

# ***MSPO Basic Social Impact Assessment (SIA) Training***

## Acknowledgement

## Training program overview

## Training Objectives

1. Demonstrate the competency to conduct Social Impact Assessments (SIA) in accordance with the MSPO SIA Guidelines and Approach Document and MSPO SIA Procedure, as required by the MSPO 2530:2022 standard.
2. Apply the complete SIA process, including stakeholder mapping, consultation, impact identification, mitigation planning, and development of a Social Management Plan (SMP).

3. Prepare and document SIA reports and related records for internal implementation or submission to the scheme owner, ensuring readiness for MSPO audit verification.
4. Comply with relevant legal social sustainability requirements, such as the Employment Act, Act 446, Passports Act, and Anti-Trafficking in Persons Act, within the operating unit that require to be certified under MSPO certification scheme.
5. Fulfill the training requirement necessary to qualify as an Internal or External MSPO SIA Assessor, based on competency criteria set by the scheme owner.

### *Training Scope / Guideline*

1. MSPO Social Impact Assessment (SIA) Procedure
2. MSPO SIA Guidelines and Approach document
3. MSPO Standards (MS 2530:2022)
  - a. Part 2-2: General principles for organised smallholders
  - b. Part 3-1: General Principles for Oil Palm Plantations (40.46 hectares to 500 hectares)
  - c. Part 3-2: General principles for oil palm plantations (More than 500 hectares)
  - d. Part 4-1: General Principles for Palm Oil Mill including Supply Chain Requirements
  - e. Part 4-2: General Principles for Palm Oil Processing Facilities including Supply Chain Requirements
  - f. Part 4-3: General Principles for Dealers including Supply Chain Requirements

### *Target Participant*

Auditor, Sustainability Team Member, Sustainability Manager, Internal Auditor

### *Training outline*

#### **Module 1: Introduction to Social Elements & Sustainable Development**

- ↳ Malaysia's Structural Economic Change: Past, Present, and Future
- ↳ Economy, Lifestyle & Modern Era Needs
- ↳ Concept of Sustainability and the SDGs
- ↳ Malaysia SDG Roadmap & 5Ps

#### **Module 2: MSPO SIA Requirement & Assessor Roles**

- ↳ General: Enablers of MSPO Governance and Qualification Framework
- ↳ MSPO Requirement for SIA (When and Why)
- ↳ Internal vs External SIA
- ↳ Scope of Assessment (Group vs Individual)
- ↳ Roles & Responsibilities:
  - Scheme Owner
  - MSPO SIA Assessor
  - Organisation
  - MSPO Auditor

- ↳ Competency Requirements (Internal & External Assessors)
- ↳ MSPO SIA Procedure & Submission Flow
- ↳ Importance of SIA Report Readiness for Audit
- ↳ Audit Findings Related to SIA: Major vs Minor Non-Conformities

### **Module 3: Understanding Social Impact & Socio-Economy**

- ↳ Definition and Examples of Social Impact
- ↳ Positive vs Negative Impact
- ↳ Socio-psychological, Economic, Cultural, Infrastructure, Governance Impacts
- ↳ Terms: 'social', 'economic', and 'socio-economic' (Hacking 2006)

### **Module 4: Conflict Identification, Causes & Resolution**

- ↳ What is Social Conflict?
- ↳ Common Causes (Value, Interest, Structural, Relationship, Information)
- ↳ Conflict Resolution Strategies
- ↳ Role of SIA in Managing Social Conflict

### **Module 5: MSPO Social Principles & Legal Context**

- ↳ MSPO Social Principles (Principle 1, 3, 4, 5)
- ↳ Key MSPO Clauses on Social Aspects
- ↳ Connection to Labour Rights & Legal Framework

### **Module 6: SIA Process, Principles & Planning**

- ↳ SIA Definition (IAIA, MSPO)
- ↳ SIA Principles (Participation, Gender, Food Security, Baseline Data)
- ↳ SIA Process Flow (Step-by-step overview)
- ↳ Planning and Pre-Consultation Checklist

### **Module 7: Scoping, Site Visit & Data Collection**

- ↳ Scoping Assessment (What & Why)
- ↳ Mapping, GPS, Literature Review
- ↳ Onsite Observation & Documentation
- ↳ Community Profile Considerations

### **Module 8: Stakeholder Identification, Consultation & Ethics**

- ↳ Stakeholder Mapping and Classification
- ↳ Consultation Process & FPIC
- ↳ Inclusive Engagement Practices
- ↳ Ethics in SIA (Confidentiality, Informed Consent, Integrity, Anonymity)

**Module 9: Participatory Approach, Management Plan & Reporting**

- ↳ Participatory Process & Stakeholder Involvement
- ↳ Developing Mitigation & Management Plan
- ↳ Monitoring Indicators
- ↳ Reporting Components
- ↳ Post-SIA Review & Update

**Module 10: ESG, NSRF & Global Alignment**

- ↳ What is ESG?
- ↳ ESG-SDG-GRI Interconnection
- ↳ ESG Score (FTSE Russell)
- ↳ NSRF & ISSB Framework for Malaysia
- ↳ How SIA Supports ESG & National Reporting

**Module 11: SIA Guideline and Template Review, Case study**

- ↳ MSPO SIA Guidelines Chapters 1–6
- ↳ Explanation of Tables 1–18
- ↳ Categorized SIA Reporting by Operational Scale
- ↳ Use of Checklist & Templates
- ↳ Simulated SIA Exercise (scoping, stakeholder analysis, reporting)

## **Contact Information**

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