

27<sup>th</sup> February 2026

Dear Sir/Madam,

**STAKEHOLDER CONSULTATION INVITATION TO COMMENT ON RSPO (P&C) RECERTIFICATION AUDIT**

We are pleased to invite you to provide comments in the stakeholder consultation meeting.

**Mados's Holdings Sdn. Bhd.** has applied to Global Gateway Certifications Sdn Bhd to carry out recertification activities in accordance with the Roundtable on Sustainable Palm Oil (RSPO P&C) standards.

The standards that shall be applied in the assessment are as below:

- RSPO Principle & Criteria Certification (RSPO P&C 2018) – Malaysia National Interpretation (MYNI) Nov 2019 – [Mass Balance (MB)]

As scheduled, the recertification assessment will be carried out on **13<sup>th</sup> April 2026 – 16<sup>th</sup> April 2026**. You are cordially invited to send any comments if applicable within the period from now until the closing meeting on the last day of the assessment.

<b>Applicant</b>	<b>Mados's Holdings Sdn. Bhd.</b>
<b>RSPO Membership</b>	1-0305-20-000-00
<b>RSPO Palmtrace (RSPO PO_ID)</b>	-

<b>Contact details</b>	Hj. Hashim Bin Haron <a href="mailto:mados.sustainability@gmail.com">mados.sustainability@gmail.com</a>  <b>Tel</b> : 6013-7690524 <b>Address:</b> Bukit Pelangi, Jalan Pasir Pelangi, 80050 Johor Bahru, Johor.
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<b>Brief business information of applicant</b>	Mados's Holdings Sdn Bhd is incorporated on 4 October 2010. The company's main activity is oil palm cultivation. We plant oil palm and sell fresh oil palm bunches to contract traders who subsequently sell it to the mill. The Company is currently managing nine (9) oil palm plantations of various sizes in the state of Johor, Malaysia. The total area of the plantations is about 43,000 acres.  From the RaCP Tracker record, Mados's Holdings Sdn Bhd does not have the New Planting Procedure (NPP) and Remediation and Compensation Plan (RaCP) process that is running with the RSPO.
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**PALM OIL MILL (POM) FOR THIS ASSESSMENT**

Name of Palm Oil Mill	Mill Capacity	Supply Chain Model	Location	GPS reference		Forecasted Annual output (MT)	
(POM)	MT/HR		Address	Longitude	Latitude	CPO	Palm Kernel
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**SUPPLY BASE OF FFB TO THE ABOVE POM TO BE INCLUDED IN THIS ASSESSMENT**

Owned Oil Palm Plantation / Association	Address	GPS reference		Area Summary (Ha)		Annual FFB Production (MT)
		Longitude	Latitude	Total	Planted	
Mados's Paloh	K.K 123, Paloh, Johor.	103.15091	2.135120	1,763.80	1642.15	-
Mados's Mersing	P.O. Box No.07, 86700, Kahang, Johor	103.65344	2.40719	2,256.47	1924.05	-
Mados's Lenggor	Peti Surat 5, 86700 Kahang, Johor.	103.69076	2.26952	2,956.00	2607.49	-
Mados's Sermin	P.O. Box 61-C, 85007 Segamat, Johor	102.89360	2.64151	2,030.01	1986.59	-
Mados's Kelesa	Ps 24, Km 13, Jalan Tanjung Balau - Sedili, 81930 Bandar Penawar, Johor	104.20596	1.70743	832.43	760.37	-
Mados's Tiram	Peti Surat 103, 81800 Ulu Tiram, Johor.	103.90183	1.581675	668.88	630.52	-
<b>TOTAL</b>				<b>10,507.59</b>	<b>9,551.17</b>	<b>95,905.25</b>

Stakeholder consultation is one of the most important parts in certification process; during which relevant national, regional as well as local stakeholders are asked to give their views and opinions as to whether the applicant's certification units comply with the requirements of the RSPO's requirements.

We invite all stakeholders to take part in this consultation process as you can make a positive contribution to the certification decision. We invite you to raise any issues, both positive and negative, by sending a written response by mail, fax or by e-mail to our Global Gateway Certifications Sdn Bhd .

For your guidance, you may consider the following points:

- Environmental protection.
- Biodiversity conservation.
- Opportunities for employment.
- Provision of housing, sanitation, amenities and educational support.
- Company approach to community development.
- Participation in decision making.
- Any other issue, both positive and negative that you consider may be of relevance to the assessment.

Please direct your comments to:

**Scheme Manager,**  
**Global Gateway Certifications Sdn Bhd,**  
No.10, Jalan Rasmi 7,  
Taman Rasmi Jaya,  
68000 Ampang,  
Selangor Darul Ehsan, Malaysia.

Telephone: +60 3 4256 2689

Fax: +60 3 4256 2687

Email: [jamal@ggc.my](mailto:jamal@ggc.my) / [admin@ggc.my](mailto:admin@ggc.my)

Details on the audit team:

**Mahaswaran Maliyappan (Lead Auditor)**

Executive Master in Entrepreneurship Enhancement [Supply Chain Management], Professional Diploma in International Management Practices, Graduate Diploma in Business Administration, and Diploma in Mechanical Engineering. Has vast exposure and experience in engineering, quality, sustainability schemes, 2nd & 3rd party auditing in various industries and owns proven track records of auditing various multinational companies both locally and internationally. A certified Train the Trainer, Compliance / Lead Auditor for ISO 9001, 14001, OHSAS 18001, ISO 37001 Anti-Bribery Management System, ISO 22000 Food Safety Management System, MSPO, RSPO P&C, RSPO SCCS, RSPO Next. Since 2020 being Associate Social Compliance Auditor (ASCA) – APSCA, approved Social & Labor Convergence Program (SLCP) Verifier, RBA Labor and Ethics (LE) and Environment, Health, and Safety (EHS), has records of competency for migrant workers verification / risk assessment against the framework of the International Labor Organization's (ILO) Forced Labor Indicators and member of ESG Association of Malaysia. Since 2012 trained in agriculture certification programs such as RSPO, MSPO and SCCS and holds role as lead auditor or auditor with several local and overseas certification bodies. Able to speak and understand Bahasa Malaysia, English, Tamil and basic spoken language of Bahasa Indonesia.

**Omar Arbain bin Mohd Supir (Auditor)**

He holds Bachelor of Science (Hons) (Plantation Technology and Management) First Class. Knowledgeable and served more than 7 years in plantation industry with specializing on Good Agricultural Practices (GAP), Human Capital and Pest & Disease Management. He had been involved in auditing since 2022 and fully trained and qualified as Lead Auditor/Auditor in MSPO and RSPO. He has completed ISO 9001:2015 & 14001:2015 by Platinum Shauffmantz Veritas, MSPO Auditor Training Course in 2019 by SGS (Malaysia) Sdn Bhd, MSPO Lead Auditor course (MPOCC Endorsed) in 2024 by MAA Training Academy PLT and RSPO Lead Auditor Course (RSPO endorsed) by Checkmark Training in 2022. Able to speak and understand Bahasa Malaysia and English.

**Muhd Jamalul Arif bin Hamid (Auditor)**

Educational background in Plantation Management and Marine Cargo Surveying with working experience in handling Quality & Quantity cargo survey for agricultural products such palm oil, soybean, maize and sugar. Also qualified and involved in sustainability and Management System (MS) auditing since 2011 for mostly sustainability schemes such RSPO, ISCC, MSPO, Global Gap, GMP, SMETA, ESCAS and second parties' audit. Involved in RSPO P&C, NEXT and SCCS conducted in Malaysia, Indonesia, Colombia, Ecuador, Ivory Coast, Papua New Guinea and Middle East Country. Completed ISO 9001:2008 Lead auditor in 2011, trained in ISO 19011 & 17021 requirements in 2014, Social Skill Auditing Conversion against RSPO, MSPO, ETI & SEDEX requirements on 2015, RSPO P&C Lead Auditor Endorsed Course on 2013, 2016 and 2019, RSPO SCC Course on 2015, MSPO Auditor Training on 2014 (3rd Batch) held by MPOB, MSPO MS 2530:2022 Lead Auditor Training in 2024, MSPO SCCS Auditor Training on 2018, Basic Safety Training Course etc. Able to speak and understand Bahasa Malaysia and English.

**Baskaran Sankaran (Auditor)**

Master of Occupational Safety & Health Risk Management from Open University Malaysia, Diploma in Mechanical Engineering and Management Programme. More than 20 years of working experience in various industries. Involved in RSPO assessment since 2014. Involved in audits conducted in for many different companies in Malaysia and Indonesia. Completed ISO 9001:2008 and ISO 14001:2004 lead auditor course in 2006 & 2010, MSPO Supply Chain Certification Standard (SCCS) Auditor course (MPOCC Endorsed) by SGS Malaysia Sdn Bhd in April 2019, MSPO 2530:2013 Auditor course (MPOCC Endorsed) by SGS Malaysia Sdn Bhd in May 2019, MSPO MS2530:2022 Lead Auditor Training in 2024 by MAA Training Academy PLT. Also completed RSPO Lead Auditor training in December 2014. Qualified as Lead Auditor/Auditor in several certification programme such as RSPO, MSPO, ISO and etc. Able to speak and understand Bahasa Malaysia and English.



Comments received within 30 days from the date of this letter will be considered in this Assessment. Please include the following information should we need to contact you for clarification on any issues raised:

Name : \_\_\_\_\_  
Address : \_\_\_\_\_  
E-Mail : \_\_\_\_\_  
Phone Number : \_\_\_\_\_  
Summary of Issue : \_\_\_\_\_

Comment:

If you wish your comments to be treated confidentially or remain anonymous, please mark your reply “CONFIDENTIAL”.

We thank you for the participation and feedback.

Yours Sincerely,

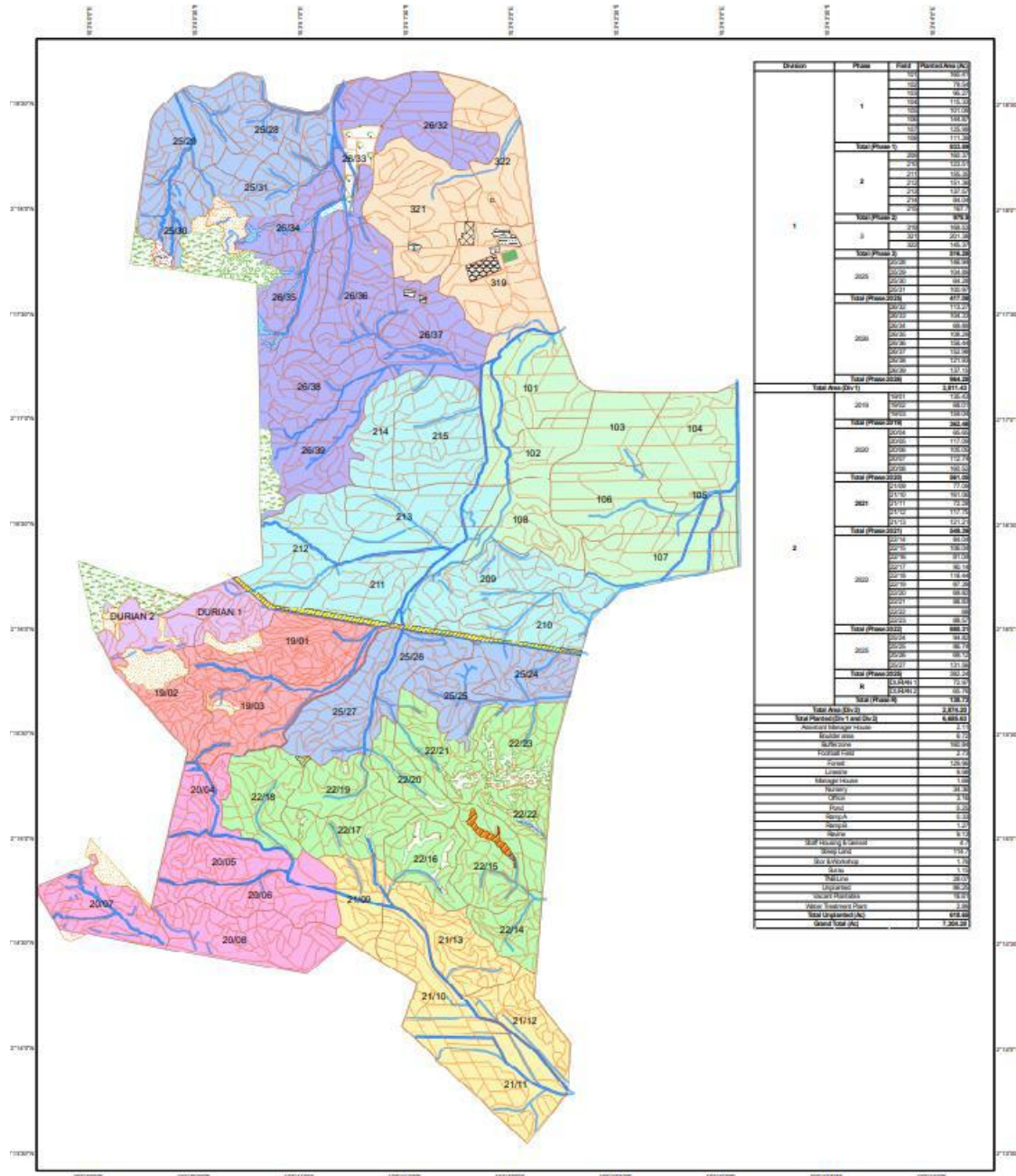


**Muhd Jamalul Arif,**  
Scheme Manager,  
Global Gateway Certifications Sdn Bhd



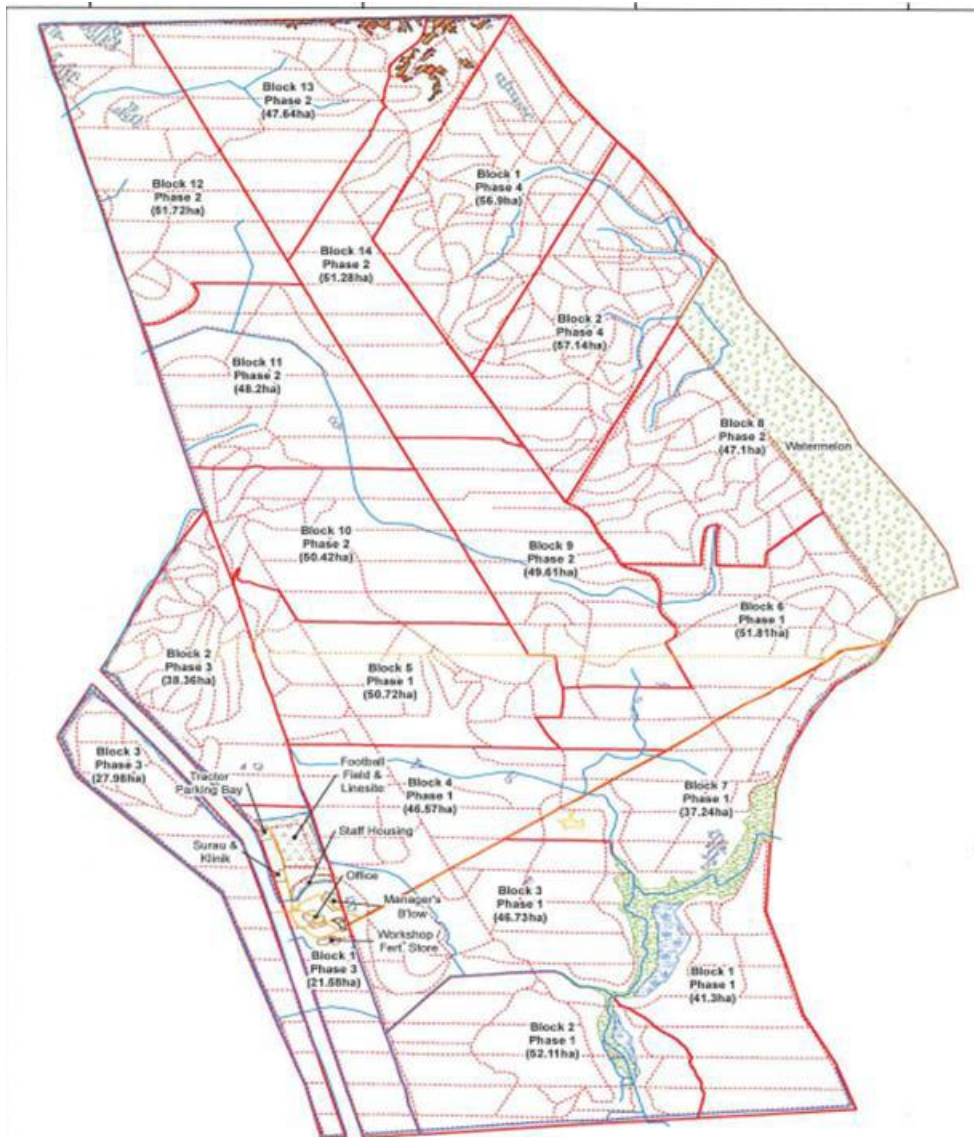
**Annex 1 – Location Maps**

**1. Mados's Lenggor**

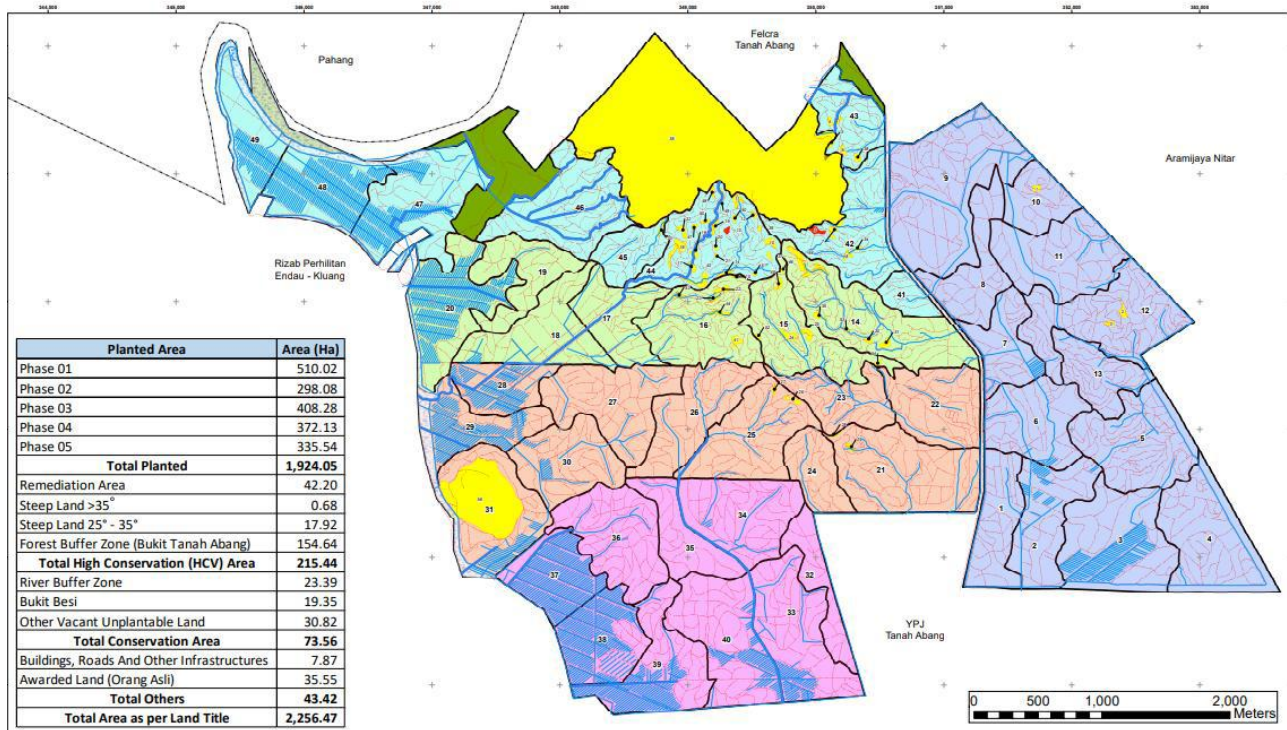




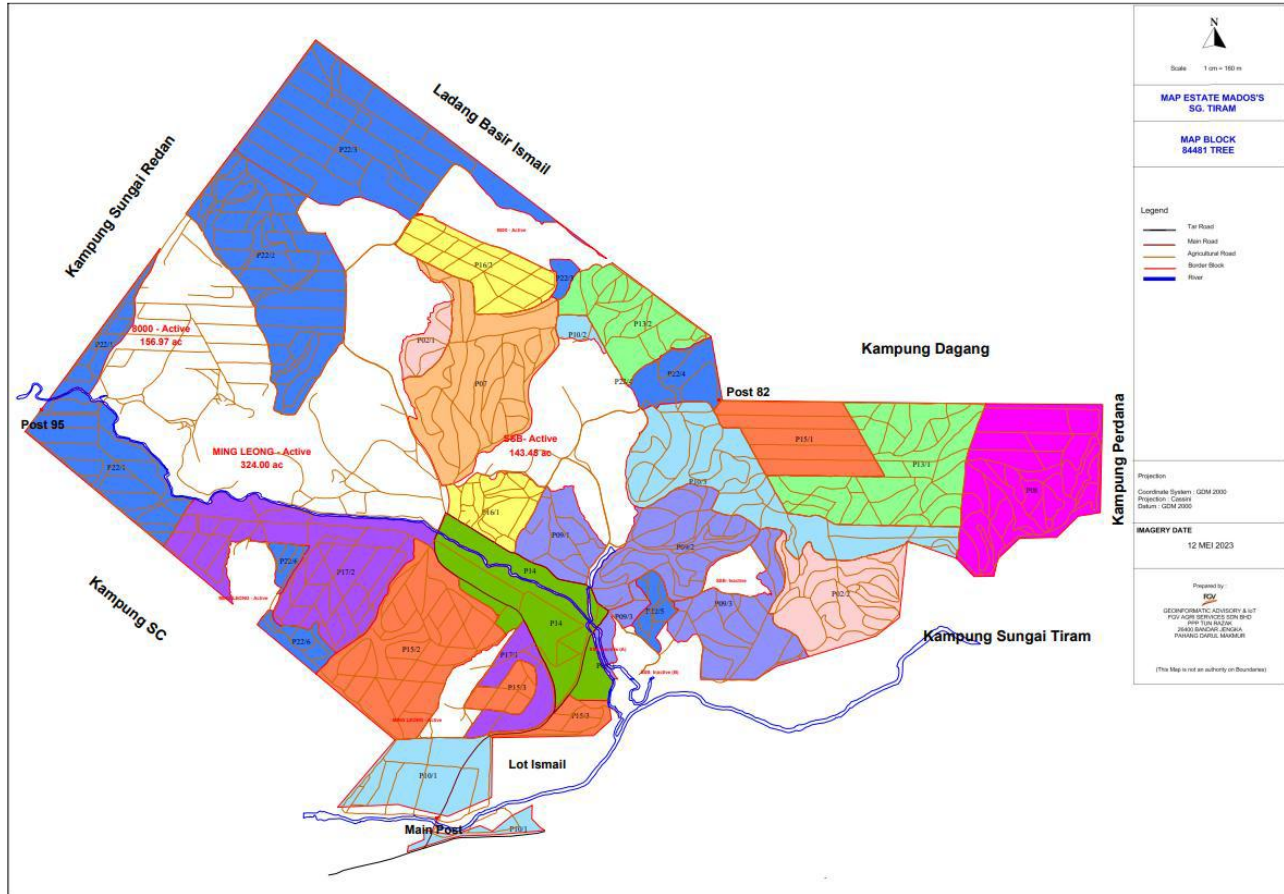
### 3. Mados's Kelesa



#### 4. Mados's Mersing



5. Mados's Tiram



**6. Mados's Paloh**

