

**MALAYSIAN SUSTAINABLE PALM OIL
MSPO OPMC Public Summary Report**

- Initial Assessment**
- Annual Surveillance Assessment** (Choose an item.)
- Recertification Assessment (RA 1)**
- Extension of Scope**

SIME DARBY PLANTATION BERHAD
Client Company (HQ) Address: Level 11, Main Block, Plantation Tower No. 2, Jalan PJU 1A/7, Ara Damansara 47301 Petaling Jaya, Selangor, Malaysia
Certification Unit: Strategic Operating Unit (SOU 1) Sungai Dingin Palm Oil Mill & Supply Base (Sungai Dingin Estate, Padang Buluh Estate, Bukit Selarong Estate, Anak Kulim Estate, Bukit Hijau Estate, Jentayu Estate, Somme Estate)
Date of Final Report: 23/9/2022

Report prepared by:
Muhammad Fadzli Masran (Lead Auditor)

Report Number: 3511596

Assessment Conducted by:
BSI Services Malaysia Sdn Bhd,
(DSM Accreditation Number: MSPO 09112018 CB 12)
Suite 29.01 Level 29 The Gardens North Tower,
Mid Valley City Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia
Tel +60392129638 Fax +60392129639
www.bsigroup.com

TABLE of CONTENTS	Page No
Section 1: Executive Summary	3
1.1 Organizational Information and Contact Person	3
1.2 Certification Information	3
1.3 Other Certifications	4
1.4 Location of Certification Unit	4
1.5 Certified Area	5
1.6 Plantings & Cycle	5
1.7 Certified Tonnage of FFB	5
1.8 Uncertified Tonnage of FFB.....	6
1.9 Certified Tonnage	7
1.10 Actual Sold Volume (CPO).....	7
1.11 Actual Sold Volume (PK).....	7
Section 2: Assessment Process	8
2.1 BSI Assessment Team	9
2.2 Impartiality and conflict of interest	11
2.3 Accompanying Persons	12
2.4 Assessment Plan	12
Section 3: Assessment Findings	16
3.1 Details of audit results.....	16
3.2 Details of Nonconformities and Opportunity for improvement	16
3.3 Status of Nonconformities Previously Identified and OFI	18
3.4 Summary of the Nonconformities and Status	20
3.5 Issues Raised by Stakeholders	20
3.6 List of Stakeholders Contacted	22
Section 4: Assessment Conclusion and Recommendation	23
Appendix A: Summary of the findings by Principles and Criteria.....	24
Appendix B: Smallholder Member Details.....	197
Appendix C: Location and Field Map.....	198
Appendix D: List of Abbreviations	210

Section 1: Executive Summary

1.1 Organizational Information and Contact Person			
Company Name	Sime Darby Plantation Berhad		
Mill/Estate	Certification Unit	MPOB License No.	Expiry Date
	Sungai Dingin Palm Oil Mill	530978004000	30/06/2022
	Sungai Dingin Estate	528696002000	31/03/2023
	Padang Buluh Estate	529234002000	30/04/2023
	Bukit Selarong Estate	525104002000	30/11/2022
	Anak Kulim Estate	524669002000	31/10/2022
	Bukit Hijau Estate	524461002000	31/10/2022
	Jentayu Estate	523647002000	30/09/2022
	Somme Estate	524660002000	30/10/2022
Address	Level 11, Main Block, Plantation Tower, No. 2, Jalan PJU 1A/7, 47301 Ara Damansara, Selangor, Malaysia		
Management Representative	Mdm Shylaja Devi Vasudevan Nair (Head, Sustainability Unit PSQM) Subramaniam a/l Govindasamy (Mill Manager)		
Website	www.simedarbyplantation.com	E-mail	Shylaja.vasudevan@simedarb y.com
Telephone	+603 78484379 (Head Office) +603 5940178 (Mill)	Facsimile	+603 78484363 (Head Office) +603 5940167 (Mill)

1.2 Certification Information			
Certificate Number	Palm Oil Mill: MSPO 705584 Plantations: MSPO 705628	Certificate Start Date	23/09/2022
Date of First Certification	15/02/2018	Certificate Expiry Date	11/08/2025
Scope of Certification	<input checked="" type="checkbox"/> Mill: Production of Sustainable Palm Oil and Palm Oil Products <input checked="" type="checkbox"/> Estate: Production of Sustainable Oil Palm Fruits		
Visit Objectives	Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.		
Standard	<input type="checkbox"/> MSPO MS 2530-2:2013 – General Principles for Independent Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders <input checked="" type="checkbox"/> MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills		
Recertification Assessment Visit Date (RAV) 1	23 - 27/05/2022		

MSPO Public Summary Report Revision 2 (Nov 2021)

Continuous Assessment Visit Date (CAV) 1_1	-
Continuous Assessment Visit Date (CAV) 1_2	-
Continuous Assessment Visit Date (CAV) 1_3	-
Continuous Assessment Visit Date (CAV) 1_4	-

1.3 Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
RSPO 550179	RSPO Principles & Criteria of Sustainable Palm Oil Production: 2018; Malaysian National Interpretation: 2019	BSI Services Malaysia Sdn. Bhd.	11/08/2025
MSPO 717859	MSPO Supply Chain Certification Standard (MSPO SCCS) 1 October 2018	BSI Services Malaysia Sdn. Bhd.	23/10/2024

1.4 Location of Certification Unit

Name of the Certification Unit (Palm Oil Mill/ Estate/ Smallholder/ Independent Smallholder)	Site Address	GPS Reference of the site office	
		Latitude	Longitude
Sungai Dingin Palm Oil Mill	Jalan Mahang-Kelang Lama, 09700 Karangan, Kedah, Malaysia	5° 23' 38.60" N	100° 42' 36.30" E
Sungai Dingin Estate	Jalan Mahang-Kelang Lama, 09700 Karangan, Kedah, Malaysia	5° 21' 05.22" N	100° 42' 09.32" E
Padang Buluh Estate	Jalan Sidam Kiri, 09400 Sungai Petani, Kedah, Malaysia	5° 34' 25.00" N	100° 34' 24.00" E
Bukit Selarong Estate	Jalan Ladang Bukit Selarong, 09400 Padang Serai, Kedah, Malaysia	5° 28' 21.25" N	100° 35' 30.55" E
Anak Kulim Estate	Jalan Kulim - Serdang, 09000 Kulim, Kedah, Malaysia	5° 18' 41.33" N	100° 36' 12.64" E
Bukit Hijau Estate	Jalan Kuala Tawar - Sedim, 09100 Kuala Ketil, Kedah, Malaysia	5° 33' 04.00" N	100° 45' 25.00" E
Jentayu Estate	KM 17, 08010 Sungai Petani, Kedah, Malaysia	5° 45' 59.83" N	100° 39' 49.21" E
Somme Estate	Jalan Terap - Serdang, 09800 Serdang, Kedah, Malaysia	5° 15' 12.00" N	100° 36' 14.00" E

1.5 Certified Area					
Estate	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Sungai Dingin Estate	2,928.17	3.56	1,312.30	4,244.03	69.00
Padang Buluh Estate	3,447.00	14.34	547.13	4,008.47	86.00
Bukit Selarong Estate	3,552.61	34.24	222.29	3,809.14	93.27
Anak Kulim Estate	207.51	1.72	1,313.26	1,522.49	13.63
Bukit Hijau Estate	1,442.10	5.33	1,277.57	2,725.00	52.93
Jentayu Estate	1,156.39	0.71	986.84	2,143.94	53.94
Somme Estate	808.39	0.00	133.17	941.56	85.86
Total (ha)	13,542.17	59.90	5,792.56	19,394.63	

Note:
 Jentayu Estate: Total planted & Total Area reduced 34.65Ha based on survey conducted by GPS Team on June 2021.
 Bukit Selarong Estate: Total planted & Total Area reduced 87.03Ha due land acquisition by Kulim High Tech Park (KHTP) on March 2022.
 Anak Kulim Estate: Total Planted reduced 180.82Ha & increase 180.82Ha at Infrastructure and other due land leasing to Paulownia

1.6 Plantings & Cycle							
Estate	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Sungai Dingin Estate	672.71	116.20	703.39	1,435.87	0.00	2,255.46	672.71
Padang Buluh Estate	245.00	1,069.00	432.00	1,701.00	0.00	3,202.00	245.00
Bukit Selarong Estate	684.75	863.45	600.11	1,394.30	10.00	2,867.86	684.75
Anak Kulim Estate	0.00	0.00	207.51	0.00	0.00	207.51	0.00
Bukit Hijau Estate	400.66	0.00	809.57	231.87	0.00	1,041.44	400.66
Jentayu Estate	278.12	0.00	480.20	398.07	0.00	878.27	278.12
Somme Estate	222.76	184.38	316.62	84.63	0.00	585.63	222.76
Total (ha)	2,504.00	2,233.03	3,549.40	5,245.74	10.00	11,038.17	2,504.00

1.7 Certified Tonnage of FFB			
Estate	Tonnage / year		
	Estimated (Jul 2021 - Jun 2022)	Actual (Apr 2021 - Apr 2022)	Forecast (Sep 2022 - Aug 2023)
Sungai Dingin Estate	46,601.52	41,522.87	33,832.00

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Padang Buluh Estate	70,621.00	56,204.01	51,970.00
Bukit Selarong Estate	57,976.18	48,524.62	53,795.49
Anak Kulim Estate	3,132.00	2,942.42	3,132.00
Bukit Hijau Estate	19,071.29	14,099.50	15,460.73
Jentayu Estate	18,414.00	14,247.54	11,289.00
Somme Estate	11,880.67	12,587.52	11,200.00
Holyrood Estate	12,000.00	99.02	0.00
Tali Ayer Estate	450.00	108.78	0.00
Chersonese Estate	400.00	0.00	0.00
Kalumpong Estate	320.00	0.00	0.00
Genting Bukit Sembilan Estate	1,430.00	1671.715	0.00
Felcra Kawasan Sungai Malau	0.00	2,120.64	0.00
Felcra Kawasan Weng	0.00	970.16	0.00
Ladang Kupang	0.00	1,395.97	0.00
Ladang Sungai Tekai	0.00	1,382.49	0.00
Tentumewah	0.00	474.44	0.00
Boleh Jadi	0.00	70.78	0.00
Tradewind	0.00	12,169.53	0.00
Bagan Sena	0.00	187.43	0.00
Total (mt)	242,296.66	210,779.44	180,679.22

1.8 Uncertified Tonnage of FFB

Estate	Tonnage / year		
	Estimated (Jul 2021 - Jun 2022)	Actual (Apr 2021 - Apr 2022)	Forecast (Sep 2022 - Aug 2023)
CK Teik	0.00	40,698.56	0.00
KPSM	0.00	234.77	0.00
Tang Tatt	0.00	30,372.49	0.00
GSR Kriss	0.00	19.54	0.00
Alma Produce	0.00	828.23	0.00
Total (mt)	0.00	72,153.59	0.00

MSPO Public Summary Report
Revision 2 (Nov 2021)

1.9 Certified Tonnage			
Mill Capacity: 80 MT/hr SCC Model: MB	Estimated (Jul 2021 - Jun 2022)	Actual (Apr 2021 - Apr 2022)	Forecast (Sep 2022 - Aug 2023)
	FFB	FFB	FFB
	242,296.66	210,779.44	180,679.22
	CPO (OER: 21.65 %)	CPO (OER: 20.60%)	CPO (OER: 21.05%)
	52,457.23	43,420.56	38,032.98
	PK (KER: 5.66 %)	PK (KER: 5.29%)	PK (KER: 5.64%)
13,713.99	11,150.23	10,190.31	

1.10 Actual Sold Volume (CPO)					
CPO (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
43,420.56	0.00	0.00	2,538.24	40,882.32	43,420.56

1.11 Actual Sold Volume (PK)					
PK (mt)	MSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	RSPO		
11,150.23	0.00	0.00	1,583.15	9,567.08	11,150.23

Section 2: Assessment Process

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI Standards is the UK's National Standards Body. BSI provides independent, third-party certification of management systems.

Assessment Methodology, Programme, Site Visits

This on-site re-assessment was conducted from 23-27/05/2022. The audit programme is included as Section 2.4. The approach to the audit was to treat the Sungai Dingin Palm Oil Mill & Supply Base (Sungai Dingin Estate, Padang Buluh Estate, Bukit Selarong Estate, Anak Kulim Estate, Bukit Hijau Estate, Jentayu Estate, and Somme Estate) as a MSPO Certification Unit. A range of environmental and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HBVs, declared conservation areas and local communities.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. MS 2530-3:2013 and MS 2530-4:2013 were used to guide the collection of information to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The Certification Unit not using MSPO certification marks for any type of on- and off-product communication. The Certification Unit are compliance with the use of the MSPO Logo and related claims.

The estates or smallholders' sample were determined based on formula $S = r\sqrt{n}$ where n is the number of estates while when applicable, the smallholder's sample were determined following the MSPO Certification Requirement.

Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on 18/04/2022 as per link [04-1-mspo-public-notification_recertification_sime-darby_sou-1-sungai-dingin-pom--supply-base_english.pdf](#) (bsigroup.com)

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the MSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.6.

This report is structured to provide a summary of assessment finding as attached in the Section 3. The assessment was based on random samples and therefore nonconformities may exist that have not been identified.

All the previous nonconformities are remains closed. The assessment findings from the initial assessment are detailed in Section 4.2.

MSP0 Public Summary Report
Revision 2 (Nov 2021)

This report was externally reviewed by MSP0 approved Peer Reviewer prior to certification and recertification decision by BSI. For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5-year cycle.

Assessment Program					
Name (Mill / Plantation / Group smallholders)	Year 1 (Recertification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Sungai Dingin Palm Oil Mill	√	√	√	√	√
Sungai Dingin Estate		√			√
Padang Buluh Estate	√		√		√
Bukit Selarong Estate	√	√	√		
Anak Kulim Estate		√		√	
Bukit Hijau Estate	√		√		√
Jentayu Estate		√		√	
Somme Estate			√	√	

Tentative Date of Next Visit: May 1, 2023 - May 5, 2023

Total No. of Mandays: 17 mandays

2.1 BSI Assessment Team

Team Member Name	Role <i>(Team Leader or Team member)</i>	Qualifications <i>(Short description of the team members)</i>
Muhammad Fadzli Masran (MFM)	Team Leader	<p>Education: He holds Degree in Forestry Science, graduated from University Putra Malaysia.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers’ welfare, workers’ occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations.</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

		<p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018, endorsed RSPO Lead Auditor Course in July 2018, MSPO Lead Auditor Course in October 2018, endorsed RSPO Supply Chain Certification training course in January 2019, MSPO Supply Chain Certification System (SCCS) Auditor training Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course in April 2019, HCV and GIS Training in November 2019 and SMETA Requirements Training in April 2021.</p> <p>Aspect covered in this audit: Workers welfare, stakeholder consultation, social responsibility.</p> <p>Language proficiency: Able to speak and understand Bahasa Malaysia and English.</p>
<p>Mohd Syafiq bin Zawawi (MSZ)</p>	<p>Team Member</p>	<p>Education: Holds Diploma in Mechanical Engineering from UiTM, Diploma in Palm Oil Milling Management form IMPAC and currently undergraduate studies in bachelor’s degree Of Mechanical Engineering at UTM.</p> <p>Work Experience: Has 12 years working experience in the palm oil industry including assisting managing the palm oil mill, managing palm oil bulking supply chain and sustainability audit since 2018. He is a competent person for Steam Engineer Grade II (DOSH), registered Authorised Gas Tester for Confine Space (AGT) and also Certified Environmental Professional in Schedule Waste Management (CePSWAM).</p> <p>Training attended: Has successfully attended courses of Lead Auditor In IMS, MSPO, MSPO SCCS, RSPO P&C and RSPO SCC.</p> <p>Aspect covered in this audit: Mill best practices, Land and Legal issues, OHS, contracts etc. long-term economic viability etc.</p> <p>Language proficiency: Able to speak and understand Bahasa Malaysia and English.</p>
<p>Hanafi bin Shufaat @ Mohd (HS)</p>	<p>Team Member</p>	<p>Education: He holds an Executive Master in Plantation Management from Asean E University and Diploma in Plantation Industry Management from Mara University of Technology.</p> <p>Work Experience: Has 17 years working experience at managerial level of oil palm in plantation industry in Malaysia and aboard. The last position was Senior Manager in Primula Gemilang Sdn Bhd, Sibul, Sarawak and responsible for 12,000 hectare of oil palm plantation.</p> <p>Training attended: Has successfully obtained competency of Quality Management system (ISO 9001:2015) and ISO Integrated Management system (ISO 9001:2015 and</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

		<p>ISO 14001:2015) and MSPO SCCS auditor training in 2019 conducted by PSV Sdn Bhd. He has successfully obtained competency of Malaysia Sustainable Palm oil (MSPO) course for Malaysian Sustainable Palm Oil (MSPO).</p> <p>Aspect covered in this audit: Estate best practices, Environment and ecological, Waste management, environment aspect impact, and environment aspect impact Waste management, HCV.</p> <p>Language proficiency: Able to speak and understand Bahasa Malaysia and English.</p>
Muhammad Sufyan Azmi (MSA)	Peer Reviewer	<p>Education: Master’s in Business Administration (MBA) from Open University of Malaysia and Bachelor Degree in Bioindustry from UPM in 2006.</p> <p>Work Experience: He gained his working exposure in the plantation sector with 15 years’ experience, currently serving as a Plantation Manager with TSH Resources Berhad and previously as an Audit Executive with Kulim Malaysia Berhad.</p> <p>Training attended: He has attended MSPO Peer Reviewer 2 - 2017 by MPOCC.</p> <p>Expertise: General Management, Auditing, Environment and Plantation Management.</p>
Mohd Sabre Salim (MSS)	Peer Reviewer	<p>Education: Master’s in Business Administration (MBA) from UiTM in 2006 and Bachelor Science Agribusiness from UPM in 1986.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Plantation Manager with Hap Seng Plantation Berhad and currently as consultant, free-lance lecturer, and trainer at MDV Management Sdn Bhd. He has more than 50 MSPO report that has been reviewed.</p> <p>Training attended: He has completed Endorsed Lead Auditor Course and Endorsed MSPO Lead Auditor Course and MSPO Peer Review certificate by MPOCC. He has attended MSPO Peer Reviewer 1 - 2017 by MPOCC.</p> <p>Expertise: General Management, Leadership & Financial Management Occupational Safety & Health Management Plantation (Agriculture & Agribusiness) Management Malaysian Sustainable Palm Oil (MSPO).</p>

2.2 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

MSPO Public Summary Report
Revision 2 (Nov 2021)

2.3 Accompanying Persons

No.	Name	Role
	N/A	

2.4 Assessment Plan

The assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Subjects	MFM	MSZ	HS
Sunday, 22/05/2022	PM	Audit Team Travelling	√	√	√
Monday, 23/05/2022 Sg. Dingin POM	08.30 - 09.00	Opening Meeting: • Opening Presentation by Audit team leader • Confirmation of assessment scope and finalize Audit plan	√	√	√
	09.00 - 13.00	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.	√	√	√
	09.00 - 12.00	Stakeholder interviews	√		
	13.00 - 14.00	Lunch	√	√	√
	14.00 - 16.30	Continue with document review (MSPO part 4) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices	√	√	√
	16.30 - 17.00	Interim Closing briefing	√	√	√
Tuesday, 24/05/2022 Bukit Hijau Estate	09.00 - 13.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	09.00 - 12.00	Stakeholder interviews	-		√
	13.00 - 14.00	Lunch	√	√	√

MSPO Public Summary Report
Revision 2 (Nov 2021)

Date	Time	Subjects	MFM	MSZ	HS
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
	16.30 - 17.00	Interim Closing briefing	√	√	√
Wednesday, 25/05/2022	09.00 - 12.00	Continue with document review Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
Bukit Hijau Estate	12.00 - 12.30	Interim Closing briefing	√	√	√
Bukit Selarong Estate	12.30 - 14.00	Lunch and travel to Bukit Selarong Estate	√	√	√
	09.00 - 13.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	12.30 - 14.00	Lunch	√	√	√

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Date	Time	Subjects	MFm	MSZ	HS
	14.00 - 16.30	Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
Thursday, 26/05/2022	09.00 - 12.00	Continue with document review Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
Bukit Selarong Estate	09.00 - 12.00	Stakeholder interviews	√		
	12.00 - 12.30	Interim Closing briefing	√	√	√
Padang Buluh Estate	12.30 - 14.00	Lunch and travel to Padang Buluh Estate	√	√	√
	09.00 - 13.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	09.00 - 12.00	Stakeholder interviews	-		√
	13.00 - 14.00	Lunch	√	√	√

MSPO Public Summary Report
Revision 2 (Nov 2021)

Date	Time	Subjects	MFM	MSZ	HS
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
	16.30 - 17.00	Interim Closing briefing	√	√	√
Friday, 27/05/2022 Padang Buluh Estate	09.00 - 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	09.00 - 12.00	Stakeholder interviews	√		
	12.30 - 14.00	Lunch and Friday Prayer	√	√	√
	14.00 - 16.30	Continue with document review Document review P1 – P6 (MSPO part 3) P1: Management commitment and responsibility P2: Transparency P3: Compliance to legal requirement P4: Social responsibility, health safety and employment condition P5: Environment, natural resources, biodiversity and ecosystem services P6: Best practices P7: Development of New Planting (if any)	√	√	√
	16.30 - 17.00	Preparation of audit report	√	√	√
	17.00 - 17.30	Closing Meeting	√	√	√

Section 3: Assessment Findings

3.1 Details of audit results

This assessment has been assessed using the following MSPO normative requirements. The assessment details are provided in Appendix A.

- MSPO MS 2530-2:2013 – General Principles for Independent Smallholders
- MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders
- MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills

3.2 Details of Nonconformities and Opportunity for improvement

The nonconformity is listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During the assessment there were zero (0) Major & three (3) Minor nonconformities and one OFI (1) raised. The SOU 1 Sg. Dingin Palm Oil Mill and Supply Base Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The below is the summary of the non-conformity raised during this assessment.

Non-Conformity Report			
NCR Ref #:	2203340-202205-N1	Issue Date:	27/05/2022
Due Date:	Next Assessment	Date of Closure:	Open
Area/Process:	Bukit Hijau Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.4.2 Minor
Requirements:	The occupational safety and health plan shall cover the following: d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).		
Statement of Nonconformity:	The monitoring of PPE usage and unsafe act was not effectively implemented.		
Objective Evidence:	Bukit Hijau Estate During site visit to field 2003B verified that one worker is standing in the loose fruit shiver trailer with full loaded of loose fruit and bunches, while another worker standing at the stand of the loose fruit shiver on the front at the right side of the trailer during the trailer moving towards to unload the trailer to nearest bin point. It also found both workers are found not wearing complete proper PPE.		
Corrections:	To replace with loaders with motorcycle and conduct safety briefing highlighting the unsafe act to ensure the workers are aware of the hazard and consequence.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Root cause analysis:	The unsafe act occurred due to absence of existing loader meanwhile the replacement loader does not have motorcycle.
Corrective Actions:	Estate management will ensure all loaders have motorcycle and they need to ride a separate motorcycle during work process as per SOP and petrol cost is claimable. Regular refresher training and close monitoring the compliance of SOP is implemented to prevent the recurrence of the unsafe act.
Assessment Conclusion:	The effectiveness implementation of Corrective Action Plan will be assessed during next assessment.

Non-Conformity Report			
NCR Ref #:	2203340-202205-N2	Issue Date:	27/05/2022
Due Date:	Next Assessment	Date of Closure:	Open
Area/Process:	Sg. Dingin Palm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.4.4.2 Minor
Requirements:	The occupational safety and health plan shall cover the following: d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).		
Statement of Nonconformity:	The monitoring of PPE usage and unsafe act was not effectively implemented.		
Objective Evidence:	During site visit to mill compound, sighted an activity mobilization cages by crane into the lorry. It was found one of the workers standing straight below the cages while the cages are that already attached with cable and hanging during lifting the cages. It has also found the worker does not wear safety helmet while the work in progress.		
Corrections:	Mill management had issue stop work order to the contractor for not complying Permit to Work and to brief again the safety related matter as well as assigned person in charge to monitor the work activity.		
Root cause analysis:	Mill had briefed the contractor before executing the work and Permit To Work has been issued prior starting the work. However, there is no specific person in charge to monitor the contractor on the safety related.		
Corrective Actions:	To have proper briefing to the contractor regarding on the safety standard prior issue the permit to work. To prepare centralized contractor notice board for monitoring purpose.		
Assessment Conclusion:	The effectiveness implementation of Corrective Action Plan will be assessed during next assessment.		

Non-Conformity Report			
NCR Ref #:	2203340-202205-N3	Issue Date:	27/05/2022
Due Date:	Next Assessment	Date of Closure:	Open
Area/Process:	Sg. Dingin Palm Oil Mill	Clause & Category: (Major / Minor)	MSPO 2530 Part 4: 4.3.1.4 Minor

MSPO Public Summary Report
Revision 2 (Nov 2021)

Requirements:	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements.
Statement of Nonconformity:	The monitoring of implementation and changes of the applicable regulatory requirement was not effectively implemented.
Objective Evidence:	During document review, it was noted that the license for private installation of generating and supplying private used License no: 2020/02851 for the 4920 kW has expired on 31/12/2021 and the renewal was yet to be done during the audit. It has also found that the Legal of Register been miss out on the following: 1. Fire Service (Fire Certificate) Amendment Regulations 2020 2. Pembangunan Sumber Manusia Berhad Act 2001 and its relevant regulations
Corrections:	Mill had engaged with HQ – Finance for the payment and currently in progress for the payment since the payment can only be made online instead previously can be pay by cheque.
Root cause analysis:	Lack of monitoring for the license renewal due to no person in charge since mill chief clerk retired in August 2021. The position of chief clerk has been filled by Account Administration Officer and share with Sungai Dingin Estate which lead to the non-compliance on license validity.
Corrective Actions:	Mill had appointed Person in Charge (AAO and Office Clerk) assisted by mill executive to monitor all the license validity and to ensure all the license are valid.
Assessment Conclusion:	The effectiveness implementation of Corrective Action Plan will be assessed during next assessment.

Opportunity For Improvement			
Ref:	2203340-202205-I1	Clause:	MSPO 2530 Part 3: 4.5.2.2
Area/Process:	Plantations		
Objective Evidence:	To closely monitor the consumption of diesel by the contractors involve in the estate operations.		

Noteworthy Positive Comments	
1	Good commitment from the management to maintain the system.
2	Positive feedbacks from the stakeholders

3.3 Status of Nonconformities Previously Identified and OFI

Non-Conformity Report			
NCR Ref #:	2047686-202104-N1	Issue Date:	22/04/2021
Due Date:	27/05/2022	Date of Closure:	27/05/2022
Area/Process:	Bukit Selarong Estate and Bukit Hijau Estate	Clause & Category: (Major / Minor)	MSPO 2530 Part 3: 4.4.2.2 Minor
Requirements:	The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Statement of Nonconformity:	There is no evidence that internal complaint has been solved in timely manner.
Objective Evidence:	Sighted complaint record at Somme estate and Bukit Selarong Estate. Refer Complaint Book and Housing Defect Record. There is evidence of issue has been resolved. However, during document checking at Bukit Hijau Estate, it was found there is no record of feedback and action taken of 1 complaint dated 30/03/2021 that against Standard Operating Manual "Flowchart and Procedure on Handling Issue" dated 01/04/2008 Section 6.3.
Corrections:	Update the feedback and action taken of complaint, brief to new person in charge regarding the procedure internal/external communication.
Root cause analysis:	Record of feedback and action taken not updated due to interchange of new person in charge.
Corrective Actions:	Estate management to monitor/follow up the external and internal complaint, keep update the progress to the complainant, Estate Management review complaint logbook regularly (weekly basis) and verify by Asst. Manager and to response/reply within 14 days as per SDP SOP. RSQM-NTR to conduct training regarding the procedure for internal/external communication.
Assessment Conclusion:	The effectiveness implementation of Corrective Action Plan will be assessed during next assessment.
Verification Statement:	<p>Verification during RAV:</p> <ol style="list-style-type: none"> 1. SDPB has established grievances channels for the workers such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue. 2. The estates has conducted training for the Internal and External Communication Procedure to all workers. reviewed the training records conducted as follows: <ol style="list-style-type: none"> a. Bukit Selarong Estate: 05/02/2022 b. Bukit Hijau Estate: 12/04/2022 c. Somme/Anak Kulim Estate: 02 and 08/03/2022 <p>For internal stakeholders, main grievances recorded were regarding housing repair. The grievances were recorded in the OPP System. Reviewed the OPP system report for the month of January, February, March and April 2022. The complaints recorded were addressed by the estates within timeframe and acknowledge by the complainants. If there are any complaints can't be resolve by the management within timeframe, the estates will notify the complainants.</p> <p>The estates also conducted the Social Dialogue on biweekly Basis.</p> <p>There is no reoccurrence of the Minor NC. The evidence was adequate. The Minor NC is effectively closed on 27/05/2022.</p>

Opportunity For Improvement			
Ref:	2047686-202104-I1	Clause:	MSPO 2530 Part 4: 4.4.4.2
Area/Process:	Sg. Dingin Palm Oil Mill		
Objective Evidence:	Mill management could improve of PPE awareness and usage while carried out task or job from outsiders.		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Verification Statement:	The OFI has not effectively implemented and minor non-conformity was raised.
--------------------------------	--

Opportunity For Improvement			
Ref:	2047686-202104-I2	Clause:	MSPO 2530 Part 3: 4.4.2.4
Area/Process:	Somme Estate and Bukit Selarong Estate		
Objective Evidence:	Management could improve on additional training for stakeholders regarding complaint procedure for enhancing their awareness.		
Verification Statement:	Interview with the internal and external stakeholders during stakeholder consultation found that they were aware of the complaint procedure and channels The OFI has been effectively implemented.		

Opportunity For Improvement			
Ref:	2047686-202104-I3	Clause:	MSPO 2530 Part 3: 4.5.3.2
Area/Process:	Somme Estate and Bukit Selarong Estate		
Objective Evidence:	Implementation of managing used inner plastic bag of fertilizer could be improved in the field area.		
Verification Statement:	The "Waste Management Plan FY2022" listed waste generated by estate with its handling and disposal method as well as person in charge in monitoring the action plan for proper waste management plan. The OFI has been effectively implemented.		

3.4 Summary of the Nonconformities and Status

CAR Ref.	Clause & Category (Major/Minor)	Issued Date	Status & Date (Closure)
2203340-202205-N1	MSPO Part 3: 4.4.4.2 - Minor	27/05/2022	Open
2203340-202205-N2	MSPO Part 4: 4.4.4.2 - Minor	27/05/2022	Open
2203340-202205-N3	MSPO Part 4: 4.3.1.4 - Minor	27/05/2022	Open

3.5 Issues Raised by Stakeholders

IS #	Description
1	<p>Issues: Sek. Keb Dublin</p> <p>The mill and estate continuously maintain good relationship and making contribution to the school. Most of the workers children were studied at the school. The school requested the mill and estate together with the school to request humps in front of the school for their children safety.</p> <p>Management Responses:</p> <p>The estate and mill management will work together with the school to submit letter to the Municipal Council for the hump request.</p> <p>Audit Team Findings:</p>

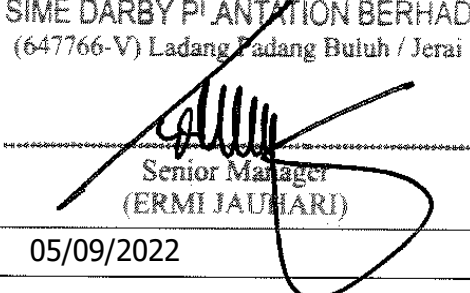
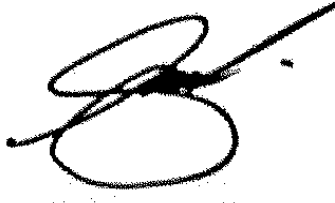
	No further issue.
2	<p>Issues: Sek. Keb. Bukit Selarong</p> <p>The estate continuously maintains good relationship and making contribution to the school. Most of the workers children were studied at the school. The estate security conducted traffic control during morning and afternoon to ease the children to go to school as the school was across the main road from the estate.</p>
	<p>Management Responses:</p> <p>The management will continue to help the school and maintained good relationship with the school.</p>
	<p>Audit Team Findings:</p> <p>No other issue.</p>
3	<p>Issues: Sek. Keb. Sidam Kiri</p> <p>The mill and estate continuously maintain good relationship and making contribution to the school. Most of the workers children were studied at the school.</p>
	<p>Management Responses:</p> <p>Noted on the good comments.</p>
	<p>Audit Team Findings:</p> <p>No other issue.</p>
4	<p>Issues: JPKK Kg. Dingin</p> <p>There is reports made to the village representative on the river water pollution, however, there is no official issue made to the Mill. The village representative was invited to the stakeholders' consultation but not attended. He aware that he can communicate freely with the mill management.</p>
	<p>Management Responses:</p> <p>The mill management conducted water sampling and submitted the results to the DOE on monthly basis. The mill management will take actions if any official reports were made.</p>
	<p>Audit Team Findings:</p> <p>No further issue.</p>
5	<p>Issues: JPKK Kg. Tawar, JPKK Kg. Telok Sera, JPKK Kg. Padang Buluh</p> <p>No land dispute issue between the estate and the village. The estate offers jobs to the village people. The estate maintains good relationship with the village.</p>
	<p>Management Responses:</p> <p>Noted on the good comments.</p>
	<p>Audit Team Findings:</p> <p>No other issue.</p>
6	<p>Issues: Contractors and suppliers (Em Impian Serasi Enterprise, Zaitunizan binti Mahmud Husin, TY Wong Enterprise, Krishnan Ramoo Enterprise, EK Smart Trading)</p> <p>All the contractor confirmed that the estates and mill management maintained good relationships with them and aware with policy and procedure of Sime Darby Plantation Berhad. It has been confirmed that payment has been made in timely manner as per payment term stated in the contract agreement.</p>
	<p>Management Responses:</p> <p>The management for both estate and POM will try to maintain good relationship with local surrounding and to ensure that disseminate all information requested, communication of the policy and procedure.</p>

	<p>Audit Team Findings: No further issue.</p>
7	<p>Issues: Local workers & foreign workers NUPW representatives No restrictions by management to all mill and estate employees to join union. Almost all local workers associated with NUPW while more than 50% foreign workers become member. Required fees paid by company with no issue. The representatives have informed that they were elected by all the workers without any involvement of management. They will have discussion with the management if there are any issues raised by the workers. The management will take action accordingly. They are involved in the Social Dialogue committee as well to discuss the issues in the company.</p>
	<p>Management Responses: Noted on the good comments.</p>
	<p>Audit Team Findings: Reviewed the payslips, employment contracts confirmed that no discrimination to the foreign workers. Reviewed the social dialogue minutes meeting confirms the workers representative discussed the issue raised by the workers with the management.</p>
8	<p>Issues: Female workers They informed that there is no discrimination occurred in the company. They were treated equally, and the wages were paid according to the Minimum Wage Order 2022. They also informed that no sexual harassment reported. They understood the complaint procedure.</p>
	<p>Management Responses: Noted on the good comments.</p>
	<p>Audit Team Findings: Reviewed the payslips, employment contracts and records of meeting minutes of Gender Committee confirmed that no discrimination and sexual harassment reported.</p>

3.6 List of Stakeholders Contacted

<p>Government Officer: Sek. Keb Ladang Dublin Sek. Keb. Bukit Selarong Sek. Keb. Sidam Kiri</p>	<p>Community/neighbouring village: JPKK Kg. Dingin JPKK Kg. Tawar JPKK Kg. Telok Sera JPKK Kg. Padang Buluh</p>
<p>Suppliers/Contractors/Vendors: Em Impian Serasi Enterprise Zaitunizan binti Mahmud Husin TY Wong Enterprise Krishnan Ramoo Enterprise EK Smart Trading</p>	<p>Worker’s Representative/Gender Committee: Gender Committee Representatives NUPW Representative Workers Representative</p>

Section 4: Assessment Conclusion and Recommendation

Acknowledgement of Internal Responsibility and Formal Sign-off of Assessment Findings	
Based on the findings during the assessment SOU 1 Sg. Dingin Palm Oil Mill and Supply Base Certification Unit complies with the MS 2530-3:2013 or MS 2530-4:2013. It is recommended that the certification of SOU 1 Sg. Dingin Palm Oil Mill and Supply Base Certification Unit is continued.	
Acknowledgement of Assessment Findings	Report Prepared by
Name: SIME DARBY PLANTATION BERHAD (647766-V) LADANG PADANG BULUH / JERAI P.O. BOX 10,	Name: Muhammad Fadzli b. Masran
Company name: 08007 SUNGAI PETANI, KEDAH DARULAMAN TEL 04-4212352 FAX 04-4251418	Company Name: BSI Services Malaysia Sdn. Bhd.
Title:	Title: Client Manager
Signature: SIME DARBY PLANTATION BERHAD (647766-V) Ladang Padang Buluh / Jerai  Senior Manager (ERMI JAUHARI)	Signature: 
Date: 05/09/2022	Date: 03/09/2022

Appendix A: Summary of the findings by Principles and Criteria

MS 2530-3:2013 Malaysian Sustainable Palm Oil (MSPO) Part 3: General principles for Oil Palm Plantations and Organized smallholders

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	A policy for the implementation of MSPO shall be established. - Major compliance -	The management statement on Group Sustainability and Quality Commitment which endorsed by the Group Managing Director, Mohamad Helmy Othman Basha, dated 02/12/2019. Sampled evidence sighted as below: 1. The policy has been displayed at offices notice board as sighted during the site visit. 2. Briefing on MSPO Policy to Internal and External Stakeholder: a. Bukit Hijau Estate – 23/05/2022 b. Bukit Selarong Estate – 14/04/2022 Attended by: Representative from, surrounding neighbor and internal stakeholder (referred to attendance list, attached with stakeholder meeting minute)	Complied
4.1.1.2	The policy shall also emphasize commitment to continual improvement. - Major compliance -	In the above-mentioned memorandum, Sime Darby Plantation Berhad emphasized the importance of achieving commitment to a systematic approach in ensuring continuous improvement in the operation, compliance with statutory, legal, and other regulatory requirements, and the establishment of traceability within the supply chain.	Complied
Criterion 4.1.2 – Internal Audit			

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.1.2.1	<p>Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement.</p> <p>- Major compliance -</p>	<p>Internal audit has been planned and conducted by the sustainability audit team. The internal audit conducted once a year for assessing the compliance status against MSPO Standard requirements and then follow up audit when necessary.</p> <p>The MSPO Internal audit is conducted integrated with RSPO at SOU 1 on 05/04/2022. Seen in the email correspondence from the Group Sustainability Department dated on 22/3/2022 has planned to be conducted hybrid (partially remote and physical audit). Attached in the report the Internal Audit Plan.</p> <ol style="list-style-type: none"> 1. MSPO Internal Audit at Bukit Selarong Estate was conducted on 08/04/2022. 2. MSPO Internal Audit at Padang Buluh Estate was conducted on 07/04/2022. 	Complied
4.1.2.2	<p>The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action.</p> <p>- Major compliance -</p>	<p>Internal Audit Procedure, Doc. No. SD/SDP/PSQM/IAP, Rev. 2 dated 01/11/2017, was produced by Sime Darby Plantation Berhad.</p> <p>Internal audits should be performed at least once a year and more frequently as needed.</p> <p>In Bukit Selarong Estate, there were a total of 2 minor non-conformities.</p> <p>Sighted the Internal Audit Report, which revealed the root cause of the non-conformities.</p>	Complied
4.1.2.3	<p>Report shall be made available to the management for their review.</p> <p>- Major compliance -</p>	<p>The Bukit Selarong Estate management has received the internal audit report and on 08/04/2022, the Management Representative acknowledged receipt of the Internal Audit Report.</p> <p>The internal audit findings were discussed at a management review meeting.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.3 – Management Review			
4.1.3.1	<p>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.</p> <p>- Major compliance -</p>	<p>The management review meeting, with the following agenda:</p> <ol style="list-style-type: none"> 1. Chairman's Welcome and Opening Action 2. Emerging Issues 3. Review of operational input and output 4. Management of sustainability 5. Changes that may influence the management system 6. Improvement suggestions 7. Anything else that comes up 8. Other considerations <p>Reviewed the minutes meeting as follows:</p> <ol style="list-style-type: none"> 1. The most recent management review meeting was held on 22/04/2022 in Meeting room of Bukit Selarong Estate 2. The most recent management review meeting was held on 20/05/2022 in Meeting room of Padang Buluh Estate. 	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	<p>The action plan for continual improvement shall be based on consideration of the main social and environmental impact and opportunities of the company.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate.</p> <p>Area for Improvement</p> <p>CAPEX – For year 2022 estate has 25 items for continuous plan. The proportionate cost expenses plan on upgrading for MD office, repair fertilizer smoke house, oil palm fencing for wild boar attack at nursery and upgrading work on staff and workers bungalow.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																										
		<p>Waste Management</p> <table border="1"> <thead> <tr> <th>No</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>To prepare garbage bin area away from line site.</td> </tr> <tr> <td>2</td> <td>Dispose domestic waste at dumping site Field (10A)</td> </tr> <tr> <td>3</td> <td>Line site inspection</td> </tr> <tr> <td>4</td> <td>Training on awareness for segregation waste</td> </tr> <tr> <td>5</td> <td>Punched and tripled rinse the empty container</td> </tr> </tbody> </table> <p>Water Management</p> <table border="1"> <thead> <tr> <th>No</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Rainwater collection</td> </tr> <tr> <td>2</td> <td>Recycle water at premix area and nursery.</td> </tr> <tr> <td>3</td> <td>Ensure no leakage in the piping system.</td> </tr> </tbody> </table> <p>Pest Management</p> <table border="1"> <thead> <tr> <th>No</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>To replanting beneficial plant 2dm per ha</td> </tr> <tr> <td>2</td> <td>To increase barn box installation in the field once occupancy rate increase.</td> </tr> </tbody> </table> <p>Action Plan As per in the budget allocation and also from tender progress Status Complete and on going</p> <p>During audit, verified that the beneficial plant is establish at the main road.</p>	No	Description	1	To prepare garbage bin area away from line site.	2	Dispose domestic waste at dumping site Field (10A)	3	Line site inspection	4	Training on awareness for segregation waste	5	Punched and tripled rinse the empty container	No	Description	1	Rainwater collection	2	Recycle water at premix area and nursery.	3	Ensure no leakage in the piping system.	No	Description	1	To replanting beneficial plant 2dm per ha	2	To increase barn box installation in the field once occupancy rate increase.	
No	Description																												
1	To prepare garbage bin area away from line site.																												
2	Dispose domestic waste at dumping site Field (10A)																												
3	Line site inspection																												
4	Training on awareness for segregation waste																												
5	Punched and tripled rinse the empty container																												
No	Description																												
1	Rainwater collection																												
2	Recycle water at premix area and nursery.																												
3	Ensure no leakage in the piping system.																												
No	Description																												
1	To replanting beneficial plant 2dm per ha																												
2	To increase barn box installation in the field once occupancy rate increase.																												

Criterion / Indicator	Assessment Findings	Compliance																
	<p>According to the management, the pit initially digged as the rubbish dumping site, the raining has causes water stagnant in the pit and it became the water pond. The rubbish pit now still used for rubbish dumping site. Last dumping sit closed were on 6th April 2022. The new rubbish pit open on 6th April 2022 (same day).</p> <p>Bukit Selarong Estate. Area for Improvement CAPEX – For year 2022 estate has 16 items for continuous plan. The proportionate cost expenses plan on upgrading for MD office, repair fertilizer smoke house, oil palm fencing for wild boar attack at nursery and upgrading work on staff and workers bungalow.</p> <p>Operation (upkeep)</p> <table border="1" data-bbox="1050 900 1868 1198"> <thead> <tr> <th>No</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Increase productivity from 4ha to 15ha per manday</td> </tr> <tr> <td>2</td> <td>Reduction of Labour usage up to 67%</td> </tr> <tr> <td>3</td> <td>Reduction of cost per ha from RM20 to RM16, saving RM4 (20%)</td> </tr> <tr> <td>4</td> <td>Saving on turnaround time due to chemical was premix in huge tank</td> </tr> <tr> <td>5</td> <td>Workers no need to carry pump which is can speed up the spraying.</td> </tr> </tbody> </table> <p>Operation (Harvesting)</p> <table border="1" data-bbox="1050 1289 1868 1351"> <thead> <tr> <th>No</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Reduction of labour usage up to 50%</td> </tr> </tbody> </table>	No	Description	1	Increase productivity from 4ha to 15ha per manday	2	Reduction of Labour usage up to 67%	3	Reduction of cost per ha from RM20 to RM16, saving RM4 (20%)	4	Saving on turnaround time due to chemical was premix in huge tank	5	Workers no need to carry pump which is can speed up the spraying.	No	Description	1	Reduction of labour usage up to 50%	
No	Description																	
1	Increase productivity from 4ha to 15ha per manday																	
2	Reduction of Labour usage up to 67%																	
3	Reduction of cost per ha from RM20 to RM16, saving RM4 (20%)																	
4	Saving on turnaround time due to chemical was premix in huge tank																	
5	Workers no need to carry pump which is can speed up the spraying.																	
No	Description																	
1	Reduction of labour usage up to 50%																	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance
		2	Increase productivity from 1mt(3ha) to 15mt(55ha) per manday	
		3	Reduction of labour usage up to 30%.	
		Action Plan		
		As per in the budget allocation and also from tender progress		
		Status		
		Complete and on going		
		During audit, verified that the beneficial plant is establish at the main road.		
		According to the management, the pit initially digged as the rubbish dumping site, the raining has causes water stagnant in the pit and it became the water pond. The rubbish pit now still used for rubbish dumping site. Last dumping sit closed were on May 2022. The new rubbish pit opens on May 2022 (same day).		
		Padang Buluh Estate.		
		Area for Improvement		
		CAPEX – For year 2022 estate has 16 items for continuous plan. The proportionate cost expenses plan on upgrading for MD office, repair fertilizer smoke house, oil palm fencing for wild boar attack at nursery and upgrading work on staff and workers bungalow.		
		Operation (upkeep)		
		No	Description	
		1	Increase productivity from 4ha to 15ha per manday	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance
		2	Reduction of Labour usage up to 67%	
		3	Reduction of cost per ha from RM20 to RM16, saving RM4 (20%)	
		4	Saving on turnaround time due to chemical was premix in huge tank	
		5	Workers no need to carry pump which is can speed up the spraying.	
		Operation (Harvesting)		
		No	Description	
		1	Reduction of labour usage up to 50%	
		2	Increase productivity from 1mt(3ha) to 15mt(55ha) per manday	
		3	Reduction of labour usage up to 30%.	
		Action Plan		
		As per in the budget allocation and also from tender progress		
		Status		
		Complete and on going		
		During audit, verified that the beneficial plant is establish at the main road.		
		According to the management, the pit initially digged as the rubbish dumping site, the raining has causes water stagnant in the pit and it became the water pond. The rubbish pit now still used for rubbish		

Criterion / Indicator		Assessment Findings	Compliance
		dumping site. Last dumping sit closed were on April 2022. The new rubbish pit opens on April 2022 (same day).	
4.1.4.2	The company shall establish a system to improve practices in line with new information and techniques or new industry standards and technology (where applicable) that are available and feasible for adoption. - Major compliance -	Sime Darby Plantation Berhad has introduced OPP (Oil Palm Pal) QR code for usage of workers to make house repair complaint. This system has introduced on 02/12/2022. The system was introduced to ensure all complaints was handled and resolved on timely manners. For attendance, Sime Darby Plantation Berhad has introduced SEMUA 3.0, system with individual QR code for the purpose to take attendance and overtime record and work distributions. The system was running w.e.f April 2022.	Complied
4.1.4.3	An action plan to provide the necessary resources including training, to implement the new techniques or new industry standard or technology (where applicable) shall be established. - Major compliance -	For the OPP (Oil Palm Pal) all executive had attended the training on 30/11/2021 in the Microsoft Team. For SEMUA 3.0 the training was attend by all assistant manager and all field staffs in the Sungai Dingin Estate on 25/01/2022.	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate the information requested by the relevant stakeholders in the appropriate languages and forms, except those limited by commercial confidentiality or disclosure that could result in negative environmental or social outcomes. - Major compliance -	Sime Darby Plantation Berhad has developed Standard Operation Manual (SOM) – Procedure for External Communication, Appendix 5.5.3.2, version 1 dated 01/04/2008 to put in place a system to effectively communicate with external interested parties on matters pertaining to performance of the estate. Timeframe for external communication to provide feedback within two weeks of the date of receipt for communication requiring direct feedback and within one week of the completion of the investigation for communication requiring investigation.	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																
	<p>Manager is responsible for address the communication and requests. The management communicate the information to the relevant stakeholders through stakeholders meeting, memorandum and letters. Reviewed the latest stakeholders meeting conducted as follows:</p> <table border="1" data-bbox="1050 576 1682 724"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>23/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>14/02/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>19/05/2022</td> </tr> </tbody> </table> <p>Government Agencies such as DOSH, labour Office DOE or etc. requested document during their visit, communication email, or letters to the operating units and recorded their visit reports in the logbook or official letter/email. Reviewed the Government Agencies visit records/request of documents as follows:</p> <table border="1" data-bbox="1050 903 1865 1305"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>DOSH: visit on 11/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>DOSH: visit on 29/03/2022 KPDNHEP: visit on 25/04/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>DOSH: visit on 22/12/2021, 28/03/2022 and 25/05/2022 MPOB: as per renewal license letter dated 25/03/2022 DOA: as per applications for the purchase of highly toxic/limited pesticides ref. no. GL22020048 dated 23/02/2022.</td> </tr> </tbody> </table>	Operating units	Date	Bukit Hijau Estate	23/05/2022	Bukit Selarong Estate	14/02/2022	Padang Buluh Estate	19/05/2022	Operating units	Date	Bukit Hijau Estate	DOSH: visit on 11/05/2022	Bukit Selarong Estate	DOSH: visit on 29/03/2022 KPDNHEP: visit on 25/04/2022	Padang Buluh Estate	DOSH: visit on 22/12/2021, 28/03/2022 and 25/05/2022 MPOB: as per renewal license letter dated 25/03/2022 DOA: as per applications for the purchase of highly toxic/limited pesticides ref. no. GL22020048 dated 23/02/2022.	
Operating units	Date																	
Bukit Hijau Estate	23/05/2022																	
Bukit Selarong Estate	14/02/2022																	
Padang Buluh Estate	19/05/2022																	
Operating units	Date																	
Bukit Hijau Estate	DOSH: visit on 11/05/2022																	
Bukit Selarong Estate	DOSH: visit on 29/03/2022 KPDNHEP: visit on 25/04/2022																	
Padang Buluh Estate	DOSH: visit on 22/12/2021, 28/03/2022 and 25/05/2022 MPOB: as per renewal license letter dated 25/03/2022 DOA: as per applications for the purchase of highly toxic/limited pesticides ref. no. GL22020048 dated 23/02/2022.																	

Criterion / Indicator	Assessment Findings	Compliance
<p>4.2.1.2 Management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> <p>- Major compliance -</p>	<p>The management has disseminated the information of the documents that made publicly available such as management plan, OSH plan, audit reports and land titles upon request during the stakeholder meetings.</p> <p>Besides, internal and external stakeholders could access to the company's website to obtain information such as policies, annual report and complaint procedures.</p> <p>(https://sime-darbyplantation.com/sustainability/reports-policies-and-statements)</p>	<p>Complied</p>
<p>Criterion 4.2.2 – Transparent method of communication and consultation</p>		
<p>4.2.2.1 Procedures shall be established for consultation and communication with the relevant stakeholders.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has established Estate Quality Management System, Level 2, Standard Operation Manual Subsection 5.5 Management Responsibility Appendix 5.5.3.2 Procedure for External communication, version 1 Year 2008, Issue No 1 dated 01/11/2008.</p> <p>The procedure for handling social issue was described in the Sustainable Plantation Management System, Appendix 5, Version 1, and Issue No.1, dated 01/11/2008 on Flowchart and Procedures on handling Social Issues.</p> <p>The mechanism is to enable effective and timely communication with employees and external interested parties. The management communicate the information to the relevant stakeholders through stakeholders meeting, memorandum and letters.</p> <p>The estates conducted stakeholders meeting at minimum once a year. Reviewed the minutes for stakeholders' meetings conducted as follows:</p>	<p>Complied</p>

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance															
		<table border="1"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>23/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>14/04/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>19/05/2022</td> </tr> </tbody> </table> <p>The meeting was attended by local authorities, local community representatives, neighbors, vendors and FFB suppliers.</p> <p>For internal stakeholders, the estates conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Issue ID and Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>1. 20220007200 dated 13/05/2022 2. 20220001639 dated 08/01/2022 3. 20220006691 dated 25/04/2022 4. 20220001599 dated 08/01/2022 5. 20220006189 dated 11/04/2022</td> </tr> </tbody> </table>	Operating units	Date	Bukit Hijau Estate	23/05/2022	Bukit Selarong Estate	14/04/2022	Padang Buluh Estate	19/05/2022	Operating units	Issue ID and Date	Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022	Bukit Selarong Estate	1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022	Padang Buluh Estate	1. 20220007200 dated 13/05/2022 2. 20220001639 dated 08/01/2022 3. 20220006691 dated 25/04/2022 4. 20220001599 dated 08/01/2022 5. 20220006189 dated 11/04/2022	
Operating units	Date																		
Bukit Hijau Estate	23/05/2022																		
Bukit Selarong Estate	14/04/2022																		
Padang Buluh Estate	19/05/2022																		
Operating units	Issue ID and Date																		
Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022																		
Bukit Selarong Estate	1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022																		
Padang Buluh Estate	1. 20220007200 dated 13/05/2022 2. 20220001639 dated 08/01/2022 3. 20220006691 dated 25/04/2022 4. 20220001599 dated 08/01/2022 5. 20220006189 dated 11/04/2022																		
4.2.2.2	A management official should be nominated to be responsible for issues related to Indicator 1 at each operating unit. - Minor compliance -	The mill has appointed personnel to be responsible for Social Issues (consultation and communication with the relevant stakeholders) as	Complied																

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance				
		<p>per appointment t letter which state the responsible of the PIC as follows:</p> <ol style="list-style-type: none"> 1. Investigate any complaint or grievances on social issue and suggest appropriate disciplinary action 2. Keep and keep secret every record of complaint or grievances on social issue 3. Give advice and counselling to workers 4. Organize social activity/program <p>The estates have appointed the assistant manager as Person Responsible for Social Issue as per appointment letter signed by the respective Estate Managers.</p>					
4.2.2.3	<p>List of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders should be properly maintained.</p> <p>- Major compliance -</p>	<p>The estates visited has established the list of Stakeholders and documented in the List of Stakeholders FY 2022. The stakeholders were categorized as Contractors, Vendors/Suppliers, Local Community and Other Interested Parties (Government Agencies, School, Hospitals, Balai Polis and etc.)</p> <p>Consultation and communication were conducted through written reports and meetings.</p> <p>Any communication/request/grievances from external stakeholder were recorded in the visit logbook, stakeholders’ minutes meetings, Social Dialogue Action Tracker and OPP system report.</p> <p>Government Agencies such as DOSH, labour Office DOE or etc. requested document during their visit, communication email, or letters to the operating units and recorded their visit reports in the logbook or official letter/email. Reviewed the Government Agencies visit records/request of documents as follows:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Operating units	Date			Complied
Operating units	Date						

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance					
		Bukit Hijau Estate	DOSH: visit on 11/05/2022						
		Bukit Selarong Estate	DOSH: visit on 29/03/2022 KPDNHEP: visit on 25/04/2022						
		Padang Buluh Estate	DOSH: visit on 22/12/2021, 28/03/2022 and 25/05/2022 MPOB: as per renewal license letter dated 25/03/2022 DOA: as per applications for the purchase of highly toxic/limited pesticides ref. no. GL22020048 dated 23/02/2022.						
		<p>For internal stakeholders, main grievances recorded were regarding housing repair. The grievances were recorded in the OPP System. Reviewed the OPP system report for the month of January, February, March and April 2022. The complaints recorded were addressed by the estates within timeframe and acknowledge by the complainants. If there are any complaints can't be resolve by the management within timeframe, the estates will notify the complainants.</p> <p>The estates conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Issue ID and Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022</td> </tr> </tbody> </table>			Operating units	Issue ID and Date	Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022	Bukit Selarong Estate
Operating units	Issue ID and Date								
Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022								
Bukit Selarong Estate	1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022								

Criterion / Indicator		Assessment Findings		Compliance																					
		<table border="1"> <tr> <td></td> <td>3. 20220005346 dated 22/03/2022</td> </tr> <tr> <td></td> <td>4. 20220007646 dated 11/05/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>6. 20220007200 dated 13/05/2022</td> </tr> <tr> <td></td> <td>7. 20220001639 dated 08/01/2022</td> </tr> <tr> <td></td> <td>8. 20220006691 dated 25/04/2022</td> </tr> <tr> <td></td> <td>9. 20220001599 dated 08/01/2022</td> </tr> <tr> <td></td> <td>10. 20220006189 dated 11/04/2022</td> </tr> </table> <p>For external stakeholders, the estates conducted stakeholders meeting at minimum once a year. Reviewed the minutes for stakeholders' meetings conducted as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>23/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>14/04/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>19/05/2022</td> </tr> </tbody> </table>		3. 20220005346 dated 22/03/2022		4. 20220007646 dated 11/05/2022	Padang Buluh Estate	6. 20220007200 dated 13/05/2022		7. 20220001639 dated 08/01/2022		8. 20220006691 dated 25/04/2022		9. 20220001599 dated 08/01/2022		10. 20220006189 dated 11/04/2022	Operating units	Date	Bukit Hijau Estate	23/05/2022	Bukit Selarong Estate	14/04/2022	Padang Buluh Estate	19/05/2022	
	3. 20220005346 dated 22/03/2022																								
	4. 20220007646 dated 11/05/2022																								
Padang Buluh Estate	6. 20220007200 dated 13/05/2022																								
	7. 20220001639 dated 08/01/2022																								
	8. 20220006691 dated 25/04/2022																								
	9. 20220001599 dated 08/01/2022																								
	10. 20220006189 dated 11/04/2022																								
Operating units	Date																								
Bukit Hijau Estate	23/05/2022																								
Bukit Selarong Estate	14/04/2022																								
Padang Buluh Estate	19/05/2022																								
Criterion 4.2.3 – Traceability																									
4.2.3.1	The management shall establish, implement and maintain a standard operating procedure to comply with the requirements for traceability of the relevant product(s). - Major compliance -	<i>SOP traceability for Bukit Hijau Estate</i> in Appendix 15 Version 2, year 2018 issued date April 2019, Standard Operating Procedure (SOP) Sustainable Supply Chain and Traceability has been established to comply with the traceability management. The process flows consist of <i>Urusan Pentadbiran di Pagar Utama, Kawalan Keselamatan, Kawalan Keluar Hasil, Kawalan Keluar Masuk Pembekal, Kawalan Timbang, Kawalan Grading as per SOP for Felcra Palm Oil Mill</i> . Also sighted <i>Prosedur Penggredan BTS and Prosedur Penghantaran Komoditi Kilang (01/05/2015)</i> . There was no change on the SOP for traceability.		Complied																					
4.2.3.2	The management shall conduct regular inspections on	Bukit Hijau Estate.		Complied																					

Criterion / Indicator	Assessment Findings	Compliance
<p>compliance with the established traceability system.</p> <p>- Major compliance -</p>	<p>The management has carried out regular inspection on the established the traceability system for the daily harvesting operation. "Rekod Harian Pemotongan B.T.S' harvesting operation for 28/02/2022 traceability system inspected by the management through Crop Traceability Inspection Checklist.</p> <p>February 2022.</p> <p>Estate FFB weighbridge ticket reference No: 17168</p> <p>Mill FFB weighbridge ticket reference No: 266464</p> <p>Product Code: 0001 – FFB A Crop</p> <p>Vehicle No: PNX 8677</p> <p>Date: 28/02/2022</p> <p>DO No: 17168</p> <p>Driver Name: Mohd Faisal bin Abd Wahab</p> <p>Remarks:</p> <p>Estate Net weight: 6,3580kg</p> <p>Mill Net weight: 6,350kg</p> <p>Variance: -30kg</p> <p>Seal No: 056495 & 056496</p> <p>Supplier Code: E006 E- - BUKIT HIJAU</p> <p>Borang Penggredan: -</p> <p>Field: 2004/A</p> <p>Bunches: 270</p> <p>Harvesting rounds: 25 days</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Estate Average Bunch Weight (ABW): 13.78kg Actual Average Bunch Weight (ABW): 13.71kg</p> <p>March 2022. Estate FFB weighbridge ticket reference No: 17211 Mill FFB weighbridge ticket reference No: 266464 Product Code: 0001 – FFB A Crop Vehicle No: JTX 8677 Date: 31/03/2022 DO No: 17168 Driver Name: Mohd Rizuan bin Che Man Remarks: Estate Net weight: 18,460kg Mill Net weight: 6,350kg Variance: -30kg Seal No: 058557 Supplier Code: E006 E- - BUKIT HIJAU Borang Penggredan: - Field: 2000/C & 2010A Bunches: 2000A – 897, 2010A - 276 Harvesting rounds: 28 days Estate Average Bunch Weight (ABW): 2000A - 15.56kg, 2010A – 16.30kg</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Actual Average Bunch Weight (ABW): 2000A - 15.56kg, 2010A - 16.30kg</p> <p>Bukit Selarong Estate.</p> <p>The management has carried out regular inspection on the established the traceability system for the daily harvesting operation. "Rekod Harian Pemetongan B.T.S' harvesting operation for 08/04/2022 traceability system inspected by the management through Crop Traceability Inspection Checklist.</p> <p>APRIL 2022.</p> <p>Estate FFB weighbridge ticket reference No: 3934 Mill FFB weighbridge ticket reference No: 268264 Product Code: 0001 – FFB A Crop Vehicle No: KFE 8568 Date: 08/04/2022 DO No: 3934 Driver Name: Mohamed Azizi bin Hassan Remarks: Estate Net weight: 19,610kg Mill Net weight: 19,540kg Variance: +40kg Seal No: 090839 Supplier Code: E006 E- - 156 Borang Penggredan: -</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Field: 2014/A Bunches: 2,554 Harvesting rounds: 12 days Estate Average Bunch Weight (ABW): 2014A – 7.679kg Actual Average Bunch Weight (ABW): 2014A – 7.68kg</p> <p>Padang Buluh Estate. The management has carried out regular inspection on the established the traceability system for the daily harvesting operation. ‘Rekod Harian Pemetongan B.T.S’ harvesting operation for 08/04/2022 traceability system inspected by the management through Crop Traceability Inspection Checklist. Traceability FFB tracking evidence: MARCH 2022. Harvesting. From Checkroll record – Date: 18/03/2022 Harvester Code: 89874 Field: 14A Total Bunches: 194 Estimate MT: 3.08mt</p> <p>Infield Collection. MTG Driver name: Manik MTG NO: TM044</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Bunches Load 519 Field: 10A, 14A & 14B Estimated mt: 8.23</p> <p>Estate FFB weighbridge ticket reference No:16906 Mill FFB weighbridge ticket reference No: 267321 Product Code: 0001 – FFB A Crop Vehicle No: KEJ 8677 Date: 18/03/2022 DO No: 16906 Lorry Driver Name: Adnan bin Abdullah Remarks: Estate Net weight: 23,730kg Mill Net weight: 23,610kg Variance: -120kg Seal No: 0962971 Supplier Code: E006 E- 273 Borang Penggredan: - Field: 2014/A Bunches: 2010A-810, 2014A-349, 2014B-399 & 2017A-182. Harvesting rounds: 2010A-21,2014A – 21, 2014B-16 & 2017A-20days Estate Average Bunch Weight (ABW): 2010A-16.10,2014A –13.80, 2014B-11.21 & 2017A-7.57Kg</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Actual Average Bunch Weight (ABW): 2014A – 2010A-16.10,2014A – 7.57, 2014B-13.80 & 2017A-7.53Kg</p> <p>Harvesting. From Checkroll record – Date: 19/04/2022 Harvester Code: 89874 Field: 14C Total Bunches: 293 Estimate MT: 3.41mt</p> <p>Infield Collection. MTG Driver name: Lalcan MTG NO: TM045 Bunches Load 985 Field: 14C Estimated mt: 3.22 mt</p> <p>Estate FFB weighbridge ticket reference No:16207 Mill FFB weighbridge ticket reference No: 268664 Product Code: 0001 – FFB A Crop Vehicle No: KEJ 8677 Date: 18/03/2022 DO No: 16906 Lorry Driver Name: Adnan bin Abdullah</p>	

Criterion / Indicator		Assessment Findings	Compliance
		<p>Remarks:</p> <p>Estate Net weight: 22,670kg</p> <p>Mill Net weight: 22,720kg</p> <p>Variance: -50kg</p> <p>Seal No: 0963094</p> <p>Supplier Code: E006 E- 273</p> <p>Borang Penggredan: -</p> <p>Field: 2014/C</p> <p>Bunches: 2013A-451, 2014A-79, 2014B-848, 2014C-65 & 2014C-247.</p> <p>Harvesting rounds: 2013A-18, 2014A-17, 2014B-17, 2014C-17 & 2014C-17 days</p> <p>Estate Average Bunch Weight (ABW): 2013A-15.50, 2014A-15.49, 2014B-12.80, 2014C-11.69 & 2014C-11.70kg</p> <p>Actual Average Bunch Weight (ABW): 2013A-15.46, 2014A-15.46, 2014B-12.77, 2014C-11.67 & 2014C-11.67kg</p>	
4.2.3.3	<p>The management should identify and assign suitable employees to implement and maintain the traceability system.</p> <p>- Minor compliance -</p>	<p>Bukit Hijau Estate.</p> <p>Sampled evidence sighted an appointment letter to Assistant Manager, Bukit Hijau Estate dated 01/01/2022 in ensuring the company traceability system implemented as per SOP and signed by The Estate Manager Bukit Hijau Estate.</p> <p>Bukit Selarong Estate.</p> <p>Sampled evidence sighted an appointment letter to Assistant Manager, Bukit Selarong Estate dated 01/01/2022 in ensuring the company</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>traceability system implemented as per SOP and signed by The Estate Manager Bukit Selarong Estate.</p> <p>Padang Buluh Estate. Sampled evidence sighted an appointment letter to Assistant Manager, Padang Buluh Estate dated 24/01/2022 in ensuring the company traceability system implemented as per SOP and signed by The Estate Manager Padang Buluh Estate.</p>	
4.2.3.4	<p>Records of sales, delivery or transportation of FFB shall be maintained.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate. The records of delivery and transportation of FFB to mill such as bunch chit, FFB delivery note, and weighbridge ticket from the mill and monthly FFB proceeds for the month were properly kept by the person in charge and records were available. Sampled evidence for month of March 2022: Total FFB send to: Sungai Dingin POM – 2392.490mt April 2022: Total FFB send to: Sungai Dingin POM – 3,184.470mt</p> <p>Bukit Selarong Estate. The records of delivery and transportation of FFB to mill such as bunch chit, FFB delivery note, and weighbridge ticket from the mill and</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>workshop main division, and air compressor KD PMT 80949 with the total safe working pressure at 1242 kPA located at the workshop Patanipara Division.</p> <p>7. Noise risk assessment was conducted on 10/03/2020 in compliance with the Regulation Noise Exposure 2019</p> <p>8. Chemical Hazard and Risk Assessment been conducted on 22/10/2020, reference no: HQ/09/ASS/00/124-2020/0056</p> <p>9. Last chemical exposure monitoring last conducted on 29/04/2021 for the chemical Manganese (workshop) listed in Schedule II of USCHH Regulation 2000. However, no evidence the monitoring of exposure of employees be repeated at intervals of not more than six months or at such shorter intervals as determined by the assessor been adhered by the mill in compliance with Section PartVIII Regulation 26(2) of USCHH Regulation 2000.</p> <p>10. Approval from Jabatan Tenaga Kerja for any deduction and extra activity is sighted. Seen the following approval</p> <ul style="list-style-type: none"> a. "Permohonan Kelonggaran Waktu Bekerja / Kerja Malam" dated of 26/02/2020. b. Salary Deduction for water and temple deduction fee dated of 18/3/2019 c. Salary Deduction for electricity deduction fee dated of 6/7/2017 <p>11. Last chemical exposure monitoring last conducted on 29/04/2021 for the chemical Manganese (workshop) listed in Schedule II of USCHH Regulation 2000. For this year, the CEM will be conducted on 18/05/2022 as seen in the schedule of the hygien technician II</p> <p>Bukit Selarong Estate</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<ol style="list-style-type: none"> 1. MPOB license for the estate, license no: 525104002000 valid from the 08/01/2021 until 30/10/2022 for the estate area at 3,665.13 hectare. Based on the area of statement that the total planted area is 3,552.61 mt. 2. Sighted the weighbridge calibration certificate no. D004674 and D004673 required by the Weights and Measures Regulation 1981 Regulation 16, 28A and 45. The calibration is due on 07/09/2022. 3. "Permit barangan kawalan berjadual", ref no: KPDNHEP.KLM (P)06/2007, expired on 03.11.2024, approval limit for diesel storage is 10000 litres (main division). 4. "Permit barangan kawalan berjadual", ref no: KPDNHEP.KLM(P)14/2009, expired on 03.11.2024, approval limit for diesel storage is 10000 litres (Victoria division) 5. "Permit barangan kawalan berjadual", ref no: KPDNHEP(BLG), expired on 03.11.2024, approval limit for diesel storage is 13000 litres (Kuala Ketil division) 6. Lesen Memiliki Senjata dan Peluru for the license no: CIPJ770113 BTH 17.1.22 date of valid 18/1/2023 permit application under Estate Manager. 7. Seen the certificate of fitness for the air compressor KD PMT 1030 with the total safe working pressure at 1034 kPa located at the workshop main division, air compressor KD PMT 4000 with the total safe working pressure at 862 kPa located at the workshop Main Division, air compressor KD PMT 5368 with the total safe working pressure at 1050 kPa located at the workshop Victoria Division with. All the Certificate of Fitness validity is until 04/07/2022. 8. Noise risk assessment was conducted on 09 – 10/03/2020 in compliance with the Regulation Noise Exposure 2019. 	

Criterion / Indicator	Assessment Findings	Compliance
	<p>Recommendation of assessor for the audiometric testing to be conducted to the Mini Tractor Grabber. Last audiometric test was conducted on April 2021 with resulted of 10 employees found "hearing impairment" cases of baseline. (Report combine with Padang Buluh Estate)</p> <p>9. Chemical Hazard and Risk Assessment been conducted on 21/10/2020, reference no: HQ/09/ASS/00/124-2020/0055</p> <p>10. Approval from Jabatan Tenaga Kerja for any deduction and extra activity is sighted. Seen the following approval</p> <ul style="list-style-type: none"> a. "Permohonan Had Kerja Lebih Masa" dated of 27/03/2017. Letter is covered to all SD Plantation (Peninsular Only) b. Salary Deduction for Tabung Surau and Tabung Kuil deduction fee dated of 08/05/2017 c. Salary Deduction for electricity deduction fee dated of 6/7/2017 – covered letter to all SD Plantation <p>11. Last chemical exposure monitoring last conducted on 26/04/2021 for the chemical Manganese (workshop) listed in Schedule II of USCHH Regulation 2000. For this year, the CEM will be conducted on 18/05/2022 as seen in the schedule of the hygiene technician II.</p> <p>Padang Buluh Estate</p> <ul style="list-style-type: none"> a) MPOB license for the estate, license no: 529234002000 valid from the 01/05/2022 until 30/04/2022 for the estate area at 4,008.47 hectare. Based on the area of statement that the total planted area is 3,447 mt. 	

Criterion / Indicator	Assessment Findings	Compliance
	<p>b) Sighted the weighbridge calibration certificate no. D004919 (Main Division) and D005179 (Jerai Division) required by the Weights and Measures Regulation 1981 Regulation 16, 28A and 45. The calibration is due for D004919 is on 01/12/2022 and for D005179 due on 10/02/2023.</p> <p>c) "Permit barangan kawalan berjadual", ref no: KPDNHEP (SP)-600-5/1/1-32, expired on 19/03/2025, approval limit for diesel storage is 8000 litres (main division).</p> <p>d) "Permit barangan kawalan berjadual", ref no: (SP)024/2021(SK), expired on 16/10.2024, approval limit for diesel storage is 5800 litres (Jerai division)</p> <p>e) Seen the certificate of fitness for the air compressor KD PMT 5345 with the total safe working pressure at 862 kPa located at the workshop Jerai Division, air compressor KD PMT 5344 with the total safe working pressure at 862 kPa located at the workshop Main Division. All the Certificate of Fitness validity is until 21/05/2023.</p> <p>f) Noise risk assessment was conducted on 09 – 10/03/2020 in compliance with the Regulation Noise Exposure 2019. Recommendation of assessor for the audiometric testing to be conducted to the Estate Maintenance - Siever. Last audiometric test was conducted on April 2021 with resulted of 5 employees found "hearing impairment" cases of baseline. (Report combine with the Bukit Selarong Estate).</p> <p>g) Chemical Hazard and Risk Assessment been conducted on 20/10/2020, reference no: HQ/09/ASS/00/124-2020/0054</p> <p>h) Approval from Jabatan Tenaga Kerja for any deduction and extra activity is sighted. Seen the following approval</p>	

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> a. "Permohonan Had Kerja Lebih Masa" dated of 27/03/2017. Letter is covered to all SD Plantation (Peninsular Only) b. Salary Deduction for Tabung Surau and Tabung Kuil deduction fee dated of 20/05/2019 c. Salary Deduction for electricity deduction fee dated of 6/7/2017 – covered letter to all SD Plantation i) Last chemical exposure monitoring last conducted on 26/04/2021 for the chemical Manganese (workshop) listed in Schedule II of USCHH Regulation 2000. For this year, the CEM will be conducted on 18/05/2022 as seen in the schedule of the hygiene technician II. 	
4.3.1.2	<p>The management shall list all laws applicable to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>Legal Requirements Register (Legal Requirement Register) with latest revision on 16/02/2021 was sighted. The register contains the following legal requirements:</p> <ul style="list-style-type: none"> 1. Occupational Safety & Health Act 1994 and its relevant regulations 2. Factories and Machinery Act 1967 3. Uniform Building by Law 4. Pesticide Act 1974 (Act 149) 5. Electrical Supply Act 6. Petroleum (Safety Measures) Act 1984 7. Environmental Quality Act 1974 and its relevant regulations 8. Local Government Act 9. Workers Minimum Housing and Amenities Act 10. Employment Act 11. EPF Act 1991 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		12. Employee Social Security Act 1969 (Act 4) 13. Minimum Wage (Amendment) Order 2018 14. Malaysian Palm Oil Board Act 1998. 15. Prevention and control of Infectious Disease Act 1988 (Act 342)	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The following act and regulations is has not been updated in the Legal and compliance for the both palm oil mill: 1. Occupational Safety and Health (Noise Exposure) Regulation 2019. 2. Industrial Code of Practice for Occupational Exposure Noise Management & Hearing Conservation 2019. 3. Minimum Wage (Amendment) Order 2020. 4. State act and regulations	Complied
4.3.1.4	The management should assign a person responsible to monitor compliance and to track and update the changes in regulatory requirements. - Minor compliance -	Bukit Hijau Estate Mr. Muhammad Ammar Mohamad Ramly (Assistant 1) has been appointed as the person in charge of monitoring compliance and keeping track of changes in estate regulatory requirements. The appointment was made on 06/01/2021. Bukit Selarong Estate Mr. Shaiful Fahmi Abu Bakar (Senior Assistant) has been appointed as the person in charge of monitoring compliance and keeping track of changes in estate regulatory requirements. The appointment was made on 03/01/2021. Padang Buluh Estate	Complied

Criterion / Indicator		Assessment Findings	Compliance																																																																																
		Mr. Muhammad Anwar bin Abd Rahim (Assistant 1) has been appointed as the person in charge of monitoring compliance and keeping track of changes in estate regulatory requirements. The appointment was made on 24/01/2022.																																																																																	
Criterion 4.3.2 – Lands use rights																																																																																			
4.3.2.1	The management shall ensure that their oil palm cultivation activities do not diminish the land use rights of other users. - Major compliance -	Bukit Hijau Estate The land title checks as below: District: Baling <table border="1"> <thead> <tr> <th>No</th> <th>Title No</th> <th>Status</th> <th>Title (HA)</th> <th>MUKIM</th> </tr> </thead> <tbody> <tr><td>1</td><td>GRN 35234</td><td>Oil Palm</td><td>925.7997</td><td>Bakai</td></tr> <tr><td>2</td><td>GM 3903</td><td>Oil Palm</td><td>6.4769</td><td>Tawar</td></tr> <tr><td>3</td><td>GM 2189</td><td>Oil Palm</td><td>6.2169</td><td>Tawar</td></tr> <tr><td>4</td><td>GRN 40679</td><td>Oil Palm</td><td>54.835</td><td>Tawar</td></tr> <tr><td>5</td><td>GM 1854</td><td>Oil Palm</td><td>13.5951</td><td>Tawar</td></tr> <tr><td>6</td><td>GM 1855</td><td>Oil Palm</td><td>13.2282</td><td>Tawar</td></tr> <tr><td>7</td><td>GRN 40681</td><td>Oil Palm</td><td>38.3186</td><td>Tawar</td></tr> <tr><td>8</td><td>GRN 40680</td><td>Oil Palm</td><td>18.6157</td><td>Tawar</td></tr> <tr><td>9</td><td>GRN 40682</td><td>Oil Palm</td><td>22.2575</td><td>Tawar</td></tr> <tr><td>10</td><td>GM 1856</td><td>Oil Palm</td><td>5.8452</td><td>Bakai</td></tr> <tr><td>11</td><td>HSD 1856</td><td>Oil Palm</td><td>9.0292</td><td>Bakai</td></tr> <tr><td>12</td><td>HSD 5484</td><td>Oil Palm</td><td>51.4709</td><td>Sg. Petani</td></tr> <tr><td>13</td><td>GRN 36923</td><td>Rubber</td><td>372.3112</td><td>Sg. Petani</td></tr> <tr><td>14</td><td>GRN 35368</td><td>Oil Palm</td><td>266.6881</td><td>Sg. Petani</td></tr> <tr><td>15</td><td>GRN00001957</td><td>Rubber</td><td>508.8578</td><td>Kupang</td></tr> </tbody> </table> District: Kuala Muda	No	Title No	Status	Title (HA)	MUKIM	1	GRN 35234	Oil Palm	925.7997	Bakai	2	GM 3903	Oil Palm	6.4769	Tawar	3	GM 2189	Oil Palm	6.2169	Tawar	4	GRN 40679	Oil Palm	54.835	Tawar	5	GM 1854	Oil Palm	13.5951	Tawar	6	GM 1855	Oil Palm	13.2282	Tawar	7	GRN 40681	Oil Palm	38.3186	Tawar	8	GRN 40680	Oil Palm	18.6157	Tawar	9	GRN 40682	Oil Palm	22.2575	Tawar	10	GM 1856	Oil Palm	5.8452	Bakai	11	HSD 1856	Oil Palm	9.0292	Bakai	12	HSD 5484	Oil Palm	51.4709	Sg. Petani	13	GRN 36923	Rubber	372.3112	Sg. Petani	14	GRN 35368	Oil Palm	266.6881	Sg. Petani	15	GRN00001957	Rubber	508.8578	Kupang	Complied
No	Title No	Status	Title (HA)	MUKIM																																																																															
1	GRN 35234	Oil Palm	925.7997	Bakai																																																																															
2	GM 3903	Oil Palm	6.4769	Tawar																																																																															
3	GM 2189	Oil Palm	6.2169	Tawar																																																																															
4	GRN 40679	Oil Palm	54.835	Tawar																																																																															
5	GM 1854	Oil Palm	13.5951	Tawar																																																																															
6	GM 1855	Oil Palm	13.2282	Tawar																																																																															
7	GRN 40681	Oil Palm	38.3186	Tawar																																																																															
8	GRN 40680	Oil Palm	18.6157	Tawar																																																																															
9	GRN 40682	Oil Palm	22.2575	Tawar																																																																															
10	GM 1856	Oil Palm	5.8452	Bakai																																																																															
11	HSD 1856	Oil Palm	9.0292	Bakai																																																																															
12	HSD 5484	Oil Palm	51.4709	Sg. Petani																																																																															
13	GRN 36923	Rubber	372.3112	Sg. Petani																																																																															
14	GRN 35368	Oil Palm	266.6881	Sg. Petani																																																																															
15	GRN00001957	Rubber	508.8578	Kupang																																																																															

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings					Compliance
		No	Title No	Status	Title (HA)	Mukim	
		1	GRN 35368	Oil Palm	266.6881	Sg. Petani	
		2	GRN 35380	Oil Palm	53.2844	Sg. Petani	
		3	GM 829	Oil Palm	3.1844	Sg. Petani	
		4	GRN 35369	Oil Palm	58.0262	Sg. Petani	
		5	GM 3955	Oil Palm	1.0411	Sg. Petani	
		6	GM 3956	Oil Palm	4.1252	Sg. Petani	
		7	GM 3957	Oil Palm	5.4291	Sg. Petani	
		8	GM 3958	Oil Palm	3.8933	Sg. Petani	
		9	GM 3959	Oil Palm	5.7175	Sg. Petani	
		10	GM 3960	Oil Palm	5.7175	Sg. Petani	
		11	GM 4777	Oil Palm	12.5736	Sg. Petani	
		12	GM 4767	Oil Palm	5.2014	Sg. Petani	
		13	GM 4778	Oil Palm	5.4018	Sg. Petani	
		14	GM 4776	Oil Palm	5.7032	Sg. Petani	
		15	GRN 35529	Oil Palm	29.5405	Sg. Petani	
		16	GRN 35530	Oil Palm	50.6141	Sg. Petani	
		17	GM 3961	Oil Palm	1.9342	Sg. Petani	
		18	GM 5107	Oil Palm	2.018	Sg. Petani	
		19	GM 5220	Oil Palm	2.1322	Sg. Petani	
		20	GM 5221	Oil Palm	20.6725	Sg. Petani	
		21	HSD 120381	Rubber	271.314	Sg. Petani	
		Bukit Selarong Estate The land title checks as below: District: Bukit Selarong					
		No	Title No	Status	Title (HA)	Mukim	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings					Compliance
		1	GRN 35389	Rubber	44.7904	Padang Meha	
		2	GRN 35388	Rubber	18.8292	Padang Meha	
		3	GRN 35387	Rubber	79/8929	Padang Cina	
		4	GRN 35020	Rubber	55.7454	Padang Cina	
		5	GRN 00070856	Rubber	22.3528	Bandar Kulim	
		6	GM 1512	Rubber	0.6265	Sg. Seluang	
		7	GRN 00095900	Rubber	35.93	Bandar Kulim	
		8	GRN 166972	Rubber	225.4353	Padang Meha	
		9	TOL 4102	Rubber	31.01	Padang Meha	
		10	GRN 00218391	Rubber	7.22	Sg. Seluang	
		11	GRN 00218392	Rubber	87.71	Padang Meha	
		12	GRN 00218390	Rubber	20.31	Sg. Seluang	
		13	GRN 00218389	Rubber	14.32	Sg. Seluang	
		14	GRN 00095847	Rubber	0.7646	Bandar Kulim	
		15	GRN 35913	Rubber	83.6686	Padang Meha	
		16	GRN 35391	Rubber	36.3282	Padang Meha	
		17	GRN 35391	Rubber	22.6346	Padang Meha	
		18	GRN 35390	Rubber	2.45	Padang Meha	
		19	TOL 4101	Rubber	30.51	Padang Meha	
		17	TOL 4099	Rubber	104.8	Sidam Kana	
		18	GRN 00027390	Rubber	13.9354	Bandar Kulim	
		19	GRN 95851	Rubber	0.247	Bandar Kulim	
		20	GRN 95850	Rubber	155.64	Padang Meha	
		21	TOL 04100				
		<p>Bukit Selarong Estate has get the feedback an email from Siti Noraini Mohd Tahar, land Management Department date 15/04/2021 at 4.17 pm regarding "Land Title Under Company Name" explaining:</p>					

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																																																																																																
	<p>1) Transfer of registered ownership from Legacy Company to Sime Darby Plantation Berhad. The action will take effect by July 2021</p> <p>2) Change of Land Exercise will follow through after change of name to Sime Darby Plantation Berhad.</p> <p>Padang Buluh Estate The land title checks as below: District: KUALA MUDA</p> <table border="1" data-bbox="1048 735 1877 1310"> <thead> <tr> <th>No</th> <th>Title No</th> <th>Status</th> <th>Title (HA)</th> <th>Mukim</th> <th>Lot/PT</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>GRN 85294</td> <td>Rubber</td> <td>27.8733</td> <td>Bandar Gurun</td> <td>20</td> </tr> <tr> <td>2</td> <td>GRN 63297</td> <td>Rubber</td> <td>181.415</td> <td>Bandar Gurun</td> <td>PT 5688</td> </tr> <tr> <td>3</td> <td>GRN 72199</td> <td>Rubber</td> <td>921.22</td> <td>Bandar Gurun</td> <td>PT 4304</td> </tr> <tr> <td>4</td> <td>GRN 85291</td> <td>Rubber</td> <td>30.6119</td> <td>Bandar Gurun</td> <td>18</td> </tr> <tr> <td>5</td> <td>GRN 175684</td> <td>Rubber</td> <td>136.10</td> <td>Bandar Gurun</td> <td>4551 Seksyen 7</td> </tr> <tr> <td>6</td> <td>GRN 133761</td> <td>Rubber</td> <td>962.10</td> <td>Kuala Muda</td> <td>2387</td> </tr> <tr> <td>7</td> <td>GRN 133375</td> <td>Rubber</td> <td>72.69</td> <td>Kuala Muda</td> <td>2386</td> </tr> <tr> <td>8</td> <td>GRN 11792</td> <td>Rubber</td> <td>0.3641</td> <td>Kuala Muda</td> <td>2401</td> </tr> <tr> <td>9</td> <td>GRN 11791</td> <td>Rubber</td> <td>54.75</td> <td>Kuala Muda</td> <td>2400</td> </tr> <tr> <td>10</td> <td>GRN 11790</td> <td>Rubber</td> <td>39.14</td> <td>Kuala Muda</td> <td>2399</td> </tr> <tr> <td>11</td> <td>GRN 13378</td> <td>Rubber</td> <td>1.537</td> <td>Kuala Muda</td> <td>2389</td> </tr> <tr> <td>12</td> <td>GRN 13378</td> <td>Rubber</td> <td>0.264</td> <td>Kuala Muda</td> <td>2388</td> </tr> <tr> <td>13</td> <td>GRN 13378</td> <td>Rubber</td> <td>901.30</td> <td>Kuala Muda</td> <td>2392</td> </tr> <tr> <td>14</td> <td>GRN 1399</td> <td>Rubber</td> <td>1.4312</td> <td>Kuala Muda</td> <td>Lot 1374</td> </tr> <tr> <td>15</td> <td>GRN 791</td> <td>Rubber</td> <td>1.7744</td> <td>Kuala Muda</td> <td>Lot 3</td> </tr> </tbody> </table> <p>Padang Buluh Estate has get the feedback an email from Mohd Sahnaz Zubirr, land Management Department date 07/04/2022 at 12,31pm</p>	No	Title No	Status	Title (HA)	Mukim	Lot/PT	1	GRN 85294	Rubber	27.8733	Bandar Gurun	20	2	GRN 63297	Rubber	181.415	Bandar Gurun	PT 5688	3	GRN 72199	Rubber	921.22	Bandar Gurun	PT 4304	4	GRN 85291	Rubber	30.6119	Bandar Gurun	18	5	GRN 175684	Rubber	136.10	Bandar Gurun	4551 Seksyen 7	6	GRN 133761	Rubber	962.10	Kuala Muda	2387	7	GRN 133375	Rubber	72.69	Kuala Muda	2386	8	GRN 11792	Rubber	0.3641	Kuala Muda	2401	9	GRN 11791	Rubber	54.75	Kuala Muda	2400	10	GRN 11790	Rubber	39.14	Kuala Muda	2399	11	GRN 13378	Rubber	1.537	Kuala Muda	2389	12	GRN 13378	Rubber	0.264	Kuala Muda	2388	13	GRN 13378	Rubber	901.30	Kuala Muda	2392	14	GRN 1399	Rubber	1.4312	Kuala Muda	Lot 1374	15	GRN 791	Rubber	1.7744	Kuala Muda	Lot 3	
No	Title No	Status	Title (HA)	Mukim	Lot/PT																																																																																													
1	GRN 85294	Rubber	27.8733	Bandar Gurun	20																																																																																													
2	GRN 63297	Rubber	181.415	Bandar Gurun	PT 5688																																																																																													
3	GRN 72199	Rubber	921.22	Bandar Gurun	PT 4304																																																																																													
4	GRN 85291	Rubber	30.6119	Bandar Gurun	18																																																																																													
5	GRN 175684	Rubber	136.10	Bandar Gurun	4551 Seksyen 7																																																																																													
6	GRN 133761	Rubber	962.10	Kuala Muda	2387																																																																																													
7	GRN 133375	Rubber	72.69	Kuala Muda	2386																																																																																													
8	GRN 11792	Rubber	0.3641	Kuala Muda	2401																																																																																													
9	GRN 11791	Rubber	54.75	Kuala Muda	2400																																																																																													
10	GRN 11790	Rubber	39.14	Kuala Muda	2399																																																																																													
11	GRN 13378	Rubber	1.537	Kuala Muda	2389																																																																																													
12	GRN 13378	Rubber	0.264	Kuala Muda	2388																																																																																													
13	GRN 13378	Rubber	901.30	Kuala Muda	2392																																																																																													
14	GRN 1399	Rubber	1.4312	Kuala Muda	Lot 1374																																																																																													
15	GRN 791	Rubber	1.7744	Kuala Muda	Lot 3																																																																																													

Criterion / Indicator		Assessment Findings	Compliance
		<p>regarding "Land Title Under Company Name" explaining:</p> <ol style="list-style-type: none"> 1) Transfer of registered ownership from Legacy Company to Sime Darby Plantation Berhad. The action will take effect by July 2021 2) Land status not yet change from rubber to oil palm 3) Change of Land Exercise will follow through after change of name to Sime Darby Plantation Berhad. 	
4.3.2.2	<p>The management shall provide documents showing legal ownership or lease, history of land tenure and the actual use of the land.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate Land titles observation: Sample Land Title Hak milik tetap: 35234 with 925.7997Ha is a "Hak Milik Kekal" since 29/07/2015 with a cultivation for oil palm only are belong to Sime Darby Plantation Berhad. The organization of Sime Darby Plantation Berhad to operate the plantation.</p> <p>Bukit Selarong Estate Land titles observation: Sample Land Title Hak milik tetap: 35388 Lot 39 with 18.892Ha is a "Hak Milik Kekal" since 29/07/2015 with a cultivation for oil palm only are belong to Sime Darby Plantation Berhad. The organization of Sime Darby Plantation Berhad to operate the plantation.</p> <p>Padang Buluh Estate Land titles observation:</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Sample Land Title Hak milik tetap: 13376 Lot 2387 with 962.10 Ha is a "Rezab Melayu" since 22/06/1992 with a cultivation for oil palm only are belong to Kumpulan Jerai Sdn Bhd. The organization of Sime Darby Plantation Berhad to operate the plantation.	
4.3.2.3	Legal perimeter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	Document observation is "Pelan Tanah" which has information of area and the coordinate. During site visit audit, the estate has maintained their own marking boundary in view there is no boundary stone visible. Separation of the estate with the neighboring estate is divided by the "Jabatan Perparitan Dan Saliran" trenches. No evidence seen the estate or stakeholder has encroached to each other area.	Complied
4.3.2.4	Where there are, or have been, disputes, documented proof of legal acquisition of land title and fair compensation that have been or are being made to previous owners and occupants; shall be made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	At time of visit, there was no evidence to show of any land disputes in SOU 1 operating units. The land belongs to Sime Darby Plantation Berhad and land ownership documents verified. Noted during consultation with the local communities confirmed that no encroachment of land and land dispute reported.	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Noted during consultation with the local communities confirmed that no encroachment of land and land dispute reported.	Not Applicable
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights land, if any, should made available.	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Noted during	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	- Minor compliance -	consultation with the local communities confirmed that no encroachment of land and land dispute reported.	
4.3.3.3	Negotiation and FPIC shall be recorded and copies of negotiated agreements should be made available. - Major compliance -	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Noted during consultation with the local communities confirmed that no encroachment of land and land dispute reported.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impact should be identified and plans are implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	<p>Sime Darby Plantation Berhad has conducted the assessment to determined social impact from the mill operation and documented in the Social Impact Assessment Report (SIA) Report SOU 1 Sungai Dingin dated 23/02/2015 – 05/03/2015.</p> <p>Base on the assessment conducted, the mill has established Management Plan on Social Impact Assessment. The plan was updated on annually basis with addition of issues raise during stakeholders meeting, NUPW meetings, stakeholders’ complaints and grievances, OPP reports, Social Dialogue, feedbacks from Suara Kami, Whistleblowing and Ulala and others. Reviewed the implementation of the Management Plan on Social Impact Assessment as follows:</p> <p>Bukit Hijau Estate</p> <ol style="list-style-type: none"> 1. The estate has shared information and experience on the implementation of MSPO certification with Evergreen Estate as per feedback letter dated 22/04/2021 2. The estate will provide rubber shoes/boots to all worker at minimum of every 6 months or if the old units is broken. 	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>3. The management has provided transport for “New Mother”, Pn. Nurul Huda bt. Abdullah to send her baby to PERMATA care center.</p> <p>4. The management has provided transportation to send workers to nearest town to withdraw money and purchase food supply during payday.</p> <p>Bukit Selarong Estate</p> <p>1. The estate has conducted meeting with workers and mandore to resolve wild dogs’ issue at the linesite area. The estate has arranged to catch and move the wild dogs away from the line site area.</p> <p>2. The estate has conducted the ILO/RSPO/Social dialogue briefing to workers on 08/03/2022</p> <p>Padang Buluh Estate</p> <p>1. To ensure the harmony between the management, staff and workers, the estate has conducted sports day for workers and staff on 22/01/2022</p> <p>2. The estate continuously provided briefing to the workers on salary calculation and pay slips. Reviewed the training records dated 18/01/2022 and 20/01/2022</p> <p>3. The estate continuously provided awareness on sexual harassment to the woman workers. The gender committee conducted briefing on sexual harassment to the workers during gender committee meeting. Reviewed minutes meeting dated 04 and 05/03/20202.</p>	
<p>Criterion 4.4.2: Complaints and grievances</p>		

Criterion / Indicator		Assessment Findings	Compliance						
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has established Estate Quality Management System, Level 2, Standard Operation Manual Subsection 5.5 Management Responsibility Appendix 5.5.3.2 Procedure for External communication, version 1 Year 2008, Issue No 1 dated 1st Nov 2008.</p> <p>The procedure for handling social issue was described in the Sustainable Plantation Management System, Appendix 5, Version 1, and Issue No.1, dated 01/11/2008 on Flowchart and Procedures on handling Social Issues.</p> <p>Sime Darby Plantation Berhad has established grievances channels for the workers such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue.</p> <p>The mechanism is to enable effective and timely communication with employees and external interested parties.</p>	Complied						
4.4.2.2	<p>The system shall be able to resolve disputes in an effective, timely and appropriate manner that is accepted by all parties.</p> <p>- Major compliance -</p>	<p>Consultation and communication were conducted through written reports and meetings.</p> <p>Any communication/request/grievances from external stakeholder were recorded in the visit logbook, stakeholders' minutes meetings, Social Dialogue Action Tracker and OPP system report.</p> <p>Government Agencies such as DOSH, labour Office DOE or etc. requested document during their visit, communication email, or letters to the operating units and recorded their visit reports in the logbook or official letter/email. Reviewed the Government Agencies visit records/request of documents as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>DOSH: visit on 11/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>DOSH: visit on 29/03/2022</td> </tr> </tbody> </table>	Operating units	Date	Bukit Hijau Estate	DOSH: visit on 11/05/2022	Bukit Selarong Estate	DOSH: visit on 29/03/2022	Complied
Operating units	Date								
Bukit Hijau Estate	DOSH: visit on 11/05/2022								
Bukit Selarong Estate	DOSH: visit on 29/03/2022								

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings		Compliance						
			<p>KPDNHEP: visit on 25/04/2022</p> <p>Padang Buluh Estate DOSH: visit on 22/12/2021, 28/03/2022 and 25/05/2022 MPOB: as per renewal license letter dated 25/03/2022 DOA: as per applications for the purchase of highly toxic/limited pesticides ref. no. GL22020048 dated 23/02/2022.</p> <p>For internal stakeholders, main grievances recorded were regarding housing repair. The grievances were recorded in the OPP System. Reviewed the OPP system report for the month of January, February, March and April 2022. The complaints recorded were addressed by the estates within timeframe and acknowledge by the complainants. If there are any complaints can't be resolve by the management within timeframe, the estates will notify the complainants.</p> <p>The estates conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Issue ID and Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td> 1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022 </td> </tr> <tr> <td>Bukit Selarong Estate</td> <td> 1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022 </td> </tr> </tbody> </table>	Operating units	Issue ID and Date	Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022	Bukit Selarong Estate	1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022	
Operating units	Issue ID and Date									
Bukit Hijau Estate	1. 20220001627 dated 07/01/2022 2. 20220002096 dated 22/01/2022 3. 20220004017 dated 19/02/2022 4. 20220005019 dated 05/03/2022 5. 20220007465 dated 24/05/2022									
Bukit Selarong Estate	1. 20220003313 dated 08/02/2022 2. 20220005020 dated 08/03/2022 3. 20220005346 dated 22/03/2022 4. 20220007646 dated 11/05/2022									

Criterion / Indicator		Assessment Findings		Compliance								
		Padang Buluh Estate	1. 20220007200 dated 13/05/2022 2. 20220001639 dated 08/01/2022 3. 20220006691 dated 25/04/2022 4. 20220001599 dated 08/01/2022 5. 20220006189 dated 11/04/2022									
		For external stakeholders, the estates conducted stakeholders meeting at minimum once a year. Reviewed the minutes for stakeholders' meetings conducted as follows: <table border="1" data-bbox="1048 708 1682 855"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>23/05/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>14/04/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>19/05/2022</td> </tr> </tbody> </table>			Operating units	Date	Bukit Hijau Estate	23/05/2022	Bukit Selarong Estate	14/04/2022	Padang Buluh Estate	19/05/2022
Operating units	Date											
Bukit Hijau Estate	23/05/2022											
Bukit Selarong Estate	14/04/2022											
Padang Buluh Estate	19/05/2022											
4.4.2.3	A complaint form should be made available at the premises, where employees and affected stakeholders can make a complaint. - Minor compliance -	The estates have established communication book/form for internal and external complaint. The communication logbook/forms are available at estates office/post guards. In case the complainant would want to make an anonymity complaint it can be made through electronic Complaint form such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue.		Complied								
4.4.2.4	Employees and the surrounding communities should be made aware that complaints or suggestions can be made any time. - Minor compliance -	Interview with the internal and external stakeholders during stakeholder consultation found that they were aware of the complaint procedure and channels such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue and they were briefed by the management during stakeholder meeting and morning briefing.		Complied								
4.4.2.5	Complaints and resolutions for the last 24 months shall be documented and made available to affected stakeholders upon request.	Record review found that previous complaints and requests for the past 24 months were still available.		Complied								

Criterion / Indicator		Assessment Findings	Compliance
- Major compliance -			
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	<p>Growers should contribute to local development in consultation with the local communities.</p> <p>- Minor compliance -</p>	<p>The estates continuously contribute to local development in consultation with the local communities. Among the contributions from the estates were:</p> <p>Bukit Hijau Estate</p> <ol style="list-style-type: none"> 1. Giving merchants permission to conduct business using vans during the advance and payday as per application letter dated 24/03/2022 2. Allowed to conduct Kumbhabhishegam festival celebrations at Sri Maha Muthu Temple Mariaman Devasthanam, Bukit Hijau Estate 3. Assistance in mowing the lawn in the school field of SJKT Ladang Badenoch as per letter dated 10/01/2022 <p>Bukit Selarong Estate</p> <ol style="list-style-type: none"> 1. Assistance in mowing the lawn in the field Victoria estate for SJKT Ladang Victoria Physical Education and Sports activities as per letter ref no. STLV/100-9/6/1(1)1 dated 06/04/2021 2. Approved to use Estate Hall for PIBG annual meeting as per letter ref no. SKBS.100-13/1/4(11) dated 23/05/2022 3. The estate has distributed food bank to affected people at neighboring village due to COVID-19 as per communication emails dated 19/10/2021 <p>Padang Buluh Estate</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ol style="list-style-type: none"> 1. Allowed to conduct annual prayer at Sri Muniandy Temple and Sri Paidammal temple as per letter dated 07/04/2022 2. Friendly football match between Scarboro FC and Rambles FC at Padang Buluh Estate Field on 03/04/2022 3. Family/Sports day for workers and staff on 22/01/2022 4. Allowed to conduct annual prayer at Sri Mariamman Temple on 01/02/2022 as per letter ref. no. PBPIH3/001/(01)/2022 sated 07/01/2022 	
Criterion 4.4.4: Employees safety and health			
4.4.4.1	<p>An occupational safety and health policy and plan shall be documented, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate</p> <p>The Sime Darby Plantation Berhad has established from Upstream Malaysia "KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR" signed by Chief Executive on 1/6/2020 and also has established "KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN" signed by Group Managing Director on 02/12/2019.</p> <p>The procedure to be a reference for implemented of the estate OSH activities.</p> <p>Therein describing combined commitment of safety, sustainable and environment, safety training, and communications all information related to safety and health and Compliance with current applicable regulatory and other legal requirement.</p> <p>Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Bukit Hijau Estate the brief was done to all workers in the muster call on 11/01/2022 as a refresher briefing. Verified the attendance for</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance
	<p>53 participants and the contains of the briefing on 12 matters:</p> <ol style="list-style-type: none"> 1. ILO – International Labour Organization 2. Grievance Channel 3. Medical Access 4. OPP/Manual House Complaint Report (All repairs are free) 5. PDPA – (Personal Data Protect Act) 6. Information: All cost for renewal of Passport Borneo by Estate 7. No working tools allow to be kept in house 8. Vending dispenser water machine already installed at community hall 9. All PPE’s are free for workers 10. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective workers 11. Briefing of SOP COVID-19 12. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter. <p>The briefing was conduct by estate Manager Bukit Hijau Estate.</p> <p>Bukit Selarong Estate</p> <p>Sime Darby Plantation Berhad has established from Upstream Malaysia “KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR” signed by Chief Executive on 1/6/2020 and also has established “KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN” signed by Group Managing Director on 01/12/2019</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>The procedure to be a reference for implemented of the estate OSH activities.</p> <p>Therein describing combined commitment of safety, sustainable and environment, safety training, and communications all information related to safety and health and Compliance with current applicable regulatory and other legal requirement.</p> <p>Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Bukit Selarong Estate the brief was done to all workers in the muster call on 11/1/2022 as a refresher briefing. Verified the attendance for 29 participants and the contains of the briefing on 16 matters:</p> <ol style="list-style-type: none"> 1. Passport Keeping Briefing – 10/03/2022 2. Briefing on physical and sexual Abuse. – 12/03/2022 3. Briefing on intimidation and threaten. – 12/05/2022 4. Briefing and training on ISOLATION – 12/05/2022 – Attendance 29 participants 5. Suara Kami – 11/01/2022 6. First Aid Training dated 21/01/2022 7. Noise Hearing, Training – 21/02/2022. 8. SDP Policy Training – 10/02/2022. 9. Medical Access briefing – 07/01/2022. 10. Induction Training new staff – 02/02/2022. 08/02/2022. 11. Safety procedure + COVID-19 training + ILO – 03/03/2022 & 07/03/2022 	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>12. Refresher on pay slip toward works – 06/02/2022.</p> <p>13. Chemical Spillage training – 13/01/2022</p> <p>14. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective workers</p> <p>15. Briefing of SOP COVID-19</p> <p>16. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter.</p> <p>The briefing was conduct by estate Manager Bukit Selarong and Assistant Manager.</p> <p>Padang Buluh Estate</p> <p>Sime Darby Plantation Berhad has established from Upstream Malaysia “KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR” signed by Chief Executive on 1/6/2020 and also has established “KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN” signed by Group Managing Director on 2/12/2019.</p> <p>The procedure to be a reference for implemented of the estate OSH activities.</p> <p>Therein describing combined commitment of safety, sustainable and environment, safety training, and communications all information related to safety and health and Compliance with current applicable regulatory and other legal requirement.</p> <p>Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Padang Buluh Estate the brief was done to all workers in the muster call on 8/1/2022 as a refresher briefing. Verified the attendance</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>for 46 participants and the contains of the briefing on 16 matters:</p> <ol style="list-style-type: none"> 1. Engagement with Workers on HIRARC – 20/01/2022 2. HIRARC review – workers feedback – 18/01/2022 3. Briefing on safety at workplace and reminder on safekeeping passport – Locker – 13/01/2022 4. Briefing on crossroad safety and procedure – 12/01/2022 5. Chemical Handling – 31/12/2021 6. Briefing on safety and PPE - 08/01/2022 7. Communicate with buffalo owners and to ensure buffalo not within field area. – 31/12/2021. 8. Safety during road crossing – 30/12/2021. 9. Path repair to effected area – 22/04/2022 10. Refresher training on save distance from OP for harvester. 11. Briefing on safety and HIRARC to harvesters - 31/12/2021 12. Refresher training – focus on techniques & body position during sharpening process. – 31/12/2021 13. HIRARC Review – Harvesting – 20/01/2022. 14. First Aid Training 21/01/2022 15. Noise Hearing, Training – 21/02/2022. 16. SDP Policy Training – 10/02/2022. 17. Medical Access briefing – 07/01/2022. 18. Induction Training new staff – 02/02/2022 08/02/2022. 19. Safety procedure + COVID-19 training + ILO – 03/03/2022 & 07/03/2022 	

Criterion / Indicator		Assessment Findings	Compliance
		20. Refresher on pay slip toward works – 06/02/2022. 21. Chemical Spillage training – 13/01/2022 22. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective workers 23. Briefing of SOP COVID-19 24. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter. The briefing was conduct by estate Manager Padang Buluh and Assistant Manager.	
4.4.4.2	The occupational safety and health plan shall cover the following: a) A safety and health policy, which is communicated and implemented. b) The risks of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to pesticides: i. all employees involved shall be adequately trained on safe working practices ii. all precautions attached to products shall be properly observed and applied d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC). e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe	a) Sime Darby Plantation Berhad has established from Upstream Malaysia "KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR" signed by Chief Executive on 1 st June 2020 and also has established "KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN" signed by Group Managing Director on 02/12/2019. The procedure to be a reference for implemented of the estate OSH activities. Bukit Hijau Estate The understanding of OSH Policy was communicated through stakeholder consultations and copies of OSH policy were displayed on the notice boards. The policy is available in both Bahasa Malaysia and English. Attendance list of estate workers attending the OSH Policy briefing delivered by Assistant Manager Bukit Hijau Estate (MSPO Communication Officer) dated 11/01/2022 is sighted. Verified that the briefing was done by estate from the	Minor Non-Conformity

Criterion / Indicator	Assessment Findings	Compliance
<p>handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 and Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust must have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues affecting their business such as employee's health, safety and welfare are discussed openly. Records from such meeting are kept and the concerns of the employees and any remedial actions taken are recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid should be present at all field operations. A First Aid Kit equipped with approved contents should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Bukit Hijau Estate the brief was done to all workers in the muster call on 11/01/2022 as a refresher briefing. Verified the attendance for 53 participants and the contains of the briefing on 12 matters:</p> <ol style="list-style-type: none"> 1. ILO – International Labour Organization 2. Grievance Channel 3. Medical Access 4. OPP/Manual House Complaint Report (All repairs are free) 5. PDPA – (Personal Data Protect Act) 6. Information: All cost for renewal of Passport Borneo by Estate 7. No working tools allow to be kept in house 8. Vending dispenser water machine already installed at community hall 9. All PPE's are free for workers 10. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective workers 11. Briefing of SOP COVID-19 12. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter. <p>The briefing was conduct by estate Manager Bukit Hijau Estate.</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>Bukit Selarong Estate.</p> <p>The understanding of OSH Policy was communicated through stakeholder consultations and copies of OSH policy were displayed on the notice boards. The policy is available in both Bahasa Malaysia and English. Attendance list of estate workers attending the OSH Policy briefing delivered by Assistant Manager Bukit Selarong Estate (MSPO Communication Officer) dated 10/02/2022 is sighted. Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Bukit Selarong Estate the brief was done to all workers in the muster call on 11/01/2022 as a refresher briefing. Verified the attendance for 29 participants and the contains of the briefing on 16 matters:</p> <ol style="list-style-type: none"> 1. ILO – International Labour Organization 2. Grievance Channel 3. Medical Access 4. OPP/Manual House Complaint Report (All repairs are free) 5. PDPA – (Personal Data Protect Act) 6. Information: All cost for renewal of Passport Borneo by Estate 7. No working tools allow to be kept in house 8. Vending dispenser water machine already installed at community hall 9. All PPE’s are free for workers 10. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective 	

Criterion / Indicator	Assessment Findings	Compliance
	<p>workers</p> <p>11. Briefing of SOP COVID-19</p> <p>12. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter.</p> <p>The briefing was conduct by estate Manager Bukit Selarong Estate. Padang Buluh Estate.</p> <p>The understanding of OSH Policy was communicated through stakeholder consultations and copies of OSH policy were displayed on the notice boards. The policy is available in both Bahasa Malaysia and English. Attendance list of estate workers attending the OSH Policy briefing delivered by Assistant Manager Padang Buluh Estate (MSP0 Communication Officer) dated 08/02/2022 is sighted. Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company.</p> <p>For Padang Buluh Estate the brief was done to all workers in the muster call on 08/01/2022 as a refresher briefing. Verified the attendance for 46 participants and the contains of the briefing on 16 matters:</p> <ol style="list-style-type: none"> 1. ILO – International Labour Organization 2. Grievance Channel 3. Medical Access 4. OPP/Manual House Complaint Report (All repairs are free) 5. PDPA – (Personal Data Protect Act) 6. Information: All cost for renewal of Passport Borneo by Estate 	

Criterion / Indicator	Assessment Findings	Compliance
	<p>7. No working tools allow to be kept in house</p> <p>8. Vending dispenser water machine already installed at community hall</p> <p>9. All PPE's are free for workers</p> <p>10. Passport: Passport only hand over to management for work permit renewal with consent/handing over sign by respective workers</p> <p>11. Briefing of SOP COVID-19</p> <p>12. Training on Policy, Human Right Charter, Innovation and productivity charter and responsible agriculture charter. The briefing was conduct by estate Manager Bukit Selarong Estate.</p> <p>a) Hazard Identification has been adequately established captured the mill activities at all areas including loading ramp, contractor activities <i>and all for the work as below:</i></p> <ul style="list-style-type: none"> • <i>Office</i> • <i>Security</i> • <i>Weeding</i> • <i>Pest and Disease</i> • <i>Boundary Management</i> • <i>Census</i> • <i>Road, bridges and culvert</i> • <i>Drainage</i> • <i>Pruning and Sanitation</i> • <i>Manuring</i> 	

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> • <i>General</i> • <i>Supervision</i> • <i>Replanting</i> • <i>ERP</i> • <i>Waste</i> • <i>Harvesting.</i> • <i>Loose fruit Collecting</i> • <i>Workshop</i> • <i>Store</i> • <i>Nursery</i> • <i>COVID-19</i> • <i>Break time</i> • <i>Transporting workers</i> • <i>Weighbridge</i> • <i>Clinic.</i> • <i>New Innovation.</i> <p>The HIRARC was prepared by Assistant 1, for Padang Buluh Estate, En. Mohammad Anawar bin Abdl Rahim verified by RSQM and approved by individual Estate Manager on 09/02/2022.</p> <p>b) Bukit Hijau Estate</p> <p>An awareness and training programme which includes the following requirements for employees exposed to chemicals used at estate, such as awareness and training programme which includes the following requirements for employees exposed to</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>chemicals used Bukit Hijau was conducted at 22/10/2021 by Accessor Haji Shaari Chin Dosh Ref. No.:HQ/17/JHI/00/00012. CHRA has been develop by competence consultant, GATC nst, date of assessment 22/10/2021.</p> <p>i) Training CHRA CHRA briefing was done by online on 11/12/2021 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p> <ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix for 21/05/2022 • Besic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022) • Noise Include Hrearing Treatment (as per Training Matrix for June 2022) • Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate. <p>Bukit Selarong Estate An awareness and training programme which includes the following requirements for employees exposed to chemicals used at estate, such as awareness and training programme which includes the following requirements for employees exposed to chemicals used Bukit Hijau was conducted at 21/10/2021 by</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>Accessor Haji Shaari Chin Dosh Ref. No.:HQ/09/ASS/00/124. CHRA has been develop by competence consultant, GATC nst, date of assessment 21/10/2021.</p> <p>i) Training CHRA CHRA briefing was done by online on 11/12/2021 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p> <ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix for 21/05/2022 • Besic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022 • Noise Include Hrearing Treatment (as per Training Matrix for June 2022) • Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate. <p>Padang Buluh Estate An awareness and training programme which includes the following requirements for employees exposed to chemicals used at estate, such as awareness and training programme which includes the following requirements for employees exposed to chemicals used Bukit Hijau was conducted at by Accessor Haji Shaari Chin Dosh Ref. No.:HQ/09/ASS/00/124. CHRA has been</p>	

Criterion / Indicator		Assessment Findings	Compliance								
		<p>develop by competence consultant, GATC nst, date of assessment 20/10/2020.</p> <p>i) Training CHRA CHRA briefing was done by online on 11/12/2021 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p> <ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix for 21/05/2022 • Besic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022) • Noise Include Hrearing Treatment (as per Training Matrix for June 2022) • Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate. <p>The CHRA report recommendation in the page 31-35 under appendix 8. The recommendation as below:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Work areas</th> <th>Work unit</th> <th>Recommendations</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Pre-Mix area</td> <td>Chemical Mixer</td> <td>1. To conduct medical surveillance for exposure</td> </tr> </tbody> </table>	No	Work areas	Work unit	Recommendations	1	Pre-Mix area	Chemical Mixer	1. To conduct medical surveillance for exposure	
No	Work areas	Work unit	Recommendations								
1	Pre-Mix area	Chemical Mixer	1. To conduct medical surveillance for exposure								

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean water available on site.	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
		2	Field	Sprayer	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean 	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					water available on site.	
		3	Field	Manuring Operator	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 3. To ensure hardcopy SDS available and at conspicuous area for reference site. 4. To review SOP to include PPE required and preventions step. 	
		4	Field	Rat Bait Applicator	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure 	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					<ul style="list-style-type: none"> organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 	
		5	Field	Nursery Operator	<ul style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two 	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					<p>years on safe handling chemicals.</p> <p>3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work.</p> <p>4. To ensure hardcopy SDS available and at conspicuous area for reference site.</p> <p>5. To review SOP to include PPE required and preventions step.</p> <p>6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean water available on site.</p>	
		6	Field	Trunk injection Gang	1. To conduct medical surveillance for exposure	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean water available on site.	

**MSP0 Public Summary Report
Revision 2 (Nov 2021)**

Criterion / Indicator		Assessment Findings				Compliance
		7	Workshop	Foreman	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean 	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					water available on site.	
		8	Scheduled wastes	Scheduled Wastes Operator	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 6. To ensure provision of personal hygiene such as hand wash 	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
					practice prior to handling food, drinks or smoking and clean water available on site.	
		9	Chemical Store	Storekeeper	<ol style="list-style-type: none"> 1. To conduct medical surveillance for exposure organophosphate for new workers. 2. To ensure training to be done every two years on safe handling chemicals. 3. To include legal compliance, identification of hazardous chemicals. Prevention to minimize exposure of chemicals during work. 4. To ensure hardcopy SDS available and at conspicuous area for reference site. 5. To review SOP to include PPE required and preventions step. 	

Criterion / Indicator		Assessment Findings			Compliance
				<p>6. To ensure provision of personal hygiene such as hand wash practice prior to handling food, drinks or smoking and clean water available on site.</p> <p>The medical surveillance report in the year 2021 was not available to be completed due to Kulim area last year was high case of COVID-19. In year 2020 the medical surveillance was done for 24 participants. The test done by Dr. T. Sakhti Yananthan MD Dosh Registered OHD HQ/12/DOC/00/262 from Poliklinik Sakthi & Sheila. There was no unfit or abnormalities reported from the medical surveillance report in year 2020.</p> <p>For year 2022, the test was done on 02/04/2022. From the phone conversation auditor with Pn. Hanum from Poliklinik Sakthi & Sheila, it was verified that the result for urine is not yet completed and from the test blood and organophosphate report there was no abnormalities report for 13 participants from Padang Buluh Estate.</p> <p>c) <i>SOP PPE prepared by Iqmal Fajri Danial date 09/03/2021</i> has adequately established which addressed the requirement of identification of PPE, Specification PPE, Distribution of PPE, Training & information of PPE usage. Sighted record distribution and monitoring of PPE for workers. Borang Penyerahan APD (Pengurusan, Store, Workshop, Electrical, Boiler, Ramp and Laboratory).</p>	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Sighted the latest records of PPE issuance monthly monitoring 14 and 28/01/2022.</p> <p>Bukit Hijau Estate</p> <p>During site visit to field 2003B verified that one worker is standing in the loose fruit shiver trailer with full loaded of loose fruit and bunches, while another worker standing at the stand of the loose fruit shiver on the front at the right side of the trailer during the trailer moving towards to unload the trailer to nearest bin point. It also found both of the workers are found not wearing complete proper PPE. Thus, minor non-conformity was raised.</p> <p>d) <i>SOP Chemical Management, SD/SDP/PSQM(ESH/202-OSH4 date 26/02/2015 Revision 0</i> has been established captured the safe process flow of receiving, storage and usage of chemicals. Updated the chemical list registered to JKPP addressed based on locations. Available the Safety Data Sheet adequately updated as per Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>e) The management has appointed Safety Committee with proper letter of appointment as per OSHA requirements dated 22/04/2022. Sighted the safety committee organisation chart for Bukit Hijau Estate 2022-2024. OSH committee meeting conducted 2 time a year on January 2022 and April 2022.</p> <p>On 11/05/2022 JKPP has visit to Bukit Hijau Estate to Verified that the audit comment on estate issues already been settled on issued replace cartridge filter regularly and stacking of used tyre.</p>	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Bukit Selarong Estate</p> <p>The management has appointed Safety Committee with proper letter of appointment as per OSHA requirements dated 22/04/2022. Sighted the safety committee organisation chart for Bukit Selarong Estate 2022-2024. OSH committee meeting conducted 1 time a year on 28/02/2022.</p> <p>On 29/03/2022 JKKP has visit to Bukit Selarong Estate to Verified that the audit comment on 8 issues already been settled on issued</p> <ul style="list-style-type: none"> i) Noise exposure identification. ii) Letter was issued and the assessment was done on 9 & 10/03/2022 iii) NRA result showing MTG mor e NEL (85db(A) and workshop more than 82db(A) iv) Fail to prepare prevention from the NRA report. v) Fail to supply PHP recommended by DOSH Sirim. vi) Fail to prepared signage for NRA vii) Letter issued by JKKP ref JKKP/KO:127/IH.667/5(33) <p>All the recommendation must be settled before 30/04/2022. The letter issued by Pn. Maizatul Akmar bte Md Zin from JKKP Kedah. Verified that estate has settled all the issued-on 29/03/2022.</p> <p>Padang Buluh Estate</p> <p>The management has appointed Safety Committee with proper letter of appointment as per OSHA requirements dated 17/03/2022. Sighted the safety committee organisation chart for</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Padang Buluh Estate 2022-2024. OSH committee meeting conducted 1 time a year on 17/03/2022.</p> <p>On 28/03/2022 and 25/03/2022 JKPP has visit to Padang Buluh Estate to Verified that the comment on accident issues on 29/10/2021, 20/01/2022 and 27/04/2022. All the comment and necessary action was taken and send the feedback to JKPP. Verified from the document reviewed.</p> <p>All the recommendation and sent. The estate was visited by En. Ismafaridi Ismail from JKPP Kedah.</p> <p>Verified that estate has settled all the issues on 31/03/2022 from the HIRARC and SOP review.</p> <p>f) Bukit Hijau Estate</p> <p>Bukit Hijau Estate maintains two ways communication through OSH meeting latest by January 2022 and April 2022. Refer to Occupational Safety & Health (Safety & Health Committee) Regulations 1996. Part IV- Meetings Of afety And Health Committee. Regulation 27. Minutes of Meeting. A copy of the minutes of every meeting of a safety and health committee been furnished to every member of the committee and the employer of the place of work within two weeks after the meeting has taken place. Workplace inspection is planned to be conducted once in three months. Sampled records of safety committee meeting discussed on PPE issuance, workplace inspection reports, training requirements, safety programs and incident report.</p> <p>Bukit Selarong Estate</p>	

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Bukit Selarong Estate maintains two ways communication through OSH meeting latest by 28/02/2022. Refer to Occupational Safety & Health (Safety & Health Committee) Regulations 1996. Part IV-Meetings of Safety And Health Committee. Regulation 27. Minutes of Meeting. A copy of the minutes of every meeting of a safety and health committee been furnished to every member of the committee and the employer of the place of work within two weeks after the meeting has taken place. Workplace inspection is planned to be conducted once in three months. Sampled records of safety committee meeting discussed on PPE issuance, workplace inspection reports, training requirements, safety programs and incident report.</p> <p>Padang Buluh Estate</p> <p>Padang Buluh Estate maintains two ways communication through OSH meeting latest by 17/03/2022. Refer to Occupational Safety & Health (Safety & Health Committee) Regulations 1996. Part IV-Meetings of Safety And Health Committee. Regulation 27. Minutes of Meeting. A copy of the minutes of every meeting of a safety and health committee been furnished to every member of the committee and the employer of the place of work within two weeks after the meeting has taken place. Workplace inspection is planned to be conducted once in three months. Sampled records of safety committee meeting discussed on PPE issuance, workplace inspection reports, training requirements, safety programs and incident report.</p>	

Criterion / Indicator	Assessment Findings	Compliance																		
	<p>g) The management has established emergency response plan (ERP) reference no. UM/HSE/SP/02 date 17/11/2021 has captured the potential emergency situations such as fire, leaking gas, & explosion and flood. Sighted the <i>Pasukan Pengurusan Krisis</i> adequately. ERP team for Bukit Hijau Estate was established for w.e.f January 2022 until December 2024.</p> <p>h) Bukit Hijau Estate.</p> <p>The management has established First aid box record accordingly. Sighted the location of first aid. Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate.</p> <p><i>"Senarai Semak Komponen Pertolongan Cemas Yang Diperlukan"</i>. Verified adequate allocation at workstations and competence first aider was available. During interview the staff and workers name as below:</p> <table border="1" data-bbox="1093 949 1877 1152"> <thead> <tr> <th>No</th> <th>Name</th> <th>Occupation</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Zulkifli Shaari</td> <td>General Worker</td> </tr> <tr> <td>2</td> <td>Setha Dewi</td> <td>General Worker</td> </tr> <tr> <td>3</td> <td>Letchimi</td> <td>General Worker</td> </tr> <tr> <td>4</td> <td>Y Kondalu</td> <td>General Worker</td> </tr> <tr> <td>5</td> <td>Rabinath</td> <td>General Worker</td> </tr> </tbody> </table> <p>All the staff and workers interviewed are well trained and knowledgeable on the first aid.</p> <p>Bukit Selarong Estate</p> <p>The management has established First aid box record accordingly. Sighted the location of first aid. Latest First Aid training by SOU</p>	No	Name	Occupation	1	Zulkifli Shaari	General Worker	2	Setha Dewi	General Worker	3	Letchimi	General Worker	4	Y Kondalu	General Worker	5	Rabinath	General Worker	
No	Name	Occupation																		
1	Zulkifli Shaari	General Worker																		
2	Setha Dewi	General Worker																		
3	Letchimi	General Worker																		
4	Y Kondalu	General Worker																		
5	Rabinath	General Worker																		

Criterion / Indicator	Assessment Findings	Compliance																											
	<p>level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate.</p> <p><i>Senarai Semak Komponen Pertolongan Cemas Yang Diperlukan.</i> Verified adequate allocation at workstations and competence first aider was available. During interview the staff and workers name as follows:</p> <table border="1" data-bbox="1093 639 1877 778"> <thead> <tr> <th>No</th> <th>Name</th> <th>Occupation</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Razibda</td> <td>FFB Loader Driver</td> </tr> <tr> <td>2</td> <td>Farizul</td> <td>FFB Loader</td> </tr> <tr> <td>3</td> <td>Farizal</td> <td>FFB Loader</td> </tr> </tbody> </table> <p>All the staff and workers interviewed are well trained and knowledgeable on the first aid.</p> <p>Padang Buluh Estate</p> <p>The management has established First aid box record accordingly. Sighted the location of first aid. Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate.</p> <p><i>"Senarai Semak Komponen Pertolongan Cemas Yang Diperlukan."</i> Verified adequate allocation at workstations and competence first aider was available. During interview the staff and workers name as below:</p> <table border="1" data-bbox="1093 1214 1877 1380"> <thead> <tr> <th>No</th> <th>Name</th> <th>Occupation</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Auliya</td> <td>Harvester</td> </tr> <tr> <td>2</td> <td>M. Hasanudin</td> <td>Harvesting Mandore</td> </tr> <tr> <td>3</td> <td>Burhan</td> <td>Harvester</td> </tr> <tr> <td>4</td> <td>Suhardi</td> <td>Harvester</td> </tr> </tbody> </table>	No	Name	Occupation	1	Razibda	FFB Loader Driver	2	Farizul	FFB Loader	3	Farizal	FFB Loader	No	Name	Occupation	1	Auliya	Harvester	2	M. Hasanudin	Harvesting Mandore	3	Burhan	Harvester	4	Suhardi	Harvester	
No	Name	Occupation																											
1	Razibda	FFB Loader Driver																											
2	Farizul	FFB Loader																											
3	Farizal	FFB Loader																											
No	Name	Occupation																											
1	Auliya	Harvester																											
2	M. Hasanudin	Harvesting Mandore																											
3	Burhan	Harvester																											
4	Suhardi	Harvester																											

Criterion / Indicator		Assessment Findings		Compliance
		5	Saharudin Harvester	
		6	Khairil SHazan Khalid Machine Specialist	
		<p>All the staff and workers interviewed are well trained and knowledgeable on the first aid.</p> <p>i) Bukit Hijau Estate <i>SOP on accident</i>, reference no: UM/HSE/SP/03 has adequately established addressed the process flow of <i>Incidents, Accidents and non-compliance Management Procedures</i> date effective 01/05/2022, prepared by Iqmal Fajri Danial initial incident investigation, incident investigation reporting and notification to authority. JKKP 8 submission done on 11/01/2022. No incident cases been reported. Bukit Selarong Estate Padang Buluh Estate <i>SOP on accident</i>, reference no: UM/HSE/SP/03 has adequately established addressed the process flow of <i>Incidents, Accidents and non-compliance Management Procedures</i> date effective 01/05/2022, prepared by Assistant 1 initial incident investigation, incident investigation reporting and notification to authority. JKKP 8 submission done on 12/01/2022. Ref no. JKKP 8/71133/2021. No incident case been reported in year 2022. Padang Buluh Estate.</p>		

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p><i>SOP on accident</i>, reference no: UM/HSE/SP/03 has adequately established addressed the process flow of <i>Incidents, Accidents and non-compliance Management Procedures</i> date effective 01/05/2022, prepared by Senior Assistant Manager initial incident investigation, incident investigation reporting and notification to authority.</p> <p>JKKP 8 submission done on 08/01/2022. Ref no. JKKP 8/71119/2021. No incident case been reported in year 2022.</p>	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish policy on good social practices regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and effectively communicated to the employees.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on human rights in the Group Sustainability & Quality Policy Statement mention in Indicator 4.1.1.2. Communication to employees was done through briefing during morning muster call, formal training and displayed at the notice board.</p>	Complied
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on discriminatory in the Group Sustainability & Quality Policy Statement mention in Indicator 4.1.1.2 where the management is committed to treat all employees fairly in terms of recruitment, progression, terms and conditions of work and representation regardless of race, caste, nationality, gender, sexual orientation, union membership, political view, religion and/or age. Interview with the workers showed that there was no evidence of discrimination among the employees.</p>	Complied
4.4.5.3	<p>Management shall ensure that employees' pay and conditions meet legal or industry minimum standards and as per agreed Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based</p>	<p>Employment contracts for workers were available for verification. Pay and conditions are documented and in line with the Minimum Wage Order 2020 and collective agreement. Sampled of employment</p>	Complied

Criterion / Indicator		Assessment Findings			Compliance																																	
	<p>on minimum wage.</p> <p>- Major compliance -</p>	<p>contracts confirmed that terms and conditions are clearly outlined and have been signed by the worker.</p> <p>Reviewed sampled workers contract and pay slips for the month of October 2021, December 2021 and March 2022 for workers with employment ID as follows:</p> <table border="1"> <thead> <tr> <th>Bukit Hijau Estate</th> <th>Bukit Selarong Estate</th> <th>Padang Buluh Estate</th> </tr> </thead> <tbody> <tr><td>1. 157713</td><td>1. 099198</td><td>1. 152949</td></tr> <tr><td>2. 138548</td><td>2. 102400</td><td>2. 160560</td></tr> <tr><td>3. 154118</td><td>3. 111016</td><td>3. 073195</td></tr> <tr><td>4. 120210</td><td>4. 115019</td><td>4. 152918</td></tr> <tr><td>5. 122000</td><td>5. 126983</td><td>5. 153634</td></tr> <tr><td>6. 090584</td><td>6. 163750</td><td>6. 153968</td></tr> <tr><td>7. 149796</td><td>7. 163761</td><td>7. 026946</td></tr> <tr><td>8. 123721</td><td>8. 164396</td><td>8. 026945</td></tr> <tr><td>9. 115995</td><td>9. 165961</td><td>9. 163537</td></tr> <tr><td>10. 074498</td><td>10. 164393</td><td>10. 163838</td></tr> </tbody> </table>			Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate	1. 157713	1. 099198	1. 152949	2. 138548	2. 102400	2. 160560	3. 154118	3. 111016	3. 073195	4. 120210	4. 115019	4. 152918	5. 122000	5. 126983	5. 153634	6. 090584	6. 163750	6. 153968	7. 149796	7. 163761	7. 026946	8. 123721	8. 164396	8. 026945	9. 115995	9. 165961	9. 163537	10. 074498	10. 164393	10. 163838	
Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate																																				
1. 157713	1. 099198	1. 152949																																				
2. 138548	2. 102400	2. 160560																																				
3. 154118	3. 111016	3. 073195																																				
4. 120210	4. 115019	4. 152918																																				
5. 122000	5. 126983	5. 153634																																				
6. 090584	6. 163750	6. 153968																																				
7. 149796	7. 163761	7. 026946																																				
8. 123721	8. 164396	8. 026945																																				
9. 115995	9. 165961	9. 163537																																				
10. 074498	10. 164393	10. 163838																																				
4.4.5.4	<p>Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>Reviewed the sample contracts works, employment contract, attendance and payslips for contractors' workers appointed by the estates.</p> <p>Bukit Hijau Estate and Bukit Selarong Estate</p> <p>Reviewed the sample contracts works for EFB application at the estates. The estates hired contractor Zaitunizan binti Mahmud Husin for EFB application. The contractor workers were provided with employment contracts. Pay and conditions are documented and in line with the Minimum Wage Order 2020. Reviewed the employment contracts, salary payslip and EPF and SOCSO contribution for the</p>			Complied																																	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>month of January, February, March and April 2022 for workers with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 921009-02-XXXX 2. 921116-08-XXXX 3. 000110-02-XXXX 4. 651122-02-XXXX <p>Padang Buluh Estate</p> <p>Reviewed the sample contract works for machinery rental (backhoe) and EFB application at the estates with EK Smart Trading. The contractor workers were provided with employment contracts. Pay and conditions are documented and in line with the Minimum Wage Order 2020. Reviewed the employment contracts, salary payslip and EPF and SOCSO contribution for the month of February, March and April 2022 for workers with ID no. as follows:</p> <ol style="list-style-type: none"> 1. 79042807XXXX 2. 91091302XXXX 3. 85122835XXXX 	
4.4.5.5	<p>The management shall establish records that provide an accurate account of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment.</p> <p>- Major compliance -</p>	<p>The mill has established the workers master list which contain information such as the Employee name, Race, Religion, Employee no., date of birth, date joined, IC/Passport no., Check roll type, Designation and Nationality.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																																									
<p>4.4.5.6</p> <p>All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract is available for each and every employee indicated in the employment records.</p> <p>- Major compliance -</p>	<p>All the workers were provided with fair contracts which has been explained, understand, agreed and signed by both employee and employer. In the contract stated the terms and conditions such as:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">1. Place of work</td> <td style="width: 50%;">11. Rest Day</td> </tr> <tr> <td>2. Salary</td> <td>12. Public Holiday</td> </tr> <tr> <td>3. Working hours</td> <td>13. Sick leave</td> </tr> <tr> <td>4. Medical</td> <td>14. Annual leave</td> </tr> <tr> <td>5. Accommodation</td> <td>15. Unpaid vacation leave</td> </tr> <tr> <td>6. Compliance</td> <td>16. Transportation</td> </tr> <tr> <td>7. SOCSO/Employment Injury Scheme</td> <td>17. Equipment/tools</td> </tr> <tr> <td>8. Employment cost</td> <td>18. Termination of service</td> </tr> <tr> <td>9. Transportation cost</td> <td>19. Other terms and conditions</td> </tr> <tr> <td>10. Income tax</td> <td>20. Variation of term and conditions</td> </tr> </table> <p>Reviewed the sampled employment contracts for workers with employment ID as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Bukit Hijau Estate</th> <th>Bukit Selarong Estate</th> <th>Padang Buluh Estate</th> </tr> </thead> <tbody> <tr> <td>1. 157713</td> <td>1. 099198</td> <td>1. 152949</td> </tr> <tr> <td>2. 138548</td> <td>2. 102400</td> <td>2. 160560</td> </tr> <tr> <td>3. 154118</td> <td>3. 111016</td> <td>3. 073195</td> </tr> <tr> <td>4. 120210</td> <td>4. 115019</td> <td>4. 152918</td> </tr> <tr> <td>5. 122000</td> <td>5. 126983</td> <td>5. 153634</td> </tr> <tr> <td>6. 090584</td> <td>6. 163750</td> <td>6. 153968</td> </tr> </tbody> </table>		1. Place of work	11. Rest Day	2. Salary	12. Public Holiday	3. Working hours	13. Sick leave	4. Medical	14. Annual leave	5. Accommodation	15. Unpaid vacation leave	6. Compliance	16. Transportation	7. SOCSO/Employment Injury Scheme	17. Equipment/tools	8. Employment cost	18. Termination of service	9. Transportation cost	19. Other terms and conditions	10. Income tax	20. Variation of term and conditions	Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate	1. 157713	1. 099198	1. 152949	2. 138548	2. 102400	2. 160560	3. 154118	3. 111016	3. 073195	4. 120210	4. 115019	4. 152918	5. 122000	5. 126983	5. 153634	6. 090584	6. 163750	6. 153968	<p>Complied</p>
1. Place of work	11. Rest Day																																											
2. Salary	12. Public Holiday																																											
3. Working hours	13. Sick leave																																											
4. Medical	14. Annual leave																																											
5. Accommodation	15. Unpaid vacation leave																																											
6. Compliance	16. Transportation																																											
7. SOCSO/Employment Injury Scheme	17. Equipment/tools																																											
8. Employment cost	18. Termination of service																																											
9. Transportation cost	19. Other terms and conditions																																											
10. Income tax	20. Variation of term and conditions																																											
Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate																																										
1. 157713	1. 099198	1. 152949																																										
2. 138548	2. 102400	2. 160560																																										
3. 154118	3. 111016	3. 073195																																										
4. 120210	4. 115019	4. 152918																																										
5. 122000	5. 126983	5. 153634																																										
6. 090584	6. 163750	6. 153968																																										

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings			Compliance																																	
		7. 149796	7. 163761	7. 026946																																		
		8. 123721	8. 164396	8. 026945																																		
		9. 115995	9. 165961	9. 163537																																		
		10. 074498	10. 164393	10. 163838																																		
4.4.5.7	<p>The management shall establish a time recording system that makes working hours and overtime transparent for both employees and employer.</p> <p>- Major compliance -</p>	<p>All the daily attendance and overtime work were recorded in Estate Daily Attendance Report and Basic Wages Reports. Reviewed the report for the month October 2021, December 2021 and March 2022 for workers with employment ID as follows:</p> <table border="1"> <thead> <tr> <th>Bukit Hijau Estate</th> <th>Bukit Selarong Estate</th> <th>Padang Buluh Estate</th> </tr> </thead> <tbody> <tr><td>1. 157713</td><td>1. 099198</td><td>1. 152949</td></tr> <tr><td>2. 138548</td><td>2. 102400</td><td>2. 160560</td></tr> <tr><td>3. 154118</td><td>3. 111016</td><td>3. 073195</td></tr> <tr><td>4. 120210</td><td>4. 115019</td><td>4. 152918</td></tr> <tr><td>5. 122000</td><td>5. 126983</td><td>5. 153634</td></tr> <tr><td>6. 090584</td><td>6. 163750</td><td>6. 153968</td></tr> <tr><td>7. 149796</td><td>7. 163761</td><td>7. 026946</td></tr> <tr><td>8. 123721</td><td>8. 164396</td><td>8. 026945</td></tr> <tr><td>9. 115995</td><td>9. 165961</td><td>9. 163537</td></tr> <tr><td>10. 074498</td><td>10. 164393</td><td>10. 163838</td></tr> </tbody> </table>			Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate	1. 157713	1. 099198	1. 152949	2. 138548	2. 102400	2. 160560	3. 154118	3. 111016	3. 073195	4. 120210	4. 115019	4. 152918	5. 122000	5. 126983	5. 153634	6. 090584	6. 163750	6. 153968	7. 149796	7. 163761	7. 026946	8. 123721	8. 164396	8. 026945	9. 115995	9. 165961	9. 163537	10. 074498	10. 164393	10. 163838	Complied
Bukit Hijau Estate	Bukit Selarong Estate	Padang Buluh Estate																																				
1. 157713	1. 099198	1. 152949																																				
2. 138548	2. 102400	2. 160560																																				
3. 154118	3. 111016	3. 073195																																				
4. 120210	4. 115019	4. 152918																																				
5. 122000	5. 126983	5. 153634																																				
6. 090584	6. 163750	6. 153968																																				
7. 149796	7. 163761	7. 026946																																				
8. 123721	8. 164396	8. 026945																																				
9. 115995	9. 165961	9. 163537																																				
10. 074498	10. 164393	10. 163838																																				
4.4.5.8	<p>The working hours and breaks of each individual employee as indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed and shall always be compensated at the rate applicable and shall meet the applicable legal requirement.</p> <p>- Major compliance -</p>	<p>All the daily attendance and overtime work were recorded in Estate Daily Attendance Report and Basic Wages Reports. Reviewed the report for the month October 2021, December 2021 and March 2022.</p>			Complied																																	
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p>	<p>Wages and overtime were paid according to the Estate Daily Attendance Report. Total hours of overtime and daily attendance has recorded in the Estate Daily Attendance Report and Basic Wages</p>			Complied																																	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	Reports. Reviewed the report for the month October 2021, December 2021 and March 2022.	
4.4.5.10	Other forms of social benefits should be offered by the employer to employees, their families or the community such as incentives for good work performance, bonus payment, professional development, medical care and health provisions. - Minor compliance -	The management has contributed 10 kg of rice once every 2 months for all their workers. Apart from that, all the workers are provided with free medical facilities. In addition, all the workers are entitled with the phone allowance of RM5 for every month. Free housing facilities were provided to all the workers and their families.	Complied
4.4.5.11	In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities in compliance with the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446) or any other applicable legislation. - Major compliance -	The estates management has provided free housing facilities to all their workers. Basic amenities such as water, electricity, football field and etc. were provided to the workers. The housing condition was in accordance to the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446). Interview with the workers confirmed that they did not have any complain or grievance related to housing to be reported. If there is any issue on housing, it can be reported through Oil Palm Pal (OPP) system.	Complied
4.4.5.12	The management shall establish a policy and provide guidelines to prevent all forms of sexual harassment and violence at the workplace. - Major compliance -	Sime Darby Plantation Berhad has incorporated its policy on violence and sexual harassment in the "Group Sustainability & Quality Policy Statement" mention in Indicator 4.1.1.2 where the management is committed to prevent sexual harassment and other forms of violence. Interview with gender committee and woman workers representative showed no evidence of sexual harassment or violence happened so far. They also aware on the reporting channel to be use if there is any incident occur in the estate.	Complied
4.4.5.13	The management shall respect the right of all employees to form or join trade union and allow workers own representative(s) to facilitate collective bargaining in accordance with applicable laws and regulations. Employees	Sime Darby Plantation Berhad has incorporated its policy on freedom of association in the "Group Sustainability & Quality Policy Statement" mention in Indicator 4.1.1.2 where the management is committed and respect the rights of all personnel to join or form any organizations of	Complied

Criterion / Indicator		Assessment Findings	Compliance								
	<p>shall be given the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>their choice and to bargain collectively. The mill management allowed their workers to form or join any association such as NUPW. Document reviewed on their payslip found that they are deducted for the NUPW subscription fees of RM 8 monthly.</p> <p>Meeting with NUPW representative was conducted together during Social Dialogue as the NUPW representative was a member of Social Dialogue Committee. Latest meeting was conducted as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Hijau Estate</td> <td>21/03/2022</td> </tr> <tr> <td>Bukit Selarong Estate</td> <td>28/02/2022</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>24/03/2022</td> </tr> </tbody> </table> <p>The minutes of meeting were available for verification and found properly documented. Interview with the workers confirmed that they are allowed to join any trade union freely.</p>	Operating units	Date	Bukit Hijau Estate	21/03/2022	Bukit Selarong Estate	28/02/2022	Padang Buluh Estate	24/03/2022	
Operating units	Date										
Bukit Hijau Estate	21/03/2022										
Bukit Selarong Estate	28/02/2022										
Padang Buluh Estate	24/03/2022										
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation. Work by children is acceptable on family farms, under adult supervision, and when not interfering with their education programmes. Children shall not exposed to hazardous working conditions.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on protecting the rights of children in the "Group Sustainability & Quality Policy Statement" mention in Indicator 4.1.1.2. Based on verification of workers register, there was no evidence that anyone below 18 years of age was recruited for employment.</p>	Complied								
Criterion 4.4.6: Training and competency											
4.4.6.1	<p>All employees, contractors and relevant smallholders are appropriately trained. A training programme (appropriate to the scale of the organization) that includes regular assessment of</p>	<p>Training CHRA – CHRA Bukit Hijau Estate briefing was done by online on 11/12/ 2020 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p>	Complied								

Criterion / Indicator		Assessment Findings	Compliance
	<p>training needs and documentation, including records of training shall be kept.</p> <p>- Major compliance -</p>	<ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix for 21/05/2022) • Basic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022) • Kursus Authorized Gas Tester & Entrance Supervisor for Confined Space 02/02/2022 (as per Training Matrix for year 2022) • Noise Include Hearing Treatment (as per Training Matrix for June 2022) • Latest First Aid training by SOU level on 09 & 10/05/2021 attend by 5 persons from mill and 28 persons from estate. 	
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate</p> <p>The training Need Analysis or Training Matrix Bukit Hijau Estate for year 2022 was prepared by Assistant Manager En. Muhammad Nurfirdaus bin Rahim, Verified by Senior Assistant and approved by Manager, En. Norazmi bin Ismail.</p> <p>The training matrix are listing all the training need from manager until the operator.</p> <p>Bukit Selarong Estate</p> <p>The training Need Analysis or Training Matrix Bukit Hijau Estate for year 2022 was prepared by Assistant 1, Verified by Senior Assistant and approved by Manager, En. Saiful bin Abdul Halim.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>The training matrix are listing all the training need from manager until the operator.</p> <p>Padang Buluh Estate The training Need Analysis or Training Matrix Bukit Hijau Estate for year 2022 was prepared by Assistant Manager 1, Verified by Senior Assistant and approved by Manager, En. Ermi bin Jauhari.</p> <p>The training matrix are listing all the training need from manager until the operator.</p>	
4.4.6.3	<p>A continuous training programme should be planned and implemented to ensure that all employees are well trained in their job function and responsibility, in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>Bukit Hijau Estate Annual continuous training plan Bukit Hijau Estate also been established for Y2022 as per the training matrix. Sighted the training Matrix was prepared Assistant Manager En. Muhammad Nurfirdaus bin Rahim, Verified by Senior Assistant and approved by Manager, En. Norazmi bin Ismail.</p> <p>Bukit Selarong Estate Annual continuous training plan Bukit Hijau Estate also been established for Y2022 as per the training matrix. Sighted the training Matrix was prepared Assistant 1, Verified by Senior Assistant and approved by Manager, En. Saiful bin Abdul Halim</p> <p>Padang Buluh Estate Annual continuous training plan Bukit Hijau Estate also been established for Y2022 as per the training matrix. Sighted the training Matrix was prepared Assistant, Verified by Senior Assistant and approved by Manager, En. Ermi bin Jauhari.</p>	Complied

Criterion / Indicator	Assessment Findings	Compliance	
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan in compliance with the relevant country and state environmental laws shall be developed, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The existing "Upstream Malaysia, Safety and Health Environmental Policy", signed by CEO of Upstream Malaysia on 01/06/2020 in Bahasa and English been maintained by the estate management. The policy has included management commitment as follows:</p> <ul style="list-style-type: none"> - Comply with standard of effluent and gas emission - Efficient water and energy usage - Reduce the Green House Impact - Waste minimization - Protection of ecosystem and biology diversity <p>Bukit Hijau Estate</p> <p>The policy is well communicated and implemented to the relevant stakeholders. The policy is display on the Notice Board in the office, workers quarters and workshop for public awareness as per pictogram showed. Other communication was channel via stakeholder meeting, as observed in minutes of stakeholder meeting dated on 23/05/2022.</p> <p>Bukit Selarong Estate</p> <p>The policy is well communicated and implemented to the relevant stakeholders. The policy is display on the Notice Board in the office, workers quarters and workshop for public awareness as per pictogram</p>	<p>Complied</p>

Criterion / Indicator		Assessment Findings	Compliance
		<p>showed. Other communication was channel via stakeholder meeting, as observed in minutes of stakeholder meeting dated on 14/04/2022</p> <p>Padang Buluh Estate</p> <p>The policy is well communicated and implemented to the relevant stakeholders. The policy is display on the Notice Board in the office, workers quarters and workshop for public awareness as per pictogram showed. Other communication was channel via stakeholder meeting, as observed in minutes of stakeholder meeting dated on 14/04/2022</p>	
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <p>a) An environmental policy and objectives;</p> <p>b) The aspects and impacts analysis of all operations.</p> <p>- Major compliance -</p>	<p>The Sime Darby Plantation Berhad has documented an environmental improvement with management plan whereby it covers environmental impact assessment, management mitigation & action plan and continuous improvement program. The environmental management plan has included all the environmental impact produce from estate operation. The management has complied with environmental management plan.</p> <p>a) An environmental policy and objectives have been developed, refer to indicator 4.5.1.1</p> <p>b) The aspect and impact analysis have been reviewed on for the year 2022. Sighted in the register of EAI has included all the station available in the mill and new station or machinery will be updated when necessary.</p> <p>Sample of the EAI updated</p> <p><i>Area:</i> Zenoah Blower (Maintain to all estates)</p>	Complied

Criterion / Indicator		Assessment Findings				Compliance								
		<p><i>Activity:</i> Check and start Zenoah Blower Environmental Aspect and Environmental Load Item Spillage – Petrol Release to air – Exhaust Gas</p> <p><i>Activity:</i> Remove Debris from palm circle Environmental Aspect and Environmental Load Item Equipment - Noise</p> <p><i>Activity:</i> Walking from palm to palm Environmental Aspect and Environmental Load Item Equipment - Noise Use of Energy - Manpower</p> <p><i>Environmental Impact</i> All the above load item was recognised as Create Impact</p> <p>Bukit Hijau Estate / Bukit Selarong Estate / Padang Buluh Estate Sighted the EAIA for the year 2021/2022 been verified by estate assistant and approved by Estate Manager.</p>												
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, effectively implemented and monitored. - Major compliance -	<p>Bukit Hijau Estate</p> <table border="1"> <thead> <tr> <th>Issue</th> <th>Action Plan</th> <th>PIC</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Leakage of pesticide</td> <td>To check of the pump in good condition before start the work</td> <td>Storekeeper</td> <td>Completed and on going</td> </tr> </tbody> </table>				Issue	Action Plan	PIC	Remark	Leakage of pesticide	To check of the pump in good condition before start the work	Storekeeper	Completed and on going	Complied
Issue	Action Plan	PIC	Remark											
Leakage of pesticide	To check of the pump in good condition before start the work	Storekeeper	Completed and on going											

Criterion / Indicator		Assessment Findings				Compliance																
		Padang Buluh Estate <table border="1"> <thead> <tr> <th>Issue</th> <th>Action Plan</th> <th>PIC</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Open Burning</td> <td>To ensure no open burning at estate compound Conduct awareness training and briefing to all employee (during muster morning) Hotspot monitoring system</td> <td>Tn Anwar</td> <td>Completed and on going</td> </tr> <tr> <td>Schedule Waste from workshop</td> <td>Collected SDI</td> <td>Rizuwan Rahim</td> <td>Completed and on going</td> </tr> <tr> <td>Spraying near buffer zone</td> <td>Awareness training on no spraying at buffer zone</td> <td>Tn Anwar</td> <td>Completed and on going</td> </tr> </tbody> </table>				Issue	Action Plan	PIC	Remark	Open Burning	To ensure no open burning at estate compound Conduct awareness training and briefing to all employee (during muster morning) Hotspot monitoring system	Tn Anwar	Completed and on going	Schedule Waste from workshop	Collected SDI	Rizuwan Rahim	Completed and on going	Spraying near buffer zone	Awareness training on no spraying at buffer zone	Tn Anwar	Completed and on going	
Issue	Action Plan	PIC	Remark																			
Open Burning	To ensure no open burning at estate compound Conduct awareness training and briefing to all employee (during muster morning) Hotspot monitoring system	Tn Anwar	Completed and on going																			
Schedule Waste from workshop	Collected SDI	Rizuwan Rahim	Completed and on going																			
Spraying near buffer zone	Awareness training on no spraying at buffer zone	Tn Anwar	Completed and on going																			
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	Among the program to promote the positive impact in the estate compound are as follow: a. To reuse water waste from triple rinse for chemical spraying activities. b. To recycle empty chemical container for the spraying purpose. c. Reuse fertilizer bag for loose fruit collection. d. To turn off vehicle engine if idling for a long time. e. To disposed schedule waste to the licensed contractor and to store schedule waste at the SW store under lock and key.				Complied																

Criterion / Indicator		Assessment Findings	Compliance
		This all positive impact is identified in the environmental management plan.	
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that all employees understand the policy and objectives of the environmental management and improvement plans and are working towards achieving the objectives. - Major compliance -	<p>Bukit Hijau Estate Series of training conducted:</p> <ol style="list-style-type: none"> 1. Scheduled Waste Management Training, conducted on 28/3/2022 2. Latihan Penyelenggaraan Alatan Meracun dan taklimat Keselamatan / tumpahan bahan kimia, conducted on 02/09/2021 3. HIRARC- Training of PPE and safe chemical handling conducted on 18/11/2021 <p>Bukit Selarong Estate Series of training conducted:</p> <ol style="list-style-type: none"> 1. HCV Training, conducted on 03/012022 <p>Padang Buluh Estate Series of training conducted:</p> <ol style="list-style-type: none"> 1. Scheduled Waste Training, conducted on 15/02/2022 2. Chemical Spillage Training, conducted on 15/02/2022 	Complied
4.5.1.6	Management shall organize regular meetings with employees where their concerns about environmental quality are discussed. - Major compliance -	<p>Bukit Hijau Estate The environmental matters and discussion were incorporated in the Safety and Health Meeting on 08/03/2022, agenda no. 9 (environmental).</p> <p>Bukit Selarong Estate</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance																				
		<p>The environmental matters and discussion were incorporated in the Management Meeting and NUPW Representative on 28/02/2022, agenda no.8 (environmental).</p> <p>Padang Buluh Estate</p> <p>The environmental matters and discussion were incorporated in the Safety and Health Meeting on 17/03/2022, agenda 4.9 (environmental).</p>																					
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																							
4.5.2.1	<p>Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within an appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity and energy efficiency in the operations over the base period.</p> <p>- Major compliance -</p>	<p>The estate management has kept record of diesel consumption to monitor the trends of the non-renewable energy.</p> <p>Bukit Hijau Estate</p> <p>Sighted document "Monitoring Diesoline Usage per Hectare and Per Tonne FFB Production.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Usage (Litre)</th> <th>Ratio / Ha</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Dec 2021</td> <td>2163</td> <td>1.822</td> <td>1.941</td> </tr> <tr> <td>Nov 2021</td> <td>3219</td> <td>2.711</td> <td>2.965</td> </tr> <tr> <td>Oct 2021</td> <td>4100</td> <td>3.453</td> <td>2.850</td> </tr> <tr> <td>Sept 2021</td> <td>3083</td> <td>2.596</td> <td>2.525</td> </tr> </tbody> </table> <p>Sighted the monitoring of the electricity from TNB been monitored individually of each worker quarter unit. Seen usage of TNB at March 2022. It has found there is excessive usage of TNB for these two individual units</p> <p>House unit B1, total usage of 603kW equivalent to RM233.35</p> <p>House unit B6, total usage of 1028kW equivalent to RM452.65</p>	Month	Usage (Litre)	Ratio / Ha	Ratio / FFB	Dec 2021	2163	1.822	1.941	Nov 2021	3219	2.711	2.965	Oct 2021	4100	3.453	2.850	Sept 2021	3083	2.596	2.525	Complied
Month	Usage (Litre)	Ratio / Ha	Ratio / FFB																				
Dec 2021	2163	1.822	1.941																				
Nov 2021	3219	2.711	2.965																				
Oct 2021	4100	3.453	2.850																				
Sept 2021	3083	2.596	2.525																				

Criterion / Indicator	Assessment Findings	Compliance																																												
	<p>Explanation by the Assistant Manager that the excessive usage due to faulty error the electricity meter, and no deduction is made to this worker as the estate is in progressing replace the faulty unit.</p> <p>Bukit Selarong Estate Sighted document "Monitoring Diesel Use Per Tonne FFB"</p> <table border="1" data-bbox="1048 655 1865 826"> <thead> <tr> <th>Month</th> <th>Usage (Litre)</th> <th>Ratio / Ha</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Dec 2021</td> <td>6030</td> <td></td> <td>2.27</td> </tr> <tr> <td>Nov 2021</td> <td>5990</td> <td></td> <td>2.09</td> </tr> <tr> <td>Oct 2021</td> <td>6931</td> <td></td> <td>2.02</td> </tr> <tr> <td>Sept 2021</td> <td>6491</td> <td></td> <td>1.95</td> </tr> </tbody> </table> <p>Sighted the monitoring of the electricity from TNB been monitored for the office and facility used, for the workers the usage is directed to TNB individual unit, and the payment is direct done by worker to TNB</p> <p>Sighted the "Electricity Bukit Selarong Estate"</p> <table border="1" data-bbox="1048 979 1677 1150"> <thead> <tr> <th>Month</th> <th>Unit (kW)</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Dec 2021</td> <td>30</td> <td>0.01</td> </tr> <tr> <td>Nov 2021</td> <td>30</td> <td>0.01</td> </tr> <tr> <td>Oct 2021</td> <td>31</td> <td>0.01</td> </tr> <tr> <td>Sept 2021</td> <td>30</td> <td>0.01</td> </tr> </tbody> </table> <p>Padang Buluh Estate Sighted document "Monitoring Diesel Use Per Tonne FFB"</p> <table border="1" data-bbox="1048 1278 1677 1378"> <thead> <tr> <th>Month</th> <th>Usage (Litre)</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Dec 2021</td> <td>11240</td> <td>3.34</td> </tr> <tr> <td>Nov 2021</td> <td>9510</td> <td>2.65</td> </tr> </tbody> </table>	Month	Usage (Litre)	Ratio / Ha	Ratio / FFB	Dec 2021	6030		2.27	Nov 2021	5990		2.09	Oct 2021	6931		2.02	Sept 2021	6491		1.95	Month	Unit (kW)	Ratio / FFB	Dec 2021	30	0.01	Nov 2021	30	0.01	Oct 2021	31	0.01	Sept 2021	30	0.01	Month	Usage (Litre)	Ratio / FFB	Dec 2021	11240	3.34	Nov 2021	9510	2.65	
Month	Usage (Litre)	Ratio / Ha	Ratio / FFB																																											
Dec 2021	6030		2.27																																											
Nov 2021	5990		2.09																																											
Oct 2021	6931		2.02																																											
Sept 2021	6491		1.95																																											
Month	Unit (kW)	Ratio / FFB																																												
Dec 2021	30	0.01																																												
Nov 2021	30	0.01																																												
Oct 2021	31	0.01																																												
Sept 2021	30	0.01																																												
Month	Usage (Litre)	Ratio / FFB																																												
Dec 2021	11240	3.34																																												
Nov 2021	9510	2.65																																												

Criterion / Indicator		Assessment Findings				Compliance																				
		<i>Oct 2021</i>	11251	2.49																						
		<i>Sept 2021</i>	10582	2.37																						
		Sighted the monitoring of the electricity from TNB been monitored for the office and facility used, for the workers the usage is directed to TNB individual unit, and the payment is direct done by worker to TNB																								
		Sighted the "Electricity Padang Buluh Estate"																								
		<i>Month</i>	<i>Unit (kW)</i>	<i>Ratio / FFB</i>																						
		<i>Dec 2021</i>	42999	10.04																						
		<i>Nov 2021</i>	40845	8.32																						
		<i>Oct 2021</i>	42006	10.76																						
		<i>Sept 2021</i>	43274	12.25																						
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations. - Major compliance -	<p>Bukit Hijau Estate</p> <p>The estate has maintained record direct usage of diesel and electricity for their own used. It been informed the activity of replanting and FFB transport to the mill is outsource to the contractor, however no evidence estimation of direct usage been done by the contractor.</p> <p>Bukit Selarong Estate</p> <p>The estate has maintained record direct usage of diesel and electricity for their own used and also the usage by its contractor. Seen sample of diesel record for the contractor (Zaituniza – Backhoe Rental)</p> <table border="1"> <thead> <tr> <th><i>Month</i></th> <th><i>Diesel Used (L)</i></th> <th><i>FFB Production</i></th> <th><i>Ratio / FFB</i></th> </tr> </thead> <tbody> <tr> <td><i>Mar'22</i></td> <td>511</td> <td>3846.55</td> <td>0.13</td> </tr> <tr> <td><i>Feb'22</i></td> <td>488</td> <td>3560.76</td> <td>0.14</td> </tr> <tr> <td><i>Jan'22</i></td> <td>511</td> <td>2886.35</td> <td>0.18</td> </tr> <tr> <td><i>Dec'22</i></td> <td>503</td> <td>2660.37</td> <td>0.19</td> </tr> </tbody> </table>				<i>Month</i>	<i>Diesel Used (L)</i>	<i>FFB Production</i>	<i>Ratio / FFB</i>	<i>Mar'22</i>	511	3846.55	0.13	<i>Feb'22</i>	488	3560.76	0.14	<i>Jan'22</i>	511	2886.35	0.18	<i>Dec'22</i>	503	2660.37	0.19	OFI
<i>Month</i>	<i>Diesel Used (L)</i>	<i>FFB Production</i>	<i>Ratio / FFB</i>																							
<i>Mar'22</i>	511	3846.55	0.13																							
<i>Feb'22</i>	488	3560.76	0.14																							
<i>Jan'22</i>	511	2886.35	0.18																							
<i>Dec'22</i>	503	2660.37	0.19																							

Criterion / Indicator		Assessment Findings	Compliance																				
		<p>Seen that the monitoring of diesel been conducted on monthly basis.</p> <p>Padang Buluh Estate</p> <p>The estate has maintained record direct usage of diesel and electricity for their own used and also the usage by its contractor. Seen sample of diesel record for the total contractor (MBSB, TSTC, EK Smart, EM Impian)</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Diesel Used (L)</th> <th>FFB Production</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Apr'22</td> <td>40992</td> <td>4281.86</td> <td>9.57</td> </tr> <tr> <td>Mar'22</td> <td>39988</td> <td>4908.01</td> <td>8.15</td> </tr> <tr> <td>Feb'22</td> <td>40107</td> <td>3904.53</td> <td>10.27</td> </tr> <tr> <td>Jan'22</td> <td>41040</td> <td>3531.85</td> <td>11.62</td> </tr> </tbody> </table> <p>Seen that the monitoring of diesel been conducted on monthly basis. For improvement the estates to closely monitor the consumption of diesel by the contractors involve in the estate operations. Thus, OFI has been raised.</p>	Month	Diesel Used (L)	FFB Production	Ratio / FFB	Apr'22	40992	4281.86	9.57	Mar'22	39988	4908.01	8.15	Feb'22	40107	3904.53	10.27	Jan'22	41040	3531.85	11.62	
Month	Diesel Used (L)	FFB Production	Ratio / FFB																				
Apr'22	40992	4281.86	9.57																				
Mar'22	39988	4908.01	8.15																				
Feb'22	40107	3904.53	10.27																				
Jan'22	41040	3531.85	11.62																				
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	Sighted there is minor application of renewable energy been applied by all estate which is the solar energy for the spotlight.	Complied																				
Criterion 4.5.3: Waste management and disposal																							
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	All waste products and sources of pollution had been identified and documented in the "Waste Management Plan FY2022" and well maintained and distributed to all operating unit under Sime Darby Plantation Berhad. The sampled types of waste identified, and its source of pollution has been stated below:	Complied																				

Criterion / Indicator		Assessment Findings	Compliance																														
		<table border="1"> <thead> <tr> <th colspan="3">Scheduled Waste</th> </tr> <tr> <th>No</th> <th>Aspect</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Rubbish</td> <td>Workers Housing Complex, Office, Workshop, Store, Shop</td> </tr> <tr> <td>2</td> <td>Scrap Metal</td> <td>Scrap Iron</td> </tr> <tr> <td>3</td> <td>Sewage</td> <td>Housing Toiler and Office</td> </tr> <tr> <td>4</td> <td>Not contaminated PPE</td> <td>NIL</td> </tr> <tr> <td>5</td> <td>Used Tyre</td> <td>Workshop</td> </tr> <tr> <td>6</td> <td>Used lubricant</td> <td>Container pesticide / chemical container from lab</td> </tr> <tr> <td>7</td> <td>Schedule Waste</td> <td>SW305, SW306, Waste Lead Acid Batteries SW102- Oil and residue from automatibbe workshop, service station oil grease interceptor</td> </tr> <tr> <td>8</td> <td>Schedule Waste</td> <td>Rags, plastic, papers of filter contaminated with Schedule Waste (SW410)</td> </tr> </tbody> </table>	Scheduled Waste			No	Aspect	Location	1	Rubbish	Workers Housing Complex, Office, Workshop, Store, Shop	2	Scrap Metal	Scrap Iron	3	Sewage	Housing Toiler and Office	4	Not contaminated PPE	NIL	5	Used Tyre	Workshop	6	Used lubricant	Container pesticide / chemical container from lab	7	Schedule Waste	SW305, SW306, Waste Lead Acid Batteries SW102- Oil and residue from automatibbe workshop, service station oil grease interceptor	8	Schedule Waste	Rags, plastic, papers of filter contaminated with Schedule Waste (SW410)	
Scheduled Waste																																	
No	Aspect	Location																															
1	Rubbish	Workers Housing Complex, Office, Workshop, Store, Shop																															
2	Scrap Metal	Scrap Iron																															
3	Sewage	Housing Toiler and Office																															
4	Not contaminated PPE	NIL																															
5	Used Tyre	Workshop																															
6	Used lubricant	Container pesticide / chemical container from lab																															
7	Schedule Waste	SW305, SW306, Waste Lead Acid Batteries SW102- Oil and residue from automatibbe workshop, service station oil grease interceptor																															
8	Schedule Waste	Rags, plastic, papers of filter contaminated with Schedule Waste (SW410)																															
4.5.3.2	<p>A waste management plan to avoid or reduce pollution shall be developed and implemented. The waste management plan should include measures for:</p> <p>a) Identifying and monitoring sources of waste and pollution</p> <p>b) Improving the efficiency of resource utilization and recycling of potential wastes as nutrients or converting them into value-added by-products</p> <p>- Major compliance -</p>	<p>Identifying and monitoring sources of waste and pollution. Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. Sighted the "<i>Waste Management Plan FY2022</i>" listed waste generated by estate with its handling and disposal method as well as person in charge in monitoring the action plan for proper waste management plan.</p> <p>Bukit Hijau Estate Sampled evidence sighted as below:</p> <ul style="list-style-type: none"> Type of Waste: Schedule Waste Description: Used Lubricants, used hydraulic oil, used batteries Location: Workshop 	Complied																														

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Action Plan: All Scheduled waste workshop collected and disposed back to SDI Observation: visited at workshop has confirmed that all the waste due to vehicle maintenance been taken back by SDI and the record been update accordingly. <p>Bukit Selarong Estate Sampled evidence sighted as below:</p> <ul style="list-style-type: none"> Type of Waste: Schedule Waste Description: Clinical Waste Action Plan: Dispose off item through registered purchaser licensed by DOE (Flora Sentosa) Observation: visited at clinic has confirmed that all the waste due to clinical been record properly and manage accordingly <p>Padang Buluh Estate Sampled evidence sighted as below:</p> <ul style="list-style-type: none"> Type of Waste: Industrial Waste Description: Scrap Metal Action Plan: Monitoring of collection and application Observation: visited at clinic has confirmed that all the waste due to clinical been record properly and manage accordingly 	
4.5.3.3	The management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environment Quality Regulations (Scheduled Waste) 2005,	Sime Darby Plantation Berhad management has established Standard Operation Procedure for Scheduled Waste (Hazardous Waste) Management (Doc NO.: SD/SDP/PSQM(ESH)/203-EN1, Revision No.	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
<p>Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal.</p> <p>- Major compliance -</p>	<p>01, Effective Date: 26.02.2015) to ensure proper handling, storage and disposal as accordance with under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974. This SOP is standardized manual for all operating unit under the company.</p> <p>Bukit Hijau Estate The management has maintained the inventory of schedule waste for its SW generated. Sighted the evidence of the 5th Schedule for month of;</p> <p>April 2022 file reference no: A95/130/100/695 date of submission on 30/04/2022 with the SW406 (clinical waste) quantity generated at 0.0001mt generated from the Estate Clinic. Latest waste disposal was carried out on 28/04/2022 refer to consignment no: 2022042818IWDNQ2 contractor of Kualiti Alam Sdn Bhd for the SW404 at the quantity of 0.0004mt. For the vehicle and machinery maintenance, all the work been carried out by the external parties (Sime Darby Industrial) and the Schedule Waste due to this work was taken back by SDI. Seen record of Used oil and filters record dated on 09/03/2022, total Schedule Waste taken back was 120 litre (SW305)</p> <p>Bukit Selarong Estate The management has maintained the inventory of schedule waste for its SW generated. Sighted the evidence of the 5th Schedule for month of;</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>April 2022 file reference no: AS(B)K(KLM)95/130/100/153 date of submission on 29/04/2022 with the SW404 (clinical waste) quantity generated at 0.0001mt generated from the Estate Clinic.</p> <p>Latest waste disposal was carried out on 31/03/2022 refer to consignment no: 2022033121HI2I4N contractor of Kualiti Alam Sdn Bhd for the SW404 at the quantity of 0.0004mt.</p> <p>For the vehicle and machinery maintenance, all the work been carried out by the external parties (Sime Darby Industrial) and the Schedule Waste due to this work was taken back by SDI. Seen record of Used oil and filters record dated on 09/03/2022, total Schedule Waste taken back was 120 litre (SW305). However, walkabout at the Schedule Waste Store has found 9 unit of empty lubrication drum under SW409 category, the SDI has take out the these unit drum on the same day and record it in the "Used Oil & Filters Record" with number 20 nos of Empty drum and 2 nos of filter.</p> <p>Padang Buluh Estate</p> <p>The management has maintained the inventory of schedule waste for its SW generated.</p> <p>Sighted the evidence of the 5th Schedule for month of;</p> <p>April 2022 file reference no: A10/141/108/530 date of submission on 29/04/2022 with the SW404 (clinical waste) quantity generated at 0.0003mt generated from the Estate Clinic.</p> <p>Latest waste disposal was carried out on 16/11/2022 refer to consignment no: 2021111617SD6B7A contractor of Kualiti Alam Sdn Bhd for the SW404 at the quantity of 0.0002mt.</p>	

Criterion / Indicator		Assessment Findings	Compliance
		For the vehicle and machinery maintenance, all the work been carried out by the external parties (Sime Darby Industrial) and the Schedule Waste due to this work was taken back by SDI. Seen record of Used oil and filters record dated on 24/04/2022, total Schedule Waste taken back was 520 litre (SW305).	
4.5.3.4	<p>Empty pesticide containers shall be punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer’s labels should be adhered to. Reference should be made to the national programme on recycling of used HDPE pesticide containers.</p> <p>- Major compliance -</p>	<p>Chemical Dispensing Procedure, ref no: BHE/0C/SOP-V2-19-2020, has been established by Sime Darby Plantation Berhad as a safe working procedure for mixing, storage, and disposal. The empty chemical container must be triple rinsed with clean water, according to this technique. The rinsed water must be collected and stored in a separate container before being used for spraying. If the container is not to be used for recycling, it must be punctured. The empty container should also be labelled and stored correctly. During the site visit, it was noted that the empty containers had been labelled and punctured in accordance with the rules.</p> <p>E Idaman subsidiary company Green Resources Recovery Sdn Bhd is the recycle HDPE contractor for the Bukit Selarong Estate. Seen latest record of disposal the used container was done on 17/02/2022 with the quantity at 190Kg.</p> <p>E Idaman subsidiary company Green Resources Recovery Sdn Bhd is the recycle HDPE contractor for the Padang Buluh Estate. Seen latest record of disposal the used container was done on 17/02/2022 with the quantity at 190Kg. The recycle HDPE been converted to point for estate used for purchase with any grocery items. #trashforcash</p>	Complied
4.5.3.5	<p>Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourses.</p> <p>- Minor compliance -</p>	Domestic garbage was disposed of within the estate grounds. The landfill was enclosed, and a signboard was built, as was witnessed.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>Bukit Hijau Estate The domestic waste is situated at the block 2003C and seen that the waste pit was well manage with the clear indication of safety and environment information.</p> <p>Bukit Selarong Estate The domestic waste is situated at the block 2018D and seen that the waste pit was well manage with the clear indication of safety and environment information.</p> <p>Padang Buluh Estate The domestic waste is situated at the block 2018D and seen that the waste pit was well manage with the clear indication of safety and environment information. It also been informed the estate is practicing the recycle method of the recycle items and converting into redeem point for selected retailers store. Each individual is given the E-Idaman card for the transaction process.</p>	
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	<p>Bukit Hijau Estate The estate management has assessed all the polluting activities in the estate. For the greenhouse gas emission, the assessment is done in the "Monitoring Diesel Usage Per Hectare and Per Tonne FFB Production". Sample of usage as per 4.5.2.1.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																																								
	<p>The GHG Emission is well recorded in the RSPO Palm GHG, seen the date for the year 2021 at 2,743.98 tCO₂e equivalent of 1.90 tCO₂e/ha and 0.16 tCO₂e/t FFB</p> <p>Another document maintained is the "Monitoring Pesticide Usage Per Hectare and Per Tonne FFB production". Sample seen record were</p> <table border="1" data-bbox="1050 609 1865 778"> <thead> <tr> <th><i>Month</i></th> <th><i>Usage</i></th> <th><i>Ratio / Ha</i></th> <th><i>Ratio / FFB</i></th> </tr> </thead> <tbody> <tr> <td><i>Jan 22</i></td> <td>205.71</td> <td>0.186</td> <td>0.241</td> </tr> <tr> <td><i>Feb 22</i></td> <td>155.375</td> <td>0.149</td> <td>0.206</td> </tr> <tr> <td><i>Mar 22</i></td> <td>343.53</td> <td>0.330</td> <td>0.437</td> </tr> <tr> <td><i>Apr 22</i></td> <td>688.42</td> <td>0.661</td> <td>0.869</td> </tr> </tbody> </table> <p>Bukit Selarong Estate</p> <p>The estate management has assessing all the polluting activities in the estate. For the greenhouse gas emission, the assessment is done in the "Monitoring Diesel Usage Per Tonne FFB Production". Sample of usage as per 4.5.2.1.</p> <p>The GHG Emission is well recorded in the RSPO Palm GHG, seen the date for the year 2021 at 7666.11 tCO₂e equivalent of 2.14 tCO₂e/ha and 0.16 tCO₂e/t FFB</p> <p>Another document maintained is the "Monitoring Pesticide Usage Per Hectare and Per Tonne FFB production". Sample seen record were</p> <table border="1" data-bbox="1050 1182 1865 1351"> <thead> <tr> <th><i>Month</i></th> <th><i>Usage</i></th> <th><i>Ratio / Ha</i></th> <th><i>Ratio / FFB</i></th> </tr> </thead> <tbody> <tr> <td><i>Dec 22</i></td> <td>6.27</td> <td>0.002</td> <td>0.002</td> </tr> <tr> <td><i>Jan 22</i></td> <td>13.31</td> <td>0.003</td> <td>0.005</td> </tr> <tr> <td><i>Feb 22</i></td> <td>31.35</td> <td>0.004</td> <td>0.009</td> </tr> <tr> <td><i>Mar 22</i></td> <td>51.19</td> <td>0.014</td> <td>0.014</td> </tr> </tbody> </table>	<i>Month</i>	<i>Usage</i>	<i>Ratio / Ha</i>	<i>Ratio / FFB</i>	<i>Jan 22</i>	205.71	0.186	0.241	<i>Feb 22</i>	155.375	0.149	0.206	<i>Mar 22</i>	343.53	0.330	0.437	<i>Apr 22</i>	688.42	0.661	0.869	<i>Month</i>	<i>Usage</i>	<i>Ratio / Ha</i>	<i>Ratio / FFB</i>	<i>Dec 22</i>	6.27	0.002	0.002	<i>Jan 22</i>	13.31	0.003	0.005	<i>Feb 22</i>	31.35	0.004	0.009	<i>Mar 22</i>	51.19	0.014	0.014	
<i>Month</i>	<i>Usage</i>	<i>Ratio / Ha</i>	<i>Ratio / FFB</i>																																							
<i>Jan 22</i>	205.71	0.186	0.241																																							
<i>Feb 22</i>	155.375	0.149	0.206																																							
<i>Mar 22</i>	343.53	0.330	0.437																																							
<i>Apr 22</i>	688.42	0.661	0.869																																							
<i>Month</i>	<i>Usage</i>	<i>Ratio / Ha</i>	<i>Ratio / FFB</i>																																							
<i>Dec 22</i>	6.27	0.002	0.002																																							
<i>Jan 22</i>	13.31	0.003	0.005																																							
<i>Feb 22</i>	31.35	0.004	0.009																																							
<i>Mar 22</i>	51.19	0.014	0.014																																							

Criterion / Indicator		Assessment Findings	Compliance															
		<p>Padang Buluh Estate</p> <p>The estate management has assessing all the polluting activities in the estate. For the greenhouse gas emission, the assessment is done in the "Monitoring Diesel Usage Per Tonne FFB Production". Sample of usage as per 4.5.2.1.</p> <p>The GHG Emission is well recorded in the RSPO Palm GHG, seen the date for the year 2021 at 4125.85 tCO₂e equivalent of 1.20 tCO₂e/ha and 0.07 tCO₂e/t FFB</p> <p>Another document maintained is the "Monitoring Pesticide Usage Per Hectare and Per Tonne FFB production". Sample seen record were</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Usage</th> <th>Ratio / FFB</th> </tr> </thead> <tbody> <tr> <td>Apr 22</td> <td>86.273</td> <td>0.02</td> </tr> <tr> <td>Marc 22</td> <td>37.233</td> <td>0.006</td> </tr> <tr> <td>Feb 22</td> <td>27.703</td> <td>0.007</td> </tr> <tr> <td>Jan 22</td> <td>15.692</td> <td>0.004</td> </tr> </tbody> </table>	Month	Usage	Ratio / FFB	Apr 22	86.273	0.02	Marc 22	37.233	0.006	Feb 22	27.703	0.007	Jan 22	15.692	0.004	
Month	Usage	Ratio / FFB																
Apr 22	86.273	0.02																
Marc 22	37.233	0.006																
Feb 22	27.703	0.007																
Jan 22	15.692	0.004																
4.5.4.2	<p>An action plan to reduce identified significant pollutants and emissions shall be established and implemented.</p> <p>- Major compliance -</p>	Plan for to reduce the significant pollutant and emission is incorporated in the Environmental Management Plan	Complied															
Criterion 4.5.5: Natural water resources																		
4.5.5.1	<p>The management shall establish a water management plan to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include:</p> <p>a. Assessment of water usage and sources of supply.</p>	<p>Bukit Hijau Estate</p> <p>Water Management Plan for FY2022 is sighted.</p> <p>a. Water usage for domestic is supplied from state company (Syarikat Air Darul Aman). Record usage is maintained on monthly basis. Individually monitoring of domestic usage is carried out.</p>	Complied															

Criterion / Indicator	Assessment Findings	Compliance
<p>b. Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the estate’s current activities.</p> <p>c. Ways to optimize water and nutrient usage to reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).</p> <p>d. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before planting or replanting, along all natural waterways within the estate.</p> <p>e. Where natural vegetation in riparian areas has been removed, a plan with a timetable for restoration shall be established and implemented.</p> <p>f. Where bore well is being use for water supply, the level of the ground water table should be measured at least annually.</p> <p>- Major compliance -</p>	<p>b. Monitoring of the outgoing water been done at the Sungai Selambau at the Patani Para Division. Seen the report sampling of “Pesticide Analysis Test Report” dated on 18/3/2022 to the three point (upstream, midstream, downstream) has indicated non detection of any pesticide trace.</p> <p>c. Sighted there is water reservoirs in the estate for the usage of nursery</p> <p>d. Seen that the riparian buffer zone been maintained properly</p> <p>e. Non applicable in view no riparian area been removed</p> <p>f. No bore well is available in the estate.</p> <p>Bukit Selarong Estate Water Management Plan for FY2022 is sighted.</p> <p>a. Water usage for domestic is supplied from state company (Syarikat Air Darul Aman). Record usage is maintained on monthly basis. Individually monitoring of domestic usage is carried out.</p> <p>b. Monitoring of the outgoing water been done at the Sungai Sedim at the Main Division. Seen the report sampling of “Pesticide Analysis Test Report” dated on 02/04/2022 to the three point (upstream, midstream, downstream) has shown all the test result is within parameters of Natural Waterways/Surface Water.</p> <p>c. Sighted there is water stream “Sungai Sedim” in the estate, and the maintaining riparian been maintained</p> <p>d. Seen that the riparian buffer zone been maintained properly</p> <p>e. Non applicable in view no riparian area been removed</p> <p>f. No bore well is available in the estate</p>	

Criterion / Indicator		Assessment Findings	Compliance
		<p>Padang Buluh Estate Water Management Plan for FY2022 is sighted.</p> <ol style="list-style-type: none"> a. Water usage for domestic is supplied from state company (Syarikat Air Darul Aman). Record usage is maintained on monthly basis. Individually monitoring of domestic usage is carried out. b. Monitoring of the outgoing water been done at the Sungai Jerong at the Main Division. Seen the report sampling of "Pesticide Analysis Test Report" dated on 07/3/2022 to the three point (upstream, midstream, downstream) has shown all the test result were non-Detected of Natural Waterways/Surface Water. c. Sighted there is water stream "Sungai Sedim" in the estate, and the maintaining riparian been maintained d. Seen that the riparian buffer zone been maintained properly e. Non applicable in view no riparian area been removed f. No bore well is available in the estate 	
4.5.5.2	<p>No construction of bunds, weirs and dams across main rivers or waterways passing through an estate. - Minor compliance -</p>	No bunds, weirs or dams were sighted across main rivers and waterways in all estates.	Complied
4.5.5.3	<p>Water harvesting practices should be implemented (e.g. water from road-side drains can be directed and stored in conservation terraces and various natural receptacles). - Minor compliance -</p>	The practice water harvesting of water from road-side drains being directed and stored in conservation roadside pits was observed in all estates.	Complied
<p>Criterion 4.5.6: Status of rare, threatened, or endangered species and high biodiversity value</p>			

Criterion / Indicator	Assessment Findings	Compliance
<p>4.5.6.1 Information shall be collated that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). This information should cover:</p> <ul style="list-style-type: none"> a) Identification of high biodiversity value habitats, such as rare and threatened ecosystems, that could be significantly affected by the grower(s) activities. b) Conservation status (<i>e.g.</i> The International Union on Conservation of Nature and Natural Resources (IUCN) status on legal protection, population status and habitat requirements of rare, threatened, or endangered species), that could be significantly affected by the grower(s) activities. <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has conducted HCV and Biodiversity Assessment for all operating units by SDP-PSQM Department with support from R&D Department. Observed the report "High Conservation Value Final Report" For Strategic Operating Unit on March 2017. As of to date, no rare, threatened and endangered species were found roaming in the estate compound except for the common species such as monkey, snakes, birds and wild boar.</p> <p>Based on the HCV report, the wildlife in plantation recognized under the SOU 1 is Least concern (under IUCN) and while identified some of its under Protected in the Wildlife Conservation Act 2010, as sampled:</p> <p>Birds</p> <ul style="list-style-type: none"> a) White-throated king fisher (Totally Protected Wildlife) b) Crested serpent eagle (Totally Protected Wildlife) c) Barn owl (Totally Protected Wildlife) <p>Mammals</p> <ul style="list-style-type: none"> a) Wild Board (Protected Wildlife – Hunted Species) b) Leopard cat (Totally Protected Wildlife) 	<p>Complied</p>
<p>4.5.6.2 If rare, threatened or endangered species, or high biodiversity value, are present, appropriate measures for management planning and operations should include:</p> <ul style="list-style-type: none"> a) Ensuring that any legal requirements relating to the protection of the species are met. b) Discouraging any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to 	<p>Based on the HCV report, there is no category RTE species been identified under SOU 1.</p> <p>According to the HCV Environmental Management Plan, every occurrence of animal interaction or indicators of wildlife entering the estate compound must be immediately reported to the Wildlife Department by the estate management hall. The estate will also</p>	<p>Complied</p>

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
	resolve human-wildlife conflicts. - Major compliance -	perform employee awareness training, instructing them not to disturb or hunt any wildlife.	
4.5.6.3	A management plan to comply with Indicator 1 shall be established and effectively implemented, if required. - Major compliance -	<p>Management Plan for the HCV been established. Seen the plan for the year 2022 of its objectives and target.</p> <p><i>Scope</i></p> <ul style="list-style-type: none"> Wildlife Monitoring <p><i>Objective</i></p> <ul style="list-style-type: none"> To monitor and record <p><i>Programme</i></p> <ul style="list-style-type: none"> Monitoring conduct by AP <p><i>PIC</i></p> <ul style="list-style-type: none"> AP <p><i>Remark</i></p> <ul style="list-style-type: none"> HCV Monitoring (Monthly) <p>Seen that the monitoring of the HCV been conducted on monthly basis accordingly to the management plan. Latest monitoring was done on 17/01/2022 by the AP of Bukit Selarong Estate.</p>	Complied
Criterion 4.5.7: Zero burning practices			
4.5.7.1	Use of fire for waste disposal and for preparing land for oil palm cultivation or replanting shall be avoided except in specific situations, as identified in regional best practice. - Major compliance -	No fire marks were observed during the site visit. As for replanting program, the estate management chipped the felled trunk in order to make it decay.	Complied
4.5.7.2	A special approval from the relevant authorities shall be sought in areas where the previous crop is highly diseased and where	Not applicable since there is no fire been used.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	there is a significant risk of disease spread or continuation into the next crop. - Major compliance -		
4.5.7.3	Where controlled burning is allowed, it shall be carried out as prescribed by the Environmental Quality (Declared Activities) (Open Burning) Order 2003 or other applicable laws. - Major compliance -	Not applicable since there is no fire been used.	Not Applicable
4.5.7.4	Previous crops should be felled or mowed down, chipped and shredded, windrowed or pulverized or ploughed and mulched. - Minor compliance -	The estate management chipped and shredded the oil palm trunk during the replanting program.	Complied
4.6 Principle 6: Best Practices			
Criterion 4.6.1: Site Management			
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	<p>Bukit Hijau Estate Annual Budget for FY2022 is available and sighted. The budget has demonstrated the attention to economic and financial viability through long-term management planning. Among information included: FFB projected, costing details, cash flow, general charges and maintenance cost, summary of manufacturing expenses, capital expenditure, details expenditure of manufacturing, maintenance and repair schedule, vehicle and engine running schedule.</p> <p>Bukit Selarong Estate Annual Budget for FY2022 is available and sighted. The budget has demonstrated the attention to economic and financial viability through</p>	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																								
	<p>long-term management planning. Among information included: FFB projected, costing details, cash flow, general charges and maintenance cost, summary of manufacturing expenses, capital expenditure, details expenditure of manufacturing, maintenance and repair schedule, vehicle and engine running schedule.</p> <p>Bukit Selarong Estate Budget 2022</p> <table border="0"> <tr> <td>Items Description</td> <td>Budget 2022</td> </tr> <tr> <td>Mature HA</td> <td>2716.60</td> </tr> <tr> <td>Diesel</td> <td>RM2.51/litre</td> </tr> <tr> <td>OP Mature Upkeep</td> <td>RM 1,361,387</td> </tr> <tr> <td>OP Mature Manuring</td> <td>RM 5,687,110</td> </tr> <tr> <td>OP Mature Harvesting and Collection</td> <td>RM 2,820,014</td> </tr> <tr> <td>OP Transport</td> <td>RM 2,613,683</td> </tr> <tr> <td>OP Mature Expense</td> <td>RM 12,482,194</td> </tr> <tr> <td>Crop</td> <td>48791.60mt</td> </tr> <tr> <td>Yield/ha</td> <td>17.96mt/ha</td> </tr> <tr> <td>OER %</td> <td>21.26%</td> </tr> <tr> <td>KER %</td> <td>6.03%</td> </tr> </table> <p>Padang Buluh Estate</p> <p>Annual Budget for FY2022 is available and sighted. The budget has demonstrated the attention to economic and financial viability through long-term management planning. Among information included: FFB projected, costing details, cash flow, general charges and maintenance</p>	Items Description	Budget 2022	Mature HA	2716.60	Diesel	RM2.51/litre	OP Mature Upkeep	RM 1,361,387	OP Mature Manuring	RM 5,687,110	OP Mature Harvesting and Collection	RM 2,820,014	OP Transport	RM 2,613,683	OP Mature Expense	RM 12,482,194	Crop	48791.60mt	Yield/ha	17.96mt/ha	OER %	21.26%	KER %	6.03%	
Items Description	Budget 2022																									
Mature HA	2716.60																									
Diesel	RM2.51/litre																									
OP Mature Upkeep	RM 1,361,387																									
OP Mature Manuring	RM 5,687,110																									
OP Mature Harvesting and Collection	RM 2,820,014																									
OP Transport	RM 2,613,683																									
OP Mature Expense	RM 12,482,194																									
Crop	48791.60mt																									
Yield/ha	17.96mt/ha																									
OER %	21.26%																									
KER %	6.03%																									

Criterion / Indicator		Assessment Findings	Compliance																								
		<p>cost, summary of manufacturing expenses, capital expenditure, details expenditure of manufacturing, maintenance and repair schedule, vehicle and engine running schedule.</p> <p>Padang Buluh Estate Annual Budget for FY2022 is available and sighted. The budget has demonstrated the attention to economic and financial viability through long-term management planning. Among information included: FFB projected, costing details, cash flow, general charges and maintenance cost, summary of manufacturing expenses, capital expenditure, details expenditure of manufacturing, maintenance and repair schedule, vehicle and engine running schedule.</p> <p>Padang Buluh Estate Budget 2022</p> <table border="1"> <thead> <tr> <th>Items Description</th> <th>Budget 2022</th> </tr> </thead> <tbody> <tr> <td>Mature HA</td> <td>3283.00</td> </tr> <tr> <td>Diesel</td> <td>RM2.51/litre</td> </tr> <tr> <td>OP Mature Upkeep</td> <td>RM 2,205,463.08</td> </tr> <tr> <td>OP Mature Manuring</td> <td>RM 7,110,126.31</td> </tr> <tr> <td>OP Mature Harvesting and Collection</td> <td>RM 3,744,687.48</td> </tr> <tr> <td>OP Transport</td> <td>RM 2,442,370.69</td> </tr> <tr> <td>OP Mature Expense</td> <td>RM 15,502,647.56</td> </tr> <tr> <td>Crop</td> <td>58,985.17mt</td> </tr> <tr> <td>Yield/ha</td> <td>18.50mt/ha</td> </tr> <tr> <td>OER %</td> <td>21.05%</td> </tr> <tr> <td>KER %</td> <td>5.64%</td> </tr> </tbody> </table>	Items Description	Budget 2022	Mature HA	3283.00	Diesel	RM2.51/litre	OP Mature Upkeep	RM 2,205,463.08	OP Mature Manuring	RM 7,110,126.31	OP Mature Harvesting and Collection	RM 3,744,687.48	OP Transport	RM 2,442,370.69	OP Mature Expense	RM 15,502,647.56	Crop	58,985.17mt	Yield/ha	18.50mt/ha	OER %	21.05%	KER %	5.64%	
Items Description	Budget 2022																										
Mature HA	3283.00																										
Diesel	RM2.51/litre																										
OP Mature Upkeep	RM 2,205,463.08																										
OP Mature Manuring	RM 7,110,126.31																										
OP Mature Harvesting and Collection	RM 3,744,687.48																										
OP Transport	RM 2,442,370.69																										
OP Mature Expense	RM 15,502,647.56																										
Crop	58,985.17mt																										
Yield/ha	18.50mt/ha																										
OER %	21.05%																										
KER %	5.64%																										
4.6.1.2	Where oil palm is grown within permitted levels on sloping land,	Bukit Hijau Estate	Complied																								

Criterion / Indicator		Assessment Findings				Compliance																																
	<p>appropriate soil conservation measures shall be implemented to prevent both soil erosion as well as siltation of drains and waterways. Measures shall be put in place to prevent contamination of surface and groundwater through runoff of either soil, nutrients or chemicals.</p> <p>- Major compliance -</p>	<p>Estate has implemented appropriate soil conservation measures where oil palm grown within permitted levels on sloping land to prevent soil erosion by construction of terrace for oil palm planting. During audit, it was verified that estate area as below:</p> <table border="1"> <thead> <tr> <th>SLOPE</th> <th>HA</th> <th>%</th> <th>Terrain</th> </tr> </thead> <tbody> <tr> <td>0° to 2°</td> <td>75.03</td> <td>2.14</td> <td>FLAT</td> </tr> <tr> <td>2° to 6°</td> <td>3,026.91</td> <td>86.51</td> <td>UNDULATING</td> </tr> <tr> <td>6° to 12°</td> <td>301.12</td> <td>8.61</td> <td>TERRACES</td> </tr> <tr> <td>12° to 20°</td> <td>95.82</td> <td>2.74</td> <td>Hilly</td> </tr> <tr> <td>20° to 25°</td> <td>0</td> <td>0</td> <td>Hilly</td> </tr> <tr> <td>>25°</td> <td>0</td> <td>0</td> <td>Hilly</td> </tr> <tr> <td>TOTAL</td> <td>3,498.88</td> <td>100</td> <td></td> </tr> </tbody> </table>				SLOPE	HA	%	Terrain	0° to 2°	75.03	2.14	FLAT	2° to 6°	3,026.91	86.51	UNDULATING	6° to 12°	301.12	8.61	TERRACES	12° to 20°	95.82	2.74	Hilly	20° to 25°	0	0	Hilly	>25°	0	0	Hilly	TOTAL	3,498.88	100		
	SLOPE	HA	%	Terrain																																		
0° to 2°	75.03	2.14	FLAT																																			
2° to 6°	3,026.91	86.51	UNDULATING																																			
6° to 12°	301.12	8.61	TERRACES																																			
12° to 20°	95.82	2.74	Hilly																																			
20° to 25°	0	0	Hilly																																			
>25°	0	0	Hilly																																			
TOTAL	3,498.88	100																																				
	<p>Bukit Selarong Estate</p> <p>Estate has implemented appropriate soil conservation measures where oil palm grown within permitted levels on sloping land to prevent soil erosion by construction of terrace for oil palm planting. During audit, it was verified that estate area as below:</p> <table border="1"> <thead> <tr> <th>SLOPE</th> <th>HA</th> <th>%</th> <th>Terrain</th> </tr> </thead> <tbody> <tr> <td>0° to 2°</td> <td>286.00</td> <td>11.00</td> <td>FLAT</td> </tr> <tr> <td>2° to 6°</td> <td>650.00</td> <td>25.00</td> <td>UNDULATING</td> </tr> <tr> <td>6° to 12°</td> <td>965.41</td> <td>37.00</td> <td>TERRACES</td> </tr> <tr> <td>12° to 20°</td> <td>535.60</td> <td>20.60</td> <td>Hilly</td> </tr> <tr> <td>20° to 25°</td> <td>113.62</td> <td>4.37</td> <td>Hilly</td> </tr> <tr> <td>>25°</td> <td>52.79</td> <td>2.03</td> <td>Hilly</td> </tr> <tr> <td>TOTAL</td> <td>2,603.42</td> <td>100</td> <td></td> </tr> </tbody> </table>				SLOPE	HA	%	Terrain	0° to 2°	286.00	11.00	FLAT	2° to 6°	650.00	25.00	UNDULATING	6° to 12°	965.41	37.00	TERRACES	12° to 20°	535.60	20.60	Hilly	20° to 25°	113.62	4.37	Hilly	>25°	52.79	2.03	Hilly	TOTAL	2,603.42	100			
SLOPE	HA	%	Terrain																																			
0° to 2°	286.00	11.00	FLAT																																			
2° to 6°	650.00	25.00	UNDULATING																																			
6° to 12°	965.41	37.00	TERRACES																																			
12° to 20°	535.60	20.60	Hilly																																			
20° to 25°	113.62	4.37	Hilly																																			
>25°	52.79	2.03	Hilly																																			
TOTAL	2,603.42	100																																				
		<p>Padang Buluh Estate</p>																																				

Criterion / Indicator		Assessment Findings				Compliance																																
		Estate has implemented appropriate soil conservation measures where oil palm grown within permitted levels on sloping land to prevent soil erosion by construction of terrace for oil palm planting. During audit, it was verified that estate area as below: <table border="1" data-bbox="1048 566 1870 837"> <thead> <tr> <th>SLOPE</th> <th>HA</th> <th>%</th> <th>Terrain</th> </tr> </thead> <tbody> <tr> <td>0° to 2°</td> <td>2911.00</td> <td>84</td> <td>FLAT</td> </tr> <tr> <td>2° to 6°</td> <td>172.00</td> <td>5</td> <td>UNDULATING</td> </tr> <tr> <td>6° to 12°</td> <td>364.00</td> <td>11</td> <td>TERRACES</td> </tr> <tr> <td>12° to 20°</td> <td>0.00</td> <td>0</td> <td>Hilly</td> </tr> <tr> <td>20° to 25°</td> <td>0.00</td> <td>0</td> <td>Hilly</td> </tr> <tr> <td>>25°</td> <td>0.00</td> <td>0</td> <td>Hilly</td> </tr> <tr> <td>TOTAL</td> <td>3447</td> <td>100</td> <td></td> </tr> </tbody> </table>				SLOPE	HA	%	Terrain	0° to 2°	2911.00	84	FLAT	2° to 6°	172.00	5	UNDULATING	6° to 12°	364.00	11	TERRACES	12° to 20°	0.00	0	Hilly	20° to 25°	0.00	0	Hilly	>25°	0.00	0	Hilly	TOTAL	3447	100		
SLOPE	HA	%	Terrain																																			
0° to 2°	2911.00	84	FLAT																																			
2° to 6°	172.00	5	UNDULATING																																			
6° to 12°	364.00	11	TERRACES																																			
12° to 20°	0.00	0	Hilly																																			
20° to 25°	0.00	0	Hilly																																			
>25°	0.00	0	Hilly																																			
TOTAL	3447	100																																				
4.6.1.3	A visual identification or reference system shall be established for each field. - Major compliance -	<p>Bukit Hijau Estate</p> <p>During audit visit to harvesting area 2003N, filling soil at polybag nursery, 2003B landfill, clinic, workers quarters, Surau and sighted that estate have maintained block marking.</p> <p>Estate already established complete block marking that contains SPH, hectare of the area, planting material and year of planting.</p> <p>Sighted the evidence the block marking at all block. Total block are 18 blocks are mature and 4 blocks under immature area.</p> <p>Bukit Selarong Estate</p> <p>During audit visit to field 1995B circle spraying use STGEO 101 activities by machine specialist, harvesting and loading FFB work by three workers at field 2015A, 2003B landfill, workers quarters, Surau and sighted that estate have maintained block marking.</p>				Complied																																

Criterion / Indicator		Assessment Findings	Compliance
		<p>Estate already established complete block marking that contains SPH, hectare of the area, planting material and year of planting. Sighted the evidence the block marking at all block.</p> <p>Bukit Selarong Estate During audit visit to harvesting area 2011A, 2001 landfill nearby below TNB main cable, circle spray activity using ST 101 Geo at block 2008A, workers quarters, Surau and sighted that estate have maintained block marking.</p> <p>Estate already established complete block marking that contains SPH, hectare of the area, planting material and year of planting. Sighted the evidence the block marking at all block.</p>	
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	<p>A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate The management has established three years business plan to demonstrate attention to economic and financial viability through long-term management planning. The plan should covers such as:</p> <ul style="list-style-type: none"> • Type of crop – Oil Palm • Type of planting material - DXP • Crop production – For year 2021 budget crop 9,400mt For year 2022 budget crop 10,000mt For year 2023 budget crop 10,000mt • Cost of production for year 2021 	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance																																				
		<ul style="list-style-type: none"> Price forecast – RM900.00/mt <table border="0" style="width: 100%;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,375,00.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 240,000.00</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 450,000.00</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 1,047,000.00</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">RM 423,000.00</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 964,800.00</td> </tr> </table> Cost of production for year 2022 Price forecast – RM915.00/mt <table border="0" style="width: 100%;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,400,000.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 250,000.00</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 400,000.00</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 800,000.00</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">RM 350,000.00</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 800,000.00</td> </tr> </table> Cost of production for year 2023 Price forecast – RM905.00/mt <table border="0" style="width: 100%;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,330,000.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 267,000.00</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 380,000.00</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 700,000.00</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">RM 350,000.00</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 722,000.00</td> </tr> </table> 	Manpower cost	RM 1,375,00.00	Field Maintenance Cost	RM 240,000.00	Fertilizer and chemicals	RM 450,000.00	Office Cost	RM 1,047,000.00	Depreciation	RM 423,000.00	Profit (revenue cost)	RM 964,800.00	Manpower cost	RM 1,400,000.00	Field Maintenance Cost	RM 250,000.00	Fertilizer and chemicals	RM 400,000.00	Office Cost	RM 800,000.00	Depreciation	RM 350,000.00	Profit (revenue cost)	RM 800,000.00	Manpower cost	RM 1,330,000.00	Field Maintenance Cost	RM 267,000.00	Fertilizer and chemicals	RM 380,000.00	Office Cost	RM 700,000.00	Depreciation	RM 350,000.00	Profit (revenue cost)	RM 722,000.00	
Manpower cost	RM 1,375,00.00																																						
Field Maintenance Cost	RM 240,000.00																																						
Fertilizer and chemicals	RM 450,000.00																																						
Office Cost	RM 1,047,000.00																																						
Depreciation	RM 423,000.00																																						
Profit (revenue cost)	RM 964,800.00																																						
Manpower cost	RM 1,400,000.00																																						
Field Maintenance Cost	RM 250,000.00																																						
Fertilizer and chemicals	RM 400,000.00																																						
Office Cost	RM 800,000.00																																						
Depreciation	RM 350,000.00																																						
Profit (revenue cost)	RM 800,000.00																																						
Manpower cost	RM 1,330,000.00																																						
Field Maintenance Cost	RM 267,000.00																																						
Fertilizer and chemicals	RM 380,000.00																																						
Office Cost	RM 700,000.00																																						
Depreciation	RM 350,000.00																																						
Profit (revenue cost)	RM 722,000.00																																						

Criterion / Indicator	Assessment Findings	Compliance														
	<p>Bukit Selarong Estate</p> <p>The Bukit Selarong Estate management has established three years business plan to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>The plan should covers such as:</p> <ul style="list-style-type: none"> • Type of crop – Oil Palm • Type of planting material - DXP • Crop production – For year 2021 budget crop 46818.46mt For year 2022 budget crop 48791.60mt For year 2023 budget crop 52964.28mt <ul style="list-style-type: none"> • Cost of production for year 2021 • Price forecast – RM900.00/mt <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Manpower cost</td> <td style="text-align: right;">RM 1,008,254.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 1,297,660.00</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 4,254,486.00</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 1,915,112.00</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 33,660,688.00</td> </tr> </table> <ul style="list-style-type: none"> • Cost of production for year 2022 • Price forecast – RM915.00/mt <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Manpower cost</td> <td style="text-align: right;">RM 1,224,580.00</td> </tr> </table>	Manpower cost	RM 1,008,254.00	Field Maintenance Cost	RM 1,297,660.00	Fertilizer and chemicals	RM 4,254,486.00	Office Cost	RM 1,915,112.00	Depreciation	Nil	Profit (revenue cost)	RM 33,660,688.00	Manpower cost	RM 1,224,580.00	
Manpower cost	RM 1,008,254.00															
Field Maintenance Cost	RM 1,297,660.00															
Fertilizer and chemicals	RM 4,254,486.00															
Office Cost	RM 1,915,112.00															
Depreciation	Nil															
Profit (revenue cost)	RM 33,660,688.00															
Manpower cost	RM 1,224,580.00															

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																						
	<table border="0"> <tr> <td>Field Maintenance Cost</td> <td>RM 1,361,387.16</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td>RM 6,172,347.63</td> </tr> <tr> <td>Office Cost</td> <td>RM 2,174,172.00</td> </tr> <tr> <td>Depreciation</td> <td>Nil</td> </tr> <tr> <td>Profit (revenue cost)</td> <td>RM 33,711,827.20</td> </tr> </table> <ul style="list-style-type: none"> • Cost of production for year 2023 • Price forecast – RM905.00/mt <table border="0"> <tr> <td>Manpower cost</td> <td>RM 1,408,238.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td>RM 1,226,732.12</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td>RM 6,277,457.00</td> </tr> <tr> <td>Office Cost</td> <td>RM 2,224,599.00</td> </tr> <tr> <td>Depreciation</td> <td>Nil</td> </tr> <tr> <td>Profit (revenue cost)</td> <td>RM 36,795,393.88</td> </tr> </table> <p>The Padang Buluh Estate management has established three years business plan to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>The plan should covers such as:</p> <ul style="list-style-type: none"> • Type of crop – Oil Palm • Type of planting material - DXP • Crop production – For year 2021 budget crop 58,985.17mt For year 2022 budget crop 58,982.00mt For year 2023 budget crop 55,750.00mt 	Field Maintenance Cost	RM 1,361,387.16	Fertilizer and chemicals	RM 6,172,347.63	Office Cost	RM 2,174,172.00	Depreciation	Nil	Profit (revenue cost)	RM 33,711,827.20	Manpower cost	RM 1,408,238.00	Field Maintenance Cost	RM 1,226,732.12	Fertilizer and chemicals	RM 6,277,457.00	Office Cost	RM 2,224,599.00	Depreciation	Nil	Profit (revenue cost)	RM 36,795,393.88	
Field Maintenance Cost	RM 1,361,387.16																							
Fertilizer and chemicals	RM 6,172,347.63																							
Office Cost	RM 2,174,172.00																							
Depreciation	Nil																							
Profit (revenue cost)	RM 33,711,827.20																							
Manpower cost	RM 1,408,238.00																							
Field Maintenance Cost	RM 1,226,732.12																							
Fertilizer and chemicals	RM 6,277,457.00																							
Office Cost	RM 2,224,599.00																							
Depreciation	Nil																							
Profit (revenue cost)	RM 36,795,393.88																							

Criterion / Indicator	Assessment Findings	Compliance																														
	<ul style="list-style-type: none"> • Cost of production for year 2021 • Price forecast – RM900.00/mt <table style="margin-left: 20px; border: none;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,310,730.20</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 1,686,958.00</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 5,530,831.80</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 2,489,645.60</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 43,758,894.40</td> </tr> </table> • Cost of production for year 2022 • Price forecast – RM915.00/mt <table style="margin-left: 20px; border: none;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,591,954.00</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 1,769,803.31</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 8,024,051.92</td> </tr> <tr> <td>Office Cost</td> <td style="text-align: right;">RM 2,826,423.60</td> </tr> <tr> <td>Depreciation</td> <td style="text-align: right;">Nil</td> </tr> <tr> <td>Profit (revenue cost)</td> <td style="text-align: right;">RM 43,825,375.36</td> </tr> </table> • Cost of production for year 2023 • Price forecast – RM905.00/mt <table style="margin-left: 20px; border: none;"> <tr> <td>Manpower cost</td> <td style="text-align: right;">RM 1,830,709.40</td> </tr> <tr> <td>Field Maintenance Cost</td> <td style="text-align: right;">RM 1,594,751.76</td> </tr> <tr> <td>Fertilizer and chemicals</td> <td style="text-align: right;">RM 8,160,694.10</td> </tr> </table> 	Manpower cost	RM 1,310,730.20	Field Maintenance Cost	RM 1,686,958.00	Fertilizer and chemicals	RM 5,530,831.80	Office Cost	RM 2,489,645.60	Depreciation	Nil	Profit (revenue cost)	RM 43,758,894.40	Manpower cost	RM 1,591,954.00	Field Maintenance Cost	RM 1,769,803.31	Fertilizer and chemicals	RM 8,024,051.92	Office Cost	RM 2,826,423.60	Depreciation	Nil	Profit (revenue cost)	RM 43,825,375.36	Manpower cost	RM 1,830,709.40	Field Maintenance Cost	RM 1,594,751.76	Fertilizer and chemicals	RM 8,160,694.10	
Manpower cost	RM 1,310,730.20																															
Field Maintenance Cost	RM 1,686,958.00																															
Fertilizer and chemicals	RM 5,530,831.80																															
Office Cost	RM 2,489,645.60																															
Depreciation	Nil																															
Profit (revenue cost)	RM 43,758,894.40																															
Manpower cost	RM 1,591,954.00																															
Field Maintenance Cost	RM 1,769,803.31																															
Fertilizer and chemicals	RM 8,024,051.92																															
Office Cost	RM 2,826,423.60																															
Depreciation	Nil																															
Profit (revenue cost)	RM 43,825,375.36																															
Manpower cost	RM 1,830,709.40																															
Field Maintenance Cost	RM 1,594,751.76																															
Fertilizer and chemicals	RM 8,160,694.10																															

Criterion / Indicator		Assessment Findings		Compliance																																				
		Office Cost	RM 2,891,978.70																																					
		Depreciation	Nil																																					
		Profit (revenue cost)	RM 47,834,012.04																																					
4.6.2.2	Where applicable, an annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years. - Major compliance -	<p>Bukit Hijau Estate An annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>HA</th> <th>BLOCK</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>251.06</td> <td>2022A, B, C, D & E</td> </tr> <tr> <td>2023</td> <td>227.15</td> <td>2023A, B & C</td> </tr> <tr> <td>2024</td> <td>178.94</td> <td>2024A & B</td> </tr> <tr> <td>2025</td> <td>113.36</td> <td>2025A & B</td> </tr> </tbody> </table> <p>Bukit Selarong Estate An annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>HA</th> <th>BLOCK</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>353.88</td> <td>2022A, B, C, D & E</td> </tr> <tr> <td>2023</td> <td>321.94</td> <td>2023A, B, C, D & E</td> </tr> <tr> <td>2024</td> <td>321.94</td> <td>2025A, B, C & D</td> </tr> <tr> <td>2025</td> <td>242.59</td> <td>2026A, B, C, D & E</td> </tr> </tbody> </table> <p>Padang Buluh Estate An annual replanting programme shall be established. Long term replanting programme should be established and review annually, where applicable every 3-5 years.</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>HA</th> <th>BLOCK</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>		YEAR	HA	BLOCK	2022	251.06	2022A, B, C, D & E	2023	227.15	2023A, B & C	2024	178.94	2024A & B	2025	113.36	2025A & B	YEAR	HA	BLOCK	2022	353.88	2022A, B, C, D & E	2023	321.94	2023A, B, C, D & E	2024	321.94	2025A, B, C & D	2025	242.59	2026A, B, C, D & E	YEAR	HA	BLOCK				Complied
YEAR	HA	BLOCK																																						
2022	251.06	2022A, B, C, D & E																																						
2023	227.15	2023A, B & C																																						
2024	178.94	2024A & B																																						
2025	113.36	2025A & B																																						
YEAR	HA	BLOCK																																						
2022	353.88	2022A, B, C, D & E																																						
2023	321.94	2023A, B, C, D & E																																						
2024	321.94	2025A, B, C & D																																						
2025	242.59	2026A, B, C, D & E																																						
YEAR	HA	BLOCK																																						

Criterion / Indicator		Assessment Findings			Compliance
		2022	154.00	2022A, 2022B	
		2023	143.0	2023A, 2023B	
		2024	163.00	2024A, 2024B	
		2025	86.00	2025A	
4.6.2.3	<p>The business or management plan may contain:</p> <ul style="list-style-type: none"> a) Attention to quality of planting materials and FFB b) Crop projection: site yield potential, age profile, FFB yield trends c) Cost of production: cost per tonne of FFB d) Price forecast e) Financial indicators: cost benefit, discounted cash flow, return on investment <p>- Major compliance -</p>	<p>Bukit Hijau Estate The plan should cover such as:</p> <ul style="list-style-type: none"> a) Type of Crop: Oil Palm, Planting Material: SD PREMIUM b) Crop Production <ul style="list-style-type: none"> Crop Production FY2021 – Actual 16,788.29mt Crop Production FY2022 – Budget 14,074mt Crop Production FY2023 – Budget 11776mt c) Production Cost FY2021 <ul style="list-style-type: none"> Cost Element (RM) Administration: 1,646,938.40 Labour Overhead: 1,031,201.63 Road & Bridges: 136,522.96 Upkeep Mature: 599,714.94 Harvesting: 1,094,459.35 Transport: 1,035,416.70 Manuring: 1,651,401.21 <p>Production Cost FY2022</p> <ul style="list-style-type: none"> Cost Element (RM) Administration: 1,666,267.32 Labour Overhead: 1,031,888.76 Road & Bridges: 136,554.60 Upkeep Mature: 617,679.57 Harvesting: 963,859.94 			Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																																																																											
	<table border="0"> <tr> <td>Transport:</td> <td>916,328.37</td> <td></td> </tr> <tr> <td>Manuring:</td> <td>2,849,777.50</td> <td></td> </tr> <tr> <td colspan="3" style="text-align: center;">Production Cost FY2023</td> </tr> <tr> <td colspan="3">Cost Element (RM)</td> </tr> <tr> <td>Administration:</td> <td>1,616,411.00</td> <td></td> </tr> <tr> <td>Labour Overhead:</td> <td>1,028,872.00</td> <td></td> </tr> <tr> <td>Road & Bridges:</td> <td>106,000.00</td> <td></td> </tr> <tr> <td>Upkeep Mature:</td> <td>242,026.00</td> <td></td> </tr> <tr> <td>Harvesting:</td> <td>871,132.00</td> <td></td> </tr> <tr> <td>Transport:</td> <td>405,408.00</td> <td></td> </tr> <tr> <td>Manuring:</td> <td>1,817,407.00</td> <td></td> </tr> <tr> <td colspan="3">Bukit Selarong Estate</td> </tr> <tr> <td colspan="3">a) Planting Material – Sime Darby Premium,</td> </tr> <tr> <td colspan="3">Crop projection 2022 – 17.96mt/ha</td> </tr> <tr> <td colspan="3">Crop projection 2023 - 20.89mt/ha</td> </tr> <tr> <td colspan="3">Crop projection 2024 – 22.66mt/ha</td> </tr> <tr> <td colspan="3">a) Price forecast - RM900/mt</td> </tr> <tr> <td colspan="3">b) Cost of production – @ RM220/mt</td> </tr> <tr> <td colspan="3">c) Price Forecast RM900.00</td> </tr> <tr> <td colspan="3">d) Price forecast – RM900/mt</td> </tr> <tr> <td>Manpower cost</td> <td>RM 1,008,254.00</td> <td></td> </tr> <tr> <td>Field Maintenance Cost</td> <td>RM 1,297,660.00</td> <td></td> </tr> <tr> <td>Fertilizer and chemicals</td> <td>RM 4,254,486.00</td> <td></td> </tr> <tr> <td>Office Cost</td> <td>RM 1,915,112.00</td> <td></td> </tr> <tr> <td>Depreciation</td> <td>NIL</td> <td></td> </tr> </table>	Transport:	916,328.37		Manuring:	2,849,777.50		Production Cost FY2023			Cost Element (RM)			Administration:	1,616,411.00		Labour Overhead:	1,028,872.00		Road & Bridges:	106,000.00		Upkeep Mature:	242,026.00		Harvesting:	871,132.00		Transport:	405,408.00		Manuring:	1,817,407.00		Bukit Selarong Estate			a) Planting Material – Sime Darby Premium,			Crop projection 2022 – 17.96mt/ha			Crop projection 2023 - 20.89mt/ha			Crop projection 2024 – 22.66mt/ha			a) Price forecast - RM900/mt			b) Cost of production – @ RM220/mt			c) Price Forecast RM900.00			d) Price forecast – RM900/mt			Manpower cost	RM 1,008,254.00		Field Maintenance Cost	RM 1,297,660.00		Fertilizer and chemicals	RM 4,254,486.00		Office Cost	RM 1,915,112.00		Depreciation	NIL		
Transport:	916,328.37																																																																												
Manuring:	2,849,777.50																																																																												
Production Cost FY2023																																																																													
Cost Element (RM)																																																																													
Administration:	1,616,411.00																																																																												
Labour Overhead:	1,028,872.00																																																																												
Road & Bridges:	106,000.00																																																																												
Upkeep Mature:	242,026.00																																																																												
Harvesting:	871,132.00																																																																												
Transport:	405,408.00																																																																												
Manuring:	1,817,407.00																																																																												
Bukit Selarong Estate																																																																													
a) Planting Material – Sime Darby Premium,																																																																													
Crop projection 2022 – 17.96mt/ha																																																																													
Crop projection 2023 - 20.89mt/ha																																																																													
Crop projection 2024 – 22.66mt/ha																																																																													
a) Price forecast - RM900/mt																																																																													
b) Cost of production – @ RM220/mt																																																																													
c) Price Forecast RM900.00																																																																													
d) Price forecast – RM900/mt																																																																													
Manpower cost	RM 1,008,254.00																																																																												
Field Maintenance Cost	RM 1,297,660.00																																																																												
Fertilizer and chemicals	RM 4,254,486.00																																																																												
Office Cost	RM 1,915,112.00																																																																												
Depreciation	NIL																																																																												

Criterion / Indicator		Assessment Findings	Compliance
		<p>Profit (revenue cost) RM 33,660,688.00</p> <p>Padang Buluh Estate.</p> <p>a) Planting Material – Sime Darby Premium, Crop projection 2022 – 17.96mt/ha Crop projection 2023 - 20.89mt/ha Crop projection 2024 – 22.66mt/ha</p> <p>a) Price forecast - RM900/mt b) Cost of production – @ RM220/mt c) Price Forecast RM900.00 d) Price forecast – RM900/mt</p> <p>Manpower cost RM 1,008,254.00 Field Maintenance Cost RM 1,297,660.00 Fertilizer and chemicals RM 4,254,486.00 Office Cost RM 1,915,112.00 Depreciation NIL Profit (revenue cost) RM 33,660,688.00</p>	
4.6.2.4	<p>The management plan shall be effectively implemented and the achievement of the goals and objectives shall be regularly monitored, periodically reviewed and documented.</p> <p>- Major compliance -</p>	<p>The management has established "Monthly Progress Report" in respect to achievement of the goals and objectives.</p> <p>Sighted latest performance monitoring for the month of April 2022 duly documented. The submission the report is before 25th every month.</p>	Complied
<p>Criterion 4.6.3: Transparent and fair price dealing</p>			

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	Based on evidence of payment for Mayang Bayumas Sdn Bhd : Invoice No. : MBSB/04-22/013 Purchase Order No. : 4300582456 Date :30.04.2022 Job Description : FFB Transport From Bukit Hijau Estate To Sg Dingin Mill Amount : RM14,754.93	Complied
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Bukit Hijau Estate Based on evidence of payment for Mayang Bayumas SDN BHD : Invoice No. : MBSB/04-22/013 Purchase Order No. : 4300582456 Date :30.04.2022 Job Description : FFB Transport From Bukit Hijau Estate To Sg Dingin Mill Amount : RM14,754.93 Based on evidence of payment for ZAITUNIZAN BINTI MAHMUD HUSIN : Invoice No. : 5001474167 Purchase Order No. : 4300581909 Date : 26.04.2022 Job Description : EFB Transport From Sg Dingin Mill To Bukit Hijau Estate Amount : RM 19,672.41	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Bukit Selarong Estate</p> <p>Based on evidence of payment voucher for Zaitunizan binti Mahmud Husin from Bukit Selarong Estate:</p> <p>Bill No. : MEX PO no 4300567575</p> <p>Date : 31 December 2021</p> <p>For FFB external transport 1117.171mt@RM22.98/mt, 102.749mt@RM19.50/mt: RM27,695.70</p> <ul style="list-style-type: none"> Total amount claimed: = RM 27,695.70 <p>Cheque no: Citibank PO no 4300567575</p>	
Criterion 4.6.4: Contractor			
4.6.4.1	<p>Where contractors are engaged, they shall understand the MSPO requirements and shall provide the required documentation and information.</p> <p>- Major compliance -</p>	<p>Bukit Hijau Estate</p> <p>Evidence of contractor attending MSPO awareness briefing program conducted by Mr. Norazmi B. Ismail, Manager on the 23/5/2022 during stakeholder meeting for Bukit Hijau Estate.</p> <p>Sighted MSPO BRIEFING TO CONTRACTOR attached together with the agreement with Mayang Bayumas SDN BHD dated 22/2/2022.</p> <p>Padang Buluh Estate</p> <p>Evidence of contractor attending MSPO awareness briefing program conducted by Mr. Muhammad Anwar, Asst Manager on the 19/05/2022 attended for Contractors.</p> <p>Sighted MSPO BRIEFING TO CONTRACTOR attached together with the agreement with TST Enterprise dated 03/01/2022</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Padang Buluh Estate Sighted MSPO BRIEFING TO CONTRACTOR attached together with the agreement with TST Enterprise dated 03/01/2022.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify assessments through a physical inspection if required. - Minor compliance -	The management of SOU 1 Sg Dingin Complex has appointed BSi Certification Sdn Bhd as certification body.	Complied
4.6.4.4	The management shall be responsible for the observance of the control points applicable to the tasks performed by the contractor, by checking and signing the assessment of the contractor for each task and season contracted. - Major compliance -	Bukit Hijau Estate Based on evidence of payment for Mayang Bayumas SDN BHD : Invoice No. : MBSB/04-22/013 Purchase Order No. : 4300582456 Date :30.04.2022 Job Description : FFB Transport From Bukit Hijau Estate To Sg Dingin Mill Amount : RM14,754.93 Based on evidence of payment for ZAITUNIZAN BINTI MAHMUD HUSIN : Invoice No. : 5001474167 Purchase Order No. : 4300581909 Date : 26.04.2022 Job Description : EFB Transport From Sg Dingin Mill To Bukit Hijau Estate Amount : RM 19,672.41	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Bukit Selarong Estate Nil Padang Buluh Estate Nil	
4.7 Principle 7: Development of new planting			
Criterion 4.7.1: High biodiversity value			
4.7.1.1	Oil palm shall not be planted on land with high biodiversity value unless it is carried out in compliance with the National and/or State Biodiversity Legislation. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.1.2	No conversion of Environmentally Sensitive Areas (ESAs) to oil palm as required under Peninsular Malaysia’s National Physical Plan (NPP) and the Sabah Forest Management Unit under the Sabah Forest Management License Agreement. For Sabah and Sarawak, new planting or replanting of an area 500ha or more requires an EIA. For areas below 500ha but above 100ha, a Proposal for Mitigation Measures (PMM) is required. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
Criterion 4.7.2: Peat Land			
4.7.2.1	New planting and replanting may be developed and implemented on peat land as per MPOB guidelines on peat land development or industry best practice. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.7.3: Social and Environmental Impact Assessment (SEIA)			
4.7.3.1	A comprehensive and participatory social and environmental impact assessment shall be conducted prior to establishing new plantings or operations. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.3.2	SEIAs shall include previous land use or history and involve independent consultation as per national and state regulations, via participatory methodology which includes external stakeholders. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.3.3	The results of the SEIA shall be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.3.4	Where the development includes smallholder schemes of above 500ha in total or small estates, the impacts and implications of how each scheme or small estate is to be managed should be documented and a plan to manage the impacts developed, implemented, monitored and reviewed. - Minor compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
Criterion 4.7.4: Soil and topographic information			
4.7.4.1	Information on soil types shall be adequate to establish the long-term suitability of the land for oil palm cultivation.	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.4.2	Topographic information shall be adequate to guide the planning of planting programmes, drainage and irrigation systems, roads and other infrastructure. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
Criterion 4.7.5: Planting on steep terrain, marginal and fragile soils			
4.7.5.1	Extensive planting on steep terrain, marginal and fragile soils shall be avoided unless permitted by local, state and national laws. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.5.2	Where planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them and to minimize adverse impacts (e.g. hydrological) or significantly increased risks (e.g. fire risk) in areas outside the plantation. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.5.3	Marginal and fragile soils, including excessive gradients and peat soils, shall be identified prior to conversion. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
Criterion 4.7.6: Customary land			
4.7.6.1	No new plantings are established on recognised customary land without the owners' free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	express their views through their own representative institutions. - Major compliance -		
4.7.6.2	Where new plantings on recognised customary lands are acceptable, management plans and operations should maintain sacred sites. - Minor compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.6.3	Where recognized customary or legally owned lands have been taken-over, the documentary proof of the transfer of rights and of payment or provision of agreed compensation shall be made available. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.6.4	The owner of recognised customary land shall be compensated for any agreed land acquisitions and relinquishment of rights, subject to their free prior informed consent and negotiated agreement. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.6.5	Identification and assessment of legal and recognised customary rights shall be documented. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.6.6	A system for identifying people entitled to compensation and for calculating and distributing fair compensation shall be established and implemented. - Major compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable
4.7.6.7	The process and outcome of any compensation claims shall be documented and made publicly available.	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -		
4.7.6.8	Communities that have lost access and rights to land for plantation expansion should be given opportunities to benefit from the plantation development. - Minor compliance -	No development of new planting within SOU 1 Sungai Dingin.	Not Applicable

MS 2530-4:2013 Malaysian Sustainable Palm Oil Part 4: General Principles for Palm Oil Mills

Criterion / Indicator		Assessment Findings	Compliance
4.1 Principle 1: Management commitment & responsibility			
Criterion 4.1.1 – Malaysian Sustainable Palm Oil (MSPO) Policy			
4.1.1.1	Policy for the implementation of MSPO shall be established. - Major compliance -	The management statement on Group Sustainability and Quality Commitment which endorsed by the Group Managing Director, Mohamad Helmy Othman Basha, dated 02/12/2019. Sampled evidence sighted as below: 1. The policy has been displayed at offices notice board as sighted during the site visit. 2. Briefing on MSPO Policy to Internal and External Stakeholder: 18/05/2022 Attended by: Representative from, surrounding neighbour and internal stakeholder (referred to attendance list, attached with stakeholder meeting minute)	Complied
4.1.1.2	The policy shall also emphasize on the commitment to continual improvement with the objective of improving the milling operation. - Major compliance -	In the above-mentioned memorandum, Sime Darby Plantation Berhad emphasized the importance of achieving commitment to a systematic approach in ensuring continuous improvement in the operation, compliance with statutory, legal, and other regulatory requirements, and the establishment of traceability within the supply chain.	Complied
Criterion 4.1.2 – Internal Audit			

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
4.1.2.1	Internal audit shall be planned and conducted regularly to determine the strong and weak points and potential area for further improvement. - Major compliance -	Internal audit has been planned and conducted by the sustainability audit team. The internal audit conducted once a year for assessing the compliance status against MSPO Standard requirements and then follow up audit when necessary. The MSPO Internal audit is conducted integrated with RSPO at SOU 1 on 05/04/2022. Seen in the email correspondence from the Group Sustainability Department dated on 22/3/2022 has planned to be conducted hybrid (partially remote and physical audit). Attached in the report the Internal Audit Plan	Complied
4.1.2.2	The internal audit procedures and audit results shall be documented and evaluated, followed by the identification of strengths and root causes of nonconformities, in order to implement the necessary corrective action. - Major compliance -	Internal Audit Procedure, Doc. No. SD/SDP/PSQM/IAP, Rev. 2 dated 01/11/2017, was produced by Sime Darby Plantation Berhad. Internal audits should be performed at least once a year and more frequently as needed. There was a total of 3 major non-conformities and 1 minor non-conformity Sighted the Internal Audit Report, which revealed the root cause of the non-conformities.	Complied
4.1.2.3	Reports shall be made available to the management for their review. - Major compliance -	The mill's management has received the internal audit report and on 26/04/2022, the Management Representative acknowledged receipt of the Internal Audit Report. The internal audit findings were discussed at a management review meeting.	Complied

Criterion / Indicator		Assessment Findings	Compliance
Criterion 4.1.3 – Management Review			
4.1.3.1	<p>The management shall periodically review the continuous suitability, adequacy and effectiveness of the requirements for effective implementation of MSP0 and decide on any changes, improvement and modification.</p> <p>- Major compliance -</p>	<p>The most recent management review meeting was held on 26/04/2022 in Meeting Room Sg Dingin POM, and was headed by Mill Manager, with the following agenda:</p> <ol style="list-style-type: none"> 1. Chairman's Welcome and Opening Action 2. Emerging Issues 3. Review of operational input and output 4. Management of sustainability 5. Changes that may influence the management system 6. Improvement suggestions 7. Anything else that comes up. 8. Other considerations <p>Management reviewed the meeting minutes, as well as the attendance list and presentation.</p>	Complied
Criterion 4.1.4 – Continual Improvement			
4.1.4.1	<p>The action plan for continual improvement shall be based on a consideration of the main social and environmental impact and opportunities for the company.</p> <p>- Major compliance -</p>	<p>The continual improvement plan for 2022 has adequately consist of Operations, OSH, management of social (<i>gejala dadah, kurang pengetahuan isu semasa, kes kecurian, kurang hebahan gangguan seksual, hubungan antara pekerja</i>); environmental (<i>tumpahan & kebocoran minyak, pencemaran bunyi, pembebasan asap boiler, ketiadaan competence person</i>), water management appropriately with related issues, strategy / action plan, person in charge and target completion.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		From the 36 list of continuous improvement for year 2022, verified that mill has planned to replace the existing weighbridge due to poor conditions which is not economical for repair. During site visit, verified that the weighbridge already rusted and need replacement.	
4.1.4.2	The company should establish a system to improve practices in line with new information and techniques; and for disseminating this information throughout the workforce. - Major compliance -	New technology & machineries been identified for continual improvement project proposal to install new design of ESP (Electrostatic Precipitator) for boiler. The training was done 09/10/2021 and brief by the Project Executive Mesra Alam.	Complied
4.2 Principle 2: Transparency			
Criterion 4.2.1 – Transparency of information and documents relevant to MSPO requirements			
4.2.1.1	The management shall communicate adequate information to other stakeholder on environmental, social and legal issues relevant to sustainable practices in the relevant languages and forms. - Major compliance -	Sime Darby Plantation Berhad has developed Standard Operation Manual (SOM) – Procedure for External Communication, Appendix 5.5.3.2, version 1 dated 01/04/2008 to put in place a system to effectively communicate with external interested parties on matters pertaining to performance of the estate. Timeframe for external communication to provide feedback within two weeks of the date of receipt for communication requiring direct feedback and within one week of the completion of the investigation for communication requiring investigation. Manager is responsible for address the communication and requests. The management communicate the information to the relevant stakeholders through stakeholders meeting, memorandum and	Complied

Criterion / Indicator		Assessment Findings	Compliance
		letters. Reviewed the latest stakeholders meeting conducted on 18/05/2022.	
4.2.1.2	The management documents shall be publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. - Major compliance -	The management has disseminated the information of the documents that made publicly available such as management plan, OSH plan, audit reports and land titles upon request during the stakeholder meetings. Besides, internal and external stakeholders could access to the company's website to obtain information such as policies, annual report and complaint procedures. (https://simedarbyplantation.com/sustainability/reports-policies-and-statements)	Complied
Criterion 4.2.2 – Transparent method of communication and consultation			
4.2.2.1	Procedures shall be established for consultation and communication with the relevant stakeholders. - Major compliance -	Sime Darby Plantation Berhad has established Estate Quality Management System, Level 2, Standard Operation Manual Sub – Section 5.5 Management Responsibility Appendix 5.5.3.2 Procedure for External communication, version 1 Year 2008, Issue No 1 dated 01/11/2008. The procedure for handling social issue was described in the Sustainable Plantation Management System, Appendix 5, Version 1, and Issue No.1, dated 01/11/2008 on Flowchart and Procedures on handling Social Issues. The mechanism is to enable effective and timely communication with employees and external interested parties. The management communicate the information to the relevant stakeholders through stakeholders meeting, memorandum and letters.	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Latest stakeholders consultation meeting was conducted on 18/05/2022 attended by local authorities, local community representatives, neighbors, and vendors. In the meeting discussed on the certification issues, environment issues and social issues.</p> <p>For internal stakeholders, the mill conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker for Social Dialogue issue no. 20220005683 dated 18/03/2022, 20220006988 dated 10/05/2022, 20220006987 dated 10/05/2022 and 20220006703 dated 26/06/2022.</p>	
4.2.2.2	<p>The management shall nominate management officials at the operating unit responsible for issues related to <i>indicator 1</i>.</p> <p>- Minor compliance -</p>	<p>The mill has appointed personnel to be responsible for Social Issues (consultation and communication with the relevant stakeholders) as per appointment t letter which state the responsible of the PIC as follows:</p> <ol style="list-style-type: none"> 1. Investigate any complaint or grievances on social issue and suggest appropriate disciplinary action 2. Keep and keep secret every record of complaint or grievances on social issue 3. Give advice and counselling to workers 4. Organize social activity/program <p>The mill has appointed the Assistant Engineer as Person Responsible for Social Issue as per appointment letter dated 03/01/2022 signed by the Mill Manager.</p>	Complied
4.2.2.3	<p>A list of stakeholders, records of all consultation and communication and records of action taken in response to input from stakeholders shall be properly maintained.</p> <p>- Major compliance -</p>	<p>The mill sampled has established the list of Stakeholders and documented in the List of Stakeholders FY 2022. The stakeholders were categorized as Contractors, Vendors/Suppliers, Local Community and Other Interested Parties (Government Agencies, School, Hospitals, Balai Polis and etc.)</p>	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>Consultation and communication were conducted through written reports and meetings.</p> <p>Any communication/request/grievances from external stakeholder were recorded in the visit logbook, stakeholders' minutes meetings, Social Dialogue Action Tracker and OPP system report.</p> <p>Government Agencies such as KPDNHEP, DOSH and DOE recorded their request for document and visit reports in the logbook. Reviewed the KPDNHEP visit records as per Inspection Statement ref. no. KPPKLM0012200335 dated 03/02/2022, DOSH visit records dated 14/02/2022 and 18/04/2022 and DOE visit records in Field Citation Form dated 16/03/2022.</p> <p>For internal stakeholders, main grievances recorded were regarding housing repair. The grievances were recorded in the OPP System. Reviewed the OPP system report for the month of January 2022, February 2022, March 2022 and April 2022. All complaints have been satisfactorily addressed by the estate. If the repair works required additional time, the mill notify the workers in "Notis Pemberitahuan Kelewatan Baik Pulih Rumah Pekerja" and acknowledge by the workers, reviewed the notice dated 12/05/2022, 23/04/2022 and 05/04/2022.</p> <p>Additionally, the mill conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker for Social Dialogue issue no. 20220005683 dated 18/03/2022, 20220006988 dated 10/05/2022, 20220006987 dated 10/05/2022 and 20220006703 dated 26/06/2022.</p> <p>Latest stakeholder's consultation meeting was conducted on 18/05/2022 attended by local authorities, local community</p>	

Criterion / Indicator		Assessment Findings	Compliance
		representatives, neighbors, and vendors. In the meeting discussed on the certification issues, environment issues and social issues.	
Criterion 4.2.3 – Traceability			
4.2.3.1	The management shall commit itself to implement and maintain the requirements for the traceability and shall establish a standard operation procedure for traceability. - Major compliance -	<i>SOP traceability for Sungai Dingin POM</i> , in Appendix 15 Version 2 year 2018 issued date April 2019, Standard Operating Procedure (SOP) Sustainable Supply Chain and Traceability has been established to comply with the traceability management. The process flows consist of <i>Urusan Pentadbiran di Pagar Utama, Kawalan Keselamatan, Kawalan Keluar Hasil, Kawalan Keluar Masuk Pembekal, Kawalan Timbang, Kawalan Grading as per SOP for Felcra Palm Oil Mill</i> . Also sighted <i>Prosedur Penggredan BTS and Prosedur Penghantaran Komoditi Kilang (1/5/ 2015)</i> . There was no change on the SOP for traceability.	Complied
4.2.3.2	The management shall conduct regular inspections on compliance with the established traceability system. - Major compliance -	<i>Borang Pemantauan Kebolehejakan</i> , FB-MSPO-SOP01/F1 has been established and implemented to conduct regular inspection. Sighted in the document FB-MSPO-SOP01. BORANG PEMANTAUAN KEBOLEHJEJAKAN for CPO month of April 2022 from 01/04/2022 till 30/04/2022. The form was update and monitor by Assistant Sungai Dingin Palm Oil Mill Manager En. Shazwan Afiq Mohd Roffi. Sample of CPO Sungai Dingin POM delivery to refinery, Old Ticket no: 00000 from receiving transporter date 29/04/2022 from ticket number: 143304, Sime Darby Oil Commodities, Gross weight 58,630kg, tare weight 18,320kg and nett weight 40,310kg. Lorry no. PSS 2525, driver name Muhamad Afifi bin Mohd Za.	Complied

Criterion / Indicator		Assessment Findings	Compliance
4.2.3.3	The management shall identified and assign suitable employees to implement and maintain traceability system. - Minor compliance -	The traceability officer for Sungai Dingin POM En. Mohd Shazwan Afiq Mohd Roffi has been assigned since 01/02/2022 to conduct a regular inspection and maintain the traceability system.	Complied
4.2.3.4	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel shall be maintained. - Major compliance -	Records of storage, sales, delivery or transportation of crude palm oil and palm kernel adequately maintained. Sighted <i>Sales Details Report by Customer/Product BTS</i> , Crude Palm Oil Despatch Details and Palm Kernel Despatch Details. Sampled records of Purchase Details Rep) with adequate D/O number, vehicle number: PPS 2525, net weight: 18,320kg, final FFA: 7.190% DOBI: 2.82% Moisture: 0.24% CPO as sampled Ticket No: 027380 28/04/2022.	Complied
4.3 Principle 3: Compliance to legal requirements			
Criterion 4.3.1 – Regulatory requirements			
4.3.1.1	All operations shall be in compliance with applicable local, state, national and ratified international laws and regulations. - Major compliance -	MPOB license for the palm oil mill, license no: 530978004000 valid from the 01/02/2021 until 30/06/202 for the allowed processing capacity at 380,000 mt per year. For the year 2021, total volume of FFB processed was recorded at 279,123.236 mt which was within the allowed processing capacity. DOE Jadual Pematuhan with license no.003642 was sighted, valid from 01/07/2021 to 30/06/2022. The site has submits quarterly review documents to DOE under regulation 10(2) for the 1st quarterly report for this year.with the submission dated for the 1st quarter of 2022 done on 07/04/2022, 4th quarter of 2021 done on 10/01/2022 and 3rd quarter of 2021 on 07/09/2021. Seen all the result in the submission is below stipulated parameter of Jadual	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance															
	<p>Kedua, Peraturan-Peraturan Kualiti Alam Sekeliling (Premis Yang Ditetapkan) (Minyak Kelapa Sawit Mentah) 1977.</p> <p>DOE License "Pelanggaran" no.000107 under the Clean Air Regulations 2014 Section 22(1) with the Jadual Pematuhan valid from 01/01/2022 until 30/06/2022. Stack sampling monitoring has been conducted on 30/12/2021 with the result of dust emission load at 127.50 mg/m³ was exceeded stipulated limits in regulations at 150 mg/m³. Continuous Environmental Monitoring System also in operation for continues monitoring of the stack emission relelase by the boiler.</p> <p>Sighted the calibration certificate no. D011375 and D011374 required by the Weights and Measures Regulation 1981 Regulation 16, 28A and 45. The calibration is due on 23/06/2022.</p> <table border="0"> <tr> <td>Steam Engineer – 1st Grade</td> <td>Mill Manager</td> <td>No expiry</td> </tr> <tr> <td>Steam Engineer – 2nd Grade</td> <td>Mill Assistant</td> <td>No expiry</td> </tr> <tr> <td>Boilerman – 1st Grade</td> <td>KD/15/EIS/01/3</td> <td>No expiry</td> </tr> <tr> <td>Boilerman - 2nd Grade</td> <td>KD/14/EIS/02/7</td> <td>No expiry</td> </tr> <tr> <td>EPD Diver – 2nd Grade</td> <td>KD/14/EIS02/29</td> <td>No expiry</td> </tr> </table> <p>Chargeman A4 – PJ-T-4-B-0101-2015 validity until 22/11/2022</p> <p>CEPPOME with no: CePPOME/00208 (Register and valid in NRCEP Database)</p> <p>CEPSWAM with no: CePSWaM/02419 (Registered and valid in NCREP Database)</p> <p>Noise risk assessment was conducted on 11/03/2020 in compliance with the Regulation Noise Exposure 2019</p>	Steam Engineer – 1st Grade	Mill Manager	No expiry	Steam Engineer – 2 nd Grade	Mill Assistant	No expiry	Boilerman – 1st Grade	KD/15/EIS/01/3	No expiry	Boilerman - 2nd Grade	KD/14/EIS/02/7	No expiry	EPD Diver – 2 nd Grade	KD/14/EIS02/29	No expiry	
Steam Engineer – 1st Grade	Mill Manager	No expiry															
Steam Engineer – 2 nd Grade	Mill Assistant	No expiry															
Boilerman – 1st Grade	KD/15/EIS/01/3	No expiry															
Boilerman - 2nd Grade	KD/14/EIS/02/7	No expiry															
EPD Diver – 2 nd Grade	KD/14/EIS02/29	No expiry															

Criterion / Indicator		Assessment Findings	Compliance
		<p>Periodic Inspection Examination and Testing LEV Systems Report ref: HQ/18/JHII/00/00014-2011/007 dated on 04/03/2022.</p> <p>Audiometric Test was last conducted on December 2021 and has resulted with 4 cases of Noise Induce Hearing Loss and 2 cases of Hearing Impairment, as confirmed by the mill management there is disturbance during the audiometric test, the retest been done on 11/04/2022, seen evidence email correspondence for awaiting report dated on 20/05/2022</p> <p>Last chemical exposure monitoring last conducted on 10/07/2020 for the chemical N-Hexane, Potassium Chromate and Manganese listed in Schedule II of USCHH Regulation 2000.</p> <p>Approval from Jabatan Tenaga Kerja for any deduction and extra activity is sighted. Seen the following approval</p> <ul style="list-style-type: none"> - "Permohonan Had Kerja Lebih Masa" dated of 27/03/2017 for allowing the maximum overtime at 130 hrs / day with not exceeding 7 hrs /day. - Salary Deduction for electricity, water union fee dated of 23/07/2017 - Vehicle loan deduction dated of 04/06/2017 - Insurance deduction "Great Eastern Life Assurance" dated of 04/06/2017 - Exemption for limitation of female workers for night shift dated of 92/08/2018 	
4.3.1.2	<p>The management shall list all relevant laws related to their operations in a legal requirements register.</p> <p>- Major compliance -</p>	<p>Legal Requirements Register (Legal Requirement Register) with latest revision on 16/02/2021 was sighted. The register contains the following legal requirements:</p> <p>Occupational Safety & Health Act 1994 and its relevant regulations</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Factories and Machinery Act 1967 Uniform Building By Law Pesticide Act 1974 (Act 149) Electrical Supply Act Petroleum (Safety Measures) Act 1984 Code of Practice for Safe Working in A Confined Space 2010 Environmental Quality Act 1974 and its relevant regulations Local Government Act Workers Minimum Housing and Amenities Act Employment Act EPF Act 1991 Employee Social Security Act 1969 (Act 4) Jadual Pematuhan DOE Minimum Wage (Amendment) Order 2018 Malaysian Palm Oil Board Act 1998. Regulation of Clean Air 2014 Prevention and control of Infectious Disease Act 1988 (Act 342)	
4.3.1.3	The legal requirements register shall be updated as and when there are any new amendments or any new regulations coming into force. - Major compliance -	The following act and regulations are has not been updated in the Legal and compliance for the both palm oil mill: 1. Occupational Safety and Health (Noise Exposure) Regulation 2019. 2. Industrial Code of Practice for Occupational Exposure Noise Management & Hearing Conservation 2019. 3. Minimum Wage (Amendment) Order 2020.	Complied

Criterion / Indicator		Assessment Findings	Compliance
		4. State act and regulations	
4.3.1.4	The management should assign a person responsible to monitor compliance and to track update the changes in regulatory requirements. - Minor compliance -	Mr. Mohd Shazwan Afiq Mohd Roffi (mill assistant engineer) has been designated by mill management as the person in charge of monitoring compliance and keeping track of changes in regulatory requirements. The appointment was made on November 1, 2020. The appointed person to monitor the compliance and track update has failed to track the renewal license for private installation of generating and supplying private used License no:2020/02851 for the 4920 kW which was expiring on 12/12/2021. The following act were missed out in the list: 1. Fire Service (Fire Certificate) Amendment Regulations 2020 2. Pembangunan Sumber Manusia Berhad Act 2001 and its relevant regulations Thus, minor non-conformity was raised.	Minor Non-Conformity
Criterion 4.3.2 – Lands use rights			
4.3.2.1	The management shall ensure that their oil palm milling activities do not diminish the land use rights of other users. - Major compliance -	Sungai Dingin POM located on a land under the Lot No. 57873 with the land title still stated the name of Malayan American Plantation Sdn Bhd. The land title is in the process of changing name to Sime Darby Plantation Berhad Sungai Dingin POM, notice an email from Sungai Dingin Estate on 14/04/2022 to Siti Noraini Mohd Tahar on Land Status as per Land Title Sungai Dingin stated the request on the status as below: i) Changes of ownership from Kumpulan Jerai Sdn Bhd to Sime Darby Plantation Berhad	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		ii) Crop as per title – changes status from rubber to oil palm and the response on 23/05/2022 from Kedah Zone the request is still awaiting the reply from the “Pejabat Tanah Galian Negeri” Kedah.	
4.3.2.2	The management shall provide documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. - Major compliance -	Verified the copy of the land title Lot 57873 for Sungai Dingin POM of ownership by Ladang Sungai Dingin. Noticed a letter from Kedah Zone Office dated 14/04/2022 pertaining the change of ownership of the mentioned Land title.	Complied
4.3.2.3	Legal parameter boundary markers should be clearly demarcated and visibly maintained on the ground where practicable. - Major compliance -	A fence was erected as boundary along Sungai Dingin POM. Photo of Boundary stones found available according to GPS coordinates.	Complied
4.3.2.4	Where there are, or haven been disputes, documented proof of legal acquisition of land and fair compensation that have been or are being made to previous owners and occupants; shall made available and that these should have been accepted with free prior informed consent (FPIC). - Minor compliance -	At time of visit, there was no evidence to show of any land disputes in SOU 1 operating units. The land belongs to Sime Darby Plantation Berhad and land ownership documents verified. Noted during consultation with the local communities confirmed that no encroachment of land and land dispute reported.	Complied
Criterion 4.3.3 – Customary rights			
4.3.3.1	Where lands are encumbered by customary rights, the company shall demonstrate that these rights are understood and are not being threatened or reduced. - Major compliance -	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Thus, the criteria were not applicable.	Not Applicable

Criterion / Indicator		Assessment Findings	Compliance
4.3.3.2	Maps of an appropriate scale showing extent of recognized customary rights shall be made available. - Minor compliance -	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Thus, the criteria were not applicable.	Not Applicable
4.3.3.3	Negotiation and FPIC shall be recorded and copies of the relevant agreements should be made available. - Major compliance -	As at time of visit, there was no evidence to show that any land was encumbered by customary rights or land disputes. Thus, the criteria were not applicable.	Not Applicable
4.4 Principle 4: Social responsibility, health, safety and employment condition			
Criterion 4.4.1: Social Impact Assessment (SIA)			
4.4.1.1	Social impacts should be identified and plans should be implemented to mitigate the negative impacts and promote the positive ones. - Minor compliance -	<p>Sime Darby Plantation Berhad has conducted the assessment to determined social impact from the mill operation and documented in the Social Impact Assessment Report (SIA) Report SOU 1 Sungai Dingin dated 23/02/2015 – 05/03/2015.</p> <p>Base on the assessment conducted, the mill has established Management Plan on Social Impact Assessment. The plan was updated on annually basis with addition of issues raise during stakeholders meeting, NUPW meetings, stakeholders’ complaints and grievances, OPP reports, Social Dialogue, feedbacks from Suara Kami, Whistleblowing and Ulala and others. Reviewed the implementation of the Management Plan on Social Impact Assessment updated May 2022 as follows:</p> <ol style="list-style-type: none"> 1. The management has conducted briefing on the difference of payment calculation for annual leave and sick leave. 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>2. The management has repaired the broken locker for woman workers. The locker room area has also converted as Surau for female workers.</p> <p>3. The management has brief on the vaccination booster program for workers agreed to receive booster vaccine.</p>	
Criterion 4.4.2: Complaints and grievances			
4.4.2.1	<p>A system for dealing with complaints and grievances shall be established and documented.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has established Estate Quality Management System, Level 2, Standard Operation Manual Subsection 5.5 Management Responsibility Appendix 5.5.3.2 Procedure for External communication, version 1 Year 2008, Issue No 1 dated 01/11/2008.</p> <p>The procedure for handling social issue was described in the Sustainable Plantation Management System, Appendix 5, Version 1, and Issue No.1, dated 01/11/2008 on Flowchart and Procedures on handling Social Issues.</p> <p>Sime Darby Plantation Berhad has established grievances channels for the workers such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue.</p> <p>The mechanism is to enable effective and timely communication with employees and external interested parties.</p>	Complied
4.4.2.2	<p>The system shall be able to resolve dispute in an effective, timely and appropriate manner, which is accepted by all parties.</p> <p>- Major compliance -</p>	<p>Consultation and communication were conducted through written reports and meetings.</p> <p>Any communication/request/grievances from external stakeholder were recorded in the visit logbook, stakeholders' minutes meetings, Social Dialogue Action Tracker and OPP system report.</p>	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Government Agencies such as KPDNHEP, DOSH and DOE recorded their request for document and visit reports in the logbook. Reviewed the KPDNHEP visit records as per Inspection Statement ref. no. KPPKLM0012200335 dated 03/02/2022, DOSH visit records dated 14/02/2022 and 18/04/2022 and DOE visit records in Field Citation Form dated 16/03/2022.</p> <p>For internal stakeholders, main grievances recorded were regarding housing repair. The grievances were recorded in the OPP System. Reviewed the OPP system report for the month of January 2022, February 2022, March 2022 and April 2022. All complaints have been satisfactorily addressed by the estate. If the repair works required additional time, the mill notify the workers in "Notis Pemberitahuan Kelewatan Baik Pulih Rumah Pekerja" and acknowledge by the workers, reviewed the notice dated 12/05/2022, 23/04/2022 and 05/04/2022.</p> <p>Additionally, the mill conducted the Social Dialogue on biweekly Basis. Reviewed the Social Dialogue Action Tracker for Social Dialogue issue no. 20220005683 dated 18/03/2022, 20220006988 dated 10/05/2022, 20220006987 dated 10/05/2022 and 20220006703 dated 26/06/2022.</p> <p>Latest stakeholder's consultation meeting was conducted on 18/05/2022 was attended by local authorities, local community representatives, neighbors, and vendors. In the meeting discussed on the certification issues, environment issues and social issues.</p>	
4.4.2.3	<p>A complaint form should be made available at the premises, where employees and affected stakeholders can make complaints.</p> <p>- Minor compliance -</p>	<p>The mill has established communication book/form for internal and external complaint. The communication logbook/forms is available at mill office.</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		In case the complainant would want to make an anonymity complaint it can be made through electronic Complaint form such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue.	
4.4.2.4	Employees and surrounding communities should be made aware of its existence and that complaints or suggestions may be made at any time. - Minor compliance -	Interview with the internal and external stakeholders during stakeholder consultation found that they were aware of the complaint procedure and channels such as "Suara kami", Whistle Blowing, Ulula, Oil Palm Pal (OPP) and Social Dialogue and they were briefed by the management during stakeholder meeting and morning briefing.	Complied
4.4.2.5	Complaints and solutions within the past 24 months shall be documented and be made available to affected stakeholders upon request. - Major compliance -	Record review found that previous complaints and requests for the past 24 months were still available.	Complied
Criterion 4.4.3: Commitment to contribute to local sustainable development			
4.4.3.1	Palm oil miller should contribute to local development in consultation with the local communities. Where the mill is an integral part of plantation, such contribution to local community development may be regarded as a joint effort by the mill and the plantation. - Minor compliance -	The mill continuously contributes to local development in consultation with the local communities. Among the contributions from the mill were: 1. Allow to conduct annual prayer ceremonies at Sg. Dingin POM temple 2. "Moreh" during Ramadhan 3. Donation and Hari Raya Celebration with Penghulu Mukim Karangan	Complied
Criterion 4.4.4: Employees safety and health			

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.4.1</p> <p>An occupational safety and health policy and plan which is in line with Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967 (Act 139) shall be documented, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The Sime Darby Plantation Berhad has established from Upstream Malaysia "KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR" signed by Chief Executive on 01/06/2020 and also has established "KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN" signed by Group Managing Director on 2/2/2019.</p> <p>The procedure to be a reference for implemented of the estate OSH activities.</p> <p>Therein describing combined commitment of safety, sustainable and environment, safety training, and communications all information related to safety and health and Compliance with current applicable regulatory and other legal requirement.</p> <p>Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company. For Sungai Dingin POM the brief was done to all workers in the muster call on 14 and 21/02/2022.</p>	<p>Complied</p>
<p>4.4.4.2</p> <p>The occupational safety and health plan should cover the following:</p> <ul style="list-style-type: none"> a) A safety and health policy, which is communicated and implemented. b) The risk of all operations shall be assessed and documented. c) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at the palm oil mill: <ul style="list-style-type: none"> i. All employees involved are adequately trained on safe working practices; ii. All precautions attached to products should be properly observed and applied; 	<ul style="list-style-type: none"> a) The Sime Darby Plantation Berhad has established from Upstream Malaysia "KENYATAAN DASAR KESIHATAN, KESELAMATAN DAN ALAM SEKITAR" signed by Chief Executive on 01/06/2020 and also has established "KENYATAAN DASAR KELESTARIAN & KUALITI KUMPULAN" signed by Group Managing Director on 02/12/2019. <p>The procedure to be a reference for implemented of the estate OSH activities.</p> <ul style="list-style-type: none"> b) The understanding of OSH Policy was communicated through stakeholder consultations and copies of OSH policy were displayed on the notice boards. The policy is available in both Bahasa Malaysia and English. Attendance list of estate workers 	<p>Minor Non-Conformity</p>

Criterion / Indicator	Assessment Findings	Compliance
<p>d) The management shall provide the appropriate PPE at the place of work to cover all potentially hazardous operations as identified in the risk assessment and control such as Hazard Identification, Risk Assessment and Risk Control (HIRARC).</p> <p>e) The management shall establish Standard Operating Procedure for handling of chemicals to ensure proper and safe handling and storage in accordance to Occupational Safety Health (Classification Packaging and Labeling) Regulation 1997 Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p> <p>f) The management shall appoint responsible person(s) for workers' safety and health. The appointed person(s) of trust shall have knowledge and access to latest national regulations and collective agreements.</p> <p>g) The management shall conduct regular two-way communication with their employees where issues that affect their business such as those related to employees' safety, health and welfare are discussed openly. Records from such meeting shall be kept ant the concerns of employees and any remedial actions taken shall be recorded.</p> <p>h) Accident and emergency procedures shall exist and instructions shall be clearly understood by all employees.</p> <p>i) Employees trained in First Aid shall be present at all mill operations. First Aid equipment should be available at each worksite.</p> <p>j) Records shall be kept of all accidents and be reviewed periodically at quarterly intervals.</p> <p>- Major compliance -</p>	<p>attending the OSH Policy briefing delivered by En. Mohd Shazwan Afiq Mohd Roffi (MSP0 Communication Officer) dated 14 - 21/02/2022 is sighted. Verified that the briefing was done by estate from the interviewed of workers as in the interviewed list that understanding on the safety policies brief by the company. For Sungai Dingin POM the brief was done to all workers in the muster call on 14 - 21/02/2022</p> <p>c) Hazard Identification has been adequately established captured the mill activities at all areas including FFB receiving yard, loading ramp, steriliser operation, marshalling yard, station threshing, station press, oil room, CPO despatch station, kernel plant, effluent treatment plant, boiler station and contractor activities <i>except for the work as below:</i></p> <ul style="list-style-type: none"> i) <i>Reception Station – Unloading FFB from lorries into hopper.</i> ii) <i>Sterilizer Station</i> iii) <i>Boiler Station</i> iv) <i>Kernel Plan Station</i> v) <i>Workshop _ Welding and Gas Cutting</i> vi) <i>Fruit Handling – Emergency activities.</i> <p>The HIRARC was prepared by Assistant 1, En. Shazwan Afiq Mohd Roffi verified by Senior Assistant and approved by Senior Manager on 04/04/2022.</p> <p>d) An awareness and training programme which includes the following requirements for employees exposed to chemicals used at estate, such as awareness and training programme which includes the following requirements for employees</p>	

Criterion / Indicator	Assessment Findings	Compliance
	<p>exposed to chemicals used Sungai Dingin POM was conducted at 16th October 2020 by Accessor Haji Shaari Chin Dosh Ref. No.:HQ/09/ASS/00/124. CHRA has been develop by competence consultant, GATCONST SDN BHD, date of assessment 16/10/2020.</p> <p>a) Training CHRA CHRA briefing was done by online on 11/12/ 2020 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p> <ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix for 21/05/2022) • Basic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Steam Engineer – Nordin Mohd Hashim – Jurutera (Stim) Gred Satu. • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022) • Kursus Raw-Water & Boiler Treatment (as per Training Matrix for year 2022) • Kursus Authorized Gas Tester & Entrance Supervisor for Confined Space 02/02/2022 (as per Training Matrix for year 2022) • Noise Include Hrearing Treatment (as per Training Matrix for June 2022) 	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<ul style="list-style-type: none"> • Latest First Aid training by SOU level on 9th & 10th 2021 attend by 5 persons from mill and 28 persons from estate. <p>e) <i>SOP PPE prepared by Iqmal Fajri Danial date 09/03/2021</i> has adequately established which addressed the requirement of identification of PPE, Specification PPE, Distribution of PPE, Training & information of PPE usage. Sighted record distribution and monitoring of PPE for workers. "Borang Penyerahan" APD (Pengurusan, Store, Workshop, Electrical, Boiler, Ramp and Laboratory). Sighted the latest records of PPE issuance monthly monitoring 14 and 28/01/2022. During site visit to mill compound, sighted an activity mobilization cages by crane into the lorry. It was found one of the workers standing straight below the cages while the cages are that already attached with cable and hanging during lifting the cages. It has also found the worker does not wear safety helmet while the work in progress. Thus, Minor non-conformity was raised.</p> <p>f) <i>SOP Chemical Management, SD/SDP/PSQM(ESH/202-OSH4 date 26/02/2015 Revision 0</i> has been established captured the safe process flow of receiving, storage and usage of chemicals. Updated the chemical list registered to JKPP addressed based on location (laboratory, boiler, nut plant, water treatment, lubricant store. Available the Safety Data Sheet adequately updated as per Occupational Safety Health (Use and Standard of Exposure of Chemical Hazardous to Health) Regulation 2000.</p>	

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
	<p>The chemical handling and Oil Spillage Training was held on 21/05/2022 attend by 13 participants. Sungai Dingin POM has appointed Nalco Water as a facilitator.</p> <p>g) The management has appointed Safety Committee with proper letter of appointment as per OSHA requirements dated 22/4/2022. Sighted the safety committee organisation chart for Sungai Dingin POM 2022-2024. OSH committee meeting conducted 2 time a year on 25/01/2022 and 22/04/2022.</p> <p>On 18/04/2022 JKPP has visit to Sungai Dingin POM to Verified that the audit comment on mill issues already been settled on issued stagnant water in the sterilize area.</p> <p>h) Sungai Dingin POM maintains two ways communication through OSH meeting latest by 25/01/2022 and 22/4/2022. Refer to Occupational Safety & Health (Safety & Health Committee) Regulations 1996. Part IV- Meetings of Safety and Health Committee. Regulation 27. Minutes of Meeting. A copy of the minutes of every meeting of a safety and health committee been furnished to every member of the committee and the employer of the place of work within two weeks after the meeting has taken place. Workplace inspection is planned to be conducted once in three months. Sampled records of safety committee meeting discussed on PPE issuance, workplace inspection reports, training requirements, safety programs and incident report.</p> <p>i) The management has established emergency response plan (ERP) reference no. UM/HSE/SP/02 date 17/11/2021 has captured the potential emergency situations such as fire,</p>	

Criterion / Indicator		Assessment Findings	Compliance															
		<p>leaking gas, & explosion and flood. Sighted the <i>Pasukan Pengurusan Krisis</i> adequately.</p> <p>j) The management has established First aid box record accordingly. Sighted the location of first aid. Latest First Aid training by SOU level on 9 - 10/12/2021 attend by 5 persons from mill and 28 persons from estate.</p> <p>"<i>Senarai Semak Komponen Pertolongan Cemas Yang Diperlukan</i>". Verified adequate allocation at workstations and competence first aider was available. During interview the staff and workers name as belows:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Name</th> <th>Occupation</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Muhammad Affendi bin Hamdan</td> <td>Water Treatment Plan Operator</td> </tr> <tr> <td>2</td> <td>Mohd Sobirin bin Mohd Akhir</td> <td>Lab Supervisor.</td> </tr> <tr> <td>3</td> <td>Marzuki bin Ismail</td> <td>Mill Grader</td> </tr> <tr> <td>4</td> <td>Jumadil Awan</td> <td>Effluent Treatment Plant Operator</td> </tr> </tbody> </table> <p>All the staff and workers interviewed are well trained and knowledgeable on the first aid.</p> <p>k) <i>SOP on accident</i>, reference no: UM/HSE/SP/03 has adequately established addressed the process flow of <i>Incidents, Accidents and non-compliance Management Procedures</i> date effective 01/05/2022, prepared by Iqmal Fajri Danial initial incident investigation, incident investigation reporting and notification to authority.</p>	No	Name	Occupation	1	Muhammad Affendi bin Hamdan	Water Treatment Plan Operator	2	Mohd Sobirin bin Mohd Akhir	Lab Supervisor.	3	Marzuki bin Ismail	Mill Grader	4	Jumadil Awan	Effluent Treatment Plant Operator	
No	Name	Occupation																
1	Muhammad Affendi bin Hamdan	Water Treatment Plan Operator																
2	Mohd Sobirin bin Mohd Akhir	Lab Supervisor.																
3	Marzuki bin Ismail	Mill Grader																
4	Jumadil Awan	Effluent Treatment Plant Operator																

Criterion / Indicator		Assessment Findings	Compliance
		<p>JKKP 8 submission done on 26/01/2022 reference no. JKKP8/93283/2021. 5 incident cases been reported with proper incident description, action taken, root cause identification, immediate action and improvement. 2 of the cases are from the report of medical surveillance year 2021 result on abnormality of poisoning by manganese or its compound. The other 3 accidents are from the workplace:</p> <ul style="list-style-type: none"> i) FFB ramp (02/02/2021) ii) Boiler station (15/04/2021) iii) Boiler station (04/09/2021) 	
Criterion 4.4.5: Employment conditions			
4.4.5.1	<p>The management shall establish a policy on good social practice regarding human rights in respect of industrial harmony. The policy shall be signed by the top management and communicated to the employees.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on human rights in the Group Sustainability & Quality Policy Statement mention in Indicator 4.1.1.2. Communication to employees was done through briefing during morning muster call, formal training and displayed at the notice board.</p>	Complied
4.4.5.2	<p>The management shall not engage in or support discriminatory practices and shall provide equal opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin or any other distinguishing characteristics.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on discriminatory in the Group Sustainability & Quality Policy Statement mention in Indicator 4.1.1.2 where the management is committed to treat all employees fairly in terms of recruitment, progression, terms and conditions of work and representation regardless of race, caste, nationality, gender, sexual orientation, union membership, political view, religion and/or age. Interview with the workers showed that there was no evidence of discrimination among the employees.</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance
<p>4.4.5.3 Management shall ensure that employees’ pay and conditions meet legal or industry minimum standards as per Collective Agreements. The living wage should be sufficient to meet basic needs and provide some discretionary income based on minimum wage.</p> <p>- Major compliance -</p>	<p>Employment contracts for workers were available for verification. Pay and conditions are documented and in line with the Minimum Wage Order 2020 and collective agreement. Sampled of employment contracts confirmed that terms and conditions are clearly outlined and have been signed by the worker.</p> <p>Reviewed sampled workers contract and pay slips for the month of October 2021, December 2021 and March 2022 for workers with employment ID as follows:</p> <ol style="list-style-type: none"> 1. 118089 2. 129572 3. 154414 4. 50752 5. 26878 6. 26831 7. 26802 8. 161930 9. 151729 	<p>Complied</p>
<p>4.4.5.4 Management should ensure employees of contractors are paid based on legal or industry minimum standards according to the employment contract agreed between the contractor and his employee.</p> <p>- Minor compliance -</p>	<p>The mill hired contractor Krishnan Ramoo Enterprise for grass cutting works in the mill compound. The contractor workers were provided with employment contracts. Pay and conditions are documented and in line with the Minimum Wage Order 2020. Reviewed the employment contracts, salary payslip and EPF and SOCSO contribution for the month of February, March and April 2022 for workers with ID no. as follows:</p> <p>730317-02-XXXX 730317-02-XXXX</p>	<p>Complied</p>

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		960925-26-XXXX 940309-07-XXXX 880328-02-XXXX	
4.4.5.5	The management shall establish records that provide an accurate overview of all employees (including seasonal workers and subcontracted workers on the premises). The records should contain full names, gender, date of birth, date of entry, a job description, wage and the period of employment. - Major compliance -	The mill has established the workers master list which contain information such as the Employee name, Race, Religion, Employee no., date of birth, date joined, IC/Passport no., Check roll type, Designation and Nationality.	Complied
4.4.5.6	All employees shall be provided with fair contracts that have been signed by both employee and employer. A copy of employment contract shall be made available for each and every employee indicated in the employment records. - Major compliance -	All the workers were provided with fair contracts which has been explained, understand, agreed and signed by bot employee and employer. In the contract stated the terms and conditions such as: <ol style="list-style-type: none"> 1. Transfer/secondment 2. Salary 3. Working hours 4. Medical 5. Accommodation 6. Compliance 7. SOCSO/Employment Injury Scheme 8. Income tax 9. Rest Day 10. Public Holiday 11. Sick leave 12. Annual leave 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		13. Maternity leave 14. Retirement age 15. Transportation 16. Equipment tools 17. Termination of service 18. Safety and health 19. Other terms and conditions 20. Variation of term and conditions Reviewed the sampled employment contracts for workers with employment ID as follows: 1. 118089 2. 129572 3. 154414 4. 50752 5. 26878 6. 26831 7. 26802 8. 161930 9. 151729	
4.4.5.7	The management shall establish a time recording system that makes working hours and overtime transparent for both the employees and employers. - Major compliance -	All the daily attendance was recorded by punch card system on daily basis and overtime was recorded in the individual card. Besides, the summary of Mill Daily Attendance Report for every month was developed and maintained as well.	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings	Compliance
		<p>Reviewed the punch card and mill daily attendance report for the month of October 2021, December 2021 and March 2022 for workers with employment ID as follows:</p> <ol style="list-style-type: none"> 1. 118089 2. 129572 3. 154414 4. 50752 5. 26878 6. 26831 7. 26802 8. 161930 9. 151729 	
4.4.5.8	<p>The working hours and breaks of the individual worker indicated in the time records shall comply with legal regulations and collective agreements. Overtime shall be mutually agreed upon and shall meet the legal requirements applicable.</p> <p>- Major compliance -</p>	<p>All the daily attendance was recorded by punch card system on daily basis and overtime was recorded in the individual card.</p> <p>Sime Darby Plantation Berhad has obtain permit for overtime work not more than 130 hours per month from Peninsular Malaysia Labour Office as per letter dated 27/3/2017. Refer letter ref. no. BHG.PU/9/134 JLD 9 (11).</p>	Complied
4.4.5.9	<p>Wages and overtime payment documented on the pay slips shall be in line with legal regulations and collective agreements.</p> <p>- Major compliance -</p>	<p>Wages and overtime were paid according to the punch card system. Total hours of overtime and daily attendance has recorded in the individual card. The records were summarize in the summary of Mill Daily Attendance Report for every month. The total working days and overtime details were mentioned in the salary pay slips. Reviewed the sampled punch cards, Mill Daily Attendance Report and pay slips for the month of October 2021, December 2021 and March 2022 for workers with employment ID as follows:</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		1. 118089 2. 129572 3. 154414 4. 50752 5. 26878 6. 26831 7. 26802 8. 161930 9. 151729	
4.4.5.10	<p>Other forms of social benefits should be offered by the employer to employees, their families or community such as incentives for good work performance, bonus payment, support of professional development, medical care provisions and improvement of social surroundings.</p> <p>- Minor compliance -</p>	<p>The management has contributed 10 kg of rice once every 2 months for all their workers. Apart from that, all the workers are provided with free medical facilities. In addition, all the workers are entitled with the phone allowance of RM5 for every month. Free housing facilities were provided to all the workers and their families.</p>	Complied
4.4.5.11	<p>In cases where on-site living quarters are provided, these quarters shall be habitable and have basic amenities and facilities.</p> <p>- Major compliance -</p>	<p>The mill management has provided free housing facilities to all their workers. Basic amenities such as water, electricity, football field and etc. were provided to the workers. The housing condition was in accordance to the Workers' Minimum Standards Housing and Amenities Act 1990 (Act 446).</p> <p>The mill conducted the housing complex inspection on weekly basis. Reviewed the inspection records dated 21/05/2022, 14/05/2022, 07/05/2022 and 26/03/2022.</p>	Complied
4.4.5.12	<p>The management shall establish a policy to prevent all forms of sexual harassment and violence at the workplace.</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on violence and sexual harassment in the Group Sustainability &</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
	- Major compliance -	Quality Policy Statement mention in Indicator 4.1.1.2 where the management is committed to prevent sexual harassment and other forms of violence. Interview with gender committee member show satisfactory understanding of sexual harassment or violence at the workplace and channel to report if occur in the mill. Noted during the interview, no evidence sexual harassment and violence at the mill.	
4.4.5.13	<p>The management shall respect the right of all employees to form and join trade union and allow workers’ own representative(s) to facilitate collective bargain in accordance with applicable laws and regulations. Employees shall be given freedom to join trade unions relevant to the industry or organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on freedom of association in the “Group Sustainability & Quality Policy Statement” mention in Indicator 4.1.1.2 where the management is committed and respect the rights of all personnel to join or form any organizations of their choice and to bargain collectively. The mill management allowed their workers to form or join any association such as NUPW. Document reviewed on their payslip found that they are deducted for the NUPW subscription fees of RM 8 monthly.</p> <p>Latest meeting between Mill Management and NUPW representative was conducted on 01/03/2022 to discuss issues related to workers. The minutes of meeting were available for verification and found properly documented. Additionally, the NUPW representative was members of Social Dialogue committee as workers representative.</p> <p>Noted during interview with the workers confirmed that they are allowed to join any trade union freely.</p>	Complied
4.4.5.14	<p>Children and young persons shall not be employed or exploited. The minimum age shall comply with local, state and national legislation.</p> <p>- Major compliance -</p>	<p>Sime Darby Plantation Berhad has incorporated its policy on protecting the rights of children in the Group Sustainability & Quality Policy Statement mention in Indicator 4.1.1.2. Based on</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		verification of workers register, there was no evidence that anyone below 18 years of age was recruited for employment.	
Criterion 4.4.6: Training and competency			
4.4.6.1	<p>All employees and contractors shall be appropriately trained. A training programme shall include regular assessment of training needs and documentation, including records of training.</p> <p>- Major compliance -</p>	<p>Training CHRA – CHRA Sungai Dingin POM briefing was done by online on 11/12/2020 by the CHRA accessor from GATCONST SDN BHD.</p> <p>ii) OSH Training has been planned and conducted. Evidences adequate:</p> <ul style="list-style-type: none"> • OSH Plan Year 2022 adequately addressed the training for MSPO, Environmental, OSH and Work operation • Chemical Handling (as per Training Matrix 21/05/2022) • Basic Introducing safety & Health programme 28/02/2022 (as per Training Matrix for year 2022). • Steam Engineer – Nordin Mohd Hashim – Jurutera (Stim) Gred Satu. • Pengendalian Bahan Buangan Berjadual 21/05/2022 (as per Training Matrix for year 2022) • Kursus Raw-Water & Boiler Treatment (as per Training Matrix for year 2022) • Kursus Authorized Gas Tester & Entrance Supervisor for Confined Space 02/02/2022 (as per Training Matrix for year 2022) • Noise Include Hearing Treatment (as per Training Matrix for June 2022) 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Latest First Aid training by SOU level on 09 – 1-/12/2021 attend by 5 persons from mill and 28 persons from estate. 	
4.4.6.2	<p>Training needs of individual employees shall be identified prior to the planning and implementation of the training programmes in order to provide the specific skill and competency required to all employees based on their job description.</p> <p>- Major compliance -</p>	<p>The training Need Analysis or Training Matrix Sungai Dingin POM for year 2022 was prepared by Assistant Manager En. Shazwan Afiq Mohd Roffi, Verified by Senior Assistant and approved by Senior Manager, En, Nordin bin Hashim.</p> <p>The training matrix are listing all the training need from manager until the operator.</p>	Complied
4.4.6.3	<p>A continuous training programme shall be planned and implemented to ensure that all employees are well trained in their job function and responsibility in accordance to the documented training procedure.</p> <p>- Minor compliance -</p>	<p>Annual continuous training plan Sungai Dingin POM also been established for Y2022 as per the training matrix.</p> <p>Sighted the training Matrix was prepared by En Shazwan Afiq Mohd Roffi, verified by Senior Assistant Manager and approved by Senior Manager En. Nordin bin Hashim.</p>	Complied
4.5 Principle 5: Environment, natural resources, biodiversity and ecosystem services			
Criterion 4.5.1: Environmental Management Plan			
4.5.1.1	<p>An environmental policy and management plan shall be in line with the relevant country and state environmental laws shall be established, effectively communicated and implemented.</p> <p>- Major compliance -</p>	<p>The existing "Upstream Malaysia, Safety and Health Environmental Policy", signed by CEO of Upstream Malaysia on 01/06/2020 in Bahasa and ENGLISH. The policy has included management commitment as follows:</p> <ul style="list-style-type: none"> - Comply with standard of effluent and gas emission. - Efficient water and energy usage. - Reduce the Green House Impact. - Waste minimization. - Protection of ecosystem and biology diversity 	Complied

Criterion / Indicator		Assessment Findings	Compliance
		The policy is well communicated and implemented to the relevant stakeholders. The policy is display on the Notice Board in the office, process line and workshop for public awareness as per pictogram showed. Other communication was channel via stakeholder meeting, as observed in minutes of stakeholder meeting dated on 18/05/2022.	
4.5.1.2	<p>The environmental management plan shall cover the following:</p> <ul style="list-style-type: none"> a) An environmental policy and objectives; b) The aspects and impacts analysis of all operations <p>- Major compliance -</p>	<p>The mill management has documented an environmental improvement with management plan whereby it covers environmental impact assessment, management mitigation & action plan and continuous improvement program. The environmental management plan has included all the environmental impact produce from mill operation. The management has complied with environmental management plan.</p> <ul style="list-style-type: none"> a) An environmental policy and objectives have been developed, refer to indicator 4.5.1.1 b) The aspect and impact analysis have been reviewed on for the year 2022. Sighted in the register of EAI has included all the station available in the mill and new station or machinery will be updated when necessary. <p>Sample of the EAI updated <i>Area:</i> Electrostatic Precipitator <i>Activity:</i> Operation of ESP Environmental Aspect and Environmental Load Item Air contamination – smoke Power Consumption – Electricity</p>	Complied

MSPO Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance												
		Air contamination – Dust Excessive Sound Barrier – Sound Waste Disposal – Boiler Ash <i>Environmental Impact</i> All the above load item was recognised as Create Impact																
4.5.1.3	An environmental improvement plan to mitigate the negative impacts and to promote the positive ones, shall be developed, implemented and monitored. - Major compliance -	The environmental improvement plan is incorporated in the waste management plan 2022, water management plan, energy management plan and pollution prevention plan 2022. Sample of management plan stated in the pollution prevention plan 2022 <table border="1" data-bbox="1086 858 1865 1374"> <thead> <tr> <th>Objectives</th> <th>Action</th> <th>Frequency</th> <th>Time frame</th> </tr> </thead> <tbody> <tr> <td>To comply with EQA 1974 (SW) 2005</td> <td> To ensure all SW must be accordance as per legal requirement. To provide regular inspection for estate vehicle for operation purposes To maintain oil trp as to prevent oil spillage and to provide proper spill kit </td> <td>Quarterly</td> <td>Q1</td> </tr> <tr> <td>To ensure no open burning at the workers housing complex area</td> <td>To erect open burning signage. Weekly housing inspection</td> <td>Weekly</td> <td>Q1</td> </tr> </tbody> </table>				Objectives	Action	Frequency	Time frame	To comply with EQA 1974 (SW) 2005	To ensure all SW must be accordance as per legal requirement. To provide regular inspection for estate vehicle for operation purposes To maintain oil trp as to prevent oil spillage and to provide proper spill kit	Quarterly	Q1	To ensure no open burning at the workers housing complex area	To erect open burning signage. Weekly housing inspection	Weekly	Q1	Complied
Objectives	Action	Frequency	Time frame															
To comply with EQA 1974 (SW) 2005	To ensure all SW must be accordance as per legal requirement. To provide regular inspection for estate vehicle for operation purposes To maintain oil trp as to prevent oil spillage and to provide proper spill kit	Quarterly	Q1															
To ensure no open burning at the workers housing complex area	To erect open burning signage. Weekly housing inspection	Weekly	Q1															

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator		Assessment Findings				Compliance
		To reduce black smoke emitted to air	To ensure furnace draft variance -50mmHg inside furnace for better combustion	Monthly	Q1	
			Frequent cleaning inside furnace area	Monthly	Q1	
4.5.1.4	A programme to promote the positive impacts should be included in the continual improvement plan. - Minor compliance -	Based on the field observation and interview management, it been informed there are several positive impacts recognized in the mill such as waste of fiber and shell been converted to fuel for boiler, empty fruit bunch been converted as the mulching of oil palm tree.				Complied
4.5.1.5	An awareness and training programme shall be established and implemented to ensure that employees understand the policy, objectives and management plans and are working towards achieving objectives. - Major compliance -	Series of awareness and training conducted 1. Schedule Waste Training dated on 18/05/2022 2. Chemical Oil Spillage Training dated on 11/06/2021 3. HCV Training dated on 16/02/202 3. LOTO and Oil Spillage Training dated on 21/5/2022				Complied
4.5.1.6	The management shall organize regular meetings with workers where concerns of workers about the environmental quality are discussed. - Major compliance -	The management has established the environmental performance monitoring committee (EPMC) as to discuss all the relevant environmental issue of palm oil mill The environmental matter has been discussed in the Environment Performance Monitoring Committee Meeting, which was last conducted on 28/02/2022. Meeting number 01/2022. The meeting was chaired by the mill manager, and participation with Asst Engineer, Quality Assure, ETP Supervisor, Foreman, Chargeman, Crop Checker, Supervisor and Auxiliary Police. The SD of Northern Region also has joined the meeting with the "Environmental Regulation Compliance Management Committee Meeting" dated on 31/01/2022 chaired by Regional Chief Engineer,				Complied

Criterion / Indicator		Assessment Findings	Compliance																						
		Northern and participation from all the mill within the SD Northern Region.																							
Criterion 4.5.2: Efficiency of energy use and use of renewable energy																									
4.5.2.1	<p>Consumption of non-renewable energy shall be optimized and closely monitored by establishing baseline values and trends shall be observed within appropriate timeframe. There should be a plan to assess the usage of non-renewable energy including fossil fuel, electricity in the operations over the base period</p> <p>- Major compliance -</p>	<p>The management has kept record of diesel consumption to monitor the trends of the non-renewable energy. Sighted consumption data has been reported in the "Summary of Diesel Consumption for the month" for all diesel machineries (Gensets and Vehicles)</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Grand Total (Ltrs)</th> </tr> </thead> <tbody> <tr> <td>April 2022</td> <td>3731</td> </tr> <tr> <td>March 2022</td> <td>3711</td> </tr> <tr> <td>February 2022</td> <td>3018</td> </tr> <tr> <td>January 2022</td> <td>2720</td> </tr> </tbody> </table> <p>The baseline for diesel usage is compare for its actual of Actual usage of Diesel ratio with the FFB processed of each month:</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Base line (Ltr)/FFB Processed (Mt)</th> <th>Quantity (Ltr)/FFB Processed (Mt)</th> </tr> </thead> <tbody> <tr> <td>Jan-21</td> <td rowspan="4">1.00</td> <td>0.79</td> </tr> <tr> <td>Feb-21</td> <td>0.78</td> </tr> <tr> <td>Mar-21</td> <td>0.81</td> </tr> <tr> <td>Apr-21</td> <td>1.04</td> </tr> </tbody> </table>	Month	Grand Total (Ltrs)	April 2022	3731	March 2022	3711	February 2022	3018	January 2022	2720	Description	Base line (Ltr)/FFB Processed (Mt)	Quantity (Ltr)/FFB Processed (Mt)	Jan-21	1.00	0.79	Feb-21	0.78	Mar-21	0.81	Apr-21	1.04	Complied
Month	Grand Total (Ltrs)																								
April 2022	3731																								
March 2022	3711																								
February 2022	3018																								
January 2022	2720																								
Description	Base line (Ltr)/FFB Processed (Mt)	Quantity (Ltr)/FFB Processed (Mt)																							
Jan-21	1.00	0.79																							
Feb-21		0.78																							
Mar-21		0.81																							
Apr-21		1.04																							
4.5.2.2	The oil palm premises shall estimate the direct usage of non-renewable energy for their operations, including fossil fuel, and electricity to determine energy efficiency of their operations. This shall include fuel use by contractors, including all transport and machinery operations.	The mill management has recorded the actual usage of the non-renewable energy that applicable in the mill. All the details been described in the indicator 4.5.2.1	Complied																						

Criterion / Indicator		Assessment Findings	Compliance																														
- Major compliance -																																	
4.5.2.3	The use of renewable energy should be applied where possible. - Minor compliance -	<p>The management has kept record of its renewable energy to monitor the trends of the renewable energy. Sighted consumption data has been reported in the "Renewable Energy Usage (MT)/CPO(MT)" in tabulated table form with chart.</p> <p>Evidence sighted as below:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Jan-22</th> <th>Feb-22</th> <th>Mar-22</th> <th>Apr-22</th> </tr> </thead> <tbody> <tr> <td>Total FFB Processed (Mt)</td> <td>17110.408</td> <td>20,631.63</td> <td>23,731.327</td> <td>17,882.286</td> </tr> <tr> <td>Total CPO Production (Mt)</td> <td>3434.005</td> <td>3857.25</td> <td>4601.582</td> <td>3576.519</td> </tr> <tr> <td>Total Fibre Utilized (Mt)</td> <td>2566.5612</td> <td>3094.7445</td> <td>3559.69905</td> <td>2682.3429</td> </tr> <tr> <td>Total Shell Utilized (Mt)</td> <td>1197.73</td> <td>1444.21</td> <td>1661.19</td> <td>1251.76</td> </tr> <tr> <td>Renewable Energy Usage</td> <td>1.096</td> <td>1.177</td> <td>1.135</td> <td>1.100</td> </tr> </tbody> </table>	Month	Jan-22	Feb-22	Mar-22	Apr-22	Total FFB Processed (Mt)	17110.408	20,631.63	23,731.327	17,882.286	Total CPO Production (Mt)	3434.005	3857.25	4601.582	3576.519	Total Fibre Utilized (Mt)	2566.5612	3094.7445	3559.69905	2682.3429	Total Shell Utilized (Mt)	1197.73	1444.21	1661.19	1251.76	Renewable Energy Usage	1.096	1.177	1.135	1.100	Complied
Month	Jan-22	Feb-22	Mar-22	Apr-22																													
Total FFB Processed (Mt)	17110.408	20,631.63	23,731.327	17,882.286																													
Total CPO Production (Mt)	3434.005	3857.25	4601.582	3576.519																													
Total Fibre Utilized (Mt)	2566.5612	3094.7445	3559.69905	2682.3429																													
Total Shell Utilized (Mt)	1197.73	1444.21	1661.19	1251.76																													
Renewable Energy Usage	1.096	1.177	1.135	1.100																													
Criterion 4.5.3: Waste management and disposal																																	
4.5.3.1	All waste products and sources of pollution shall be identified and documented. - Major compliance -	<p>All waste products and sources of pollution had been identified and documented in the "Waste Management Plan FY2022". The sampled types of waste identified, and its source of pollution has been stated below:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Aspect</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Rubbish</td> <td>Workers Housing Complex, Office, Workshop, Store, Shop</td> </tr> </tbody> </table>	No	Aspect	Location	1	Rubbish	Workers Housing Complex, Office, Workshop, Store, Shop	Complied																								
No	Aspect	Location																															
1	Rubbish	Workers Housing Complex, Office, Workshop, Store, Shop																															

Criterion / Indicator		Assessment Findings			Compliance
		2	Scrap Metal	Scrap Iron	
		3	Sewage	Housing Toiler and Office	
		4	Not contaminated PPE	NIL	
		5	Used Tyre	Workshop	
		6	Used lubricant	Container pesticide / chemical container from lab	
		7	Schedule Waste	SW305, SW306, Waste Lead Acid Batteries SW102- Oil and residue from automatable workshop, service station oil grease interceptor	
		8	Schedule Waste	Rags, plastic, papers of filter contaminated with Schedule Waste (SW410)	
4.5.3.2	<p>A waste management plan shall be developed and implemented, to avoid or reduce pollution. The waste management plan should include measure for:</p> <p>a) Identifying and monitoring sources of waste and pollution.</p> <p>b) Improving the efficiency and recycling potential of mill by-products by converting them into value-added products.</p> <p>- Major compliance -</p>	<p>Identifying and monitoring sources of waste and pollution. Improving the efficiency and recycling potential of mill by-products by converting them into value-added products. Sighted the "<i>Waste Management Plan FY2022</i>" listed waste generated by mill with its handling and disposal method as well as person in charge in monitoring the action plan for proper waste management plan.</p> <p><u>Sampled evidence sighted as below:</u></p> <ul style="list-style-type: none"> Type of Waste: Rubbish Source: Workers Housing Complex, Office, Workshop, Store and Shop Action Plan: collect recycle materials and call recycles collectors Collect other domestic waste from office and worker housing complex and bin and dispose off to landfill. Landfill area is 3km away from natural waterways and residential area. 			

Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Observation: visited at the worker quarter has found that the domestic waste is well manage and recycling practice is adhered by the palm oil mill 	
4.5.3.3	<p>The palm oil mill management shall establish Standard Operating Procedure for handling of used chemicals that are classified under Environmental Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974 to ensure proper and safe handling, storage and disposal. Scheduled waste shall be disposed as per Environmental Quality Act 1974 (Scheduled Waste) Regulations, 2005</p> <p>- Major compliance -</p>	<p>The mill management has established Standard Operation Procedure for Scheduled Waste (Hazardous Waste) Management (Doc NO.: SD/SDP/PSQM(ESH)/203-EN1, Revision No. 01, Effective Date: 26/02/2015) to ensure proper handling, storage and disposal as accordance with under Environment Quality Regulations (Scheduled Waste) 2005, Environmental Quality Act, 1974.</p> <p>The management has maintained the inventory of schedule waste for its SW generated.</p> <p>Sighted the evidence of the 5th Schedule for month of;</p> <ul style="list-style-type: none"> April 2022 file reference no: ASB(B)K(KLM)31/152/000/010 date of submission on 30/04/2022 with the SW306 (spent lubricating oil) quantity generated at 0.8000mt with all of these then be reused at 0.1000 mt and 1.700mt the to offsite storage (Pentas Flora), SW322 (waste of halogenated solvent) generated at 0.0750mt then to offsite storage at the same quantity (Pentas Flora). March 2022 file reference no: ASB(B)K(KLM)31/152/000/010 date of submission on 04/03/2022 with SW410 (rags, plastic, paper or filters contaminated with schedule) generated at 0.3600mt Feb 2022 file reference no: ASB(B)K(KLM)31/152/000/010 date of submission on 09/02/2022 with the SW306 (spent lubricating oil) quantity generated at 1.000mt. <p>Latest waste disposal was carried out on 18/02/2022 refer to consignment no: 2022041816057H8J contractor of Pentas Flora</p>	Complied

Criterion / Indicator		Assessment Findings	Compliance
		Penang Sdn Bhd for the SW409 at the quantity of 0.0960mt, consignment no: 20220418161TXQ0U contractor of Pentas Flora Penang Sdn Bhd for the SW322 at the quantity of 0.0750mt, consignment no: 20220418169BI2XE contractor of Pentas Flora Penang Sdn Bhd for the SW306 at the quantity of 1.700mt, consignment no: 2022041816UM9PL1 contractor of Pentas Flora Penang Sdn Bhd for the SW410 at the quantity of 0.0450mt, consignment no: 2022043012PH8JNX contractor of Pentas Flora Penang Sdn Bhd for the SW409 at the quantity of 0.0120mt	
4.5.3.4	Domestic waste should be disposed as such to minimize the risk of contamination of the environment and watercourse. - Minor compliance -	Domestic waste disposed thru the Kulim Municipal landfill. Scheduled of collection was made for twice a week.	Complied
Criterion 4.5.4: Reduction of pollution and emission			
4.5.4.1	An assessment of all polluting activities shall be conducted, including greenhouse gas emissions, particulate and soot emissions, scheduled wastes, solid wastes and effluent. - Major compliance -	The GHG Emission is well recorded in the RSPO Palm GHG, seen the date for the year 2021 at 55,906.86 tCO ₂ e equivalent of 0.20 tCO ₂ e/FFB. An environmental monitoring assessment in ensuring mill operation as accordance was conducted which include the assessment such as POME analysis result, inventory of scheduled waste and Continuous Environmental Monitoring system (CEMS). Continuous Emission Monitoring System (CEMS). Evidence seen the record of CEMS daily (based on May 2022) operation. Based on opacity reading has recoded the reading on 18/05/2022 with 26.05% of opacity and dust particulate at 143.08 mg/m ³ .	Complied

MSP0 Public Summary Report
Revision 2 (Nov 2021)

Criterion / Indicator	Assessment Findings	Compliance																																							
	<p>Stack sampling monitoring has been conducted on 30/12/2021 with the result of dust emission load at 127.50 mg/m³ was exceeded stipulated limits in regulations at 150 mg/m³.</p> <p>Certification of Analysis for Final Discharge of POME was conducted by Sime Darby Research Sdn Bhd with sampling date on 07/04/2022 and reported date on 20/04/2022.</p> <p>Sampled Result showed as below:</p> <table border="1" data-bbox="1088 719 1877 991"> <thead> <tr> <th>Type of Test</th> <th>Limit</th> <th>Final Discharge</th> </tr> </thead> <tbody> <tr> <td>BOD</td> <td><5000 mg/l</td> <td>303</td> </tr> <tr> <td>Oil & Grease</td> <td>NA</td> <td>10</td> </tr> <tr> <td>Suspended Solids</td> <td>NA</td> <td>470</td> </tr> <tr> <td>Ammonical Nitrogen</td> <td>NA</td> <td>131</td> </tr> <tr> <td>Total Nitrogen</td> <td>NA</td> <td>219</td> </tr> <tr> <td>pH</td> <td>NA</td> <td>7.6</td> </tr> <tr> <td>Total Alkalinity</td> <td>NA</td> <td>131</td> </tr> </tbody> </table> <p>*Limitation allowed by the DOE to Sungai Dingin Palm Oil Mill as per "Syarat-Syarat Lesen Premis Minyak Kelapa Sawit Mentah" (Ref No.: AS(B)K31/152000/010 issued by DOE</p> <p>Record of the empty bunches disposal is available in the "Borang JAS PPTK -2 Laporan Inventori Pelupusan Tandan Kosong Kelapa Sawit". Evidence show as below:</p> <table border="1" data-bbox="1088 1209 1854 1377"> <thead> <tr> <th>Month</th> <th>EFB Production (Mt)</th> <th>EFB Disposal (Mt)</th> </tr> </thead> <tbody> <tr> <td>Apr 2022</td> <td>4060.16</td> <td>4060.16</td> </tr> <tr> <td>March 2022</td> <td>5454.24</td> <td>5454.24</td> </tr> <tr> <td>February 2022</td> <td>4144.59</td> <td>4144.59</td> </tr> <tr> <td>January 2022</td> <td>3934.36</td> <td>3934.36</td> </tr> </tbody> </table>	Type of Test	Limit	Final Discharge	BOD	<5000 mg/l	303	Oil & Grease	NA	10	Suspended Solids	NA	470	Ammonical Nitrogen	NA	131	Total Nitrogen	NA	219	pH	NA	7.6	Total Alkalinity	NA	131	Month	EFB Production (Mt)	EFB Disposal (Mt)	Apr 2022	4060.16	4060.16	March 2022	5454.24	5454.24	February 2022	4144.59	4144.59	January 2022	3934.36	3934.36	
Type of Test	Limit	Final Discharge																																							
BOD	<5000 mg/l	303																																							
Oil & Grease	NA	10																																							
Suspended Solids	NA	470																																							
Ammonical Nitrogen	NA	131																																							
Total Nitrogen	NA	219																																							
pH	NA	7.6																																							
Total Alkalinity	NA	131																																							
Month	EFB Production (Mt)	EFB Disposal (Mt)																																							
Apr 2022	4060.16	4060.16																																							
March 2022	5454.24	5454.24																																							
February 2022	4144.59	4144.59																																							
January 2022	3934.36	3934.36																																							

Criterion / Indicator		Assessment Findings	Compliance																												
4.5.4.2	An action plan to reduce identified significant pollutants and emissions shall be established and implemented. - Major compliance -	An action plan to reduce identified significant pollutants and emissions had been established and implemented as sighted in the "pollution prevention plan 2022. Details of the plan is sampled in the 4.5.1.3	Complied																												
4.5.4.3	Palm oil mill effluent (POME) shall be treated to ensure compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. POME discharge limits and method should be in accordance with the respective state and national policies and regulations. - Major compliance -	The POME is been treated and the parameters had submitted the DOE quarterly report and compliance with standards as stipulated in the relevant Environmental Quality (Prescribed Premises) (Crude Palm Oil) Regulations 1977. The results of the POME monitoring for final discharge are submitted to DOE on a monthly basis. Sighted the sample of the submission quarterly return form for 1st quarter 2022 has data for 1st, 2nd and 3rd month. The results are shown to be within the stipulated limited by Jadwal Pematuhan.	Complied																												
Criterion 4.5.5: Natural water resources																															
4.5.5.1	The management shall establish water management plans to maintain the quality and availability of natural water resources (surface and ground water). The water management plan may include: a) Assessment of water usage and sources. b) Monitoring of outgoing water which may have negative impacts into the natural waterways at a frequency that reflects the mill's current activities. c) Ways to optimize water and nutrient usage and reduce wastage (e.g. having in place systems for re-use, night application, maintenance of equipment to reduce leakage, collection of rainwater, etc.).	The water usage for the mill operation is 100% depend from the water reservoir while for the domestic usage supplied from the local water supplier company (SADA). a) Assessment of water from the water reservoir been recorded on daily basis and transverse into monthly summary <table border="1" data-bbox="1128 1150 1832 1385"> <thead> <tr> <th>Month</th> <th>Water Usage</th> <th>FFB Process</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Jan 21</td> <td>27420.2</td> <td>15764.99</td> <td>1.74</td> </tr> <tr> <td>Feb 21</td> <td>32199.56</td> <td>19958.304</td> <td>1.61</td> </tr> <tr> <td>Mar 21</td> <td>43320.39</td> <td>27839.724</td> <td>1.56</td> </tr> <tr> <td>Apr 21</td> <td>46726.54</td> <td>28662.844</td> <td>1.63</td> </tr> <tr> <td>May 21</td> <td>46118.82</td> <td>27083.01</td> <td>1.70</td> </tr> <tr> <td>June 21</td> <td>44086.31</td> <td>25732.63</td> <td>1.71</td> </tr> </tbody> </table>	Month	Water Usage	FFB Process	Ratio	Jan 21	27420.2	15764.99	1.74	Feb 21	32199.56	19958.304	1.61	Mar 21	43320.39	27839.724	1.56	Apr 21	46726.54	28662.844	1.63	May 21	46118.82	27083.01	1.70	June 21	44086.31	25732.63	1.71	Complied
Month	Water Usage	FFB Process	Ratio																												
Jan 21	27420.2	15764.99	1.74																												
Feb 21	32199.56	19958.304	1.61																												
Mar 21	43320.39	27839.724	1.56																												
Apr 21	46726.54	28662.844	1.63																												
May 21	46118.82	27083.01	1.70																												
June 21	44086.31	25732.63	1.71																												

Criterion / Indicator		Assessment Findings				Compliance
	- Major compliance -	July 21	42249.44	25555.097	1.65	
		<p>Summary of Water Consumption for the Year 2021 (sample month only).</p> <p>b) Monitoring of the outgoing water been conducted on monthly basis for the final discharge POME. The mill also has performed analysis at the Upstream and Downstream at Sungai Dingin and Taman Sungai Dingin on monthly basis although the location is quite far from the mill. Based on the sampling on 07/03/2022 parameters with Natural Waterway was shown below stipulated limit of standard.</p> <p>c) The mill is fully dependency with the rainwater harvesting collected in the water reservoir for its operation while for domestic usage is totally supplied from the SADA (Syarikat Air Darul Aman)</p>				
4.5.5.2	Where open discharge of POME into water course is practiced, mills should undertake to gradually phase it out in accordance to the applicable state or national regulations. - Major compliance -	The mill POME is discharges to estate for oil palm land estate furrow system, and no discharging to the watercourse as observed in the Jadual Pematuhan. There is no nearby river with the mill.				Complied
4.6 Principle 6: Best Practices						
Criterion 4.6.1: Mill Management						
4.6.1.1	Standard operating procedures shall be appropriately documented and consistently implemented and monitored. - Major compliance -	The mill processing system is documented in the Sustainability Plantation Management System, document number MQMS/SQM/08 v 1 dated 01/11/2008, which includes the Mill SOP and Mill Quality Management Manual. The mill operations are governed by these documents, which include norms and standards. The Standard				Complied

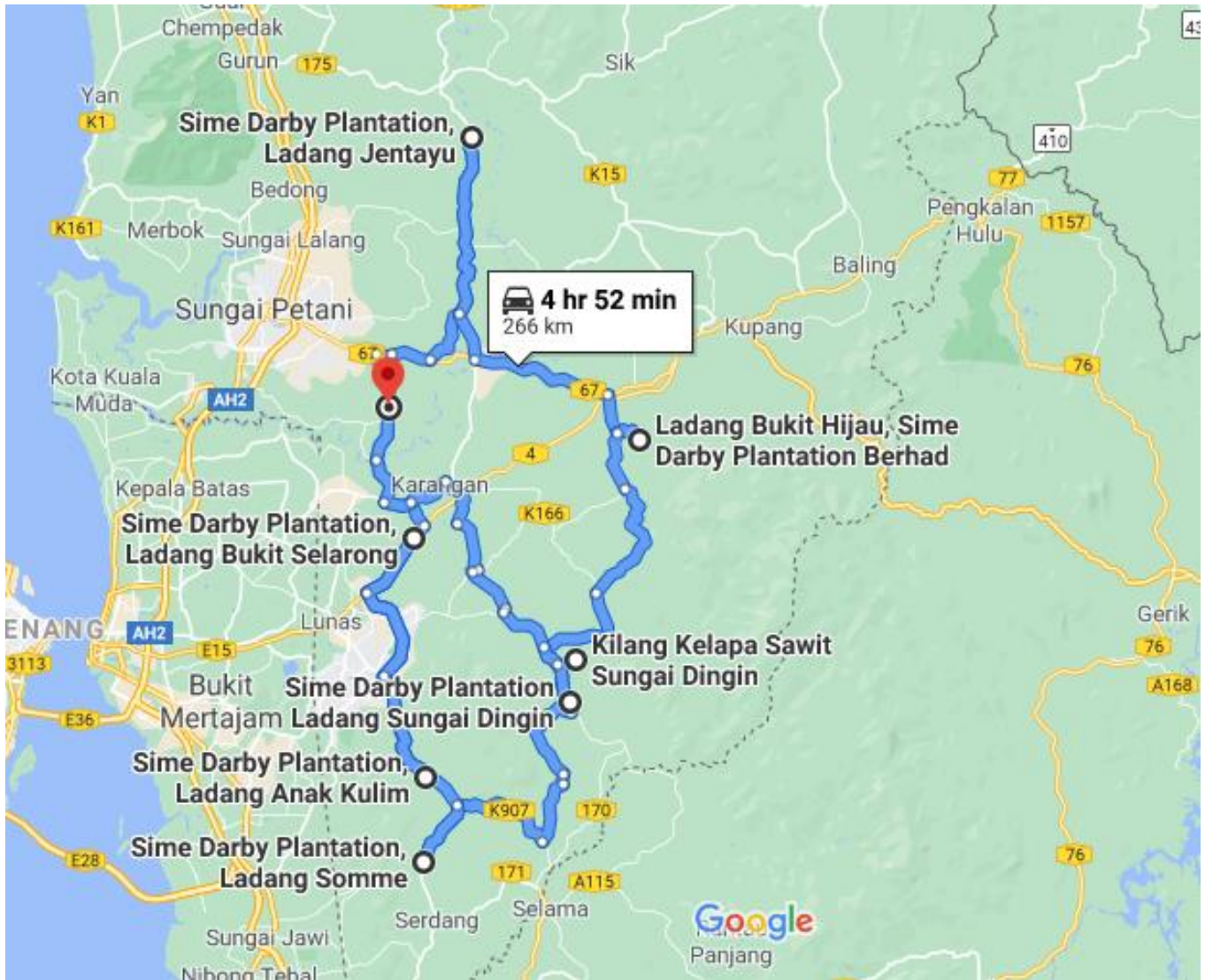
Criterion / Indicator		Assessment Findings	Compliance
		Operation Procedure detailed the reception, sterilization, threshing, pressing, clarifying, effluent, laboratory workshop, and other aspects of the operation.	
4.6.1.2	All palm oil mills shall implement best practices. - Major compliance -	<p>During the mill walkabout, the mill is not in processing hour in view not sufficient volume of FFB for the operation. The mill is in idle mood and all the workers conducting the cleaning activity and some minor maintenance by the maintenance personnel.</p> <p>Based in the visual observation,</p> <ul style="list-style-type: none"> i. Good hygiene condition. ii. Clear identification of emergency evacuation route. iii. Workers are maintained personal hygiene as recommended by Kementerian Kesihatan Malaysia (KKM). <p>Interview session with the operator Water Treatment Plant has indicated his knowledge of the water treatment plant process is knowledgeable with the standard of water treatment plant practice.</p>	Complied
Criterion 4.6.2: Economic and financial viability plan			
4.6.2.1	A documented business or management plan shall be established to demonstrate attention to economic and financial viability through long-term management planning. - Major compliance -	<p>Annual Budget for FY2022 is available and sighted. The budget has demonstrated the attention to economic and financial viability through long-term management planning. Among information included: FFB projected, costing details, cash flow, general charges and maintenance cost, summary of manufacturing expenses, capital expenditure, details expenditure of manufacturing, maintenance and repair schedule, vehicle and engine running schedule.</p> <p>Sungai Dingin POM Budget 2022</p>	Complied

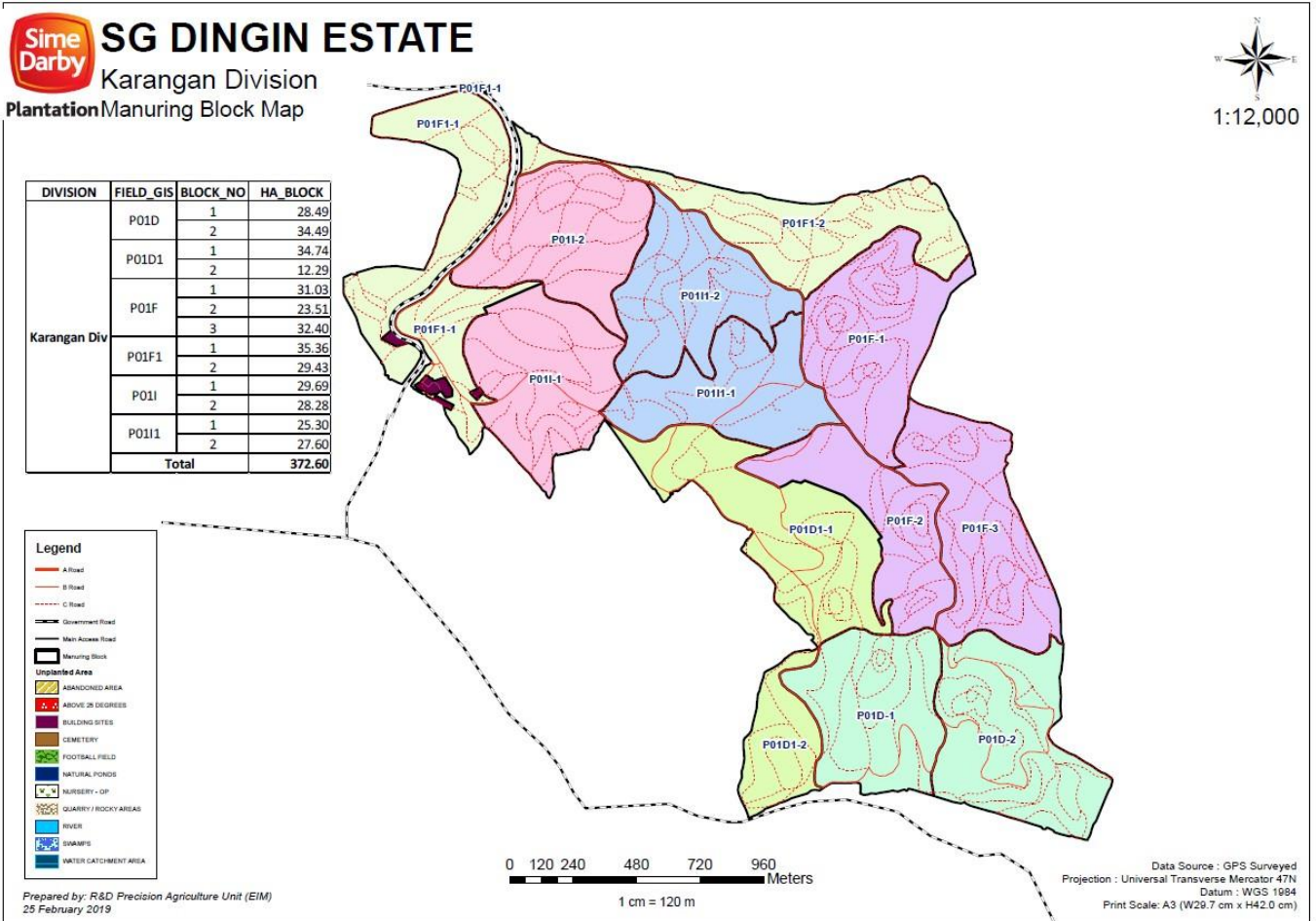
MSP0 Public Summary Report
Revision 2 (Nov 2021)

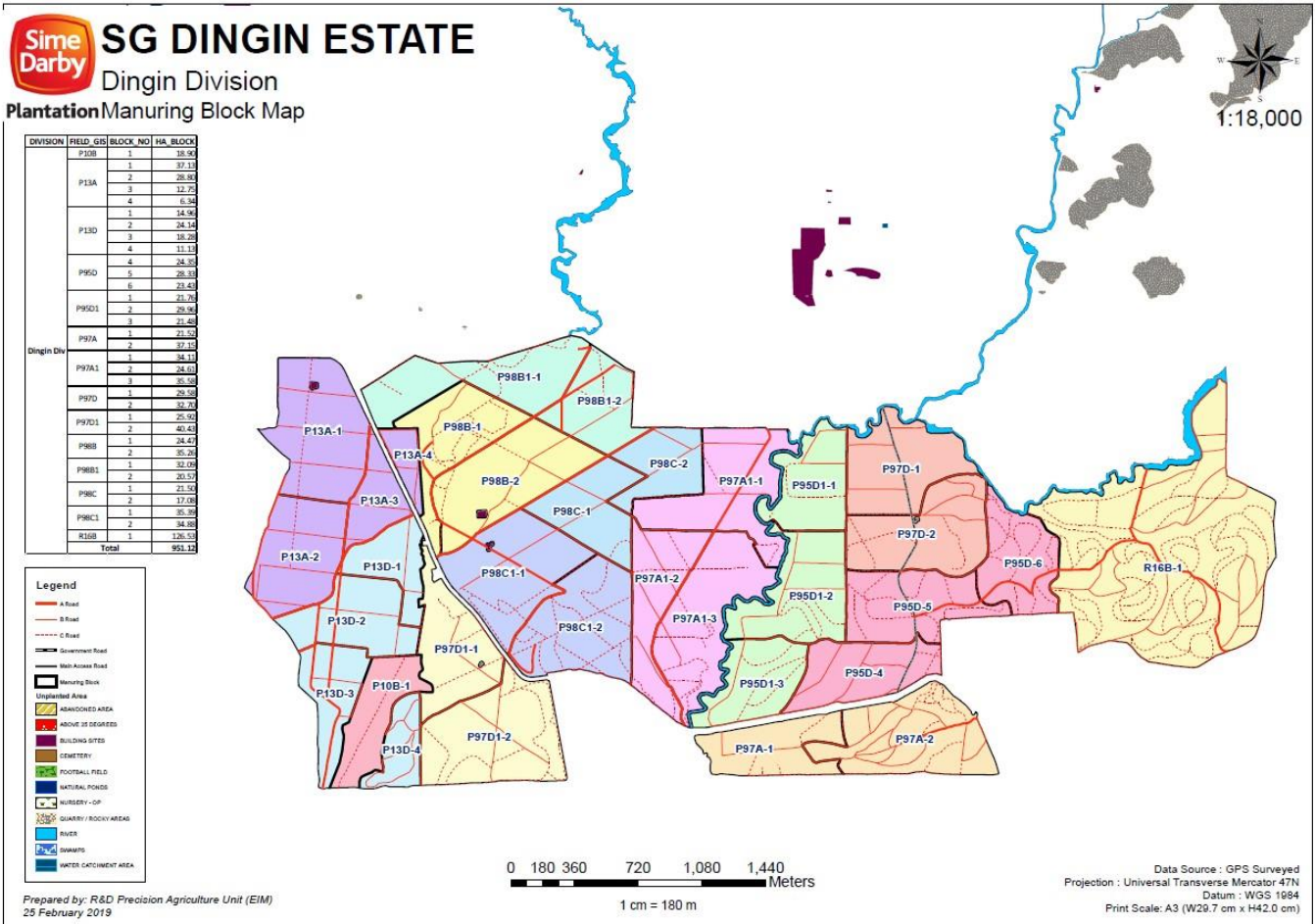
Criterion / Indicator		Assessment Findings	Compliance
		CPO Price (Jan – Jun 2022) RM2,300.00 CPO Price (Jul – Dec 2022) RM2,300.00 PK Price RM1,380.00 Salary Increment 5% Diesel Price RM3.00/litre Salary and Allowances RM1,196,373.27 KWSP RM179,312.03 SOCSO RM22,255.79 Medical RM61,596.00 Housing RM103,560.00 Misc RM842,186.96 Operation Cost RM7,296,745.13 PF 30 RM2,539,107.00 Capital Expenditure RM5,650,000.00 Sales RM119,763,900.00 Material RM100,303,887.93 Gross Profit RM6,933,834.55 Nett Profit RM5,313,834.55	
Criterion 4.6.3: Transparent and fair price dealing			
4.6.3.1	Pricing mechanisms for the products and other services shall be documented and effectively implemented. - Major compliance -	The management has established a Pricing Mechanism for FY2022 for Transportation of Crude Palm Oil (CPO) (Services) for Sime Darby Plantation Peninsular Malaysia’s Oil Mills with Mayang Bayumas Sdn Bhd approved by Head, Group of Procurement, Dato” Hamdan bin Salim from SDP. The pricing mechanism covers both	Complied

Criterion / Indicator		Assessment Findings	Compliance
		internal and external transport Sungai Dingin POM. The reference: T/Sime Darby Plantation Berhad/PEN/CPO/0720/003 date 12/12/2020 ended 31/10/2023.	
4.6.3.2	All contracts shall be fair, legal and transparent and agreed payments shall be made in timely manner. - Major compliance -	Based on the sampled contracts between Sungai Dingin POM and Krishnan Ramoo Enterprise dated 24/02/ 2022 ended 28/02/2022, it was found that the contracts are done in a fair and transparent manner.	Complied
Criterion 4.6.4: Contractor			
4.6.4.1	In case of the engagement of contractors, they shall be made to understand the MSPO requirements and shall provide the required documentation and information. - Major compliance -	Contractor's understanding to MSPO requirements is evident in the contract agreement and Borang Akuan Setujuterima Syarat Pematuhan Pensijilan Minyak Sawit Mampan Malaysia (MSPO) between Sungai Dingin POM and the following contractors; 1. Dynamic Attraction Enterprise, dated 07/02/2022. 2. Joy Raj Enterprise, dated 15/02/2022.	Complied
4.6.4.2	The management shall provide evidence of agreed contracts with the contractor. - Major compliance -	Contractor's understanding to MSPO requirements is evident in the contract agreement and Borang Akuan Setujuterima Syarat Pematuhan Pensijilan Minyak Sawit Mampan Malaysia (MSPO) between Sungai Dingin POM and the following contractors; 1. Dynamic Attraction Enterprise, dated 07/02/2022. 2. Joy Raj Enterprise, dated 15/02/2022.	Complied
4.6.4.3	The management shall accept MSPO approved auditors to verify the assessments through a physical inspection, if required. - Minor compliance -	Acceptance was obtained from the management of Sungai Dingin POM via Contract of Agreement for the MSPO Audit and confirmation of the audit plan and auditors, before the actual audit take place.	Complied

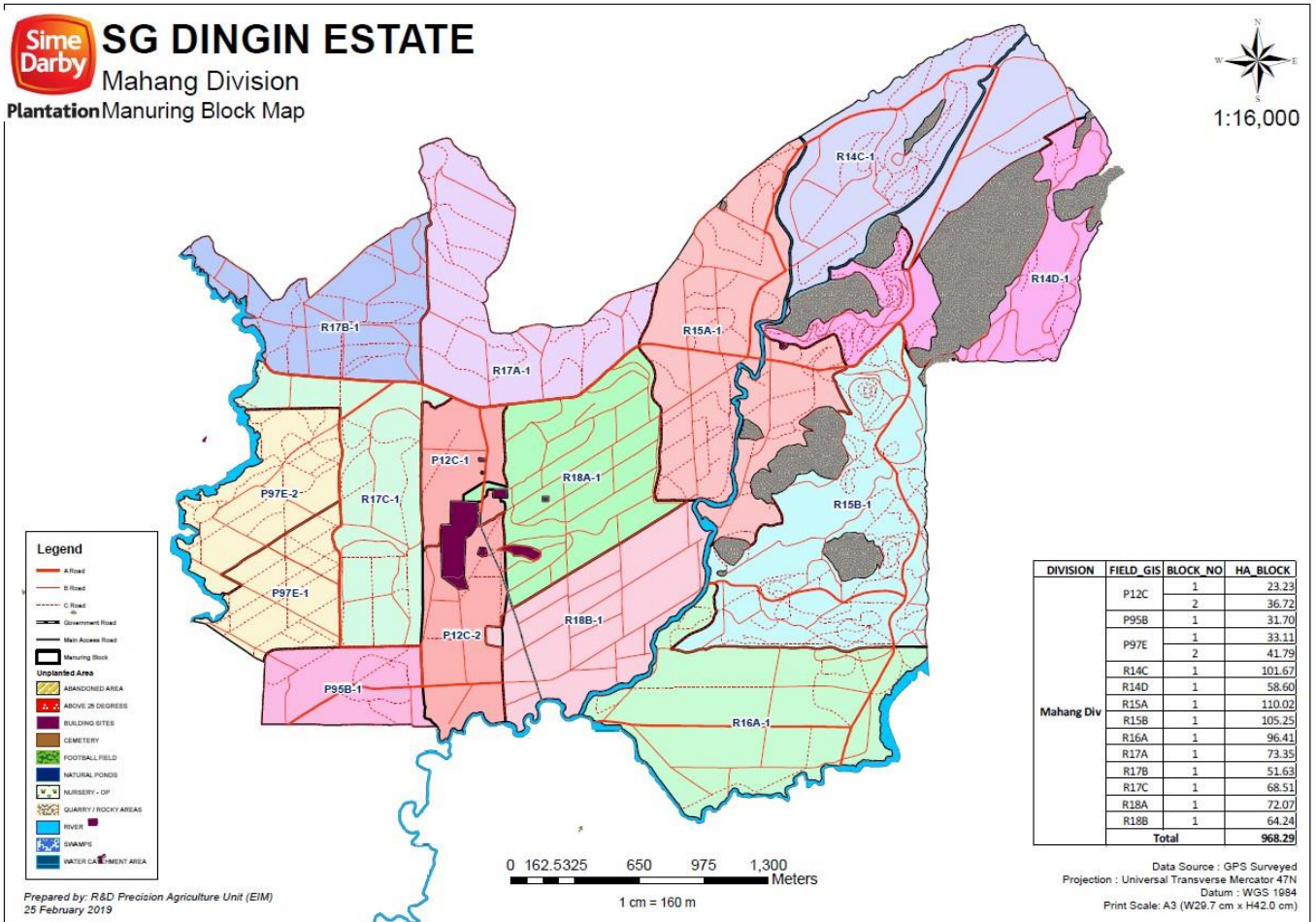
Appendix C: Location and Field Map



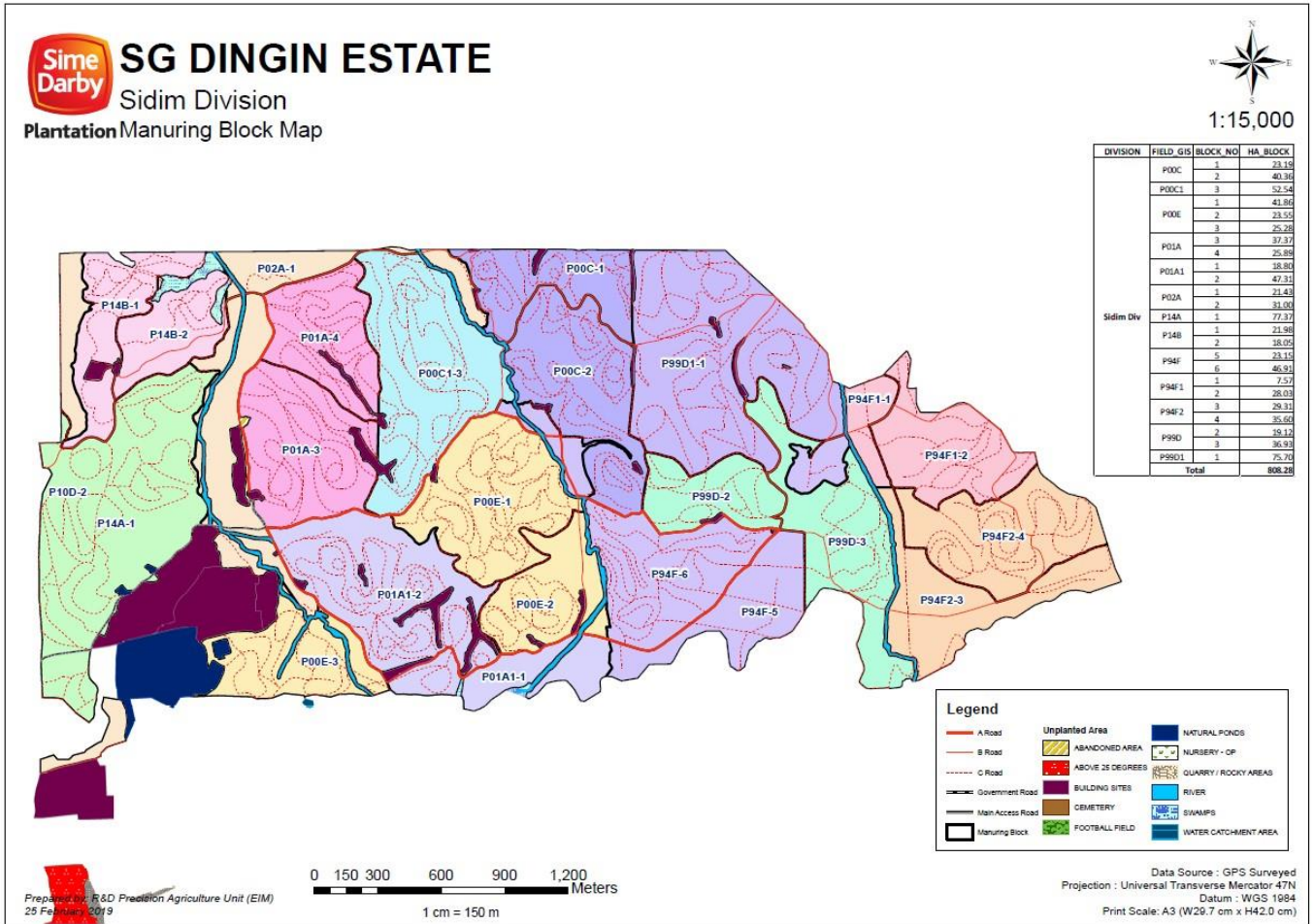


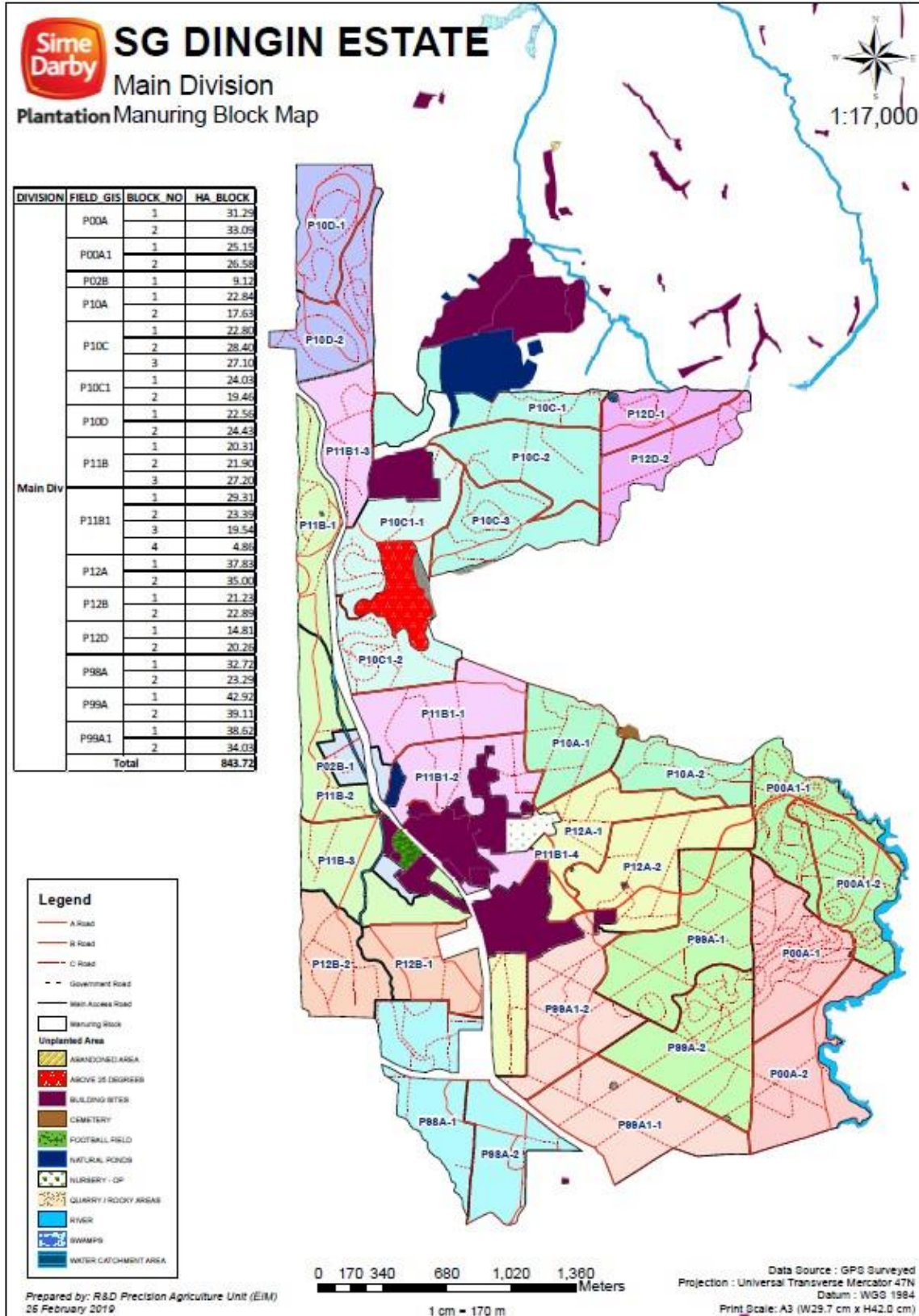


**MSP0 Public Summary Report
Revision 2 (Nov 2021)**



MSP0 Public Summary Report
Revision 2 (Nov 2021)

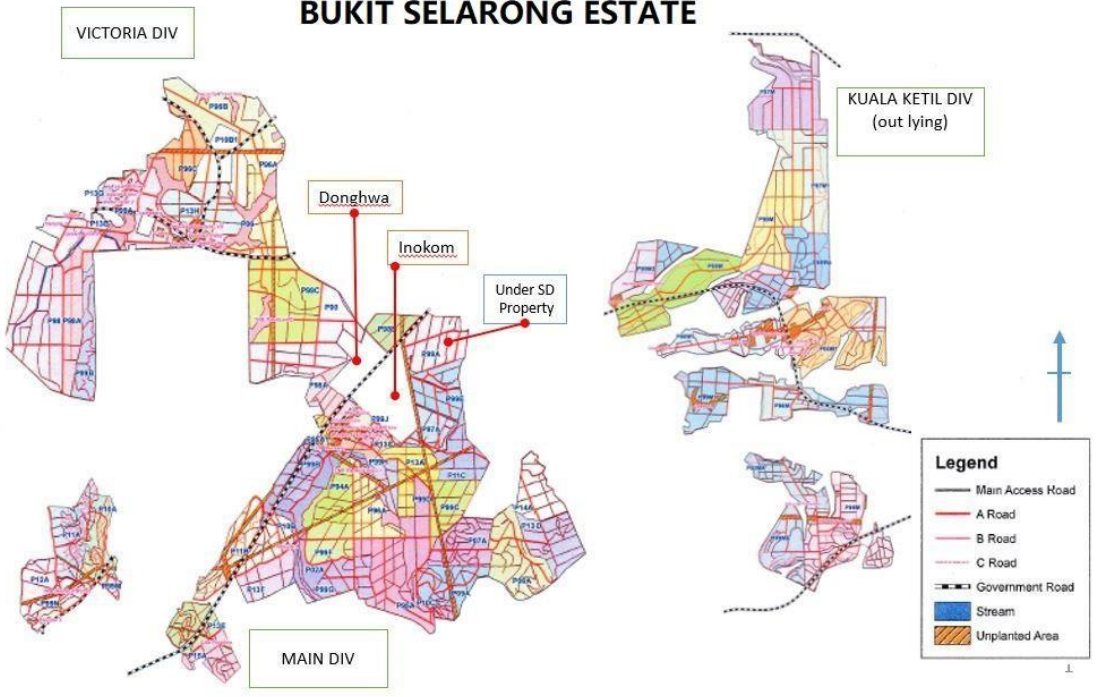




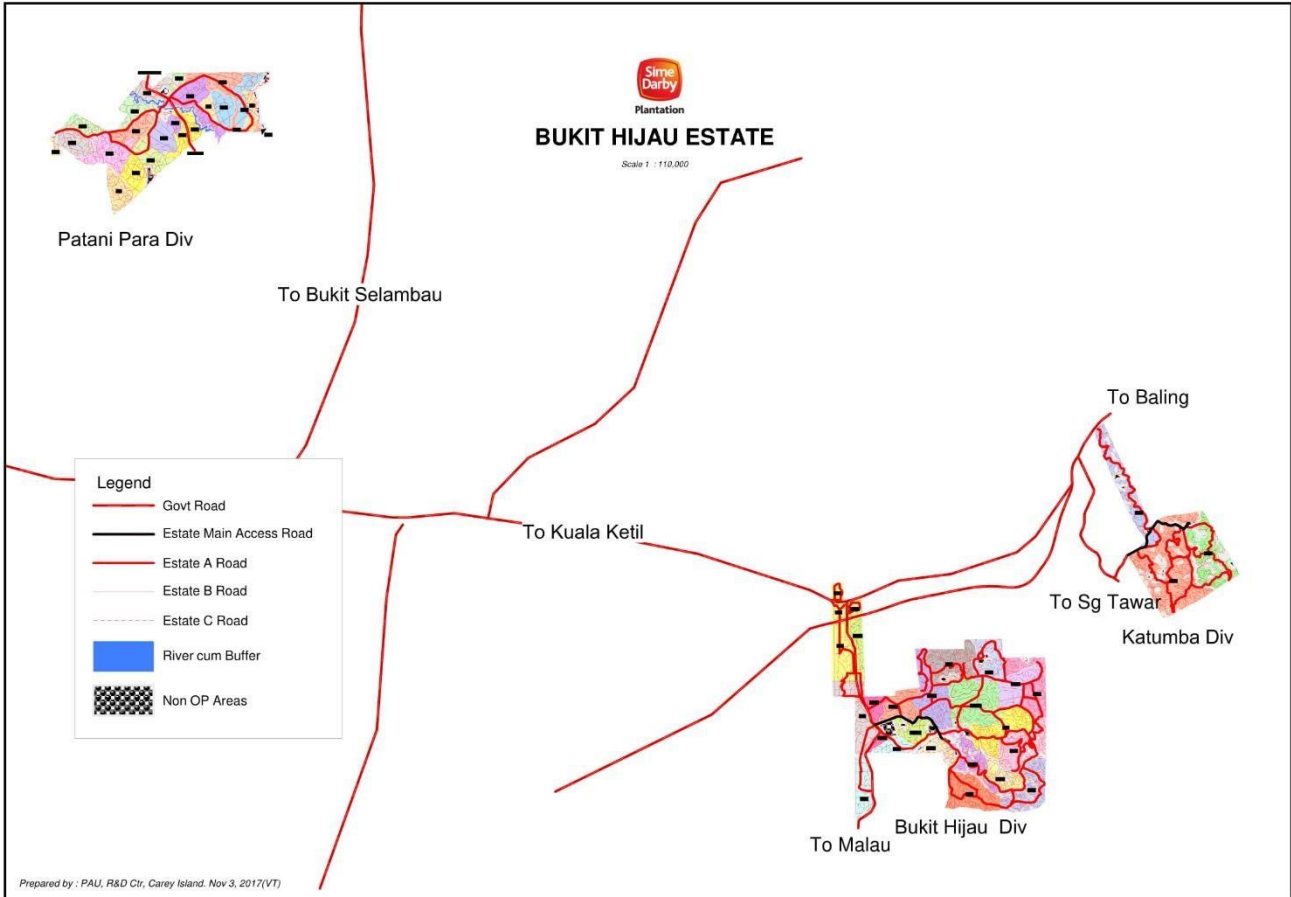
ESTATE MAP



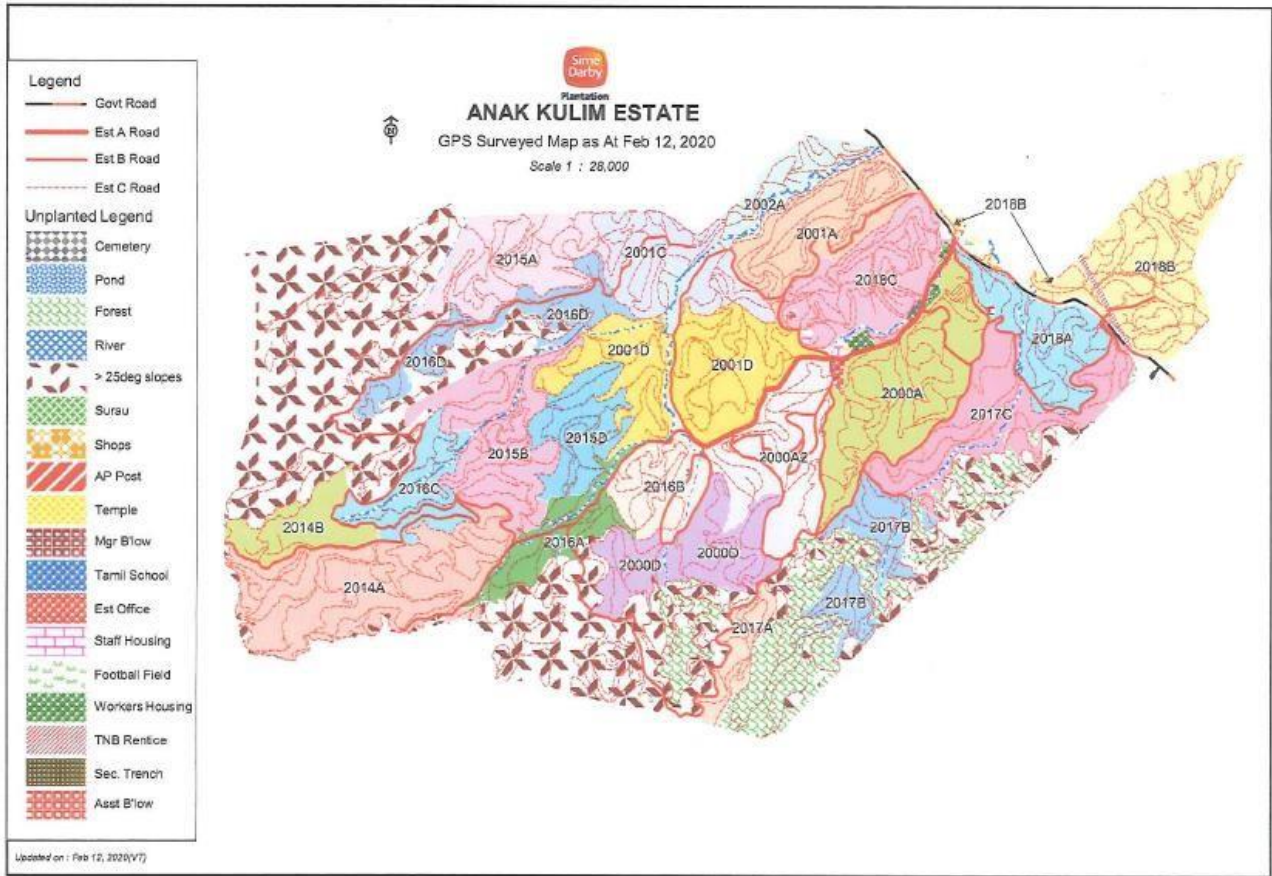
BUKIT SELARONG ESTATE



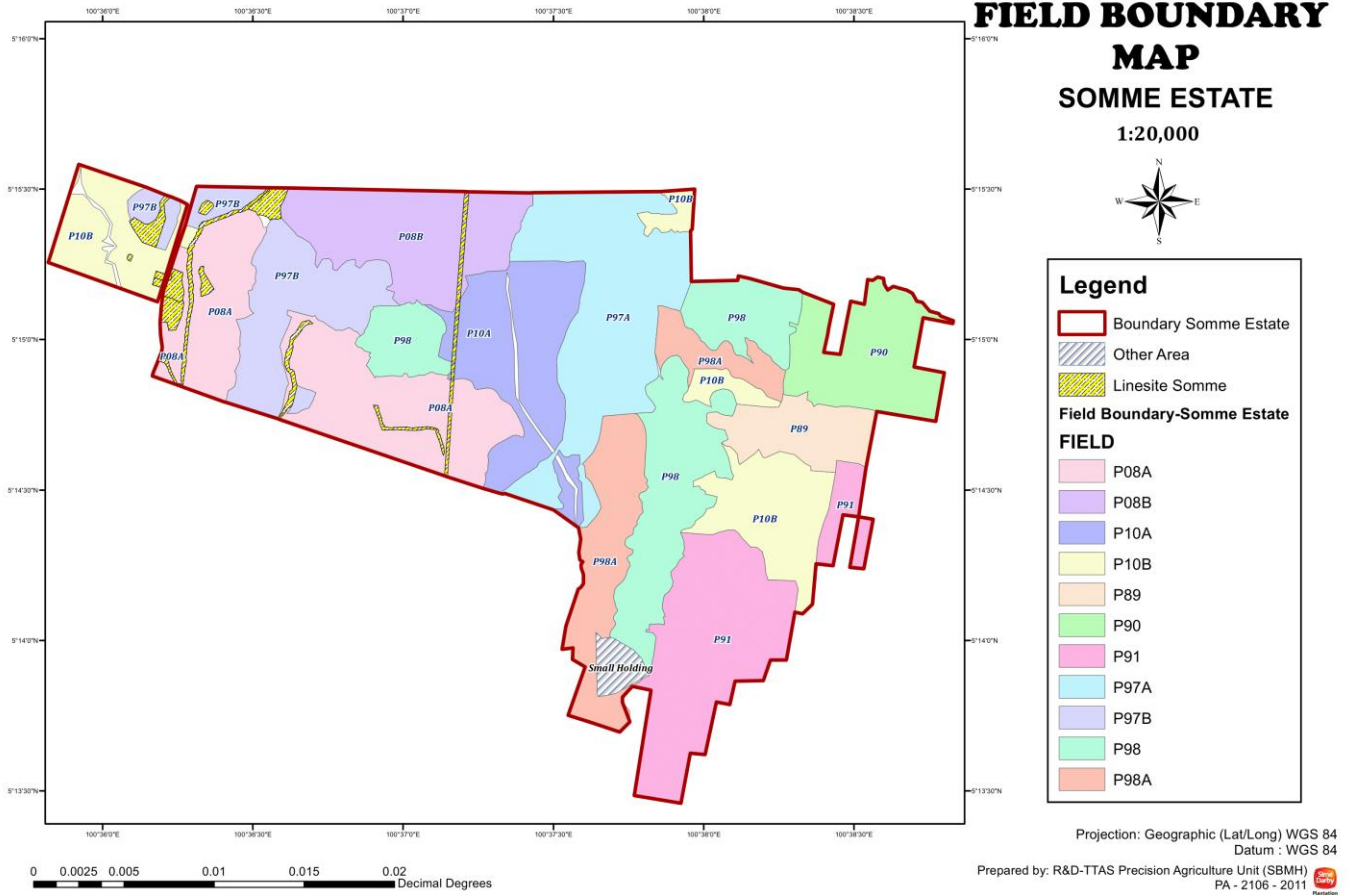
MSPO Public Summary Report
Revision 2 (Nov 2021)



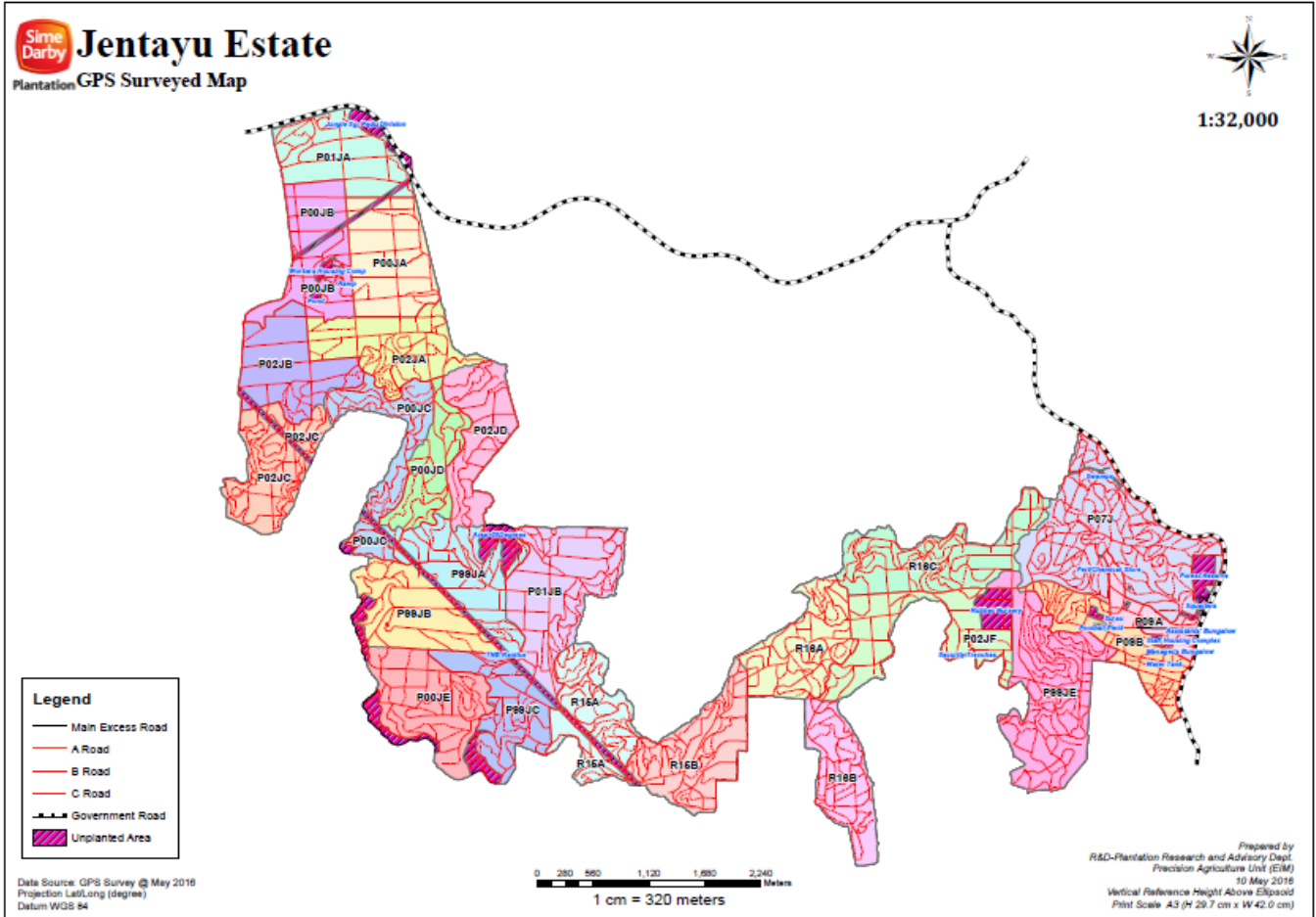
**MSPO Public Summary Report
Revision 2 (Nov 2021)**



MSP0 Public Summary Report
Revision 2 (Nov 2021)



MSPO Public Summary Report
Revision 2 (Nov 2021)



Appendix D: List of Abbreviations

BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
ISCC	International Sustainable Carbon Certification
LD50	Lethal Dose for 50 sample
MSPO	Malaysian Sustainable Palm Oil
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RTE	Rare, Threatened or Endangered species
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure