



BQAS CERTIFICATION [M] SDN BHD [1179994-X]
MSPO Certification Services
ACB 044

TRIDENT CREST SDN BHD [661374-U]
Ref No: BQ/TCSB/SVA3/10/23



Standard: MS 2530-3:2013

On Site Audit

Report Date: 17 10 2023

MSPO SURVEILLANCE CERTIFICATION REPORT 03[YEAR 04] 2023



TRIDENT CREST SDN BHD
[661374-U]

MADOR ESTATE

**1st Floor, Lot 3135-3136, Block 10, Jalan Laksamana
Cheng Ho, 93350 Kuching, Sarawak**



BQAS Certification [M] Sdn Bhd

Lat 7823, Sublot 6, 2nd Floor, Block A, King Center, Simpang Tiga,
93350, Kuching, Sarawak.

Tel: 082 572 043

Email: bqascertification@gmail.com

Website: www.bqas.com.my

Accreditation No: ACB 0445



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TRIDENT CREST SDN BHD [661374-U]
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CERTIFIED ENTITY	TRIDENT CREST SDN BHD[661374-U]
MSPO Standards	<input checked="" type="checkbox"/> MS2530-3:2013 General Principles for Palm Oil Plantations & Organized Smallholders
Type of Certification:	<input checked="" type="checkbox"/> Individual
Project Ref No:	BQ/TCSB/23
MSPO Certificate No:	BQAS P3 025 0920
MSPO Certificate Validity:	01 September 2020 - 31 August 2025
HQ Office Address:	1 st Floor, Lot 3135-3136 Block 10, Jalan Laksmana Cheng Ho, 93350 Kuching, Sarawak
Contact Person / Job Title:	Alison Nicholas / Director
Telephone / Mobile:	012 886 3449 / 082 416677
Email / Website:	arnicholas@gmail.com
Site Address:	Tanah NCR, Sg Entiboh Mador Bintangor, 96100, Sarikei, Sarawak.

CERTIFICATION BODY	BQAS CERTIFICATION [M] SDN BHD [1179994-X]
Office Address:	Lot 7823, Sublot 6, 2 nd Floor, Block A, King Center, Simpang Tiga, 93350 Kuching, Sarawak.
Contact Person / Job Title:	Dominic Retan Giah / Audit & Certification Manager
Telephone / Mobile:	+60 12-892 3412
Lead Auditor:	Douglas Alau Tayan
Technical Reviewer	Patrick Sibat Sujang

Disclaimer:

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EXECUTIVE SUMMARY

Trident Crest Sdn Bhd [TCSB] main office is located at 1st Floor, Lot 3135-3136, Block 10, Jalan Laksmana Cheng Ho, 93350 Kuching, Sarawak. The Plantation site is located at Geo-Coordinates: 02° 06' 10.3" N, 111° 47' 17.0" E; with address at Tanah NCR, Sg Entiboh Mador Bintangor, 96100 Sarlkei, Sarawak approximately 45 kilometers from Sarikei Town.

Established on the 30th July 2004, the Plantation consist a total certified area of 170.05 hectares of lowland with sandy loom type soil. Planted area is 150.00 hectares; the un-planted areas are conserved as riparian zones. TCSB employed a total headcount of 16 full-time staffs & general workers. Plantation lands are rented from members of the local community in the area.

This is Surveillance [SVA03] Audit, 4th year of certification & maintenance to assess performance & maintenance of the management system & continued certification of TCSB under the Standard MSPO2530-3:2013 General Principles for Plantations & Organized Smallholders & scope is **Individual Certification**.

During this SVA03, TCSB also received the Assessor from Department of Standards Malaysia to witness the process of MSPO Certification by BQAS.

Risk Assessment was conducted and it was determined prior to conducting the audit that TCSB is categorised as low to medium risk entity and qualified to be audited on-site.

The assessment method follows principles of **3P (Paper, Practice & People)**.

This certification assessment is a sampling process where management systems effectiveness & efficiency are confirmed via an Audit Trail that the Auditor established to make an accurate conclusion.

The following are pertinent information on TCSB:

No of Employees	●	15 Employees
MPOB License No.	●	6017 4600 2000
Expiry Date	●	31/08/2024
Date of Establishment	●	30 July 2004
Certified Area:	●	170.5 hectares
Production (Actual) 2021	●	1,464.61 MT
FFB Production (estimate) 2022	●	1,700.00 MT

The Surveillance Audit was conducted from 16th to 17th October 2023 & 2 Auditors were assigned to do the Assessment; clocking a total of 4 Man-days to complete the Audit.

The purpose of this Audit is to evaluate the implementation, including effectiveness, and continuous compliance to MSPO requirements of TCSB management systems.



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Assessments were done on the management system documentation and compliance, estate's facilities, FFB production activities and operations. Information and data were systemically gathered and documented from interviews, observations of process and activities, field audits and reviews of documentations and records, both at the estate site in Bintangor and headquarters' office in Kuching.

There were altogether 5 Findings classified as 2 NC (Minor Non Conformity) and 3OFIs (Opportunity for Improvements).

Corrective Action Reports were raised on 17th October 2023 and these findings were closed on 27th October 2023.

In this audit, the Auditors also assessed and determined that actions on findings in Surveillance Certification audit 02 had been implemented satisfactorily and in compliance with requirements of the MSPO Standards.

From the estate's harvesting and sales record, there was considerable improvement in terms of overall yield performance; 1,464.61 mt (2022) compared to 1,281.69 mt (2021), an increment of about 14.27%.

Estate employees are remunerated in compliance with Employment Act and Minimum wage regulations and living quarters are considered to meet minimum requirements and in compliance with Workers Minimum Standard Housing and Amenities Act 1990.

Available amenities in the estate include treated water, solar energy and telecommunication services.

The management systems of Trident Crest Sdn Bhd [TCSB] had continuously complied & conformed to MSPO Certification standards, conditions & requirements.

Conclusively, the Lead Auditor therefore recommended that TCSB Estate Certification under MSPO Standards MS2530-3:2013 be continued and maintained.

1.0 INFORMATION: CERTIFICATION ASSESSMENT

1.1	Type of Certification Assessment	<input type="checkbox"/>	Initial Certification / Main Audit	
		<input checked="" type="checkbox"/>	Annual Surveillance Audit 03 [Year 4]	
		<input type="checkbox"/>	Re-certification Audit	
1.2	Scope of MSPO Certification	<input checked="" type="checkbox"/>	Production of Sustainable Fresh fruit Bunch from:	
			Total Planted Areas	Total Certified Areas
	TRIDENT CREST SDN BHD		150 hectares	170.5 hectares
1.3	MSPO Standards	<input checked="" type="checkbox"/>	PART 3: MS2530-3:2013	



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2.0 INFORMATION : CERTIFIED ENTITY

Company Name & Registration No:	TRIDENT CREST SDN BHD [661374-U]		
Head Office Address	1 st Floor, Lat 3135-3136 Block 10, Jalan Laksmana Cheng Ho, 93350 Kuching, Sarawak		
Site Name	Trident Crest Sdn Bhd (MADOR ESTATE)		
Primary Function:	<input checked="" type="checkbox"/> Plantation/Organized Smallholders		
Site Address	Tanah NCR, Sg Entiboh Mador Bintangor, 96100, Sarikei, Sarawak		
Management Contact Details			
1	Name : Alison Nicholas	Job Title: Director	
	Mobile: 012-8863449	Tel:082 416677	Email: arnicholas@gmail.com
2	Name : Terry Pengarah	Job Title: Manager	
	Mobile: 011 25120062	Tel:	Email:
Headcount	Staff : 7	General Workers : 8	Total : 15

MS 2530-3:2013 General Principles for Plantations & Organized Smallholders

MPOB License No: 6017 4600 2000	Expiry Date: 31 08 2024
Scope of Activity: Menjual & Mengalih FFB	
Date of Establishment: 30 July 2004	Geo-Coordinates: 2° 06' 10.3" N, 11° 47' 17.0" E 2.102861° N, 111.788056° E
Certified Area: 170.5 hectare	Planted Area: 150 hectares
Production (Actual) 2022 : 1,464.61 MT	FFB Production (estimate) 2023: 1,700.00 MT
Source of FFB : Own Estate	Main FFB Purchaser: Manis Palm Oil Mill
No. of Planting Blocks : 29	No. of Palm Trees (Stand Counts) : 15,705 trees
Palm Species : FELDA & GH500	Age Range of Palms : 3 to 13 years
Topography : Alluvial flatland consisting of shallow and deep peat. Presence of small hills (6 – 12 degrees of slopes) with elevation of 5 – 10 m above sea level.	Soil Type: Bijat, Mukah, Saratok & Merit Series
Land Ownership Status :	RENTED
Validity/Date of Certification:	1st September 2020 till 31st August 2025



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3.0 ASSESSMENT METHODOLOGY

This certification assessment is a **SAMPLING** process where management systems effectiveness & efficiency are confirmed via an audit trail that the Auditor established to make an accurate conclusion.

Information gathering Data collection from	<ul style="list-style-type: none"> • Interviews – staffs and workers • Observation of process & activities • Review of documentations & records • Site visits • Field inspections 	
Assessment method	<p>Paper</p> <ul style="list-style-type: none"> • Assessing past implementations from records, reports of the management system Practice <p>Practice</p> <ul style="list-style-type: none"> • Assessing current implementation from observing current practices <p>People</p> <ul style="list-style-type: none"> • Assessing future maintenance from interviewing personnel on understanding & assessing competencies. 	
Surveillance Audit	Audit Findings Classification	
Term/Abbreviation	Category	Description
Yes	Compliance	● Fulfilled requirement of audited standard
OFI	Opportunity For Improvements	● Demonstrate conformity. There are, however, improvement opportunity identified that will benefit the organization
No (Minor NC)	Minor Non-Conformity	● Non-compliance to standard requirements or company's SOP; or are issues that when combined jeopardized the functioning of the system .
No (Major NC)	Major Non-Conformity	● Demonstrate absence or total breakdown of system to meet standard requirement, or a number of minor NC against a clause of standard requirements / at a particular area. Of last assessment that are not effectively addressed will be classified as major NC.

4.0 ASSESSMENT PROCESS

The assessment process was preceded by/with **Risk Assessment of the certified entity** to determine that the Audited Entity qualify to be audited **on site**. BQAS had assessed that Surveillance Audit 01 of **Trident Crest Sdn Bhd** is classified as **low to medium risk**.

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4.1 AUDIT TEAM

NAME	ROLE
Douglas Alau Tayan	Lead Auditor
Dr. Alexender K. Sayok	Auditor

No	Audit Team Members	Role	Qualifications
1	Douglas Alau Tayan	Lead Auditor	<p>Post graduate qualification in Master in Science (MSc. Agric.) with 7 years working experience in Lecturing at Universiti Pertanian Malaysia, Kampus Bintulu, and more than 30 years of Consultancy Services in Environmental Assessment, Agriculture and Social Science.</p> <p>Lecturer in Agriculture and Management Studies at Faculty of Social Science and Economics, UPM Kampus Bintulu (1986-1991).</p> <p>Completed and Passed Lead Auditor Examination for Malaysian Sustainable Palm Oil Lead Auditor course in 2016.</p> <p>Plantation & Management with more than 25 years working experience in oil palm plantation company as estate owner responsible for crop production, documentation, general estate maintenance, man power sufficiency, costing, good agricultural practices, security, mechanization, special project and OSH.</p> <p>EIA Consultant No.: NREB/I/0160, July 2017 Logged more than 95 Man-days as MSPO Auditor.</p>
2	Dr. Alexender K. Sayok	Auditor	<p>Diploma Perhutanan/Universiti Pertanian Malaysia</p> <ul style="list-style-type: none"> ● Bachelor Science (Forest Management) Louisiana State University, Baton Rouge, Louisiana, USA ● Master Science (Forest Watershed Management)/Stephen F Austin State University, ● Completed MSPO Auditor Course in October, 2019 ● Logged more than 65 man-days as MSPO Auditors



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4.2 AUDIT PLAN

4.2.1 AUDIT OBJECTIVES

The objectives of this audit are as follows:

- a. To assess changes to the certified client and its management system;
- b. Verification of continuous management system implementation;
- c. To verify effectiveness and implementation of all correction and corrective actions for non-conformance(s) raised in the previous audit (if any);
- d. To identify and evaluate links between the normative requirements, policies, procedures, performance objectives and targets (consistent with the expectations in the applicable MSPO standard or relevant normative documents), any applicable legal requirements, responsibilities, competence of personnel, operations, procedures, performance data and internal audit findings and conclusions;
- e. Review of effectiveness of measures arising from the previous audit (if applicable);
- f. Confirmation of fulfillment of certification requirements;
- g. Inquiries on aspects of certification (complaints);
- h. To review of any client's statements with respect to its certified operations (promotional material, website, use of BQAS logos and marks, use of the certificate) and;
- i. To verify and ensure that if there is MSPO logo usage, then it shall be in accordance with MSPOLGP04 1 Oct 2019.

4.2.2 ASSESSMENT SITES/PROGRAMS/PARAMETERS

MS2530-3:2013 General Principles for Palm Oil Plantation & Organized Smallholders

A. ASSESSMENT SITES

Assessment were performed at :

- Estate Office – documentations & records
- Estate – processes, stores, waste & water management, workshop and related facilities
- Staff facilities – housing, amenities etc.

B. SURVEILLANCE AUDIT - Main Assessment Program

Date: 16- 17 10 2023

No. of Auditors: 2

No. of Man-days: 5

Day 1	•	Site Audit @ Estate, Bintangor
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- Management responsibilities for policies
- Links between the normative requirements, policy
- Competence of personnel
- Customer specific requirements
- Traceability of FFB
- Use of PPE / Safety & Health Training Program
- Revisit other points/areas of Buffer Zone, Riparian Reserves, Boundaries
- Implementation of Policies & Procedures at all stores (fertilizer, chemical, schedule waste store)
- Improvements to workers' quarters – health & safety
- Infrastructure / roads & drainage / natural water management
- Continuous Improvement Plan & Implementation
- Implementation of Best Practices
- Implementation of Environmental Management

4.3 THE AUDIT PROCESS

The Audit Process for Surveillance Audit Assessments was conducted as follows:

No.	Process	Description/Activities
1	Public Notification	Written notice to inform public on MSPO Audit is posted at Estate Office 1 month before Audit dates
	↓	
2	Audit Plan	Auditee received 2 weeks before Audit dates
	↓	
3	Audit Day 1	<p>Opening Meeting Estate site Assessment & Field Audits</p> <ul style="list-style-type: none"> • Participants: Audit Team & Auditee Management Stakeholders Consultation / Field & Site Audits • Stakeholders Interviews • MSPO knowledge of Estate staffs • Checks & verification on Boundary, Buffer Zone, Riparian Zone, Waste/scheduled waste management, Water management, Water courses, Harvesting • Staff/workers housing & amenities, • Use of PPE, Stores, Workshop <p>Documentation Audit: Review of Surveillance 02 Audit Report Documentation Review</p> <ul style="list-style-type: none"> • Management Systems, Policies, Procedures, MSPO Principles 1 to 4 documents etc.
	↓	
4	Audit Day 2	<p>Documentation Audit: Documentation Review [continuation]</p> <ul style="list-style-type: none"> • Management Systems, Policies, Procedures, MSPO Principles



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		<p>1 to 6 documents etc. Documentation Review [continuation] • Management Systems, Policies, Procedures, MSPO Principles 5 to 6 documents etc. Review of findings and compilation Preparation of presentation for Surveillance Audit findings</p> <p>Closing meeting • Participants: Audit Team & Auditee Management • Agenda: Presentation of Report / Checklists. Review, discuss & decide corrective & forward action to be taken by Auditee</p>
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Audit Stage

Audit Stage:	Trident Crest Sdn Bhd	Audit Duration
Stage 1 Audit Date:	30 & 31 01 2020	4 man-days
Stage 2 Audit Date:	21, 23 & 24 07 2020	6 man-days
Surveillance Audit 01	11 & 12 08 2021	4 man-days
Surveillance Audit 02	14-17 11 2022	5 man-days
Surveillance Audit 03	16-17 10 2023	4 man-days

5.0 SURVEILLANCE AUDIT 03 - MAIN ASSESSMENT**5.1 AUDIT REPORT - TRIDENT CREST SDN BHD [661374-U]**

Ref No: TCSB/AU/SVA03/10/23

Standards : MS2530-3:1 MS2530-3:2 MS2530-3 MS2530-4

Other Standard and/or Edition : Nil

INFORMATION:	CERTIFICATION BODY	
Name:	BQAS Certification [M] Sdn Bhd [1179994-X]	
CB No.:	ACB 044	
Address:	Lat 7823, Sublot 6, 2 nd Floor, Block A, King Centre, Simpang Tiga, 93350, Kuching, Sarawak.	
Contact:	Email: bqascertification@gmail.com Whatsapp: +6 0165759383	Tel: +6 082 572 043 Website: www.bqas.com.my
Surveillance Audit Date:	16 - 17 10 2023	Audit Duration: 4 man-days
BQAS Audit Team:	Name:	Role in the Audit
	Douglas Alau Tayan	Lead Auditor
	Dr. Alexender K. Sayok	Auditor
DSM Assessor	Salahudin Yaacob	Witness Auditor

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 INDIVIDUAL CERTIFICATION

PRINCIPLE 1 MANAGEMENT COMMITMENT & RESPONSIBILITY			
Criterion 4.1.1: Malaysian Sustainable Palm Oil (MSPO) Policy			
Indicator	Requirement	Compliance	Findings
4.1.1.1	A policy for the implementation of MSPO shall be established.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	MSPO Policy (TCSB/MSPO-P1/C1/2022/001), updated on 1 st May2022, signed by the Managing Director Ms Alison Ribas Nicholas. The established Policy is communicated with employee by displaying on the notice board at the estate office as well daily pre-work briefing by the work supervisors.
4.1.1.2	The policy shall also emphasize commitment to continual improvement.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Commitment to continual improvement is expressed in the last para of the Policy.
Criterion 4.1.2: Internal audit			
Indicator	Requirement	Compliance	Findings
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Internal Audit is to be conducted annually as defined in the TCSB Internal Audit Procedure (Doc. No. TC/MSPO/MIP/19/IAU/001; Eff. Date: 07/11/2022; Issue No.: 1. Sighted: The internal audit report for the 2022 – 2023 dated 1 st October 2023.
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: TCSB Internal Audit Procedure is established as per Doc. Ref. no. TC/MSPO/MIPI/19/IAU/001. The TCSB Internal Audit Report of 7/10/2023 captured the audit carried out from 1 st to 7 th October 2023. The findings comprised 15 OFIs.
4.1.2.3	Report shall be made available to the management for their review.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	As described in the TCSB Internal Audit Procedure, the Office/Admin Manager or Lead Auditor shall present the IA result in a summary during the management review.
Criterion 4.1.3: Management review			
4.1.3.1	The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSPO and decide on any changes, improvement and modification.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The TCSB Management Review meeting is planned for some time in November after the completion of the MSPO external audit to incorporate the findings of the Internal Audit 2023 and the Surveillance Audit 03. This shall be examined in the next audit.
Criterion 4.1.4: Continual improvement			
4.1.4.1	The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Continual Improvement Plan (TC/MSPO/P1/19/CIP/001) dated on 07/11/2019 is prepared covering the following activities: 1. minimize use of pesticides

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	environmental or social outcomes.		
Criterion 4.2.2: Transparency method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Trident Crest has prepared the following procedures: <ul style="list-style-type: none"> • TC/MSPO/SOP/19/EXT/001 for External Communication, Eff. Date 07/11/2019. • TC/MSPO/SOP/20/INT/001 for Internal Communication, Eff. Date 31/01/2020.
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The management official nominated is Mr. Terry anak Pengarah named as the Communications Officer in addition to his present position as Estate Manager via the appointment letter from the Managing Director Mr. Nicholas Patrick dated 07/11/2019 ref. no. ARN/TC/HR-TC/001/19.
4.2.2.3	List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: The TCSB List of Stakeholders last updated on 16/01/2019 comprising the following stakeholders: <ul style="list-style-type: none"> • Authorities (9) • Customers - mill & collection center (2) • Contractors <ul style="list-style-type: none"> ◦ involved in construction of camp facilities (8) ◦ road construction (4) • Suppliers of parts for repairs & maintenance (21) • Road construction (4) • Medical clinic (1) • Finance & accounts (2) • Rates & assessment (1) • Scheduled waste agencies n(3) • Transport & freight (4) • Consumer stores (3) • Seedlings & agro-chemicals (5) • Agents for foreign workers expenses (3) • Fuel, oil & gas suppliers (4) • Furniture & office equipment (30)
Criterion 4.2.3: Traceability			
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Trident Crest (Mador Estate) follows the Traceability of FFB SOP doc. ref. no. TC.MSPO/P2/TRA/01, Eff. Date 07/11/2019 which specifies: <ul style="list-style-type: none"> • Monitoring & checking of the FFB movement by the Estate Manager. • Maintenance of all records and submission to the Office Manager at the HQ office.
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Monitoring and recording are done by site supervisors, drivers and the estate manager.
4.2.3.3	The management should identify and assign suitable employees to implement and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	The management official nominated is Ms. Alison Ribas anak Nicholas named as the Legal and Traceability Advisor and Internal

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	maintain the traceability system.	<input type="checkbox"/> NC - Major	Auditor in addition to her present position as Office Manager via the appointment letter from the Managing Director Mr. Nicholas Patrick dated 07/11/2019 ref. no. ARN/TC/HR-ARN/004/19.
4.2.3.4	Records of sales, delivery or transportation of FFB shall be maintained.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: <ul style="list-style-type: none"> Purchases of FFB Report and amount received from Lucky A Sdn Bhd dated 15/09/202 for deliveries of FFB from 1st to 31st August 2023 totaling 149.51 MT at the FFB price of RM698.17, yielding a revenue to Mador Estate of RM101,393.20.
PRINCIPLE 3 COMPLIANCE TO LEGAL REQUIREMENTS			
Criterion 4.3.1: Regulatory requirements			
Indicator	Requirement	Compliance	Findings
4.3.1.1	All operations are in compliance with the applicable local, state, national and ratified international laws and regulations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Among the legal documents noted: <ul style="list-style-type: none"> MPOB Licence No. 601746002000 valid till 31/08/2024 (on 170.5 hectares) Company registration certificate for Trident Crest Sdn Bhd (661374-U) dated 30/07/2004 Sijil Pendaftaran Majikan from EPF dated 24/01/2008
4.3.1.2	The management shall list all laws applicable to their operations in a legal requirement register.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Legal Register of Trident Crest (TC/MSPO/SOP/19/LRG/001) Eff. Date 07/11/2019, Issue No. 1 comprises of the following: <ul style="list-style-type: none"> Land & Wildlife Protection matter (10 items) Employment matters (7 items) Crop Protection matters (4 items) Environmental quality matters (11 items) Occupational Safety & Health matters (2 main items) MPOB (2 items) <p>OFI : Consider updating the legal register list with respect to amendment to existing laws and regulations, like MSPO new standards, new SIA Guidelines, etc.</p>
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	TCSB SOP for Legal register doc. ref. no. TC/MSPO/SOP/19/LRG/001 dated 07 11 2019 states that the legal register is to be maintained and updated. This is the responsibility of the Legal Advisor. The latest update was noted to be on the Minimum Wages Order 2022.
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The management official nominated is Ms. Alison Ribas anak Nicholas named as the Legal Advisor and Internal Auditor in addition to her present position as Office Manager via the appointment letter from the Managing Director Mr. Nicholas Patrick dated 07/11/2019 ref. no. ARN/TC/HR-ARN/004/19.
Criterion 4.3.2: Land use rights			
4.3.2.1	The management shall	<input checked="" type="checkbox"/> Compliance	The NCR land around and in vicinity of the

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	ensure that their oil palm cultivation activities do not diminish the land use rights of other users.	<input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Mador Estate is owned by residents from 5 nearby longhouses. The network of roads that the estate maintains provides encumbered access to farmers from the local communities.
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Mador Estate is established on NCR land owned by 85 residents from the 5 nearby longhouses. TCSB rents these parcels of NCR land as detailed out in the Development Agreement signed and agreed by both parties.</p> <p>Viewed and verified Land Development Agreement between TCSB & Lingga anak Berinau dated 21 07 2007; known as Field Lot 19 for a tenure of 30 years with an annual rental at RM300/ hectare.</p> <p>Legally enforceable by both parties</p>
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>A boundary pole sighted on the common access road to the estate entrance was noted to have the following Geo-coordinates: N 2° 05' 50.8" E 111° 46' 53.9"</p>
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	As testified by the Development Agreement, there is no dispute with the affected landowners.
Criterion 4.3.3: Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable as the affected landowners had acquiesced to the development with an agreed rental,
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: Mador Site Map of the plantation scale 1:7500 (as an annex to the Development Agreement) with the parcels of NCR land belonging to individual owners clearly identified. Noted that for Mr. Lingga anak Berinau, his parcel of land is Field Lot 19 of 32.696 hectares in size.
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Development Agreement is a testimony of amicable settlement on the use of the NCR land for the establishment of Mador Estate.
PRINCIPLE 4 SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS			
Criterion 4.4.1: Social impact assessment (SIA)			
Indicator	Requirement	Compliance	Findings

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4.4.1.1	Social impacts should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Social impacts assessment (SIA) and social impact management plan are discussed in Chapter 4.4 of the "SEIA for Trident Crest Sdn Bhd on Tanah NCR Sg. Entiboh, Mador Bintangor, Sarikei Division", prepared in Nov. 2019. Social Impact identification, plans and mitigations are also referred to Social, Environmental Impact Assessment Report (Mador Estate) dated 16 th January 2020. The social impacts identified comprise: 1) Population impacts 2) Impacts on community arrangement 3) Conflicts between local residents and newcomers 4) Individual and family level impacts 5) Community infrastructure needs While most are deemed insignificant, item no. 3 is classified as insignificant to potentially significant and need to be monitored This document is still being maintained.
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	A system for dealing with complaints and grievances shall be established and documented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	A system for Grievance and Complaint was established in SOP file ref: TC/MSPO/P4/19/GAC/001, dated 7 th November 2019. The document was signed and approved by the Managing Director Mr Nicholas Patrick . This document is still being maintained.
4.4.2.2	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The summarized version of the Grievance and Complaint SOP were viewed in the flowcharts that represent the monthly paid employees and daily paid employees and non-estate personnel. Both flowcharts indicated of the time frame to resolve issues raised within each level of managements. This document is still being maintained.
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Complaints/Suggestion Box at the field office and workers' camp are not obvious. NC (minor): Need to be located at the location which is more visible.
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Employees and the surrounding communities were made aware of the complaints or suggestion through word-of-mouth as suggested through the interviews with the workers. To date no complaints or suggestion been recorded.
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	There has been no complaint or grievance received and recorded at the time of the surveillance audit.

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	available to affected stakeholders upon request.	<input type="checkbox"/> NC - Major	
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Growers should contribute to local development in consultation with the local communities.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>An on-going CSR activity is the sharing of road repair and maintenance with a neighbouring estate for mutual benefit as well as for the convenience of local residents most of whom are also land owners involved in the estate establishment.</p> <p>A get-together was organized for the workers during Hari Raya celebration this year.</p> <p>OFI: The practice is still being maintained, and need records as evidences..</p>
Criterion 4.4.4: Employees safety and health			
4.4.4.1	An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Occupational Safety and Health policy file ref: TCSB/MSPO-P4/2019/003 was established on the 7th November 2019, signed and approved by the Managing Director. Also there is a copy in Bahasa Melayu.</p> <p><i>Seen that this policy has a new reference with Policy No: TCSB/MSPO-P4/C4/2022/003 is being signed by the new MD, Alison Ribas Nicholas, on 1st May, 2022 and displayed at the site office.</i></p>
4.4.4.2	The occupational safety and health plan shall cover the following:		
	A safety and health policy, which is communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The policy can be sighted exhibited at the estate entrance notice board, site office and the workers' quarters.
	b) The risks of all operations shall be assessed and documented	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The list of operational risks, approved by the Managing Director can be viewed in HIRARC file ref: TC/MSPO/P4/HIRARC/001, established on 7th November 2019.</p> <p>The list comprises 7 set of activities:</p> <ol style="list-style-type: none"> 1) Chemical preparation 2) Transport fertilizer & chemicals 3) Spraying 4) Manuring 5) Harvesting 6) Trunk injection 7) Change Excavator/vehicle tyres <p>Of these, the highest risks were found to be from the following hazards:</p> <ul style="list-style-type: none"> • Harvesting with sharp sickle • Trunk injection using sharp objects <p><i>The above is being revised as TC/MSPO/P4/19/HIRAR/001 and endorsed by Estate Manager, Terry Pengarah, on 01/01/2023</i></p>
	An awareness and training program which includes the		

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	following requirements for employees exposed to pesticides:		
C.1	All employees involved shall be adequately trained on safe working practices; and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	As sighted on surveillance audit site visit, the workers used appropriate PPE during harvesting and collection of loose fruits at the estate.
C.2	All precautions attached to products shall be properly observed and applied.	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The chemical store and fertilizer store were inspected during the audit. It was noted that the stores were in fairly good order. NC (minor): Labelling of chemical is done sparingly at the chemical store and fertiliser store. Also Safety Data Sheets (SDS) were available at the chemical store but are kept in the cupboard while none in fertilizer stores. Evidence: The lack of the SDS had been raised in the previous Surveillance Audit in 2021 and 2022.
D	The management shall provide the appropriate personal protective equipment (PPE) at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI <input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Surveillance audit site visit found that the workers and staff used appropriate PPE for the tasks.
E	The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The SOP on chemical handling was sighted in the file ref: TC/MSPO/SOP/19/CHM/001 dated 7 th November 2019, signed and approved by the Managing Director. The above is being maintained by the new MD
F	The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The appointment of Mr. Stephen Anak Lingga as a person responsible workers' safety and health is still valid as stated in the letter of appointment file ref: ARN/TC/HR-SL/002/19 dated 7 th November 2019. The role of the above officer/staff is still being maintained.
G	The management shall conduct regular two-way	<input type="checkbox"/> Compliance <input type="checkbox"/> OFI	Staff and workers at the estate meet on a quarterly basis.

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	communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meetings are kept and the concerns of the employees and any remedial actions taken are recorded	<input checked="" type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: Staff Meeting No. 1/2022 conducted on 26/04/2022 attended by 4 personnel comprising the MD and the 3 site staff. Interview with Estate Manager, however, stated that there had not been any kind of meeting yet since then.
H	Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted was the Emergency Preparedness and Response Procedure file ref: TC/MSPO/SOP/19/ERP/001, dated 7 th November 2019, signed and approved by the Managing Director. The above is being maintained and signed by the new MD.
I	Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Viewed are certificates of Basic First Aid Training and Cardiopulmonary Resuscitation with Malaysian Red Crescent Society on the 18 th October 2020 involving 2 of the estate supervisors, Mr. Barnabas Jok Anak Bruno and Mr. Stephen Anak Lingga. Their certificates will expire on 18 Oct, 2023.
J	Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	There has been no accident so far in the Mador Estate as per the JKKP 8 report.
Criterion 4.4.5: Employment conditions			
4.4.5.1	The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The Good Social Practices Policy can be viewed in the file ref: TCSB/MSPO-P4/C5/2019/004 dated 7 th November 2019, signed and approved by the Managing Director. The above is being maintained and signed by the new MD on 1st May, 2022. Ref: TCSB/MSPO-P4/C5/2022/004
4.4.5.2	The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, color, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	There is no evidence that Trident Crest Sdn Bhd practices any discrimination in providing opportunity and workers treatments based on race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics. The above record is being maintained.
4.4.5.3	Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Based on the sample of a wage payment, employees pay and condition meet legal or industry minimum standards and as per agreed collective agreements. Sighted: Salary Statement of the following:

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	should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.		<p>1) Mr Terry Pengarah for October 2022. Basic pay: RM2,750, Allowance:RM100, Claims: RM650.00, Gross: RM3,500, Deduction: RM1,334.95 (EPF, SOCSO, SIP, Loan Payment), Nett Payment=RM2,165.05</p> <p>2) Mr Marsuni (TKI) for the month of June 2023. Gross Pay: RM1,637.00 Total Deduction: RM669.00 (advance for food), Nett Income: RM1,637.00</p>
4.4.5.4	Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No contractor being employed.
4.4.5.5	The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	TCSB has a total work force is 17 (9 permanent local staff and 8 migrant workers) at the site and includes 2 management staff in the Kuching office. Details of each employee obtained from the individual files are tabulated to provide an accessible record and overview (Doc. No. TC/MSPO/P4/22/ERG)
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Staff and workers particulars were sighted in the employment contracts which included minimum wages and job descriptions.</p> <p>Sighted: letter of appointment as estate supervisor issued to Wilson Nyaru anak Terry, signed by both parties in which the Managing Director signed on behalf of TCSB.</p>
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Working hours was written in the employment contract that stated: Mon - Fri: 7:30am - 4:30 pm (1 hour break in between) Sat: 7:30 am - 12:30 pm Sun: Off day Workers daily work days are recorded using time card and verified by estate supervisors. The above practice is being maintained.</p>
4.4.5.8	The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The working hours are deemed to be complying to the legal regulations and collective agreements. Overtime and deductions in the wages are said to be mutually agreed by the employers and employees.

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	agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.		The above practice is being maintained.
4.4.5.9	Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Wages payments documented also include EPF and SOCSO for local staff in which are in line with the current legal regulations and collective agreements. Workers payments also include harvesting price of RM50/metric ton and manuring of RM 2 per bag.</p> <p>Estate manager stated there was no overtime since covid19.</p>
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Employees benefits, other than statutory benefits, includes medical and annual bonuses that are based on estate profitability and yearly productions.</p> <ul style="list-style-type: none"> • Both local staff and foreign workers are provided • Two-month bonus are paid to local permanent staff each year; one month in June and another month in December
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The living quarters are considered to meet minimum requirements and in compliance with Workers Minimum Standard Housing and Amenities Act 1990.</p> <p>Basic facilities such as basic water (rainwater tanks) and lighting (solar).are included apart from housing</p>
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Sexual Harassment Policy was viewed as file ref: TCSB/MSPO-P4/C5?2019/005, established and endorsed by the Managing Director on 7th November 2019.</p> <p>This policy is being maintained and signed by the new MD vide ref: TCSB/MSPO-P4/C5/2022/005 dated 1 may, 2022.</p>
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Mentioned in the Good Social Practice Policy file ref: TCSB/MSPO-P4/C5/2019/004, ' Trident Crest Sdn Bhd is committed to develop an organizational culture that exhibits high ethical behaviour and respect for human rights, equality and justice.'</p> <p>As mentioned in 4.4.5.1 above.</p>

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	bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.		
4.4.5.14	Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children and young persons is acceptable on family farms, under adult supervision, and when not interfering with their education. They shall not be exposed to hazardous working conditions.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>TCSB does not hire underaged workers:</p> <ul style="list-style-type: none"> • the youngest local employee is Mr Wilson Nyaru anak Terry who is 24 years old. • Meera, who accompany her mother (Nana) as the fruit picker, is 16 years old.
Criterion 4.4.6: Training and competency			
4.4.6.1	All employees, contractors and relevant smallholders are appropriately trained. A training program (appropriate to the scale of the organization) that includes regular assessment of training needs and documentation, including records of training shall be kept.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Sighted: Training Matrix for the Year 2022/2023 viewed in file ref: TC/MSPO/P4/C6/19/TRN/01 dated 7th November 2022, encompassed training for 5 categories of employees:</p> <ul style="list-style-type: none"> • Estate manager • Office administration • Site supervisor • Workers • Contractors <p>Among the 16 topics covered were:</p> <ul style="list-style-type: none"> • MSPO Principles • TCSB policies • First aid • Good agricultural practices • Safety & health • Environmental Awareness <p>Interviewed with Estate Manager: stated each mandor/supervisor gave a morning briefing on their respective tasks/job for each team. Apart from good agriculture practices, the team were also reminded on other aspects such as safety and health, protection of the environment, etc.</p>
4.4.6.2	Training needs of individual employees shall be identified prior to the planning and implementation of the training program in order to provide the specific skill and competency required to all employees based on their job description.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Training needs viewed in the training matrix for 2022-2023 file ref: TC/MSPO/P4/C6/19/TRN/01 were divided into needs of each of the 5 categories of employees. These needs are defined as:</p> <ul style="list-style-type: none"> • Awareness training • Knowledge training • Not required
4.4.6.3	A continuous training	<input checked="" type="checkbox"/> Compliance	The training schedule for the year 2022 - 2023

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	program should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.	<input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>has been documented in the file ref: TCSB/MSPO/P4/C6/19/TRN/01.</p> <p>Enhancement of skill/ knowledge are mainly undertaken as in 4.4.6.1</p> <p>Sighted: Training programme for 2023</p>
PRINCIPLE 5 ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES			
Criterion 4.5.1: Environmental management plan			
Indicator	Requirement	Compliance	Findings
4.5.1.1	An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Environmental Policy TCSB/MSPO-P5/C1/2019/006 signed by the MD Mr. Nicholas Patrick on 07/11/2019. The policy is displayed at the estate office and cod aspects of the policy are communicated to the workers at the daily pre-work briefing.</p> <p>The above Policy had also been signed by the new MD, Alison Nicholas, on 1st May 2022 (Ref: TCSB/MSPO-P5/C1/2022/006)</p> <p>TCSB environmental policy and management plan can be found in the folder MSPO Principle 5: Natural Resources, Biodiversity and Ecosystem Services Vol 1-2019. (Ref: TC/MSPO/P5/EN/22/EMP/01 dated 1st May, 2022)</p> <p>Overall, the policy and management plan are compliance with relevant country and state environmental laws. Environmental policy can be seen pinned to all available notice boards around the estate.</p>
4.5.1.2.	The environmental management plan shall cover the following:		
A.	An environmental policy and objectives	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The Environmental Policy aims to adhere to the following objectives:</p> <ul style="list-style-type: none"> Operate in compliance with relevant environmental laws and regulations pertaining to the plantation sector Preventing air, water and soil pollution by managing waste based on prescribed laws Ensuring training, information, instructions and environmental sanctions are provided to employees, contractors, visitors & stakeholders. Promote environmental awareness Give priority to environmental care for every set of activities.
B.	The aspects and impacts analysis of all operations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>The Environmental Policy aims to adhere to the following objectives:</p> <ul style="list-style-type: none"> Operate in compliance with relevant environmental laws and regulations pertaining to the plantation sector

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			<ul style="list-style-type: none"> Preventing air, water and soil pollution by managing waste based on prescribed laws Ensuring training, information, instructions and environmental sanctions are provided to employees, contractors, visitors & stakeholders. Promote environmental awareness Give priority to environmental care for every set of activities.
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Mitigation of environmental negative impacts and promotion of positive impacts and monitoring methods were found written as Table 3.5.1, page C3-13 in the TCSB's Social and Environmental Impact Assessment (SEIA) Report, established on November 2019. Trident Crest is promoting its environmental improvement plan by providing the following facilities: <ol style="list-style-type: none"> Proper Scheduled Waste Storage Designated vehicle maintenance area Proper chemical washing area Sighted: All the above facilities are being used and maintained in good order
4.5.1.4	A program to promote the positive impacts should be included in the continual improvement plan.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Continual Improvement Plan can be seen as file ref: TC/MSPO/P1/19/CIP/001, dated 7 th November 2019, approved and signed by the managing director. Among other things, it included the said promotion of positive impacts in terms of environments and social conditions.
4.5.1.5	An awareness and training program shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives.	<input type="checkbox"/> Compliance <input checked="" type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: Training Matrix for Year 2019/2020 ref. no. TC/MSPO/P4/C619/TRN/01 Eff. Date 07/11/2019, Issue no. 1, covering 17 topics. Categories of staff and workers are specified for each training. Post pandemic training activities are picking up. The last training conducted was on the usage of fire extinguisher. OFI: informed by estate manager that apart from the routine morning roll call/ muster call which includes estate management and environmental policy, no special training had been conducted during the year yet.
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The estate management maintained the daily briefing and small group discussions only due to the current pandemic. Aspects of the Environmental Policy were discussed as reminders.
Criterion 4.5.2: Efficiency of energy use and use of renewable energy			
4.5.2.1	Consumption of non-renewable energy shall be	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI	Monitoring and recording of the consumption of non-renewable energy with the

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	optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.	<input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>establishment of baseline values are clearly shown as a flowchart in file ref: TC/MSPO/P5/EN/19/EM/01.</p> <p>Mador Estate uses diesel to operate the following equipment:</p> <ul style="list-style-type: none"> Excavator – 1 unit Kobelco In-field FFB transporter – 1 unit Canycom (tracked crawler) Twin cab – 1 unit Toyota Hilux <p>Diesel is pumped into 20-litre jerrycans at the fuel station in Sarikei on an as-and-when required basis.</p> <p>Viewed Diesel/Fuel monthly record logbook summary for year 2022 and upto September 2023..</p>
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Currently, the electricity for site office and workers' quarters is supplied by the installation of solar panels and batteries at the estate. Fuel consumption is used by machineries such as excavators and vehicles, according to the TCSB Reports and Financial Statements For the Year Ended 30th June 2023, the usage of non-renewable in particular diesel was amounted to 9,820 liters at Rm 21.113.00.</p> <p>The estate manager mentioned that he expected to use 10,000 liter diesel as there are more grass/ weed slashing/cutting activities on-going in the immature blocks.</p>
4.5.2.3	The use of renewable energy should be applied where possible.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Electricity for lighting in the office & quarters, charging of smartphones and to power a TV set is generated from solar cells.</p> <p>This is a good practice as the usage of solar energy panels and batteries eliminates the dependency on a diesel generator for electricity.</p> <p>Sighted: The above practice is being maintained.</p>
Criterion 4.5.3: Waste management and disposal			
4.5.3.1	waste products and sources of pollution shall be identified and documented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Trident Crest's Waste Management & Disposal Plan (TC/MSPO/P5/EN/22/WMP/01 Eff. Date 01/05/2022) recognizes 2 categories of waste:</p> <ul style="list-style-type: none"> Scheduled Waste Domestic sanitary / household waste
4.5.3.2	A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:		
A	Identifying and monitoring	<input checked="" type="checkbox"/> Compliance	Trident Crest's Waste Management & Disposal

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	sources of waste and pollution	<input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Plan details out the types of wastes in the following: <ul style="list-style-type: none"> Scheduled Waste (such as lead acid batteries, spent lubricating oil, spent hydraulic oil, waste oil or sludge) and proper storage & handling of this type of waste Domestic sanitary / household waste (generated from the estate office & quarters) for disposal into the landfill or recycled.
B.	Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The used chemical containers SW409 are stored for re-use as containers to hold triple rinse wash water for spraying and storage during drought season. Excess containers are collected by the agrochemical supplier. Used oil is collected for use as lubricant for chainsaws. Recyclable wastes such as scrap metal, paper and bottles (both glass and plastic) are collected and sold to a vendor in town. Used empty and washed fertilizer bags for loose fruit collection. Another good practice is the provision of 3R bins for recyclable items from domestic waste. Sighted: The above practice is being maintained.
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The SOP is included in the Trident Crest's Waste Management & Disposal Plan (TC/MSPO/P5/EN/22/WMP/01 Eff. Date 01/05/2022) which specifies: <ul style="list-style-type: none"> Handling of used contaminated pesticide containers Storage of scheduled waste (including packaging & labelling) Sighted: The above practice is being maintained.
4.5.3.4	Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Reference should be made to the national program on recycling of used HDPE pesticide containers.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The used chemical containers SW409 are stored for re-use as containers to hold triple rinse wash water for spraying. Excess containers are collected by the agrochemical supplier. Robson Harvest Trading (M) Sdn Bhd which is based in Sibul, will collect the empty containers for every delivery of new orders from the estate. No sale being done during this audit as the number/volume of containers are too few to be economical to sell.
4.5.3.5	Domestic waste should be disposed as such to minimize the risk of contamination of	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor	Biodegradable waste & kitchen scraps are disposed of into the landfill located at an area about 800 meters from the site office. The pit is

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	the environment and watercourses.	<input type="checkbox"/> NC - Major	progressively filled up a layer of soil. Non-biodegradable materials are collected and disposed into the municipal bin in Sarikei. Sighted: landfill/ rubbish pit near the office and amp are being used for such purposes.
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The main polluting activity at the moment is the operation of fuel burning equipment which comprises the excavator, the FFB transporter and the pickup truck. An assessment of all polluting activities is sighted in document reference TC/MSPO/P5/EN/22/WMP/01 Eff. Date 01/05/2022.
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The following types of wastes are identified: <ul style="list-style-type: none"> Scheduled Waste (such as lead acid batteries, spent lubricating oil, spent hydraulic oil, waste oil or sludge) and proper storage & handling of this type of waste Domestic sanitary / household waste (generated from the estate office & quarters) for disposal into the landfill or recycled. Sighted: the action plan to reduce identified significant pollutants and emissions doc. Ref. no. TC/MSPO/P5/EN/22/WMP/01 Eff. Date 01/05/2022.
Criterion 4.5.5: Natural water resources			
4.5.5.1.	The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted: TCSB Water Management Plan is sighted in the SEIA report (Mador Estate) dated 16 January 2020 (refer to Table 3.5.1: the prescribed Environmental Management Plan for Major Issues page C3 – 13 and page CH4 - 26(item C5 - 11). A good practice noted is rain-water harvesting in the estate camp. The above is being maintained.
A	Assessment of water usage and sources of supply.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The assessment on water usage and source of supply sighted in SEIA report (Mador Estate) dated 16 January 2020 - refer page C3 - 5. Sighted: Water supply is source from the rainwater/ rainfall harvested to water tank. The water tank at the office had been raised on a higher level. For the barracks, they were still placed on the ground because the present roofing level is low. Furthermore, there is no space to build the platform or elevate these tanks.

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B	Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate's current activities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Water quality is sighted in the SEIA report (Mador Estate) dated 16 January 2020. (Refer page C3 - 8, C3 - 9 and C3 - 10)</p> <p>Sighted: Analysis of water sample collected on 28 December, 2022 from Sg Entiboh-Mador near Bintangor, downstream of the estate by SMM Certified laboratory. The analysis shows that all parameters were within the range of Class II B of the National Water Quality Standards of Malaysia.</p>
C	Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Rainwater for cleaning and washing is collected and stored in company-supplied water tanks. Potable water for cooking and drinking is carried in containers and supplied to the office and workers quarters. .
D	Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along natural waterways within the estate.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The plantation is far removed from the nearest permanent water courses (Sg Tulai and Sg Binatang which flow into the Rejang River. Any used water discharged is taken up as field application.
E	Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable as there is no natural watercourse within the plantation or in the immediate vicinity.
F	Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable
4.5.5.2	No construction of bunds, weirs and dams across main rivers or waterways passing through an estate.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable
4.5.5.3	Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles).	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	<p>Roadside drains are maintained to hold run-off during rains.</p> <p>During this audit, it was noted that on some places along the access road was muddy and some slopes were slippery due to continuous rain the previous 2 days.</p>
Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value area			
4.5.6.1.	Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:		

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A	Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not near any HBV area, being surrounded with neighboring oil palm plantations. A fringe of forests seen on a boundary has been acquired by another plantation for development. No wildlife sighted
B	Conservation status (e.g. The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable
4.5.6.2.	If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:		
A	Ensuring that any legal requirements relating to the protection of the species are met.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Noted the display of posters on wildlife from the Sarawak Forestry Corporation at the office as well at a noticeboard at entrance to the drive way to the estate. Sighted: The practice is being maintained.
B	Discouraging any illegal or inappropriate hunting, fishing or collecting activities and developing responsible measures to resolve human-wildlife conflicts.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Sighted the following for: <ul style="list-style-type: none"> • No hunting signage at the entrance • No open burning • No trespassing
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Deemed not applicable due to absence of HBV issues
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Trident Crest subscribes to its Zero Burning Policy ref. no. TCSB/MSPO-P5/C7/2022/007 signed by its new MD, Alison Ribas Nicholas on 01/05/2012 , which seeks to: <ul style="list-style-type: none"> • Prohibit open burning • Enhance fire control training • Ensure all stakeholders understand and observe the restrictions, instructions and information on open burning
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where there is a significant risk of disease	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No applicable

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	spread or continuation into the next crop.		
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No applicable
PRINCIPLE 6 BEST PRACTICES			
Criterion 4.6.1: Site management			
Indicator	Requirement	Compliance	Findings
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	SOPs viewed are; 1. Boundary marking 2. Site management 3. Oil Palm Nursery Culling 4. Block Design 5. Drainage & Constructions 6. Palm Pruning 7. Manuring 8. Weeding 9. Harvesting 10. Termites control 11. IPM-beneficial plants planting Pests controls
4.6.1.2	Where oil palm is grown within permitted levels on sloping land, appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	A site visit during the audit verified that the estate had implemented the following for soil protections and prevention of siltation in the drains: <ul style="list-style-type: none"> ● Natural vegetation growth along the drains ● Use of palm fronds to prevent run off and siltation ● Drains clearing ● Culverts to ease water flow across the drain ● Using cover crops
4.6.1.3	A visual identification or reference system shall be established for each field.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Block markers are used to establish reference system that include info such as: <ul style="list-style-type: none"> ● Block no ● Land size ● Planting material ● Year of planting ● Palm three count
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	TCSB management Plan was documented in the file titled Business Plan 2022-2023 dated 1 st October 2022 and Business Plan 2023-2024 dated 1 st October 2023.

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	financial viability through long-term management planning.		
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The present age of the oil palm trees are estimated to be between 5 - 15 years. Therefore, no replanting program is being considered at the moment.
4.6.2.3	The business or management plan may contain:		
A	Attention to quality of planting materials and FFB.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Viewed in the Business Plan and block markers, oil palm trees species planted are Felda and GH500.
B	Crop projection: site yield potential, age profile, FFB yield trends.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Viewed in the document Business Plan and Staff Meeting No. 1/2021 Appendix A: Area in Production : 110 hectares Year 2021: Oil palm trees age: 3 - 13 years FFB Production: 1,281.69 mt Yields: 11.65 mt/ha Year 2022: Oil Palm trees age: 4 - 14 years FFB Production: 1,464.61 mt Yield:13.31 , mt/ha Year 2023: Forecast Oil palm trees age: 5 - 15 years FFB Production: 1611.07 mt Yield: 14.64 mt/ha
C	Cost of production: cost per ton of FFB.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Cost of production for the year 2022 was calculated as: Harvesting : RM 52.00/Mt. Admin cost = RM110.60 Other Costs =RM354.92 Total production costs = RM465.82/mt
D	Price forecast	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Price forecast for year 2023 is being conservatively put at RM 550 per mt.
E	Financial indicators: cost benefit, discounted cash flow, return on investment.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Derived from Reports & Financial Statements of Year End 30 th June 2022: Gross profit for Year 2022: RM 1,157,138 Gross profit for Year 2023: RM 840,000 (Projection)
4.6.2.4	The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	TCSB directors and shareholders meet every quarter annually to review the company/estate performance. Estate management or staff meeting is held at least once a month to discuss site management plan implementation. The last meeting for estate management was conducted on 1 st September 2023 at site office.
Criterion 4.6.3: Transparent and fair price dealing			

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4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Pricing mechanism was documented in the file ref: TCSB/MSPO/P6/BP/TR&FP/01 dated 7 th November 2019: <ul style="list-style-type: none"> ● Harvesting = 100 mt @ RM 50.00; 150 mt @RM 52.00 and 155 mt & above @ RM54 per mt. ● Slashing = Rm 15.00 - 23.00/ha ● Manuring = Rm 2.40/bag ● Frond pruning = Rm 35.00/ha/yr ● Weed Spraying = Rm 25.00/ha ● Loading from field to ramp = Rm 5.00/mt ● Loose fruit collection = Rm 4.00/25kg bag
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Only employment contracts of both local and TKI workers were viewed and found to be legal, fair and transparent. Payments were made in timely manner.
Criterion 4.6.4: Contractor			
4.6.4.1	Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	No contractors being used to engage in the estate activities.
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Not applicable.
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	The surveillance audit 3 conducted on 16 th - 17 th September 2023 was given a full cooperation by the management and staffs.
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted.	<input checked="" type="checkbox"/> Compliance <input type="checkbox"/> OFI <input type="checkbox"/> NC - Minor <input type="checkbox"/> NC - Major	Surveillance and supervision of daily estate activities is undertaken by the estate manager and supervisor.
PRINCIPLE 7 DEVELOPMENT OF NEW PLANTING			

Not applicable as there is no development of new planting.



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5.2. Summary of Findings

Table 5.2.1 : Key Findings

Principles	P1	P2	P3	P4	P5	P6	Total
No of OFI: Opportunity for Improvement			1	1	1		3
No of NC: Minor Non-Conformance				2			2
No of NC: Major Non-Conformance							
Total			1	3	1		5

There were 5 Findings; 2 Minor NCs and 3 Opportunity for Improvements



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Table 5.2.1.1 DETAIL OF SURVEILLANCE AUDIT 02 FINDINGS

No.	CAR	Principle	Criterion	Findings
1	OFI	Principle 1: MANAGEMENT COMMITMENT & RESPONSIBILITY	Criterion 4.1.1: Malaysian Sustainable Palm Oil (MSPO) Policy	MSPO Clause 4.3.3.1 states: "The management shall list all laws applicable to their operations in a legal requirement register." OFI : Consider updating the legal register list with respect to amendment to existing laws and regulations, like MSPO new standards, new SIA Guidelines, etc.
2	NC - Minor	Principle 4: SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion 4.4.2: Complaints and grievances	MSPO Clause 4.4.2.3 states: "A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint." Complaints/Suggestion Box at the field office and workers' camp are not obvious. NC (minor): Need to be located at the location which is more visible.
3	OFI	Principle 4: SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion 4.4.3: Commitment to contribute to local sustainable development	MSPO Clause 4.4.3.1 states: "Growers should contribute to local development in consultation with the local communities." An on-going CSR activity is the sharing of road repair and maintenance with a neighbouring estate for mutual benefit as well as for the convenience of local residents most of whom are also land owners involved in the estate establishment. A get-together was organized for the workers during Hari Raya celebration this year. OFI: The practice is still being maintained, and need records as evidences..
4	NC-Minor	Principle 4: SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion 4.4.4: Employees safety and health	MSPO Clause 4.4.4.2 C.2 states: "All precautions attached to products shall be properly observed and applied." The chemical store and fertilizer store were inspected during the audit. It was noted that the stores were in fairly good order.



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				<p>NC (minor): Labelling of chemical is done sparingly at the chemical store and fertiliser store. Also Safety Data Sheets (SDS) were available at the chemical store but are kept in the cupboard while none in fertilizer stores.</p> <p>Evidence: The lack of the SDS had been raised in the previous Surveillance Audit in 2021 and 2022.</p>
5	OFI	Principle 5: ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES	Criterion 4.5.1: Environmental management plan	<p>MSPO Clause 4.5.1.5 A states: "An awareness and training program shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives."</p> <p>Improvement required: Consider to improve the ergonomics of the water tank placement to provide better access.</p>



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6. PREVIOUS AUDIT RESULT (IF APPLICABLE)	
No. of Non-Conformity (NC) raised from the previous audit	MSPO Surveillance Certification Audit 01 1 Major Non-Compliance, 2 Minor Non-Compliance, and 1 Opportunity for Improvements
The audit team has reviewed the result from the previous audit (MSPO Surveillance Certification Audit 02) and verified the effectiveness of the closing of any Non-Conformity (NC) raised. As a conclusion:	
<input checked="" type="checkbox"/>	All Findings raised during the previous audit has been corrected and Corrective Action or Corrective Action Plan has been carried out and implemented effectively
<input type="checkbox"/>	The management system has not adequately addressed Non-Conformity (NC) raised during the previous audit and the specific issue has been re-defined in this report.

Refer to **APPENDIX B: Status of Nonconformities (NC) Raised in the Previous Audit**

6.1 Corrective Action Report

The Corrective Action Reports for this Surveillance Audit 03 are as per Tables below:

	BQAS Certification [M] Sdn Bhd ACB MSPO 15 MSPO Certification Services		TRIDENT CREST SDN BHD	CORRECTIVE ACTION REPORT SURVEILLANCE YEAR 1 AUDIT Date: 17-11-2022
	Standards: MS 2530-3:2013	Ref: BQ/TCSB/SVA1/08/21	CAR No: 1	
6.1.1	Findings	To be completed by Auditor		
	Principle 1: MANAGEMENT COMMITMENT & RESPONSIBILITY	Criterion 4.1.1: Malaysian Sustainable Palm Oil (MSPO) Policy		
Remarks: MSPO Clause 4.3.3.1 states: "The management shall list all laws applicable to their operations in a legal requirement register."				
OFI : Consider updating the legal register list with respect to amendment to existing laws and regulations, like MSPO new standards, new SIA Guidelines, etc.				
6.1.2	Classification	To be completed by Auditor		
	<input type="checkbox"/> NC 1: Major non-conformity	<input type="checkbox"/> NC 2: Minor non-conformity	<input checked="" type="checkbox"/> OFI: Opportunity for improvements	
	Type of follow up	<input checked="" type="checkbox"/> Document review [off-site audit]	<input type="checkbox"/> On-site audit	
6.1.3	Confirmation	To be completed by Client		
		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
	Date: : 17 10 2023	Name: Alison Ribas Nicholas	Job Title: Director	
		Signature :		
6.1.4	Root cause[s] of NC or OFI	To be completed by Client		





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	Remark : Management not aware of amendments to existing laws, new guidelines etc.	
6.1.5	Corrective action taken (s)	To be completed by Client
	Remarks: Legal Register updated to include new SIA guidelines (MS2530:2022) & Employment (Amendment) Act 2022. Refer to updated legal register as attached.	Signature: 
	Date: : 20 Oct 2023 Name: Alison Nicholas Job Title: MD/Office & Admin Manager	
6.1.6	Closure of NC or OFI findings	To be completed by Lead Auditor
	Remarks: The updated Legal Register was enclosed and fulfilled the MSPO requirement.	Signature: 
	Action for closing NC or OFI has been implemented and is found acceptable.	
	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	Date: 27/10/2023 Name: Douglas Alau Tayan	

	BQAS Certification [M] Sdn Bhd ACB 044 MSPO Certification Services		TRIDENT CREST SDN BHD	CORRECTIVE ACTION REPORT SURVEILLANCE YEAR 1 AUDIT Date: 17-10-2023
	Standards: MS 2530-3:2013 Ref: BQ/TCSB/SVA3/08/23 CAR No: 02/05			
6.2.1	Findings	To be completed by Auditor		
	Principle 4 : SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion 4.4.2: Complaints and grievances		
	Remarks: MSPO Clause 4.4.2.3 states "A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint." NC Statement: Complaints/Suggestion Box at the field office and workers' camp are not obvious. NC (minor): Need to be located at the location which is more visible.			
6.2.2	Classification	To be completed by Auditor		
	<input type="checkbox"/> NC 1: Major non-conformity <input checked="" type="checkbox"/> NC 2: Minor non-conformity <input type="checkbox"/> OFI: Opportunity for improvements			
	Type of follow up <input checked="" type="checkbox"/> Document review [off-site audit] <input type="checkbox"/> On-site audit			
6.2.3	Confirmation	To be completed by Client		
	Date: 17 10 2023 Name: Alison Ribas Nicholas Job Title: Director	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
6.2.4	Root cause[s] of NC or OFI	To be completed by Client		
	Remarks:			



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	BQAS Certification [M] Sdn Bhd ACB MSPO 15 MSPO Certification Services		TRIDENT CREST SDN BHD	CORRECTIVE ACTION REPORT SURVEILLANCE YEAR 1 AUDIT Date: 17-10-2023
	Standards: MS 2530-3:2013	Ref: BQ/TCSB/SVA3/10/23	CAR No: 03/05	
6.3.1	Findings	To be completed by Auditor		
	Principle 4 : SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion: 4.4.3 Commitment to contribute to local sustainable development		
Remarks:				
MSPO Clause 4.4.3.1 states "Growers should contribute to local development in consultation with the local communities."				
NC Statement: An on-going CSR activity is the sharing of road repair and maintenance with a neighbouring estate for mutual benefit as well as for the convenience of local residents most of whom are also land owners involved in the estate establishment.				
A get-together was organized for the workers during Hari Raya celebration this year.				
OFI: The practice is still being maintained, and need records as evidences..				
6.3.2	Classification.	To be completed by Auditor		
	<input type="checkbox"/> NC 1: Major non-conformity	<input checked="" type="checkbox"/> NC 2: Minor non-conformity	<input type="checkbox"/> OFI: Opportunity for improvements	
	Type of follow up	<input checked="" type="checkbox"/> Document review [off-site audit]	<input type="checkbox"/> On-site audit	
6.3.3	Confirmation	To be completed by Client		
		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
	Date: 17/11/2022	Name: Alison Ribas Nicholas	Job Title: Director	
6.3.4	Root cause[s] of NC or OFI	To be completed by Client		
	Remarks: Better record keeping/ documentation of CSR efforts need to be established.			
6.3.5	Corrective action taken (s)	To be completed by Client		
	Remarks: CSR scrapbook updated to include recent CSR efforts done in 2023 (ie. Hari Raya for workers, road repairs of common estate road, sponsor talks at local church for longhouse folks etc)	Signature: 		
	Date: 20 Oct 2023	Name: Alison Ribas Nicholas	Job Title: Director/Office & Admin Manager	
6.3.6	Closure of NC or OFI findings	To be completed by Lead Auditor		
	Remarks: Picture Evidence in TCSB's Scrapbook attached.	Signature: 		
	Action for closing NC or OFI has been implemented and is found acceptable.			
	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
	Date: 27/10/2023	Name: Douglas Alau Tayan		

**CAR 3 PG 1 : TRIDENT CREST SDN BHD – MADOR ESTATE
CSR SCRAPBOOK (2021-2022)**



Vaccination Program for All Estate Workers (TKI) on 23 Jul 2021



Hari Raya Celebration with Estate Workers on 1 May 2022. Purchase phone credit as gifts for all workers.



Dialogue Sessions with Longhouse Folks on 25 May 2022

**CAR 3 PG 2 : TRIDENT CREST SDN BHD – MADOR ESTATE
CSR SCRAPBOOK (2021-2022)**



Food Distribution to Longhouse Folks on 11 Aug 2022

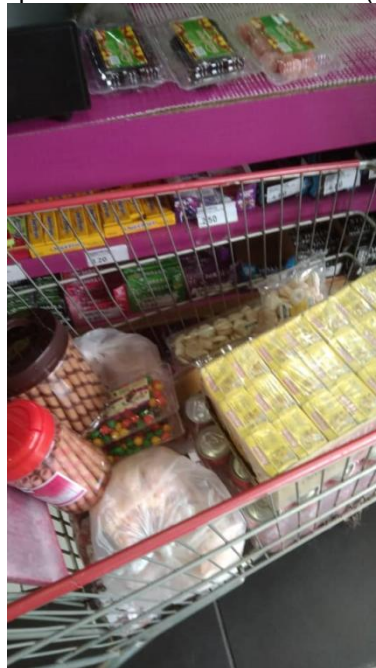


Sponsor Talks on at Local Church for Longhouse Folks on 20 August 2023

**CAR 3 PG 3 : TRIDENT CREST SDN BHD – MADOR ESTATE
CSR SCRAPBOOK (2021-2022)**



Road repairs to common estate road (10 Feb 2023)



Purchase Hari Raya goodies for celebration with Estate Workers on 21 April 2023.



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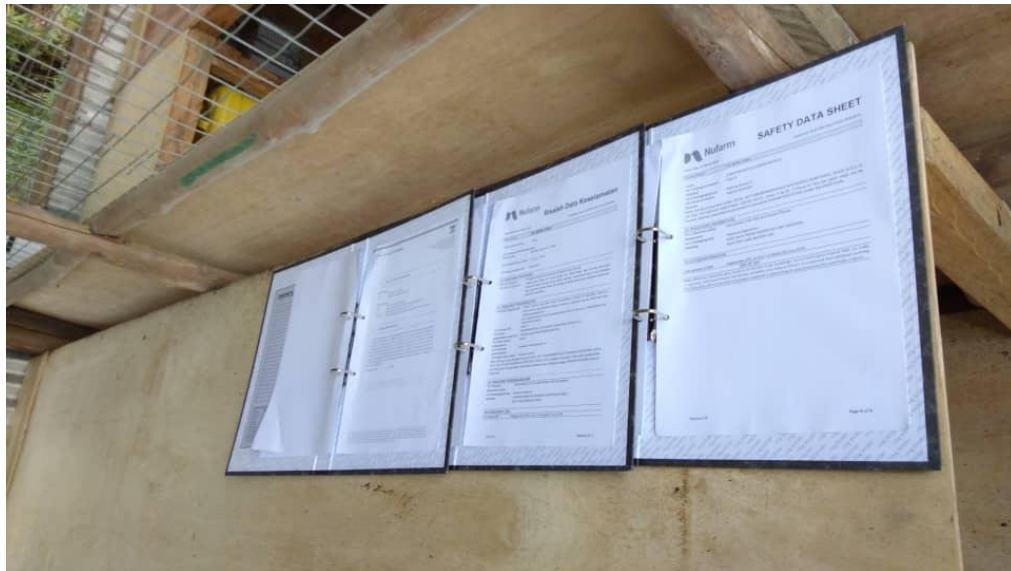
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	BQAS Certification [M] Sdn Bhd ACB MSPO 15 MSPO Certification Services		TRIDENT CREST SDN BHD	CORRECTIVE ACTION REPORT SURVEILLANCE YEAR 1 AUDIT Date: 17-10-2023
	Standards: MS 2530-3:2013	Ref: BQ/TCSB/SVA3/10/23	CAR No: 04/05	
6.4.1	Findings	To be completed by Auditor		
	Principle 4 : SOCIAL RESPONSIBILITY, HEALTH, SAFETY & EMPLOYMENT CONDITIONS	Criterion: 4.4.3: Employees safety and health		
MSPO Clause 4.4.4.2 C.2 states: "All precautions attached to products shall be properly observed and applied."				
NC Statement: The chemical store and fertilizer store were inspected during the audit. It was noted that the stores were in fairly good order.				
NC (minor): Labelling of chemical is done sparingly at the chemical store and fertiliser store. Also Safety Data Sheets (SDS) were available at the chemical store but are kept in the cupboard while none in fertilizer stores.				
Evidence: The lack of the SDS had been raised in the previous Surveillance Audit in 2021 and 2022.				
6.4.2	Classification.	To be completed by Auditor		
	<input checked="" type="checkbox"/> NC 1: Major non-conformity	<input checked="" type="checkbox"/> NC 2: Minor non-conformity	<input type="checkbox"/> OFI: Opportunity for improvements	for
	Type of follow up	<input checked="" type="checkbox"/> Document review [off-site audit]	<input type="checkbox"/> On-site audit	
6.4.3	Confirmation	To be completed by Client		
		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
	Date: 17/10/2023	Name: Alison Ribas Nicholas	Job Title: Director	
6.4.4	Root cause[s] of NC or OFI	To be completed by Client		
	Remarks: Internal Audit was not carried out thoroughly. Site staff need to be reminded about the requirements.			
6.4.5	Corrective action taken (s)	To be completed by Client		
	Remarks: Safety data sheets were obtained from respective suppliers and filed/displayed at estate store. Refer to attached picture.	Signature:		
	Date: 20 Oct 2023	Name: Alison Ribas Nicholas	Job Title: Director/Office & Admin Manager	
6.4.6	Closure of NC or OFI findings	To be completed by Lead Auditor		
	Remarks: Picture Evidence attached.	Signature:		
	Action for closing NC or OFI has been implemented and is found acceptable.			
	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
	Date: 27 th October 2023	Name: Douglas Alau Tayan		

CAR 04 : SAFETY DATA SHEET IN PLACE



Safety Data sheets at Chemicals & Fertilizer Store (Mador Estate)



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	BQAS Certification [M] Sdn Bhd ACB MSPO 15 MSPO Certification Services		TRIDENT CREST SDN BHD	CORRECTIVE ACTION REPORT SURVEILLANCE YEAR 1 AUDIT Date: 17-10-2023
	Standards: MS 2530-3:2013	Ref: BQ/TCSB/SVA3/10/23	CAR No: 05/05	
6.5.1	Findings	To be completed by Auditor		
	PRINCIPLE 5 : ENVIRONMENT, NATURAL RESOURCES, BIODIVERSITY & ECOSYSTEM SERVICES	Criterion 4.5.1: Environmental management plan		
<p>MSPO Clause 4.5.1.5 states "An awareness and training program shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives."</p> <p>NC Statement: Sighted: Training Matrix for Year 2019/2020 ref.no. TC/MSPO/P4/C619/TRN/01 Eff. Date 07/11/2019, Issue no. 1, covering 17 topics. Categories of staff and workers are specified for each training.</p> <p>Post pandemic training activities are picking up. The last training conducted was on the usage of fire extinguisher.</p> <p>OFI: informed by estate manager that apart from the routine morning roll call/ muster call which includes estate management and environmental policy, no special training had been conducted during the year yet.</p>				
6.5.2	Classification.	To be completed by Auditor		
	<input type="checkbox"/> NC 1: Major non-conformity <input type="checkbox"/> NC 2: Minor non-conformity <input checked="" type="checkbox"/> OFI: Opportunity for improvements			
	Type of follow up	<input checked="" type="checkbox"/> Document review [off-site audit]	<input type="checkbox"/> On-site audit	
6.5.3	Confirmation	To be completed by Client		
	Date: 17/11/2022	Name: Alison Ribas Nicholas	Job Title: Director	
		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
6.5.4	Root cause[s] of NC or OFI	To be completed by Client		
	Remarks: Lack of awareness of the importance and advantages of training/improving workers' skills and awareness on plantation related matters.			
6.5.5	Corrective action taken (s)	To be completed by Client		
	Remarks: Training matrix for Year 2024 has been drawn up and First Aid training is currently being organized with the Malaysian Red Crescent Society (Sarikei District) for site staff. Please refer to letter	Signature:		
	Date: 20 Oct 2022	Name: Alison Ribas Nicholas	Job Title: Director/Office & Admin Manager	
6.5.6	Closure of NC or OFI findings	To be completed by Lead Auditor		
	Remarks: Some improvement has been implemented based on the photograph provided.	Signature:		



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Action for closing NC or OFI has been implemented and is found acceptable.		
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Date: 27/10/2023	Name: Douglas Alau Tayan	

CAR 5 : TRAINING MATRIX



Training Matrix 2023-2024 CAR 5.pdf



Standard: MS 2530-3:2013

On Site Audit

Report Date: 17 10 2023

7. SUMMARY STATEMENT OF LEAD AUDITOR

Report Summary:

The purpose of this Surveillance Audit 03 is to evaluate the implementation, including effectiveness, of **TRIDENT CREST SDN BHD – Mador Oil Palm Estate** management systems and that the requirement of the Standards MS2530-3:2013 is fulfilled.

During this SVA03, GFPSB also received the Assessor from Department of Standards Malaysia to witness the process of MSPO Certification by BQAS.

There were Five (5) findings; where two (2) were Minor NCs and three (3) OFIs in this Year 03 Surveillance Audit affecting the Certification of TCSB Mador Estate under MSPO2530-3:2013.

All the five findings were closed on the 27th October 2023.

The audit objectives have been achieved and the certificate scope remains appropriate. Based on the audit findings the audit team concluded that:

1. The management system documentation demonstrated conformity with the requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system
2. The management system is in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policies and objectives.
3. All Nonconformities raised during the previous audit has been corrected and Corrective Action or Corrective Action Plan has been carried out and implemented effectively .
4. Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard.
- 5. From the estate's harvesting and sales record, there was considerable improvement in terms of overall yield performance; 1,464.61 mt (2022) compared to 1,281.69 mt (2021), an increment of about 14.27%.**

Therefore, the audit team recommends that, based on the results of this audit and the organization commitment towards complying with **MSPO (MS2530-3:2013) - Part 3: General Principles for General Principles for Organized Smallholders and Palm Oil Plantation management system certification be maintained and continued for Trident Crest Sdn Bhd Mador Oil Palm Estate.**



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8. CONCLUSION

In reference to MS 2530-3:2013, BQAS Management hereby approved of:

- Issuance of the certificate.
- Issuance of the certificate as soon as implementation of corrective action(s) has been demonstrated.

Maintenance of the certificate.

- Maintenance of the certificate as soon as implementation of corrective action has been demonstrated.

9. AUDIT PROGRAM

Item	Description	Man-Days	Tentative Dates
Initial Certification Audit	Site Audit - Stage 1	4	30 & 31 01 2020
	Site Audit - Stage 2	6	21, 23 & 24 07 2020
Annual Surveillance Audit – Year 1	Site Audit	4	11 & 12 08 2021
Annual Surveillance Audit – Year 2	Site Audit	4	14-17 11 2022
Annual Surveillance Audit – Year 3	Site Audit	4	16-17 10 2023
Annual Surveillance Audit – Year 4	Site Audit	4	August 2024

Refer to **APPENDIX C: Details of Audit Plan** for the Annual Surveillance Audit – Year 4 (SVA-03).

Note: The actual date of the next annual surveillance audit will be discussed and decided 3 months prior to the month of planned audit.



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10. OFFICIAL SIGN-OFF

10.1 ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY & CONFIRMATION OF AUDIT FINDINGS

This is to acknowledge and confirm the Audit Visits/Assessments Described in this Report and the Acceptance of the Contents and Findings in the said Audit Report.

Signed for & on Behalf of TCSB:

ALISON RIBAS NICHOLAS

Director

Date : 17 10 2023

10.2 LEAD AUDITOR: CONCLUSION & RECOMMENDATION

Based on the Findings/Action taken by Auditee/Closures above, TCSB Mador Estate been able to demonstrate generally its continual compliance to and with requirements of MSPO MS2530-3:2013 Standard. Therefore, it is recommended that the continued **TCSB Mador Estate Certification under the Standard MSPO MS2530-3:2013 be maintained.**

Signed for & on Behalf of BQAS:

Douglas Alau Tayan

Lead Auditor

Date : 17 10 2023

10.3 TECHNICAL REVIEWER: STATEMENT & COMFIRMATION

I/the undersigned, being the Technical Reviewer, confirm that I have examined thoroughly the contents of the Report in it's entirety.

I confirm that, to the best of my knowledge the information and conclusions included in this report have been prepared in compliance with the Standards requirements; and done in good faith and that the Lead Auditor recommendations had been based upon this information. I, hereby confirm that, **TCSB Mador Estate Certification under the Standard MSPO MS2530-3:2013 be continued.**

PATRICK SIBAT SUJANG

BQAS TECHNICAL REVIEWER

Date : 10 11 2023

Confidentiality

The content of this report and all information received in association with the audit of the subject organization will be maintained in the strictest confidence by the members of the audit team and by BQAS, in accordance with prior agreement.



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11.0 Appendix / Enclosures

Appendix /
Corresponding
Audit Documentation

- √ Appendix A : Location Map Of Trident Crest Sdn Bhd
(Google Map)
- √ Appendix B : Summary of Findings- Surveillance Audit 02
- √ Appendix C : Details of Audit Plan
- √ Appendix D : List of Abbreviation



APPENDIX A : LOCALITY MAP – TRIDENT CREST SDN BHD OIOL PALM PLANTATION



Standard: MS 2530-3:2013

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Appendix B	SUMMARY OF FINDINGS - SURVEILLANCE CERTIFICATION AUDIT (SVA02) 2022
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Table 5.2.1 Key Findings

Principles	P1	P2	P3	P4	P5	P6	Total
No of OFI: Opportunity for Improvement					1		1
No of NC: Non-Conformance - Major				1			1
No of NC: Non-Conformance -Minor	-				2		2
Total				1	3		4

Note : All of the above findings were successfully closed on 2nd October 2022

APPENDIX C: Details of Audit Plan for the Annual Surveillance Audit – Year 4 (SVA-03)

1. INFORMATION		
Date: 17/10/2023	Ref No:	
Co Name/No	TRIDENT CREST SDN Bhd (661374-U)	
Address	1st Floor, Lot 3135-3136, Block 10, Jalan Laksmana Cheng Ho, 93350 Kuching	
Audit Sites	Tanah NCR Sg Entiboh Mador, Bintangor, 96100 Sarikei, Sarawak	
Standard(s)	<input checked="" type="checkbox"/> MS 2530-3:2013	<input type="checkbox"/> MS 2530-4:2013
Type of Audit	<input checked="" type="checkbox"/> Surveillance Audit 2	
Audit team	Name:	Role
	DOUGLAS ALAU TAYAN (DAT)	Lead Auditor
	DR. ALEXENDER K. SAYOK (DrAS)	Auditor
DSM Assessor	SALAHUDIN YAACOB (SY)	Witness Auditor
Audit Scope	<input checked="" type="checkbox"/> Part 3: Oil Palm Plantation	<input type="checkbox"/> Part 4: Mill
Audit language	English, Bahasa Malaysia	
Audit dates	From : 16/10/2023	To : 17/10/2023
Audit criteria	Principle 1 to Principle 6	

2. AUDIT OBJECTIVES
• Review of changes to the certified client and its management system
• Effectiveness of the management system with regards to achieving the certified client's objectives and the intended results of the respective management system
• Verification of continuous management system implementation / continuing operational control
• Review of effectiveness of measures arising from previous Audit
• Confirmation of fulfillment of certification requirements
• Inquiries on aspects of Certification [complaints]; complaints handling
• Review of any client's statements with respect to its certified operations [promotional materials, website, use of BQAS logos & marks, use of the Certificate];
• Customer specific requirements
• Internal Audits & Management Review
• A review of actions taken on nonconformities identified during the previous audit
• Progress of planned activities aimed at continual improvements

Standard: MS 2530-3:2013

On Site Audit

Report Date: 17 10 2023

AUDIT SCHEDULE
Day 1: 16th October 2023 (Monday) – Plantation Office / Sites within the Plantation

TIME	VENUE	AGENDA	PARTICIPANTS
0830	Estate office	Opening Meeting	Management representative, all auditors
0900	Site visit	Field / Site Audit (DAT, DrAS & SY) Ref. MS 2530-4:2013 Principles 3, 4, 5 & 6 <ul style="list-style-type: none"> • Office (if any) • Boundary Markers/ Riparian Zone / Buffer Zone • Block identification • Water & Waste management • Biodiversity / Protection of Endangered Species • FFB: Harvesting / delivery / Traceability • Staff & Workers Quarters / health & safety • Stores: Chemical / Fertilizer / Workshop • Review of areas of concern raised in Initial Certification Audit 	Management representative, all auditors
1130		End of Site Visit	
1130	Estate office	Documentation Audit: Principle 1 (DAT) Ref. MS 2530-3:2013 Principle 1 <ul style="list-style-type: none"> • MSPO Policy • Internal audit • Management review • Continual improvement Principle 2 (DAT) Ref. MS 2530-3:2013 Principle 2 <ul style="list-style-type: none"> • Transparency • Communication & consultation • Traceability 	Management representative, PIC for Communication & Consultation & PIC for Traceability
1130		Principle 4 (DAS) Ref. MS 2530-3:2013 Principle 4 <ul style="list-style-type: none"> • Social impact assessment • Complaints & grievances • Commitment to contribute to local sustainable development • Employees safety & health 	Management representative, PIC for Communication & Consultation and PIC for Safety, Health & Environment
1200		Lunch break	
1300		Principle 3 (DAT) Ref. MS 2530-3:2013 Principle 3 <ul style="list-style-type: none"> • Regulatory requirements • Land use rights • Customary rights 	Management representative & PIC for Legal Compliance
1300		Principle 4 (DAS) Ref. MS 2530-3:2013 Principle 4 <ul style="list-style-type: none"> • Employment conditions • Training and competency 	Management representative, PIC for Communication & Consultation and PIC for Safety, Health & Environment
1700		End of Audit Day 1	

Standard: MS 2530-3:2013

On Site Audit

Report Date: 17 10 2023

Day 2: 17th October (Tuesday) – Plantation Office

TIME	VENUE	AGENDA	PARTICIPANTS
0800	Estate office	Documentation Audit: Principle 6 (DAT) Ref. MS 2530-3:2013 Principle 6 <ul style="list-style-type: none"> • Site management • Economic and financial viability plan • Transparent and fair price dealing • Contractor 	Management representative & PIC
0800		Principle 5 (DrAS) Ref. MS 2530-3:2013 Principle 5 <ul style="list-style-type: none"> • Environmental management plan • Efficiency of energy use • Waste management and disposal • Reduction of pollution and emission 	Management representative & PIC
1000		Principle 6 – continued (DAT) Ref. MS 2530-3:2013 Principle 6 <ul style="list-style-type: none"> • Natural water resources • Status of rare, threatened or endangered species and high biodiversity value areas • Zero burning practices 	Management representative & PIC
1000		Principle 5 (DrAS) Ref. MS 2530-3:2013 Principle 5 <ul style="list-style-type: none"> • Reduction & pollution & emission including GHG • Natural water resources 	
1200		Lunch break	
1300	Estate office	Review of findings and compilation	Auditors only
1400		Preparation of presentation for Surveillance Audit findings	Auditors only
1530		Closing Meeting	Management representative & all relevant PIC
1700		End of Audit Day 2	

APPENDIX D : LIST OF ABBREVIATIONS

CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
BQAS	BQAS Certifications
DOE	Department of Environment
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
ERT	Endangered Rare or Threatened species
EU	European Union
FFB	Fresh Fruit Bunch
FSC	Forest Stewardship Council
FSC COC	Forest Stewardship Council Chain of Custody
FSC FM	Forest Stewardship Council Forest Management
GGL	Green Gold Label
GMP	Good Manufacturing Practice
GOTS	Global Organic Textile Standard
GTP	Good Trading Practice
GPS	Global Positioning System



Standard: MS 2530-3:2013

On Site Audit

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HACCP	Hazard Analysis and Critical Control Point
HCV	High Conservation Value
HCVF	High Conservation Value Forest
IPM	Integrated Pest Management
JAS	Japanese Agricultural Standard
MDC	MDC Publishers Sdn Bhd (Company Name)
MPOB	Malaysian Palm Oil Berhad
MSDS	Material Safety Data Sheet
MSPO	Malaysian Sustainable Palm Oil
NC	Non Conformity
OE	Organic Exchange
OSH	Occupational Safety and Health
OSHAS	Occupational Safety and Health Assessment Scheme
P&C	Principle and Criteria
PEFC	PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION
PK	Palm Kernel
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
SA8000	Social Accountability 8000
Sdn Bhd	Sendirian Berhad
SIA	Social Impact Assessment
SOCISO	Social Security Organisation
SOP	Standard Operating Procedure
USDA/NOP	United States Department of Agriculture – National Organic Program
MT	Metric Tonnes
WHO	World Health Organization

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