (workplace inspection) by assistant manager, staff and hospital assistant.
	3.3.3 Records of monitoring and any actions taken are maintained and available.	YES	Records of monitoring and the actions taken by the Lam Soon CU continued to be maintained. This is to ensure that the established procedures were consistently implemented.
3.4 A comprehensive Social and	3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory	YES	There was no new planting and new operation has been used in POM & estates.

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Clause	Indicators	Comply Yes/No	Findings
Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.	methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.		
	3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.	YES	Lam Soon CU has established "Environmental Impact Assessment (EIA), Management Action Plans and Continuous Improvement Plans (July 2017 to July 2022)" associated with their activities. The Social Impact Assessment and Management Action Plan Lam Soon Plantations Sdn Bhd is a combined document between the Estate and Mill. Among the activities to promote positive impacts and mitigate negative impacts include those which have been identified from stakeholder feedbacks including distributing comment/complaints via letter/email to the stakeholder.
	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	YES	The social management and monitoring plan were reviewed at least once a year, implemented, reviewed and updated yearly. Management also distributes comment/complaints via letter/email to the stakeholder. The stakeholder meeting cannot be done due to Pandemic COVID-19. Significant environmental impact and action plan was derived from the Environmental Impact and Aspect Assessment & Pollution Prevention Plans 2022. Latest reviewed was conducted on environmental issues has been discussed with participatory from workers during social & environmental meeting latest in Mar 2022. So far, no issues related to environmental has been highlighted during stakeholders meeting.
3.5 A system for managing human resources is in place.	3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.	YES	Employment procedures for recruitment, selection, hiring, are documented. For locals, the procedures are in SOP on Hiring of Local workers. The procedure details out the process of hiring (application form, screening, interview, requisition approval from HR Manager, medical check-up and issuance of letter of offer). Employment procedures for retirement and termination are available in the local workers' employment contracts. Similarly, foreign workers' contracts also contain provision for mutual termination. Retirement procedure is not applicable to foreign workers.
	3.5.2 Employment procedures are implemented, and records are maintained.	YES	Employment procedures were implemented, and records were maintained. Audit team has verified all new recruitment workers from Indonesia through personal file by employment number, name of employee, employment contract, offer letter, passport consent form and others
3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	YES	Occupational safety and health policy is available in English and Bahasa Malaysia. The policy has been communicated to all levels of the organization through morning muster briefings and also displayed prominently at the notice board of the mill/estate office and Muster Ground. Random interviewed with employees showed that they generally understood the basic requirements of the policy. Lam Soon CU had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, as well as

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Clause	Indicators	Comply Yes/No	Findings
implemented.			CHRA reports were verified during the assessment. In overall performance, OSH administrative controls implementation as well as engineering control equipment was found adequate during the assessment. The risk is assessed through the implementation of HIRARC to all estates in the CU. LSP CU have implemented a SOP that states the importance of risk assessment through HIRARC. All work units that have been identified to have potential risks are documented and the sampled areas are as follows. Mitigation plans and control procedures such as PPE, administrative control and trainings were documented.
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	YES	Occupational health and safety (OHS) management plan for LSP CU had been established. The OHS management plan sighted addressed issues related to hazards and risks, legal register and its requirements for compliance, OSH awareness and training program, accident and emergency procedures, audiometric test, use of PPE, OSH Committee meetings, etc. Generally, the OSH plans 2022 were acceptable.
3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.	3.7.1 (C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.	YES	Formal training programmed for 2022 that covered aspects of the RSPO Principles and Criteria, with regular assessments of training needs were available for all the audited sites. Training Plan was for each operating unit were established. A training need has been established with target dates for the training identified.
	3.7.2 Records of training are maintained, where appropriate on an individual basis.	YES	Training records maintained appropriately.
	3.7.3 Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	YES	Appropriate training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) has been conducted in May 2022 attended by PICs, Clerk, Assistant Engineer, Staff, Weighbridge Operator, FFB grader, and laboratory staff.

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SUPPLY CHAIN REQUIREMENTS FOR MILLS

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&C, or against a Group Certification Scheme</p> <p>Certification for the CPO mills is necessary to verify the volumes and sourced of certified FFB entering the mill, the implementation of any processing control as and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, the inly MB Module is applicable.</p>	Yes	Lam Soon POM received only certified FFB from Lam Soon Estate. Thus, Lam Soon POM has qualified for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products. Refer to Table 3 of this report for relevant production data.
3.8.2	<p>Mass balance Module</p> <p>A mill is deemed to be MB is the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base.</p>	Yes	Not Applicable since Lam Soon POM is IP Mill.
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	Yes	As in Table 4 of this report.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organisation (RSPO IT platform).	Yes	<p>The mill observed to have met registration and reporting requirements for supply chain through the RSPO Palm Trace. The registration information were:</p> <p>Name: LAM SOON PLANTATIONS SDN.BHD</p> <p>Country: Malaysia.</p> <p>RSPO Membership Number : 2-0909-18-000-00</p> <p>Member Category: Oil Mil</p> <p>Core product: Palm Oil</p> <p>Copy of Shipping Announcement was provided during the audit as evident of compliance to reporting requirement as listed by the standard. Copy of Shipping Announcement was provided during the audit as evident of compliance to reporting requirement as listed by the standard.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.5	<p>The site shall have written procedures and/or work instructions to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> • Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. • Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). • Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the organisation's procedures for the implementation of this standard. • The site shall have documented procedures for receiving and processing certified and non-certified FFBs. 	Yes	<p>LSPOM had demonstrated the correct use of supply chain model; They continue to apply the IP model and their suppliers are of own supply base namely Lam Soon Estate. They decided to maintain the IP model for their supply chain system. Therefore, they are being audited against the general chain of custody requirement for the supply chain as well as Module D of the RSPO Supply Chain Standard.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.6	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organisation;</p> <ul style="list-style-type: none"> Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. Effectively implements and maintains the standard requirements within its organisation. Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The organisation shall be able to maintain the internal audit records and reports. 	Yes	<p>The Internal Audit Procedure has been developed namely Sustainability Internal Audit Procedure. Internal Audit has been conducted in Apr 2022 by Internal Auditor. No finding Has been raised for SCCS during Internal Audit. Audit Attendance sheet, audit plan, audit notes, was sighted by auditor. The audit was conducted against the RSPO Supply Chain Certification Standard Revision 2021 requirements.</p> <p>Documented procedure has defined management review will be conducted once a year Management review meeting has been conducted (combine RSPO, RSPO SCCS and MSPO).</p>
3.8.7	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	Yes	<p>Lam Soon POM received certified FFB from own Estate Which is Lam Soon estate. There is no overproduction at mill. Source of certified FFB has been received from certified own estate LSP Estate consist of 2 division KL & KK Division. LSPOM had continued to implement the procedures it had on receiving and processing of RSPO certified and non-certified FFBs. (Refer para. Production and Storage – Plant & Storage Tanks (Critical Control Point)) it has described how LSPOM manages the FFB from certified source.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 	Yes	<p>Documented procedures related to sales and goods out were sighted and found adequate as per shipping announcement. The requirement of sales & goods out especially on notation of applicable Supply Chain model & Certificate number being complied by indicating in weighbridge dispatch ticket. Detail of weighbridge ticket, CPO dispatch note, Dispatch oil quality ticket, Authorization from transporter, Borang MPOB L3, CPO dispatch authorization has been verified by the auditor.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.9	<p>Outsourcing Activities</p> <p>(i) The mill shall not outsource its milling activities. In cases where the mill outsourced activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO SC Certification.</p> <p>(ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</p>	Yes	<p>An agreement covering the outsources activity were sighted. The RSPO Supply Chain procedure has described on outsource activity in Sales & Despatch of products to the Buyer. Inspection was carried out as additional effort to ensure no contamination sighted book at AP Post. There is also agreement term in 5.12 in the agreement stated that: The transporter Shall provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.10	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	Yes	List of contact person for both transporters were made available and up-to-date in the stakeholder list.
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Yes	No new contractors used and will be used in the future for the processing or production of RSPO certified materials.
3.8.12	The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.	Yes	Sighted CPO and PK delivery note, weighbridge ticket, production data, internal audit and management review records were found up-to-date.
	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Yes	Relevant record was maintained for more than 10 years as per Standard operating procedure for Supply Chain, dated 25 March 2021
	iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.	Yes	Lam Soon POM has maintained the continuous accounting system to record RSPO certified FFB and deliveries of RSPO certified CPO and PK. The data was the summary from their daily template as mentioned above.
	iv) For Mass Balance Module, the mill: a. shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to	Yes	Not Applicable since this mill is IP Mill

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	conversion ratios stated by RSPO. c. The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)		
3.8.13	Extraction rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.	Yes	Lam Soon POM process all the received certified crop & their processing output will be based on their actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). These figures were monitored on daily & monthly basis by the mill using the prepared template to ensure their accuracy as well as monitoring of their ongoing performance.
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Yes	
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	Yes	<p>Sales activities usually handled by Lam Soon Marketing Department (HQ) on behalf of Lam Soon POM.</p> <p>The dispatch of the RSPO certified CPO/ PK to buyer by Lam Soon POM were made based on a specific contract.</p> <p>The receiving pit, pipelines and tanks in Lam Soon POM were thoroughly cleaned, swept and flushed before RSPO certified CPO was pumped in to avoid contamination. Dedicated tanks were used to store RSPO certified CPO produced.</p>
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not	Yes	Detailed transaction as per shipping announcement reviewed during audit.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform</p>		
3.8.17	Claims - The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	Yes	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. LSPOM has not use RSPO corporate logo as well as trademark logo.

Principle 4: Respect community and human rights and deliver benefits

Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.

Clause	Indicators	Comply Yes/No	Findings
4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.	4.1.1 (C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders, is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.	YES	A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders, is documented dated 2 January 2020 and made available at LSP website at http://lamsoonplantations.com.my . This Policy is exhibited on notice boards (muster ground, AP post, nursery) of the LSP Estate. At the POM this Policy was communicated that it covered the rights of employees to form an association and engage in collective bargaining, no workers are forced to work, no restriction to move around, children of foreign workers given access to education, prohibiting retaliation against Human Rights Defenders etc.
	4.1.2 The CU does not instigate violence or use any form of harassment in their ops.	YES	As observed during the audit, and in interviews held with external stakeholders and workers, there is no evidence of instigation of violence or harassment of the operations at LSP CU.

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Clause	Indicators	Comply Yes/No	Findings
4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	4.2.1 (C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	YES	A documented system for dealing with complaints and grievances is available at the LSP CU. This system is open to all employees and stakeholders as provided in the 'Consultation and Grievances communication Procedure Internal/External' dated May 2020, 'Stakeholder Request', Grievances Procedure for Landowner Issues, Grievance procedure all dated January 2017, 'Land Dispute Compensation and Calculation' dated 2/1/2020 and 'Sexual Harassment/Violence' dated Nov 2021. The documented system also comes in the form of complaints form/book where complainant can fill up and submit to the office. A review of the records revealed that all the filled forms submitted by their staffs and workers were requests for house repairs. Most of the complaints were resolved within 2 to 7 days, adherence to the prescribed timeframe in the 'Grievance flowchart', depending on the complexity of the complaints. In some cases, delays were noted due to non-availability of spare parts or repair material. All the complaints forms sighted contain sections for complainants to fill up their names, job and address.
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	NO	LSP CU have created a complaints form/book where complainant can fill up and submit to the office. Most of the complaints were resolved within 2 to 7 days, depending on the complexity of the complaints. Sighted the books and the complaint is mainly regarding housing, roads and grass cutting complaint at POM, at Estate the book is used for employees to lodge complaint pertaining to their houses and the issues will solved within a week. LSP maintained affirms that its dispute system is open to any affected parties including whistle-blower. A flowchart titled 'Grievances Process' was available and verified. Anonymity of complainants and whistle-blowers are assured and will not be revealed to third parties as stated in the Lam Soon Human Right Policy. So far, there was no evidence of disputes at the audited sites. It can be concluded that the system that is open to all affected parties were in place and shall be able to resolves disputes, if any. However, procedures for complaints and grievances system were in place but not understood by the affected parties. Based on interview with Piean's Enterprise representative, they were not understood of the complaints and grievances system, and how to channel their complaints and grievances to the management. Therefore, minor NCR was raised as MAR 01 2022.
	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	YES	There is evidence that Lam Soon CU keeps parties to a grievance informed of progress. The status progress was updated and acknowledged by the complainant by appending his signature in the complaint form.
	4.2.4 The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or	YES	The conflict resolution mechanism does have an option for aggrieved parties to have the option for representatives of their choice. It stated in Consultation and Grievances communication Procedure Internal/External' dated May 2020 under Clause external Stakeholder. SOP named Consultation and Grievances Communication Procedure Internal/External' which was prepared by the RSPO Unit of Lam Soon. The conflict resolution mechanism includes options to access independent legal

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Clause	Indicators	Comply Yes/No	Findings
	groups to support them and/or act as observers, as well as the option of a third-party mediator.		and technical advice. This was stated in their complaints and grievance procedure. As of this audit no issues have been raised by external parties.
4.3 The unit of certification contributes to local sustainable development as agreed by local communities.	4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.	YES	The LSP estate and the mill do provide contributions to the local communities. LSP POM and LSP Estate have employed local communities from surrounding estate, Sandakan and Lahad Datu. The contributions to local development were based on consideration of the main social issues.
4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.	4.4.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and/or the actual legal or customary use of the land are available.	YES	Review of the document provided, found that the land titles were previously owned by Pacific Cocoa Plantations Sdn Bhd. The Pacific Cocoa bought land from the government of Sabah on 24 April 1986. The Company has changed her named into Lam Soon Plantations Sdn Bhd on 8 July 2000. The Land title is Country Lease and also specified that the purpose of the planting is either for oil palm or agricultural crops for economic value. It can be confirmed that Lam Soon Plantations maintained and complied with the terms of the land title. The following land titles (copies) were available and sighted at the Mill and estate offices.
	4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU.
	4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	YES	

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Clause	Indicators	Comply Yes/No	Findings
	4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.	YES	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	YES	
	4.4.3 (C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighboring communities where applicable, and relevant authorities).	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by LSP CU since 1986. All the related documentation regarding the land acquisition was kept in Lam Soon HQ Office, Glenmarie, Shah Alam and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community, neighboring estates and external stakeholders.
	4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	YES	This requirement in this indicator does not apply to LSP CU.
	4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	YES	This requirement in this indicator does not apply to LSP CU.

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Clause	Indicators	Comply Yes/No	Findings
	4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	YES	This requirement in this indicator does not apply to LSP CU.
4.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.	4.5.1 (C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.	YES	Based on Social Impact Assessment (SIA) Report for LSP CU and land title, there was no new plantings are established on local peoples' land. It has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners, and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU.
	4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU
	4.5.3 Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples.	YES	As reported in 4.4.1 of this checklist, It has been verified that the land is now legitimately owned by LSP CU since 1986. All the related documentation regarding the land acquisition was kept in LSP HQ Office, Glenmarie, Shah Alam and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community, neighbouring estates and external stakeholders.

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Clause	Indicators	Comply Yes/No	Findings
	Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.		
	4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU
	4.5.5 Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU
	4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by LSP CU since 1986. The audit team had confirmed that there were no land issues related to previous owners and there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU
	4.5.7 New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.	YES	There were no new lands acquired for plantation and mills after 15/11/2018. The current operation area including mill and estates as per stated in the land title.

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Clause	Indicators	Comply Yes/No	Findings
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	4.6.1 (C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	YES	The LSP CU has a standard procedure for identifying procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation issues known as "Land Dispute Compensation and Calculation Procedure" and "Procedure For Calculating & Distribution Fair Compensation". The procedures state out the detailed process of compensation for issues/disputes related to land, ownership and access to land. It also states how compensation are to be dealt with. However, as of the date of the audit, no evidence is available at either the Estate or Mill of any dispute related to on customary rights, boundary disputes, etc.
	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	YES	In accordance with the 'Land Dispute Compensation and Calculation Procedure' and "Procedure for Calculating & Distribution Fair Compensation is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with staff and workers at mill and visited estates.
	4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	YES	There were no scheme small holdings at Lam Soon Plantations Sdn Bhd CU. The Fresh Fruit Bunches are supplied from Lam Soon owned estates which are certified to RSPO.
	4.6.4 The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.	YES	There was no process and outcomes of any negotiated agreements, compensation and payments to any affected parties.
4.7 For new planting, where it can be demonstrated that local peoples have legal, customary or	4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.	YES	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Land Dispute Compensation and Calculation Procedure" and "Procedure For Calculating & Distribution Fair Compensation", the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the LS Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.

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Clause	Indicators	Comply Yes/No	Findings
user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.	4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	YES	There was no issue regarding compensation (monetary or otherwise) with villagers, local communities, neighbouring estate and external stakeholders.
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	YES	As reported in 4.4.1 of this checklist, It has been verified that the land is now legitimately owned by LSP CU since 1986. All the related documentation regarding the land acquisition was kept in Lam Soon HQ Office, Glenmarie, Shah Alam and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.	4.8.1 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	YES	As reported in 4.4.1 of this checklist, It has been verified that the land is now legitimately owned by LSP CU since 1986. All the related documentation regarding the land acquisition was kept in Lam Soon HQ Office, Glenmarie, Shah Alam and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
	4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.	YES	Land conflict is not present in the area of the unit of certification. The audit team has also interviewed relevant stakeholders and confirmed that there were no issues regarding land with villagers, local community, neighboring estates and external stakeholders of any land dispute at LSP CU.

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Clause	Indicators	Comply Yes/No	Findings
	4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirement.	YES	There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations.
	4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).	YES	There was no conflict or dispute over the land. It has been further confirmed through interviewed relevant stakeholders.

Principle 5: Support smallholder inclusion

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Clause	Indicators	Comply Yes/No	Findings
5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.	5.1.1 Current and previous period prices paid for FFB are publicly available and accessible by smallholders.	YES	Fresh Fruit Bunches were supplied from Lam Soon Plantations owned estates (LS Estate) which are certified to RSPO. There was no third-party FFBs sent to the mill. Thus, no contract involved with smallholder. Currently the records of current and previous period prices paid for FFB are not available since this mill is IP mill. LSP CU is surrounded by neighboring estates. The nearest smallholder is located further than 10 km from LSPSB. No smallholders are located neighboring the CU directly.
	5.1.2 (C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	YES	Fresh Fruit Bunches were supplied from Lam Soon Plantations owned estates (Lam Soon Estate) which are certified to RSPO. There was no third-party FFBs sent to the mill. Thus, no contract involved with smallholder and not regularly briefing to smallholders.
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	YES	Not applicable.

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Clause	Indicators	Comply Yes/No	Findings
	5.1.4 (C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.	YES	Not applicable.
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	YES	Interviews conducted with contractors and suppliers at the CU confirmed their understanding of their rights and obligations under the contract. Both contractors confirmed the fairness of the terms of their contract, and payments are usually received within 7 to 10 days of invoice issuance. No issue.
	5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	YES	These contractors interviewed confirmed that payments are made in a timely manner, namely within 7 to 10 days of invoice. Audit team has verified the latest payments recorded.
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	YES	Weighing Equipment in LSP POM has been calibrated by yearly basis using accredited weighing company Metrology Corporation Malaysia Sdn Bhd.
	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	YES	LSP CU supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. However, in LSP CU, Fresh Fruit Bunches are supplied from Lam Soon owned estates (LS Estate) which are certified to RSPO. There is no third-party FFB sent to the mill
	5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	YES	The CU also has developed a Standard Operating Procedure (SOP) on Stakeholder Consultation. It contains procedures for consultation and discussions, solving issues/grievances, records and improvements, which is the responsibility of the Manager and Assistant Manager. It also stipulates those issues and grievances can be raised via comments, complaints, or request for information, and that all issues are to be resolved fairly and within the stipulated timeframe. The SOP also states that Master List of Documents must be available for stakeholders' reference. This SOP are being exhibited

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Clause	Indicators	Comply Yes/No	Findings
			at the office notice boards at muster grounds. The procedures have been communicated to nearby stakeholders & smallholders and as of to date there is no complaint by stakeholders.
5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	YES	LSP CU supports Independent Smallholders to improve smallholder livelihood and build their capacity to enhance productivity, quality, organizational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). Noted that LSP CU has invited nearby smallholders to attend the Stakeholder meeting to promote on RSPO certification. Sighted minutes of the meeting included RSPO certification. So far, all smallholders had preferred to certify under MSPO scheme as this is a government requirement.
	5.2.2 The unit of certification develops and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	YES	As above.
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	YES	As above.
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	YES	Not applicable.
	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	YES	As above.

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Principle 6: Respect workers' rights and conditions

Protect workers' rights and ensure safe and decent working conditions.

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	YES	The CU has also developed an Equal Opportunity Policy, signed by its Plantation Director Mr Lim Chan Khoon. Based on interviews conducted, workers confirmed that there is no element of discrimination within Lam Soon CU. Among other things, the policy specifies that management would ensure that all parties directly or indirectly involved with the estate/mill would be accorded fair treatment, and that the estate/mill would not be involved in, nor support any oppression based on race, caste, nationality, religion, disability, age, sexual orientation, union membership or political leanings. Interviews conducted with the staff and workers (including foreign contract workers) confirm that there was no discrimination of any form at the Estate and Mill.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for migrant workers.	YES	Evidence is available that no employee has been discriminated against. This is evident from sampled employment contracts where all workers, (male, female, foreign, local) signed the same employment contract. Workers interviewed also confirmed that they face no form of discrimination. Workers' pay slips were also sampled which showed that workers receive the same amount of daily rate of RM42.31 per day for the same work irrespective of gender, age or nationalities. Sampled were the employment contracts and pay slips of the following workers as mentioned in indicator 6.2.1. Foreign workers interviewed also confirmed that they pay which covered their Indonesian passport, <i>Kad Tanda Penduduk</i> (Indonesian ID card), visa, immigration processing fee, Malaysian work permit (PLKS). The balance is paid by the Company which include travel insurance, medical checkup, transportation fee, levy, etc. This breakdown in payment is agreed between the hiring Company and the recruitment agents.
	6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	YES	As stipulated in the "Recruitment selection, Hiring and Promotion" for staff and "Recruitment of Workers" for workers the recruitment selection, hiring and promotion where relevant are based on availability, skills, capabilities, qualities, and medical fitness necessary for the jobs. Based on the sample sighted during audit as mentioned in indicator 6.2.1, it was verified that Lam Soon CU has demonstrated that the recruitment, hiring, access to training and promotion are based on skills, capabilities and medical fitness.
	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	YES	Based on documents, confirmed by the Health Assistants and workers at the Lam Soon CU, pregnancy tests were conducted when the workers presented themselves at the estate clinic and not conducted in a discriminatory manner. One general worker (rat baiting application) at the KK Estate and one worker at KL Estate (manurer/sprayer) confirmed that they had gone to the clinic voluntarily and upon confirmation of their

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Clause	Indicators	Comply Yes/No	Findings
			pregnancies. They were allowed to continue with their employment, but if any cases who confirmed her pregnancy will immediately re-assigned to an alternative employment i.e. sweeper or nursery work.
	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	YES	The gender committees throughout the Lam Soon CU are known as the Gender Committee. Membership comprises female employees and the employees' wives. Based on interviews of the committee members and review of meeting minutes, the Committees main activities are to provide awareness to its members on issues of concern. These relate to sexual harassment, domestic and other forms of abuse, children's health, immunization and education, as well as women's reproductive rights. Meetings are held every 4 to 6 months.
	6.1.6 There is evidence of equal pay for the same work scope.	YES	Equal opportunities policy contained within the Lam Soon Policy states that all employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work regardless of race, caste, nationality, gender, physique, sexual orientation, union membership, political view, religion and age. Comparisons were made of sampled employment contracts and payslips of harvesters from Indonesia and harvesters from Indonesia. Evidence is available that sampled workers receive equal pay for equal work.
6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	6.2.1 (C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.	YES	<p>Lam Soon CU documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Samples of the monthly pay slips and employment contracts were made available and reviewed during the audit. Labour laws, union and/or other collective agreements detailing payments and other conditions, was made available in the languages understood by the workers and explained to them by a management during induction.</p> <p>Each pay slip documents the name of employee, month of pay, income (basic, overtime, reimbursement, allowances), deductions (statutory such as EPF, SOCSO and non-statutory such as donation to mosque funds, church funds), net salary, annual leave and medical leave taken, etc. Interview with workers reveal that they understand the contents of the pay slips and seeks explanation from the office whenever they needed any clarifications. Samples of payslips were also sighted and verified that workers are being paid in accordance with the requirements stipulated under the Minimum Wages Order (Amendment) 2020 and Sabah Labour Ordinance.</p> <p>The employment contracts issued to all Lam Soon CU workers (local and foreign) have been prepared in Bahasa Malaysia and are generally available to the workers. The documents have been the prepared in accordance with the requirements of the Sabah Labour Ordinance. Pay conditions are also contained in the employment contracts.</p> <p>The documentation of pay is available in the form of monthly pay slips which are given to all employees. Interviews conducted with the workers confirmed their understanding of the employment contracts and pay slips. If they have any doubts, they will refer to the office or their supervisors.</p>

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Clause	Indicators	Comply Yes/No	Findings
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.	NO	<p>Employment contracts signed between the Lam Soon CU management and their employees contain employment and payment terms and provisions covering contract duration, minimum age requirement, retirement age, place of work, job specifications, workers' obligations, employer's obligations, payment of foreign workers' levy by employer, salary payable, working hours and overtime, payment of passport and PLKS by workers, designated public holidays, workers' annual leave, medical expenses, sick leave, maternity leave and allowances, insurance scheme, EPF for local workers, rights to join union, salary deduction to be in accordance with the Sabah Labour Ordinance, mutual termination of contract, contract extension, etc. during interviewed with sampled workers in Estate and POM.</p> <p>The pay slip contains the following information: employee name, employee number, However, related documents detailing payments i.e payslip does not give accurate information on compensation for all work performed. This was evidenced based on documentation review, related documents detailing payments i.e payslip for contractor workers i.e Piean's Enterprise does not give accurate information on compensation for all work performed, i.e tonnage of the FFB has been cleared, working days on normal days and rest days, etc. Therefore, major NCR was raised against the indicator as MAR 02 2022.</p>
	6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.	YES	<p>Regular working hours as determined by the Sabah Labour Ordinance and stipulated in employment contracts were being implemented by Lam Soon POM. Any work in excess of 8 hours were compensated as overtime. This is based on punch cards, check roll books, pay slips reviewed by remote audit to the Lam Soon Palm Oil Mill. Workers who have been certified ill are given paid medical leave. Salary deductions are made for EPF, SOCSO, EIS (local workers) and there are no deductions for foreign workers except for travel documents.</p>
	6.2.4 (C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.	YES	<p>Evidence is available that Lam Soon CU provides adequate housing and facilities in accordance with the requirements of the Workers' Minimum Standard of Housing and Amenities Act 1990. All workers are provided with free accommodation as stated in their employment contracts, and free electricity and water supplies.</p> <p>Each house has between 2 to 3 rooms, and each room occupied by 1 or 2 persons. Each worker and staff housing area come with amenities such as CLC (Community Learning Centre) for foreign workers' children, creche, badminton/takraw/volleyball court, places of worship, sundry shops, and playing field. Clinic facilities are also available and medical treatment is provided free of charge to all employees and their dependents. Site visit has been made to CLC and creche and from their records. Observed the cleanliness of both facilities in satisfactory condition with inspections has been made fortnightly by Health Assistants and Assistant Incharged.</p> <p>Linesite inspection based on fortnightly visit. Assessor also verify the creche and found that Milk already has been provided by the management to the creche, General</p>

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Clause	Indicators	Comply Yes/No	Findings
			maintenance, perimeter drains at Mill housing already repaired.
	6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	YES	All units within Lam Soon CU have their own canteen/grocery store which sells basic items such as eggs, flour, rice, vegetables, frozen food such as fish, meat, onions, etc. Items seen in the stores are adequate, clearly labelled and within the expiry dates. Workers interviewed informed that they purchase items from these stores, and are able to either pay in cash, or on credit. Additionally, for KL and KK Estates, monthly <i>tamu</i> (mobile local markets) are also available where workers are able to have access to a wider variety of food items, but due to COVID 19, it was temporarily discontinued.
	<p>6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a "decent living wage" is in place. The implementation plan with specific targets, and a phased implementation process will be in place, including the following:</p> <ul style="list-style-type: none"> • An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers. • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment. • The unit of certification may choose to implement the "living wage" payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before an eventual scale-up of the living wage implementation <p>Until such time where the Malaysian version of "decent living wage" has been endorsed by RSPO and implemented by the unit of certification, the Malaysian minimum wage has to be paid.</p>	YES	Based on pay slips sighted, all sampled workers who complete the number of days offered in a month receive at least minimum wages applicable. Lam Soon CU also has carried out the calculation of prevailing wages and in-kind benefits as evidenced from the calculation of prevailing wages. The calculation took into account housing, electricity, water, education, childcare and healthcare. Based on the breakdown given, the calculation of prevailing wages including in-kind benefits is in accordance with RSPO Guidance on Calculating Prevailing Wages.

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Clause	Indicators	Comply Yes/No	Findings
	6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	YES	All the estates and mill employ full-time employees. Foreign workers are full-time employees but have a contractual duration which is stipulated in their employment contracts which is 2 years for Indonesians and 3 years for other nationalities. This contract duration can be mutually extended subject to the annual work permit from the Malaysian Immigration Department.
6.3 The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.	YES	Recognition of freedom of association is available in the Lam Soon Policy entitled "The Right of Freedom of Association of Employee". The Policy states that the company respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. This policy "The Right of Freedom of Association of Employee" is applicable throughout all operating units and is printed and translated in Bahasa Malaysia. The policy was seen displayed on notice boards in the estate and mill.
	6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.	YES	Although there is no trade union operating within the estate premises, workers are not prohibited from appointing their own group leaders to represent them in the Joint Consultative (JCC) meetings with the management team. The JCC comprise management representatives and worker representatives and is chaired by the Sustainability Officer.
	6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.	YES	Evidence is available that workers' representatives that sit in the Workers' Welfare and Social Committees have been independently and freely elected by the workers themselves. No evidence of any management interference was observed.
6.4 Children are not employed or exploited.	6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	YES	The policy protection of children was covered in the Child Protection Policy (Polisi Perlindungan Kanak-Kanak). Review of the workers list (June 2021) found that the estate and the mill did not employ anyone below the age of 18 years. Auditor also verify through the contractors in the CU and confirmed there was no contractor workers available in the estate and mill. This was verified by examining the master lists of each operating unit where details of the workers' IC numbers, passport and dates of birth are available.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher.	YES	Review of the workers list found no evidence that the estate and mill employed anyone below the age of 18 years. Auditor also has verified contractor workers in the estate and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers, passport and dates of birth are available.

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Clause	Indicators	Comply Yes/No	Findings
	There is a documented age screening verification procedure.		
	6.4.3 (C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.	YES	Based on documentation review such as personal files and employee databases, there was no young persons employed in both Lam Soon POM and Lam Soon Estate. Interviewed with sampled workers also, none of them in such categories.
	6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	YES	Based on the documents sighted, communication about its no child labour Policy was communicated to all levels of employees as evidenced from training records and stakeholder meetings.
6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	YES	Lam Soon CU subscribes to the Workplace Harassment & Violence Policy which defines what constitutes sexual harassment. The Policy also states that the Company would comply with the relevant laws and increase awareness with regards to sexual harassment. The policy is written in the Bahasa Malaysia and English and displayed on the notice boards. Awareness on sexual, other forms of harassments and violence are also briefed during muster and Women Welfare (Hal Ehwal Wanita) meeting held at mill and estate. The Women Welfare meetings are being held regularly where topics discussed include sexual harassment and violence. Members to lodge complaints if members encounter such incidence. Training regarding the policy has been conducted to all levels of workforce as verified.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	YES	The statement and commitment to protect women's reproductive rights are available in 'Workplace Harassment & Violence Policy' signed by the Plantation Director. This policy is also being displayed at the estate and mill notice board. Women Welfare (Hal Ehwal Wanita) has been established at the mill and estate levels to help disseminate awareness on issues relating to reproductive rights. Awareness on reproductive rights was briefed during muster and Women Welfare (Hal Ehwal Wanita) meeting held at mill and estate.
	6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.	YES	During this audit, there has been no evidence of any new mothers and therefore this indicator could not be verified. However, based on interview conducted with the Gender Committee members at Lam Soon Estate and mill, when she was pregnant, her needs were attended to which included a private room where she could express milk and a fridge for storage were made available.
	6.5.4 A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and	YES	A grievance mechanism available at the Mill and Estate which is related to complaints against sexual harassment is available known as 'Sexual Harassment Procedure'. It also contains a 'Sexual Harassment Reporting Flowchart' which explains the process of grievance handling for both external and internal parties.

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Clause	Indicators	Comply Yes/No	Findings
	communicated to all levels of the workforce.		
6.6 No forms of forced or trafficked labour are used.	6.6.1 (C) All workers have entered into employment voluntarily, and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty to the workers for termination of employment • Debt bondage • Withholding of wages 	YES	Collective evidence is available that all sampled workers have entered into employment voluntarily. This is based on the following: <ol style="list-style-type: none"> review of sampled employment contracts which contain mutually agreed termination clause; review of documents where workers signed consenting for their passports to be kept at the office; interview with foreign workers who confirmed they could have access to the passports at any time; review of recruitment agency contract between Lam Soon and Agensi Pekerjaan X where no recruitment fee is payable by the workers and confirmed by the workers (except for passport, medical in and biometrics in home country). Whereby for the mill, they used the agency only for renewal work permit and passport. records of punch cards and workers confirmation that overtime work is mutually agreeable and not forced on them; confirmation from the foreign workers that they received accurate briefing in their home country on the job they would be doing in Malaysia; and confirmation from the workers that there is no debt bondage or withholding of wages.
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	YES	The CU has adopted the Special Labour Policy. Among the provisions on the policy include ensuring voluntary recruitment, that workers are entitled to terminate their employment without any penalty, equal treatment and payment of equal wages, benefits including accommodation and no discrimination. The policy also commits to not substitute original agreement with other contract, and that newly-recruited migrant workers are given training to help familiarise with local culture, safety, labour laws, etc.

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Clause	Indicators	Comply Yes/No	Findings
6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	YES	<p>Estate(s) and Mill Managers were appointed as responsible person(s) for safety and health issues and also chairman for OSH Committee. The Manager subsequently assigned duties of OSH coordinator to the Assistants or medical assistant for the down line implementation of OSH practices in the estate and mill.</p> <p>All identified Executives were officially given a letter for such an appointment. Records of regular meetings between the responsible person and workers to discuss about health and safety had been verified to the satisfactory maintained. Occupational Safety Health (OSH) Committee has been established together.</p> <p>The OSH committee organization chart for 2022 was available. The Estate/Mill Manager is the chairman, and the Mill Engineer/Assistant Manager is the secretary. OSH Committee meetings were held once in three months, minutes reviewed. OSH Committee meetings confirmed that among the agenda discussed, included the following.</p> <ul style="list-style-type: none"> ▪ Passing of previous minutes ▪ arising matters. ▪ Proposed agenda ▪ Accident report (Monthly Data of Mill/Estate Safety Performance) ▪ Workplace inspection available ▪ Safety report and programme
	6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.	NO	<p>Emergency Response Plan (ERP) was established. Random interview with the mill workers showed that they were aware of accident and emergency procedures. Among of procedure of ERP Document, such as:</p> <ol style="list-style-type: none"> 1) ERP for Spillage Response 2) ERP for Fire 3) ERP for Accident occurred at workplace 4) ERP for Poisoning 5) ERP for Flooding 6) ERP for Accident 7) Safe working procedure for covid 19 8) Earthquake ERP 9) Workplace violence ERP 10) Environmental emergency response plan (EERP) for effluent bund failure, land irrigation piping leaking / overflow, diesel skid tank failure, CPO tank failure, sludge/CPO spillage, EFB leachate overflow, SW liquid spillage/ overflow. <p>However, it is not available in national language (POM), Thus, #Minor NCR RAR 01 2022 has been raised.</p> <p>First aid training was conducted at mill and estates annually. The records of the training refer indicator 3.7.2. First Aid boxes were available at work operations in the field in all estates and mill. This have been confirmed by site inspection at weeding operation, manuring operation, harvesting operation, workshop, chemical & fertilizers store for all</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>estates. Furthermore, the first aid kit sighted with completed contents and no medication with expired date. The stock of first aid box is regularly check and refill, when necessary, by HA.</p> <p>Telephone numbers and names of the members of the Emergency Response Team (ERT) were communicated to all employees and displayed at notice boards. Telephone numbers of the PIC, Police Station, Fire Brigade, and Klinik Kesihatan were also included. it was sighted Emergency Response Plan was available at Boiler Plant, Press Plant, Chemical Store, Workshop and Lubricant Store.</p>
	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.	YES	<p>Training and briefing on the operations were provided for workers to educate them on safe working practices. This is also made to ensure that the applicable precautions are adhered. Training for employees is conducted from time to time based on needs through various method such as on the job training, briefings, meetings, etc. The staff and workers such as the storekeepers, Mill workers, harvesters, pruners, field workers, sprayers, fertilizer and rat bait workers were trained, and they had understood the hazards involved and how the chemicals should be used in a safe manner.</p> <p>During site visit at chemical and premix area stores, sanitation facilities for sprayer and manuring operator was available for workers washing the PPE and clothes. Based on the HIRARC carried out at the estates, the PPE types for the various activities were identified and recommended.</p> <p>Sanitation facilities for those applying pesticides was available near to chemical store area, after completed spraying activities, the workers will change out of PPE, wash and put on their personal clothing at the area. Meanwhile, during site inspection estate and mill workshop, most of the moving part and rotating machinery were installed with machine guarding and properly covered.</p>
	6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.	YES	Lam Soon CU provides medical care to Estate & POM workers with Estate Clinic established within the premises. Cases requiring higher attention of medical care are referred to Lahad Datu Hospital. All the workers both local and foreign, estate and mill are covered by SOCSO.
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	YES	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. Sighted that Lam Soon CU has maintained and updated the LTA Summary by monthly basis. Mainly the high attribution of accident cases was from harvesting and general maintenance works. Where required submissions of JKKP 6, & 8 to DOSH were complied with, under the legislative requirement. Investigations and revision of HIRARC where appropriate were made accordingly.

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Principle 7: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.

Clause	Indicators	Comply Yes/No	Findings
7.1 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.	7.1.1 (C) IPM plans are implemented and monitored to ensure effective pest control.	YES	In order to reduce the quantity of chemical pesticides entering the environment, the IPM plan 2022 was based on preventive measures, monitoring crop damages, assessing the pest damages and choosing appropriate actions such as: <ul style="list-style-type: none"> • Cultural controls – deprive pests' comfortable habitat through legume cover crop (LCC) planting, removal of infected plant materials, sanitation equipment and application of EFB in single layer to prevent RB breeding area. • Biological controls- attract a natural predators using a beneficial plant such as <i>Cassia cobanensis</i>, <i>Antigonon leptopus</i> and <i>Turnera subulata</i>. • To treat Ganoderma i.e mounding • To do census and install pheromone trap at replanting areas.
	7.1.2 Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.	YES	Species referenced in the Global Invasive Species Database and CABI.org. were not used in managed areas of the estates.
	7.1.3 There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	YES	Lam Soon CU continued to use the Lam Soon policy of no open burning. As advocated, estate practised Zero burning thus no use of fire for pest control. In the year 2022 replants visited during the audit in the KL estates division, it was evident that all palms were felled, shredded, windrowed and left to decompose. For pest and disease attack census has been carried out to monitor the threshold level of attacks before applying the chemicals such as rat baits and pheromone traps.

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Clause	Indicators	Comply Yes/No	Findings																																				
7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.	7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.	YES	<p>Lam Soon Estate only used pesticides that are officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision Pesticides Act 1974 (Act 149) (Section 53A); and in accordance with USECHH Regulations (2000). There was no evidence of pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, had been used. The chemical store and chemical list indicated All 4 estates had none of the chemicals. The use of paraquat was banned in all Lam Soon estate. Most pesticides used were class III & class IV.</p> <p>Lam Soon estate confined usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.</p> <p>a) The review of the chemical register concluded that all pesticides used were of class II, III & class IV. The use of <i>paraquat</i> had been prohibited in all SDP estates.</p> <p>b) There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used.</p> <p>The chemical used in the estate captured from the chemical register updated in Jan 2022. Among others as listed below;</p> <table><tr><th></th><th>Chemical name</th><th>Class</th><th></th><th>Chemical name</th><th>Class</th></tr><tr><td>1</td><td>Glyphosate isopropylamine</td><td>III</td><td>6</td><td>Triclopyr butoxy e/ester</td><td>III</td></tr><tr><td>2</td><td>Glufosinate ammonium</td><td>III</td><td>7</td><td>Canyon 20G</td><td>IV</td></tr><tr><td>3</td><td>Triclopyr butoxy</td><td>III</td><td>8</td><td>Bayfolan</td><td>III</td></tr><tr><td>4</td><td>Metsulfuron methy 20% w/w</td><td>III</td><td>9</td><td>Propined</td><td>III</td></tr><tr><td>5</td><td>Cypermethrin</td><td>III</td><td>10</td><td>3-(alpha acetonylbenzyl)-hydroxycoumarin</td><td>IV</td></tr></table>		Chemical name	Class		Chemical name	Class	1	Glyphosate isopropylamine	III	6	Triclopyr butoxy e/ester	III	2	Glufosinate ammonium	III	7	Canyon 20G	IV	3	Triclopyr butoxy	III	8	Bayfolan	III	4	Metsulfuron methy 20% w/w	III	9	Propined	III	5	Cypermethrin	III	10	3-(alpha acetonylbenzyl)-hydroxycoumarin	IV
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7.2.2 (C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.	YES	The Estate had records to show the types of pesticides used with active ingredients and their LD50 and where these pesticides had been used, the total quantity, number of applications and Ai/Ha. Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field cost books and in progress reports. LSP estate had documented programs for spraying pesticides and for rat baiting.																																					
7.2.3 (C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	YES	As part of the IPM plans, management of the estate had established nectariferous beneficial plants (<i>Cassia cobanensis</i> , <i>Antigonan leptopus</i> and <i>Turnera sublata</i>) nurseries for continuous planting in order to attract natural predators and thus to reduce use of insecticides. As mentioned in 7.1.1, during the visit it was observed that LSP estate had plants ready for planting in their Nurseries.																																					
7.2.4 There is no prophylactic use of pesticides, unless in exceptional	YES	There was no prophylactic spraying has been used. For control bag worm damages. Management has used pheromone trap for control the damages and before applying rat baits																																					

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	circumstances, as identified in national best practice guidelines.		management has conducted census (twice per month) before applying it.
	7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:	YES	Lam Soon Estate only used pesticides that were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with USECHH Regulations 2000. From the review of the chemical register, it was noted that all pesticides used are of class III & class IV. The use of paraquat had been banned in Lam Soon estate since 2006. There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions were used.
	7.2.5a Judgment of the threat and verify why this is a major threat.	YES	As mentioned above in 7.2.5. of this check list and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, the need for a judgment of the threat assessment does not apply on the Lam Soon CU.
	7.2.5b Why there is no other alternative which can be used.	YES	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	YES	
	7.2.5d What is the process to limit the negative impacts of the application.	YES	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	YES	
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers. Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.	YES	The estate and mill have the SOP for handling of chemical/pesticides. The employees involved in the chemical handling such as the storekeepers, lab operators, sprayers, fertilizer and P&D workers were trained in chemical handling and they understood the hazards of the chemicals and how the chemicals should be used in a safe manner. Appropriate safety and application equipment had been provided and used as per the CHRA.
	7.2.7 (C) Storage of all pesticides is in	YES	During Site visit, the chemical stores in Lam Soon Estate (KK and KL Div) were found to be in

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	accordance with recognised best practices.		<p>compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149), Sign board were following the guidelines Safety Data Sheet. Records of purchase, storage and use were maintained.</p> <ul style="list-style-type: none"> a) All store buildings were equipped with exhaust fans with the door secured. b) Only authorized personnel are assigned to handle the chemicals. c) All the chemicals were segregated in storage accordingly. d) Hazard signage followed as per SDS. <p>Empty pesticides containers were triple rinsed, holes punched and stored separately in the scheduled wastes store. Thereafter disposal arrangement will follow accordingly as per procedures.</p>
	7.2.8 All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	YES	Pesticide containers are properly disposed of and/or handled as per Schedule waste management procedure, and waste management plan 2022.
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	YES	There was no aerial spraying has been practiced in the LSP Estate. <i>Neproliphis biserata</i> was maintained and encouraged to be planted in LSP CU. This can be seen in their continuous improvement plan. This was to suppress growth of noxious weeds and thus reduce the use of pesticides for selective weeding. Woody sprayings were carried out whenever necessary and only twice a year. Blanket spraying was not practiced in order to encourage soft grasses in inter row and frond stacking area.
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	YES	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is therefore demonstrated by Lam Soon CU. Workers involved in handlings pesticides had been examined under the medical surveillance programme and send to appointed clinic and confirmed that, all workers fit to handle chemical.
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	YES	Lam Soon CU estate and mill complied with procedure and guidelines provided the Standard Operating Procedure adopted by the Organisation whereby no work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women. During site visits there was no breastfeeding women and underage of 18 workers involved in chemical applications. All estates maintained the list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up. Field interviews with the lady workers confirmed that such a regulation is a standard practice in the estate and mill and in compliance.
7.3 Waste is reduced, recycled, reused	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and	YES	LSP CU has identified all wastes and sources of pollution. The Waste Management Action Plan FY 2022 were established to mitigate and control the identified wastes and source of pollution.

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and disposed of in an environmentally and socially responsible manner.	hazardous characteristics, is documented and implemented.		Waste management and disposal plan to avoid or reduce pollution had been documented and in the "Waste management Plan for the Year 2022". In the sampled estate and mill, the waste management program and plan seen incorporated with environmental impact aspect assessments and pollution prevention plan. The assessment seen effectively covers on matured maintenance, FFB collection, workshop, schedule waste / chemical / fertilizer store and etc. Sampled the EFB collection from mill and the area/filed mulched. The PIC and time frame was also shown in the management plan.
	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	YES	Domestic waste generated from workers quarters was disposed using Contractors to 'Tapak pembuangan Sampah Bangkaruan, Jalan Silam Lahad Datu'. The site was located away i.e. about 70 km from estate. Collection for Domestic Waste is 3 Times per week during Monday, Wednesday and Friday.
	7.3.3 The unit of certification does not use open fire for waste disposal.	YES	There was no evidence of fire has been used for waste disposal. All the waste has been disposed trough DOE collector (SW waste) and Majlis Daerah Lahad Datu Land fill area (domestic waste).
7.4 Practices maintain soil fertility at, or where improve soil fertility to, a level that ensures optimal and sustained yield.	7.4.1 Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.	YES	The Lam Soon CU continued to manage and improve soil fertility to a level that ensures optimal and sustained yield by monitoring the fertilizer inputs through annual fertilizer applications. The sustaining of the soil fertility is guided by the SOPs content among others as stated in sections of the following documents: Oil Palm Agricultural Policy Section No 3 and Safe Operating Procedure.
	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	YES	Evidence of periodic tissue foliar and soil analysis to monitor the changes in nutrient status was available and presented in the report by <i>Applied Agriculture Resources Sdn Bhd</i> . The results of the analysis were used by the agronomist for their recommendation for fertilizers applications programs year 2022.
	7.4.3 A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	YES	The Lam Soon CU Estate had a nutrient recycling strategy in place which included stacking pruned fronds in the respective fields to decompose, grass cutting harvesters paths and letting the cut mass to decompose in the field, EFB mulching and application of Solid POME. In addition, during replanting, palms were felled, chipped, windrowed and left to decomposed. EFB & POME application is done as part of nutrient recycling strategy and recorded regularly. All EFB & POME were sourced from Lam Soon POM.
	7.4.4 Records of fertiliser inputs are maintained.	YES	Fertilizer inputs were based on recommendation by the Applied Agricultural Resources Sdn.Bhd. (AAR). The application programs were monitored using program sheets, bin cards, field cost book and manuring program sheets.
7.5 Practices minimise and control erosion and degradation of soils.	7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.	YES	There were no fragile/marginal soils in Lam Soon CU. Soil survey and assessment report was conducted by Param Agriculture Soil Surveys (M) Sdn Bhd. The purpose of this assessment was to characterize the soils in the estate with a view of grouping the soils into management group for oil palm cultivation and to highlight problem if any.

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			<div>The report concluded that the soils series as follows:<table><tr><th>No</th><th>Estate</th><th>Soil series</th></tr><tr><td>1</td><td>KK</td><td>Dagat, Stom, Gol, Kumansi, Talisai, Kekura, Tok Yong, Lundang, Medang, Lating, Tepus</td></tr><tr><td>2</td><td>KL</td><td>Jempol, Stom, Gol, Kumansi, Kuah, Kekura, Tok Yong, Lundang, Buran, Lating</td></tr></table></div>	No	Estate	Soil series	1	KK	Dagat, Stom, Gol, Kumansi, Talisai, Kekura, Tok Yong, Lundang, Medang, Lating, Tepus	2	KL	Jempol, Stom, Gol, Kumansi, Kuah, Kekura, Tok Yong, Lundang, Buran, Lating
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	2	KL	Jempol, Stom, Gol, Kumansi, Kuah, Kekura, Tok Yong, Lundang, Buran, Lating									
7.5.2 No replanting on steep slopes (above 25 degress) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25°) larger than 25 Ha within the Unit of Certification.	YES	Lam Soon CU had a management strategy for planting on slopes to minimize and control erosion and degradation of soils. During site visits there was no replanting carried out above 25-degree areas.										
7.5.3 There is no new planting of oil palm on steep terrain.	YES	Lam Soon CU had a management strategy for planting on slopes to minimise and control erosion and degradation of soils. It was observed that there is no new planting of oil palm on steep terrain.										
7.6 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.	7.6.1 (C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.	YES	There were no marginal and fragile soils, this was evidence during site visits and report from soil survey <i>Param Agricultural Soil Surveys (M) Sdn Bhd</i> dated Feb 2017. Only 2% from the total area was a steep terrain.									
	7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	YES	Based on document review and site visits, there is no new extensive planting on marginal and fragile soils in Lam Soon CU.									
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	YES	Soil survey and assessment report was conducted by Param Agriculture Soil Surveys (M) Sdn Bhd in February 2017. Topographic maps also were established during the soil survey assessment. The topographic information was provided and reviewed by the auditors.									
7.7 No new planting on peat, regardless of	7.7.1 (C) There is no new planting on peat regardless of depth after 15 Nov 2018 in existing and new dev. areas.	YES	It has been confirmed that Lam Soon CU did not have peat land. It is consistent with the new soils map provided by Param Agriculture Soil Surveys (M) Sdn Bhd. Hence, this requirement is not applicable.									

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depth after 15 November 2018 and all peatlands are managed responsibly.	7.7.2 Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peat land Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).	YES	It has been confirmed that Lam Soon CU did not have peat land. It is consistent with the new soils map provided by Param Agriculture Soil Surveys (M) Sdn Bhd. Hence, this requirement is not applicable.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	YES	Not applicable
	7.7.4 (C) A documented water and ground cover management programme is in place.	YES	Not applicable
	7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other	YES	Not applicable

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	alternate methodologies to be considered by RSPO for recognition.		
	7.7.6 (C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.	YES	Not applicable
	7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2018) and associated audit guidance.	YES	Not applicable
7.8 Practices maintain the quality and availability of surface and groundwater.	7.8.1 A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:	YES	Plans for 2022 were sighted. Among plan been initiated were: <ul style="list-style-type: none"> a) The management plan was updated to include the collection of rainwater, line site water usage monitoring, contingency plan when dry spell or water shortage and action to be taken in case of water pollution, etc. Workers were advised to conserve water, briefing made during muster. b) Rainfall records based on rain gauge reading were available on site. Records of rainfall data, for the last 10 years, to assist in the water management plans were sighted. c) LSP POM Water Management plan was included the recycling of process water, recycle condensate water, reusing of treated water from POME for cleaning purpose at mill and hydro cyclone operation during water shortage, collection of rain water, line site water usage monitoring and contingency plan to cover dry spell/shortage
	7.8.1a The CU does not restrict access to clean water or contribute to pollution of water used by communities.	YES	Lam Soon certification soon does not restrict access to clean water or contribute to pollution of water used by communities. LSP CU conducts river water analysis thru accredited laboratory by monthly basis at 2 points (upstream and downstream river).

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	7.8.1b Workers have adequate access to clean water.	YES	Based on the interview held with the employees, clean water was adequate supply to them. Sometimes, during prolong drought, the supply might interrupt due to the catchment area could not able to retain the water. At LSP CU drinking water has been supplied through water treatment plan area located at LSP POM. Treated water for domestic use are being sent to accredited lab, for water quality sampling as per the Company's Water Management Plan.
	7.8.2 (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).	YES	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the Lam Soon Estate. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In some area's <i>vetiver</i> grass had been planted along the riverbanks. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the SOP Lam Soon. During the field visit to all the estates (KK and KL Div) it was observed that all the buffer zones and watercourses boundaries were maintained without noting any sign of spraying made in the identified areas. Sungai Kam Chong and Sungai Sandau riparian buffer zones.
	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	YES	License valid and indicates mill capacity as 45mt/hr. Final discharge method is through land irrigation. Analysis of the final discharge was carried out on monthly basis. Quarterly report was submitted to DOE. Review of results indicated that the discharges parameters were within the regulatory limit.
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	YES	Process water is obtained from water catchment near to the mill. The water usage per tonne of fresh fruit bunches (FFB) continued to be monitored on monthly basis. Noted the high consumption of water in variation attributed to peak crop and mill cleaning during the monsoon months.
7.9 Efficiency of fossil fuel use and the use of renewable energy is optimised.	7.9.1 A plan for efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and documented.	YES	A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2022, identified in the following i) Environmental Aspect Identification Summary FY 2022 reviewed accordingly. ii) Environmental Impact Evaluation Summary FY 2022 reviewed accordingly. iii) Fossil fuel plan reduction 2022
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and	7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	YES	Sighted & received data GHG calculator calculated for year 2021 for LSP CU. GHG emission has been identified and assessed to the estate and mill through list of waste, EIA, pollution prevention plan, etc. for year 2020/2021. CU calculated the emission through RSPO Palm GHG calculator version 4 (data as table below).

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monitored and new developments are designed to minimise GHG emissions.			Summary of Net GHG Emissions																																													
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Clause	Indicators	Comply Yes/No	Findings																														
			<p><u>Summary of Mill Emissions and Credits</u></p> <table><tr><td></td><td>tCO2e</td><td>tCo2e/tFFB</td></tr><tr><td>Emissions</td><td></td><td></td></tr><tr><td>POME</td><td>19286.47</td><td>0.20</td></tr><tr><td>Fuel Consumption</td><td>1715.44</td><td>0.02</td></tr><tr><td>Grid Electricity Utilisation</td><td>0</td><td>0</td></tr><tr><td>Credits</td><td></td><td></td></tr><tr><td>Export of Grid Electricity</td><td>-1037.12</td><td>-0.01</td></tr><tr><td>Sales of PKS</td><td>-1308.41</td><td>-0.01</td></tr><tr><td>Sales of EFB</td><td>0</td><td>0</td></tr><tr><td>Total</td><td>18656.38</td><td>0.19</td></tr></table>		tCO2e	tCo2e/tFFB	Emissions			POME	19286.47	0.20	Fuel Consumption	1715.44	0.02	Grid Electricity Utilisation	0	0	Credits			Export of Grid Electricity	-1037.12	-0.01	Sales of PKS	-1308.41	-0.01	Sales of EFB	0	0	Total	18656.38	0.19
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Total	18656.38	0.19																															
	7.10.2 (C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (guided by the RSPO GHG Assessment Procedure for New Development).	YES	Auditors has verified through checking the www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to the sampled estates areas. Based on the observation during the audit, it is confirmed that there were no new planting or new development of areas at Lam Soon CU. Hence, RSPO GHG Assessment Procedure for New Development was not applicable.																														
	7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.	YES	The Environmental Impact and Aspect Assessment and Pollution Prevention Plan was used to identify the GHG emissions. Some of the Greenhouse Gas emissions are through Land Conversation, Crop Sequestration, Fertiliser, N2O from fertiliser, Fuel Consumption, Peat Oxidation Plans to reduce or minimise them are in place.																														
7.11 Fire is not used for preparing land and is prevented in the managed area.	7.11.1 (C) Land for new planting or replanting is not prepared by burning.	YES	There was no evidence that fire had been used to prepare land for replanting in all estates. As advocated, the estates practiced Zero burning.																														
	7.11.2 The unit of certification establishes fire prevention and control measures for the areas under its direct management.	YES	Lam Soon CU had established the fire prevention and control measures for the areas under its direct management. Accident and emergency procedures were available in adherence to the policy on <i>Emergency Response' Plan 2022</i> .Each estate and mill had a standard procedure for emergencies situation. There was formation of ERP Team & ERP for all the identified incidences. The organization chart for the ERP team was established and displayed for																														

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Clause	Indicators	Comply Yes/No	Findings
			information to the employees. The important telephone contact numbers were also provided therein. Among the equipments available for fire prevention were water pump, water tank lorry, and fire extinguisher.
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	YES	Lam Soon CU had also established the fire prevention and control measures with adjacent stakeholders through letter communication correspondence which were distributed to all neighboring stakeholders. The information among others includes a) Compliance to RSPO requirement including zero burning engagement. b) Basic understanding of RSPO the no open burning. c) Stated LSP CU will assist neighboring stakeholder if any burning occurs.
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	YES	Auditors has verified through checking through www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing since 2005.
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	YES	A report titled "High Conservation Value (HCV)/Biodiversity Assessment of the estates Lam Soon Plantations" is available. The study was conducted by S.K Yap Forestry and Landscape Advisor Services and the report was completed in May 2017 and Amended on January 2018. The study had covered all the High Conservation Value (HCV)/Biodiversity within and adjacent to the 1 estate under Lam Soon CU. The HCV assessment had identified no HCV/Biodiversity found directly within the boundaries of any of the sites of LSP CU, This, was because considering the Lam Soon Plantations CU are completely surrounded by other oil palm plantations. However, the management decide to maintain the Buffer Zone as their conservation Area i.e. 122 Ha.
	7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.	YES	
	7.12.2b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.	YES	

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Clause	Indicators	Comply Yes/No	Findings
	7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations.	YES	The HCV Assessment (Clause 5. - HCV Identification findings) had found that Lam Soon Plantations Sdn Bhd had good representatives of biodiversity in both flora and fauna within the CU's. The CU had a regular programme to educate its employees pertaining to the protection of the RTE as well as the protection of buffer zone. Training on HCV and RTE protection was provided to the workers in Apr 2022. The CU has conducted a regular patrol of HCV areas, access and boundary of estates. Verified records showed HCV and Buffer zone monitoring was implemented by Lam Soon Estate in KK Division. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited by the CU. In general, the action plan has been implemented accordingly.
	7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.	YES	HCV Assessment has been done in 2017, but no rights of local communities have been identified in HCV areas. Thus, this indicator was not applicable.
	7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and	YES	All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A Training Program 2021 (item no.11- High Conservation Value [HCV], Buffer Zone & RTE) to regularly educate the workforce about the status of RTE species is in place.

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Clause	Indicators	Comply Yes/No	Findings
	documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.		
	7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.	YES	An action plan titled 'HCV Monitoring Plan' for year 2021 and 2022 were available at LS Estate. LS Estate has conducted scheduled monthly monitoring of their Buffer zone and Boundary. There is no RTE species found within the estates area. Outcomes of the monitoring was fed back into the 'HCV Monitoring Plan'. Noted the CU had continued to implement planned actions such as awareness to the staffs and public on enhancing biodiversity, posting of relevant information in the Lam Soon webpage and erection of signage at strategically locations.
	7.12.8 (C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.	YES	Auditors has verified through checking through www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at Lam Soon Plantation CU since Nov 2005. Remediation and Compensation Procedure (RaCP) did not apply.

RSPO Certifications Systems for P&C and RISS, Nov 2020

Clause	Indicators		Comply Yes/No	Findings
5.5.2 Time-bound plan A time-bound plan for certifying all its management units and/or entities, including the units where the organization has mgmt. control and/or minor shareholding, is submitted to the	(a)	As a minimum, all estates and mills shall be certified within 5 years after obtaining RSPO membership. Any new acquisitions shall be certified within a 3-year timeframe. Any deviations from these maximum periods requires approval by the RSPO Secretariat.	YES	For the time-bound plan, Lam Soon Cannery Private Limited has already certified all their units Such as Lam Soon CU at Lahad Datu and Dara Lam Soon at Muadzam Pahang.
	(b)	Progress towards this plan shall be verified and reported on in	YES	Not applicable

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CB during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.		subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;		
	(c)	Any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent);	YES	Not applicable
	(d)	Where there are isolated lapses in implementation of a time-bound plan, a minor non-compliance shall be raised. Where there is evidence of fundamental failure to proceed with implementation of the plan, a major non-compliance shall be raised.	YES	Not applicable
5.5.3 Requirements for uncertified management units:	(a)	No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since 1 st January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development,	YES	Lam Soon Cannery Private Limited has already certified all their units Such as Lam Soon CU at Lahad Datu and Dara Lam Soon at Muadzam Pahang.

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		compliance with the NPP shall be verified by an RSPO accredited CB;		
	(b)	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8;	YES	Not applicable
	(c)	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2;	YES	Not applicable
	(d)	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1;	YES	Not applicable
	(e)	The audit team shall assess compliance with these rules at each assessment of any of the applicable management units. Assessment of compliance with requirements 5.5.3 (a) – (d) above by the audit team based on self-declarations only by the company,	YES	Not applicable
		with no other supporting documentation, shall not be acceptable. Verification of compliance shall be based on the following approach:		
		<ul style="list-style-type: none"> A positive assurance statement is made, based upon self-assessment (i.e. internal audit) by organization. This would require evidence of the self-assessment against each requirement; 	YES	
		<ul style="list-style-type: none"> Targeted stakeholder consultation, including 	YES	

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	consultation with the relevant NGO's will be carried out by the audit team.		
	<ul style="list-style-type: none"> Desktop study e.g. web check on relevant complaints 	YES	
	<ul style="list-style-type: none"> If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements. 	YES	
(f)	For requirements 5.5.3 (a)-(d) above, the classification of critical and non-critical is as stated in the RSPO P&C. If a non-compliance against a critical indicator in a non-certified management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless it is actively addressed. Evidence of active engagement with RSPO in resolving the non-compliance shall be available.	YES	Not applicable
(g)	Failure to address any outstanding non-compliances within uncertified unit(s) as defined in 5.5.3 (f) above may lead to suspension of certificate of the certified unit(s), in accordance with the provisions of these Certification Systems.	YES	Not applicable

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<p>5.6.6</p> <p>The CB shall review whether oil palm operations have been established in areas which were previously owned by users and/or are subject to customary rights of local communities and indigenous peoples. If applicable, the CB shall consult directly with all of these parties to assess whether land transfers and/or land use agreements have been developed with their free, prior and informed consent and check compliance with the specific terms of such agreements.</p> <p>The CB shall have a mechanism in place to identify the interested parties and ensure a represented samples size of the interested parties are consulted in each audit.</p> <p>The CB shall keep track which party that has been interviewed in the previous audits to ensure proper coverage of the parties throughout the certification cycle.</p>		No additional indicators	YES	<p>After the review of the document provided, it has been verified that the land titles were previously owned by Pacific Cocoa Plantations Sdn Bhd. The Pacific Cocoa bought land from the government of Sabah in April 1986. The Company has changed her named into Lam Soon Plantations Sdn Bhd in July 2000. The Land title is Country Lease and also specified that the purpose of the planting is either for oil palm or agricultural crops for economic value. It can be confirmed that Lam Soon Plantations maintained and complied with the terms of the land title.</p>
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ATTACHMENT 4

DETAILS OF NON-CONFORMITIES AND CORRECTIVE ACTIONS TAKEN

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Root Cause & Corrective Action Taken by the CU	Verification Statement by Auditors
4.2.2 MAR 01 2022	Minor	<p>Requirement: 4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>Finding: Procedures for complaints and grievances system was in place but not understood by the affected parties.</p> <p>Objective evidence: Based on interview with Piean's Enterprise representative, they were not understood of the complaints and grievances system, and how to channel their complaints and grievances to the management.</p>	<p>Inadequate engagement with contractor representative due Covid 19 spike cases where no physical meeting was conducted only thru letter correspondence.</p> <p>The management had conduct and briefing to the contractor on date 28/05/2022 and decided to have frequent engagement (quarterly) with contractor thru OSH meeting and will given form for their feedback and complaint</p>	<p>Corrective action plan accepted; the effectiveness of implementation will be verified during next audit.</p> <p>Status: open</p>
6.2.2 MAR 02 2022	Major	<p>Requirement: 6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>Finding: Related documents detailing payments i.e payslip does not give accurate information on compensation for all work performed.</p> <p>Objective evidence: Based on documentation review, related documents detailing payments i.e payslip for contractor workers i.e Piean's Enterprise does not give accurate information on compensation for all work performed, i.e tonnage of the FFB has been cleared, working days on normal days and rest days, etc.</p>	<p>Ineffective mechanism of monitoring for contractor related pay slip document</p> <p>The management has assits the contractor by given sample of pay slip for contractor used and the contractor need to submit to the management every month for monitoring purposed.</p>	<p>Sighted pay slips for 2 workers (driver) has a detail of payments such as:</p> <ul style="list-style-type: none"> • Mengangkut BTS komisyen /tonne -hari biasa, -hari rehat (2x) -cuti umum (3x) • Lain-lain pekerjaan (jika diperlukan) • Pendapatan kasar • Pendapatan bersih • Caruman Perkeso • Kehadiran bekerja <p>Status: closed</p>

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<p>6.7.2 RAR 01 2022</p>	<p>Minor</p>	<p>Requirement: 6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>Finding: emergency procedures was not available in national languages</p> <p>Objective evidence: Environment Emergency Response Plan (EERP), reference no: LSPOM/EERP/2021, date 28/09/2021, for effluent bund failure, land irrigation piping leaking / overflow, diesel skid tank failure, CPO tank failure, sludge/CPO spillage, EFB leachate overflow, SW liquid spillage/ overflow.- not available in national language</p>	<p>Management already established the EERP in English and waiting feedback from DOE related the SOP before translate to Bahasa Malaysia.</p> <p>Established the EERP in national languages "Pelan tindakan Kecemasan Alam Sekitar" date 17/06/2022, refno: LSPOM-EERP-2022 for emergency case such as:</p> <ul style="list-style-type: none"> 7.1.1 Benteng Kolam Efluen Pecah 7.1.2 Kebocoran Paip / Limpahan Pengairan Tanah 7.1.3 Kebocoran Tangki Diesel 7.1.4 Kebocoran Tangki CPO 7.1.5 Tumpahan Sludge / Crude Palm Oil 7.1.6 Limpahan EFB Leachate 7.1.7 Tumpahan / Limpahan Buangan Terjadual 	<p>Sighted established EERP procedure in Bahasa Malaysia.</p> <p>Corrective action plan accepted, the effectiveness of implementation will be verified during next audit.</p> <p>Status: open</p>
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ATTACHMENT 5

STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification & status
3.6.1	Major	<p><u>Requirement:</u> All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p><u>Finding :</u> The HIRARC for harvesting operations in tall palms are not risk assessed to identify H&S issues.</p> <p><u>Objective evidence :</u> Sighted HIRARC at Lam Soon Estate was not risk assessed on the usage of goggle to prevent debris entering the eye during tall palm harvesting in field 93G.</p>	<p>LSPOM Latest review of HIRARC has been conducted on 04/05/2021 related to FFB grading operation. Mitigation plan has been developed by OSH committee and OSH officer during the reviewer the risk and developed the plans. Safety working procedure also has been established and documented since year 2017 to ensure all risk will be control, mitigate and control. During site visit and interviewed with employees was aware all the safety precautions in the pom. Training related safety & risk has been conducted such as:</p> <ul style="list-style-type: none"> • Fire drill training on 15/05/2022 & 22/05/2022 • Workshop training on 17/05/2022 • 1st aid training on 15/12/2021 • Safety chemical handling training on 01/12/2021 <p>LSP Estate Risk assessment on activities such as harvesting, spraying, manuring, fertilizer store, crèche, shop house, general & chemical store, workshop, clinic, worker's quarters etc. latest risk assessment has been reviewed on December 2021 to update on harvesting activities to add google for preventing or control the risk from debris enter the eye during the tall palm harvesting. thus, previous NCR was satisfactory closed.</p> <p>On overall performance, OSH administrative controls implementation as well as engineering control equipment was found adequate during the assessment.</p> <p>The risk is assessed through the implementation of HIRARC to all estates in the CU. LSP CU have implemented a SOP that states the importance of risk assessment through HIRARC. All work units that have been identified to have potential risks are documented and the sampled areas are as follows. Mitigation plans and control procedures such as PPE, administrative control and trainings were documented</p> <p>Status: CLOSED</p>
3.8.7 (SC)	Major	<p><u>Requirement:</u> The site shall verify and document the tonnage and sources of certified and the tonnage of non certified FFBs</p>	<p>There is no overproduction at mil (actual license (period Dec 2021-Nov 2022) - 25,406.26mt for CSPO and 4418.48mt for CSPK), actual CSPO & CSPK produce for period December 2021 until April 2022 was 10,163.45mt & 1,959.51mt. thus</p>

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		<p>received.</p> <ul style="list-style-type: none">- The site shall inform the CB immediately if there is a projected overproduction of certified tonnage. <p><u>Finding :</u> There is a projected overproduction of certified tonnage for CPO and PK at Lam Soon POM.</p> <p><u>Objective evidence :</u> Sighted evidence there is overproduction of certified tonnage for CPO PK and Lam Soon POM has yet to inform the CB. The figure as below:</p> <table><tr><td></td><td>CPO</td></tr><tr><td>Projected</td><td>25,406.26mt Sighted also extension has been made on 17/07/2020 for additional 7,065 mt total = 32,471.26 mt</td></tr><tr><td>Actual</td><td>33,755.37 mt</td></tr></table>		CPO	Projected	25,406.26mt Sighted also extension has been made on 17/07/2020 for additional 7,065 mt total = 32,471.26 mt	Actual	33,755.37 mt	<p>previous NCR was satisfactory closed.</p> <p>Source of certified FFB has been received from certified own estate LSP Estate consist of 2 division KL & KK Division. Details of FFB receipt as per below:</p> <ul style="list-style-type: none">• KL Estate division – ticket no: FFB2101772W, date 21/12/2021, block no: KL94N, lorry no: SWA6320, nett weight : 4.04mt, total bunches 181, year planting 1994,• KL Estate division – ticket no: FFB21017840W, date 23/12/2021, block no: KL94P, lorry no: SWA6320, nett weight : 3.19mt, total bunches 150, year planting 1994,• KK Estate division – ticket no: FFB21017841W, date 23/12/2021, block no: KK2016D, lorry no: SD2455L, nett weight : 7.08mt, total bunches 628, year planting 2016,• KK Estate division – ticket no: FFB21017970W, date 25/12/2021, block no: KK2015F, lorry no: ST589R, nett weight : 6.52mt, total bunches 593, year planting 2015,• KL Estate division – ticket no: FFB22005135W, date 31/03/2022, block no: KL2011E, lorry no: DDU3779, nett weight : 3.68mt, total bunches 206, year planting 2011,• KL Estate division – ticket no: FFB22005145W, date 31/03/2022, block no: KL2019F, lorry no: SWA6320, nett weight : 3.08mt, total bunches 1072, year planting 2019,• KK Estate division – ticket no: FFB22005144W, date 31/03/2022, block no: KK2010E, lorry no: SD5657N, nett weight : 6.86mt, total bunches 362, year planting 2010,• KK Estate division – ticket no: FFB22005152W, date 31/03/2022, block no: KK2015D, lorry no: SD625P, nett weight : 6.66mt, total bunches 540, year planting 2015, <p>Status: CLOSED</p>
	CPO								
Projected	25,406.26mt Sighted also extension has been made on 17/07/2020 for additional 7,065 mt total = 32,471.26 mt								
Actual	33,755.37 mt								

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ATTACHMENT 6 – Timebound Plan

Lam Soon Cannery Private Limited Time Bound Plan on RSPO Certification (As at March 2022)

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
				Latitude	Longitude					
<i>Dara Lam Soon Sdn Bhd</i>	<i>Malaysia</i>	<i>Dara Lam Soon Palm Oil Mill</i>	92 km off Kuantan - Segamat	03° 09.421'N	103° 09.818'E		Certified			18/05/2018
<i>Dara Lam Soon Sdn Bhd</i>	<i>Malaysia</i>	<i>Dara Lam Soon Estate</i>	Highway, 26700 Muadzam Shah, Pahang Malaysia.	03° 09.406'N	103° 09.696'E	4,220	Certified	21.03.2022		18/05/2018
<i>Lam Soon Plantations Sdn Bhd</i>	<i>Malaysia</i>	<i>Lam Soon Palm Oil Mill</i>	28 km off Lahad Datu - Sandakan Highway, 91109	5.254373N	118.174882 E		Certified			25/08/2017
<i>Lam Soon Plantations Sdn Bhd</i>	<i>Malaysia</i>	<i>Lam Soon Plantations Sdn. Bhd</i>	Lahad Datu Sabah Malaysia	5.244980 N	118.167033 E	5,885	Certified	17.05.2022		25/08/2017

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ATTACHMENT 7 – Stakeholder list

LAM SOON PLANTATIONS SDN BHD			
BOUNDARY	LIST OF STAKEHOLDERS		
1. Name	:	Sandau Estate	
Address	:	Borneo Samudera Sdn.Bhd P.O.Box No. 60211, 91111 Lahad Datu, Sabah	
Contact Person	:	Mr.Mohd Azree Bin Azeman	
Telephone No	:	0198328248 / 0128020285	
2. Name	:	Sandau Mill Sdn.Bhd	
Address	:	Borneo Samudera Sdn.Bhd P.O.Box No. 60211, 91111 Lahad Datu, Sabah	
Contact Person	:	Mr. Nazlan Mohamad	
Telephone No	:	0198428878	
3. Name	:	Boonrich Estate	
Address	:	Borneo Samudera Sdn.Bhd P.O.Box No. 60211, 91111 Lahad Datu, Sabah	
Contact Person	:	Mr.Bemzer Yanam	
Telephone No	:	0128053102 / 0128154213	
4. Name	:	Sayongmas Sdn Bhd (Kam Chong Plantations)	
Address	:	P.O.Box No. 66, 90701 Sandakan sabah	
Contact Person	:	Mr.Aliasan Bin Kulok	
Telephone No	:	089229969 / fax 089219969	
5. Name	:	Ladang Kim Fung	
Address	:	P.O.Box 60630, 91115, Lahad Datu, Sabah.	
Contact Person	:	Mr.Chong	
Telephone No	:	0148590254 / 0198531169	
6. Name	:	Litai Sdn Bhd	
Address	:	P. O. Box 60844, 91117, Lahad Datu, Sabah.	
Contact Person	:	Mr.Erwin Bin Abu	
Telephone No	:	0198523171	
7. Name	:	Bewyise Enterprise	
Address	:	91117, Lahad Datu, Sabah.	
Contact Person	:	Mr.Lam Mek Shek	
Telephone No	:	0198136352	
8. Name	:	Syarikat Layong Lee	
Address	:		
Contact Person	:	Mr.Jhon	
Telephone No	:	0109477905	
9. Name	:	D.2 Johor Pamcity	
Address	:		
Contact Person	:	Mr.Sama Din Damla	
Telephone No	:	0167842085	
10. Name	:	See Hoy Chan Plantations	
Address	:	(Ladang Halusa) P. O. Box. 60558, 91114, Lahad Datu, Sabah	
Contact Person	:	Johari Bin Darise	
Telephone No	:	019-8891826	
11. Name	:	Asia Oil Palm Estate 2	
Address	:	Locked Mail Bag No. 27 91109, Lahad Datu, Sabah.	
Contact Person	:	Mr.Paulus John	
Telephone No	:	01116014744 / 0198336493	

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12. Name : Melewar Estate 2
 Address : Locked Mail Bag No. 11,
 91109, Lahad Datu, Sabah.
 Contact Person : Mr.Dulmi Mullar
 Telephone No : 0138152109

GOVERNMENT & NGO

1. Name : Hospital Lahad Datu.
 Address : Peti Surat 60665,
 91110 Lahad Datu Sabah.
 Contact No : 089-895111
 Email : pengarah.hldu@moh.gov.my / hld_admin@moh.gov.my

2. Name : Niosh Institute Of Occupational Safety & Health (NIOSH)
 Address : Institut Latihan Perindustrian
 Sandakan,(Tingkat 1) Bangunan
 Bahagian Pusat Sumber &Multimedia
 Bt 5 Jalan Sibuga 90000
 Contact No : 089-663761
 Email : niosh.sandakan@gmail.com

3. Name : Institut Penyelidikan Minyak Kelapa Sawit Malaysia (PORIM)
 Address : 6,Persiaran Institusi,
 Bandar Baru Bangi,
 Kajang Selangor 50720
 Selangor Darul Ehsan
 Contact No : 03-8239155 / 03-8259775
 Email : pms@porim.gov.my

4. Name : Jabatan Keselamatan Dan Kesihatan Pekerjaan Malaysia
 Address : Tingkat 1,Sayap Kanan,Wisma Perkeso
 No.11 Loong Sempelang,
 Peti Surat 60, 88858 Tanjung Aru, Sabah
 Contact No : 088-235 855 / 088-230 855 / 088-253 576
 Email : jpsabah@stats.gov.com

5. Name : Jabatan Pengangkutan Jalan
 Address : Peti Surat 61395,Sabah,
 91122 Lahad Datu Sabah.
 Contact No : 089-883922
 Email : aduan@jjp.gov.com

6. Name : Jabatan Imigresen
 Address : Pejabat Imigresen
 91100 Lahad Datu, Sabah
 Contact No : 089-887552
 Email : pro@imi.gov.my

RSPO PUBLIC SUMMARY REPORT

7.	Name :	Jabatan Perangkaan Malaysia			Cawangan Sabah,
	Address :	Pejabat Operasi Lahad Datu, Jabatan Perangkaan Malaysia, Rumah Teres Sedco 3,Fasa III, 91110 Lahad Datu Sabah.	Contact No. :	088-261144	Kementerian Sumber Manusia
	Contact No :	088-484662	Email :	psusps.supsabah@1govuc.gov.my	Tingkat 5,Blok B,Bangunan kwsp 88598 Kota Kinabalu
	Email :	jpsabah@stats.gov.com			
8.	Name :	Jabatan Bomba & Penyelamat			
	Address :	Malaysia,Zon Tawau,Jalan Kelapa, Peti Surat Bil 782, 91008 Tawau, Sabah	14.	Name :	Kastam Diraja Malaysia
	Contact No :	089-774444		Address :	Jabatan Kastam Diraja Malaysia
	Email :	ketuazontwu.bomba@1govuc.gov.my			Penolong Kanan Pengarah Kastam
				Contact No. :	Stesen Lahad Datu,Banguna Kastam 91107 Lahad Datu, Sabah.
				Email :	089-881272
					kasidu@tm.net.my
9.	Name :	Jabatan Agama Islam (MUIS)			
	Address :	Peti Surat No.60165, 91111 Lahad Datu Sabah.	15.	Name :	Kumpulan Wang Simpanan Pekerja (KWSP)
	Contact No. :	089-882044		Address :	Lembaga Kumpulan Wang
	Email :				Simpanan Pekerja, Bangunan Kwsp,Lot 65, Mdld 3330,Kompleks Fajar, Jalan Segama, 91100 Lahad Datu
10.	Name :	Jabatan pendaftaran Negara		Contact No :	089-880802
	Address :	Banagunan Mdld 3988,Lot 96 Tingkat Bawah Fajar Centre, 91100 Lahad Datu, Sabah		Email :	enquiry@kwsp.gov.my
	Contact No. :	089-883492			
	Email :	pro@jpn.gov.my	16.	Name :	Konsulat Jendral Republik Indonesia
11.	Name :	Jabatan Tenaga Kerja		Address :	Bangunan Yun Fah, Batu 2 1/2, Jalan Sin On 91000 Tawau Sabah.
	Address :	Pejabat Tenaga Kerja Sandakan Wisma Persekutuan,Tingkat 4 WDT 26,Jalan Labuk, 90500 Sandakan Sabah.		Contact No :	089-752969 / 089-772052
	Contact No. :	089-668340		Email :	tawaukri@kemlu.go.id
	Email :	jtksabah@mohr.gov.my	17.	Name :	Lembaga Hasil Dalam Negeri & Hal Ehwal Pengguna
12.	Name :	Kementerian Kesihatan Malaysia		Address :	Wisma Mercu Wawasan, Batu 1 1/2 ,Jalan Kuhara, Beg Berkunci No. 44, 91009 Tawau Sabah.
	Address :	Pejabat Kesihatan Lahad Datu, Peti Surat 61167, 91120 Lahad Datu Sabah.		Contact No. :	089-777177
	Contact No. :	089-882178		Email :	lhdn@hasil.org.my
	Email :	kkm@moh.gov.my	18.	Name :	Malaysian Palm Oil Association (MPOA)
13.	Name :	Kementerian Sumber Manusia		Address :	Tingkat 1,Lot 3,Blok 6, Bandar Indah,Batu 4 Jalan Utara 90000 Sandakan Sabah.
	Address :	Pembangunan Sumber Manusia		Contact No. :	089-225863
				Email :	mpoa@mpoa.org.my
			19.	Name :	Majlis Daerah Lahad Datu
				Address :	Pejabat Daerah Lahad Datu. Tingkat 2,Bangunan Urusetia, Peti Surat 60165, 91111 Lahad Datu, Sabah.
				Contact No. :	089-881662
				Email :	webmaster@sabah.gov.my
			20.	Name :	Perkeso (SOCSO)

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Address : Pertubuhan Keselamatan Sosial,
Mdid 3827,Fajar Centre,
Peti Surat No.61193,
Lahad Datu Sabah.

Contact No. : 089-882627
Email : perkeso@perkeso.gov.my

21. Name : Suruhanjaya Tenaga (Sandakan)
Address : Pejabat Kawasan,
(Pantai Timur Negeri Sabah)
Tingkat 3,Wisma Saban,
Km 12,Jalan Labuk,
90500 Sandakan Sabah.

Contact No. : 089-666694
Email : ecost.st.gov.my

22. Name : Telekom Malaysia
Address : Tingkat Bawah,Mdid 3307
Fajar Komplek,Jalan Segama
91100 Lahad Datu,Sabah.

Contact No. : 089-885000
Email : cams@tm.com.my

23. Name : Jabatan Kebajikan Masyarakat
Address : Lahad Datu Sabah
Contact No.
Email :

24. Name : Jabatan Pembangunan Wanita
Address : Lahad Datu Sabah
Contact No.
Email :

25. Name : Jabatan Pengairan Dan Saliran
Address : Bahagian Penguurusan Sumber Air
Lorong Burung Keleto
89350 Inanam Sabah

Contact No. : 088-428541
Email : hydsab1@tm.net.my

26. Name : Jabatan Pertanian
Address : Peti Surat No. 60208
91111 Lahad Datu, Sabah.

Contact No. : 089-884363
Email :

27. Name : Polis Diraja Malaysia Lahad Datu, Sabah
Address : Peti Surat No.60133
91100 Lahad Datu Sabah, Malaysia.

Contact No. : 089-881255
Email :

28. Name : S.K.Sandau

Address : S.K.Sandau Kinabatangan
Peti Surat 60449, 91114
Lahad Datu, Sabah

Contact No. : 089-845003
Email :

29. Name : S.M.K Paris
Address : WDT 220 Kinabatangan
90200 Sandakan Sabah

Contact No : 089-791200
Email :

30. Name : CLC Borneo Samudra
Address : P.O.Box No. 60211,
91111 Lahad Datu, Sabah

Contact No. :
Email :

31. Name : Good Shepherd (Pusat Kebajikan)
Address : Pusat Belia YouthPREP Alamesra
Ground floor,Lot 25,Block E,
Lorong Plaza Utama 1,Alamesra,
Jalan Sulaman.88400 Kota Kinabalu,
Sabah (Office).
P.O Box 20647,88763 Luyang,
Kota Kinabalu,Sabah.

Contact No. : 014-9922304
Email : jjoseph@globalshepherd.my

32. Name : Borneo Conservation Trust
Address : 5th Floor, Block B, Wisma MUIS,
88100 Kota Kinabalu Sabah

Contact No. : 088-477 229
Email :

33. Name : Global Environment Centre
Address : 2nd Floor Hing,
78, Jalan SS2/72,
47300 Petaling Jaya Selangor

Contact No. : 03-79572007
Email : outreach@gec.org.my

34. Name : HUTAN Kinabatangan Orang-utan Conservation Programme
Address : P.O.Box 17793
88874 Kota Kinabalu Sabah

Contact No. : 088-413293
Email : ngo_hutan@yahoo.com

35. Name : Leap Spiral
Address : 30, Gaya Park, Lorong Muntahan 1c
Jalan Penampang,
88300 Kota Kinabalu, Sabah

Contact No. : 088-710708
Email : info@leapspriral.org

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- | | | |
|-----|--------------------------|--|
| 36. | Name :
Address : | The Malaysia Nature Society
JKR 641 Jalan Kelantan
Bukit Persekutuan, Kuala Lumpur,
50480, Kuala Lumpur |
| | Contact No. :
Email : | 03-22879422
mns@mns.org.my |
| 37. | Name :
Address : | WWF Malaysia
1 Jalan PJS 5/28A
Petaling Jaya Commercial Centre (PJCC)
46150 Petaling Jaya
Selangor, Malaysia |
| | Contact No. :
Email : | 03-7450 3773
contacus@www.org.my |
| 38. | Name :
Address : | Human Child Aid Society, Sabah
Lot 177, MDLD 6820, Lorong Perdana14,
Seri Perdana .P.O.Box 61850,
91127 Lahad Datu, Sabah |
| | Contact No. :
Email : | 089-862600
info@humanachildaidociety.org |
| 39. | Name :
Address : | Sabah Environmental Protection Association (SEPA)
8AF13, 8th Floor, Kompleks Karamusing,
88300, Kota Kinabalu, Sabah |
| | Contact No. :
Email : | info@sepa.my |

LAM SOON PLANTATIONS SDN BHD LIST OF STAKEHOLDERS

CONTRACTOR LIST 2022

- | | | |
|----|-----------------------------------|---|
| 1. | Name :
Address : | MENUJU KEJAYAAN
MDLD 5346, LOT 439
Taman Aman Jaya, Jalan Jaya 3
91100 Lahad Datu Sabah |
| | Contact Person :
Contact No. : | Ismail Pandra
0178335575 |
| 2. | Name :
Address : | PIEAN'S ENTERPRISE
PETI SURAT 61741
91125 Lahad Datu, Sabah |
| | Contact Person :
Contact No. : | Itje Trisnawati Binti Alwi Samsir
0109707527 |
| 3. | Name :
Address : | SITTI FATIMAH SABDIAH
Taman Aman Jaya
Lorong 3J2, Lot 407 MDLD 3581
91109 Lahad Datu, Sabah |
| | Contact Person :
Contact No. : | Rano Sunu
0146578847 |
| 4. | Name :
Address : | MATAHARI ENTERPRISE
N0.8 Jalan SMC, Jalan Batu 1 1/2
Jalan Silam,
91100 Lahad Datu, Sabah |
| | Contact Person :
Contact No. : | Sam Wei Bee
0198137626 |

RSPO PUBLIC SUMMARY REPORT

LAM SOON PLANTATIONS SDN BHD

LIST OF STAKEHOLDERS

EXECUTIVE & STAFF ESTATE

1. Name : Luke Sunjoh @ Aing Song Ngu
Date Joint : 01.04.1988
Position : Manager KL Estate
2. Name : Mosdi Bin Late @ Lati
Date Joint : 13.03.2007
Position : Manager KK Estate
3. Name : Hamid Samuing
Date Joint : 20.10.1997
Position : Sr.Assistant Manager
4. Name : Jimi Kalabon
Date Joint : 07.05.2007
Position : Sr.Assistant Manager
5. Name : Johnary Linggin
Date Joint : 01.09.1997
Position : Assistant Manager
6. Name : Geofery Sumion
Date Joint : 06.03.1996
Position : Assistant Manager FA
7. Name : Guntor Gapar
Date Joint : 08.03.2010
Position : Assistant Manager
8. Name : Nasius Nasip
Date Joint : 15.04.2019
Position : Assistant Manager

9. Name : Hasanuddin Ape
Date Joint : 08.07.2017
Position : Assistant Manager
10. Name : Sarojini A/P K Kungi Raman
Date Joint : 10.07.1981
Position : Sr.Assistant Manager Admin/Acc
11. Name : Habbasia Patimbangi
Date Joint : 19.07.2004
Position : General Clerk
12. Name : Stella Sintau
Date Joint : 02.05.2007
Position : General Clerk
13. Name : Agnes Saiman
Date Joint : 01.05.2004
Position : General Clerk
14. Name : Suraidah Salvia Ladiri
Date Joint : 10.10.2008
Position : General Clerk
15. Name : Mastina Sahabu
Date Joint : 01.02.2010
Position : General Clerk
16. Name : Kartika Binti Bram
Date Joint : 02.01.2018
Position : General Clerk
17. Name : Atiqah Nabilah Binti Mosdi
Date Joint :
Position : General Clerk

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18. Name : Sandra Micheal
 Date Joint : 01.01.2015
 Posotion : General Clerk

19. Name : Dairol Istiron Moos
 Date Joint : 11.01.2021
 Posotion : MA cum Sustainability Officer

20. Name : Ronnie Kulandu
 Date Joint : 23.02.2004
 Posotion : Field Staff – FA

21. Name : Nurdin Lahiya
 Date Joint : 08.07.2011
 Posotion : Field Staff

22. Name : Jainol Kanjin
 Date Joint : 16.10.2009
 Posotion : Field Staff

23. Name : Krispianus Jonathan Johanes
 Date Joint : 17.09.2013
 Posotion : Field Staff

24. Name : Josmin Matambun
 Date Joint : 01.01.1994
 Posotion : Field Staff

25. Name : Ahmad Japar Marjuna
 Date Joint : 04.02.2004
 Posotion : Field Staff

26. Name : SHAMSUDIN MANSAH
 Date Joint : 12.09.2011
 Posotion : Field Staff

27. Name : Jude Gapil
 Date Joint : 14.01.1997
 Posotion : Field Staff

28. Name : Aswar Herman
 Date Joint : 12.09.2006
 Posotion : Field Staff

29. Name : Hillary Philip
 Date Joint : 14.08.2006
 Posotion : Field Staff

30. Name : Affendy Saiman
 Date Joint : 01.01.2008
 Posotion : Field Staff

31. Name : Taipin Bangai
 Date Joint : 13.10.2003
 Posotion : Field Staff

32. Name : Aripin Tikau
 Date Joint : 02.08.2010
 Posotion : Field Staff

33. Name : Alexander Linus
 Date Joint : 02.01.2004
 Posotion : Field Staff

34. Name : Nurham Putting
 Date Joint : 05.05.2011
 Posotion : Field Staff

35. Name : Arsyad Ariffin
 Date Joint : 15.10.2007
 Posotion : Field Staff

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36. Name	:	Patrick Tanjiwan
Date Joint	:	16.08.2008
Posotion	:	Field Staff
37. Name	:	Julaiman Abd.Rahim
Date Joint	:	20.05.2006
Posotion	:	Field Staff
38. Name	:	Rudin Osug
Date Joint	:	01.04.2009
Posotion	:	Field Staff
39. Name	:	Johnywas Okiun
Date Joint	:	01.04.1990
Posotion	:	Field Staff
40. Name	:	Asbi Sahid
Date Joint	:	08.08.2007
Posotion	:	Store Keeper
41. Name	:	Mohd Daud Para Mata
Date Joint	:	22.12.2014
Posotion	:	Chief Mechanic

JCC

1. Name	:	Masjid Al-Taqwa Bil Iman
Contact Person	:	Ambotuhe Hele
Telephone No.	:	01131927489
2. Name	:	Gereja ST.Michael
Contact Person	:	Mr.Taipin Bangai
Telephone No.	:	
3. Name	:	CLC 10 Lam Soon
Contact Person	:	Mrs.Maryana
Telephone No.	:	0138493087
4. Name	:	Hal Ehwal Wanita
Contact Person	:	Habbasia Patimbangi
Telephone No.	:	01158520396

Ketua-Ketua Kampung

5. Name	:	Kampung Muafakat
Contact Person	:	Herman Kamare
Telephone No.	:	01136014165
6. Name	:	Kampung Melati
Contact Person	:	Abdul Rahim Kassim
Telephone No. :	:	0164688867
7. Name	:	Kampung Pelangi
Contact Person	:	Nasaruddin Muhd Nur
Telephone No.	:	Nil
8. Name	:	Kampung Pening Lalat
Contact Person	:	Hatta Hamsah
Telephone No.	:	01131957798
9. Name	:	Kampung Idola
Contact Person	:	Yuzri Zainuddin
Telephone No.	:	0149518239
10. Name	:	Kampung Sentosa KL
Contact Person	:	Latang Bin Laci
Telephone No.	:	Nil
11. Name	:	Kampung Sentosa KK
Contact Person	:	Mohd Amri Sinola
Telephone No.	:	
12. Name	:	Kampung Sengau
Contact Peson	:	Rosman Bin Kadir
Telephone No.	:	0168035351
13. Name	:	Kampung Ceria
Contact Person	:	Osman Bin Kasse
Telephone No.	:	0168284560

RSPO PUBLIC SUMMARY REPORT

Timbalan Ketua Kampung

- | | | |
|-----------------|---|----------------------|
| 14. Name | : | Kampung Muafakat |
| Contact Person | : | Bram Paturungi |
| Telephone No. | : | 0149443497 |
| 15. Name | : | Kampung Melati |
| Contact Person | : | Saktiar Saleng |
| Telephone No. : | : | 01151775138 |
| 16. Name | : | Kampung Pelangi |
| Contact Person | : | Malik Dallli |
| Telephone No. | : | Nil |
| 17. Name | : | Kampung Pening Lalat |
| Contact Person | : | Eddy Sabara |
| Telephone No. | : | Nil |
| 18. Name | : | Kampung Idola |
| Contact Person | : | Ilyas Malik |
| Telephone No. | : | 01131600489 |
| 19. Name | : | Kampung Sentosa KL |
| Contact Person | : | Samsur Ramulla |
| Telephone No. | : | Nil |
| 20. Name | : | Kampung Sentosa KK |
| Contact Person | : | Mohd Ramli Landa |
| Telephone No. | : | Nil |
| 21. Name | : | Kampung Sengau |
| Contact Person | : | Abd.Rahim Timun |
| Telephone No. | : | Nil |
| 22. Name | : | Kampung Ceria |
| Contact Person | : | Idris Sindring |
| Telephone No. | : | Nil |

Ketua-Ketua Suku

- | | | |
|----------------|---|-----------------------|
| 23. Name | : | Ketua Suku Bugis |
| Contact Person | : | Ambotuhe Hele |
| Telephone No. | : | 01131927489 |
| 24. Name | : | Ketua Suku Timur |
| Contact Person | : | Muhamad Ridwan Teluma |
| Telephone No. | : | 0194101421 |
| 25. Name | : | Ketua Suku Tempatan |
| Contact Person | : | Hariol Buis |
| Telephone No. | : | 01135351762 |

- | | | |
|----------------|---|------------------------|
| 26. Name | : | Perumahan Staff Ladang |
| Contact Person | : | Tn.Geoffery Sumion |
| Telephone No. | : | 0138801215 |
| 27. Name | : | Perumahan Staff Kilang |
| Contact Person | : | Tn. Irwin Stewart |
| Telephone No. | : | 0168436509 |

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LAM SOON PLANTATIONS SDN BHD

LIST OF STAKHOLDERS

SUPPLIER

1. Supplier Name : Agensi Pekerjaan Tka Sdn Bhd
Address : Lot 15,Blok B,Bandar Tyng,
90710 Sandakan Sabah
Contact Person : Mdm.Au Ching Lu
Telephone No. : 089-668390
2. Supplier Name : Agensi Pekerjaan Sri Balung Sdn.Bhd
Address : Mdld 3983,Bangunan Fajar,
91100 Lahad Datu Sabah
Contact Person : Mr.Loo See Chiang
Telephone No. : 089-887409
3. Supplier Name : Agri-Horticultural Trading S/B (Lahad Datu)
Address : Mdld 3331, Teck Guan Ind Estate,
91117 Lahad Datu Sabah
Contact Person : Ms.Ven
Telephone No. : 089-888190
4. Supplier Name : Atsb Tractor Parts (Lahad Datu)
Address : Block E,Dam Road,Mile 1,
91100 Lahad Datu, Sabah
Contact Person : Mr.Shin Man Kua
Telephone No : 089-888067
5. Supplier Name : All-Planters Tractor (Sabah) S/B
Address : Lot 1,Batu 1, 91100 Ldu
91100 Lahad Datu, Sabah
Contact Person : Ms.Ven
Telephone No : 089-888190
6. Supplier Name : Bio-Resources Sdn Bhd
Address : Mile 1 1/2,Jln.Segama,
91110 Lahad Datu Sabah
Contact Person : Ms.Zaharah
Telephone No : 089-889955
7. Supplier Name : Boonrich Estate,
Address : P.O.Box 60211,
91111 Lahad Datu Sabah
Contact Person : Mr.Syed Khaitul
Telephone No : 013-5501360

8. Supplier Name : Boulevard Motor (Sabah) S/B
Address : Lot 11&12, Jalan Dam,
91111 Lahad Datu, Sabah
Contact Person : Mr.Fung Yun Kheong
Telephone No : 089-881304
9. Supplier Name : City Tech Air Cond & Accessories
Address : Mdld 3985,Fajar Centre,
91110 Lahad Datu Sabah
Contact Person : Mr.Lim Yee Ping
Telephone No : 089-889773
10. Supplier Name : C.H. Bearing & Hardwares (Sabah) S/B
Address : Mdld 3272,Block 1, Fajar Ctr,
91100 Lahad Datu Sabah
Contact Person : Mr.Danny Tan
Telephone No : 089-888741
11. Supplier Name : Cm Trading
Address : Lot Ss4,Sedco Ind.Est,
91116 Lahad Datu Sabah
Contact Person : Mr.Chua
Telephone No : 010-9316990
12. Supplier Name : Dynajaya Holdings Berhad
Address : Mdld 3786-3787,Bdr Wilayah,
91128 Lahad Datu Sabah
Contact Person : Ms.Lee
Telephone No : 089-888963
13. Supplier Name : Eugen Power Sdn Bhd
Address : Tb 6706,Jln Apas,
91000 Tawau Sabah
Contact Person : Mr.Andy Yeo
Telephone No : 019-8833368
14. Supplier Name : Farmtrac Malaysia Sdn Bhd
Address : Mile 3 1.2, Jln Sandakan,
91127 Lahad Datu Sabah
Contact Person :
Telephone No : 089-882989
15. Supplier Name : Fatt Lee Trading Company
Address : Ground Floor,Lot 5a&5b,
91100 Lahad Datu Sabah
Contact Person : Ms.Irene
Telephone No : 089-883068
16. Supplier Name : Felda Travel Sdn Bhd
Address : 1st Floor,Mdld 6592,
91100 Lahad Datu Sabah
Contact Person : Ms.Norizan
Telephone No : 012-2360105

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17. Supplier Name : Fook Kam Loon Hardwares
Address : Lot 36&37,Mdlid 0624&0625,
91110 Lahad Datu Sabah
Contact Person : Ms.Ivy Chen
Telephone No : 089-882762

18. Supplier Name : Hi Class Aircond And Electrical
Address : Mdlid 8102, No.8 Block 7,
91100 Lahad Datu Sabah
Contact Person : Mr.Muhd.Akram
Telephone No : 089-862249

19. Supplier Name : Hock Leng Office Supplies
Address : Lot 5,Mdlid 6571,
91100 Lahad Datu Sabah
Contact Person : Ms.Lim Tang Peik
Telephone No : 089-884680

20. Supplier Name : Hock Wah Auto Parts Sdn Bhd
Address : Lot 82, Mdlid 4660,
91128 Lahad Datu Sabah
Contact Person : Mr.Law Chin Hwa
Telephone No : 089-888782

21. Supplier Name : Ideal Supply Sdn Bhd
Address : Mdlid 3349,Teck Guan Ind
91100 Lahad Datu Sabah
Contact Person : Ms.Marcella
Telephone No : 089-881996

22. Supplier Name : Klinik Ung (Lahad Datu) Sdn Bhd
Address : Lot 847, Jalan Teratai
91100 Lahad Datu, Sabah
Contact Person : Ms.Lily
Telephone No : 089-881731

23. Supplier Name : KI-Kepong (Sabah) Sdn Bhd
Address : Batu 42,Jln Semporna,
91009 Tawau Sabah
Contact Person : Mr.Thien Jin Wen
Telephone No : 089-975016

24. Supplier Name : Kong Hing Machinery
Address : Mdlid 4657,Lot 79,T/Guan Ind,
91112 Lahad Datu, Sabah
Contact Person : Ms.Carol Chew
Telephone No : 089-886611

25. Supplier Name : K.S. Sports
Address : Mdlid 3522,Lot 35,Bdr Wilayah,
91100 Lahad Datu,Sabah
Contact Person : Mr.Hiew Chee Siong
Telephone No : 089-885524

26. Supplier Name : L.D Hing Exhaust Pipe Radiator Sdn.Bhd
Address : Mdlid 4661,Lot 83,T/Guan Ind.,
91100 Lahad Datu,Sabah
Contact Person : Mr.Hon Keng Chee
Telephone No : 089-888607

27. Supplier Name : Lee Kee Choi Workshop
Address : Jln Singa Mata,Mdlid 3049,
91100 Lahad Datu,Sabah
Contact Person : Mr.Lee Yen Fui
Telephone No : 089-883036

28. Supplier Name : Lian Ley Hardware Trading Sdn Bhd
Address : Cl 11615 3185,Batu 5,Jln Segama,
91152 Lahad Datu,Sabah
Contact Person : Mr.Chong Tet Kong
Telephone No : 016-8105420

29. Supplier Name : Klinik Mabello Group Of Clinics (Hq)
Address : Lot 9,Bock 0,Sedco Shop House,
91100 Lahad Datu Sabah
Contact Person : Ms.Hakmadiana
Telephone No : 089-880855

30. Supplier Name : Mee San Furniture Sdn Bhd
Address : Block E,Lot 32,Mdlid 3519,
91100 Lahad Datu Sabah
Contact Person : Mr.Ryan Chin
Telephone No : 089-886523

31. Supplier Name : Midah Curtain & Cushion S/B
Address : Mdlid 1450,Block D,Jln Dam,
91113 Lahad Datu Sabah
Contact Person : Mr.Hu Hang Seng
Telephone No : 089-881987

32. Supplier Name : Milland Industries Sdn Bhd
Address : Lot 4-7,Mdlid 6014-6017,
91100 Lahad Datu Sabah
Contact Person : Mr.Tham Vun Chun
Telephone No : 089-887879

33. Supplier Name : Pearl Pharmacy Sdn Bhd
Address : Tb169 Ground Floor,
91007 Tawau Sabah
Contact Person :
Telephone No : 089-762958

34. Supplier Name : Poly Electrical Company
Address : Block 3,Lot 1,Jln Singgamata,
91113 Lahad Datu Sabah
Contact Person :

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Telephone No	:	089-882505	Address	:	Grd Floor Lot 28,Mldd 9524, 91100 Lahad Datu Sabah
35. Supplier Name	:	Qhj Enterprise	Contact Person	:	
Address	:	Lot C3,Ting.1,Sedco S/House	Telephone No	:	089-862412
	:	91100 Lahad Datu Sabah	44. Supplier Name	:	Tung Hing Hardware Supplies
Contact Person	:	Ms.Norsiah	Address	:	Mldd 7210,Lot 244, 91100 Lahad Datu Sabah
Telephone No	:	013-8885490	Contact Person	:	Mr.Liew Hon Min
36. Supplier Name	:	Seng Lik Auto Electrical Services	Telephone No	:	089-862768
Address	:	Mldd 4646, Lot 17,Bdr Tabanac, 91123 Lahad Datu Sabah	45. Supplier Name	:	Ureach Computer Sales & Services
Contact Person	:	Ms.Rica	Address	:	Grd & 1st Floor,Mldd 0088 91100 Lahad Datu
Telephone No	:	089-863986	Contact Person	:	Ms.Agnes
37. Supplier Name	:	Sheong Huat Tyres & Batteries S/B	Telephone No	:	089-889229
Address	:	Mldd 0609, Lot 1,Block A, 91111 Lahad Datu Sabah	46. Supplier Name	:	Well Blossom Sdn Bhd
Contact Person	:		Address	:	P.O.Box 60197, 91111 Lahad Datu, Sabah
Telephone No	:	089-881181	Contact Person	:	Ms.Agnes Koh
38. Supplier Name	:	Sw 2020 Sdn Bhd	Telephone No	:	089-862476
Address	:	Tb 292, Block 30, 91000 Tawau Sabah	47. Supplier Name	:	Weng Fook Auto Parts Sdn Bhd
Contact Person	:		Address	:	Mldd 4651-52,Lot 73-74, 91115 Lahad Datu, Sabah
Telephone No	:	089-757070	Contact Person	:	Ms.Cecilia Chung
39. Supplier Name	:	Syk Express Enterprise	Telephone No	:	089-887700
Address	:	Mldd 0128,Jln.Angerik, 91100 Lahad Datu Sabah	48. Supplier Name	:	Weng Fook Tyres & Batteries Sdn Bhd
Contact Person	:	Mr.Chong	Address	:	Mldd 4651-4652,Lot 73-74, 91115 Lahad Datu, Sabah
Telephone No	:	089-886166	Contact Person	:	Ms.Cecilia Chung
40. Supplier Name	:	Tawau Electrical Trading	Telephone No	:	089-887700
Address	:	Mldd 3715,Lot 39, 91100 Lahad Datu, Sabah	49. Supplier Name	:	Wing Shing Printing Sdn Bhd
Contact Person	:	Mr.James	Address	:	Mile 1,Jln Dam,Mldd 0747, 91100 Lahad Datu,Sabah
Telephone No	:	089-887875	Contact Person	:	Ms.Yap
41. Supplier Name	:	Teck Guan Trading Sdn Bhd	Telephone No	:	089-881971
Address	:	Teck Guan Regency 318, 91000 Tawau Sabah	50. Supplier Name	:	Winjaya Engineering Supplies
Contact Person	:	Ms.Connie Wong	Address	:	Mldd 8988,Block 3-6, 91112 Lahad Datu, Sabah
Telephone No	:	089-889955	Contact Person	:	Ms.Stephanie Lee
42. Supplier Name	:	Techno Supplies And Services	Telephone No	:	089-889120
Address	:	Mldd 8971,Lot 1,I-Peak Business Ctr, 91000 Lahad Datu Sabah	51. Supplier Name	:	Mk Nexus Machinery Supplier Sdn Bhd
Contact Person	:	Mr.Ronald Chong	Address	:	Mldd 7727, Taman Executive, Mile 1, Jalan Tengah Nipah, 91100 L/Datu
Telephone No	:	0198623348	Contact Person	:	Mdm.Lim Nyuk Lee
43. Supplier Name	:	Timur Jaya Parts Supplier	Telephone No	:	089-880228
	:		52. Supplier Name	:	Raphah Healthcare Sdn Bhd

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Address : Mdld 7698, Lorong Ld Square 1,
Jalan Sinar, 91100 L/Datu

Contact Person : Mis Jong Sow Ching
Telephone No : 089-880342

53. Supplier Name : Legenda Bumimas Sdn Bhd
Address : Lot 1 & 2 Jln Industrial
Zone 13 Kkip, Locality Park
District Of Tuaran,
884680 Telipok, Sabah

Contact Person : Mr. Tam Pek Chian
Telephone No : 088-858963

54. Supplier Name : Mega Focusjaya Sdn Bhd
Address : Mdld 1437, Lot 7 Block B
Bangunan Hope Ley,
91100 Lahad Datu, Sabah

Contact Person : Mr. Hung Leung
Telephone No : 08988819

LAM SOON PALM OIL MILL

List Of Stakeholders

Updated: 23/03/2022

23/3/2022

A) Government Department

No	Name	Address	Email	Contact No.	Fax No.
1	Hospital Lahad Datu	Hospital Lahad Datu, Peti Surat 60665, 91110 Lahad Datu Sabah.	-	089-895111	089-884670
2	Institut Keselamatan & Kesihatan Pekerjaan (NIOSH)	Niosh Institute Of Occupational Safety And Health (NIOSH) Institut Latihan Perindustrian Sandakan, (Tingkat 1) Bangunan Bahagian Pusat Sumber & Multimedia Bt 5 Jalan Sibuga 90000	niosh.sandakan@gmail.com	089-663761	089-663762
3	Institut Penyelidikan Minyak Kelapa Sawit Malaysia (PORIM)	6, Persiaran Institusi, Bandar Baru Bangi, Kajang Selangor 50720 Selangor Darul Ehsan	pms@porim.gov.my	03-8239155 03-8259775	03-8259446
4	Jabatan Keselamatan Dan Kesihatan Pekerjaan Malaysia	Tingkat 1, Sayap Kanan, Wisma Perkeso, No. 11 Loong Sempelang, Peti Surat 60, 88858 Tanjung Aru Sabah	jkkpsb@mohr.gov.my	088-672059	088-672069
5	Jabatan Pengangkutan Jalan	Jabatan Pengangkutan Jalan, Peti Surat 61395, Sabah, 91122 Lahad Datu Sabah, Malaysia.	aduan@jpi.gov.com	089-883922	-
6	Jabatan Imigresen	Pejabat Imigresen 91100 Lahad Datu, Sabah, Malaysia	pro@imi.gov.my	089-887552	089-886866
7	Jabatan Perangkaan Malaysia	Pejabat Operasi Lahad Datu, Jabatan Perangkaan Malaysia, Rumah Teres Sedco 3, Fasa III, 91110 Lahad Datu Sabah.	jpsabah@stats.gov.com	088-484662	089-484664 089-883600
8	Jabatan Bomba & Penyelamat	Jabatan Bomba & Penyelamat Malaysia, Zon Tawau, Jalan Kelapa, Peti Surat Bil 782, 91008 Tawau Sabah.	etuaazontwu.bomba@lgovuc.gov.my	089-774444	089-777444
9	Jabatan Agama Islam (MUIS)	Jabatan Hal Ehwal Agama Islam Lahad Datu, Peti Surat No. 60165 91111 Lahad Datu Sabah	-	089-882044	089-882044
10	Jabatan pendaftaran Negara	Banagunan Mdld 3988, Lot 96 Tingkat Bawah Fajar Centre Sabah, 91100 Lahad Datu	pro@jpn.gov.my	089-883492	089-884693
11	Jabatan Tenaga Kerja (Sandakan)	Pejabat Tenaga Kerja Sandakan Wisma Persekutuan, Tingkat 4 WDT 26, Jalan Labuk, 90500 Sandakan Sabah.	jtknsabah@mohr.gov.my	089-668340	089-671030

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12	Kementerian Kesihatan Malaysia	Pejabat Kesihatan Lahad Datu, Peti Surat 61167, 91120 Lahad Datu Sabah.	kkm@moh.gov.my	089-882178	089-884670
13	Kementerian Sumber Manusia	Pembangunan Sumber Manusia Cawangan Sabah. Kementerian Sumber Manusia Tingkat 5,Blok B,Bangunan kwsp 88598 Kota Kinabalu	psusps.supsabah@i.govuc.gov.my	088-261144	088-252114
14	Kastam Diraja Malaysia	Jabatan Kastam Diraja Malaysia Penolong Kanan Pengarah Kastam Stesen Lahad Datu,Bangunan Kastam, 91107 Lahad Datu, Sabah.	kasldu@tm.net.my	089-881272	089-888057
15	Kumpulan Wang Simpanan Pekerja (KWSP)	Lembaga Kumpulan Wang Simpanan Pekerja, Bangunan Kwsp,Lot 65, Mdlid 3330,Kompleks Fajar, Jalan Segama, 91100 Lahad Datu	enquiry@kwsp.gov.my	089-880802	089-880808
16	Konsulat Jendral Republik Indonesia	Bangunan Yun Fah, Batu 2 1/2, Jalan Sin On 91000 Tawau Sabah. Bangunan Mdlid 3988,	tawaukri@kemlu.go.id	089-752969 089-772052	089-763859
17	Lembaga Hasil Dalam Negeri & Hal Ehwal Pengguna	Lembaga Hasil Dalam Negeri Wisma Mercu Wawasan, Batu 1 1/2 ,Jalan Kuhara, Beg Berkunci No. 44, 91009 Tawau Sabah.	lhdn@hasil.org.my	089-777177	089-776390
18	Malaysian Palm Oil Association (MPOA)	Tingkat 1,Lot 3,Blok 6, Bandar Indah,Batu 4 Jalan Utara 90000 Sandakan Sabah.	mpoa@mpoa.org.my	089-225863	089-225864
19	Malaysian Palm Oil Board (MPOB)	Ketua Wilayah, Lembaga Minyak Sawit Malaysia,(MPOB) Tingkat 7,Kompleks KUWASA, Karamunsing,Bag Berkunci No.158, 88999 K. Kinabalu Sabah.	mpob.gov.my	088-235281	088-239025
20	Majlis Daerah Lahad Datu	Pejabat Daerah Lahad Datu. Tingkat 2,Bangunan Urusetia, Peti Surat 60165, 91111 Lahad Datu, Sabah.	webmaster@sabah.gov.my	089-881662	089-884518
21	Majlis Daerah Kinabatangan	W.D.T No.8, 90200 Kota Kinabatangan. Sabah.	helen.a.kabindong@sabah.gov.my	089-560101/102	089-560109
22	Perkeso (SOC SO)	Pertubuhan Keselamatan Sosial, Mdlid 3827,Fajar Centre, Peti Surat No.61193, Lahad Datu Sabah.	perkeso@perkeso.gov.my	089-882627	089-884272
23	Suruhanjaya Tenaga (Sandakan)	Suruhanjaya Tenaga, Pejabat Kawasan, (Pantai Timur Negeri Sabah) Tingkat 3,Wisma Saban, Km 12,Jalan Labuk, 90500 Sandakan Sabah.	ecost.st.gov.my	089-666694	089-660279

B) Suppliers & Contractors

No	Name	Address	Email	Contact No.	Fax No.
1	Acogas Sdn Bhd (Mr.Yap Wui Heong)	Mdlid 3392,Lot 34,Jln Kimbell 2, Kimbell Light Industry, Dam Road 91100 L/ Datu Sabah	acogas@yahoo.com	089-886628	089-886882
2	ATSB Tractor Parts (Lahad Datu) Sdn Bhd (Mr. Peter Eng Kong Pen)	Block E,Lot 7,Mdlid 2710, Hope Ley,Light Industrial Centre,Mile 1 Dam Road Lahad Datu,Sabah.	atsb_shin@yahoo.com	089-888067	089-882282
3	Avery Malaysia Sdn Bhd (Mr. Teoh Huat Lee)	Tingkat 1 Block A, Mdlid 0616, Jalan Matahari ,Ming Huat Ind. Centre,91100 Lahad Datu Sabah	avery@awtxglobal.com.my	089-886361	089-886362
4	Aman Sales & Services (M) Sdn Bhd (Mr. Abd. Kadir B. Abd Rahman)	Lot 13,Mdlid 4974,Jln Utara , New Kimbell Light Industrial Estate, Jalan Kimbell 91100 L/ Datu Sabah.	aman_assldu@gmail.com	089-880757	089-888757
5	Boilermech Sdn Bhd (Mr. Clement Ting Sien Kiong)	Boilermech Sdn Bhd Lot 875, Jalan Subang 8, Taman Perindustrian Subang, 47620 Subang Jaya, Selangor Darul Ehsan, Malaysia.	clement@boilermech.com	03-80239137	03-80232127
6	Boulevard Motor (Sabah) Sdn Bhd	Lot 11 & 12 , Kimbell Light Industrial Est. Jalan Dam , 91111 Lahad Datu, Sabah.	rositaa@toyota.com.my	089-881304	089-882018
7	Bumi Aktif Engineering (Hermanus Sina Werin @Herman)	Lot A261,Batu 1 1/2, Off Jalan Dabak, Jalan Dam,91110 Lahad Datu Sabah.	bumiaktif.engineering@yahoo.com	089-888818	010-9322485
8	Cummins Sales and Service Sdn Bhd (Mr.Chong Keng Feung)	TB 16276 & 16277, Thian mee Light,Industrial Est. Mile 2.5, Jalan Pantai Off Jalan Apas, 91000 Tawau Sabah.	nico.chin@cummmins.com	089-758890	089-751384
9	Chem-Yeilds Co Sdn Bhd (Mr Yong Kai Wah)	Lot 14,Usahawan Sedco Lorong Sedco 5, Jalan Balai Bomba, Bt 3.5 Jln Utara PPM 648 Elopura, 90000 Sandakan Sabah.	chemyeilds@yahoo.com	089-212388	089-227389
10	City Tech Aircond & Accessories Centre (Mr Lim Yee Ping)	Mdlid 3985,Lot 100, Ground Floor, Fajar Center,P O Box No. 60030, 91110 Lahad Datu Sabah.	wlaupy33@yahoo.com	089-889773 016-8216252	089-888773
11	C.H Bearings & Hardwares (Sabah) Sdn Bhd (Mr.Donny Lee)	Mdlid 3272,Block 1,Lot No 7, 91100Fajar Center,P O Box No. 61772, 91126 Lahad Datu Sabah .	chbgrs@gmail.com	089-888741/42 089-888745	089-888744
12	CNY Chemical Engineering Sdn Bhd (Mr Thai How)	Mile 2 1/2 Jalan Tengah Nipah, 91100 Lahad Datu Sabah.	cnycsb@gmail.com	089-761191 089-762389	089-762389
13	CF Chan Furniture (T) Sdn Bhd (Mr.Chen Chee Shing)	MDLD 0857 km 2.5 Jln Segama, 91100 Lahad Datu Sabah.	cfchan2000hq@gmail.com	089-889562	089-889563
14	East Malaysia Courier & Logistics Sdn Bhd (Mr.Shee Yun Khan)	MDLD 0128,Jalan Anggerik, 91100 Lahad Datu Sabah.	emcourier.logisticsidu@gmail.com	089-886166	-
15	Dynakey Laboratories Sdn Bhd (Mr.Hui Kok Keng)	Dynakey Laboratories Sdn Bhd Lot 6, 1st Floor,Bandar sibuga jaya 2, Batu 8, BQ 3336, Mail Bug 8, 90000,Sandakan Sabah.	dynakey.labs@gmail.com	089-215233	089-226233

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16	ESI Sampling Sdn Bhd (Mr. Thong Cia Ming)	Lot 132,First Floor,One Avenue 10, Bandar Utama,Mile 6, Jalan Utara, 90000 Sandakan Sabah.	esis.sabah@esisampling.com	089-668240	089-668240
17	Eugen Power Sdn Bhd (Mr.Leong Khen Sing)	TB 6706,Apas Jaya Light Industrial Mile 2 1/2 Jalan Apas, P.O Box 1656 91041 Tawau Sabah.	andyecw@gmail.com	089-911788 089-913188	089-913368
18	Fatt Lee Trading Company (Mrs.Sia Yu Hock)	Ground Floor Lot 5A&5B, Block 48 Jalan Kiangbang/Teratai 91100 Lahad Datu Sabah.	ftcltd@gmail.com	089-883068	089-886068
19	Felda Travel Sdn Bhd	Felda Travel Sdn Bhd,Lot No.26, 1st Floor Block D,Airport Plaza 91100 Lahad Datu Sabah.	fauziah.a2feldatravel.com.my	089-885700	089-885710
20	Hock Leng Office Supplies Sdn Bhd (Mr.Stephen Lim)	Lot 5,Mldd 6571,1st Floor, Jalan Airport Plaza,Jalan Segama 91100 Lahad Datu Sabah.	hockleng.sales@gmail.com	089-884680 089-882037	089-888680
21	Hypergreen Instruments Sdn Bhd (Mr.Freddonnen Foloren)	Lot 132,1st Floor,One Avenue 10, Bandar Utama Mile 6, Jalan Utara, 90009 Sandakan Sabah.	hypergreen08@gmail.com	089-668420	089-668420
22	JP Engineering (Mr.Lee Fook Yee)	Lot A-23,Lahad Datu Industrial Estate Phase 1C,91109 Lahad Datu,Sabah	JPEngineering.3833@gmail.com	089-863833	013-8861314
23	KL-Kepong (SABAH) Sdn Bhd (KDC LABORATORY) (Ms. Shia Bee Gek)	KM 54,Tawau -Semporna Highway, Tawau,Sabah Locked Bag No.3 91009 Tawau Sabah	kdclab@kik.com.my	089-975016	089-975017
24	Kejenteraan Sawit Ikhlas (Mr.Chin Kit Shiong)	Ground Floor, Lot No.1 Mldd 3435, Taman Kafoh,Batu 1 Jalan Segama, P.O Box No.61389, L/Datu,Sabah	siewling2415@gmail.com	019-8132415	089-883282
25	Kejuruteraan Emi (Sabah) Sdn Bhd (Mr.Charlie Low)	Mldd 1245,Taman Mewah,Jalan Dam 91100 Lahad Datu sabah,P.O Box 62193, 91128 Lahad Datu Sabah.	kej.emi.sabah@gmail.com	089-886912	089-889912
26	Kejuruteraan Letrik Etara (Sabah) Sdn (Mr.Teng Boon Yah)	A159,Jalan Agaseh,Mile 1.5km Jalan Tengah Nipah, 91123 Lahad Datu Sabah	etara_sabah@yahoo.com.my	089-880955	089-880966
27	Ken Loong Tyres (Pn.Nurbayah Bt.Mandau)	Lot 3 & 4 Mldd 3437 & 3438 Taman Kafoh,Batu Satu Jalan Segama, P.O Box No.61328, 91122 Lahad Datu Sabah	kenloongtyres@yahoo.com	089-881328	089-881328
28	Kong Hing Auto Parts (Mr.Liew Vui Kim)	MDLD 0612,Block A,Ming Huat Light Ind.Centre Jalan Dam, P.O Box No.60337 91112 Lahad Datu Sabah.	konghingap@hotmail.com	089-884881	089-886881
29	Kong Hing Machinery (Mr.Liew Vui Teck)	MDLD 4657,Lot 79,Teck Guan Light Industrial Shophouse,Mile 2 1/2, Jln Segama P.O Box 60337,91112 Lahad Datu Sabah.	khn.ldu@gmail.com	089-886611	089-886611
30	Klinik Mabello (Dr.Saizul Baharuddin)	Klinik Mabello (Paris) Sdn Bhd. Lot 4,Premis Perniagaan, Kg Paris 3, 90200 Kota kinabatangan,Sabah	klinikmabello.hq@gmail.com	016-6495252	

31	KP Chow Engineering Services Sdn Bhd (Mr.Chow Kam Phoon)	P.O Box No.8878,Kelana Jaya, 46800 Petaling Jaya,Selangor Malaysia .	accounts@kphchowengineering.com	03-58823953	03-58823983
32	Lab Resources Sdn Bhd (Mr.Anthony Ng)	No.43-1,1st Floor Jalan Kemuning Prima C33/C, 40400 Shah Alam Selangor darul Ehsan	labress.sb@gmail.com	03-51226728	03-51226528
33	Legenda Bumimas Sdn Bhd (Mr.Tan Pek Chian)	Lot 1&2 Jalan 3,Industrial, Zone 13KKIP,Locality of Telipok, District of Tuaran 884680 Telipok K.K	legendabumimas@gmail.com	088-858963	-
34	Malaysia Workshop (Mr.Shim Yun Bin)	KM 9,Batu Sapi Road, P.O Box 1539, 90717 Sandakan Sabah.	myworkshopsdk@gmail.com	089-612089	089-611615
35	Mega Focusjaya Sdn Bhd (Mr.Hung Leung)	MDLD 1437,Lot 7,Block B,Bangunan Hope Ley,91100 Lahad Datu Sabah. Malaysia.	megafocusjaya@gmail.com	089-888819	089-888820
36	MW Instruments (Mr. Wong You Hung)	MDLD 9559, Lot 36, Palm Height , shoplot Phase 5, 91100 Lahad Datu,Sabah Malaysia .	mwstruments2019@gmail	089-868559 019-8930146	-
37	Newage Information Technology (Mr.Chiew Kian Fung)	MDLD 7169,Lot 203,Ground Floor, Bandar Sri Perdana,Phase 3,Lorong 4, Jln Silam,91100 L/Datu,Sabah.	newageuser@hotmail.com	089-862880	089-862896
38	Pakarmax Elektrical Sdn Bhd (Mr. Wong Chee Yun)	TB 24,Taman Perindustrian Prima Jaya Jalan Air Panas,Batu 31/2 91000 Tawau Sabah.	pakarmax@yahoo.com	089-716868	089-716767
39	Palm-Mech Engineering Sdn Bhd (Mr.Chen Sui Siong)	Lot 7 &8,New Kimbell,Industrial Estate, 2 1/4 Jalan Dam,Lahad Datu Sabah	palmmech.ld@gmail.com	089-889928	089-889728
40	Power Excess Sdn Bhd (Mr.Pang Kee Khi)	TB 6120,Leeka Light Industrial Estate Mile 2 3/4,Jalan Apas ,91000 Tawau Sabah (W.D.T 64,91009 Tawau)	powerexcess@yahoo.com	089-914220	089-913977
41	Poly Electrical Company (Mr.Yap Kok Min)	Block 3, Lot 1 Jalan Singgamata P.O Box 60366 , 91113 Lahad Datu Sabah	kmyap18@yahoo.com	089-882505	089-882505
42	Qwatso Chemical Sdn Bhd (Mr.Alvin Lu Mao Cheng)	TB 12226,A53, Taman Megah Jaya, Mile 3.5 Jalan Apas,91000 Tawau Sabah.	adm.qwatso@gmail.com	089-766030	089-768030
43	Raphah Medical Clinic &Surgery (Dr.Kyi Kyi Thwe)	Mldd 7697-7698,Lrg LD Square 1 Jln Sinar,91100 Lahad Datu ,Sabah.	raphahmedicalclinic@yahoo.com	089-880342	089-880343
44	Saba-Tech Engineering (Mr.Hermanus Sin Werin)	Mldd 1440,Ground Floor,Hope Ley Industry. 91122 Lahad Datu Sabah P.O Box 60897 91118 L/ Datu, Sabah.	sabatech_tawau@yahoo.com	089-886818	089-884533
45	Seng Lik Auto Electrical Services (Mr. Wong Tet Loong)	MDLD 4646,Lot 12, Ground Floor, Bandar Tabanac, P.O Box 61518, 91123 Lahad Datu,Sabah.	senglik99@gmail.com	089-863986	089-863987
46	Sherman Service & Supply (Mr.Gabriel Sherman Zabala)	P.o Box 17291, 88873 Kota Kinabalu Sabah.	shermanservicessupply@gmail.com	017-8316380	015-48404949
47	Syarikat High-Tech Engineering (Mr.Kenny Ng)	Mile 111/2, Jalan Labuk,p.O Box BQ 3870 Mail Bag No.8, 90700 Sandakan Sabah.	kennyhitech@gmail.com	089-216991	019-8137665

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48	SW 2020 Sdn Bhd (Mr.Liew Hon Min)	TB 292,3rd Floor, Block 30 Fajar Commercial Complex,Jalan Hj.Karim P.O Box 405,91007 Tawau Sabah.	sw2020sb@gmail.com	089-755070	089-767003
49	S.T Services (Mr.Tai Kian Ye)	Lot 10,Block 4,Taman Tinosan Batu 4 Jalan Utara, 90000 Sandakan Sabah.	stservices93@gmail.com	014-6793386	-
50	ST Steam Engineering Sdn Bhd (Mr.Lee Nyuk Yong)	Mdlld 6950, Lot 42, Sri Perdana Phase 3, 91100 Lahad Datu Sabah.	stsesb15@gmail.com	014-6793386	none
51	Sheong Huat Tyres And Batteries Sdn Bhd (Mr.Ng ket Siong @ Albert Ng)	P.o Box 60185,91111 Lahad Datu, MDLD 0609, Lot 1,Block A , Ming Huat Light Idustrial Area,Mile 1, Dam Road, Lahad Datu Sabah.	shtyers@sheonghuat.com.my	089-886294	089-880615
52	Sheong Huat Trading Sdn Bhd (Mr.Ng ket siong@Albert Ng)	Mdlld 0592,Jalan Seroja, P.o Box 60185, 91100 Lahad Datu Sabah.	sales@sheonghuat.com.my	089-883605	089-888605
53	Supewill Corporation Snd Bhd (Ms.Fong Chun Sei)	MDLD 9014-9015, Lot 5-6,Block 6, I-Peak Business Centre,P.O Box 60362, 91113 Lahad Datu Sabah.	sgew.id@hotmail.com	089-861784	089-882559
54	Sri Jaya Perniagaan (Mr.Raymond Chung)	Lot 57,Lorong 2,MDLD 6965., Ground Floor Bandar Sri Perdana., Jalan Silam, P.O Box 61245,91121 Lahad Datu Sabah.	srijaya_raymond@yahoo.com	089-862866	089-862866
55	TYH Global Supplies Sdn Bhd (Mr. Mohd Firdaus)	8,Jalan Perindustrian Bj2T 1/1, Balakong Jaya 2 Tambahan,43300 Sri Kembangan Selangor malaysia	tyh.global.supplies@gmail.com	019-7999277	-
56	Teck Guan Sdn Bhd (DIESEL) (Mr.Leonard Chiu)	MDLD 9014-9015, Lot 5-6,Block 6, I-Peak Business Centre,P.O Box 60362, 91113 Lahad Datu Sabah.	-	089-889955	089-881539
57	Teck Guan Trading Sdn Bhd (Mr.Chui Soo Leong)	1 1/2 Mile,Jalan Segama, P.o Box 60036, 91110 Lahad Datu Sabah.	ratnarahman@teckguan.com	089-889955	089-881539
58	Techno Supplies & Services (Mr.Ronald Chong)	MDLD 8971, Lot 3, Block1, Lorong i-peak 1, i-Peak Business Centre, P.O Box 61722, 91125 L/Datu Sabah.	techno_sns@yahoo.com	089-863733	089-863799
59	Thien Engineering (Mrs. Wong Mei Sun)	Jalan Kubota,Mile 4 1/2, P.O Box 1427, 91039 Tawau Sabah.	thieneng88@gmail.com	089-913013	089-913073
60	Tung Hing Hardware Supplies (Mr.Liew Hon Min)	Mdlld 7210,Lot 244,Phase 3, Lorong 5,Bandar Sri Perdana, 91100 Lahad Datu Sabah.	liewhm@live.com.my	089-862768	089-862769
61	Tubokraft Sdn Bhd (Mr.Imran Alimuddin)	No.7 Jalan Utarid, U5/U5 , Subang, 40150 Shah Alam,Selangor	ttkraft.sales@gmail.com	089-886857	089-887852
62	UMW (East Malaysia) Sdn Bhd (Mr.Ang Kiat Joo)	UMW (EAST MALAYSIA) SDN BHD mile 4 1/2,Apas Road, 91000 Tawau Sabah.	-	089-913121 089-912137	089-913140
63	Ureach Computer Sales & Services (Mr.TM Chen)	Mdlld 3273,Ground Floor Lot 8, Block 1,Fajar Center, 91100 Lahad Datu Sabah.	ureachcomputerid@gmail.com	089-889229	089-888800
64	Wismech Industries Supply Sdn Bhd (Mr.Lim Chye Hong)	TB 12199,Taman Megah Jaya, Lorong 10/6, Jalan Apas, Off Jalan Tiku, 91000 Tawau Sabah.	wismech.ind.supply@gmail.com	089-773899	089-773098
65	Weng Fook Tyres & Batteries Sdb Bhd (Mrs.Chung Siew Mee)	MDLD 4651-4652,Lot 73-74, Teck Guan Industrial Estate,KM3 Jalan segama,P.O Surat 60643, 91115,Lahad Datu Sabah.	wengfookgroup@yahoo.com	089-887700	089-887702
66	Alimuddin Trading (Mr.Alimuddin)	Lam Soon Plantation, Peti Surat 61402 91122 Lahad Datu Sabah.	-	014-3743181	-
67	CH Transport & Recycling (Mr.Chung Hui Hsiang)	MDLD 0128, Jalan Anggerik, 91100 Lahad Datu Sabah.	-	014-6713177	-
68	Chong Shu Min Trading Sdn Bhd (Mr.Chong Hao Wei)	Lot 13,Mdlld 334,Teck Guan Industrial Centre Batu 1.50 Jalan Segama,P.O Box 60326 , 91122 Lahad Datu Sabah.	csmtrading@hotmail.com	089-881081	089-882920
69	First Star Construction Sdn Bhd (Mr.Alan Chung)	1st &2nd Floor Lot 5,Block C5, Lorong Labuk Jaya C3,Bandar Labuk Jaya,Batu 7 Jalan Lintas Labuk 90000 Sandakan Sabah	admin@firststars.com.my	089-238381	089-237381
70	Kedai Runcit Wana Ridwan Bersaudara (Mr.Agussalim Bin Buhannase)	Kampung Tamoi Baru, Batu 5 Jalan Sandakan 91112 Lahad Datu Sabah.	nirwanaherman4@gmail.com	014-6997567	-
71	Thiens's Transport Service (Mr.Thien Yin Kong)	P.O Box 60662, 91115,L/Datu Sbh 1st Floor Mdlld 6577, Lot 11, Block B,Airport Plaza , Lahad Datu Sabah.	tts_unsur@hotmail.com	089-884221	089-883313

RSPO PUBLIC SUMMARY REPORT

C) Buyers

No	Name	Address	Email	Contact No.	Fax No.
1	KLK Premier Oils Sdn Bhd (Mr.Chan Kam Wei)	MDLD 5897, Lot 85 Jalan Kastam Baru, Lahad Datu Sabah.	klkpo_operation@yahoo.com.my	089-882177	089-882017
2	Kwantas Oil Sdn Bhd (Mr. Chin Thou Leong)	Edible Oil Complex, Batu 2 1/2 Jalan kastam Baru, P.O Box 61118 91120 Lahad Datu Sabah.	refinery@kwantas.com.my krd.weighbridge@kwantas.com.my	089-887351	089-887362
3	Lahad Datu Edible Oils Sdn Bhd (LDEO) (Mr.Ooi Jian Thyn)	KM 2, Jalan Kastam Baru, 91100, Lahad Datu Sabah	operation.@ldeo.com.my	089-882222	089-884428
4	Mewah Datu Sdn Bhd (Mr.Nur Azwan B Abd.Haris)	Poic Lahad Datu, Phase 1, Lot 3A Miles 3 1/2, Jalan Kastam Baru Off Jalan Minyak, 91110 Lahad Datu Sabah.	operation.mdsb@mewahgroup.com	089-863521	089-863531
5	Genting Musimmas S/B (Mr.Azarul Hamri Mohamad)	Lot 13B, POIC Phase 1, Jalan Kastam Baru, Mile 3, 91110 Lahad Datu, Sabah	azarulhamri.mohamad@genting	089-886266	089-889266

D) Non- Governmental Organisation (NGO)

No	Name	Address	Email	Contact No.	Fax No.
1	Good Shepherd (Pusat Kebajikan) (Ms.Chin Poh Choo)	Pusat Belia YouthPREP Alamesra Ground floor, Lot 25, Block E, Lorong Plaza Utama 1, Alamesra, Jalan Sulaman. 88400 Kota Kinabalu, Sabah (Office). P.O Box 20647, 88763 Luyang, Kota Kinabalu, Sabah.	ppchin@goodshepherd.my	088-485371	088-485372