



**PUBLIC SUMMARY
2nd SURVEILLANCE (3rd CYCLE) ON
ANAP MUPUT FOREST MANAGEMENT UNIT
FOR FOREST MANAGEMENT CERTIFICATION**

**Certificate Number: FMC-NF 00006
Date of First Certification: 25 July 2013
Audit Date: 18-21 May 2021 (Remote)
18 to 20 January 2022 (Onsite)
Date of Public Summary: 14 December 2022**

Certification Body:

**SIRIM QAS International Sdn. Bhd.
Block 4, SIRIM Complex
No. 1, Persiaran Dato' Menteri
Section 2, 40700 Shah Alam
Selangor
MALAYSIA
Tel: 60-3-5544 6400/5544 6448
Fax: 60-3 5544 6763
Website: www.sirim-qas.com.my**

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EXECUTIVE SUMMARY

This surveillance audit on the Anap Muput FMU Forest Management Unit (hereafter referred as the Anap Muput FMU) was conducted on 19 to 21 May 2021 (remote) and 18 to 20 January 2022 to assess the continued compliance of the overall forest management system of the Anap Muput FMU against the requirements of the *Malaysian Criteria and Indicators for Forest Management Certification (Natural Forest)* [MC&I (Natural Forest)] using the verifiers stipulated for Sarawak. The scope of this surveillance audit was limited to the forest management system and practices on the Permanent Reserved Forest (PRF) within the Anap Muput FMU.

The surveillance audit was conducted by a 3-member team comprising (Mohd Annas Amin Bin Haji Omar) (Lead Auditor), (Haji Roslee Jamaludin) (Auditor) and (Angelica Sinimis Suimin) (Auditor).

Based on the findings of this surveillance audit, it was found that Anap Muput FMU had continued to comply with the requirements of the MC&I (Natural Forest). This surveillance audit had resulted in the issuance of two (2) and five (5) major and minor Non-Conformity Reports (NCRs), respectively. In addition, one (1) Observation for Improvements (OFIs) was raised.

This public summary contains the general information on the Anap Muput FMU, the findings of the surveillance audit, NCRs raised as well as the decision on the continued certification of the FMU.

1.0 INTRODUCTION

1.1 Name of FMU

Anap Muput Forest Management Unit

1.2 Contact Person and Address

Zedtee Sdn. Bhd.

(Mr Wong Ing Yung, Director)

Lot 2367-2371, 2nd Floor,
Boulevard Commercial Centre,
Miri-Pujut Road, 98008 Miri,
Sarawak, Malaysia

Phone # : 6085-416649

Fax # : 66085-416850, 6085-424064

1.3 General Background on the Anap Muput FMU

The Anap Muput FMU is managed by Zedtee Sdn. Bhd. The company is committed in the management of the FMU on a sustainable basis. The Anap Muput FMU covers an area of 83,535 hectares and classified as Permanent Forest Estate (PFE) under the Anap Protected Forests (76,935 hectares) constituted on 1st March 1958 under Notification No. 587 and Mukah Hills Protected Forests (6,600 hectares) gazetted on 1st September 1956 (No. 1102) and 13th June 1958 (No. 790).

The FMU is managed based on the principles of sustainable forest management (SFM) on a 25-year rotation period. Under the Forest Management Plan (FMP) (2020-2049), the Annual Allowable Cut (AAC) for the Anap Muput FMU had been set at 1.2 m³ per ha. A Forest Management Plan (FMP) covering the period from 2017 to 2024 that covers for the last 4 coupes from year 2020-2024 was presented during the audit.

The FMU consists of lowland dipterocarp forest to hill dipterocarp forest with elevation from less than 100 to 900 meters above sea level. The original vegetation made up mainly dominated by *Dipterocarpus*, *Dryobalanops* and *Shorea* genera. The second rotation of harvesting (2000-2024) had changed the forest strata and species composition with a shift to more of non-*Dipterocarp* Forest.

A map of the FMU showing the significant features of the forest is attached in **Attachment 1**.

1.4 Date First Certified

25 July 2013

1.5 Location of the FMU

The FMU is located between latitudes 2° 08' N, 112° 37' E and 2° 32' N, 113° 0' E.

1.6 Forest Management System

The FMU had followed the principles of sustainable forest management (SFM) and the requirements of the Licence Agreement of the State government. A Forest Management Plan (FMP) 2017 to 2024 was presented during this audit.

1.7 Annual Allowable Cut/Annual Harvest under the Forest Management Plan

Under the Forest Management Plan (FMP, 2020-2049), the Annual Allowable Cut (AAC) for the Anap Muput FMU had been set at 1.2 m³ per ha. During this surveillance audit, the size of the FMU is 83,535 ha.

1.8 Environmental and Socioeconomic Context

The Socioeconomic and Environmental Impact Assessment of Ulu Anap Communities affected by Harvest Operation 2014-2024 report has identified four settlements within the FMU directly affected by the forest operations. During the site audit, the Socio- Economic and Environmental Impact Assessment of Ulu Anap Communities affected by Harvest Operation 2014-2024 in Anap Muput Forest Management Unit dated 5th May 2016, was presented during the audit. It has also mentioned that there are only four directly affected settlements within the FMU and was not updated based on the current field information. **Thus, A Minor NCR AS02/2020 was upgraded to Major NCR AS02/2022.**

2.0 AUDIT PROCESS

2.1 Audit Dates

19 to 21 May 2021 (remote) and,
18 to 20 January 2022 (total of 12 man-days)

2.2 Audit Team

Mohd Annas Amin Bin Haji Omar (Lead Auditor)
Haji Roslee Jamaludin (Forester)
Angelica Sinimis Suimin (Forester)

The details on the experiences and qualifications of the audit team members are as in **Attachment 2**.

2.3 Standard Used

Malaysian Criteria and Indicators for Forest Management Certification (Natural Forest) [MC&I (Natural Forest)] using the verifiers stipulated for Sarawak.

2.4 Stakeholder Consultations

A one-month stakeholder consultation was conducted beginning 1 December 2022 to solicit feedback from stakeholders on the compliance of the Anap Muput FMU against the requirements of the MC&I (Natural Forest). The comments by the stakeholders and responses by the audit team are shown in **Attachment 3**.

2.5 Audit Process

The audit was conducted primarily to evaluate the level of continued compliance of the Anap Muput FMU's current documentation and field practices in forest management with the detailed of the standard of performances (SOPs) listed in the MC&I (Natural Forest), using the verifiers stipulated for Sarawak.

For each Indicator, the auditors had conducted either a documentation review, consultation with the relevant personnel of the FMU, local community or stakeholders or field audit or a combination of these methods. Depending on the compliance with the verifiers for a particular indicator, the auditors then decided on the degree of the FMU's overall compliance with the indicator and decided whether or not to issue a major or minor NCR or an OFI which is defined as follows:

- (i) a major NCR is a non-compliance with the requirements of the MC&I (Natural Forest);
- (ii) a minor NCR is a deviation or a lapse in complying with the requirements of the MC&I (Natural Forest); and

- (iii) an OFI is a situation where the auditor has noted an area of concern on the capability of the forest management system to achieve conformance to the requirements of the MC&I (Natural Forest) but without sufficient objective evidence to support a non-conformance.

Consultations were held with the newly elected Anap Muput Committee (AMC) which are Tr. Jana ak Kijun (Rh. Jana), Anum ak Lidam, Tr. Uban ak Jelani (Rh. Uban) and Tr. Marayang ak Gerina (Rh. Marayang) settlements, members of Rh. Sayong, Rh. Phillip, Rh. Bilong, Rh. Mawang and Rh. Gasah which are located within the Anap Muput PRF, Rh. Andrew as well as contractors and workers operating in the FMU. Meetings were also held with the officers of the Sarawak Forestry Department in Bintulu.

The coverage of this surveillance audit is as shown in the surveillance Audit Plan in **Attachment 4**.

3.0 SUMMARY OF AUDIT FINDINGS

Based on the findings of this surveillance audit, it was found that the management of Zedtee Sdn. Bhd. had continued to manage the Anap Muput FMU in compliance with most of the requirements of the MC&I (Natural Forest). This surveillance had resulted in the issuance of two (2) Major, five (5) Minor NCRs and One (1) OFIs. The details on the NCRs/OFls raised are shown in **Attachment 5**.

The audit team had reviewed, accepted and verified the corrective actions taken by the Anap Muput FMU to address the five (5) major NCR raised during this surveillance audit. The audit team was satisfied that the corrective action had been effectively implemented and had therefore closed out this major NCR. The audit team had also reviewed and accepted the Anap Muput FMU's proposed corrective actions to address the five (5) Minor NCRs. However, these corrective actions shall be verified by the audit team during the next audit.

The audit team had also verified on the corrective actions taken by the FMU to address the six (6) Minor NCRs which were raised during the previous audit. The responses made by the audit team leader on these corrective actions and on the final status of the NCRs and OFIs are as in **Attachment 6**.

On indigenous peoples' rights, there were mechanisms in place to resolve disputes over tenure and use rights through Anap Sustainable Development Unit Liaison Committee (ASDULC). It was observed that there was no recorded civil court case pertaining to legal or customary tenure or use rights filed against the FMU.

With regard to Criterion 6.10, there was no new conversion of the PRF to forest plantations or other non-forest land uses during the intervening period since the last audit. The PRF in the Anap Muput FMU has therefore remained the same.

As the major NCR raised during this surveillance audit had been closed out, the audit team had therefore, recommended that the Certificate for Forest Management of Zedtee Sdn. Bhd. for Anap Muput FMU to be maintained.

The summary on the findings of the surveillance audit on the Anap Muput FMU against the requirements of the MC&I (Natural Forest) are as follows:

Principle	Strengths	Weaknesses
Principle 1 Compliance with Laws and Principles	<p>The Forest Management Unit had continued to maintain records of all relevant national law, local laws, regulations, and policies related to forest management. Copies of all relevant laws, policies and regulations stipulated in the MC&I SFM fundamental for the FMU management were available in the office of the Muput Camp.</p> <p>Payment records of all royalties and premium according to the list of all prescribed fees, royalties, taxes and other charges as shown in the Forest Ordinance 2015 for June 2020 to December 2021 were available.</p> <p>The FMU's Manager was aware of all the binding international agreements relevant to forest management. These include the United Nations on Biological Diversity 1992 (Article 1-19), International Tropical Timber Agreement 1994, Convention on Wetlands of International Importance Especially as Waterfowl Habitat 1971, United Nations Framework Convention on Climate Change (UNFCCC) and Convention of International Trade of Endangered Species (CITES) and the International Labour Organisation (ILO) Convention.</p> <p>The FMU had identified three (3) conflicts which are (i) Adat Iban, (ii) Land Code and (iii) Forest Ordinance 2015, in the <i>Conflicts between Laws and Practice</i> document. The "Conflict Resolution Guidelines for Sustainable Forests Management" was available.</p> <p>Aerial surveillance and ground boundary monitoring and maintenance was conducted together with Forestry Department Sarawak in September 2020.</p> <p>The <i>Policy Statement of Sustainable Forest Management of Anap Muput FMU</i> dated 11 January 2011 was available at the base camp and online at www.anapmuputfmu.com</p>	<p>The storage of diesel in Keliyau camp was without the "Permit Barang Kawalan Berjadual" issued by KPDNHEP. Minor NCR RJ01/2022</p> <p>Site Inspection on harvesting blocks found, trees without harvestable tag were felled, few boundaries and stream buffer reserve were not demarcated on the ground. Major NCR ANS02/2022</p>

Principle	Strengths	Weaknesses
Principle 2 Tenure and Use Rights and Responsibilities	<p>The FMU was granted a “60 years license tenure” by the Director of Forests. The timber licence T/4317 was extended from 2011 to 2024.</p> <p>The FMU had established <i>Anap Sustainable Development Unit (ASDU)</i> together with the Forestry Department Sarawak (FDS) and Sarawak Forestry Corporation (SFC) through <i>Memorandum of Understanding</i>, in the effort of continuing support for legally recognized mechanisms for resolving land claims.</p> <p>An ASDU Liaison Committee (ASDULC) comprising representatives from SFC, FDS, FMU and Anap Muput Committee (AMC) was also established to serve as a forum for consultation by members, arbitrate social problems as well as resolve any disputes over tenure claims and use rights affecting the FMU as guided by the FMU Conservation and Community Development (CCD) committee.</p> <p>The sites within the FMU that were utilized by local communities were demarcated on the Forest Zonation and General Harvesting Plan of Anap Muput FMU. It shows the locations of longhouses in and around the FMU, burial ground, water catchment area and shifting agriculture sites.</p> <p>Through the operation of Anap Sustainable Development Unit Liaison Committee (ASDULC) framework, the FDS had issued farming permits for restoration of cleared forests within the PFE.</p>	
Principle 3 Indigenous People’s Rights	<p>Documentation on the customary rights of indigenous peoples’ lands was kept at Muput Base Camp.</p> <p>The FMP (2011-2024) on community development defined the general objectives of community development to enable effective community participation in the sustainable forest management activities.</p> <p>The Anap Muput community was also given the rights to harvest and manage ‘belian’ tree within the FMU under Belian Licence issued by the Forestry Department Sarawak.</p>	

Principle	Strengths	Weaknesses
	<p>The SOP CR/02: <i>Conservation and Community Development (CCD)/CCD Planning Process</i> specified community's resources mapping within the FMU. Whilst, SOP CR/13: <i>Conflict Resolution/Management</i>, described procedures for conflict resolution with regards to sites of special cultural, ecological, economic or religious significance of the local community.</p>	
<p>Principle 4 Community Relations and Workers' Rights</p>	<p>The FMU had employed local communities as evidenced in the 'Employees Summary by Longhouse within FMU' record. A Safety and Health Policy statement was displayed at the Muput base camp office and Keliyau workshop.</p> <p>Documents on safety operational procedures, Safety & Health Guideline, Occupational Safety and Health Act 1994, emergency contact list, occupational diseases, malaria, dengue fever, noise hazard, hand, food, mouth diseases, filariasis and malaria were also available at Keliyau workshop and Muput Base Camp.</p> <p>The FMU has allowed their workers to join any legal union as announced in a memo 'Penyertaan dan Penubuhan Persatuan' displayed at the Muput Camp office.</p> <p>Any grievance raised by the workers were channelled to the <i>Management Workers' Committee</i> for resolution in accordance with the FMU's SOP: <i>Grievance Procedure</i>.</p> <p>Socioeconomic and Environmental Impact Assessment of Ulu Anap Communities affected by Harvest Operation 2014-2024 in the Anap Muput FMU was available.</p>	<p>Chain block used at the Keliyau workshop was found lacked of safety latch. Minor NCR RJ 02/2022</p> <ul style="list-style-type: none"> Containers of used oil were stored in open space, without proper storage designated for schedule waste store. Used filters were stored directly on the ground, not at designated area for schedule waste. Drums containing fuel oil were placed in open space without proper storage for storing fuel, oil or chemical. There was no signboard "Utamakan Keselamatan "and "Mudah Terbakar" been installed. <p>Minor NCR RJ03/2022</p> <p>Interviews with the workers and sampling of payslips done, found that wages deduction was more than 50%, which is against the allowable permit issued by the Sarawak Labour Department.</p> <p>The workers' Revised Employment Contract sampled was found incomplete i.e., lacked of date and salary scale. Copy of the contract was not distributed to the workers.</p> <p>Minor NCR AS01/2022</p>

Principle	Strengths	Weaknesses
	<p>A new list of ASDU membership indicated, currently there are 38 longhouse communities within and adjacent to the FMU. Four settlements located within the FMU are Rh. Bilong, Rh. Mawang, Rh. Gasah and Rh. Philip. Rh. Andrew, which also found located within the FMU had registered with resident office and included in the ASDU memberships.</p> <p>Any grievances by the communities living around the FMU are channelled through ASDU and AMC exco for conflict resolution process based on procedures available under the fifth FMP (<i>Forest Management Plan for Anap Muput FMP 2020-2049</i>).</p> <p>The ASDU Liaison Committee (ASDULC) is responsible for resolving any grievances, loss or damage affecting the local communities' legal or customary rights, property, resources, or their livelihoods, caused by the FMU operations.</p>	<p>Only four settlements living within the FMU are directly affected from the FMU operations. However, the information was not updated based on the current field information.</p> <p>Minor NCR AS02/2020 was upgraded to Major NCR AS02/2022.</p>
<p>Principle 5 Benefits From the Forest</p>	<p>A total of RM27,145,000 annually was budgeted by Anap Muput FMU from May 2020 to April 2024 for the investments and reinvestments expenditure. These include expenditure for local community benefit, workers benefit i.e., emoluments, insurance and training, operating expenses, license and other fees, administrative expenses and royalty/premium.</p> <p>Whilst, expenses related to machinery such as depreciation, freight charges, and machine insurance were placed under operating expenses such as Permanent Sample Plots (PSP), conservation, environmental (silviculture) and research.</p> <p>An enrichment planting using indigenous trees (local species) to restore or enhance the productive capacity of the FMU was conducted in accordance with the <i>Restoration Program Within Licensed Area</i>. As for wildlife protection, it was adhered according to circular for the <i>Conservation of Wildlife in Forest Timber Licensed Area</i>.</p> <p>A monthly total log production limit was set at 6,000m³, with</p>	

Principle	Strengths	Weaknesses
	<p>3,600m³ was set for reservation and 2,400m³ for export quotas as approved by the Forest Department of Sarawak.</p> <p>Reduced/Low Impact Logging (RIL) was implemented in active harvesting areas within the FMU based on <i>The Green Book 2019, Guidelines/Procedures on Reduced Impact Harvesting Systems 1999, Basic Chainsaw Maintenance and Directional Tree Felling 2001</i> and <i>Detailed harvesting Plan</i>.</p> <p>Other guidelines implemented include, <i>Guidelines for Reduced and Low Impact Logging Systems in Forest Management Certification (Natural Forest) Area</i> (2nd Edition), <i>Guideline for Forest Road Layout and Construction</i>, <i>RIL Guidelines for Ground Based Harvesting System (Vol I & II)</i> as well as the FMU's SOPs for RIL.</p> <p>Various training with regards to RIL and harvesting were conducted in 2020 and 2021. Field staff such as feller and crawler tractor operator were supplied with a <i>Tree Felling Handbook and Crawler Tractor Handbook</i> as reference and guidance in the RIL implementation.</p> <p>Sensitive areas for the protection of soil and watercourses had been identified and mapped in the 'Anap Sustainable Development Unit (ASDU)' map. The revised FMP (2020-2024) had also specified guidelines to maintain the values of forest services</p> <p>The estimated AAC for logs production is at 1.2 m³/ha/year with total yield per annum of 60,000 m³. The harvesting plan was initially based on areas with different hectares for a period from 2024 to 2049 at 25 years cycle.</p>	

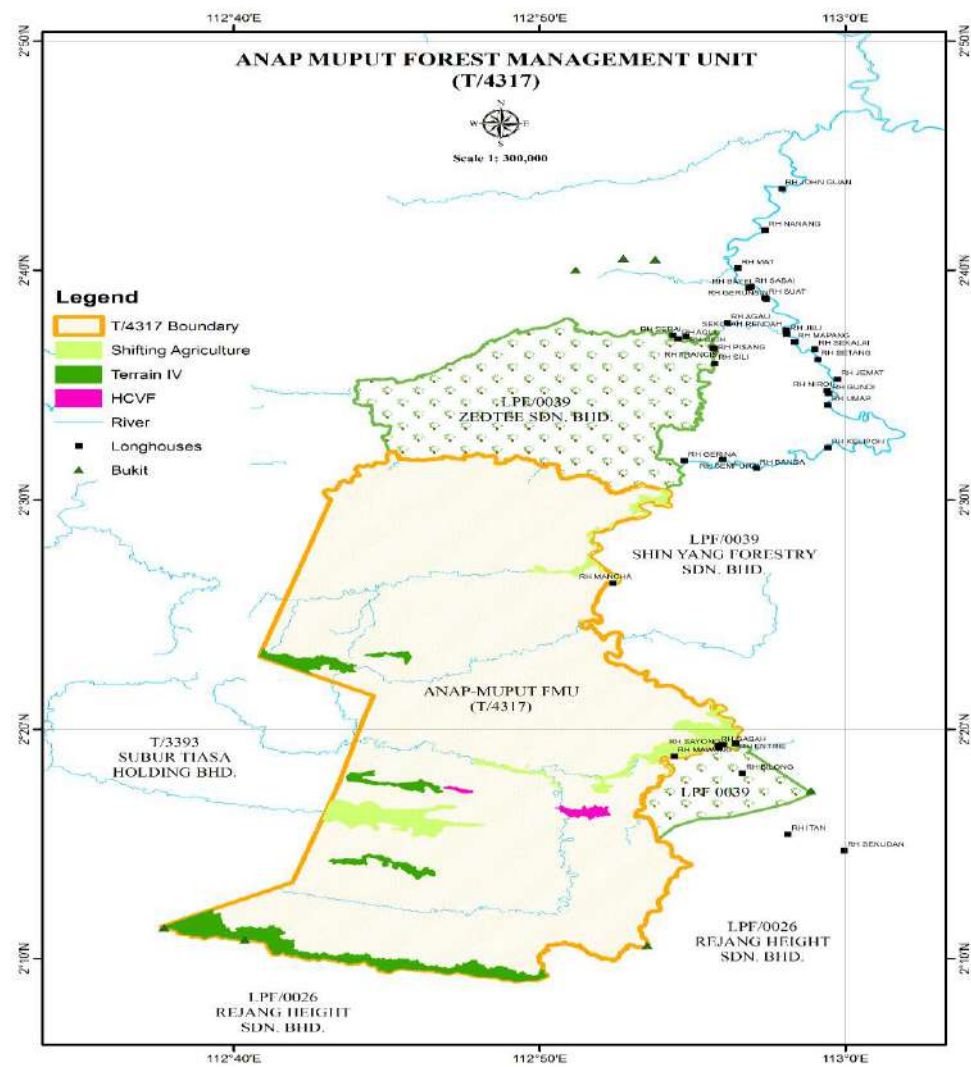
<p>Principle 6 Environmental Impact</p>	<p>The EIA reports; <i>Re-entry Hill Logging within the Anap Muput FMU Under Timber Licence No. T/4317 and LPF/0039 for Bintulu and Sibu Divisions, Sarawak</i> was approved by the Natural Resources and Environment Board (NREB) of Sarawak in November 2008.</p> <p>The protection of <i>Endangered, Rare and Threaten (ERT)</i> was enforced by of 'no hunting' policy, banning of hunting, selling of wild meat and closing of feeder roads of completed harvesting area within the FMU.</p> <p>Measures to mitigate environmental impacts due to forest operations was incorporated in the FMP (2020-2049). Research activities relevant to protection of wildlife and ERT species were also specified in the Anap Muput FMP.</p> <p>Fruit tree species especially those of <i>Ficus spp.</i> were marked for protection according to the <i>Guidelines for identification and protection of endangered, rare and threatened species</i> as specified in the <i>Wildlife Protection Ordinance 1998</i> and <i>A Master Plan for Wildlife in Sarawak 1996</i>. Salt licks were protected and marked under the 'Forest Zonation and General Harvesting Plan of Anap Muput FMU.</p> <p>The FMU had established a list of protected and totally protected species according to <i>IUCN Red List of Threatened Species and Guidelines to Identify Endangered, Rare Threatened or Protected Forest Tree Species in Sarawak</i>.</p> <p>Notices and posters were posted within the camps to create awareness of the endangered, rare and threatened species among workers in addition to the awareness briefings and training on ERT.</p> <p>The FMU had collaborated with several conservation organisations and regulatory authorities with regards to ERT species of fauna and flora. These include collaboration under RIMBA for research projects:</p> <ol style="list-style-type: none"> MoU SFC and National Institute of Environmental Science, Japan (NIES), Biodiversity and Ecosystem Services in Batang Ai, Tubau and Tatau, Bintulu, Sarawak, 	
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	<p>c. Quantitative Assessment of Plant Diversity in Sarawak, d. Community Perspective on logging management and activities on livelihood.</p> <p>Collaboration was also held with the WWF for conservation project i.e., New Generation Plantation, HCV Training Module, Training manual based on ASDU biodiversity database, Assessment of Change (Protocol for Monitoring Indicator Species) and Modernisation: GLOBIL- Real Time data collection and live data repository.</p> <p>The revised FMP had described guidelines for the '<i>Conservation of Biodiversity and Protection of Ecosystem</i>', in the FMU. The harvesting plan had taken into consideration locations of biological corridors and buffer zones around salt licks or wallows especially those along the rivers.</p> <p>A '<i>Checklist for Inspection Prior to Pre-felling Checking</i>' established by SFC was used as reference that include monitoring of harvesting activities including unauthorized logging as well as soil and water management.</p> <p>The 'Forest Zonation and General Harvesting Plan of Anap Muput FMU' include HCV sites, water catchment and areas of existing forest ecosystem which were demarcated and mapped for protection. The protected area covered 11% of the FMU comprised of HCV areas (309 ha), water catchment (158 ha), terrain (3,480 ha), PSP (216 ha), stream buffer riparian (1,808 ha) and shifting agriculture area (3,260 ha).</p> <p>The SOP; 'Log Fisher Yarding System' and 'RILP Guidelines for Log Fisher Logging' were used as guides in harvesting operations. Harvestable tagged trees were felled by directional felling. Residual trees along feeder trail were maintained. Potential crop trees (PCT) were identified, tagged, and protected for the next cutting cycle.</p> <p>'ASDU Forest Fire Management Plan' was established as fire prevention and control plan. The fire emergency response plan and emergency contact list were displayed at relevant place within the</p>	
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	<p>FMU.</p> <p>The Anap Muput FMU had established a policy for the use of environmentally friendly non-chemical methods of pest management and avoiding the use of chemical pesticides.</p> <p>Used lubricant and filter oil were disposed through registered scheduled waste collector, E-Concern (M) Sdn Bhd. While for solid non-organic waste such as old scraps iron, were sent to a recycling company, Hikmal Chemical Products Sdn. Bhd.</p>	
Principle 7 Management Plan	<p>The FMP titled 'Forest Management Plan Anap Muput Forest Management Unit 2020-2049' was approved by the Sarawak Forestry Department on 10 November 2020.</p> <p>The FMP had incorporated data obtained from the monitoring and research activities within the FMU after periodically review at the end of every fifth-year since 2004.</p> <p>The forest managers had attended training related to the new scientific and technical information such as training on <i>Tree Mapping using Drone</i> and <i>Geo Trimble</i> organized by SFC and FDS.</p> <p>Series of training were conducted for forest workers including training on RIL Guideline, Scheduled waste Handling, OSH Policy, ERT species and Labour Ordinance.</p>	<p>The knowledge of officers and workers responsible for handling and storing of Schedule Waste, could be further improved by conducting refresher training on "Handling and Storage of Schedule Waste". OFI</p>
Principle 8 Monitoring and Assessment	<p>The inspection of harvesting area was conducted in accordance with the Forest Department of Sarawak's <i>Procedures for the Inspection of Harvesting Areas 1999</i>, and reported in the <i>Laporan Pemeriksaan RIL</i>.</p> <p>An <i>Environment Monitoring Report (EMR)</i> was submitted to the NREB every 3-months as required by the department.</p> <p>Series of ASDU Management Review meeting were conducted since 2020.</p> <p>The FMU management had gathered data on yield of timber harvested from each coupe according to the Forest Department of</p>	<p>A documented procedure covering internal audit requirements based on Appendix A, MC&I SFM standard was not available. Minor NCR ANS01/2022</p>

	<p>Sarawak's requirements. The Monthly Production Limit for a period of July 2021 to June 2022 was approved at 5361 m³. Reservation quota was at 4289 m³ and export quota was 1072 m³. From July 2021 to December 2021, the FMU had exported 6,432 m³ of logs, while 25,734 m³ were sold locally. The volume produced was below the allowable annual limit of 72,000 m³.</p> <p>The FMU has segregated all harvested logs from certified area at the Sekawie Log Pond using green paint at both ends. A signboard indicating logs from certified area was erected at the logpond. Documents for certified logs were stamped with 'Certified Areas' word, according to circular for <i>Segregation of Logs Produced from Forest Management Certified Areas (Natural Forests)</i>.</p>	
<p>Principle 9 Maintenance of High Conservation Values</p>	<p>Description of HCVF sites and potential HCVF sites in accordance with the Malaysian Toolkit were included in the new FMP 2020-2049 of Anap Muput FMU. A SOP on "<i>HCVA and Biodiversity</i>" was established and used as guidance for the HCVF management.</p> <p>Three HCVA sites were mapped on the Forest Zonation Map of Anap Muput FMU and marked on the ground. The three sites consist of a good stand of Kapur (<i>Dryobalanops aromatic</i>), residual of Kerangas forest with dominant of Bindang trees (<i>Agathis endertii</i>) and Casuarina species and ERT tree species located at Ayam Water Catchment area.</p> <p>Consultations with 11 stakeholders was conducted in 2013 which includes NGOs, government agencies i.e., SFC, FDS, NREB and NGOs such as ASDULC, Wildlife Conservation Society (WCS) Malaysia, WWF Malaysia, Malaysian Nature Society (MNS), University Malaysia Sarawak (UNIMAS) and Aonyx.</p> <p>The specific HCVF sites identified and the associated measures for their protection have been included in the Public Summary and can be accessed. http://www.anapmuputfmu.com/other-links-high-conservation-value-forests.php.</p>	

Map of Anap Muput FMU



Experiences and Qualifications of Audit Team Members

Audit Team	Role/Area of MC&I Requirement	Qualification and Experience
Mohd Annas Amin bin Haji Omar	Audit Team Leader / Forester	<p>Academic Qualification: Diploma in Forestry, UPM B. Sc. In Forestry, UPM</p> <p>Work Experience: Six years as Assistant Forest Officer at Perak Forestry State Department in the year from 2013-2018. Main responsibility is Assisting District Forest Officers in administrative work, forest development and forest operations. Conduct forest Enforcement Team Activities such as The Prevention of illegal logging. Appointed to be Raid Officer in Raid Eradicating Illegal Refinery in Perak Forestry. Also appointed to be Investigative Officer in Investigations into a case involved Forest Reserve and Cased Prosecuted in Court.</p> <p>Training / Research Areas: Program of MTCS Training Course (MC& I) in Kuantan (9-12 July 2018)</p> <p>Lead Auditor ISO 9001, ISO 14001 & ISO 45001 Exemplar Global Certified (13-18 August 2018)</p> <p>RSPO Lead Auditor Training (9-13 March 2020)</p>
Hj. Roslee Jamaludin	Auditor/ Forester	<p>Academic Qualification: B.Sc. of Forestry (Forest Management), University Putra Malaysia. Diploma in Forestry, Mara Institute of Technology, Malaysia.</p> <p>Work Experience: A retiree of Forest Conservator from Forestry Department of Peninsular Malaysia, with 36 years of experience in forest management, operation and administration. Has been working in various position since appointment in 1977, which includes Assistant Forest Management officer in Kuantan, Forestry Department of Pahang, Assistant District Forest Officer in Kuala Lipis Pahang and Segamat, Johor. Forest Plantation Officer in Johor and Terengganu, Forestry Officer for the State of Malacca. Assistant Director for Forest Harvesting and Industries in Selangor, District Forest Officer in Dungun Terengganu, Assistant Director for Forest Management in Negeri Sembilan and the State Director of Forestry Penang before retirement in April 2015. Has involved in several Working Committee form by the Forestry Department of Peninsular Malaysia to further improve the existing procedures, such as, Forestry Manual, Forest Road Guidelines, Forestry Rules, other guidelines regarding the MC&I for forest certification. A member of MAJURUS was appointed as an Internal Auditor for the MC&I. Has attended several forestry Conference overseas and local. A member of IRIM (Institut Rimbawan Malaysia). Appointed as a facilitator and trainer for Forest Road Guidelines by Forestry Department Peninsular Malaysia.</p>

		<p>Training / Research Areas:</p> <ul style="list-style-type: none"> • Had Attended and Passed the following Training programmes: • Auditor Training Course on Malaysian Criteria and Indicators for Forest Management Certification [MC&I (Natural Forest)] & [MC&I (Plantations)] organised by MTCC, 9 – 10 July 2015 • EMS 14001: 2004 Lead Assessor Training Course organised by SIRIM Training Services Sdn Bhd, 23 Nov. – 27 Nov. 2015. • Briefing on RSPO Principle & Criteria (HCV) organised by SIRIM QAS (Food, Agri & Forestry Section) 21 August 2015. • Workshop on Auditing Technique for FMC (2) organised by SIRIM QAS (Food, Agri & Forestry Section) 26 Jan 2016. • FMC Workshop 28th -29th November 2017 • FMC Workshop for 2018 organised by SIRIM (Food, Agr. &Forestry) 22 November 2018 • COC Workshop 2018 organised by SIRIM 26 November 2018 • Auditor Training Course on PEFC Chain of Custody Certification organized by MTCC on 19th -20th December 2018. • MSPO Training Course 16-17 Feb 2019 organised by SIRIM • COC Workshop 27/6/2019 FAF SIRIM QAS • FMC 25-26/6/2019 organised by FAF SIRIM QAS
Angelica Sinimis Suimin	Auditor/ Sociology	<p>Academic Qualification:</p> <p>She has a Bachelor of Arts in Social Science and MSc in Environmental Management and Social Development. Has a certificate in Paralegal Studies and Diploma in Emergency Medical Technician (UK) and Human Resources Management (UM).</p> <p>Work Experience:</p> <p>A competent One to One Competency Based and Education Trainer from De Taffe University, Australia. Independent Auditor under SIRIM QAS Malaysia and Technical Expert for FSC audit under SCS Global services. Has worked as Rural Sociologist under the World Bank project under the Japanese Trust Fund for Community Forestry Project in Sabah for 3 years. She has over 30 years of working experience and was working in the Forestry Related Industries both in Sabah and Sarawak for 28 years in different capacities (e.g., independent Researcher, Rural Sociologist, Sr. Training and Administrator, Human Resources Executive, Emergency Medical Technician, Training Officer, CSR Manager, Chief Operation Officer for Avantha Foundation Malaysia).</p> <p>Attended training programmes:</p> <p>Has attended the following courses:</p> <ol style="list-style-type: none"> 1. MTCC Forest certification Standards for Forest Management and Plantations, 2013, Sirim QAS 2. FSC Forest Certification standards for Forest Management and Control Wood, 2015; Nepcon 3. LEAD ASSESSOR COURSE ISO 14001 (EXEMPLAR GLOBAL CERTIFIED LEMS01), 2016; Sirim QAS 4. DIPLOMACY TRAINING (Human Rights, Indigenous People, the Private Sector and Development), 2017; Faculty of law, Uni New South Wales 5. MC&I *Natural Forests and Plantation v.2 standards, 2017 – MTCC

Comments Received from Stakeholders and Responses by Audit Team Leader

- No comments received from stakeholder -

Surveillance Audit Plan

DAY	TIME	PROGRAM		
		Auditor 1 (Annas)	Auditor 2 (Hj Roslee)	Auditor 3 (Angelica)
Day 0 16/1/2022 & 17/1/2022 (Mon)		<ul style="list-style-type: none"> (Travel from Kuala Lumpur to Bintulu Hj. Roslee, Mohd. Annas & Angelica ETD 1145 ETA 1220 (MH3740) SBW-BINTULU) Stay at New World Hotel 16/1/2022 & (En Azrul- ETD 810 ETA 1030 (MH 2742) Kul- Bintulu) 17/1/2022 Travel from Bintulu to Muput Base Camp Briefing by Audit Team Leader on the surveillance audit plan 		
Day 1 18/1/2022 (Tue)	8.30 am-10.00 pm	<ul style="list-style-type: none"> Opening Meeting with representatives of FMU Briefing session by Forest Manager of the FMU Q&A Session Evaluation of changes to the management of the FMU Check on progress of planned activities aimed at enhancing the operation system to achieve improvement in overall performance Check on complaints and follow-up actions Evaluate on procedures for internal audit and management review Verification of NCRs raised during the previous audit. 		
	10.00 am-12.30 pm	<ul style="list-style-type: none"> Documentation review Principle 1- Compliance with Laws and Principles Principle 5 – Benefits from the forest Principle 7 – Management Plan 	<ul style="list-style-type: none"> Documentation review Principle 6 – Environmental Impact Principle 8 – Monitoring and Assessment Principle 9 – Maintenance of High Conservation on Value Forests 	<ul style="list-style-type: none"> Documentation review Principle 2 – Tenure and Use Rights and Responsibilities Principle 3 – Indigenous Peoples' Right Principle 4 – Community Relations and Workers' Right
	12.30-2.00 pm	Lunch break		
	2.00-5.00 pm	<ul style="list-style-type: none"> Continue documentation review Muput Nursery Workshop 		
	5.00-5.30 pm	<ul style="list-style-type: none"> Review of Day 1 Findings by Audit Team Leader 		
Day 2 19/1/2020 (Wed)	8.00 am-5.00 pm	Site visits: <ul style="list-style-type: none"> Active harvesting areas Coupe 21 Block 29 Coupe boundary 21 and 22 Inspection of Post harvesting area Coupe 21 Block 45 Road construction and stream buffer belts 	Site visits: <ul style="list-style-type: none"> Active harvesting areas Coupe 21 Block 35 Boundary and control of encroachment Coupe License boundary coupe 21 between 	Site visits: <ul style="list-style-type: none"> Site visit and consultation with local communities. Rh Gasah Rh Philip Rh Sawong Rh Andrew

		<ul style="list-style-type: none">• Interview with field workers• HCV Bindang Coupe 21• Stumping• OSCC	<ul style="list-style-type: none">• LPF 0039• PSPs• 25 Block12• Keliau camp workshop	<ul style="list-style-type: none">• Rh bilong• Rh Mawang• Rh Jeffery• Site visit SA area and FMU Boundary.
	5.00-5.30 pm	• Review of Day 2 Findings by Audit Team Leader		
Day 3 20/1/2020 (Thu)	8.00 am-12.00 pm	• Continue auditing and Documentation review		
	3.00-5.00 pm	<ul style="list-style-type: none">• Audit team discussion• Issuance of NCRs (if any).• Closing meeting• Overnight in Bintulu – New World Hotel		
21/1/2022 (Fri)	Travel from Bintulu to Kuala Lumpur – Hj. Roslee, Annas & Azrul MH2742, Angelica (MH 3446, MH 3226 and MH 3046; (17.00-19.35) (MAS)			

Details on NCRs and OFIs Raised During this Surveillance Audit and Corrective Actions Taken

Indicator	Specification Major/Minor/ OFI	Detail Non-conformances	Corrective Action Taken	Verification by Assessor
1.5.2	Major ANS02/2022	<p>Requirement: FMU shall be protected from encroachment, illegal harvesting, hunting, and settlement, and other unauthorised activities.</p> <p>Finding: Inadequate evidence of control measures to control encroachment, illegal harvesting and other unauthorised activities.</p> <p>Objective evidence:</p> <ol style="list-style-type: none"> During site visit at Coupe 21A Block 29 (MT-29-B) found that, 3 tree stumps without harvestable tag has been felled. The trees involve are as follow: Species, Size (cm) Meranti, 54 Bintangor, 34 Meranti, 60 Site Inspection on active harvesting activities at Coupe 21A Block 29 found the Block Boundary was not demarcated between Block 29 and Block 28 along the secondary road (S-2-1). Site inspection on coupe boundary coupe 21A between 22A found that the Coupe Boundary was not 	<p>Result of investigation and determination of root cause:</p> <p>Reference: Chapter 08 Forest Protection & Security Under these chapter, Anap Muput FMU has six Standard of Procedure to protect FMU area from encroachment, illegal harvesting, hunting, and settlement, and other authorised activities. Signboard "NO HUNTING, NO FISHING", record of monitoring boundary surveillance programme also available.</p> <p>Reference: Chapter 05 Forest Planning (SOP FP 05 Boundary Demarcation) Stated under this SOP, Forest Surveyor shall demarcate the boundary which is 1) Blue: All protection areas (SBR, HCVF, Conservation and other Buffer Zone), 2) Red: Coupe Boundary, 3) Orange: License Boundary and 4) Yellow: Block Boundary. Vertical brush-painted line on tree should be mark at breast height and tree not intended to be felled. During the investigation, inside the Block 29, block boundary was demarcated with yellow paint as well but was not demarcated between Block 29 and Block 28 along the secondary road (S-2-1). This happen because auditee misunderstand that logging road can be used as a boundary without paint mark</p>	<p>Evidences below was verified and accepted on 4 March 2022</p> <p>The FMU had request to RFO Bintulu to verify the untagged stumps against the illegal Kayu Ramu extracted by Chapi on 25th January 2022 (Ref No.: ASDU/AMFMU/01.22/01)</p> <p>Status: Closed</p>

		<p>demarcated.</p> <p>4. Site Inspection on active harvesting activities at Coupe 21A Block 29 found that Stream Buffer reserve was not demarcated on the ground.</p>	<p>on it.</p> <p>Same goes to coupe 21A between 22A which is half demarcation of boundary with red paint. There one stream with width 4m also not painted with blue paint as it should be for SBR demarcation.</p> <p>Correction and corrective action plan including completion date:</p> <ol style="list-style-type: none"> Three untagged stumps: AMFMU submitted a request to RFO Bintulu to verify the stumps against the illegal Kayu Ramu extracted by Chapi on 25th January 2022 (Ref No.: ASDU/AMFMU/01.22/01 as attached. Corrective actions carried out on 24th January 2022 included” <ul style="list-style-type: none"> Demarcation of the block boundary between Block 28 and Block 29 with yellow paint. Demarcation of the coupe boundary between Coupe 21A and Coupe 22A with red paint. Marking the SBR within Coupe 21A Block 29 with blue paint. Additionally, the monitoring and training of forest survey teams has been programmed in the “ASDU Monthly Monitoring & Assessment for Continuous Improvement” plan. 	
4.4.1	Major AS 02 /2022	<p>Requirement: Forest managers shall evaluate, through consultations, social impact of forest operations directly affecting communities, and the people</p>	<p>Result of investigation and determination of root case:</p> <p>Anap Muput Forest Management Plan seventh revision approved on 10th</p>	<p>Evidences below was verified and accepted on 4 March 2022</p>

		<p>and groups directly affected by the forest operations shall have access to information on the results of the social impact evaluations.</p> <p>Finding: The Socio- Economic and Environmental Impact Assessment of Ulu Anap Communities was not updated.</p> <p>Objective evidence: The Socio- Economic and Environmental Impact Assessment of Ulu Anap Communities affected by Harvest Operation 2014-2024 in Anap Muput Forest Management Unit dated 5th May 2016, was not updated.</p> <p>Thus, A Minor NCR AS02/2020 was upgraded to Major NCR AS02/2022.</p>	<p>November 2020 has updated Chapter 11 Community Development. The SEIA has not update as it should be as mentioned in last audit (6 – 9 July 2020) action plan. Thus, Minor NCR AS02/2020 was upgraded to Major NCR AS02/2022.</p> <p>Correction and corrective action plan including completion date:</p> <p>Indicator 4.4.1 did not prescribe a “Socio-Economic Environmental Impact Assessment”.</p> <p>The AMFMU SIA Report for community directly affected by its harvest in ulu Anap catchment for the period 2022-2024 was updated on 8th February 2022 as attached.</p>	<p>Anap Muput Forest Management Unit (AMFMU)</p> <p>Social Impact Assessment of Local Community directly affected by forest operation Compiled by Wong Ing Yung, Sandra Ustin & James Jimmy dated 8th February 2022 was verified.</p> <p>Status: Closed</p>
4.2.3	Minor NCR RJ 02/2022	<p>Requirement: Appropriate safety and operational equipment in good working condition, including operational procedures, shall be made available to forest workers in the work place</p> <p>Finding: Chain block (rantai angkat) was without safety latch.</p> <p>Objective evidence:</p> <p>Site inspection at Keliyau Workshop, found Chain block used at the workshop was without the safety latch.</p>	<p>Result of investigation and determination of root case:</p> <p>Law of Malaysia Act 139 – Factories and Machinery Act 1967 (Section 15 Dangerous Parts of Machinery)</p> <p><i>Chain block were found in employee’s personal closets mixed with personal items. Furthermore, the chain block was without the safety latch and is no longer use as said by person in charge.</i></p> <p>Correction and corrective action plan including completion date:</p> <p>1. The chain block had been repaired and restored as photo attached.</p>	<p>Status:</p>

			<ul style="list-style-type: none"> • All load bearing equipment used in the workshop and store were inspected, checked and maintained to ensure safety for use. <p>2. Inspection of equipment for operationality & safety has been incorporated in the "ASDU Monthly Monitoring & Assessment for Continuous Improvement" programme.</p>	
1.1.1	Minor NCR RJ01/2022	<p>Requirement: Records and availability of up-to-date applicable federal, state, and local laws, and regulations and policies, in particular those related to forest management.</p> <p>Finding: There was no permit issued for storage of diesel.</p> <p>Objective evidence: The storage of diesel in Keliyau camp was without the "Permit Barang Kawalan Berjadual" issued by KPDNHEP.</p>	<p>Result of investigation and determination of root case: During observation of workshop, an empty diesel tank 3000L was found in the workshop Keliyau Camp. According to officer in charge, diesel will be transported directly from the Muput Camp as needed by Keliyau Camp which is new and also temporary camp. The existing Storage of Petroleum Licence No.: LB2600SPL2019000057 has exceeded the expiry dated 31/12/2020 and the renewal process has been disrupted due to movement control order (MCO).</p> <p>Correction and corrective action plan including completion date:</p> <ol style="list-style-type: none"> 1. Zedtee SB submitted an application for Storage of Petroleum Licence at Keliyau Camp dated 18th February 2022 2. The application for the renewal permits of Petroleum License at Muput Camp was submitted on 15th February 2022. 	<p>Status: The corrective action accepted and will be verified in the next audit.</p>

4.2.5	Minor NCR RJ03/2022	<p>Requirement: Demarcation of hazardous areas and provision of guidelines for storage and handling of hazardous materials.</p> <p>Finding: Storage and handling of hazardous material not comply to the Guidelines on Storage and Handling of hazardous materials.</p> <p>Objective evidence:</p> <ul style="list-style-type: none"> • Site inspection at Keliyau Camp, found the following; • Site inspection at Keliyau Camp, found the following; <p>1. The Schedule waste site</p> <ul style="list-style-type: none"> a. 2 containers of SW305 (used oil) were stored at an open space, without proper storage designated as Schedule waste store. b. 3 drums of SW 410 (used filters), were stored not at the designated area as Schedule waste store and without containment. (Directly on the ground). c. There was no signboard of “Utamakan keselamatan” and “Mudah Terbakar” at the storage of the schedule waste. <p>2. The storage of FOL or Chemical</p> <ul style="list-style-type: none"> a. The drums containing fuel or oil were placed in the open space without the proper store for storing fuel, oil or chemical. b. There was no signboard “Utamakan 	<p>Result of investigation and determination of root cause:</p> <p>References: Environmental Quality Act (Scheduled Waste) Regulations 2005 Regulation 9: Storage of scheduled wastes</p> <p>During inspection at keliyau camp, there were some of scheduled waste not stored or placed in temporary place designated for scheduled waste. Besides that, containment also not fully prepared for all scheduled waste which is to prevent spillage or leakage into the environment.</p> <p>Correction and corrective action plan including completion date:</p> <ul style="list-style-type: none"> 1. Proper storage facilities of scheduled wastes and hazardous chemicals at Keliyau Camp will be completed by May 2022. 2. Relevant warning signs will be posted at conspicuous places of the main workshop, generator sets and other indicated areas. 	<p>Status: The corrective action accepted and will be verified in the next audit.</p>
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		<p>Keselamatan “and “Mudah Terbakar” been installed.</p> <p>3. The Keliyau Workshop</p> <p>The signboard of “Utamakan Keselamatan”, “Mudah Terbakar” were not install at the workshop main building and the generator house.</p>		
4.3.3	Minor AS 01/ 2022	<p>Requirement: The right of workers to employment benefits and social protection is assured under applicable laws and/or regulations.</p> <p>Finding: The right of workers to employment benefits and social protection under Labour Ordinance [Cap. 76 (1958 Ed.)] were not fully complied.</p> <p>Objective evidence:</p> <p>1. Interview with 9 workers and verification of payslips of three workers indicated that wages deduction was more than 50% against the allowable permit issued by Labour Department. (Memo JTKSWK/PG/270/2020[BTU]) for workers' wages under section 114 of the Sarawak Labour Ordinance (Cap.76) dated 17th December, 2020. Sampled workers based on ID as below;</p> <ol style="list-style-type: none"> 1. K/592/16/X 2. A/806/17/R 3. T/423/16/R 	<p>Result of investigation and determination of root cause:</p> <p>Reference: Sarawak Labour Ordinance (Cap.76) Section 114: Lawful Deduction Letter for Request for Permission to Deduct from Worker's Wages in Respect of Goods Purchase from the Company's Canteen was written to Labour Department dated 30th July 2020 and a permit has been issued by the Labour Department to Zedtee S/B. This permit is subject to conditions such as the sum of salary per month, should not exceed 50% of the monthly wages. During the interview, some of workers has been deducted exceed 50% in their December wages.</p> <p>Reference: Sarawak Labour Ordinance (Cap.76) Section 10: Contract of Services SOP Ref: WM/06 Employment Contract</p> <p>All employees should sign work agreement form containing the term and condition. During the document review, there are incomplete document filled in by employer where the salary is not stated in the revised employment</p>	<p>Status:</p> <p>The corrective action accepted and will be verified in the next audit.</p>

		<p>2. The Revised Employment Contract of workers were examined and found to be incomplete. The following documents of workers sampled as follows;</p> <p>C/204/11/C E/289/08/X H/100/14/R I/145/06/G J/831/08/C K/592/16/X</p>	<p>contract. The date also not written in the document.</p> <p>Correction and corrective action plan including completion date</p> <ol style="list-style-type: none"> 1. PERMIT POTONGAN DARIPADA GAJI PEKERJA DI BAWAH SEKSYEN 114 ORDINAN BURUH (SARAWAK BAB 76) Series No.: JTKSWK/PG/270/2020(BTU) are displayed at all notice board and conspicuous place. 2. All incomplete employment contract will be update and re-signed within February 2022. 3. The next MWC meeting agenda will include a discussion on Labour Ordinance Section114 and amicable solution for advance and wage deduction. 	
8.1.3	Minor ANS01/2022	<p>Requirement: Forest managers shall undertake annual internal audit and management review of forest management for continual improvement. The conduct of internal audit, management review and continual improvement is stipulated in APPENDIX A.</p> <p>Finding: Documented procedure for internal audit was not sufficient.</p> <p>Objective evidence: No documented procedure available that covered internal audit requirements based on Appendix A, MC&I SFM standard:</p>	<p>Result of investigation and determination of root cause: SOP MA/04 Audit Plan SOP MA/05 Internal Operational Audit Programme Internal audit has been conducted at FMU but only involves the Logging Operation Section (RIL Performance Audit), Operational Safety & Health Section and environment (Internal Environmental Compliance Audit). However, they were not organised and presented as required per Appendix A of MC&I SFM.</p> <p>Correction and corrective action plan including completion date</p>	<p>Status: The corrective action accepted and will be verified in the next audit.</p>

		<ul style="list-style-type: none"> i. Frequency of internal audit ii. Methods and responsibilities iii. Audit criteria and audit scope iv. Selection of auditors and ensure impartiality v. Issuance of non-compliance report vi. Closure of non-compliance report vii. Timeframe of reporting of internal audit report 	<p>1. AMFMU Internal Audit Program for Y2022 based on Appendix A is attached.</p> <p>2. Additionally, "ASDU Monthly Monitoring & Assessment for Continuous Improvement" plan will be implemented to complement the Internal Audit Program.</p>	
7.3.2	OFI	<p>Requirement Indicator: Availability of programmes to train forest workers to their respective roles for proper implementation of the forest management plan.</p> <p>The knowledge of officers and workers responsible for handling and storing of Schedule Waste, could further be improved by conducting refresher course on "Handling and Storage of Schedule Waste".</p>	Not required	Not required

Corrective Actions Taken and Final Status on NCRs and OFIs Raised During Previous Audit

Indicator	Specification Major/Minor/ OFI	Detail Non-conformances	Corrective Action Taken	Verification by Assessor
4.3.3	Major AS01/2020	<p>Requirement: The rights of workers to benefits and protection is assured under applicable laws and regulations.</p> <p>Finding:</p> <ol style="list-style-type: none"> 1. Worker's salary is paid one month late contravening Sarawak Labour Ordinance Cap.67 which requires wages to be paid not later than 7th of the following month 2. No permission was obtained from labour department to accumulate the rest day for each week and utilize the 8 accumulated rest days at once in two months. <p>Objective evidence:</p> <ol style="list-style-type: none"> 1. Consultations with 8 workers and inspection of salary slips indicated that workers salary is paid only at the end of the following month. 2. In the terms and conditions of employment of Erwin Bin Daim (sampled) it was stated that employee is entitled for 8 accumulated rest days for two months. However, written permission from the Labour Department is required under the Sarawak Labour ordinance to allow this. There was no evidence of such permission being granted. 	<p>Result of investigation and determination of root cause</p> <p>Reference: Labour Ordinance (Sarawak Chapter 76)</p> <p>Section 109, Payment of Wages. (1) The wages of an employee shall be paid not later than seven days after the expiration of the wage period in respect of which they are due.</p> <p><i>7days insufficient to compile all wage data for checking, deliver to office and return to camp for payment due to communication, security and safety issues.</i></p> <p>Reference: Labour Ordinance (Sarawak Chapter 76)</p> <p>Section 105B, Rest Day. (1) Every employee shall be allowed in each week a rest day of one whole day as may be determined from time to time by the employer.</p> <p><i>According to Appendix 5 in employee recruitment agreement, all employees will be entitled to one rest day per week. The Management-Worker Committee agreed to accumulate the rest days up to a maximum of eight days due to locality of the logging camp and travel time as generally practised in Sarawak. Individually, every new employee is made aware agreed with this practice before the signing of the employment contract/agreement.</i></p>	<p>The FMU has sent the following document to close the NCR:</p> <ol style="list-style-type: none"> 1. Payment summary for wages of July'2020 paid on 6th August 2020. 2. Pay slips received and signed by respective employees to show that the wages paid on the 7th of the following month. In this case the wages for June 2020 were paid on 7th July of 2020. The samples of the pay slips were provided. 3. The FMU has sent a letter to Pejabat Tenaga Kerja, Bintulu on 30th July 2020 Ref. No. Z/LPL/0723/20 "Request Permission to Accumulate Rest Day under Section 105B of Labour Ordinance (Sarawak Cap.76)". 4. The FMU has sent another Letter to Pejabat Tenaga Kerja Bintulu on 17th Oct. 2020 to provide additional documents as requested. <p>The FMU has taken the action to apply for the accumulation of rest day and has provided the document requested to the Pejabat Tenaga Kerja Bintulu,</p>

			<p>Correction and Corrective Action Plan including completion date.</p> <ol style="list-style-type: none"> 1. The company will comply with the Sarawak Labour Ordinance to have the employees' wages to be paid on or before 7th of the following month. It will be applied to the wages of July 2020. 2. The company will submit an application to Labour Department Bintulu regarding accumulation of rest days within July 2020. 	<p>and the wages has been paid on the 7th of next month.</p> <p>Status: Closed.</p>
4.4.1	Minor AS02/2020	<p>Requirement: Forests Manager shall evaluate, through consultations, social Impact of forest operations directly affecting communities and the people and groups directly affected by the forest operations shall have access to information on the results of the Social Impact Assessment.</p> <p>Finding:</p> <ol style="list-style-type: none"> 1. The social impact assessment information was not updated and information of the actual communities directly and indirectly affected by the FMU was not sufficient. <p>Objective evidence:</p> <ol style="list-style-type: none"> 1. The Social-economic and Environment Impact Assessment of Ulu Anap Communities affected by harvest Operations 2014-2024 in Anap Muput Forest Management unit indicated that there are only four directly affected settlements within the FMU. During the field visit it was 	<p>Result of investigation and determination of root cause:</p> <p>Anap Muput Forest Management Plan seventh revision approved on 6th July 2020 has updated Chapter 12 Community Development regarding the actual communities directly and indirectly affected by the FMU but Social-Economic and Environment Impact Assessment still not updating.</p> <p>Correction and Corrective Action Plan:</p> <ol style="list-style-type: none"> 1. The data in the Social-economic and Environment Impact Assessment of Ulu Anap Communities affected by Harvest Operations 2014-2024 will be updated within 2020. 	<p>Status:</p> <p>During the site audit, the Socio-Economic and Environmental Impact Assessment of Ulu Anap Communities affected by Harvest Operation 2014-2024 in Anap Muput Forest Management Unit dated 5th May 2016 was presented during the audit. It has also mentioned that there are only four directly affected settlements within the FMU and was not updated based on the current field information. Thus, A Minor NCR AS02/2020 was upgraded to Major NCR AS02/2022.</p>

		<p>noted that Rh Mawang and Rh Bilong are within the LPF area.</p> <p>2. There were no detail of socio-economic conditions of the surrounding communities which was included in the ASDU memberships.</p> <p>3. There is also confusion of settlement data within the ASDU memberships. ASDU exco mentioned that there were only 37 settlements but the new revised FMP indicated 39 settlements.</p>		
4.2.3	Minor ANS01/2020	<p>Requirement: Appropriate safety and operational equipment in good working condition, including operational procedures, shall be made available to forest workers in the work place.</p> <p>Finding: Chemical mixing facilities and emergency chemical spill shower /eyewash not adequate.</p> <p>Objective evidence: Site inspection at the Muput nursery found chemical mixing and shower facilities for emergency spill /eyewash not adequate i.e.:</p> <ol style="list-style-type: none"> 1. No suitable table with appropriate drainage facility for collection/recovery of chemical-mix water for reuse was available. 2. Separate and closed shower compartment for workers to bathe/wash after chemical use and emergency chemical spill 	<p>Result of investigation and determination of root cause:</p> <p>During observations at the nursery, table for chemical mixing and place for clean knapsack sprayer are provided separately but no proper containment provided for any chemical spillage during the process. Nursery also built-up silt trap to filter chemical from flowing straight into river.</p> <p>Eyewash is also available near to the chemical mixing place but does not work. Nursery management aware about important of emergency shower and eyewash need to improve for accidental chemical exposure but not adequately provided and functioning properly in the nursery section.</p> <p>Correction and Corrective Action Plan:</p> <ol style="list-style-type: none"> 1. A cemented containment with proper drainage and collection will be made available for chemical mixing and knapsack cleaning at nursery. The collected waste will be reused by the nursery worker for the seedling pest and disease control. 	<p>During this surveillance audit, site inspection at the Muput nursery, found that appropriate drainage facility for collection/recovery of chemical-mix water for reuse was available. Separate and closed shower compartment for workers to bathe/wash after chemical use and emergency chemical spill also made available. Therefore, Minor NCR ANS01/2020 for Indicator 4.2.3 was satisfactorily closed.</p> <p>Status: Closed</p>

			<ol style="list-style-type: none"> Functional emergency station for eye washing and shower from accidental exposure to chemicals will be construct and provided in the nursery. Notice for handling chemicals and emergency response procedure for exposure to chemical will be made available at nursery notice board. <p>Corrective action plan will be made and done within year 2020.</p>	
8.2.1	Minor ANS02/2020	<p>Requirement: Forest managers shall gather the relevant information, appropriate to the scale and intensity of the forest management operations, needed to monitor the items (a) to (e) listed in Criterion 8.2.</p> <p>Finding: Tree tagging and recordings of trees in PSP plots were not appropriately conducted.</p> <p>Objective evidence: During the site audit on the PSP 32 Coupe 15A, the auditor has found 5 trees (Tag number 2151, 2154, 2155, 2156 and 2157) were tagged outside the plot boundary</p>	<p>Result of investigation and determination of root cause:</p> <p>Anap Muput Forest Management Plan seventh revision approved on 6th July 2020: PSP establishment was square plot with 100 m x100 m (1.0 ha) for one plot and subdivision into quadrats of 10 m x 10 m. During the inspection, they found 5 trees indicate as PSP were outside the plot boundary which is recorded as tagged trees in plot No.1.</p> <p>Correction and Corrective Action Plan:</p> <ol style="list-style-type: none"> The plates/tags listed as above will be removed from the trees, and the paint which indicate PSP sample (Yellow) was removed in August 2020. 	<p>During this Surveillance 3 Audit, auditor has verified PSP no. 25 in Coupe 21, i.e cluster plot. There was no strip plot for PSP been established during this audit. The size of the plot is 100mX100m (1.0 ha) and buffer zone measuring 20m from outer boundaries of the plot were demarcated and painted with blue as a sign of protected area. The trees recorded were verified on the field at sub plot 1, sub plot 20, sub plot 21 and sub plot 40, it was found that the trees recorded were tallied with the trees in the field.</p> <p>It was also found that, the trees were marked and recorded were within the boundaries of the of the PSP plot, no trees were found outside the PSP's plot. Therefore, a Minor NCR ANS02/2020 for Indicator 8.2.1 was satisfactorily closed.</p> <p>Status: Closed</p>

8.3.1	Minor ANS03/2020	<p>Requirement: Forest managers shall provide relevant documents for identifying all forest products leaving the area to be certified so that their origin could be easily determined.</p> <p>Finding: Identification and traceability of logs cannot be identified.</p> <p>Objective evidence: During site inspection on Sekawie Log Pond found that Log Trucking List No 29110 dated 13 June 2020 have listed tag number T4183/1x and T3993/1x were not found in tree number tag.</p>	<p>Result of investigation and determination of root cause:</p> <p>SOP Ref: MA/02: Log Tracking The tree feller shall remove the log tag (1 if only one log is to be produced) together with the Production Tag from the TREE TAG after felling the tree. The tree feller may pass the log to the Tractor Operator for fixing the tags at each end of the log at the log landing.</p> <p>However, during scaling at the PoRM, the log length exceeding 20 metres should be cut or trimmed before load to logging truck for the safety of the users on the road. Log detail as mention:</p> <p>Correction and Corrective Action Plan:</p> <table border="1"> <thead> <tr> <th>Log Tag</th><th>Tag No.</th><th>Block</th><th>Species</th><th>Length (m)</th></tr> </thead> <tbody> <tr> <td rowspan="2">First Log</td><td>T 4183 – 1</td><td rowspan="2">15B</td><td>KRXX</td><td>11.89 m</td></tr> <tr> <td>T 4183 – 1x</td><td>KRXX</td><td>8.10 m</td></tr> <tr> <td rowspan="2">First Log</td><td>T 3993 – 1</td><td rowspan="2">15B</td><td>KAPX</td><td>12.68 m</td></tr> <tr> <td>T 3993 – 1x</td><td>KAPX</td><td>8.10</td></tr> </tbody> </table> <p>Decision for trimming of logs with length above 20m will be done at the landing point, and tags for second log will be pinned immediately.</p> <p>This action will take effect as soon as audit report is issued by auditor.</p>	Log Tag	Tag No.	Block	Species	Length (m)	First Log	T 4183 – 1	15B	KRXX	11.89 m	T 4183 – 1x	KRXX	8.10 m	First Log	T 3993 – 1	15B	KAPX	12.68 m	T 3993 – 1x	KAPX	8.10	<p>During this surveillance audit, the auditor was verified the trimming of logs with length above 20m was done at the landing point, and tags for second log was be pinned immediately. Therefore, Minor NCR ANS03/2020 for Indicator 8.3.1 was satisfactorily closed.</p> <p>Status: Closed</p>
Log Tag	Tag No.	Block	Species	Length (m)																					
First Log	T 4183 – 1	15B	KRXX	11.89 m																					
	T 4183 – 1x		KRXX	8.10 m																					
First Log	T 3993 – 1	15B	KAPX	12.68 m																					
	T 3993 – 1x		KAPX	8.10																					

6.7.1	Minor RJ 01/2020	<p>Requirement: Oil, fuel, tyres, containers, liquid and solid non-organic wastes shall be disposed of in an environmentally appropriate and legal manner.</p> <p>Finding: Scheduled waste was not properly managed and stored.</p> <p>Objective evidence: During site inspection at Maleng workshop, auditor has found that the following schedule waste were not properly manage As per Regulation 10 – Labelling of Scheduled waste, and Regulation 9 - Storage of Schedule Waste Environmental Quality (Scheduled wastes) Regulations 2005., as follows;</p> <ol style="list-style-type: none"> 1. A container filled the used oil filters (20 pcs) SW 410 were not stored at the schedule waste storing area and was not labelled with the date first generated. 2. Three (3) drums of schedule waste SW 306 (spent oil) were not label with the date of first generated. 	<p>Result of investigation and determination of root cause:</p> <p>References: Environmental Quality Act (Scheduled Waste) Regulations 2005 Regulation 9: Storage of scheduled wastes, Regulation 10: Labelling of scheduled wastes.</p> <p>Zedtee SOP EM/06 Schedule Waste, had clarify the step, procedure and schedule involve in scheduled wastes management.</p> <p>Correction and Corrective Action Plan:</p> <ol style="list-style-type: none"> 1. The schedule waste will be stored in the compartment meant for schedule waste, with proper label and stored by category. Refer to SOP EM/06 Schedule Waste. <p>This action will be done within year 2020</p>	<p>A Minor NCR RJ 01/2020 for Indicator 6.7.1 was re- issued during this Surveillance 3 audit, it was found that, the schedule waste has been labelled as verified at Keliyau workshop. The Maleng workshop has been decommissioned by the FMU. Therefore, Minor NCR RJ01/2020 was satisfactorily closed. However, a new Minor NCR was raised under Indicator 4.2.5</p> <p>Status: Closed</p>
7.1.1	Minor RJ02/2020	<p>Requirement: Availability and implementation of Forest Management Plan.</p> <p>Finding: The cutting limit not been amended in Forest management Plan (FMP).</p> <p>Objective evidence: The Cutting Limit for Anap Muput FMU</p>	<p>Result of investigation and determination of root cause:</p> <p>Anap Muput Forest Management Plan seventh revision approved on 6th July 2020 Chapter 3: Management Plan Prescription (3.3.2: Cutting Limit).</p> <p>FMP dated 8th August 2017: Cutting limits are maintained at 60 cm DBH and above for</p>	<p>The cutting limit for Anap Muput FMU (T/4317) has been approved to 50cm dbh for Dipt. and 45 cm dbh for non-dipt. (based on Sarawak Forestry Department letter Ref. No. WPO.628412.1 (XI)-13 dated 23 June 2015). This directive is in line with the FMU management as stated in the FMP 2020-2049 at section 3.3.2 that stated</p>

		<p>(T/4317) has been approved to 50cm dbh for Dipt. and 45 cm dbh for non-dipt. (based on Sarawak Forestry Department letter Ref. No. WPO.628412.1 (XI)-13 dated 23 June 2015), however the cutting limit has not been updated in the FMP.</p>	<p>Dipterocarps and DBH 45 cm and above for non-Dipterocarps species. Subject to the stocking of the forest, up to 20% of the Dipterocarps within the 50-59cm DBH range may be cut as a buffer for inadvertent felling of PCT.</p> <p>1. The cutting limits will be restated clearly in the upcoming submission of the amended FMP. Next submission of AMFMU FMP 2020 – 2049 for approval by authorities will be within September 2020.</p>	<p>'Cutting limits are restricted to trees of DBH 50 cm and above for Dipterocarps and DBH 45 cm and above for non-Dipterocarps species. Therefore, previous Minor NCR RJ02/2020 was satisfactorily closed.</p> <p>Status: Closed</p>
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