TRANS CERTIFICATION & INSPECTION SDN. BHD.

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MALAYSIAN SUSTAINABLE PALM OIL PUBLIC SUMMARY REPORT

☐**Initial Assessment**

☒**RC Annual Surveillance Assessment 1**

☐**Recertification Assessment**

☐**Extension Scope**

Client Name: AZAM BERSATU PLANTATIONS SDN BHD
Client Company (HQ) Address: No. 3, Tingkat Bawah Bangunan LKNP, Batu 3, Tanah Putih Baru, 25150 Kuantan, Pahang D.M.
Certification Unit: AZAM BERSATU PLANTATIONS SDN BHD Lot 5508, 5509, 5510, 5511 Mukim Bebar 26600, Pekan Pahang D.M.
Date of Final Report: 26th August 2025

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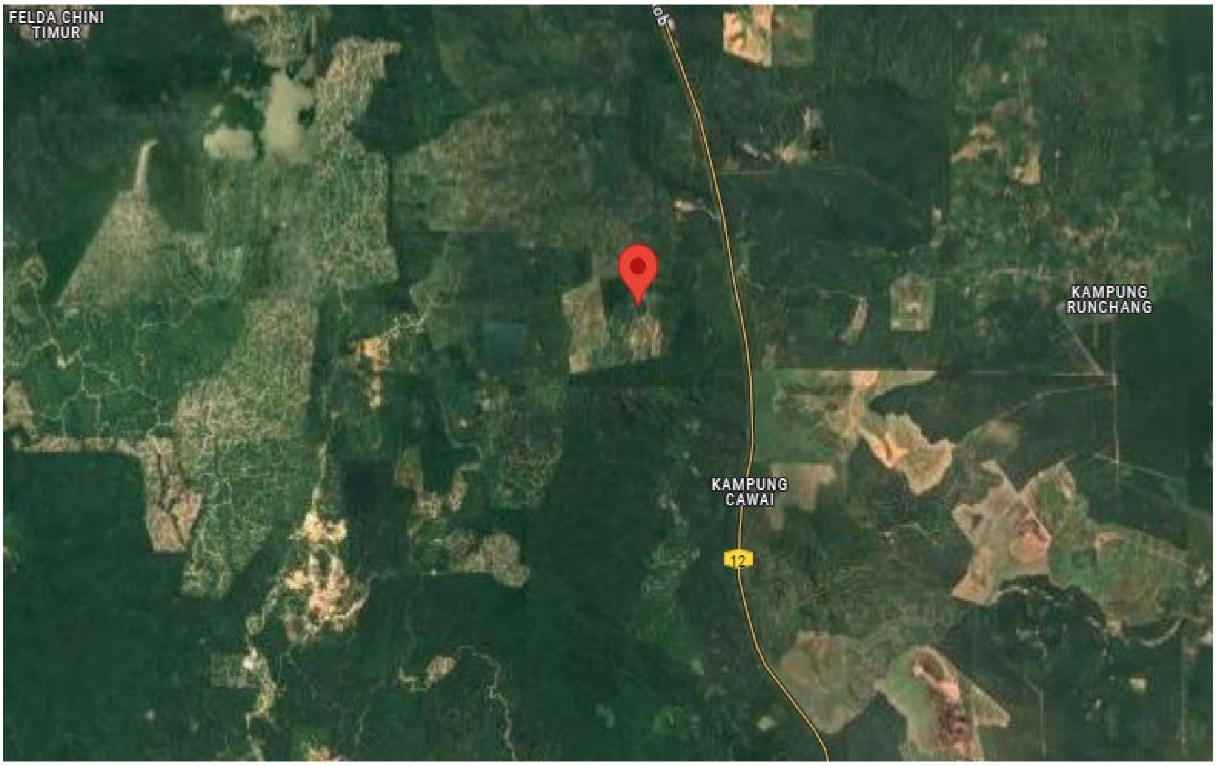
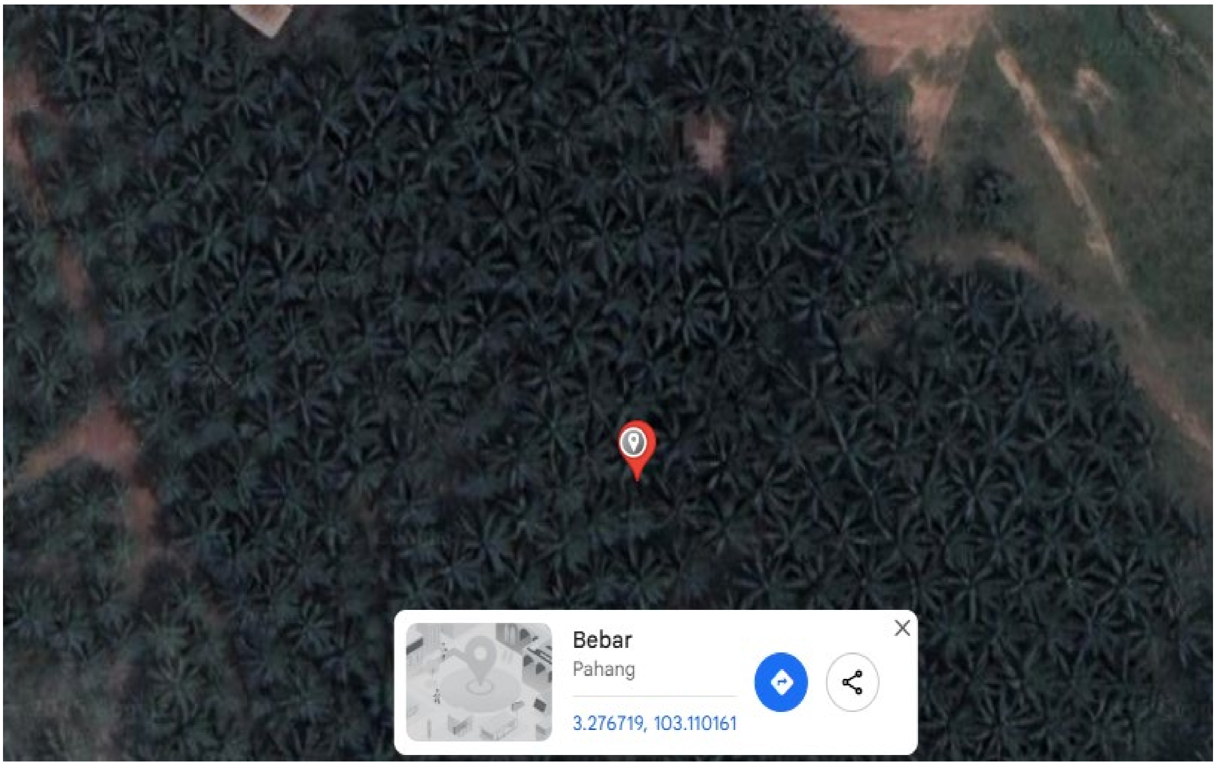
1. Detail of Certification Assessment

1.1 Types of certification assessment	RC Annual Surveillance Assessment 1 (ASA 1)
1.2 Scope of MSPO Certification	Production of Sustainable Fresh Fruit Bunch
1.2.1 Audit Objectives	1. Determination of the conformity of the client's management system, or parts of it, with audit criteria 2. Determination of the ability of the management system to ensure client meets applicable statuary, regulatory and contractual agreement 3. Determination of the effectiveness of the management system to ensure client can reasonably expect to achieve it specific objective 4. Identification of area for improvement of the management system, as if applicable
1.3 MSPO Criteria and Standards used for the Assessment	☐MSPO 2530: Part 2.1 - Independent Smallholders (less than 40.46 hectares) ☐MSPO 2530: Part 2.2 - Organised Smallholders (less than 40.46 hectares) ☒MSPO 2530: Part 3.1 - Oil Palm Plantations (40.46 hectares to 500 hectares) ☐MSPO 2530: Part 3.2 - Oil Palm Plantations (more than 500 hectares)

1.4 Boundary map showing geographical location, with close-up of the management unit with geographical coordinate





2. Detail of the Management Unit

<table>
<tr><td>2.1 Name of management unit</td><td colspan="3">Azam Bersatu Plantations Sdn Bhd</td></tr>
<tr><td>2.2 Site address of management unit</td><td colspan="3">No. 3, Tingkat Bawah Bangunan LKNP, Batu 3,
Tanah Putih Baru, 25150 Kuantan, Pahang D.M.</td></tr>
<tr><td rowspan="4">2.3 Management and contact person's details</td><td colspan="3">Name: Mr. Ahmad Zuraini Zakaria</td></tr>
<tr><td colspan="3">Telephone: +609 5159746</td></tr>
<tr><td colspan="3">Email: -</td></tr>
<tr><td colspan="3">Website: azbplantations@gmail.com</td></tr>
<tr><td colspan="4">2.4 Detail of MPOB Information Certification Unit</td></tr>
<tr><td>Name of Certification Unit</td><td>MPOB License No.</td><td>Scope of Activity MPOB License</td><td>Expiry Date MPOB License</td></tr>
<tr><td>Azam Bersatu Plantations Sdn Bhd</td><td>502454702000</td><td>Sell and move FFB</td><td>31.10.2025</td></tr>
<tr><td colspan="4">2.5 Hectarage Information (ha)</td></tr>
<tr><td>Estate Name</td><td colspan="2">Planted Area (ha)</td><td>Certified Area (ha)</td></tr>
<tr><td>Azam Bersatu Plantations Sdn Bhd</td><td colspan="2">182.82</td><td>242.82</td></tr>
<tr><td colspan="4">2.6 Annual FFB Production (MT)</td></tr>
<tr><td>Estate Name</td><td colspan="2">Estimated (MT)
(Jan-Dec 2025)</td><td>Actual (MT)
(Jan-May 2025)</td></tr>
<tr><td>Azam Bersatu Plantations Sdn Bhd</td><td colspan="2">991.38</td><td>277.35</td></tr>
<tr><td colspan="4">2.7 MSPO Certificate Information</td></tr>
<tr><td colspan="4">Certificate Number: MSPO-03-1-TCI-0112024-02</td></tr>
<tr><td colspan="4">Certificate Issuance and Validity: 14th June 2024 until 13th June 2029</td></tr>
<tr><td colspan="4">2.8 Other Sustainability Certifications: N/A</td></tr>
</table>

3. Assessment Process

3.1 Certification Body

TRANS CERTIFICATION & INSPECTION SDN. BHD. (TRANS), is a third party independent Accredited Certification Body offering Quality Sustainability and Product Certification Scheme. **TRANS** was incorporated in Malaysia on 23 November 2017.

We have obtained accreditation from Department of Standards Malaysia (DSM) for Management system Certification (17021) and Product Certification (17065) in Mac 2019. By obtaining this accreditation, certificates issued by TRANS are recognize worldwide.

3.1.1 Audit team members

No	Audit Team Members	Role & Principles Audited	Qualifications
1	MOHD JOHARI BIN MD KASSIM [MJK]	**Lead Auditor** Principle: P2 & P4	Graduated qualification in Biology with 12 years working experience in palm oil and sales industry. Involved in MSPO auditing since Oct 2017. Fully trained in similar agriculture certification programmes such as RSPO SCCS, ISCC, INS. Member of TCI audit team since 2017. Involved in audits conducted in Malaysia, Completed ISO 9001:2015 lead auditor course in January 2016, MSPO 2530:2022 Lead Auditor Training Course, Lead Auditor Training Integrated Management System (IMS) Exemplar Global Certified & Lead Auditor Course ISO 9001:2015 Quality Management System (QMS) Exemplar Global Certified and SA8000 Introduction and Basic Auditor Training Course.
2	MOHAMAD IRWAN BIN SENIN [MIS]	**Auditor** Principle: P1, P3 & P5	Graduate in Diploma Executive in Planting Management and Technology at University Malaysia Pahang. Has 13 years of working experience in Plantation Management. Completed in MSPO 2530:2013 Auditors Training Course, Integrated Management System (IMS) ISO 9001:2015 & ISO 14001:2015 Lead Auditor Training, MSPO SCCS Auditor Training, ISCC Basic Training, ISCC Waste & Residue Training, MSPO 2530:2022 Lead Auditor Training Course, Lead Auditor Training Integrated Management System (IMS) Exemplar Global Certified & Lead Auditor Course ISO 9001:2015 Quality Management System (QMS) Exemplar Global

			Certified and SA8000 Introduction and Basic Auditor Training Course. Able to speak and understand in Bahasa Malaysia and English.

3.2 Audit Plan

3.2.1 Audit dates, site(s) visited, total number of mandays spent on site(s) based on sampling formula (for group certification)

Date	Time	Subject	Auditor
26th May 2025 (Monday)	09:00 - 09:30	**Centralize Opening meeting at Azam Bersatu Plantations Sdn Bhd:** • Presentation by the manager/coordinator • Presentation by Lead Auditor ➢ Confirmation of assessment scope and finalize Audit Plan *(for main Assessment audit, the stakeholder consultations shall be held along the audit progress)*	ALL
	09:30 - 12:00	**Azam Bersatu Plantations Sdn Bhd:** ➢ **Site inspection (Part 3.1):** Field inspection, boundary inspection, fertilizer application, field spraying, harvesting, workers interview, buffer zone, conservation area, office, workshop, agriculture best practices, chemical store, and pre-mixing, etc. ➢ Non-conformity Verification for Previous Year Audit ➢ Stakeholder consultation session ➢ Verify any outstanding issues, auditor discussion.	MJK/MIS
	12:00 - 13:00	**Azam Bersatu Plantations Sdn Bhd:** ➢ **Document Audit:** • Document review P1 – P3, P1: Management commitment and responsibility, P2: Transparency, P3: Compliance to legal requirement,	P1: MIS P2: MJK P3: MIS
	13:00 - 14:00	**Lunch**	ALL

	14:00 - 16:30	**Azam Bersatu Plantations Sdn Bhd:** ➢ **Document Audit:** • Document review P3-P5, P3: Compliance to legal requirement, P4: Social Responsibility, Health, Safety and Employment Conditions P5: Environment, Natural Resources, Biodiversity and Ecosystem Service.	P3: MIS P4: MJK P5: MIS
	6:30 - 17:30	**Centralize Closing Meeting at Azam Bersatu Plantations Sdn Bhd:** ➢ Chaired by the Audit Lead Auditor • Welcome and introduction by the Lead Auditor • Presentation of findings by the audit team • Questions & Answers and summary by Lead Auditor **End of Assessment.**	ALL

3.3 Audit Programme

3.3.1 Next Assessment

Proposed Date Next Certification	May 2026
Type of Certification	Annual Surveillance 2

3.3.2 Information on management units to be audited in Five years cycle

Estate Name	Stage 2/Recert (June 2024)	ASA 1 (May 2025)	ASA2 (May 2026)	ASA3 (May 2027)	ASA 4 (May 2028)
Azam Bersatu Plantations Sdn Bhd	☒	☒	☒	☒	☐

4. Summary of Audit Results

4.1 Audit findings against all the applicable MSPO Standard Principles, Criteria and Indicators.

This audit was conducted using a sampling process to assess the effectiveness and efficiency of the management system, based on the audit trail established by the assessor. The conclusion of the audit is as follows:
1) 1 Major Non-Conformities
2) 3 Minor Non-Conformities
3) 1 Opportunities for Improvement (OFI)
All findings have been acknowledged by management, and a detailed summary is provided in this report.

4.2 Lead auditor's summary and recommendation for certification.

The surveillance audit (ASA 1) for Azam Bersatu Plantations Sdn Bhd was conducted on 26th May 2025, based on the requirements of the Malaysian Sustainable Palm Oil (MSPO) Standard MS2530-2022-3.1 **General principles for oil palm plantations (40.46 hectares to 500 hectares).** The audit scope included document review, field inspections, interviews with management and workers, and verification of compliance with the MSPO standard. There have been **no significant changes** to the client's management system since the last audit that would impact its effectiveness or compliance with MSPO requirements.

The organization has shown continual commitment to maintaining compliance with MSPO requirements. The management system remains in place and functional, with improvements noted in several operational and documentation areas. 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 demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system. All items above were verified with supporting documents and interviews. The assessment was based on random samples and therefore nonconformities may exist that have not been identified. The details summary of the audit findings is as per stated with reference to next section of **4.3: Details of audit result.**

Based on the on-site audit process, including observations and interviews with the management representative, it has been confirmed that the organization does not use the MSPO or TRANS marks/logos in any form. The management has been clearly informed that the use of the MSPO and TRANS logos is strictly prohibited unless officially approved by the respective authorities (MSPO/TRANS).

During this audit, the audit team also verified the implementation and effectiveness of corrective actions related to the previous non-conformities raised. All previous NCs have been closed satisfactorily, with adequate evidence provided to confirm root cause analysis and corrective actions. Since there were major and minor non-conformity, Azam Bersatu Plantations Sdn Bhd representatives have addressed a proper action plan to close all non-conformities to ensure certification continuation. All action plans have been reviewed and verified by Lead Auditor. Continuation of certification for Azam Bersatu Plantations Sdn Bhd is recommended based on CAR Form evaluation done by Lead Auditor and subjected to Certifier/ Scheme Coordinator decision. The effectiveness and continuous of the implementation shall be verified again in the next audit.

The audit team conducts the audit based on the sampling process of the available information.

4.3 Details of Audits Results

4.3.1 Details of Major and Minor Non-Conformities

NC No. / Ref.	01	Timeline Completion	Within 30 dyas
Detected by (Auditor's Name)	Mr. Mohamad Irwan Bin Senin		
Normative Reference and Requirement	4.2.4.2 Indicator 2: A system is in place to monitor conformance and the implementation of the policy and overall ethical business and anti-bribery practice.		
NC Type	☐ Major ☒ Minor		
Description of Non-Conformity	Azam Bersatu Plantation Sdn Bhd was found to have no formal and continuous monitoring system in place for compliance with ethical conduct and anti-bribery practices, which are fundamental requirements to ensure operational integrity and compliance with the MSPO principles.		
Objective Evidence: Interview with management and documentation review.			
Lead Auditor's Verification	Name: Mohd Johari bin Md Kassim Date: 26th May 2025		
Root cause Analysis *(to be filled by client)*:			
Due to lack of staff the management did not prepare the procedure of ethical conduct and anti-bribery as required by MSPO.			
Correction *(to be filled by client)*:			
The management of Azam Bersatu Plantations Sdn Bhd has laid down the procedure of ethical conduct and anti-bribery practices as required by MSPO.			
Corrective Action *(to be filled by client):*			
Meeting has been conducted to discussed this matter.			
Submitted by *(to be filled by client):*			
(signature) Name: AHMAD ZURAINI ZAKARIA Date: 23·6·2025			
Review of Correction and Corrective Action *(to be filled by Lead Auditor)*:			

Based on the review of the submitted documentation, it has been confirmed that management has effectively addressed the non-conformance through the following actions: 1. To established the ethical conduct and anti-bribery procedure in order to complied with MSPO requirements. The root cause, correction, and corrective action have been identified and corresponding actions found sufficient. The effectiveness of implementation corrective action, will be evaluated on the Next Surveillance Audit.	Lead Auditor Signature: Johari Name: MOHD JOHARI BIN MD KASSIM Date: 26th June 2025
Status of Non-Conformance: ☐ Open ☒ Close Recommendation release for Certification Continuation: ☒ Yes ☐ No	

NC No. / Ref.	02	Timeline Completion	Within 30 dyas
Detected by (Auditor's Name)	Mr. Mohamad Irwan Bin Senin		
Normative Reference and Requirement	4.2.4.2 Indicator 2: The occupational safety and health plan shall cover the following: b) Hazard Identification and Risk Assessment at the workplace using Hierarchy of Control.		
NC Type	☒ Major ☐ Minor		
Description of Non-Conformity	Based on verification and interviews with the estate management, it was found that no assessment or identification of excessive noise exposure has been conducted. This is a direct violation of the Occupational Safety and Health (Noise Exposure) Regulations 2019, specifically Section 3(1), which mandates that every employer shall identify whether any employee may be exposed to excessive noise at the workplace, as determined by the Director General. Repetitive minor NC, escalated as a Major NC.		
Objective Evidence: Interview with management and documentation review on the identification of excessive noise.			
Lead Auditor's Verification	Name: Mohd Johari bin Md Kassim Date: 26th May 2025		
Root cause Analysis *(to be filled by client)*:			
The management overlooked the importance of this issues (Noise Exposure) Regulations 2019.			
Correction *(to be filled by client)*:			
The management has contacted an assessor to assess and identify excessive noise exposure via email.			
Corrective Action *(to be filled by client):*			
Management verifies for NRA assessor reply for further action to carry out this Noise Exposure assessment.			
Submitted by *(to be filled by client):*			
(signature) Name: AHMAD ZURAINI ZAKARIA Date: 23·6·2025			
Review of Correction and Corrective Action *(to be filled by Lead Auditor)*:			

Based on the review of the submitted documentation, quotation for conducting Noise Risk Assessment from ENV & IH Services, Quotation Number: Pahang/NQ/25/05-11, date 25th May 2025, it has been confirmed that management has effectively addressed the non-conformance. The major non conformance is downgrade to Minor Non-conformance, the root cause, correction, and corrective action have been identified and corresponding actions found sufficient. The effectiveness of implementation corrective action, will be evaluated on the Next Surveillance Audit.	Lead Auditor Signature: Johari Name: MOHD JOHARI BIN MD KASSIM Date: 23th August 2025
Status of Non-Conformance: ☒ Open ☐ Close Recommendation release for Certification Continuation: ☒ Yes ☐ No	

NC No. / Ref.	03	Timeline Completion	Within 30 dyas
Detected by (Auditor's Name)	Mr. Mohd Johari Bin Md Kassim		
Normative Reference and Requirement	4.4.2.2 Indicator 2: The occupational safety and health plan shall cover the following: f) Emergency preparedness and response;		
NC Type	☐ Major ☒ Minor		
Description of Non-Conformity	The Emergency Response Procedure has been established by the management through the document titled "Menghadapi Kecemasan (ERP)". However, during the site inspection, it was observed that the worker quarters were not equipped with fire extinguishers that comply with relevant standards. This indicates a gap in emergency preparedness measures at the worker accommodations.		
Objective Evidence: Site inspection at workers quarters			
Lead Auditor's Verification	Name: Mohd Johari bin Md Kassim Date: 26th May 2025		
Root cause Analysis *(to be filled by client)*:			
Lack of understanding and not enough staff resulting management overlooked the importance of proper equipment needed i.e fire extinguishes to available in emergency situation.			
Correction *(to be filled by client)*:			
The management has taken appropriate step to get appropriate fire extinguisher that is suitable to use during emergency situation, such as Alat Pemadam Api (ABC type), kit pertolongan cemas.			
Corrective Action *(to be filled by client):*			
Meeting between the management and plantation workers have been conducted. The management has explained to the workers regarding Emergency Response Procedure.			
Submitted by *(to be filled by client):*			
(signature) Name: AHMAD ZURAINI ZAKARIA Date: 23.6.2025			

<table>
<tr><td colspan="2">Review of Correction and Corrective Action (to be filled by Lead Auditor):</td></tr>
<tr><td>Based on the review of the submitted documentation, it has been confirmed that management has effectively addressed the non-conformance through the following actions:
1. To get appropriate fire extinguisher that is suitable to use during emergency situation.
The root cause, correction, and corrective action have been identified and corresponding actions found sufficient. The effectiveness of implementation corrective action, will be evaluated on the Next Surveillance Audit.</td><td rowspan="2">Lead Auditor Signature:
Johari
Name: MOHD JOHARI BIN MD KASSIM
Date: 26th June 2025</td></tr>
<tr><td>Status of Non-Conformance:
☐ Open ☒ Close
Recommendation release for Certification Continuation:
☒ Yes ☐ No</td></tr>
</table>

NC No. / Ref.	03	Timeline Completion	Within 30 dyas
Detected by (Auditor's Name)	Mr. Mohamad Irwan Bin Senin		
Normative Reference and Requirement	4.4.2.3 Indicator 3: Occupational safety and health records shall be maintained.		
NC Type	☐ Major ☒ Minor		
Description of Non-Conformity	The CHRA report is approaching its expiry date on 2nd September 2025. However, during the audit, it was found that the chemical register has not been updated to reflect current chemical usage. This indicates non-compliance with the requirements for maintaining an up-to-date chemical register as part of effective chemical management and CHRA preparedness.		
Objective Evidence: Documentation review of the chemical register and CHRA report.			
Lead Auditor's Verification	Name: Mohd Johari bin Md Kassim Date: 26th May 2025		
Root cause Analysis *(to be filled by client)*:			
The management overlooked about these issues due to lack of staff.			
Correction *(to be filled by client)*:			
The management has taken necessary step in solving these issues. The chemical register has been updated as required.			
Corrective Action *(to be filled by client):*			
Monitoring on new chemical will be register into chemical register.			
Submitted by *(to be filled by client):*			
(signature) Name: AHMAD ZUPAINI ZAKARIA Date: 23·6·2025			
Review of Correction and Corrective Action *(to be filled by Lead Auditor)*:			

Based on the review of the submitted documentation, it has been confirmed that management has effectively addressed the non-conformance through the following actions: 1. To updated new chemical registered. The root cause, correction, and corrective action have been identified and corresponding actions found sufficient. The effectiveness of implementation corrective action, will be evaluated on the Next Surveillance Audit.	Lead Auditor Signature: Johari Name: MOHD JOHARI BIN MD KASSIM Date: 26th June 2025
Status of Non-Conformance: ☐ Open ☒ Close Recommendation release for Certification Continuation: ☒ Yes ☐ No	

4.3.2 Details of Opportunities of Improvement (OFI)

OFI Ref. No.	01
Detected by (Auditor's Name)	Mr. Mohamad Irwan Bin Senin
Normative Reference and Requirement	4.4.3.8 Indicator 8: All employees, including contractors' employees, shall be provided with fair contracts that have been agreed by both employee and principal employer in accordance with legal requirements. The contract shall be made available in a language the worker understands and copies of employment contracts shall be available to employees.
Description of Non-Conformity	It was verified that employment contracts are prepared by the employer, and copies have been provided to the workers. However, based on the sampled contract agreements, At Clause Penamatan Kontrak Kerja of the Employment Contract Agreement, only the employer has the right to terminate the agreement at certain circumstances but not for the employee.

Objective Evidence: Documentation review of the workers contract agreements

Lead Auditor Verification: Name: Mohd Johari bin Md Kassim Date: 26th May 2025	Client's Acknowledgement *(to be fill-up by client)*: *(signature)* Name: AHMAD ZURAINI ZAKARIA Date: 23·6·2025

4.3.3 Summary of audit findings from previous year

Company Name	Azam Bersatu Plantations Sdn Bhd				
Audit Type	MSPO – Stage 1 ☐ Stage 2 ☐ ASA X ☐ Recertification ☒				
Audit Standard	MSPO Part 2-1: General Principal for Organised Smallholders (less than 40.46 hectares)				
Client Number	011-2024 MSPO AZAM BERSATU PLANTATIONS SDN BHD				
Audit Date	28 JUNE 2024				
NO NCR	Normative Reference	Description of Non-Conformities	NCR Type (Major / Minor)	Verification of Effectiveness	NC Status (Remain Open / Closed)
1	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.	Sighted during document assessment found there was no evidence of management review have been conducted by the management. Management review is conducted at least once a year. Input from the internal audit findings discussed to identify effectiveness of the implementation of the MSPO requirement.	Minor	The latest meeting on review MSPO was conducted on 7 April 2025. Among the attendee: Estate Manager: Ahmad Zuraini Zakaria Participant: Ahmad Zaid Zakaria Maisarah Bt zakaria Ahmad Zaki bin Zakaria Majilah Bt Hassan Lim Yuen Fong Among the content discuss: a) The status of actions from previous management reviews – All action from previous meeting has been taken into action. b) No external issues have been detected as per date of meetings Internal issues regarding to updating documentation as been established. c) Objective toward MSPO Plan is sufficient achieved. d) All findings during internal audit will take into action. e) Adequacy of resources: found sufficient	Closed

				f) No complaint from internal employees and surrounding communities. g) Opportunity for improvement : Planning on to use soft copy for all MSPO Documents The management has taken necessary action to conducted the MSPO Management review meeting. The minor non-conformance satisfactory closed.	
2	4.4.4.2 The occupational safety and health plan shall cover the following: b) The risks of all operations shall be assessed and documented.	Verified and interview with estate management, the excessive noise identification is not conducted yet, this is against the Occupational Safety and Health (Noise Exposure) Regulations 2019. Section 3(1) every employer shall identify whether his employee may be exposed to excessive noise in the place of work in the manner as determined by the director general.	Minor	Based on verification and interviews with the estate management, it was found that no assessment or identification of excessive noise exposure has been conducted. This is a direct violation of the Occupational Safety and Health (Noise Exposure) Regulations 2019, specifically Section 3(1), which mandates that every employer shall identify whether any employee may be exposed to excessive noise at the workplace, as determined by the Director General. Repetitive minor NC, escalated as a Major NC.	Open
3	4.5.1.6 Management shall organize regular meetings with employees where their concerns about environmental quality are discussed.	Sighted during the audit there were no environmental meeting have been conducted by the management. The management shall organize a regular meeting (minimum once a year) with the employees' representatives to discuss their concern about the quality of the environment.	Minor	The environmental training and meeting were conducted on 13 March 2025 toward to all internal employees. Sighted record of training and attendee made available during the audit. The minor non-conformance satisfactory closed.	Closed

All NC Status were verified by (Lead Auditor): Johari Name: MOHD JOHARI BIN MD KASSIM Date Verified: 26th May 2025

4.4 Issues raised during stakeholder consultation.

Stakeholder consultation process was conducted by taking samples from the list of stakeholders established by Azam Bersatu Plantations Sdn Bhd - to capture the view, opinion, and expectation of interested parties as a result of operation run by the organization.

No	Issues raised from stakeholder	Certified Entities Response	Auditor's Conclusion
1	**Supplier:** At present, there are no issues reported regarding the business relationship between supplier and Azam Bersatu Estate. • There have been no issues related to payment, as supplier practices a policy whereby full payment must be made by the buyer before any fertilizer is supplied. This system has ensured smooth transactions between Azam Bersatu Estate and the supplier. • Based on the interview, the supplier representative acknowledged that stakeholder engagement is one of the most important aspects in maintaining MSPO certification.	The management appreciate the good feedback from the stakeholder and will keep improve the good practice	The supplier's feedback was verified and found consistent with management's response. No issues or concerns were identified regarding payment timeliness or pricing transparency. The smallholder demonstrated good awareness of MSPO requirements. No further action required.
2	**Customer, Palm Oil Mill:** The relationship with Azam Bersatu estate is very positive, and there have been no issues related to delays in response or action from the company. • The estate management consistently provides support to the mill when needed, including complying with and understanding the requirements for delivering only ripe Fresh Fruit Bunches (FFB) and strictly avoiding the delivery of under-ripe fruit to the mill.	Good feedback from the stakeholder is very much appreciated and management will improve good practice	The customer's feedback was verified and found consistent with management's response. No issues or concerns were identified regarding payment timeliness or pricing transparency. The smallholder demonstrated good awareness of MSPO requirements. No further action required.
3	**Employee:** 1) All workers interviewed acknowledged they have signed employment agreements with the estate. The contents of agreement were understood, as these were prepared in Bahasa. 2) They are aware of their working hours (7.5 hours). They also acknowledged being paid overtime for any work more than 7.5 hours. There is no forced overtime. 3)Through worker's interview, they confirmed there are no abuse at work, and no sexual harassment.	The management will adhere any laws/ agreement regarding workers welfare and will improve good practices	The employee's feedback was verified through interview and record review. The management demonstrates effective communication, timely salary payment, and proper implementation of workplace safety training. No issues or non-conformances identified.

5. OFFICIALS ACKNOWLEDGEMENT OF THE ASSESSMENT FINDINGS

5.1 Signing by the Lead Auditor

I the undersigned, being the Lead Auditor, confirm that this report is an accurate record of the findings and of the closing meeting. I hereby further confirm that:

- ☒ The summary of the findings as presented in this report are a true representation of the actual findings of the audit team.
- ☒ Previous audit findings have been verified with satisfactory implementation.
- ☒ The correction, corrective action plan, and evidence for any major non-conformities has been reviewed, and accepted. The effectiveness of implementation shall be reviewed in the next year audit.
- ☒ The correction and corrective action plan, for any minor non-conformities has been reviewed and accepted.
- ☒ All Opportunity for Improvement (OFI's) raised has been implemented accordingly by the certified client.
- ☐ All of the changes occurred since previous audit has been verified to be true during the audit.

Based on all above evaluation, in conclusion, I recommend:

☒ For continuation of MSPO certification

☐ Not to continue with MSPO certification due to reason: ____________________

For **AZAM BERSATU PLANTATIONS SDN BHD** Certification Unit

Acknowledged by:		
Name:	MOHD JOHARI BIN MD KASSIM	Johari
Position:	LEAD AUDITOR	
Date:	26th August 2025	**Signature**

5.2 Responses by Certified Entities:

I the undersigned, being the management representative of the operation seeking or holding certification, agree with the contents and audit findings as presented in this document.

I also confirm:

- Acceptance of liability in execution of the instructions given.
- That this company was made aware that the findings of the audit team are tentative; pending review and decision making by the duly designated representatives of Trans Certification & Inspection Sdn. Bhd.
- That during the closing meeting all agenda items was covered by the Lead Auditor.

Acknowledged by:		
Name:	AHMAD ZURAINI BIN ZAKARIA	
Position:	DIRECTOR	
Date:	06.10.2025	**Signature**

6.CERTIFIED BODY ACKNOWLEDGEMENT OF CERTIFICATION DECISION

6.1 Signing by Certifier

I, the undersigned Certifier, hereby confirm that I have conducted review as below:

☒ The information provided by the audit team is sufficient with respect to certification requirements and the scope for certification
☒ The correction, corrective action plan, and evidence for any major non-conformities has been reviewed, and accepted. The effectiveness of implementation shall be reviewed in the next year audit.
☒ The correction and corrective action plan, for any minor non-conformities has been reviewed and accepted.
☐ Audit Report has been sufficiently prepared by the audit team
☒ Audit team has commented on the non-conformities, where applicable, the correction and corrective actions taken by client.
☒ Audit team had performed evaluation for effectiveness of corrective action plan for pervious audit findings
☒ Has performed confirmation of the information provided to TRANS in the Application Form
☒ Has performed confirmation that the audit objectives have been achieved
☐ Acknowledged on the changes states in point 4.6
☐ Has reviewed the result of recertification audit, the result of the review of system over the period of certification and complaints received from users of certification *(applicable for granting recertification only).*

Based on all the above confirmation, I the undersign Certifier recommended:
☐ Granting Certificate
☒ Maintaining Certificate
☐ Re-certify
☐ Suspend Certificate

For **AZAM BERSATU PLANTATIONS SDN BHD** certification unit.

For Certification Suspension Action *(Only applicable for suspended client)*

Suspension date: ______________________
Reason for suspension: ___________________
Date of uplift suspension: ______________________
Reason for uplift suspension: ________________________
Recommendation after suspension:
☐ Maintaining Certificate
☐ Re-certify

For ___________*(Client's name)*___________ certification unit.

Acknowledged by:		
Name:	UMMUL ADAWIYAH BINTI MOHD ISA	
Position:	CERTIFIER	
Date:	07th OCTOBER 2025	**Signature**

-End of Report-