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**MALAYSIA SUSTAINABLE PALM OIL (MSPO)  
SUMMARY REPORT**


<b>COMPANY NAME:</b>	Golden Star Ace Group of Companies: i. Golden Star Ace Sdn Bhd ii. Kuraya Enterprise Sdn Bhd iii. Rajah Mutiara Sdn Bhd		
<b>COMPANY REGISTRATION NO.:</b>	i. Golden Star Ace Sdn. Bhd. (487189-U) ii. Kuraya Enterprise Sdn. Bhd. (124705-P) iii. Rajah Mutiara Sdn. Bhd. (432072-H)		
<b>MPOB LICENCE NO:</b>	Menjual dan mengalih FFB Bagi tempoh Satu (01) tahun a) Golden Star Ace Sdn. Bhd. - 533408002000 (Valid until 31/10/2025) b) Kuraya Enterprise Sdn. Bhd.-522808002000 (Valid until 31/07/2025) c) Rajah Mutiara Sdn. Bhd - 546462002000 (Valid until 31/01/2025)		
<b>CLIENT REF.NO:</b>	011/01/2024 Rev 1		
<b>CONTACT DETAILS</b>	<b>NAME:</b>	Mr Yong Woo Ling	<b>DESIGNATION:</b> Sustainability Manager
	<b>PHONE:</b>	013-810 7750	<b>EMAIL:</b> <a href="mailto:wlyong@gsa.my">wlyong@gsa.my</a>
<b>NO. OF MILL:</b>	-	<b>NO. OF ESTATE(S):</b>	3
<b>MILL CAPACITY:</b>	-	<b>TOTAL CERTIFIED AREA:</b>	23,614.12 Ha
<b>TYPE OF CERTIFICATION:</b>	Group	<b>TOTAL PLANTED AREA:</b>	21,415.43 Ha
<b>ADDRESS:</b>	<u>Headquarters</u> 79-81, Pusat Suria Permata, Jalan Upper Lanang 12A, 96000 Sibu, Sarawak.	<b>TEL:</b> <b>Fax:</b>	013-810 7750
	<u>Estates' Address:</u> Balingian, Mukah	<b>E-MAIL:</b> <b>Website:-</b>	<a href="mailto:wlyong@gsa.my">wlyong@gsa.my</a> -

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<b>AUDIT SCOPE:</b>		Production of Sustainable Fresh Fruit Bunches (FFB) including oil palm operations (planting, manuring, spraying, weeding, harvesting) and management activities	
<b>AUDIT STAGE:</b>		Recertification Audit	
<b>AUDIT DATE:</b>		17 <sup>th</sup> November- 20 <sup>th</sup> November 2024	
<b>CERTIFICATE NO:</b>		DMC MSPO 0050 (A) (1)	
<b>DATE OF ISSUE:</b>		21 <sup>st</sup> January 2025	<b>DATE OF EXPIRY:</b> 20 <sup>th</sup> January 2030
<b>STANDARD(S):</b>			
	MS2530-2.1:2022: General principles for independent smallholders (less than 40.46 hectares)		
	MS2530-2.2:2022: General principles for organised smallholders (less than 40.46 hectares)		
	MS2530-3.1:2022: General principles for oil palm plantations (40.46 hectares to 500 hectares)		
√	MS2530-3.2:2022: General principles for oil palm plantations (more than 500 hectares)		
	MS2530-4.1:2022: General principles for palm oil mill including supply chain requirements		
	MS2530-4.2:2022: General principles for palm oil processing facilities including supply chain requirements		
	MS2530-4.3:2022: General principles for dealers including supply chain requirements		
<b>REPORT UPDATE ON:</b>		1 February 2025	
<b>REPORT SUBMITTED ON:</b>		08 <sup>th</sup> January 2025	

### 5 YEARS AUDIT PROGRAMME


SURVEILLANCE 1 NOT MORE THAN 12 MONTHS FROM CERTIFIED DATE		SURVEILLANCE 2		SURVEILLANCE 3		SURVEILLANCE 4		REASSESSMENT (4 MONTHS BEFORE CERTIFICATE EXPIRY)	
PLAN MONTH	November 2025	PLAN MONTH	November 2026	PLAN MONTH	November 2027	PLAN MONTH	November 2028	PLAN MONTH	November 2029
PROPOSED AREA	GSA Rajah Mutiara	PROPOSED AREA	GSA Kuraya Enterprise	PROPOSED AREA	GSA Rajah Mutiara	PROPOSED AREA	GSA Kuraya Enterprise	PROPOSED AREA	GSA Kuraya Enterprise Rajah Mutiara

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### **ASSESSMENT TEAM**

Audit:	Date:	Audit Team	
Recertification Audit	17 <sup>th</sup> - 20 <sup>th</sup> November 2024	Lead Auditor	<b>Martina Su</b> ; Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SGS Malaysia), BSc (Hons) Finance (University Malaysia Sarawak); 9 years working experience related to palm oil; Site, documentation audit and interview based on Principles 1 to 7 of MS 2530-3:2013.
		Audit Member 1	<b>Greg Gregory Anak Jimmy</b> ; Certified Lead Auditor QEHS (SGS Malaysia), Certified MSPO Auditor (SIRIM STS), BSc (Hons) Plantation Technology and Management (UiTM Kota Samarahan), Diploma in Planting Industry Management (UiTM Kota Samarahan); 5 years working experience related to sustainability; Conduct site documentation and audit based on Principles 1 to 7 of MS 2530-3:2013.


Review by:

<b>Clients Review:</b>	Mr Yong Woo Ling	<b>Date:</b>	17 January 2025
<b>Peer Reviewer 1:</b>	Mr Yusuf Nekmat		20 January 2025
<b>Certification Decision Panel:</b>	Mr Milton James	<b>Date:</b>	1 February 2025

**Report Endorsed By: Whelton Lumpoi**

**Date: 1 February 2025**

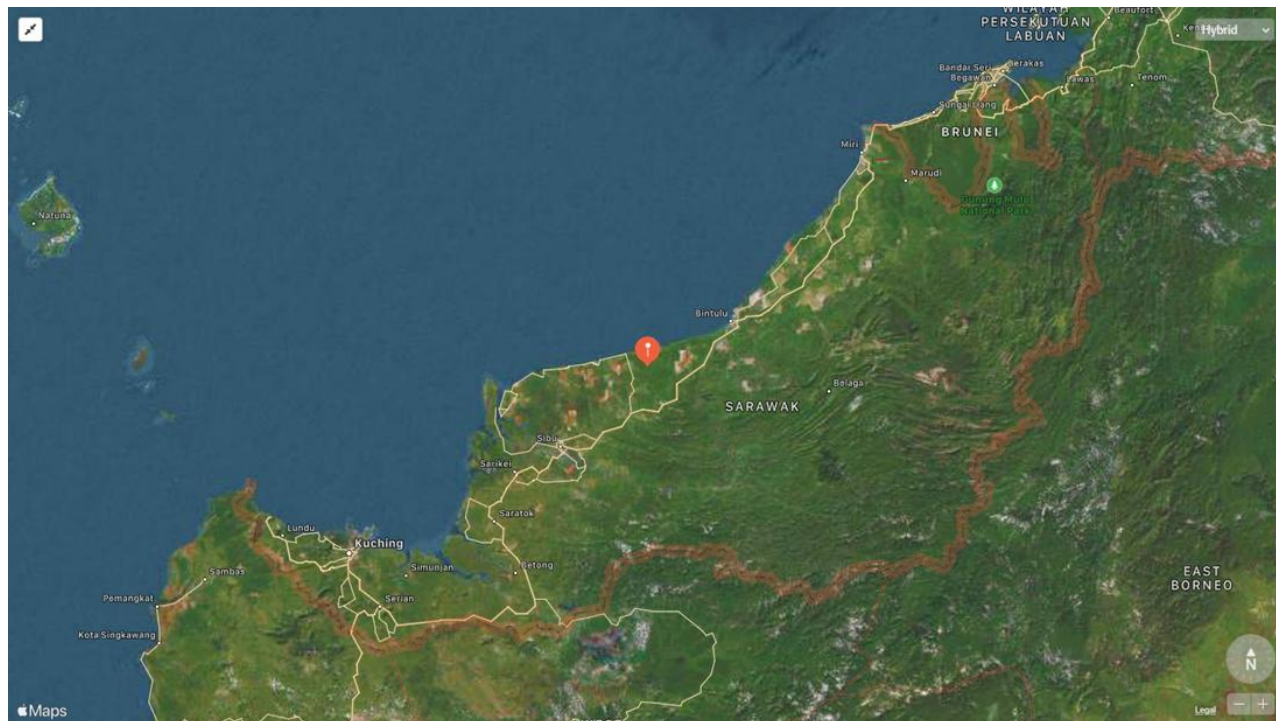
## **1. INTRODUCTION**

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This report presents the results of the recertification assessment at Golden Star Ace Group of Estates consist of Golden Star Ace Sdn Bhd, Kuraya Enterprise Sdn Bhd and Rajah Mutiara Sdn Bhd by DIMA Certification Sdn Bhd on 17<sup>th</sup> - 20<sup>th</sup> November 2024. The purpose was to assess the operations of Group against the requirements of the Malaysia Sustainable Palm Oil (MSPO) certifications.

The estate has been established since 2007 for Golden Star Ace Sdn Bhd, 2006 for Kuraya Enterprise Sdn Bhd and 2008 for Rajah Mutiara Sdn Bhd. RH Balingian Palm Oil Mill Sdn. Bhd. was started since 2015. Previously the estate Group was in group certification with RH Balingian Palm Oil Mill Sdn. Bhd. It is an oil palm plantation with area of 23,614.12 ha certified area with total of 21,415.43 ha. The estate applied the certification of MS2530:2022 -3.2 as the organization committed maintained as a sustainable Palm Oil producer.

## 1.1 Location Map of the Production Unit



**Golden Star Ace Sdn Bhd**

Issue:1 Date 01<sup>st</sup> August 2024 Rev:3

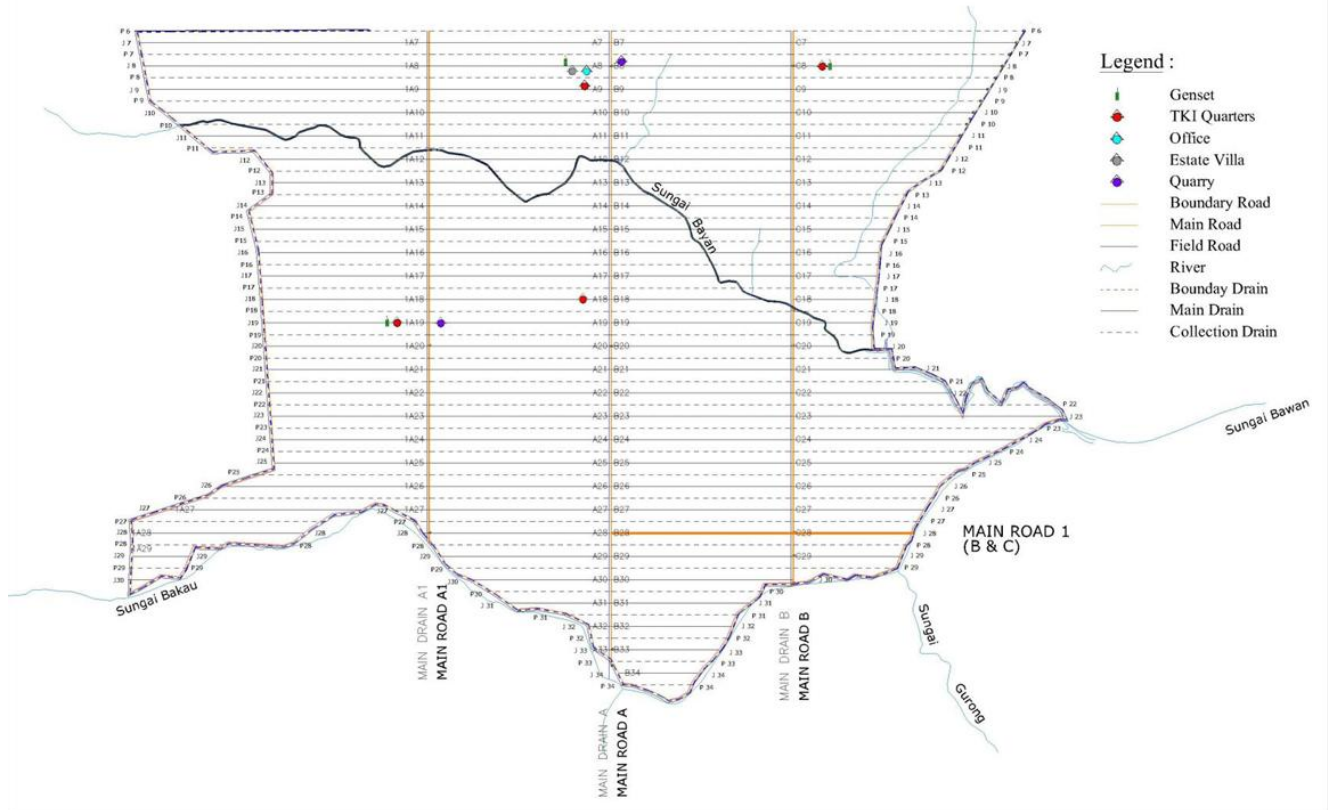
## GOLDEN STAR ACE S/B - Lot 21, Blk 0, Balingian L.D.

BLOCK : 1A

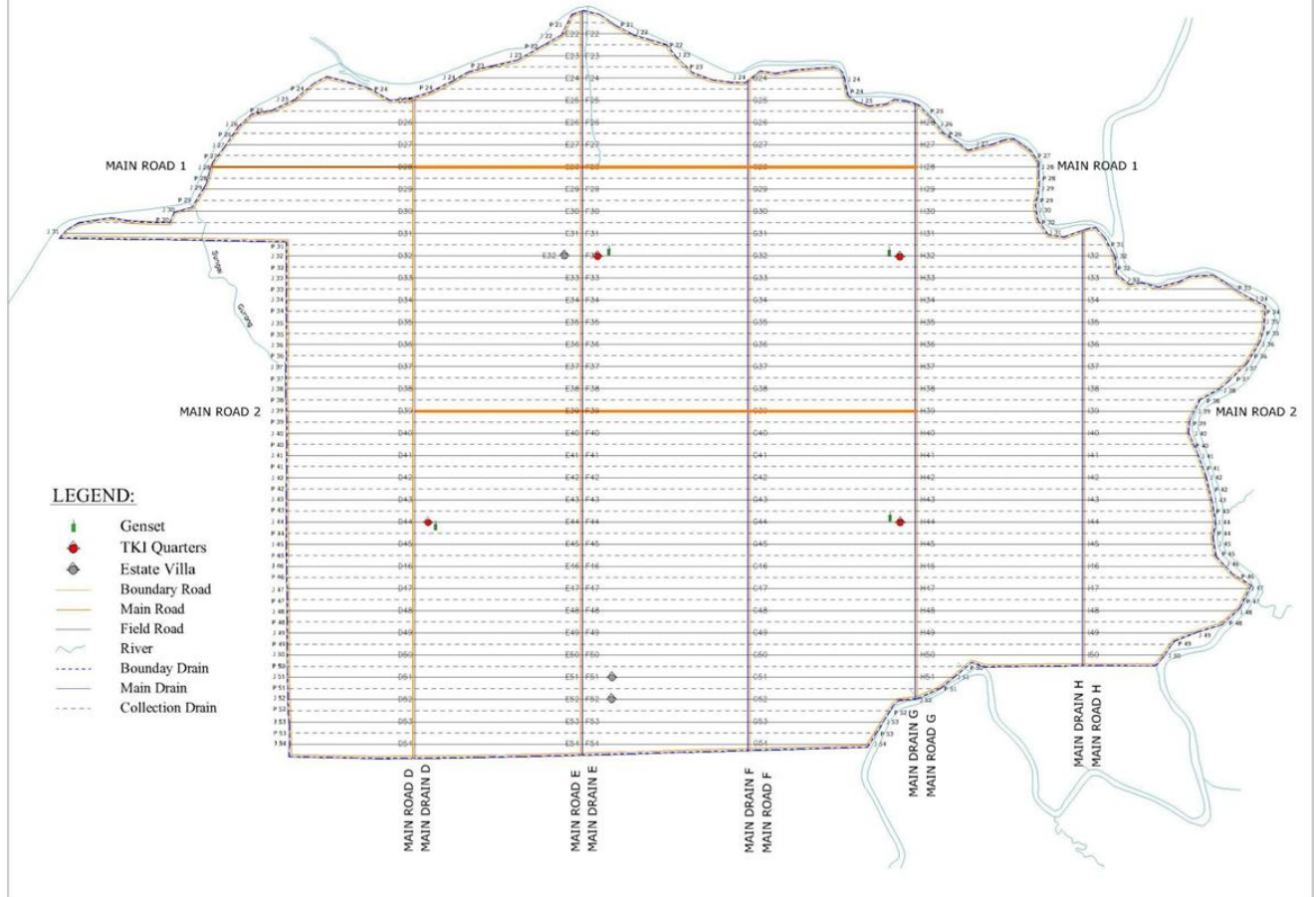
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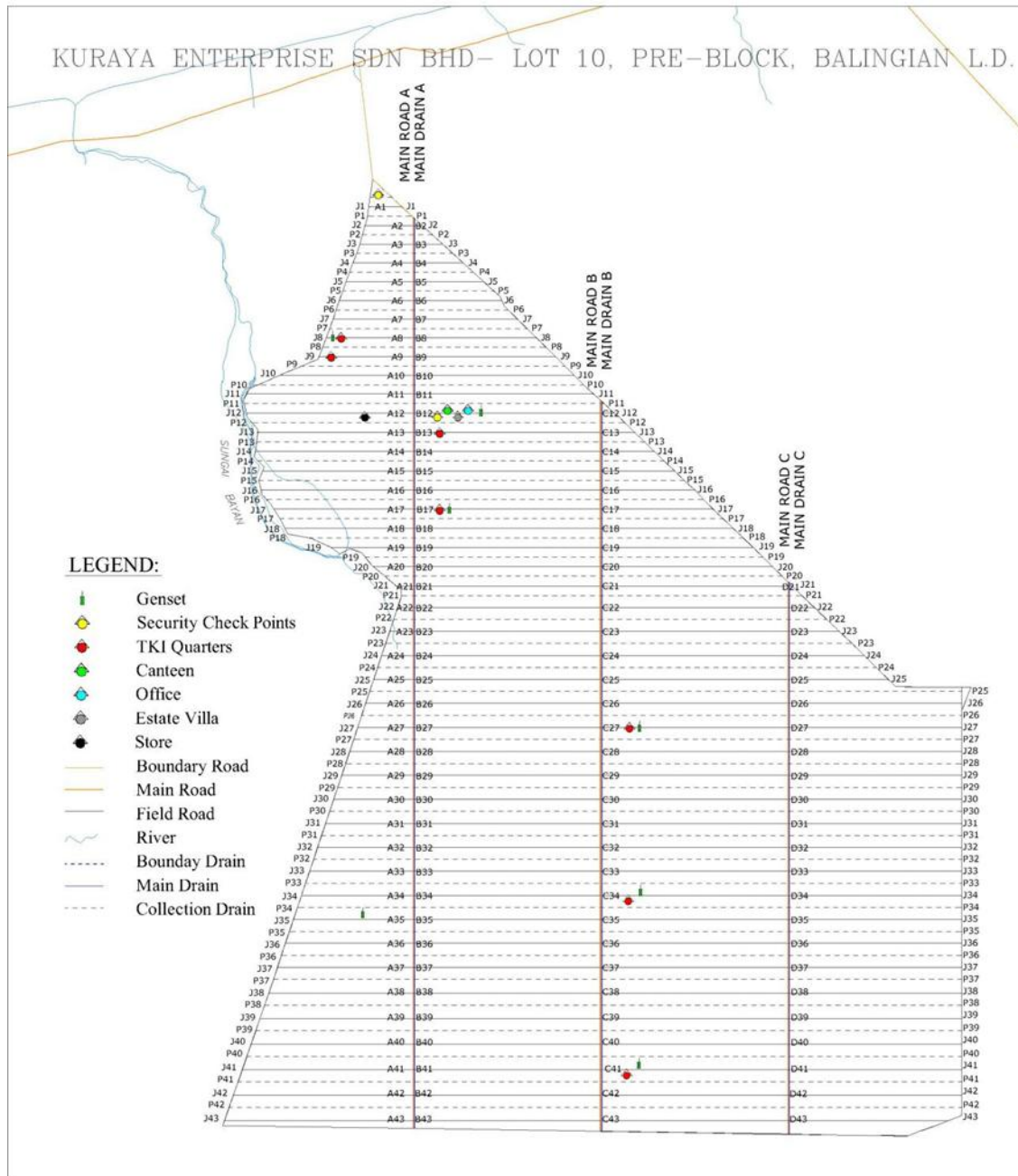


***GOLDEN STAR ACE SDN BHD - LOT 6, BLK 1, BAWAN L.D.***



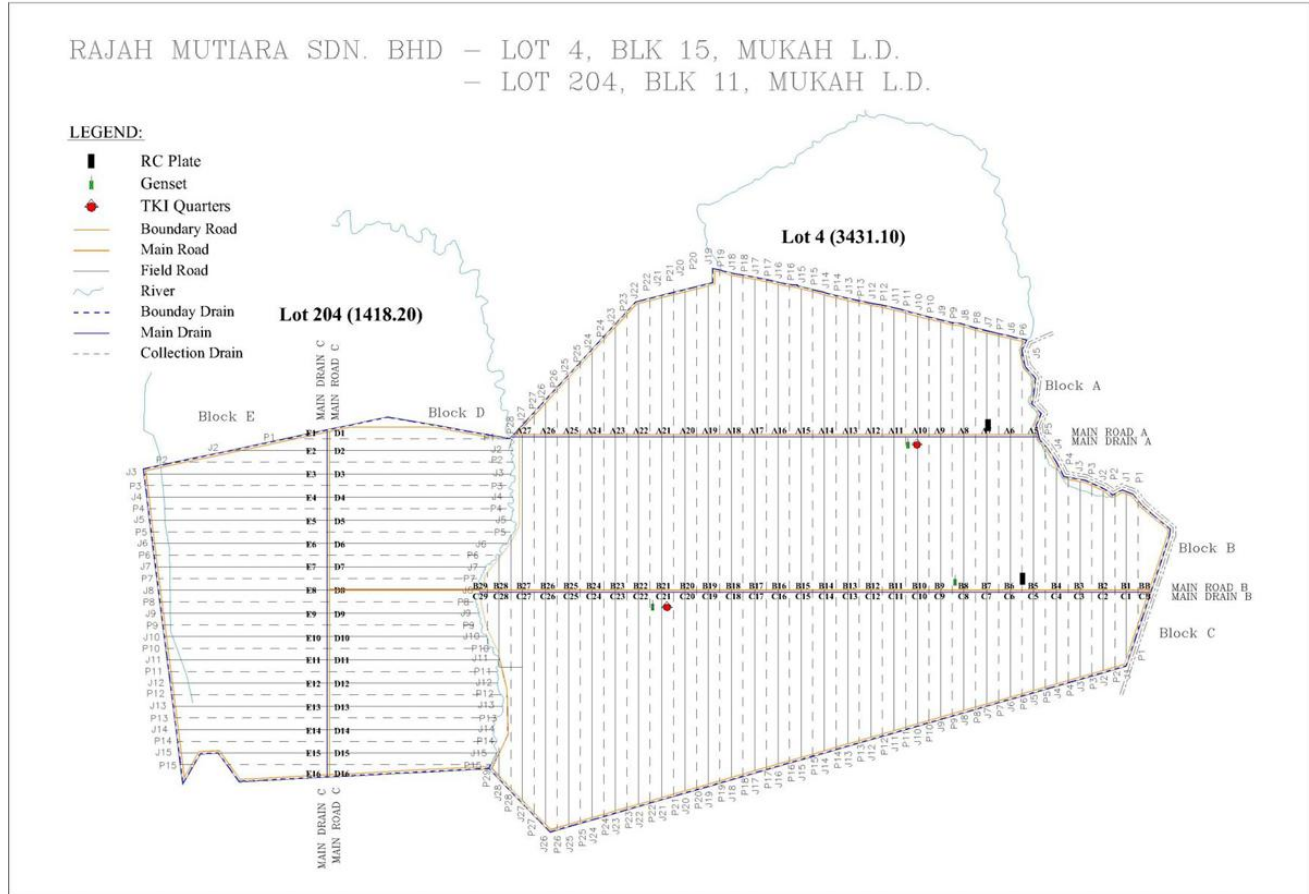


**Kuraya Enterprise Sdn Bhd**





**Rajah Mutiara Sdn Bhd**



## 1.2 Audit Objectives

The objectives of this audit were:


- to confirm that the management system conforms with all the requirements of the MSPO standard;
- to confirm that the organization has effectively implemented the planned MSPO management system;
- to confirm that the management system can achieve the organization's policy objectives.

## 1.3 Audit Criteria

The criteria of this audit were based on the MSPO scheme requirements and MS2530:2022 -3.2.

**Table 1: Information of Estate Being Audited**

Estate	Location Address	Geo-Coordinate (GPS)	
		Long.:	Lat.:

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Golden Star Ace Sdn Bhd	Lot 49, Block 135, Balingian Land District, Balingian, Mukah & Lot 6 , Block 1, Mukah Sarawak.	112.438333	2.870667
Kuraya Enterprise Sdn Bhd	Lot 22, Block 1,Balingian Land District 96000 Mukah Sarawak	112.46174	2.939657
Rajah Mutiara Sdn Bhd	Lot 4, Block 15 & Lot 204, Block 11, Mukah Land District, Sarawak	112.35107	2.9343493

**Table 2: Supply Base Area Statement**

Area Statement (Ha)				
Estate	Titled Area (Ha)	Planted (Ha)	Conservation / HCV (Ha)	Others (Ha)
Golden Star Ace Sdn Bhd	13,814.82	11,870.40	-	1,944.42
Kuraya Enterprise Sdn Bhd	4,950.00	4,934.00	-	16.00
Rajah Mutiara Sdn Bhd	4,849.30	4,611.03	-	238.27
<b>Total</b>	<b>23,614.12</b>	<b>21,415.43</b>	<b>-</b>	<b>2,198.69</b>

**Table 3: FFB Production**

Estate	FFB Production (Mt)	
	Year 2023(Actual)	Year 2024 (Projection***)
Golden Star Ace Sdn Bhd	263,060.68	302,951.23
Kuraya Enterprise Sdn Bhd	96,864.40	112,008.30
Rajah Mutiara Sdn Bhd	109,168.94	112,047.09

**Table 4: Estimated and actual tonnages of annual FFB processed, CPO & PK production**

Mill	FFB Processed (Mt)		CPO Production (Mt)		PK Production (Mt)	
	Year XXXX (Actual)	Year XXXX (Projection)	Year XXXX (Actual)	Year XXXX (Projection )	Year XXXX (Actual)	Year XXXX (Projection)
Not Applicable	N/A	N/A	N/A	N/A	N/A	N/A


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Table 5: FFB Handling

Dealer	FFB (Mt)	
	Year XXXX (Actual)	Year XXXX (Projection***)
N/A	N/A	N/A

## 2. COMPANY'S NAME & LOCATION

The scope of this assessment is the following operations in Golden Star Ace Group of Estate, Mukah/Balingian, Sarawak.

SCOPE
Production of Sustainable Fresh Fruit Bunches (FFB) including oil palm operations (planting, manuring, spraying, weeding, harvesting) and management activities.
PROPOSED/ AMENDED SCOPE
No change

## 3. EXISTING CERTIFICATION


Currently are being certified to other certification schemes as below

Current Certification <i>(Please tick the certification you are currently certified)</i>			
	ISO 9001		HACCP
	EMS 14001		RSPO
	OHSAS 18001/ISO 45001		ISCC
	ISO 22001		Others:
√	None		

## 4. AUDIT METHOD AND PROGRAMME

The audit was conducted in 4 day , involving 8 mandays in Golden Star Ace Group of Estate. The audit covers documentation review for internal procedures, management system, field inspection as well as identification of any significant issues for both environment or social issues and also the peer reviewer process as per MSPO Certification Scheme Document. The 30 days of stakeholder consultation prior to the audit date as required by MSPO Certification Scheme Document.

The audit evidence obtained was based on a sample of the information; thereby introducing an element of uncertainty. The methodology for objective evidence collection included physical site inspection,

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observation of tasks and processes, interview with workers, families and stakeholders, documentation review and monitoring data.

#### SITE SAMPLING

Sampling Methodology and Risk Determination
Not Applicable.

### 5. ASSESSMENT FINDINGS

The specific processes, activities and functions reviewed are detailed in the **Audit Plan (Appendix D)**. Details of collected evidence and audit trail of this audit are presented in the separate MSPO checklist. As outlined, objective evidence was obtained separately for each of the MSPO requirements (Indicators) for the estate. The results for each indicator from each of the operational areas were evaluated to provide an assessment of conformity. A statement is provided for each of the indicators in order to support the findings of the assessment team.

There are 0 Major NC; 4 Minor NC and 1 Observation/Opportunity for Improvement been raised on the MSPO checklist Part 3. Details for each **Audit Findings** are given in **Appendix B**.


Major NCs have been closed within the period of 90 days after the assessment. Minor Non-compliance and Observations/Opportunity for Improvement will be followed up during the next Annual Surveillance Audit which is scheduled to be conducted within the period of twelve months after the Report approval of Assessment. Corrective Action Plan (CAP) is required to be submitted for all finding within 30 days of the assessment. Details for each **Corrective Action Plan & Evidence** are given in **Appendix C**.

Based on the audit, it was apparent that:

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system	✓
The management review process is adequate and effective.	✓
The organization has met its objectives and targets and monitored progress towards their achievement.	✓
The management system documentation confirms with the requirements of the MSPO audit standard.	✓

### 6. PREVIOUS AUDIT FINDINGS – IF APPLICABLE

Nonconformity identified during previous audits has been corrected and the corrective action continues to be effective	✓
Not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.	N/A

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## 7. STAKEHOLDERS CONSULTATION

Please see **Appendix A** for the list of stakeholders based on categories which was contacted during the commencement of this audit.

## 8. AUDIT SUMMARY AND RECOMMENDATION

The audit team concludes that the organization fulfill the requirements of the MS2530:2022 - 3.1 standard and demonstrated the ability of the system to systematically achieve agreed requirements for products or services within the scope and the organization's policy and objectives.

The audit team recommends that, MSPO certification be renewed to Golden Star Ace Group of Estates (Golden Star Ace Sdn Bhd, Kuraya Enterprise Sdn Bhd and Rajah Mutiara Sdn Bhd).

### APPENDIX A: STAKEHOLDERS CONTACTED


Stakeholders Categories	Stakeholder's Input / Comments	Clients Feedback / Response
Workers Representative	Happy with working condition and facilities. No issues with estate.	Continue to maintain good relationship
Nearby Community representative	No issue with estate operation.	Continue to maintain good relationship
Buyer	No issue with estate operation.	Continue to maintain good relationship
Contractor	No issue with estate operation.	Continue to maintain good relationship

### APPENDIX B: AUDIT FINDINGS

Refer to the Attachment (Appendix B)

### APPENDIX C: CORRECTIVE ACTION PLAN & EVIDENCE

Refer to the Attachment (Appendix C)

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## APPENDIX D: AUDIT PLAN

Refer to the Attachment (Appendix D)

## APPENDIX E: MSPO CHECKLIST

Comment on Compliance status, positive observation & Opportunities for improvement

Principle	Description	Comment	Compliance status
Principle 1	Management Commitment Responsibility &	<p><b><u>Criterion 1: Malaysian Sustainable Palm Oil (MSPO) Policy</u></b>  Golden Star Ace Group of Companies has developed Malaysian Sustainable Palm Oil (MSPO) Policy signed by Chief Operating Officer - Operations (Ko Yew Chee) on 1<sup>st</sup> October 2024. The policy was displayed at the estate office and notice board. Policy was prepared in dual language (Malay Version and English version. Latest training or briefing of Policy was conducted on 08<sup>th</sup> October 2024 to worker and staff.</p> <p>Continual improvement plan for Pacific Hijau Sdn Bhd estate was made available such as:  1. Staff Quarters Construction (Lot 49) - GSA 1,2,3  2. SIA  3. Rain Water Sampling  4. Personal Chemical Exposure Monitoring (PCEM)  5. New Information &amp; Technology - Starlink  6. New Information &amp; Technology - Crawler  7. AP Foreign Workers  8. 3R - recycling campaign (Empty Water Bottle)  9. Training</p> <p>OFI#4.1.1.2  Management to update SOPs, and other related documents to fulfill the requirements of the MSPO 2.0 Standard.</p> <p><b><u>Criterion 2: New Planting</u></b>  Currently there is no new planting at both estates.</p> <p><b><u>Criterion 3: Existing site management</u></b>  Golden Star Ace Sdn Bhd &amp; Group has</p>	OFI has been raised.



developed “Good Agriculture Practice (Control No: Estates-GAP, REV 1st October 2024. Area is mostly of peat with no other significant issues. The estate are 98% of Peat soil with area less than 22 degrees slope. The peat management system and Standard Operating Procedures (SOP) or Good Agricultural Practices which outline the best management practices are stated in the Best Practices Procedure.

**Criterion 4: Replanting**

No replanting programme conducted by both estates.

**Criterion 5: Training and Competency**


Training needs for individual workers and staff was developed based on their appraisal and workers job description / job scope for year 2024/2025. Interviewed with estate workers verified that the workers was in good understanding of MSPO. Training plan for year 2024/2025 was developed by sustainability department and confirmed by Operation Manager. Evaluation of every training conducted was done by the estate management. Evidence of the evaluation done can be obtained from “Personnel Training Record” for every employees. As to date, there is no contractor involved with estate operation.

**Criterion 6: Economic and financial viability plan**


The budget has the information about targeted yield & profit and financial allocation for harvesting, upkeep& maintenance and fertilizers. Attention was given to crop projection, cost of production, cost per ton and per hectare indicators to monitor the performance of each operating unit. Management are yet to establish replanting programme as their oldest palm are 18 years old. However the management discuss this agenda in their meeting and are plan to establish the replanting programme.

**Criterion 7: Commitment to contribute to local sustainable development**


Main contribution of the estates to the local development was demonstrated in the provision of monetary contributions, where feasible.

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		<p><b><u>Criterion 8: Complaints and grievances handling</u></b> Complaints &amp; Grievance Procedure is available in the Complaint and Grievances procedure Control No: GSA/MSPO/PROCEDURE/CG-1024/1 REV 1st October 2024 In addition, the procedure on work flow detailing the Grievance Procedure is available in the document. Sighted from the procedure, it was verified that the system does not reprisal and/or discrimination against complainants and maintain confidentiality and anonymity when requested or necessary</p> <p><b><u>Criterion 9: Internal Audit</u></b> Internal Audit Procedure - sighted available during the audit. Among details highlighted is the internal audit shall be conducted once a year covering all operation falls within the MSPO Certification Scope and follow up audit when it is required. Internal Audit plan was sighted and prepared on 12<sup>th</sup> July 2024. From the internal audit plan, the internal audit was conducted on 27<sup>th</sup> August 2024 for Golden Star Ace Sdn Bhd and 26<sup>th</sup> August 2024 for Kuraya Enterprise Sdn Bhd. The internal audit result was available via internal audit report and root cause of the nonconformity was identified. Based on records, the audit team notes that the company has established proper internal audit plan that is found to be covering all operations within the estates. The internal audit result was available via internal audit report and root cause of the nonconformity was identified. All findings were closed accordingly; the root cause of the NCs has been addressed in Corrective action Plan for both estates, as well as all evidences provided are accepted by lead auditor. Root case analysis was included in their corrective action plan.</p> <p><b><u>Criterion 10: Management Review</u></b> The management review conducted on 07<sup>th</sup> October 2024 was attended by the top management which Chief Operating Officer (Chairman), Estate Management Team &amp; HQ Team. The management review discussed on status actions from the previous management reviews, Changes in internal and external issue related to MSPO, Pacific Hijau performance, resources, communication</p>	
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		with stakeholders and continual improvement plan.	
Principle 2	Transparency	<p><b><u>Criterion 1: Communication and consultation</u></b>  Communication Procedure Ref. Control No. GSA/P2C2/CP Revision 1/2020. The procedure is a standard document for all the mills and estates in the GSA Group with the objective to have a transparent method of communication with the organisation's internal and external stakeholders. Stakeholder list and communication with stakeholder was verified. Operation Manager was appointed as a Social Liaison Officer for both estates. The organisation has provide information requested by the relevant stakeholders and management documents was made publicly available, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. Information and documents was in appropriate language and forms.</p> <p><b><u>Criterion 2: Traceability</u></b>  Traceability Procedure Ref. Control No. GSA/ESTATE/MSPO/P2-02. Records of sales, delivery and transportation of products was maintained. Information and records was includes the information such as MSPO certificate number and validity, quantity and other information. Yearly production was sighted.</p> <p>Minor# 4.2.2.2  Estate management has kept the records of sales, delivery and transportation of Fresh Fruit Bunches (FFB). Upon verification on the estate delivery note, the said documents was not includes the information on MSPO certificate number and certificate validity for both Golden Star Ace Sdn Bhd and Kuraya Enterprise Sdn Bhd.</p> <p><b><u>Criterion 3: Transparent and fair price dealing</u></b>  Pricing for products and other services was documented and effectively implemented. Verified during the audit was agreement with workers and buyer.</p> <p>Minor#4.2.3.2  During document assessment, it was verified from the contract agreement and</p>	Minor conformance non has been raised

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		<p>MSPO Terms and Conditions between Golden Star Ace Sdn Bhd and Kuraya Enterprise Sdn Bhd and their contractors, there is no clear statement for contractor to accept the approved auditors to verify fulfillment of MSPO requirements.</p> <p><b>Criterion 4: Ethical Conduct</b> Document verified: Anti Bribery and Corruption Policy. Signed by COO Mr. Ko Yew Chee on 01/10/2024. The Scope of the Policy applies to the following categories within the Group such as Directors, Employees of the Group (permanent, full-time and contractual staff, Consultants, Interns and Agents.</p>	
Principle 3	Compliance to legal and other requirements	<p><b>Criterion 1: Regulatory requirements</b> The estate is operating in compliance with the applicable local, state, national and ratified international laws and regulations. Golden Star Ace Sdn Bhd (487189-U); MPOB Licenses (Lot 49 &amp; Lot 6):  ✓ Menjual dan Mengalih : 533408002000 (Valid until 31/10/2025)  ✓ Area : 11,870 Ha  ✓ Lot 49, Block 135, Balingian Land District, Balingian, Mukah &amp; Lot 6 , Block 1, Mukah Sarawak.</p> <p>Kuraya Enterprise Sdn Bhd; MPOB Licenses:  ✓ Menjual dan Mengalih: No. 522808002000  ✓ Validity: 31/07/2025  ✓ Area : 5000 Ha  ✓ Lot 22, Block 1, Balingian Land District 96000 Mukah Sarawak.</p> <p>Rajah Mutiara Sdn. Bhd; MPOB Licenses:  ✓ Menjual dan Mengalih; No. 546462002000  ✓ Validity: 31/01/2025  ✓ Area : 4611.03 Ha  ✓ Lot 4, Block 15 &amp; Lot 204, Block 11, Mukah Land District, Sarawak.</p> <p>List all laws applicable to their operations in a legal requirements register was made available in Pacific Hijau Sdn Bhd</p> <p><b>Criterion 2: Rights to use land</b> The estate has been established since 2006. There is no evidence of the oil palm cultivation activities do not diminish the land use rights of other users. The land developed under Sarawak State land. Verified from the document provided and</p>	Complied


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		<p>interviewed with the premises in charge, there is no customary land rights.</p> <p><b><u>Criterion 3: Native customary rights</u></b>  The land developed under Sarawak State land. Verified from the document provided and interviewed with the premises in charge, there is no customary land rights. There is no issues or encumbered by customary rights in the estates.</p>	
<b>Principle 4</b>	Responsibility to social, health, safety and employment conditions	<p><b><u>Criterion 1: Social Impact Assessment (SIA)</u></b>  SIA for Golden Star Ace Sdn Bhd and Kuraya Enterprise sdn bhd are still in progress and yet to completed. However, the management has engage consultat to conduct SIA for both estate. Report SIA was completed for Rajah Mutiara Sdn Bhd</p> <p><b><u>Criterion 2: Employees safety and health</u></b>  Document: OSH Policy; Signed by COO Mr. Ko Yew Chee; Date: 01/10/2024; Communicated by training Safety Tool Briefing on 08/11/2024.</p> <p>Mr. Lester Terry Anak Joseph was appointed the Safety and Health Officer for the Group. His appointment was signed by the COO Mr. Ko Yew Chee on 01/11/2024.</p> <p>Golden Star Ace Sdn Bhd &amp; Group has developed procedure for Hazard Identification, Risk Assessment, Risk Control (Control No: GSA/P4C4/HIRARC Rev 0). Hazard Identification and Risk Assessment at workplace using Hierarchy of Control was revised 2 Ref: GSA/HIRARC/GSALOT49/2024 dated 31<sup>st</sup>October 2023).</p> <p>Standard Operating Procedures (SOPs) based on the Hazard Identification and Risk Assessment was made available such as OSH management system Doc. Ref. GSA/GSAGOSH/23/01(Estate) dd 01/09/2023.</p> <p>Training programme based on the Hazard Identification and Risk Assessment was made available. Training program such as Emergency Drill &amp; Response Training, PPE &amp; PHP Training, SafetyTool Briefing and others.</p> <p>Golden Star Ace Sdn Bhd and Kuraya</p>	<p>Minor non conformance has been raised</p>


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		<p>Enterprise Sdn Bhd has conduct two-way communication with employees where issues such as health, safety and wellbeing are discussed openly including concerns of employees and any remedial action taken. Latest meeting for GSA was done on 25<sup>th</sup> October 2024 while for Kuraya Enterprise Sdn Bhd was done on 22<sup>nd</sup> October 2024.</p> <p>Emergency Preparedness and Response Procedure Ref. Control GSA/P4C4/EPR was noted. A Team was also assembled to handle any emergency that may arise.</p> <p>First Aid System is in place. First Aid Box Inspection was conducted and the contents of the boxes are restocked and recorded. First Aiders have also been identified and trained as competent persons.</p> <p><b><u>Criterion 3: Employment Conditions</u></b> Document: Human Rights' Policy which was signed by the COO Mr. Ko Yew Chee on 01/10/2024.</p> <p><b>Minor#4.4.3.2</b> During interview with workers, it was verified that there is no action of forced or trafficked labour happened at estate. However, when refer to the established policy on Human Rights, the policy does not clearly stated their commitment towards prohibition on force or trafficked labour.</p> <p>Documents sampled and verified: 1) Employment Contracts 2) Minimum Wages Order 2022 3) Detail of Daily Rates and Piece Rates 4) Daily harvesting detail 5) Pay slips</p> <p>It is assured that all documents confirmed that no preference or discriminatory practices are accorded to any one or any group in particular. It was noted during site visit that very good staff and workers' housing are provided which include free water and electricity.</p> <p>Document: Sexual Harassment Policy; Signed by COO Mr. Ko Yew Chee; Date: 01/10/2024. The company views sexual harassment and violence as a serious violation of the company's rules and</p>	
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		<p>regulation and work values. Any employee found guilty of such misconduct will be subjected to disciplinary action which may include dismissal. There has been no record or complaint on sexual abuse, harassment or violence in the estate. There is no record or complaint on non-compliance of payment of wages. There is no evidence of non-compliance in terms of payment of wages and other dues.</p> <p>Document; Employment Contracts:</p> <ol style="list-style-type: none"> <li>1) All contracts have been mutually agreed before signing by both parties.</li> <li>2) There is no evidence or complain on this matter so far</li> <li>3) Pay slips are checked to confirm payment are made according to mutually agreed rates and as specified in the employment contracts</li> <li>4) Feed back from interviews with workers also confirm the above matters</li> </ol> <p>Document verified: No Child Labour Policy; Signed by COO Mr. Ko Yew Chee; Date: 01/10/2024 by statement "Shall not engage, exploit and employ individual as defined in Sarawak Labour Ordinance 1966, Section 11, Special Provision Related To Child and Young Person..." The above is confirmed vide employees' List, feed back from interviews and observations made during site visit.</p> <p>The Group has no objection to any person in its employment (staff and workers) to join any union or organisation of their choice.</p> <p>There is no triangular employment. The company is assured that it is operating within the confines of all applicable laws in the country.</p> <p><b><u>Criterion 4: Living Condition</u></b></p> <p>On-site living quarters are provided to general workers and staff. Observed that the living quarters are habitable and have amenities such as blue tank to store rainwater, electricity etc. Monthly linesite structure checks were available in the Social Plan FY 2024/2025.</p> <p>Golden Star Ace Sdn Bhd has conduct the water quality analysis for rainwater collected for domestic used. Latest analysis was done on 30<sup>th</sup> September</p>	
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		<p>2024 and result was come out on 14<sup>th</sup> November 2024 (Ref: PL/GSA/KYA/RM/08-24) by P.L Consultants. The analysis was done based on National Standard for Drinking Water Quality (Recommended Raw Water Quality Criteria and Frequency Monitoring, Table 1). The Parameters analyzed ad below:</p> <ol style="list-style-type: none"> <li>1. pH value</li> <li>2. Total Dissolved Solids</li> <li>3. Biochemical Oxygen Demand (BOD)</li> <li>4. Chemical Oxygen Demand (COD)</li> <li>5. v.Ammoniacla-Nitrogen</li> <li>6. Turbidity</li> <li>7. Iron II</li> <li>8. Zinc (Zn)</li> <li>9. Total Coliform Counts (TCC)</li> </ol> <p>Based on the analysis result, the rainwater harvested at the worker's quarters is suitable for use as a raw water supply source for plantation employees.</p> <p>Other than that, estate quarters also supplied with JBALB water sources located Kuraya Enterprise Sdn Bhd and sent out to labour quarters using lorry tanker. Latest bill from JBALB was for October 2024 - RM1418.45 fully paid by company.</p>	
Principle 5	Environment, natural resources, biodiversity and ecosystem services	<p><b>Criterion 1: Environmental management plan</b></p> <p>Environmental policy was signed by mr Ko Yew Chee) COO dated 15<sup>th</sup> November 2021 and revised on 01<sup>st</sup> October 2024. The sighted and display at the site office, workers camp and estate facilities, which stated on:</p> <ol style="list-style-type: none"> <li>1. To comply with existing and current legislations and regulations and to ensure that our operations are legally compliant.</li> <li>2. The Company will respect the environment and biodiversity and utilize proven, environmentally-friendly technology in its mill/estates operations.</li> <li>3. Establishing, maintaining and continually improving sustainable mill/estates management system both internally and externally.</li> <li>4. To set targets and implementation actions to allow the Group to become resource efficient on waste utilisation, energy and water usage within our day to day operations.</li> <li>5. Eliminating any potential adverse</li> </ol>	Minor and Major non conformance has been raised..

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		<p>impacts on environment and biodiversity arising from our mill/estates activities. Educating and enhancing awareness among stakeholders on environment and biodiversity aspects.</p> <p>It was observed the Training plan for year 2024 related with environment available. Environmental committee also established to monitoring compliance and discussing environmental aspects issues. Latest training for company policies was conducted on 11<sup>th</sup> October 2024.</p> <p>It was observed Golden Star Ace was approved in one Environmental Impact Assessment (EIA) approval, with name of the project "Golden Star Ace Oil Palm Plantation on Lot 6, Block 1, Bawan Land District and Lot 49, Block 135, Balingian Land District, Mukah, Division". With Date approval 09th November 2006, with reference No.: NREB/6-1/2E/43 which was signed by the Controller of Environmental Quality Mr Peter Sawal. Based on the Environmental Monitoring Report which done Quarterly basis (Latest July - September 2024), there are 3 Water Sampling for this project area (W1 - Boundary/perimeter channel flowing to Sg. Bayan north project, W2 - Boundary/perimeter channel flowing to Sg. Gurong of Project site and W3 - Boundary/perimeter channel flowing to Sg. Balingian of Project site). In line with that, the monitoring was conducted to monitor plantation activities on site by providing analyses on pesticides/ weedicides every 3 months in the Environmental Monitoring Report (EMR). The latest report for year July - September 2024 dated 26<sup>th</sup> September 2024.</p> <p>Based on consultant results and discussion, the findings of the 3rd Quarters 2024 environmental compliance monitoring exercise show "no major adverse environmental impact resulted from the project activities. Relatively low Do levels, relatively high BOD and COD levels, marginally high TCC levels were detected at W1 - W3. Marginally high AN level recorded at W1, as compared to NWQSM Class IIB, High COD levels resembled the characteristic of natural peat waters (containing high amount of biomass particles). Based on the</p>	
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		<p>compliance status with the environmental requirements, no major adverse environmental impact resulted from the project activities and consultant recommended the estate to continue implement the mitigation measures. Beneficial plants such as Turnera subulata was planted in the plantation as a biological pest control measure and also can reduce the usage of chemicals. Natural ground cover (soft weeds and ferns) are maintained between palm rows and along plantation main roads and estate not practice blanket spraying.</p> <p>The environmental management plan was cover objectives and aspect and impacts analysis of all operations. Impact aspect from estate work was identified and recorded in estate environmental management plan. EAIA (Environmental Aspect &amp; Impact Assessment) updated in October 2024 for Golden Star Ace Group of Companies (Pacific Hijau) was made available.</p> <p>Golden Star Ace Sdn Bhd and Kuraya Enterprise Sdn Bhd continual improvement plan was including environmental program such as following:</p> <ul style="list-style-type: none"> <li>a) Company Policy Briefing</li> <li>b) Manuring Training</li> <li>c) Spraying &amp; Pre-mixing chemical training</li> <li>d) Leaf /Foliar sampling</li> <li>e) P&amp;D Programme Bating, Termite &amp; Tirathaba treatment &amp; chemical pre-mix</li> <li>f) P&amp; D Programme - Bagworms &amp; Nettle caterpillar census</li> <li>g) Scheduled waste management training</li> <li>h) Environmental management training</li> <li>i) MSPO awareness training</li> </ul> <p>Estates has established environmental committee to monitor estate compliance to environmental and biodiversity aspects. Latest meeting conducted on 25<sup>th</sup> October 2024 attended by all committee. Among agenda discussed are:</p> <ul style="list-style-type: none"> <li>1. Kebersihan Kawasan Perumahan (Staff &amp;TKI)</li> <li>2. Buffer Zone</li> <li>3. Piezometer, Water level and Peat Subsidence</li> <li>4. Alam Sekitar (Bottle Plastik &amp; Program 3R)</li> <li>5. Other</li> <li>6. Pencucian Tangki air</li> </ul>	
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		<p>Sample training conducted such as:</p> <ul style="list-style-type: none"> <li>a) Kempen 3R - 6<sup>th</sup> September 2024</li> <li>b) Domestic waste management - 4<sup>th</sup> August 2024</li> <li>c) Zero open burning awareness - 4<sup>th</sup> August 2024</li> <li>d) Biodiversity &amp; buffer zone awareness training - 20<sup>th</sup> February 2024</li> </ul> <p><b><u>Criterion 2: Efficiency of energy use and use of renewable energy</u></b></p> <p>Golden Star Ace Sdn Bhd and Kuraya Enterprise Sdn Bhd has developed procedure on Energy Management (Control No: GSA/MSPO/PROCEDURE/EM-1/1024 dated 01<sup>st</sup> October 2024). Record and usage of Non-renewable Energy (Diesel Consumption) was made available from 2021 until 2024 (as of October). The trend of increase usage of non-renewal energy due to increase of production and excavator operation.</p> <p>Currently estate has applied solar lighting at security post. As per estate incharge, estate plan to install solar light at Estate office and workers quarters.</p> <p>The electric supply for Staff quarters at Lot 49 was from R.H Balingian Palm Oil Mill (24 hours), The electricity for estate workers quarters was supply from estate genset. Running Hr 4.00 am – 6.00 am / 6.00 pm - 10.30 pm while for Lot 6, the electricity for estate office &amp; Staff quarters was supply from estate genset. Running Hr 5.00 am – 5.00 pm / 5.00 pm - 5.00 am. The electricity for estate workers quarters was supply from estate genset. Running Hr 4.00 am – 6.00 am / 6.00 pm - 10.30 pm</p> <p><b><u>Criterion 3: Waste management and disposal</u></b></p> <p>Waste Management plan includes:</p> <ul style="list-style-type: none"> <li>1. Waste Management Procedure</li> <li>2. Identification of Waste/Pollution and its impact and Environmental Management Plan</li> <li>3. Used Chemical Handling</li> <li>4. Monitoring on Scheduled Waste</li> <li>5. Scheduled Waste Code</li> </ul>	
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Waste Management Procedure reference no: GSA/P5C3/WM dated 01st August 2019. All was products and sources of pollution was identified and documented "Identification of waste/Pollution and its impact and Environmental Management Plan".

Used chemical SOP is include in Chemicals Handling Procedure available in Principle Record file: Chemical Procedure. The disposal of used chemicals and containers were done in accordance with their schedule on waste management as planned and according to the legal requirements. Records of usage were well recorded and documented in the estate.

The triple rinse SOP was available and apply for empty containers and store properly and to be recycled for chemical mixing available in Good Agriculture Practices For Oil Palm. Triple rinse training record was sighted. The management has ensure proper and safe handling, storage and disposal of scheduled waste. The management has ensure proper and safe handling, storage and disposal of scheduled waste.

Scheduled waste disposal record/inventory record for scheduled waste were made available by the management.

Domestic waste was dispose to dumping site located at GSA Estate 1 (1A18). Collection of waste conducted 3x per week. Rubbish pit was located far from housing complex and rivers.

#### **Criterion 4: GHG emission**


During document assessment, it was sighted estate has identify the GHG emission sources from their operation such as Fertiliser, chemical and machine.

#### **Criterion 5: Water Resources**


Water management plan was established to addressed water conservation, protection of riparian buffer and management procedure on terrain.

The management has establish water management plan which consist of water resources, buffer zone procedure, peat management, water sampling analysis:



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		<p>a) Water management plan have been developed to addressed management of water resources,all water resources aspects including mitigation action of issues regarding natural water resources.</p> <p>b) All activities that can affected natural water quality were in a constant monitoring and pollution mitigation action are applied as in waste and pollution management plan.</p> <p>c) Environmental Quarterly Report (EMR) with water analysis from the laboratory. Reference 3rd Quarter 2024 (July-September) for Kuraya estate sighted and result are satisfactory.</p> <p>✓ NREB Ref No : NREB/600-1/2E/34</p> <p>✓ 3rd quarter 2024 ( July - September 2024)</p> <p>✓ Consultant ; P.L Consultant</p> <p>✓ Date of sampling : 26<sup>th</sup> September 2024</p> <p>d) Rain water harvesting practice is applied in this estate.It also the main clean water resources in the estate. Appropriate action to minimize this water source was observed such as collection tank provided by management. Monthly water usage records can be accessed in the Water Consumption Posting in the MSPO system.</p> <p>e) Water quality monitoring report for rainwater collected at workers' quarters has been conducted by the managaement as below:</p> <p>✓ Rainwater collection date: 30<sup>th</sup> September 2024</p> <p>✓ Consultant : P.L Consultant</p> <p>✓ Result : based on the analysis result , the rainwater harvested at the worker's quarters of the respective oil palm plantation fell under the definition of 'good water quality' - thus, it is suitable and safe as a raw water supply source for plantation employees.</p> <p>f) Riparian buffer zone are demarcate and awareness sign and tree marking have been install at riparian buffer zone.</p> <p>g) Natural vegetation are kept along the riparian buffer zone.Training on buffer zone procedure also sighted.</p> <p>h) No water bore use to supply water in both estates.</p> <p><b><u>Criterion 6: Environmental conservation and protection</u></b></p>	
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		<p>Biodiversity assessment document is available for Golden Star Ace Sdn Bhd and Kuraya Enterprise Sdn. Bhd whereas action plan and monitoring include install conservation posters and signage in their estate. Based on the provided Biodiversity assessment, the assessment was done through the engagement with stakeholders. Their continual improvement plan towards conservation and management of biodiversity includes conduct awareness program to staff and workers and constant communication with related government agencies regarding biodiversity and conservation.</p> <p>Based on the provided documents, there is no specific High Conservation Values, rare, threatened or endangered species are present in the both estates. However, sighted estates has conducted awareness briefing on wildlife, the wildlife poster of the RTE was displayed at estate office and labour quarters. Signage no hunting sighted displayed.</p> <p><b><u>Criterion 7: Zero Burning Practices</u></b>  Golden Star Ace Group of companies has developed Zero Burning Policy dated 01<sup>st</sup> October 2024 (Rev 2). The policy stated:  “The company hereby prohibits illegal open burning:  1.New Planting  2.Replanting of Oil Palm  3.Other activities</p> <p>Except in situation allowed under the legal frameworks.”</p> <p>It was sighted signboard of ‘no open burning ‘ at estates entrance. The estate management will not do open burning in the operation unless with approval of regulatory body.</p>	
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**End of Report**