


SOCIAL IMPACT ASSESSMENT (SIA) VOLUME 1

HORIZON

ADVANCING RESPONSIBLE AND INCLUSIVE FUTURES IN
DEVELOPMENT PRACTICE

THIRD SERIES OF HORIZON EDITION



Dickens Mambu, Calvin Jose Jol, Monica Mone Lubong
Jeffrey Denis Ridu, Abdul Khalik Arbi, Vincent Mambu,
Brandon Jetie

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ACKNOWLEDGMENT

This book is inspired by the commitment of communities, practitioners and agencies who work to embed Social Impact Assessment into planning and development practice. Their persistence and willingness to listen reflect a genuine concern for how projects affect people and livelihoods across Sarawak.

Sincere appreciation is also extended to the policymakers, educators, community leaders and collaborators who have supported the growth of SIA awareness and application. Their steady guidance and partnership help to strengthen the vision of development that is inclusive, transparent and respectful of the rights and wellbeing of affected communities.

DISCLAIMER

First Published in 2025

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Published in Malaysia by

Nesus Academy Sdn Bhd,
94300 Kota Samarahan,
Sarawak, Malaysia

Printed in Sarawak, Malaysia

Perpustakaan Negara Malaysia

Data Pengkatalogan dalam Penerbitan

ISBN 978-629-94106-2-1



9 786299 410621
Nesus Academy Sdn Bhd

Dickens Mambu, Calvin Jose Jol, Monica Mone, Jeffery Denis Ridu, Abdul Khalik Arbi, Vincent Mambu, & Brandon Jetie, 2025-

Social Impact Assessment (SIA) Horizon Volume 1

Advancing Responsible and Inclusive Futures in Development Practice

Third Series of Horizon Edition

ISBN 978-629-94106-2-1



2025

ABOUT THE AUTHORS



Dickens Mambu brings over 22 years of industrial experience in the palm oil sector, specializing in sustainability, environmental management, social compliance, and certification audits. He has held key positions with major palm oil industry players, international NGOs, and the Sarawak land development agency, where he advanced sustainable palm oil practices across Malaysia and the wider region. He is a Certified MSPO Auditor (MS2530:2022) and a Certified MSPO Supply Chain Auditor, complementing his auditing expertise in RSPO, ISCC, and HCV-HCSA frameworks. Internationally, he has vast knowledge on ISO QMS 19001:2015 and an IRCA Certified ISO 45001:2018. His qualifications also experienced in social components such as SA8000 Social Accountability, Anti-Bribery Management System (MACA, 2025), and advanced environmental compliance certifications such as CESSWI (2025), CPESC (2025), and CISEC (2022). Additionally, he is also trained as Safety Officer, Ergonomic and Noise Monitoring which strengthening his integrated approach to occupational health, safety, and sustainability. Academically, Dickens holds a Master's in Sustainable Land Use and Natural Resources Management from UNIMAS, a Bachelor's in Conservation Biology from UMS, and an Executive Diploma in Plantation Management from UTM. For his leadership and industry impact, he received the Anugerah Usahawan Bumiputra (Agro), Sarawak in 2022 and the HRD Corp Trainer Award, Sarawak Region in 2023.



Calvin Jose JoI, a researcher with Master's and Bachelor's degrees in Chemical Engineering from Universiti Malaysia Sarawak, specializes in advanced and sustainable water treatment. He has published in high-impact journals and presented internationally on electrochemical processes and environmental technologies. Skilled in water quality analysis, process optimisation, and project management, Calvin advances NESUS Academy's mission by bridging scientific innovation with industry needs, particularly in sustainable palm oil and environmental sectors.

ABOUT THE AUTHORS



Monica Mone Lubong is a Lead Auditor and Environmental Consultant with more than ten years of experience in sustainability, environmental compliance, and EHS/OSH, particularly within the palm oil and agribusiness sectors. She is registered as an Environmental Consultant with the Natural Resources and Environment Board (NREB) Sarawak and as a Graduate Engineer with the Board of Engineers Malaysia (BEM), reflecting strong professional and regulatory standing. Her core expertise covers MSPO certification audits for estates and mills, Environmental Compliance Audit (ECA) support, internal audit implementation, and development of environmental, safety, and sustainability procedures. Certified as a Lead Auditor for MSPO MS 2530 and ISO 9001:2015, with additional training in integrated Q/E/OHS systems, she is skilled at translating standard and legal requirements into practical actions on the ground, particularly in the Sarawak context.



Jeffrey Denis Ridu began his career with a government agency, contributing to a socio-economic development project that deepened his understanding of community needs and rural livelihoods. He then joined a private company that later grew into one of the state's leading plantations, where he gained extensive experience in estate operations, worker welfare, and sustainability practices. Following this, he returned to government service with a land development agency, focusing on Native Customary Rights (NCR) lands and strengthening his expertise in land tenure and community engagement. Academically, Jeff holds a Masters of Science in Plantation Management from Universiti Putra Malaysia (UPM), a Bachelor in Science in Agribusiness from Iowa State University, Ames, USA, and a Diploma in Planting Industry Management from ITM Perlis. His career and education have provided him with exposure to diverse environments both within Malaysia and abroad, enriching his perspective on plantation management and social impact assessment. Jeffrey is an HRD Corp Accredited Train-the-Trainer graduate, fully certified to design, deliver and assess competency-based training. His training and auditing portfolio covers MSPO certification and supply chain, ISO 9001, ISO 14001 and ISO 45001, SA8000 social compliance, ESG and sustainability implementation, GHG calculation internal auditing, environmental audits for mills, labour standards, operational estate management, and legal and regulatory requirements.

ABOUT THE AUTHORS



Abdul Khalik Arbi is a highly accomplished and certified professional with 22 years of experience in consultation, specializing in Environment, Safety, Health, and Socio aspects across diverse industries including Plantation, Construction, and Master Plan studies. Possessing a BSc (Hons) in Environmental Science, expertise is underscored by certifications as a Certified MSPO Lead Auditor, CQI & IRCA ISO 9001:2015 Lead Auditor, QEHS ISO 9001, ISO 45001 & ISO 14001 Lead Auditor, ISCC Auditor, Certified Erosion, Sediment, and Storm Water Inspector (CESSWI), HDRF Certified Trainer, and MS ISO 37001:2016 Anti-Bribery Management System (ABMS). Proven ability to provide comprehensive solutions and ensure compliance with the highest standards of quality, environmental stewardship, safety, and ethical conduct.



Vincent Mambu is a seasoned banking and agri-finance professional with approximately 25 years of experience in the financial services sector. He currently serves as Business Development Manager at the Sarawak Land Development Board (SLDB), where he leads the formulation and implementation of business strategies for agriculture-based ventures and investment projects across Sarawak. His work supports SLDB's transformation agenda in line with the Post-COVID-19 Development Strategy (PCDS 2030), with a focus on commercially viable, socially inclusive and environmentally sustainable agricultural initiatives. From 2021 to 2024, Vincent was Manager of the Sarawak Agro Fund (SAF), overseeing a dedicated financing facility for agribusiness ventures. In this role, he worked closely with state ministries, statutory bodies and legal partners to strengthen governance and accountability. Vincent's professional grounding was established at Agrobank, where he served for approximately twenty years and rose to the position of Branch Manager, Kuching. He holds an MBA and a Bachelor of Business Administration (Marketing) from Universiti Teknologi MARA (UiTM), a Diploma in Investment Analysis from Institut Teknologi MARA (ITM), and an Associate Qualification in Islamic Finance from IBFIM (2014). His awards include Agrobank Manager of the Year (2016), Agrobank Credit Master Trainer (2010), Certified Credit Professional (Consumer) (2008) and the Anugerah Perkhidmatan Cemerlang (2006).

ABOUT THE AUTHORS



Brandon Anak Jetie is an environmental and plantation management professional with a strong foundation in land use and water resource management. He holds a Master in Environmental Science (Land Use & Water Resource Management) from Universiti Malaysia Sarawak, building on a Bachelor of Science (Hons.) in Plantation Technology & Management and a Diploma in Plantation Management from Universiti Teknologi MARA. Brandon has hands-on experience from several palm oil industries, where he assisted in preparing crop budgets, supervised and assigned tasks to foreign workers, monitored attendance, and supported inventory and data management. These roles have equipped him with practical insight into estate operations, workforce coordination and compliance documentation.

PREFACE

Social Impact Assessment (SIA) Volume 1: Horizon – Advancing Responsible and Inclusive Futures in Development Practice is written to address these gaps in a practical and accessible way. As the Third Series of the Horizon Edition, this volume introduces SIA in clear, non-technical language so that readers without specialist backgrounds can understand what SIA is, why it matters and how it can be applied in real settings. The focus is on development contexts where projects directly affect local communities, livelihoods and social relations, including plantation, rural and smallholder environments.

The chapters explain core concepts, indicators, processes, principles and reporting, with an emphasis on how SIA can support better decisions rather than simply generate documents. Case examples and scenarios from plantation and rural contexts help to illustrate how social risks, benefits and trade-offs can be identified, discussed and managed in ways that are fair and inclusive. Learning outcomes at the end of each chapter support self-study, mentoring and structured training sessions.

This book forms part of Nesus Academy Training, where SIA is framed not only as a technical method but as a practical approach to responsible and inclusive development practice. It is intended as a shared resource for managers, internal auditors, consultants, smallholders, community representatives and students who want to move beyond “tick box” compliance and use SIA as a living framework to guide respectful engagement, shared understanding and long-term social licence to operate.

STATEMENT OF NEED

Nesus Academy Sdn Bhd developed this book to make Social Impact Assessment (SIA) easier to understand and easier to use in real projects. SIA is a way of checking how a project or plan might change people's lives, so that it can help them more and harm them less.

There is a clear need for a practical and accessible guide that explains SIA in simple language while remaining aligned with international standards. Many people involved in plantation and rural development are expected to show that their activities respect human rights, protect vulnerable groups and follow principles such as Free, Prior and Informed Consent, yet existing materials are often technical and difficult to apply in the field. Practitioners, auditors and community leaders may understand that SIA is required but still struggle to connect high-level requirements with day-to-day issues like land conflicts, migrant labour conditions, gender inequality and community health.

This book is written for readers who are new to SIA or who lack a social science background. The learning outcomes at the end of each chapter provide a clear path for building competence and confidence. Trainers, internal company teams and students can use the material for structured learning and capacity building, including within Nesus Academy training programmes and workshops. Consultants, regulators and civil society organisations can use it as a reference when reviewing or designing assessments.

By bringing together principles, methods and sector-specific examples in one place, this resource helps users turn SIA from a one-off report into a continuous process that supports fair, inclusive and socially responsible development. In doing so, it reflects Nesus Academy Sdn Bhd's wider aim: to support practice that is not only compliant on paper but genuinely responsive to the lives and voices of affected communities.

This PDF is a preview version.

For full access to the complete book you are warmly invited to register and join our Social Impact Assessment training programme provided by Nesus Academy Sdn Bhd.

NESUS Academy Sdn Bhd

NESUS Academy Sdn. Bhd. is a Malaysia-based organization dedicated to advancing sustainability and operational excellence in the palm oil industry. With a strong focus on training, professional guidance, and capacity building, NESUS equips plantation managers, mill operators, and industry stakeholders with the knowledge and skills to adopt modern technologies and best practices.



“Never forget where we come from. It’s what made us the people we are today. Stay humble and work hard.”
(Dickens Mambu, 2025)

Why this book is a must-read?

This book turns Social Impact Assessment (SIA) from a theoretical requirement into a practical tool for daily decision making in plantations and rural development.

Readers will find a complete pathway from basic concepts to practice. The chapters cover indicators, processes, principles and documentation in a way that links social risks to concrete management actions, including screening, scoping, baseline studies, impact analysis, mitigation and Social Management Plans. Learning outcomes at the end of each chapter support self-study and structured training for managers, internal auditors, consultants, smallholders and community representatives.

ISBN 978-629-94106-2-1



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