

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (2_3)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

Client Company Name / Parent Company: Sime Darby Plantation Berhad
Client Company / Parent Company Address: Level 3A, Main Block, Plantation Tower No. 2, Jalan PJU 1A/7, Ara Damansara, Selangor, Malaysia
Certification Unit: Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill Location of Certification Unit: Jalan Mahang-Kelang Lama 09700, Karangan, Kedah, Malaysia
Date of Final Report: 05/07/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Sime Darby Plantation Berhad		
RSPO Membership Number	1-0008-04-000-00	Membership Approval Date	07/09/2004
Address	Level 11, Main Block, Plantation Tower No. 2, Jalan PJU 1A/7, 47301 Ara Damansara, Selangor, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill		
Location / Address	Jalan Mahang-Kelang Lama, Karangan, 09700 Kedah, Malaysia		
Website	www.simedarbyplantation.com		
Management Representative	Mdm Shylaja Devi Vasudevan Nair (Head, Sustainability Certification Unit, Group Sustainability Department)	E-mail	shylaja.vasudevan@simedarbyplantation.com
Telephone	603-78484379 (Head Office)	Facsimile	603-78484356 (Head Office)

2. Certification Information			
Certificate Number	RSPO 550179	Certificate Start Date	12/08/2020
Date of First Certification	12/08/2010	Certificate Expiry Date	11/08/2025
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • 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. 		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_3) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	80 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		

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Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)
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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSP0 717859	MSPO Supply Chain Certification Standard 2018	BSI Services Malaysia Sdn Bhd	20/10/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sungai Dingin POM	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' 55.22" N	100° 42' 09.32" E
Padang Buluh Estate	Jalan Sidam Kiri, Sungai Petani, Kedah, Malaysia	5° 34' 25.00" N	100° 34' 24.00" E
Bukit Selarong Estate	Jalan Ladang Bukit Selarong, Padang Serai, Kedah, Malaysia	5° 28' 21.25" N	100° 35' 30.55" E
Bukit Hijau Estate	Jalan Kuala Tawar – Sedim, Kuala Ketil, Kedah, Malaysia	5° 33' 04.00" N	100° 45' 25.00" E
Jentayu Estate	KM 17, Sungai Petani Kedah, Malaysia	5° 45' 59.83" N	100° 39' 49.21" E
Somme Estate	Jalan Terap – Serdang, Serdang, Kedah, Malaysia	5° 15' 12.00" N	100° 36' 14.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
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
Sungai Dingin Estate	2,928.17	3.56	1,312.30	4,244.03	69.00
Somme Estate	808.39	-	133.17	941.56	85.86
Bukit Selarong Estate	3,552.61	34.24	222.29	3,809.14	93.27
Padang Buluh Estate	3,447.00	14.34	547.13	4,008.47	86.00
Total	13,334.66	58.18	4,479.30	17,872.14	73.5

Note: Previously certified Anak Kulim Estate has been removed from this certification. The land has been leased to an outsider company to plant Paulownia trees effective from September 2022. A total of 1,522.49Ha has been removed from the certification which includes 1.72ha of HCV area, 207.51Ha of Total Planted Area and 1,313.26ha of Infrastructure & Other Areas.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Bukit Hijau Estate	400.66	-	1,041.44	-	1,041.44	400.66
Jentayu Estate	278.12	-	878.27	-	878.27	278.12
Sungai Dingin Estate	672.71	116.20	2,139.26	-	2,255.46	672.71
Somme Estate	222.76	184.38	401.25	-	585.63	222.76
Bukit Selarong Estate	684.75	863.45	1,994.41	10.00	2,867.86	684.75
Padang Buluh Estate	245.00	1,069.00	2,133.00	-	3,202.00	245.00
Total (ha)	2,504.00	2,233.03	8,587.63	10.00	10,830.66	2,504.00

Note: Previously certified Anak Kulim Estate has been removed from this certification. The land has been leased to an outsider company to plant Paulownia trees effective from September 2022. A total of 1,522.49Ha has been removed from the certification which includes 1.72ha of HCV area, 207.51Ha of Total Planted Area and 1,313.26ha of Infrastructure & Other Areas.

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022-Jul 2023)	Actual (Apr 2022-Mar 2023)		Forecast (Aug 2023-Jul 2024)
		Previous license period (Apr 2022-Jul 2022)	Current license period (Aug 2022-Mar 2023)	
Sungai Dingin Estate	33,832.00	8,329.26	16,618.38	34,432.00
Padang Buluh Estate	58,900.00	14,627.77	31,683.96	49,788.00
Bukit Selarong Estate	54,237.43	14,783.50	26,411.39	39,768.57
Anak Kulim Estate	3,132.00	699.95	243.70	-
Bukit Hijau Estate	12,511.15	2,485.77	7,999.36	11,762.30
Jentayu Estate	14,356.00	3,041.30	7,226.47	9,253.00
Somme Estate	11,900.00	3,919.75	7,729.61	11,360.76
Total	188,868.58	145,800.17		156,364.63

Note: Anak Kulim Estate: 100% leasing to Paulownia effective from September 2022.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022-Jul 2023)	Actual (Apr 2022-Mar 2023)		Forecast (Aug 2023-Jul 2024)
		Previous license period (Apr 2022-Jul 2022)	Current license period (Aug 2022-Mar 2023)	
Genting Bukit Sembilan		33.13	179.53	
Holyrood Estate		764.24	414.99	
Tali Ayer Estate		634.67	367.75	
Total		2,394.31		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 2022-Jul 2023)	Actual (Apr 2022-Mar 2023)		Forecast (Aug 2023-Jul 2024)
		Previous license period (Apr 2022-Jul 2022)	Current license period (Aug 2022-Mar 2023)	
Smallholder		3,060.46	5,488.78	
Total		8,549.24		

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Apr – 2022	12,259.36	1,401.907	13,661.27
2	May – 2022	11,152.90	571.36	11,724.26
3	June – 2022	12,995.42	731.56	13,726.98
4	July – 2022	11,479.62	361.87	11,841.49
5	August – 2022	13,276.02	0	13,276.02
6	September – 2022	11,834.21	0	11,834.21
7	October – 2022	12,508.00	0	12,508.00
8	November – 2022	11,968.60	0	11,968.60
9	December – 2022	11,805.68	0	11,805.68
10	January – 2023	12,272.28	1,203.86	13,476.14
11	February – 2023	13,276.09	2,734.342	16,010.432
12	March – 2023	13,366.30	1,550.581	14,916.881
TOTAL		148,194.48	8,555.48	156,749.96
Note:				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Aug 2022-Jul 2023)	Actual (Apr 2022-Mar 2023)		Forecast (Aug 2023-Jul 2024)
	Previous license period (Apr 2022-Jul 2022)	Current license period (Aug 2022-Mar 2023)	
FFB	FFB		FFB
188,868.58 mt	47,887.30 mt	100,307.18 mt	156,364.63 mt
	TOTAL	148,194.48 mt	
CPO (OER: 21.05%)	CPO (OER: 19.30%)		CPO (OER: 21.30%)
39,756.84 mt	9,502.67 mt	18,831.87 mt	33,305.67 mt
	TOTAL	28,334.54 mt	
PK (KER: 5.64%)	PK (KER: 4.80%)		PK (KER: 5.19%)
10,652.19 mt	2,278.48 mt	4,874.06 mt	8,115.32 mt
	TOTAL	7,152.54 mt	

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	April – 2022	2,451.87	584.77
2	May – 2022	2,319.80	552.07
3	June – 2022	2,600.38	644.57
4	July – 2022	2,130.62	497.07
5	August – 2022	2,511.82	605.39
6	September – 2022	2,256.78	542.01
7	October – 2022	2,316.48	610.39
8	November – 2022	2,126.82	503.88
9	December – 2022	2,113.22	486.39
10	January – 2023	2,337.87	654.11
11	February – 2023	2,538.39	748.77
12	March – 2023	2,630.49	723.12
TOTAL		28,334.54	7,152.54
Note:			

11. Summary of Actual Volume sold					
Current License period (Aug 2022-Mar 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	0	0	0	0
PK (MT)	4,878.71	0	0	0	4,878.71
Credits	18,000.00	0	0	0	18,000.00
Previous License period (Apr 2022-Jul 2022)					
CPO (MT)	844.17	0	0	6,200.00	7,044.17
PK (MT)	0	0	0	1,000.00	1,000.00
Credits	2,000.00	0	0	0	2,000.00

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Sime Darby Oils Carey Island KCP Sdn Bhd	RSPO_PO1000000310		4,878.71
2	Sime Darby Oils Biodiesel Sdn Bhd	RSPO_PO1000000086	844.17	
TOTAL			844.17	4,878.71
Note:				

11B. Records of certified CPO & PK Sold under other schemes since the last audit Apr 2022-Mar 2023				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
	Nil			
TOTAL			N/A	N/A
Note:				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)				
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)	
1	xxxxxxxxxxxx	6,200.00	-	
2	xxxxxxxxxxxx	-	1,000.00	
TOTAL		6,200.00	1,000.00	
Note:				

11D. Records of Certified CPO Sold under RSPO Credits since the last audit Apr 2022-Mar 2023				
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold	
1	Sime Darby Futures Trdng	CB13875	2,000	
2	Sime Darby Futures Trdng	CB13875	18,000	
TOTAL			20,000	
Note:				

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12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (N/A)			Actual (N/A)			Forecast (N/A)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit (N/A)						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	Nil					
TOTAL		N/A	N/A	N/A	N/A	N/A

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (N/A)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (N/A)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
	Nil						
TOTAL			N/A	N/A	N/A	N/A	N/A

Note:

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639
Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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 is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **09/05/2023 – 13/05/2023**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

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. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO 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 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

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For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification 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 / Supply Base)	Year 1 (Re-Certification)	Year 2 (ASA 2_1)	Year 3 (ASA 2_2)	Year 4 (ASA 2_3)	Year 5 (ASA 2_4)
Sungai Dingin POM	✓	✓	✓	✓	✓
Sungai Dingin Estate		✓		✓	✓
Padang Buluh Estate	✓			✓	
Bukit Selarong Estate		✓		✓	✓
Bukit Hijau Estate	✓		✓		✓
Jentayu Estate			✓		✓
Somme Estate	✓		✓	✓	

Tentative Date of Next Visit: May 9, 2024 - May 13, 2024

Total Number of Mandays: 15 Manday

2.2 BSI Assessment Team

Name	Role	Competency
Muhamad Naqiuddin Mazeli (MNM)	Team Leader	<p>Education: Holds Bachelor of Science Horticulture at University Putra Malaysia.</p> <p>Work Experience: He has 11 years of working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, he managed, implement, and monitors the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries, and Smallholder scheme. He is a trained Safety and Health Officer</p> <p>Training attended: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course Social Auditing & SMETA Training, RSPO ISH Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Legal Requirements, land & legal issue, Occupational health and safety requirement, HIRARC and management plan, mill best practices, estate best practices training, environment impact assessment, management plan and RSPO supply chain requirements.</p>

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<p>Hafriazhar bin Mohd Mokhtar (HMM)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology, and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation, and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 Lead Auditor Training, MSPO Lead Auditor Training, Endorsed RSPO SCCS Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Training, ISO 9001 Lead Auditor Training, ISO 50001 Lead Auditor Training, ISO 14001 Lead Auditor Training, RSPO ISH Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Economic management plan, environment responsibility, environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
<p>Mohd Nur Amin bin Mohd Halim (MNA)</p>	<p>Team Member</p>	<p>Education: Diploma Office Management & Technology, UiTM.</p> <p>Work Experience: He has more than 6 years of working experience as sustainability practitioner in GLCs related to palm oil plantation mainly handling operational excellence, environment & safety, and health at the upstream and downstream operations. More than 3 years of working experience as Auditor for MSPO schemes and ISCC scheme.</p> <p>Training attended: He has completed Exemplar IMS (9001, 14001 & 45001) Lead Auditor Training, SA 8000 Auditor Training, Endorsed MSPO SCCS Lead Auditor Training, Endorsed MSPO Lead Auditor Training, Endorsed ISCC Waste and Residue Training, Endorsed RSPO SCCS Lead Auditor Training, HCV & HCS Training, Endorsed ISCC Basic & PLUS Training, CQI & IRCA ISO 14001:2015 Lead Auditor Training and Endorsed RSPO P&C Lead Auditor Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Policy and commitment, social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, and Stakeholder Consultation.</p>

Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	MNM	HMM	MNA
Monday, 08/05/2023	All day	Auditors travel to Sebrang Jaya and hotel check-in	√	√	√
Tuesday 09/05/2023	0830-0900	Opening meeting at Sg Dingin Mill: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	√	√	√
	0900-1300	Sg Dingin Estate: 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, Scheduled waste management, worker housing, clinic, Landfill, etc. and Document review P1 – P7	√	√	√
	1000-1200	Stakeholder consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.			√
	1300-1400	Lunch break	√	√	√
	1400-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1630-1700	Interim closing briefing	√	√	√
	Wednesday 10/05/2023	0900-1300	Padang Buluh Estate: 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, Scheduled waste management, worker housing, clinic, Landfill, etc. and Document review P1 – P7	√	√
1000-1200		Stakeholder consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.			√

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Date	Time	Subjects	MNM	HMM	MNA
	1300-1400	Lunch break	√	√	√
	1400-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1630-1700	Interim closing briefing	√	√	√
Thursday 11/05/2023	0900-1300	Sungai Dingin POM Site visit: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	√	√	√
	1000-1200	Stakeholder consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.			√
	1300-1400	Lunch break	√	√	√
	1400-1630	Document Review P1 – P7: SOPs, Supply chain, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	√	√	√
	1630-1700	Interim closing briefing	√	√	√
Friday 12/05/2023	0900-1300	Bkt Selarong Estate: 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, Scheduled waste management, worker housing, clinic, Landfill, etc. and Document review P1 – P7	√	√	√
	1000-1200	Stakeholder consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.			√
	1300-1400	Lunch break	√	√	√

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Date	Time	Subjects	MNM	HMM	MNA
	1400-1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1630-1700	Interim closing briefing	√	√	√
Saturday, 13/05/2023	0900-1300	Somme Estate : 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, Scheduled waste management, worker housing, clinic, Landfill, etc. and Document review P1 – P7	√	√	√
	1000-1200	Stakeholder consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighbouring estates, smallholders, villages, workers representative, etc.), etc.			√
	1300-1400	Lunch break	√	√	√
	1400-1530	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	√	√	√
	1530-1600	Interim closing and travel to Sg Dingin POM for closing meeting.	√	√	√
	1600-1630	Audit team discussion & preparation for closing meeting	√	√	√
	1630-1730	Closing Meeting	√	√	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
<p>Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?</p>	<p>Yes. SDP TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan table.</p> <p>As at 16 Jan 2020, Sime Darby Plantation under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (SDP Liberia) to Mano Palm Oil Industries Ltd (MPOI):</p> <p>http://www.simedarbyplantation.com/media/press-releases/sime-darby-plantation-completes-divestment-of-its-liberia-operations</p>	<p>Complied</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>Generally, all estates and mills excepted stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development has been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management. As per reply from Deputy Director of Compliance, RSPO Secretariat on 26/01/2022, for RSPO membership date before 1st July 2018, the new TBP is before 30th June 2023. Since SDP TBP is within June 2023, no approval is required from RSPO Secretariat. This is confirmed with the representative from Sime Darby as per email dated 11/05/2023 and during audit.</p>	<p>Complied</p>
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No. There is no new acquisitions as at latest TBP Sept 2022.</p>	<p>Complied</p>

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<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Although there are deviation has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.</p>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Indonesia - PT Swadaya Andika: Mill closed down and all the supply bases was transferred to Rantau Mill - PT Laguna Mandiri. The Selabak Est, Randi Est, Sangkoh Est, Lanting Est is currently under PT Laguna Mandiri - Rantau Factory certification. PT Mitral Austral Sejahtera: The properties were sold and currently Sime Darby Plantation Berhad have no control in the management. The property was disposed on 25/06/2019 and an official letter on disposal of PT MAS was sent to RSPO Secretariat on 27/06/2019. Malaysia - Pekaka Mill is being mothballed in year 2018 and all the certified supply base Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate has been transferred to SOU Lavang. Bintang Oil Mill: Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. As at 01/10/2018, the mill has completed the selling off transaction.</p> <p>Papua New Guinea - Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd: The Remediation and Compensation Process is at the submission of Compensation Plan. RSPO Main Assessment is planned on 10-14 March as public Notification letter: www.rspo.org/certification/public-announcement</p> <p>For Liberia operations: As at 16/01/2020, Sime Darby Plantation Berhad under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (Sime Darby Plantation Liberia) to Mano Palm Oil Industries Ltd (MPOI): www.simedarbyplantation.com/media/pressreleases/sime-darby-plantation-completesdivestment-of-its-liberia-operations</p> <p>ACOP 2021 has been cross-referenced as below: https://document.rspo.org/2021/Sime_Darby_Plantation_Berhad_ACOP2021.pdf</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Although lapses has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No fundamental failure. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) have been excluded in the latest TBP as these 2 assets were disposed.</p>	<p>Complied</p>

Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>New plantings within Sime Darby Plantation Berhad that have completed NPP notification.</p> <ol style="list-style-type: none"> 1. NBPOL (Poliamba Limited) 23/05/2020 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyplantation-berhad-nbpol-poliamba-limited 2. NBPOL (Guadalcanal Plain Palm Oil Ltd) 06/04/2018 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-a-subsiary-of-sime-darby-plantationbhd-guadalcanal-plain-palm-oil-ltd 3. NBPOL (Ragu Agri Industries Limited) 29/01/2018 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-ramuagri-industries-ltd 4. NBPOL (Ragu Agri Industries Limited) 02/09/2016 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd-ramu-agri-industries-limited 5. NBPOL (Higaturu Oil Palms) 21/06/2016 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd-higaturu-oil-palms 6. NBPOL (Poliamba Limited – Lamawan) 07/04/2014 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-poliambalimited-lamawan-png 7. NBPOL (Poliamba Limited – Lamendauen) 07/04/2014 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-poliambalimited-lamendauen-png 8. NBPOL (Roka Mini estate) 04/11/2013 – no comments captured in RSPO website 	<p>Complied</p>

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	<p>https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd.-roka-mini-estate</p> <p>9. NBPOL (J estate) 01/11/2013 – no comments captured in RSPO website</p> <p>https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd.-j-estate</p> <p>10. NBPOL (Higaturu Oil Palm) 14/12/2012 – no comments captured in RSPO website</p> <p>https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-limited-higaturu-oil-palm</p> <p>11. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website</p> <p>https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc-new-planting-assessment</p> <p>12. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website</p> <p>https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc.-new-planting-assessment1</p> <p>13. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website</p> <p>https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc.-new-planting-assessment</p> <p>Management units for 11 – 13 above were disposed.</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, all issues of are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C.</p> <p>Based on verification in the media (i.e internet and newspaper) it was confirmed that no news or issue related land disputed were raised by any parties. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) have been excluded in the latest TBP as both sites was disposed.</p> <p>The RaCP tracker was checked. There are 21 Management units that have potential liabilities. There are some discrepancies between RaCP tracker and actual scenario due possibility of assets disposal. As per the data audited, there are 19 management units for the Indonesia Operations that requires LUCA. All LUCAs were submitted but the review was delayed due to change of RSPO reviewer. As of June 2023, 16 LUCAs review completed</p>	<p>Complied</p>

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	with remaining 8 concept note required, 6 concept note approved by RSPO, and 1 Concept note endorsed.	
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, all issues of are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C. Based on verification in the media (i.e internet and newspaper) it was confirmed that no news or issue related labour disputed were raised by any parties. Sime Darby Plantation Berhad have published Grievance mechanism that is applied to all management units. Disputes related to labor, stakeholders and communities are to be dealt using this mechanism.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Sime Darby Plantation maintain corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Yes. The sustainability unit has conducted internal audits the uncertified units and updated in the compliance status of uncertified management unit. There is no replacement of primary forest or HCV Area and no new planting after January 1 st , 2010. The issue is mainly awaiting for Land Titles. The last audit was conducted on 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022 July 2022. The Head of Sustainability has concluded in the uncertified unit compliance report that there is no land disputes and legal compliance is monitored during the internal audit as the positive assurance.	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are some non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates. From the verification of internal audit found that RaCP was in progress. The record showed that Sime Darby was in progress to comply with the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 and sighted the action plan and verified.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Respective sites-maintained stakeholder engagements as part of the estates/mills operations. Especially in Indonesia, socialization of company.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>There is no scheme smallholders and/or outgrowers include in the scope of certification. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
				Latitude	Longitude						Any revision from the last approved TBP?	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Manggala	Indonesia	Manggala Mill	Rokan Hilir District - Riau	1.521111	100.727778		Certified	N/A	23-Nov-10	19-20 July 2021	No	N/A	N/A	N/A
		Manggala -1 Estate		1.535278	100.730000	4,919	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
		Manggala -2 Estate		1.531667	100.643889	4,922	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
		Manggala -3 Estate		1.473056	100.758889	3,995	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
Alur Dumai	Indonesia	Alur Dumai Mill	Rokan Hilir District - Riau	1.561111	100.541667		Certified	N/A	16-Jan-12	19-20 July 2021	No	N/A	N/A	N/A
		Alur Dumai Estate		1.561111	100.541667	3,759	Certified	N/A	16-Jan-12		No	N/A	N/A	N/A
Teluk Siak	Indonesia	Teluk Siak Mill	Siak District - Riau	0.591389	101.658889		Certified	N/A	11-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Teluk Siak Estate		0.585833	101.616944	3,321.20	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A
		Pinang Sebatang Estate		0.543056	101.575000	3,799.21	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A
		Aneka Persada Estate		0.626389	101.655833	4,434.90	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A
Blang Simpo	Indonesia	Blang Simpo Mill	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.708333	97.840556		Certified	N/A	3-May-13	19-20 July 2021	No	N/A	N/A	N/A
		Blang Simpo -1 Estate		4.696944	97.837222	3,460.06	Certified	N/A	3-May-13		No	N/A	N/A	N/A
		Blang Simpo -2 Estate		4.685000	97.817500	2,677.83	Certified	N/A	3-May-13		No	N/A	N/A	N/A
		Tamiang (PT PPP) Estate		4.306667	98.026944	1,451.99	Certified	N/A	3-May-13		No	N/A	N/A	N/A
		Batang Ara (PT PSK) Estate		4.290000	98.013333	1,187.34	Certified	N/A	3-May-13		No	N/A	N/A	N/A
Teluk Bakau	Indonesia	Teluk Bakau Mill	Indragiri Hilir District - Riau	0.256389	103.588889		Certified	N/A	11-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Teluk Bakau Estate		0.192500	103.596944	4,025.07	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A
		Nusa Lestari Estate		0.185278	103.568056	3,456.74	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A
		Nusa Perkasa Estate		0.117222	103.605278	5,836.00	Certified	N/A	11-Oct-11		No	N/A	N/A	N/A

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Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	0.115833	103.549167		Certified	N/A	1-Apr-14	19-20 July 2021	No	N/A	N/A	N/A
		Mandah Estate		0.135278	103.547500	5,053.18	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
		Rotan Semelur Estate		0.117778	103.604722	7,313.00	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	-2.984722	103.405833		Certified	N/A	11-Sep-12	19-20 July 2021	No	N/A	N/A	N/A
		Sungai Pinang Estate		-2.986944	103.406944	3,374.42	Certified	N/A	11-Sep-12		No	N/A	N/A	N/A
		Sungai Pinang Estate		-2.986944	103.406944		Not Certified	June 2023			No	N/A	N/A	N/A
		Bukit Pinang Estate		-2.987222	103.405556	3,138.58	Certified	N/A	11-Sep-12		No	N/A	N/A	N/A
		Bukit Pinang Estate		-2.987222	103.405556		Not Certified	June 2023			No	N/A	N/A	N/A
						Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) still in process.								
Ladang Panjang	Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	-1.792500	103.793611		Certified	N/A	9-Jul-12	19-20 July 2021	No	N/A	N/A	N/A
		Ladang Panjang Estate		-1.794167	103.799444	1,202.04	Certified	N/A	9-Jul-12		No	N/A	N/A	N/A
		Ladang Panjang Estate		-1.794167	103.799444		Not Certified	June 2023			No	N/A	N/A	N/A
						Total Areas of Div 1 and 2 (1,796.19 ha) HGU still in process.								
	Indonesia	Rantau Panjang Mill		-2.916389	103.747778		Certified	N/A	16-Mar-12		No	N/A	N/A	N/A

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Rantau Panjang		Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	-2.922222	103.745278	2,679.74	Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Bumi Ayu Estate		-2.896944	103.676944	2,960.98	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Karang Ringin Napal Estate		-2.859722	103.646944	4,359.74	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Mangun Jaya Estate		-2.853056	103.571111	139.45	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sungai Jernih Estate		-2.979833	103.803500	851.57 ha under legalization process	Not Certified	June 2023			No	N/A	N/A	N/A
Angsana	Indonesia	Angsana Mill	Tanah Bumbu District - South Kalimantan	-3.613611	115.610556		Certified	N/A	6-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Angsana Estate		-3.532222	115.669722	3,250.06	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
		Gunung Sari Estate		-3.583056	115.687500	2,826.94	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District - South Kalimantan	-3.488611	115.738611		Certified	N/A	3-Jul-13	19-20 July 2021	No	N/A	N/A	N/A
		Mustika Estate		-3.488889	115.716111	3,648.74	Certified	N/A	3-Jul-13		No	N/A	N/A	N/A
		Pantai bonati Estate		-3.747500	115.577500	2,534.00	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District - South Kalimantan	-3.613611	115.610556		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Gunung Aru Estate		-3.504167	116.163056	2,684.41	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Gunung Kemasan Estate		-3.530000	116.183333	3,511.36	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Laut Timur Estate		-3.596944	116.205000	3,207.28	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Pantai Timur Estate		-3.606667	116.223889	3,337.49	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
Ungkaya	Indonesia	Ungkaya Mill	Morowali District - Sulawesi Tengah	-2.222778	121.563611		Certified	N/A	10-Jul-12	19-20 July 2021	No	N/A	N/A	N/A
		Ungkaya Estate		-2.222778	121.563611	4,145.00	Certified	N/A	10-Jul-12		No	N/A	N/A	N/A
Rantau	Indonesia	Rantau Mill	Kotabaru District - South Kalimantan	-2.439167	116.114167		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Rantau Estate		-2.445000	116.111944	4,638.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Matalok Estate		-2.445556	116.111944	3,082.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Selabak Estate (PT SAA)		-2.442222	116.208056	3,757.67	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Randi Estate (PT SAA)		-2.438889	116.208611	2,882.98	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sangkoh Estate (PT SAA)		-2.470556	116.237500	3,789.34	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A

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		Lanting Estate (PT LMR)		-2.463611	116.283611	3,249.27	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	-2.378611	116.205000		Certified	N/A	1-Apr-14	19-20 July 2021	No	N/A	N/A	N/A
		Betung Estate		-2.356667	116.195833	4,266.00	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
		Sekayu Estate		-2.326111	116.182778	3,313.57	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	-2.373611	116.329722		Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Bebunga Estate		-2.383611	116.334444	3,958.43	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Bakau Estate		-2.420556	116.328333	5,342.14	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sungai Cengal Estate		-2.406111	116.363056	4,974.20	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	-2.459167	116.518889		Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Pondok Labu Estate		-2.412500	116.510000	3,569.53	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Binturung Estate		-2.440833	116.442222	4,072.01	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Rampa Estate		-2.452500	116.436389	3,656.20	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sesulung Estate		-2.494444	116.510556	4,578.46	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
Sekunzir	Indonesia	Sekunzir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	-2.444722	112.006944		Certified	N/A	23-Nov-10	19-20 July 2021	No	N/A	N/A	N/A
		Sekunzir Estate		-2.446667	112.008889	3,555.19	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
		Seruyan Estate		-2.407778	112.068056	4,179.40	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.057778	112.316944		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Sukamandang Estate		-2.065556	112.313333	3,936.56	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Sapiri Estate		-2.023889	112.347778	3,530.90	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Baras Danum Estate		-2.080000	112.381111	3,664.60	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Kuala Kuayan Estate		-2.079444	112.352778	3,647.86	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
Pematang	Indonesia	Pematang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Pematang Estate		-2.158056	112.290556	3,857.91	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Kawan Batu Estate		-2.161111	112.385278	4,400.00	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Hatantiring Estate		-2.116111	112.293333	3,811.00	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Batang Garing Estate		-2.157778	112.420833	4,532.75	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A

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Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	-2.168889	110.673889		Certified	N/A	3-Jul-14	19-20 July 2021	No	N/A	N/A	N/A	
		Lembiru Estate		-2.164722	110.687778	4,929.49	Certified	N/A	3-Jul-14		No	N/A	N/A	N/A	
		Awatan Estate		-2.215278	110.681944	3,476.79	Certified	N/A	3-Jul-14		No	N/A	N/A	N/A	
		Pelanjau Estate (PT BAL)		-2.227778	110.621944	1,002.79	Certified	N/A	3-Jul-19		No	N/A	N/A	N/A	
		Karya Palma Estate		-2.170592	110.726528		Pending confirmation from BPN on HGU document	Not Certified	2023			No	N/A	N/A	N/A
		Beturus Estate (PT BAL)		-2.174444	110.659722		HGU was obtained however BPN never release the HGU to the company	Not Certified	June 2023			No	N/A	N/A	N/A
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District – West Kalimantan	0.269444	110.482778		Certified	N/A	18-Oct-10	19-20 July 2021	No	N/A	N/A	N/A	
		West Estate		0.271667	110.405833	4,562.34	Certified	N/A	18-Oct-10		No	N/A	N/A	N/A	
		East Estate		0.256111	110.502500	2,665.48	Certified	N/A	18-Oct-10		No	N/A	N/A	N/A	
		East/Sei Mawang Estate		0.155224	110.532656		Land legalization process for East Estate for 6123.7 ha under process	Not Certified	N/A			No	N/A	N/A	N/A
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	5.394734	100.710604		Certified	N/A	12-Aug-10	19-20 July 2021	No	N/A	N/A	N/A	
		Anak Kulim Estate		5.301731	100.589053	1,523.35	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Sungai Dingin Estate		5.374539	100.723497	4,244.03	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Somme Estate		5.247043	100.624650	941.56	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Bukit Selarong Estate		5.505948	100.608351	3,896.17	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Padang Buluh Estate		5.673433	100.543599	4,008.47	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	

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		Bukit Hijau Estate		5.600325	100.717128	2,725.00	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A
		Jentayu Estate		5.772915	100.587191	2,178.59	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A
Chersonese	Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	4.978457	100.461902		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Chersonese Estate		4.987886	100.456169	3,293.72	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Kalumpong Estate		4.957656	100.566418	2,716.80	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Tali Ayer Estate		5.081477	100.523402	3,756.10	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Holyrood Estate		5.139587	100.712109	1,332.74	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Elphil		Malaysia	Elphil Oil Mill	Sg Siput, Perak	4.890787	101.092768			Certified	N/A	18-Jun-11	19-20 July 2021
Kamuning Estate	4.850552	101.031803	3,888.43		Certified		N/A	18-Jun-11	No	N/A	N/A	N/A		
Elphil Estate	4.848728	101.102094	1,865.43		Certified		N/A	18-Jun-11	No	N/A	N/A	N/A		
Kinta Kellas Estate	4.459869	101.087714	1,060.74		Certified		N/A	18-Jun-11	No	N/A	N/A	N/A		
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	3.928662	100.856590		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Flemington Estate		3.901745	100.905976	1,906.84	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Bagan Datoh Estate		3.987867	100.815889	3,781.86	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Sabak Bernam Estate		3.754999	101.014455	2,511.79	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Sg. Samak Estate		3.774142	101.158366	3,025.74	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	3.969097	100.985458		Certified	N/A	3-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Selaba Oil Mill		3.989699	101.081201	1,549.75	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Seri Intan (+ Selaba) Estate		3.962735	101.016490	4,013.16	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sabrang Estate		4.011192	100.960478	3,945.23	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sogomana Estate		4.387616	100.701262	2,214.08	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sg. Wangi Estate		4.280812	100.743135	2,226.66	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Bikam Estate		4.017065	101.317302	2,075.16	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Cluny (+ Bedford) Estate		3.857921	101.434059	1,549.75	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
Tennamaram	Malaysia	Tennamaram Oil Mill		3.396501	101.418491		Certified	N/A	3-Mar-11		No	N/A	N/A	N/A

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		Tennamaram Estate	Bestari Jaya, Selangor	3.413960	101.416127	1,981.60	Certified	N/A	3-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Sungai Buluh Estate		3.318358	101.327095	5,152.22	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Bukit Talang Estate		3.401577	101.303102	3,572.44	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	3.188046	101.372775		Certified	N/A	15-Apr-11	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Kerayong Estate		3.165246	101.371079	2,699.28	Certified	N/A	15-Apr-11		No	N/A	N/A	N/A
		Bukit Cheraka Estate		3.223053	101.357632	3,647.62	Certified	N/A	15-Apr-11		No	N/A	N/A	N/A
East	Malaysia	East Oil Mill	Carey Island, Selangor	2.885355	101.436495		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		East Estate		2.894306	101.402747	5,634.45	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Sepang Estate	Sepang, Selangor	2.692067	101.723500	2,092.28	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Dusun Durian Estate	Kuala Selangor, Selangor	2.810648	101.495017	3,176.21	Certified	N/A	19-May-10		No	N/A	N/A	N/A
West	Malaysia	West Oil Mill	Carey Island, Selangor	2.905704	101.360380		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		West Estate		2.867693	101.338941	5,912.69	Certified	N/A	19-May-10		No	N/A	N/A	N/A
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	4.201447	101.862680		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Puteri Estate		4.188357	101.864388	3,875.80	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Kerdu	Malaysia	Kerdu Oil Mill	Temerloh, Pahang	3.569692	102.278807		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Kerdu Estate		3.582726	102.314266	5,683.04	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Mentakab Estate		3.488212	102.243800	3,266.49	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Chenor Estate		3.784343	102.615444	2,834.98	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sg Mai Estate		3.847749	102.341727	1,996.99	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	3.960000	103.310000		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Jabor Estate		3.958168	103.299484	2,332.92	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	2.750730	101.805038		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Labu Estate		2.737380	101.816051	4,529.72	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	2.654368	101.792488		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		Tanah Merah Estate		2.634776	101.798120	4,341.73	Certified	N/A	19-May-10		No	N/A	N/A	N/A

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		Bukit Pelandok Estate		2.690570	101.773393	1,862.14	Certified	N/A	19-May-10		No	N/A	N/A	N/A
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	2.529158	101.894873		Certified	N/A	18-Feb-14	19-20 July 2021	No	N/A	N/A	N/A
		Sua Betong Estate		2.503423	101.919182	2,870.75	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Sengkang Estate		2.447583	101.962703	2,831.51	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Bradwall Estate		2.564010	101.938966	3,828.34	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		PD Lukut Estate		2.535525	101.850486	1,523.79	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Tampin Linggi Estate		2.523442	101.995888	2,106.71	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Sg. Bahru Estate		2.439865	102.084904	1,427.31	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Salak Estate		2.572851	101.884647	3,868.86	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	2.784092	102.507537		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Muar River Estate		2.592059	102.740421	1,584.62	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sg. Senarut Estate + Sg Gemas Estate		2.556845	102.691147	2,958.38	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Kok Foh Estate		2.818025	102.516297	2,275.84	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Bukit Pilah Estate		2.718295	102.527980	3,667.31	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		St. Helier Estate		2.779462	102.374345	1,992.65	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sungai Sabaling Estate		2.844046	102.474445	1,321.35	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Pertang Estate		2.969102	102.244214	1,052.49	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	2.243408	102.481607		Certified	N/A	20-May-10	19-20 July 2021	No	N/A	N/A	N/A
		Kempas Estate		2.207737	102.441483	4,505.45	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Tangkah Estate		2.292917	102.602549	2,537.78	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Kemuning Estate		2.431024	102.297339	2,671.05	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Serkam Estate		2.250557	102.394318	2,114.23	Certified	N/A	20-May-10		No	N/A	N/A	N/A
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	2.324247	102.482843		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Diamond Jubilee Estate		2.307499	102.439884	2,836.19	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Bukit Asahan Estate		2.417485	102.550615	3,072.18	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A

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		Welch Estate		2.459303	102.656758	1,447.82	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	2.077708	102.719062		Certified	N/A	28-Jan-14	19-20 July 2021	No	N/A	N/A	N/A
		Pagoh Estate		2.078652	102.700463	2,325.93	Certified	N/A	28-Jan-14		No	N/A	N/A	N/A
		Lanadron Estate		2.199715	102.744380	1,964.44	Certified	N/A	28-Jan-14		No	N/A	N/A	N/A
		Pengkalan Bukit Estate		2.126414	102.772148	3,128.22	Certified	N/A	28-Jan-14		No	N/A	N/A	N/A
Chaah	Malaysia	Chaah Oil Mill	Chaah, Johor	2.148569	102.973809		Certified	N/A	18-Nov-10	19-20 July 2021	No	N/A	N/A	N/A
		Chaah Estate		2.148681	102.975656	2,795.36	Certified	N/A	18-Nov-10		No	N/A	N/A	N/A
		Sg. Simpang Kiri Estate		2.117737	102.990732	2,371.66	Certified	N/A	18-Nov-10		No	N/A	N/A	N/A
		North Labis Estate		2.383325	103.024507	3,532.91	Certified	N/A	18-Nov-10		No	N/A	N/A	N/A
Gunung Mas	Malaysia	Gunung Mas Oil Mill	Kluang, Johor	2.243769	103.138027		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		Gunung Mas Estate		2.256176	103.128691	3,466.17	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Kempas Klebang Estate		2.217905	103.160775	2,473.06	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Bukit Paloh Estate		2.155149	103.180279	3,390.90	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Yong Peng Estate		2.063715	103.119119	2,975.41	Certified	N/A	19-May-10		No	N/A	N/A	N/A
Bukit Benut	Malaysia	Bukit Benut Oil Mill	Kluang, Johor	1.931143	103.347365		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Benut Estate		1.910217	103.336262	2,799.78	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Lambak Elaeis Estate		1.965476	103.319840	3,740.16	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		CEP Nyior Estate		2.090638	103.248932	1,955.19	Certified	N/A	5-Oct-11		Yes	Not applicable - this revision is only on change of certified supply base from one certified mill to another certified mill within SDP.	CEP Nyior Estate, a certified estate, is in the process of being included as part of the supply base of SOU Gunung Mas, and will be excluded from SOU Bukit Benut, the final change will be	

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													reported in the next update, as SDP is now awaiting final report by CB.	
Ulu Remis	Malaysia	Ulu Remis Oil Mill	Layang-layang, Johor	1.834433	103.462750		Certified	N/A	11-Apr-11	19-20 July 2021	No	N/A	N/A	N/A
		Ulu Remis Estate		1.842329	103.479604	2,598.25	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
		Cenas Estate		1.926143	103.580014	1,974.06	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
		Bukit Badak Estate		1.873353	103.506986	3,234.25	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
		Tun Dr. Ismail Estate		1.832710	103.359779	4,271.44	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
		Pekan Estate		1.846603	103.583208	3,258.70	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
		Sembrong Estate		1.878696	103.459400	1,778.88	Certified	N/A	11-Apr-11		No	N/A	N/A	N/A
Hadapan	Malaysia	Hadapan Oil Mill	Layang-layang, Johor	1.762310	103.448013		Certified	N/A	29-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Sri Pulai Estate		1.617621	103.493465	2,049.87	Certified	N/A	29-Mar-11		No	N/A	N/A	N/A
		Kulai Estate		1.661084	103.570639	3,023.42	Certified	N/A	29-Mar-11		No	N/A	N/A	N/A
		Layang Estate		1.788781	103.451095	3,258.90	Certified	N/A	29-Mar-11		No	N/A	N/A	N/A
		CEP Renggam Estate		1.874883	103.377487	3,039.63	Certified	N/A	29-Mar-11		No	N/A	N/A	N/A
Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	Sandakan, Sabah	5.640834	118.166631		Certified	N/A	1-Oct-08	19-20 July 2021	No	N/A	N/A	N/A
		Tun Tan Siew Sin Estate		5.649754	118.188772	3,125.60	Certified	N/A	1-Oct-08		No	N/A	N/A	N/A
		Tunku Estate		5.695778	118.205194	3,199.05	Certified	N/A	1-Oct-08		No	N/A	N/A	N/A
		Tigowis Estate		5.745396	118.216785	2,074.02	Certified	N/A	1-Oct-08		No	N/A	N/A	N/A
		Sentosa Estate		5.599561	118.178923	3,545.54	Certified	N/A	1-Oct-08		No	N/A	N/A	N/A
		Segaliud Estate		5.707622	117.753884	4,820.13	Certified	N/A	1-Oct-08		No	N/A	N/A	N/A
Melalap	Malaysia	Melalap Oil Mill	Tenom, Sabah	5.233156	115.986648		Certified	N/A	21-Jan-11	19-20 July 2021	No	N/A	N/A	N/A
		Melalap Estate		5.223404	115.992040	2,096.73	Certified	N/A	21-Jan-11		No	N/A	N/A	N/A
		Sapong Estate		5.045466	115.930091	3,149.45	Certified	N/A	21-Jan-11		No	N/A	N/A	N/A
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	4.704700	118.060210		Certified	N/A	16-Jan-09		No	N/A	N/A	N/A

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		Binuang Estate		4.687893	118.049997	3,271.08	Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A
		Sungang Estate		4.658950	118.121355	3,407.98	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Tingkeyu Estate		4.716962	118.077638	1,881.08	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Jeleta Bumi Estate		4.709414	117.977971	3,099.44	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	4.586585	118.193448		Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A
		Giram Estate		4.575846	118.206571	4,166.98	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Mostyn Estate		4.670009	118.169029	4,178.04	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	4.373961	117.808354		Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A
		Merotai Estate		4.390278	117.808586	3,052.66	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Imam Estate		4.341017	117.894636	3,773.56	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Tiger Estate		4.409715	117.840613	2,497.86	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
		Table Estate		4.365974	117.868354	2,221.63	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	3.431669	113.598862		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Lavang Estate		3.427129	113.586935	4,363.83	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Rasan Estate		3.405057	113.635653	3,454.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Belian Estate		3.369111	113.560310	2,847.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Kelida Estate		3.364892	113.624465	2,460.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Lavang (Special) Estate		3.400634	113.593633	included under Lavang Estate Ha	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Pekaka Estate		3.481090	113.641821	2,626.14	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Ruai Estate		3.449198	113.624477	2,460.96	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Dulang Estate		3.460195	113.677984	2,548.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Charquest Estate		3.490618	113.602270	1,448.71	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Paroh Estate		3.463913	113.734106	2,627.90	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	3.373177	113.400308		Certified	N/A	30-Dec-11		No	N/A	N/A	N/A

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		Rajawali Estate		3.394716	113.426263	6,087.27	Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Samudera Estate		3.502793	113.412122	3,308.60	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Semarak Estate		3.373453	113.375595	2,248.68	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Bayu Estate		3.503470	113.374145	2,459.90	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	3.390463	113.348888		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Derawan Estate		3.412304	113.359221	2,490.79	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Sahua Estate		3.462224	113.366926	2,644.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Takau Estate		3.387069	113.329626	2,107.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Damai Estate		3.440639	113.400749	2,287.04	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Oil Mill	Guadalcanal Province, Solomon Islands	9.442703	160.219366		Certified	N/A	18-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Tetere Estate		9.449012	160.218796	2947.79	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Ngalimbiu Estate		9.463400	160.146900	2498.65	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Mbalisuna Estate		9.447400	160.255700	2868.47	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – West Zone (83)		9.450278	160.140000	245.50	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – Central Zone (53)		9.460000	160.210000	181.71	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – MBA East Zone (59)		9.468056	160.253889	180.80	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – MBE East Zone (37)		9.484167	160.322222	102.77	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
Milne Bay Estates (MBE)	Papua New Guinea	Hagita Oil Mill	Milne Bay Province, Papua New Guinea	-10.315730	150.286230		Certified	N/A	15-Feb-13	19-20 July 2021	No	N/A	N/A	N/A
		Giligili Estate		-10.300140	150.358360	1095.47	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Hagita Estate		-10.310940	150.281030	2450.02	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Waigani Estate		-10.309390	150.259640	2341.13	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Sagarai Estate		-10.432860	150.190920	2864.55	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Padipadi Estate		-10.405080	150.024360	4517.67	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Mariawatte Estate		-10.405080	149.892330	1680.14	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A

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		Smallholders - East Gurney Estate (259)		From - 10.327640 to - 10.290530	From 150.284940 to 150.389560	450.59	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - West Gurney Estate (231)		From - 10.307500 to - 10.408060	From 150.284940 to 150.664940	479.13	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - East Sagarai Estate (156)		From - 10.431250 to - 10.290530	From 150.269220 to 150.300220	283.93	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - West Sagarai Estate (212)		From - 10.450830 to - 10.405810	From 150.047890 to 150.047890	345.96	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
Poliamba (POL)	Papua New Guinea	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	-2.874720	151.276389		Certified	N/A	19-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Kara Estate		From - 2.706390 to -2.811000	From 151.028330 to 151.184972	1032.10	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Nalik Estate		From - 2.8705500 to -2.9325000	From 151.214990 to 151.429720	2666.75	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		West Coast Estate		From - 2.813720 to -2.982200	From 151.214990 to 151.292970	627.60	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Noatsi Estate		From - 2.960550 to -3.109720	From 151.456390 to 151.705280	2064.10	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Madak Estate		From - 3.143060 to -3.259720	From 151.755830 to 152.041100	1517.11	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A

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		Smallholders -North Division (615)		From - 2.68390 to -2.88000	From 150.95000 to 150.25660	1022.12	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Smallholders- South Division (866)		From - 2.871100 to -3.188060	From 151.286110 to 151.835500	1257.21	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Smallholders -West Division (309)		from - 2.809440 to -2.992770	From 151.028330 to 151.345270	533.54	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap Mill	Morobe Province, Papua New Guinea	-6.088989	145.006104		Certified	N/A	5-Aug-10	19-20 July 2021	No	N/A	N/A	N/A
		Gusap East (Gusap) Estate		-6.088556	146.006000	2856.45	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Gusap West (Paddock) Estate		-6.049400	145.993900	3019.09	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Surinam Estate		-5.900300	145.783600	2154.14	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Dumpu Estate		-5.855700	145.730400	2254.36	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Ngaru Estate		-6.139300	146.623100	854.33	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		J Estate (Jephcott) Estate		-6.056200	145.933000	2824.01	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Smallholders - Madang VOPs (71)		-5.462500	145.344600	360.00	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Smallholders - Morobe VOPs (253)		-6.762000	146.130400	283.70	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
Higaturu Oil Palm (HOP)	Papua New Guinea	Sangara Oil Mill	Oro Bay Province, Papua New Guinea	-8.743400	148.198700		Certified	N/A	1-Feb-13	19-20 July 2021	No	N/A	N/A	N/A
		Mamba Oil Mill		-8.854700	147.707000		Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Embi Estate		-8.850600	148.429200	1737.78	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Ambogo Estate		-8.712500	148.233600	2040.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Sangara Estate		-8.742800	148.181700	1780.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Sumbiripa Estate		-8.751700	148.963100	2545.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Mamba Estate		-8.848100	147.715000	4013.10	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A

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		Sambogo Estate		-8.799700	148.340000	2637.85	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Sorovi Division (2019)		-8.758600	148.312800	3940.21	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Saiho Division (842)		-8.847500	148.050800	1493.06	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Aeka Division (911)		-8.673900	148.017800	1474.23	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Igora Division (1367)		-8.717500	148.135000	2940.15	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Ilimo Division (671)		-8.893600	147.857800	1063.66	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
West New Britain (WNB)	Papua New Guinea	Mosa Oil Mill	Kimbe, West New Britain, Papua New Guinea	5.622481	150.245278		Certified	N/A	10-Sep-08	19-20 July 2021	No	N/A	N/A	N/A
		Kumbango Oil Mill		5.591944	150.211944		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kapiura Mill		5.623611	150.684167		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Numundo Mill		5.233333	150.033611		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Waraston Mill		5.483889	150.086667		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Bebere Estate		5.614081	150.251000	2226.71	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kumbango Estate		5.605300	150.196950	2610.80	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Togulo Estate		5.667369	150.186389	1509.20	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Dami Estate		5.514181	150.452058	1507.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Waisisi Estate		5.512966	150.454435	1090.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kautu Estate		5.521269	150.055125	4280.60	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Karaisu Estate		5.520800	150.752600	2387.64	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Moroa Estate		5.520962	150.752590	848.16	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Bilomi Estate		5.617497	150.677997	2011.70	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Loata Estate		5.653739	150.666787	562.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Haella Estate		5.521269	150.048760	4220.30	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Garu Estate		5.512894	149.992978	3709.60	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A

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		Daliavu Estate		5.569761	150.022617	2484.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Sapuri Estate		5.569761	149.992978	2180.90	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Malilimi Estate		5.657400	150.441497	3837.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Rigula Estate		5.619300	150.792100	3720.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Nomundo Estate		5.499700	150.086600	2645.17	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Navarai / Karato ME /KDC EU Estate		5.359989	150.035939	1103.77	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Volupai / Lotomgam / Natupi / Goruru Estate		5.264997	150.009500	1992.59	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Lolokoru Estate		5.114500	150.058797	2453.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Ove Estate		5.580100	149.694400	3541.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Tamare Estate		5.625800	149.735300	1362.70	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders LSS Mosa (1822)		5.594119	150.226439	5008.53	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP East (1817)		5.469011	150.452478	5324.37	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP Central (1964)		5.593700	150.310900	5756.57	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP West (1279)		5.280369	150.006219	2804.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders LSS Kapiura (551)		5.556645	150.850221	551.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP Kapiura (850)		5.548892	150.868508	847.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders Kaulong/Akami/Pushiki/Repamira/Sakapei (20)		5.650939	150.022897	700.37	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Erap Mill	Markham Farms	-6.580870	146.642220		Certified	N/A	27-Mar-20	19-20 July 2021				There is total area for NPP: 710.30 ha which is currently excluded from the certification scope of MFCL

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													until the NPP is approved.	
		Munum Estate		-6.542150	146.816230	1734.57	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A
		Maralumi Estate		-6.542150	146.674450	2427.15	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A
		Erap Estate		-6.573910	146.648240	1237.68	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A

3.3 Details of Nonconformities

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

During this Assessment there were zero (0) Critical; two (2) Minor nonconformities and one (1) Opportunity For Improvement raised. The Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill 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 implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2343119-202305-N1	Issued Date	13/05/2023
Due Date	ASA2-4	Closure Date	TBC
Indicator & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	The area surrounding the workers’ housing is not reflective of the weekly inspection form according to Workers Housing Management Procedure 2022 dated 01/07/2022.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<ol style="list-style-type: none"> 1. Onsite visit at Padang Buloh Estate housing complex it was found that debris construction was left without proper handling in front of house #34. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 05/05/2023 placed with good remarks conditions which is not reflective of it actual conditions sighted onsite. 2. Onsite visit at Sg. Dingin POM housing complex it was found that clogged and damage drainage in front of house #13A, #24A and 21B. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 06/05/2023 placed with good remarks conditions which is not reflective of its actual conditions sighted onsite. 3. Onsite visit at Bukit Selarong Estate housing complex it was found that damage drainage in front of house #7B. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 09/05/2023 placed with good remarks conditions which is not reflective of its actual conditions sighted during onsite. 4. Onsite visit at Somme Estate’ housing complex observed it was found their main drain is yet to be cleaning at Block E and scatted plastic bottles at nearby housing drainage nearby the field. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 12/05/2023 placed with good remarks conditions which not reflective of its actual conditions sighted during onsite. 		
Corrections:	1) Estate and mill immediately to conduct inspection together with PIOA / Medical Officer in accordance with “Workers Housing Management Procedure 2022” as on job training		

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	2) House keeping the respective area and cleanup of the area as required after the inspection.
Root Cause Analysis:	Lapse of monitoring platform by Estate and Mill Management: 1) To check the quality of weekly housing inspection outcome done by PIOA or medical officer against the actual condition/ situation on the ground. 2) To check the competency and understanding of PIOA / Medical Officer to conduct the weekly housing inspection in accordance with SOP.
Corrective Actions:	1) To include review of weekly housing inspection outcome and to discuss on the action taken / closure status as one of the permanent agenda during social dialogue and quarterly EWC meeting. 2) Annual refresher briefing will be carried out to ensure PIOA / MO understand their role and responsibility accordance to "Workers Housing Management Procedure 2022" and to add this to annual training plan. 3) The management team will also carry out the random inspection to workers housing complex.
Assessment Conclusion:	Corrective Action Plan has been accepted. Evidence of corrective actions effectiveness to be verified during next assessment.

Non-conformity			
NCR Ref #	2343119-202305-N2	Issued Date	13/05/2023
Due Date	ASA2-4	Closure Date	TBC
Indicator & Category (Critical / Minor)	7.3.2 (Minor)		
Statement of Nonconformity:	Disposal of domestic waste material through landfill is not properly demonstrated according to waste management plan and procedures.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	<p>Based on the documented Padang Buluh Estate Waste Management Plan FY 2023 as following:</p> <ul style="list-style-type: none"> - Types: Rubbish (Workers Housing Complex, Office, Workshop, Store, Shop) - Actions: Collect recyclable materials and call recycle 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. <p>Based on Waste Management Procedures for Estates & Mill, Version #01; Effective date: May 2022 as following:</p> <p>5.0 Internal Landfill – Selection and Operations Criteria</p> <p>5.3 The landfill site shall be prepared in accordance with the following criteria:</p> <p>b) Size</p> <ul style="list-style-type: none"> i. The landfill shall be an excavated area approximately 3m deep, 2m width and not more than 20m length (or landfill is constructed in field, it shall be not more than 5 palm planting points) 		

	<p>ii. The landfill pit shall be divided into few sections. Each section should be separated by approximately 6m length (or as far as distance between 2 palms)</p> <p>However, it was found during field visit to landfill at Jerai Division of Padang Buluh Estate within Field P02B area that the recyclable waste materials consist of plastic bottles are not collected/segreated but dumped in the landfill. The landfill excavated dimensions and operations not in-line with the procedure. There is also an inconsistency of landfill locations between the documented waste management plan and the procedure.</p>
Corrections:	New temporary landfill was built at field 2001Q according to specification of Waste Management Procedures for Estates & Mill; Version # 01.
Root Cause Analysis:	The landfill at field 2001T at Jerai Division originally excavate for laterite before converted to landfill. However, the specification and waste segregation were not as per Waste Management Procedures for Estates & Mill; Version # 01.
Corrective Actions:	Estate is in the midst of negotiation on getting the services of waste collection from Majlis Perbandaran Sungai Petani (MPSP).
Assessment Conclusion:	Corrective Action Plan has been accepted. Evidence of corrective actions effectiveness to be verified during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2343119-202305-I1</p> <p>Clause 6.7.2</p> <p>To ensure the management can further improve the quality of reporting the JKPP 6, 7 and 8 according to notification method, procedure, and process from NADOPOD regulation 2004 and Incident, accident and noncompliance management procedure dated 01/06/2022.</p>

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Generally, well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	N/A	Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)			

Statement of Nonconformity:	
Requirement Reference:	
Objective Evidence:	
Corrections:	
Root Cause Analysis:	
Corrective Actions:	
Assessment Conclusion:	
Effectiveness Closure (for previous audit closed Critical NC):	

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: <u>2201539-202205-I1 - Indicator 3.6.2</u> The maintenance of the safety features of the FFB ramp such as handrail, walkway and tractor reverse stopper at Jentayu Estate can be further enhanced.</p> <p>Verification / Follow-up actions: As per verification, the FFB Ramp was already renew their handrail, walkaway and sighted the tractor have used the stopper when the tractor parking accordingly.</p>
OFI 2	<p>OFI Statement: <u>2201539-202205-I2 - Indicator 4.4.1</u> The updating of information about actual legal use of land available in some of the land titles in Somme Estate could be further improved.</p> <p>Verification / Follow-up actions: During site visit to Somme Estate, observed the estate has email follow up to SDPB HQ Land Department dated 08/03/2023 with subject 'Somme Estate – Land Entitlement Change (Land Ownership) & Crops from Rubber to Oil Palm'. However, no response from that department to response from the department.</p>
OFI 3	<p>OFI Statement: <u>2201539-202205-I3 - Indicator 7.12.2</u> Perimeter area i.e., surrounding palms outlook and fencing structure at Jentayu Estate’s HCV Pond can be further enhanced/maintained.</p> <p>Verification / Follow-up actions: As per verification on site sighted the HCV Pond perimeter fences was in good condition and monitored accordingly by the management.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1767947-201904-N1	Minor	5.1.2	26/04/2019	Closed on 01/07/2020
1767947-201904-N2	Minor	4.1.3	26/04/2019	Closed on 01/07/2020
1767947-201904-N3	Minor	5.6.3	26/04/2019	Closed on 01/07/2020
1923219-202006-M1	Critical	6.2.3	01/07/2020	Closed on 28/09/2020
1923219-202006-M2	Critical	6.7.3	01/07/2020	Closed on 28/09/2020
1923219-202006-N1	Minor	4.2.3	01/07/2020	Closed on 22/04/2021
1923219-202006-N2	Minor	7.3.1	01/07/2020	Closed on 22/04/2021
1923219-202006-N3	Minor	7.3.2	01/07/2020	Closed on 22/04/2021
1923219-202006-N4	Minor	7.3.3	01/07/2020	Closed on 22/04/2021
1923219-202006-N5	Minor	6.7.2	01/07/2020	Closed on 22/04/2021
2042487-202104-N1	Minor	2.2.2	22/04/2021	Closed on 26/05/2022
2343119-202305-N1	Minor	3.3.2	13/05/2023	"Open"
2343119-202305-N2	Minor	7.3.2	13/05/2023	"Open"

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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 below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Communities	Felda Gunung Bongsu	Face to face
Communities	Sek. Keb. Ladang Dublin	Face to face
Grocer	Perniagaan Berkat Ali	Face to face
Food stall	Dublin Café	Face to face

Stakeholders comment	
1	<p>Feedbacks: Local Village Representative</p> <p>During interview with the representative informed he is having no issues and dispute regarding all matters with nearby Sime Darby Plantation Berhad' Estate. He is happy with the cooperations received from the estate management especially the collaboration on the social and religious activities. He is hoping the management will continuously communication with them for continuous good relationship in terms of social, safety, environmental and security issues to be discuss during stakeholders meeting.</p> <p>Audit Team verification and response:</p> <p>The feedback verified in stakeholder minutes of meeting confirmed no pending complaints occurred, management includes all the issues discuss from the meeting into social management plan for monitoring. Management will continuously communicate with all local communities nearby for any matters raised, will take serious action if the issues affected the good relation of both parties.</p>
2	<p>Feedbacks: School</p> <p>During interview with the representatives informed the school has good relationship and good communication with management. She is happy the response from the management is good and hope that this will continue since the school is also received pupils among workers' children. She would like to get assistance from management on focus area includes social, safety, environmental and upkeeping of both boundaries. The representative will continuously request from management to provide manpower, donations etc for betterment education purposes.</p> <p>Audit Team verification and response:</p> <p>The feedback verified with letter request from school regarding on the representative's request. Therefore, management will response any request based on management's capacity.</p>
3	<p>Feedbacks: Shop Tenant Operators (Sundry Grocer and Café Operator)</p> <p>During interview with the representatives informed the operators has no issues and have good relationship and good communication with management. They are no problem in terms of tenant rental and building facilities provided. And they are happy with fair open tender which given the opportunity to all local communities to involve with business in Sime Darby Plantation Berhad's premises. They hope this business opportunity is always open the chance to others. They are happy with the request of maintenance once lodged by them is response promptly.</p> <p>They hope the good relations will continuously and always open to be invited into any management discussion if necessary.</p> <p>Audit Team verification and response:</p> <p>No issues for the management to take action, but management will continuously invite them into any form of discussion platform if there are issues raised by them.</p>

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List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
N/A					
Sg Dingin POM Certification Unit have already gone through 2nd Cycle of Replanting therefore this is not applicable.					

Previous land owner / user comment	
	Feedbacks: N/A
	Audit Team verification and response: N/A
Sg Dingin POM Certification Unit have already gone through 2nd Cycle of Replanting therefore this is not applicable.	



3.5 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.

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Strategic Operating Unit (SOU 1) – Sungai Dingin Palm Oil Mill is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Muhamad Naquiuddin Mazeli	Name: Shylaja Devi Vasudevan Nair
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Sime Darby Plantation Bhd
Title: Lead Auditor	Title: Head, Sustainability Compliance Unit, Group Sustainability Dept.
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 06/06/2023	Date: 03/07/2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby Plantation Berhad (SDPB) publishes company’s policies, sustainability reports, statements and essential procedures in the company website, (https://simedarbyplantation.com/sustainability/reports-policies-and-statements/) which can be access and downloaded by public.</p> <p>SOU 01 Sungai Dingin POM and Its Supply Base kept documents which made available to the public at each site upon request includes land titles, OHS plans, EIA and SIA reports, HCV documentation, pollution prevention and reduction plans, records of complaints and grievances, negotiation procedures, RSPO Public Summary Report, company policies and continual improvement plans.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The company’s policies, sustainability reports, statements and essential procedures published by SDPB in the company website is in English.</p> <p>However, SOU 01 Sungai Dingin POM and its Supply Base kept documents which made available to the public at each site upon request includes land titles, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. These documents are available in either English or Bahasa Malaysia.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain the request for any information by external and internal stakeholders in ‘Communication & Consultation File’.</p>	Complied

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		<p>Review on the file sighted the external stakeholders feedback form. SOU 1 managements acquired all feedback form during external stakeholder meeting to response accordingly on any feedback and request. The external stakeholder meeting conduct annually as follow.</p> <ol style="list-style-type: none"> 1. Sg. Dingin POM and Sg. Dingin Estate on 22/03/2023 2. Padang Buloh Estate on 19/05/2022, next meeting scheduled on 17/05/2023 3. Bukit Selarong Estate on 14/04/2023 4. Somme Estate on 06/03/2023. 	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. Procedure describes the process for handling communication with external parities on social matters includes complaints, grievances, request and process for handling communication regarding social issues. The record of communication with the internal and external stakeholder was available and verified during audit. The implementation was followed as per procedure.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Sg. Dingin POM, Sg. Dingin Estate, Padang Buloh Estate, Bukit Selarong Estate and Somme Estate continued to maintain the stakeholder's information with no changes on their address, contact number, nominated representatives. The list which included the contractors, vendors/suppliers, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, etc.</p> <p>The list of stakeholders has been established by operating units and updated comprises of various parties, neighbouring communities, and Government Agencies.</p>	Complied

Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>SDPB established Code of Business Conduct where the company implemented the attitude of fair, integrity and ethic during any business process. The company is strictly prohibited to have any bribery related in the business processes. The code established in Bahasa Malaysia and English.</p> <p>SDPB’s Group Sustainability & Quality Policy Statement also includes the clause ‘promoting good governance and transparency: abiding by the Group Policies & Authorities (GPA) and the Code of Business Conduct (COBC) signed by Group Managing Director on 02/12/2019.</p> <p>Both policies have no changes as at audit day.</p> <p>Besides, policies were briefed to during the external stakeholder meeting face to face session was follow.</p> <ol style="list-style-type: none"> 1. Sg. Dingin POM and Sg. Dingin Estate on 22/03/2023 2. Padang Buloh Estate on 19/05/2022, next meeting scheduled on 17/05/2023 3. Bukit Selarong Estate on 14/04/2023 4. Somme Estate on 06/03/2023. 	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>SDPB established the Vendor Integrity Pledge and Vender COBC as a due diligence for external parties engaged by Operating Units.</p> <p>SOU 1 Sg Dingin management unit monitor performance of contractors’ assessment by Sustainable & Safety Site Officer and Regional SQM on monthly basis for sampled contractor as follow.</p> <ol style="list-style-type: none"> 1. Ixxxx Sxxxx Enterprise 2. Nxxxx Axxxx Sxxxx Enterprise 3. Jxxxx Gxxxx Rxxx 	Complied

		4. Sxxxx Kxxxx	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>SOU 1 management unit continued to comply with all related and applicable legal requirements. Sighted sample of licenses and permits at visited operating unit as per the following:</p> <p><u>Sg. Dingin Estate:</u></p> <ul style="list-style-type: none"> - DOSH FMA 1967 (Notification of Fitness and Inspections) Regulations, 1970 Regulation 10(2); Air Receiver Tank (air compressor); Reg. # KD PMT 4198; Validity period: 19/04/2023 – 18/07/2024 - MPOB License # 528696002000; Licensed activity: Sales & Transfer; Oil Palm Product: FFB #; Validity period: 01/04/2023 – 31/03/2024; Estate area: 4,251.67 ha - MPOB License # 620325011000; Licensed activity: Production, Sales & Transfer, Storage; Oil Palm Product: SLGBIJI #; Validity period: 01/07/2022 – 30/06/2023 - Schedule Controlled Goods Permit; Serial # P K001348; Ref. # KPDNHEP.KLM(P)34/1999; Type & Description: Diesel – From License Supplier; Storage Quantity: 9,100 Litres; Petrol (RON95) – From Licensed Supplier; Storage Quantity: 5,460 Litres; Validity period: 31/10/2021 – 01/11/2024 - Road tax WQE4970; 07/04/2023 ## <p><u>Padang Buluh Estate:</u></p> <ul style="list-style-type: none"> - Schedule Controlled Goods Permit; Serial # P K002431; Ref. # KPDNHEP(SP)-600-5/1/3-32; Type & Description: Diesel – From 	Complied

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		<p>License Supplier; Storage Quantity: 8,000 Litres; Validity period: 20/03/2022 – 19/03/2025</p> <ul style="list-style-type: none"> - MPOB License # 529234002000; Licensed activity: Sales & Transfer; Oil Palm Product: FFB #; Validity period: 01/05/2023 – 30/04/2024; Estate area: 4,008.47 ha <p><u>Sq. Dingin POM:</u></p> <ul style="list-style-type: none"> - Energy Commission License for Private Installation Serial # 56988; Installation capacity limit: 4,920 kW; Validity period: 29/07/2022 – 28/07/2023 - Energy Commission Competent Person Acknowledgement # PJ 113730; Electrical Chargeman Acknowledgement # PJ-T-4-B-0101-2015; Category: A4; Validity period: 21/11/2022 – 20/11/2023 - DOE License # 003648; DOE Ref. # AS(B)K 31/152/000/010 JLD 12; Effluent discharge method: Land application (Furrow System); Max processing capacity: 80 mt/hr; BOD limit: 5,000 mg/L; Validity period: 01/07/2022 – 30/06/2023 - MPOB License # 53097800400; Licensed activity: Sales & Transfer, Oil Palm Product: FFB, PK, CPO, SPO #; Licensed activity: Purchase & Transfer, Oil Palm Product: FFB, PK, CPO, #; Licensed activity: Storage, Oil Palm Product: PK, CPO, SPO #; Licensed activity: Milling, Oil Palm Product: FFB #; Validity period: 01/07/2022 – 30/06/2023; Max processing capacity: 380,000 mt/year - Environmental Compliance Audit Report; ECAR_KKS Sungai Dingin: 110522 by Braxtus; DOE Compliance Auditor Reg. # EA 0087; Audit date: 11/05/2022 	
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		<ul style="list-style-type: none"> - Environmental Compliance Audit Report; ECAR_KKS Sungai Dingin: 141222 by Braxtus; DOE Compliance Auditor Reg. # EA 0112; Audit date: 14/12/2022 <p><u>Bukit Selarong Estate:</u></p> <ul style="list-style-type: none"> - Schedule Controlled Goods Permit; Serial # P K001339; Ref. # KPDNHEP.KLM(P)06/2007; Type & Description: Diesel – From License Supplier; Storage Quantity: 10,000 Litres; Validity period: 04/11/2021 – 03/11/2024 - MPOB License # 525104002000; Licensed activity: Sales & Transfer; Oil Palm Product: FFB #; Validity period: 01/12/2022 – 30/11/2023; Estate area: 3,665.13 ha - MPOB License # 540075011000; Licensed activity: Production, Sales & Transfer, Storage; Oil Palm Product: SLGBIJI #; Validity period: 17/06/2022 – 31/05/2023 <p><u>Padang Buluh Estate:</u></p> <ul style="list-style-type: none"> - Schedule Controlled Goods Permit; Serial # P K001367; Ref. # KPDNHEP.KLM(P)14/1999; Type & Description: Diesel – From Licensed Supplier; Storage Quantity: 7,500 Liters; Validity period: 16/01/2022 – 15/01/2025 - MPOB License # 5246666002000; Licensed activity: Sales & Transfer; Oil Palm Product: FFB #; Validity period: 01/11/2022 – 31/10/2023; Estate area: 942.3 ha - DOSH FMA 1967 (Notification of Fitness and Inspections) Regulations, 1970 Regulation 10(2); Air Receiver (air compressor); Reg. # PMT-KD/22 42416; Validity period: 29/06/2022 – 25/09/2023 	
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2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>As per records of Sime Darby Plantation Berhad Estate/Mill – Upstream Malaysia Legal & Other Requirements Register (LORR) by Group Sustainability & Quality Management; Updated 1/1/2023. Sighted latest inclusion as follows:</p> <ul style="list-style-type: none"> - Workers Minimum Standards of Housing and Amenities (Amendment) Act 2019. - Code of Practise for Safe Working in a Confined Space, 2010 - Pesticides (Amendment of First Schedule) Order 2019. - Minimum Control Order 2022 - Whistle-blower Protection Act 2010 - Malaysian Anti-Corruption Commission Act (amended) 2018 - Employment (Amendment) Act 2022 	Complied
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>All estates visited have maps showing the locations of boundary stones that have been physically located and marked. Boundaries stones/markers/trenching at the estate, during the audit document and photos of inspection confirmed that they were clearly marked and maintained. Site visit will further confirm this compliance. Sample boundary pegs sighted as following:</p> <ul style="list-style-type: none"> - Sungai Dingin Estate within field P20B boundary to Kg. Fxxx; GPS Latitude: 05.3706; Longitude: 100.6993 - Padang Buluh Estate within field P03A boundary to PLUS Highway; GPS Latitude: 05.7878; Longitude: 100.5021 	Complied
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>SOU 1 managements-maintained list of contracted parties and documented in List of Stakeholder includes Local Community Heads, Neighbours, Local Authorities, Union Association, Foreign Country Embassies, Vendors (Contractors & Suppliers).</p>	Complied

2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>All contracted parties/vendors were required to signed Vendor Integrity Pledge (VIP) and to comply with all applicable laws and regulations related anti-bribery, fraud and corruption and Vendor Code of Business Conduct (VCOBC) such as labour and Human Rights.</p> <p>Memorandum of Agreement (MOA) were also verified for sampled contractors which contained specific clauses on meeting applicable legal requirements to be demonstrated by them.</p> <p>Sighted sampled as below:</p> <ol style="list-style-type: none"> 1. Ixxxx Sxxxx Enterprise 2. Nxxxx Axxxx Sxxxx Enterprise 3. Jxxxx Gxxxx Rxxx 4. Sxxxx Kxxxx 	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Based on verification of the signed contract agreements, Clause 5.4 is referred to the restriction of child labour & protecting the rights of children available in the Vendor COBC and Human Rights Charter protecting the rights of children.</p> <p>The contract documents and Vendor Integrity Pledge (VIP) records sighted in the indicator 2.2.2 above also contain clauses disallowing child, forced and trafficked labour. No young workers are employed by contractors and vendors.</p>	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims 	<p>Verified list of direct sourced FFB supply to Sg Dingin Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p> <ul style="list-style-type: none"> - Source of FFB 	Complied

	<ul style="list-style-type: none"> • Valid MPOB license <p>- Critical (Major) compliance -</p>	<ul style="list-style-type: none"> - Address of plantation/dealer - MPOB license and Validity - Coordinate and size of plantation 	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation already send email to RSPO on 11/11/2022 on registration for legality indirect FFB. From the helpdesk was on 24/11/2022. Sime Darby Plantation targeted to fulfil the requirement by November 2023 as per Stepwise Plan for Compliance to Indicator 2.3.2 established.</p>	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>			
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby Sg Dingin POM and supply base have established and implemented its commitment to a long-term sustainability and financial viability through an operating expenditure /capital expenditure planning. The mill has a budget for financial year Jan - Dec comprises of the following components.</p> <ul style="list-style-type: none"> a. Crop processed with anticipated extraction ratios including a 5-year forecast. b. Cost components include the following: <ul style="list-style-type: none"> i. General charges statement <ul style="list-style-type: none"> - General charges - Cost of supervision/Cost of labour - Cost of other - Cost of RSPO/MSPO & Other Management system ii. Capital expenditure statement <ul style="list-style-type: none"> - Building, utilities, welfare 	Complied

		<ul style="list-style-type: none"> - Plant & machinery - Office equipment - Furniture & fittings - Electrical installation <p>iii. Plant /Mill inclusive of processing /dispatch cost</p> <p>The five years planning horizon 2023-2027 is available. Similarly, the 1 estate possessed a similar budget format. Inclusive is a 5 - year budget/forecast financial plan 2023-2027 allocating categories among others:</p> <ul style="list-style-type: none"> a. Crop yielding area b. Mature cost c. General charges/upkeep/collection/depreciation d. Cost/ha & cost /mt FFB e. CAPEX <p>Sampling implementation on water management budget RM 5XXXX was sighted the evidence of the implementation and actual was verified.</p>	
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<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>There are budget for replanting programme for Sg Dingin POM supply base for 5 years as per below:</p> <table border="1" data-bbox="1137 443 1935 820"> <thead> <tr> <th>Year/Estate</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Sg Dingin Estate</td> <td>204.30</td> <td>216.60</td> <td>264.51</td> <td>253.41</td> <td>0</td> </tr> <tr> <td>Somme Estate</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Padang Buluh Estate</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Bkt Selarong Estate</td> <td>260.65</td> <td>351.13</td> <td>208.00</td> <td>272.74</td> <td>44.53</td> </tr> </tbody> </table>	Year/Estate	2023	2024	2025	2026	2027	Sg Dingin Estate	204.30	216.60	264.51	253.41	0	Somme Estate	0	0	0	0	0	Padang Buluh Estate	0	0	0	0	0	Bkt Selarong Estate	260.65	351.13	208.00	272.74	44.53	<p>Complied</p>
Year/Estate	2023	2024	2025	2026	2027																												
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<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>There were meetings to discuss on issues related to sustainability status and compliance held by the estate and the mill. The minutes of meeting was established for all relevant meeting. Among others the agenda discussed were:</p> <ol style="list-style-type: none"> 1. Internal audit findings 2. Stakeholder’s feedback, 3. Produce Quality 4. Complaint and grievance 5. Status of preventive and corrective actions 6. Changes that could affect the management system 7. Recommendation for improvement <p>The record was available at each sampling estate as per below record:</p>	<p>Complied</p>																														

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		<p>Padang Buluh Estate: 07/03/2023 internal audit and MRM was conducted on 14/03/2023.</p> <p>Bukit Selarong Estate: 15/03/2023 internal audit and MRM was planned conducted on 16/03/2023.</p> <p>Somme Estate: 13/03/2023 dated internal audit and MRM was conducted on 14/03/2023</p>	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The estates and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised. Among the plans highlighted were as below:</p> <p><u>Sg Dingin Estate</u></p> <ol style="list-style-type: none"> 1. Unique Benefit-Phone 2. Housing maintenance 3. Mechanized FFB collection 3-Wheeler Trailer <p><u>Padang Buluh Estate</u></p> <ol style="list-style-type: none"> 1. Perimeter Drain at Worker Quarters, Jerai Div 2. Supply and Fabricate 20MT FFB Bin 3. Install Iron pole LED Light Wiring at volleyball and badminton court <p><u>Sungai Dingin POM</u></p> <p>For environmental action plan in Mill verification on continuous improvement was available. Among the action plan were:</p> <ul style="list-style-type: none"> • To install signage No Fishing, No Hunting, No swimming, and Buffer Zone 	<p>Complied</p>

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		<ul style="list-style-type: none"> • Keep the employees aware about how important biodiversity to the earth is. • Sg Dingin POM, environmental management plan is developed through the environmental aspects and impacts assessment. Sample plan mitigation measures were then derived from this exercise. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through the municipal council and recyclable wastes were sent to recycle centres. Sample documentations sighted as per Sungai Dingin POM SW Inventory (5th Schedule) for May 2023; File Ref. # JAS.KKU.600-3/1/006 as following: <ul style="list-style-type: none"> - Code: SW 322; Quantity generated: 0.0750 mt; Date generated: 09/05/2023; Balance: 0.0750 mt - Code: SW 409; Quantity generated: 0.1050 mt; Date generated: 03/05/2023; Balance: 0.1050 mt <p>The assessment of Social Action Plan updated on 31/02/2023 is documented as follow.</p> <ul style="list-style-type: none"> - To upgrade of living standard with provision of complete workers housing furniture and appliances - To follow-up the progress of grievances from Social Dialogue and Oil Palm Pal (OPP) housing repair within timeline - To contribute to local communities development 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p>	<p>The Certification Unit has completely filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. The input data was found to be accurate based on the following records verification:</p> <ul style="list-style-type: none"> • SAP accounting system • Land titles 	Complied

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	<p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<ul style="list-style-type: none"> • Complaints & grievance records • Dept. of Safety & Health’s JKPP8 form 	
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Estates have a separate SOP which is SOP EQMS, Pictorial Safety Standard, Estate Quality Management System and Agricultural reference Manual that covered planting material, nursery techniques, replanting, land preparation, planting density, canopy management, water management, harvesting, loose fruit collection, weed control and transport. SOP available for the Palm Oil Mill and the Estates. Palm Mill holds two SOPs:</p> <ol style="list-style-type: none"> 1. Mill Quality Management Manual v.1 2008/MQMS/QMM/08 as a guidance document to operate the mill. 2. Sustainability Plantation Management System (PQMS/SOM/08 v.1 dated 1/11/2008) to includes mill SOPs. Sighted SOP for fruit handling harvesting, water sampling, manuring, waste management and others. 	<p>Complied</p>
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>The area surrounding the workers’ housing is not reflective of the weekly inspection form according to Workers Housing Management Procedure 2022 dated 01/07/2022.</p> <ol style="list-style-type: none"> 1. Onsite visit at Padang Buloh Estate housing complex it was found that debris construction was left without proper handling in front of house #34. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 05/05/2023 placed with good remarks conditions which is not reflective of it actual conditions sighted onsite. 2. Onsite visit at Sg. Dingin POM housing complex it was found that clogged and damaged drainage in front of house #13A, 	<p>Non-compliance</p>

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		<p>#24A and 21B. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 06/05/2023 placed with good remarks conditions which is not reflective of its actual conditions sighted onsite.</p> <p>3. Onsite visit at Bukit Selarong Estate housing complex it was found that damaging drainage in front of house #7B. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 09/05/2023 placed with good remarks conditions which is not reflective of its actual conditions sighted during onsite.</p> <p>4. Onsite visit at Somme Estate' housing complex observed it was found their main drain is yet to be cleaning at Block E and scatted plastic bottles at nearby housing drainage nearby the field. Review on latest (housing complex/nest/community hall weekly inspection (PIOA) dated 12/05/2023 placed with good remarks conditions which not reflective of its actual conditions sighted during onsite.</p> <p>The Agronomy and Agricultural Services Department Sustainability Unit, Plantation Head and relevant Head Office personnel including the GSD and RGM inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health, and welfare requirements.</p> <p>Another Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned twice a year by Sustainability Department, refer to internal audit carried out at specific operating units. The record was available in each estate.</p>	
3.3.3	Records of monitoring and any actions taken are maintained and available.	SCRA (Structured Crop Recovery Assessment Report) dated 24-25/11/2022	Complied

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	<p>- Minor Compliance -</p>	<p>Performance Monitoring Visit Summary dated 17/11/2022 Regional General Manager Field Visit Report dated 13/07/2022 Plantation Advisory Department Report (NTR/SOU1/PBE/03-2022) dated 14-16/03/2022</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -</p>	<p>No new planting in all estates sampled within SOU 1 since last assessment. For existing planting and operations, the SEIA documented as per sample Addendum Social Environment Impact Assessment (SEIA) on Replanting Activity Sg. Dingin Estate; Assessment date: 2/11/2022.</p> <p>The assessment of environmental impact of its existing activities is documented in the following documents:</p> <ul style="list-style-type: none"> - Appendix 5.4.1b - Environmental Aspect and Impact Evaluation Procedure, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; Register - Appendix 5.4.1c - Environmental Aspect and Impact Identification form, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; MR-01/EAI - Appendix 5.4.1d – Environmental Impacts Evaluation form, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; MR-02/EIE <p>Social Impact Assessment (SIA) reports established includes with the objectives, category, action, frequency, person in charge and monitoring period. The methodology of the assessment was through onsite interview with stakeholders, site visit and documentation review. The assessment involved the affected stakeholders such as contractors, schools’ representatives, officers from government authorities and internal workers. Issues raised by the stakeholders were incorporated into a management plan. Social</p>	<p>Complied</p>

		<p>profile such as social background of employees, background of local community, education, safety and health, living condition, infrastructure and amenities and stakeholder engagement were assessed accordingly.</p>							
<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders. - Minor Compliance -</p>	<p>Social Impact Assessment (SIA) reports established includes with the objectives, category, action, frequency, person in charge and monitoring period. The methodology of the assessment was through onsite interview with stakeholders, site visit and documentation review. The assessment involved the affected stakeholders such as contractors, schools’ representatives, officers from government authorities and internal workers. Issues raised by the stakeholders were incorporated into a management plan. Social profile such as social background of employees, background of local community, education, safety and health, living condition, infrastructure and amenities and stakeholder engagement were assessed accordingly.</p> <p>Environment Aspect and Impact Identification for various activities- construction work, compound, dispensary, field, harvesting and collection, main entrance, pest and disease control, petrol and diesel, power station, replanting, road, schedule waste store, workshop.</p> <p>After the EAI is completed, the Environmental Impact Evaluation is conducted to evaluate the impact severity using a format (Environmental Impact Evaluation Form). There are 3 classifications of impact established to justify the action plan (mitigations) required as following:</p> <table border="1" data-bbox="1153 1252 1921 1396"> <tr> <td colspan="2">Guidance of Action required</td> </tr> <tr> <td>100 ~ 199</td> <td>No action required</td> </tr> <tr> <td>200 ~ 249</td> <td>To initiate corrective and preventive actions</td> </tr> </table>	Guidance of Action required		100 ~ 199	No action required	200 ~ 249	To initiate corrective and preventive actions	<p>Complied</p>
Guidance of Action required									
100 ~ 199	No action required								
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		<table border="1"> <tr> <td data-bbox="1137 359 1323 443">250 and above</td> <td data-bbox="1323 359 1939 443">To develop environmental objective and programme</td> </tr> </table>	250 and above	To develop environmental objective and programme	
250 and above	To develop environmental objective and programme				
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Mitigation measures were documented in Pollution Preventive Plan (PPP).</p> <p>The environmental management and monitoring plan are implemented, reviewed, and updated regularly as per sample documented Environmental Improvement Plan Pollution & Greenhouse Gas (GHG) Prevention Plan FY 2023 (Estates) Towards RSPO in Sime Darby Plantation Berhad; Date: 1/1/2023.</p> <p>The Social Action Plan for each unit were available having information i.e issues, management plan, PIC and time frame.</p> <p>The input for each issue will be review annually based on information gathered from the meeting minutes as follow.</p> <ol style="list-style-type: none"> 1. Gender Committee 2. Union meeting 3. Social Dialogue 4. Grievances and feedback from stakeholders <p>The assessment of Social Action Plan updated on 31/02/2023 is documented as follow.</p> <ul style="list-style-type: none"> - To upgrade of living standard with provision of complete workers housing furniture and appliances - To follow-up the progress of grievances from Social Dialogue and Oil Palm Pal (OPP) housing repair within timeline - To contribute to local communities development - To reduce disturbance of dogs in residential area <p>To ensure workers health in good condition. SOU 1 Sg. Dingin conduct briefing to worker during muster morning as follow: -</p>	Complied		

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Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>SDPB maintain the current Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019.</p> <p>SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021.</p> <p>The procedures describe guidelines to explain the recruitment processes for both local and foreign workers. The recruitment of foreign workers will be carried out by the HQ through appointed agents in respective countries.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>SDPB maintain the current Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019.</p> <p>SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021.</p> <p>Document review on application form, employment interview assessment form, medical check-up report, offer letter and employment contract at Sg. Dingin POM, Sg. Dingin Estate, Padang Buloh Estate, Bukit Selarong Estate and Somme Estate are available to review both local and foreign workers.</p> <p>A copied of identification card, passport and work permit were kept as record.</p>	Complied

		<p>Example</p> <p>Sg. Dingin Estate:</p> <p>Briefing on terms and conditions workers agreement and consent letter to new jointly foreign workers conduct on January, February & March 2023 are available to review.</p> <p>The latest recruitment of workers in Sg Dingin Estate, Padang Buluh Estate, Sg. Dingin POM, Bukit Selarong Estate and Somme Estate were by March 2023.</p> <p>Onsite interviewed with the SOU 1 management informed that if there is any job vacancy available, they will publish a job vacancy advertisement/flyer at the places nearby the villages, main gate of estate/mill, disseminate info through WhatsApp's and media social such as Facebook.</p>	
<p>Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby Sg Dingin POM and Supply Base estates have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC is guided by the document Guidelines for Hazard Identification, Risk Assessment and Risk Control (HIRARC), Department of Occupational Safety and Health, 2008. The assessment covers all main operations and support operations.</p> <p><u>Sg Dingin Estate</u></p> <ol style="list-style-type: none"> 1. HIRADC was available to assess risks and hazards associated to operations in the estate. Sighted the HIRADC for harvesting and FFB Collection, Workers Transport, Manuring, Weeding and Chemical Handling, all updated on 03/09/2022. 2. CHRA was conducted in the estate on 06/10/2020 by GATCONST SDN BHD (HQ/09/ass/00/124). The CHRA report 	<p>Complied</p>

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		<p>(Report: HQ/09/ASS/00/124-2020/0050) was available for verification.</p> <p>3. Noise Risk Assessment Report was conducted in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 09/03/2020 Ref: HQ/18/PEB/00/00021. This assessment conducted by SH Safety Consultancy Sdn Bhd.</p> <p><u>Padang Buluh Estate</u></p> <ol style="list-style-type: none"> 1. CHRA conducted by GATCONST SDN BHD dated 20/10/2020 as per report HQ/09/ASS/00/124-2020/0054. From the CHRA report, the sprayer needs to be sent for medical surveillance for new workers within 1 year. 2. Noise Risk Assessment was conducted on 09/03/2020 by SH Safety Consultancy Sdn Bhd. From the assessment the Siever NEL was high more than 85 dB. Recommendation to provide PHP with NRR 20 dB approved by DOSH-SIRIM. <p><u>Sime Darby Sg Dingin POM</u></p> <p>CHRA conducted on 16/10/2020 as per report HQ/09/ASS/00/124-2020/0058 by assessor Haji Shaari Chin (GATConst Sdn Bhd). From the recommendation to ensure training conducted on chemical handling by the competent person or trained personnel in interval not more than 2 years.</p> <p>Noise Risk Assessment Report conducted by SH Safety Consultancy Sdn Bhd dated 11/03/2020. Report referred KD/04/01/231. From the result the area that exceeding the NEL was in Kernel processing area and Engine room area.</p>	
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		<p><u>Bukit Selarong Estate</u> CHRA conducted on 21/10/2020 as per report HQ/09/ASS/00/124-2020/0055 by assessor Haji Shaari Chin (GATConst Sdn Bhd). From the recommendation to conduct medical surveillance for exposure to organophosphate for new workers working within one year that have been sent and not on annual basis. The latest record medical surveillance was on 07/01/2023 as per report HQ/12/DOC/00/262. This medical surveillance conducted at Poliklinik Sakhti & Sheila. From the result of 30 workers assessment, the record shows all workers fit to work with chemical.</p>	
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>The effectiveness of the Health and Safety Plans are monitored and ensured through checklists, site inspections and trainings that were conducted by Sg Dingin POM and its supply base estates in each of the operations. Site visits around the mill and estates indicated the control measures as per HIRARC were followed and ensured by the respective management units. Policy on safety and health available referred SDP Group Health, Safety & Environment (HSE) policy dated 05/05/2022 signed by Group Managing Director.</p> <p><u>Sg Dingin Estate</u> As per latest report of NRA, there are total 16 workers have attained audiometric test as per recommendation NRA report for Sg Dingin estate. From the result there are 5 person that have JKKP 7 reported 07/07/2022. Health Surveillance Report prepared by Klinik Syed Badaruddin (Terengganu) Sdn Bhd, the total workers involve was 2 person and the result showed all fit to work with chemical. This report</p>	<p>Complied</p>

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		<p>conducted on 17/10/2022 was followed as per CHRA/0721/009/FGV-GNR.</p> <p><u>Padang Buluh Estate</u> In sample Estate, the audiometric test conducted on 12/07/2022 at Wong OSHA Sdn Bhd previously was on 12/07/2022. From the result of the report showed that the worker was normal hearing. Medical surveillance conducted on 02/04/2022 at Poliklinik Sakthi N Sheil with total 14 workers. From the result showed all workers was fit to work with chemical.</p> <p><u>Sg Dingin POM</u> Audiometric report conducted yearly basis, can referred report number Audio/22-04/007 dated 11/04/2022. From the report there are 3 workers reported with NIHL. Record JKPP 7 dated 11/04/2022. Noise Risk Assessment conducted by SH Safety Consultancy Sdn Bhd dated 9 & 10/03/2020, this assessment can be referred HQ/18/PEB/00/00021</p>	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The training programme were documented in training matrix of the operating units on annual basis. The matrix has the information about subjects of trainings and time to be conducted. Generally, the topics of training cover the subjects related to best practices, OHS, environmental and social in which also taking into account gender-specific needs. From the record of training verified that each training has the evaluation to monitor understanding of each worker that involve. Training record verified as per indicator 3.7.2.</p>	Complied

<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p><u>Sungai Dingin Estate</u></p> <ul style="list-style-type: none"> • Spraying techniques and safety aspects and maintenance of Inter pump training dated 02/02/2023. • PPE and chemical handling training dated 30/12/2022. • PPE special toolbox briefing for chemical handler dated 22/12/2022. • HCV Training & Patrolling; Date: 27/2/2023; Trainer: Assistant Manager; Participant: AP, workers & mandores. <p><u>Sungai Dingin POM</u></p> <ul style="list-style-type: none"> • Refer Policy, COBC Training dated 20/03/2023. • HCV Management Training dated 10/04/2023. • Chemical handling and oil spillage training dated 21/05/2022. • Chemical exposure monitoring and LEV briefing dated 27/03/2023. • PPE special toolbox for chemical handlers as per CHRA training dated 23/12/2022. • Laboratory and sampling training dated 13/07/2022. • ETP Operations and analytical testing 2022 (ETPOT 2022) training dated 30/08/2022. • On site tractor (OST) driver training dated 25 – 26/10/2022. • RSPO Supply chain standard training dated 29/09/2022. • Fixing, operating and maintenance training dated 25/08/2022. <p><u>Padang Buluh Estate</u></p>	<p>Complied</p>
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		<ul style="list-style-type: none"> • Briefing on sexual harassment awareness to all workers by nationality dated 14/04/2023 -15/04/2023 attended by Malaysian (33 workers), Indonesia (42 workers), Indian (29 workers) and Bangladesh (5 workers), Nepal (1 workers) and Sri Lanka (1 workers). • HCTP (harvesting competency training programme) to harvester dated 05/04/2023 attended by 23 harvesters. • First aid Training dated 13/03/2023 attended by 4 workers. • SOP and HTCP dated 06/03/2023 attended by 15 workers. • Induction Training dated 3/3/2023 attended by 12 workers. • Refresher briefing on OPP Digital Housing Complaint dated on 08/02/2023 attended by 110 workers. • HCV briefing to all workers dated 24/01/2023. • Refresher chemical handling and PPE dated 17/01/2023 attended by manurer, sprayer, and P&D sprayer. <p><u>Bukit Selarong Estate</u></p> <ul style="list-style-type: none"> • Scheduled waste training dated 02/05/2023 attended by 6 persons. • Refresher training sexual harassment & reproductive right awareness dated 02/03/2023 attended by 10 persons. • Staff ILO Briefing dated 10/03/2023 attended 16 persons. • NADAPOD Training for Northern Region Sime Darby Plantation dated 27/03/2023 attended by 54 persons. • HCV Training to all workers dated 21,23 and 24/02/2023. • Company policies and human right briefing dated 20/02/2023. • First Aid Training conducted by the management 03/02/2023. 	
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		<ul style="list-style-type: none"> • Fire drill and firefighting training conducted on 17/01/2023 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>Sg. Dingin POM has conducted the RSPO SCCS training on 08/02/2023. It was participated by 13 personnel from various departments such as weighbridge, process, and administration. Records of attendance were available for verification. There also conducted the training for transporter (Mayang Bayumas) dated 09/02/2023.</p>	Complied
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>The mill receives and processes FFB from both Sime Darby certified estates and third party non-certified suppliers. Hence, the mill certified with Mass Balance module and not applicable to this requirement.</p>	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The mill receives and processes FFB from both Sime Darby certified estates and third party non-certified suppliers. Based on the Standard Operating Procedure (SOP) for Sustainable Supply Chain & Traceability, Version 2 dated April 2019, the mill is certified with Mass Balance Module.</p>	Complied

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3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The mill meets all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform as following: <ul style="list-style-type: none"> - Member Name: Sungai Dingin Oil Mill - Sime Darby - PalmTrace Member ID: RSPO_PO1000000104 - RSPO Membership # 1-0008-04-000-00 (Sime Darby Plantation Berhad) - License End Date: 11/8/2023 	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able 	<p>The mill has written procedures and work instructions to ensure the implementation of all elements of the Mass Balance supply chain model as following:</p> <ul style="list-style-type: none"> a) Sime Darby Plantation Berhad Sustainable Supply Chain and Traceability Procedure for Palm Oil Mill; Doc. ID # SD/SDP/GSD/SCCS/0522/01; Ver. # 01; Effective date: 01/06/2022 b) Complete and up-to-date daily operation records including weighbridge tickets, consignment notes, training records, sales contracts, and mass balance sheet etc. <p>Identified person as per letter of Appointment as Person-in-charge for Environmental/Quality Management Systems dated</p>	Complied

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	<p>to demonstrate awareness of the mill’s procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>05/01/2023 of Mill Sr. Assistant, Mohd. Ruhaizam Ramli and Mill Assistant II, Nurul Diana Afkah Khairi</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>The mill adopted Sime Darby Plantation Berhad’s established Internal Audit Procedure, SD/SDP/PSQM/IAP; Rev. # 2; Date: 1/11/2017 requirements of SOP for Sustainability Supply Chain and Traceability; Version # 2, Issue #. 5; Effective date: 1/6/2022, Section 18.0. It was specified in the procedure that the annual internal audit is to determine whether the mill conforms to the requirements of RSPO SCCS. The frequency of the internal audit was at least annually with latest conducted as per records of Memorandum for Audit Plan SOU 1: Sungai Dingin; Date: 24/02/2023; Audit date: 10/03/2023.</p> <p>The mill also adopted Sime Darby Plantation Berhad’s established Sustainability Certification Online Tracking System (SCOTS) for management team to monitor audit findings. Based on the records, zero NC related to SCCS raised by the internal auditors.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>i) Sg. Dingin POM has a Mill Weighing System in weighbridge section to verify the incoming tonnage and sources of certified and the tonnage of non-certified FFBs received. The mill also documents the receipt by producing tickets as per sample as following:</p> <p>- FFB Receive ticket # 268047; Date: 02/04/2022; Supplier: E150-E-Somme Estate; Field # 2010A; Product: 001-FFB A Crop; DO # 968; Nett Weight: 17,870 kg</p>	Complied

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		<ul style="list-style-type: none"> - FFB Receive ticket # 269062; Date: 30/04/2022; Supplier: E156-E-Bukit Selarong Estate; Field # 1999D-2019A; Product: 003-Loose Fruit; DO # 4022; Nett Weight: 10,880 kg - FFB Receive ticket # 268048; Date: 02/04/2022; Supplier: E155-E-Anak Kulim Estate; Field # 2001A; Product: 001-FFB A Crop; DO # 9016; Nett Weight: 11,620 kg - FFB Receive ticket # 277656; Date: 31/01/2023; Supplier: E156-E-Bukit Selarong Estate; Field # 2010B1-2014H; Product: 002-FFB B Crop; DO # 20118; Nett Weight: 12,210 kg ii) The mill has no projected overproduction of certified tonnage as per volumes verified in this report. iii) Mechanism was in place for handling non-conforming FFB and/or documents as specified in the Sustainable Supply Chain and Traceability Procedure for Palm Oil Mill; Doc. ID # SD/SDP/GSD/SCCS/0522/01; Ver. # 01; Effective date: 01/06/2022. 	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; 	<p>The mill ensured that the minimum information for RSPO certified products is made available in document form. The information presented across a range of documents issued for RSPO certified oil palm products as per sample as following:</p> <ul style="list-style-type: none"> - Buyer: Sxxx; Address: Lot 2xxx, Selangor; Seller: Sime Darby Plantation Sdn. Bhd. (Sg. Dingin POM); Address: 09700 Karangan, Kedah; Delivery date: 17/04/2023; RSPO Cert. # RSPO 550179; Product: 0007-Crude Palm Oil (CPO) – RSPO MB; Nett weight: 40,830 kg; Despatch ticket # 028548 - Buyer: Syyy; Address: Lot 1yyy, Selangor; Seller: Sime Darby Plantation Sdn. Bhd. (Sg. Dingin POM); Address: 09700 Karangan, Kedah; Delivery date: 18/03/2023; RSPO Cert. # 	Complied

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	<ul style="list-style-type: none"> f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>RSPO 550179; Product: 0008 - Palm Kernel – RSPO MB; Nett weight: 34,130 kg; Despatch ticket # 028436</p> <ul style="list-style-type: none"> - Buyer: Szzz; Address: Lot 5zzz, Selangor; Seller: Sime Darby Plantation Sdn. Bhd. (Sg. Dingin POM); Address: 09700 Karangan, Kedah; Delivery date: 07/12/2022; RSPO Cert. # RSPO 550179; Product: 0007-Crude Palm Oil (CPO) – RSPO MB; Nett weight: 37,110 kg; Despatch ticket # 028142 - Buyer: Syyy; Address: Lot 1yyy, Selangor; Seller: Sime Darby Plantation Sdn. Bhd. (Sg. Dingin POM); Address: 09700 Karangan, Kedah; Delivery date: 30/12/2022; RSPO Cert. # RSPO 550179; Product: 0008 - Palm Kernel – RSPO MB; Nett weight: 40,430 kg; Despatch ticket # 028224 	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 	<ul style="list-style-type: none"> i) The mill does not outsource its milling activities except for CPO transportation only as per Letter of Award (LOA) Ref. # T/SDPB/PEN/CPO/xxx/yyy; Date: 12/12/2020; Title: Transportation of Crude Palm Oil (CPO) (Services) for Sime Darby Plantation Berhad’s Peninsular Malaysia Oil Mills; Transporter: Mxxx; Contract period: 01/11/2020 – 31/10/2023 ii) The documented agreement specified that the mill has legal ownership of all input material to be transported. The agreement too specified the following: <ul style="list-style-type: none"> - The certification body (CB) has access to the transporter if an audit is deemed necessary. - The transporter provides relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. 	<p>Complied</p>

	d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	No FFB and/or oil palm products processing outsource by Sg Dngin mill except for CPO delivery transportation only. For PK, transportation arranged by buyer to the KCP. The list of outsourced contractors was registered in List of Stakeholder records that included the CPO transporter. Sample the contractor for CPO transporter: Mayang Bayumas Sdn Bhd (T/SDPB/PEN/CPO/0720/003) dated 12/12/2020 valid till 31/10/2023.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Sime Darby has issued Memorandum to all contractors dated 26/6/2019. In the memorandum stated the contractors have to comply as follows. <ol style="list-style-type: none"> 1. Comply with local legal requirements. 2. Attend the RSPO/ISCC/MSP0/SCCS briefing or training organized by the company. 3. Having signed and enforceable agreement with the company 4. Provide access to the auditors to contractors' operation site(s) and employees whenever deemed necessary. 5. Having related working permits There are no changes of the contractor list as per verification on stakeholder list dated Jan 2023. The management also aware that if any changes of contractor will inform the CB. This confirms during interview with top management and PIC.	Complied

<p>3.8.12</p>	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</p>	<p>i) For the record keeping, sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up-to-date, and accessible. Sampled in April 2022 until March 2023.</p> <p>ii) The documentation for retention was referred as per Section 5.4 in Standard Operating Procedure (SOP) for Sustainable Supply Chain and Traceability procedure dated 01/06/2022. Sample as per below:</p> <p>Weighbridge Ticket for:</p> <ul style="list-style-type: none"> - Estate: Sg Dingin Estate - Ticket no: 225239 - Dated: 2/3/2020 - Weight: 8550kg - Field: 2001D • Estate: Somme Estate • Ticket no: 225431 • Dated: 3/4/2020 • Weight: 11370kg • Field: 2013A & 98A <p>iii) Not Applicable due to Sg Dingin estate was mass balance POM.</p> <p>iv)</p> <p>a. All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are recorded on a three-monthly basis (started on August 2022) in the mill’s mass balance accounting</p>	<p>Complied</p>
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		<p>sheet. The data was mostly sourced from the mill’s Daily Production Report.</p> <p>b. Based on the mass balance accounting sheet, the volume of certified CPO and PK that were delivered were correctly deducted from the accounting.</p> <p>c. For the period under review from April 2022 until March 2023, the mill had always delivered CPO and credit from their Mass Balance sales from positive stocks. This was verified through their mass balance accounting as well as transaction records in the PalmTrace.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production depends on the actual OER and KER. The latest as per to date during assessment as per below:</p> <p>OER: 19.30%</p> <p>KER: 4.80 %</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks. The report of production report was available and verified.</p>	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>N/A as the mill is under Mass Balance module.</p>	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to</p>	<p>The registration of PalmTrace is carried out by the Sime Darby’s Global Trade Marketing Department, HQ. All transaction will be registered in the PalmTrace. Shipping announcement for:</p>	Complied

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	<p>refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>CSPO Transaction ID: TR-ab5a0c16-3016 Shipping: 12/10/2022 Creation: 08/12/2022 Confirmation 13/12/2022 Volume: 40.14 mt</p> <p>CSPK Transaction ID: TR-c8125267-bcf4 Shipping: 17/11/2022 Creation: 08/12/2022 Confirmation 08/12/2022 Volume: 248.85 mt</p>	
<p>3.8.17</p>	<p>Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not used. Nonetheless, the facility is aware of the requirements of the RSPO Rules on Market Communications and Claims.</p>	<p>Complied</p>
<p>General corporate communications</p>			
<p>4.1</p>	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>No off-product claim made by Sg Dingin POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc). However, Sime Darby Plantation Berhad had made corporate communication in the company website related to sustainable palm oil production. A search on the website found that SDPB mainly communicated regarding progress and compliance to the RSPO requirements.</p>	<p>Complied</p>

4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member’s history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text ‘Check our progress at www.rspo.org’ where the link must lead to the member’s profile page.</p>	<p>SDPB did not display the RSPO membership status in the company website nor specifically display the RSPO web address. SDPB had mainly communicated the status of their compliance towards RSPO and sustainable palm oil practices. As of the audit, the RSPO trademark was not found used in the company website.</p>	Complied
4.3	<p>In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.</p>	<p>The communication made by SDPB via the company’s website was verified and it has not contained any statement that implies of product claims or selling of RSPO certified product. Statement made by SDPB mainly related to compliance to the RSPO requirements, status / announcement of achieving milestone of RSPO certifications and statement related to complying to sustainable practices. While at the SOU level, no communication was observed.</p>	Complied
4.4	<p>Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.</p>	<p>The communication made by SDPB via the company’s website was verified and it has not contained any statement that mislead consumers or stakeholders that implies of product claims or selling of RSPO certified product. Statement made by SDPB mainly related to compliance to the RSPO requirements, status / announcement of achieving milestone of RSPO certifications and statement related to complying to sustainable practices. While at the SOU level, no communication was observed.</p>	Complied
4.5	<p>Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.</p>	<p>Verification made on websites, onsite notice boards, business card, shipping documentation, procurement/ purchasing document and</p>	Complied

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		promotional material did not find any use of the RSPO Corporate Logo.	
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. The weighbridge tickets contained information of product/commodity with SCC model (CPO/Palm Kernel RSPO MB) and RSPO certificate number.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.	Sg. Dingin POM is not under distributor or wholesaler category. Hence, this requirement is not applicable.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Sg. Dingin POM is producing CPO MB which 100% from MB certified portion.	Complied

	<p>Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.</p>	<p>Sg. Dingin POM only applies MB model and the conventional CPO are downgraded from MB whenever demanded.</p>	<p>Complied</p>
<p>Labelling and trademark (MB)</p>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	<p>No RSPO label used by the mill in any of form of marketing i.e., on pack communication and promotional material.</p>	<p>Complied</p>
<p>Messaging (MB)</p>			

	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Sg Dingin POM only applies MB model, and the conventional CPO are downgraded from MB whenever demanded. From the verification no storytelling in product related in Sg Dingin POM.</p>	<p>Complied</p>
<p>Principle 4: Respect community and human rights and deliver benefits</p>			
<p>Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB established Group Sustainability & Quality Policy Statement dated 02/12/2019 by Group Managing Director and no changes on the current policy as at audit date.</p> <p>The policy describes company commitment on respecting, upholding & no-exploitation of fundamental human rights.</p> <p>The policy statement as guidance by the commitment spells out from the Human Rights Charter (HRC). The HRC was last revised in August 2020 and no change as at audit date. It describes company to promote the human rights, safeguard democracy and its institutions and not violate the rights of others. They also recognize the important role Human Right Defenders. In accordance with the</p>	<p>Complied</p>

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		<p>United Nations Declaration on Human Rights Defenders, they are committed to safeguarding the confidentiality of those involved by establishing clear operational guidelines on the coordination, administration, and response to the allegations of threats through our Human Rights Defender Policy and ensuring that their internal policies and mechanisms protect and prevent harm to complainants, as well as respond to complaints on any alleged threats made to them. Refer to Policy on the Protection of Human Rights Defenders (HRDs) dated 25/03/2020 for more information.</p> <p>The policies were communicated to external stakeholders during the SOU 1 annual meetings as follow.</p> <ol style="list-style-type: none"> 1. Sg. Dingin POM and Sg. Dingin Estate on 22/03/2023 2. Padang Buloh Estate on 19/05/2022, next meeting scheduled on 17/05/2023. 3. Bukit Selarong Estate on 14/04/2023 4. Somme Estate on 06/03/2023. 	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>SDPB prohibits any form of harassment in their operation as per the policies above.</p> <p>Onsite interviewed with sampled workers informed they have no experience on any form of harassment by the management.</p>	Complied
<p>Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB has developed Human Rights Charter last revised 2020 where they believe everyone has the responsibility to promote human rights, safeguard democracy and its institutions and not violate the rights of others. They recognise the important role Human Rights Defenders, whistle blowers, complainants and community spokespersons play by lodging complaints in confidence.</p>	Complied

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4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date. SDPB implemented has various channel platform to internal and external stakeholders to communicate grievances to managements. Based on review, channel established and been implemented in SOU 1 management include as follow:</p> <ol style="list-style-type: none"> 1. Whistleblowing Channels 2. 'Suara Kami' a platform for the workers to raise any issue 3. Worker Helpline 4. Social Dialogue meeting 5. Union Meeting <p>Onsite interviewed with the external stakeholders and sampled workers informed they have been briefed on the complaint mechanism channel which currently implement by the company.</p>	Complied
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date. Document review on complaints book and stakeholder consultation interview with no complaints raised as at audit.</p> <p>Onsite interviewed with the external stakeholders and sampled workers informed they have been briefed on the complaint mechanism includes Suara Kami, Worker Helpline, Social Dialogue and stakeholders meeting as platform for raised their concern which are currently implement by the company.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>SDPB established revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. The procedure describes 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</p>	Complied

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		<p>completion of the investigation for communication requiring investigation.</p> <p>Appendix 01 described in section 4.3 of 'Wrongdoing – Occupational Fraud & Abuse, cases related to breaches of any group policies and/or COBC, Independent legal/body and technical advice will be involved depending on the nature of the complaint.</p> <p>The procedure outlines the procedural aspects of their grievance unit in response to the following.</p> <ol style="list-style-type: none"> a. The intake and logging grievances received through formal and informal channels. b. The assignment of grievances received for investigation. c. The cancelling, withdrawing, closing or reopening and investigation. <p>The procedure applies to all grievances received via formal channels and informal channels including but not limited to.</p> <ol style="list-style-type: none"> a. Whistleblowing b. Worker’s helpline c. Suara Kami helpline <p>Informal grievances received at OU level through Region HR, Careline or Gender Representatives that are required to be logged into Suara Kami webform.</p>	
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>SDPB continuously contributes to local sustainable development with consultation with local communities and discuss the issues includes social and environmental benefits.</p> <p>The contribution made includes the solutions to address on educations, donations, tree planting, etc. The program</p>	Complied

		<p>demonstrated in the company’s website as per link as following: http://www.yayasansimedarby.com/our-projects/community-health</p> <p>SOU 1 Sg Dingin managements had made contribution to local communities by providing job opportunity, open tender for business opportunities, supplying manpower for ‘Gotong Royong’ and donation to surrounding school/mosque/temples etc.</p> <p>Sg. Dingin POM, Padang Buloh Estate, Bukit Selarong Estate, Somme Estate and Sg. Dingin Estate:</p> <ul style="list-style-type: none"> - Manpower for ‘Gotong Royong’ and maintenance upkeeping at nearby school. - Contribute support of Gender communities’ social activities. - Religious activities among Muslim workers communities and family members. - Religious activities among Indian workers communities. 	
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 1 Sg Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.</p> <p>Copies of the land titles were available at all respective estates’ offices.</p> <p>Example</p> <p>Sg Dingin Estate hold a total of 17 land titles total area: 4,320.36ha with status as lease and perpetuity as per samples follow:</p> <ol style="list-style-type: none"> 1. Land title GRN#96xxx 	<p>Complied</p>

		<p>2. Land title GRN#96xxx.</p> <p>3. Land title GRN#96xxx.</p> <p>4. Land title GRN#96xxx.</p> <p>5. Land title GRN#2xxx.</p> <p>6. Land title GRN#2xxx.</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no dispute in Sg Dingin POM, and supply base estates as the land is belong to Sime Darby. The estate’s land is leased to SDPB Group for Oil Palm Plantation activities. It was verified through the land titles confirmed that there is not any land dispute reported.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities’ and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There is no land dispute recorded. This was verified through stakeholders’ consultation. In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.	Complied
4.4.2b	Evidence that the unit of certification has respected communities’ decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	No issues of land dispute issue occur in all estates within SOU 1 and there is no land dispute recorded. This was verified through stakeholders’ consultation. In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and	No issues of land dispute issue occur in all estates within SOU 1 and there is no land dispute recorded. This was verified through	Complied

	<p>accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>- Minor compliance -</p>	<p>stakeholders' consultation.</p> <p>In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.</p>	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>No issues of land dispute issue occur in all estates within SOU 1 and there is no land dispute recorded. This was verified through stakeholders' consultation.</p> <p>In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>SOU 1 Sg. Dingin management conduct annual external stakeholder meeting session was follow dates to discussed issues related to the affected group includes land.</p> <ol style="list-style-type: none"> 1. Sg. Dingin POM and Sg. Dingin Estate on 22/03/2023. 2. Padang Buloh Estate on 19/05/2022, next meeting scheduled on 17/05/2023. 3. Bukit Selarong Estate on 14/04/2023. 4. Somme Estate on 06/03/2023. <p>No issues of land dispute issue occur in all estates within SOU 1 Sg. Dingin that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information.</p>	Complied

4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>No issues of land dispute issue occur in all estates within SOU 1 and there is no land dispute recorded. This was verified through stakeholders' consultation.</p> <p>In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>No issues of land dispute issue occur in all estates within SOU 1 and there is no land dispute recorded. This was verified through stakeholders' consultation.</p> <p>In order to deal with future arising land dispute (if applicable), Sime Darby Plantation established Human Rights Charter last revised 2020, under Clause 3.1.1 on handling conflict by undertaking robust free, prior and informed consent (FPIC) process to any new developed, communication, consultation and complaints from external stakeholders.</p>	Complied
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 1 Sg Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p>	Not Applicable

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples,</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking</p>	Not Applicable

	<p>the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management.</p> <p>Therefore, not applicable.</p>	
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management.</p> <p>Therefore, not applicable.</p>	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p>	Not Applicable

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles. Estates in SOU 1 Sg. Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers. No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles. Estates in SOU 1 Sg Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers. No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	Not Applicable
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			

4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.</p>	Not Applicable
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>SDPB maintain the current Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/11/2008. The procedure has no changes and it describes the process on any issues reported by local communities regarding land dispute. Negotiation process will be initiated which included the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p>	Not Applicable

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	Not Applicable
<p>Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			

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<p>4.7.1</p>	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.</p>	<p>Not Applicable</p>
<p>4.7.2</p>	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>Sime Darby Plantations established Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/11/2008. The procedure has no changes and it describes the process on any issues reported by local communities regarding land dispute. Negotiation process will be initiated which included the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit.</p>	<p>Not Applicable</p>

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 1 Sg Dingin that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg Dingin management. Therefore, not applicable.	Not Applicable
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles. Estates in SOU 1 Sg. Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.	Not Applicable

		<p>No new planting and issues of customary land occurs in estate within SOU 1 Sg. Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg. Dingin management. Therefore, not applicable.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 01 Sg. Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg. Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg. Dingin management. Therefore, not applicable.</p>	Not Applicable
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p>	Not Applicable

		<p>SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 1 Sg. Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg. Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg. Dingin management. Therefore, not applicable.</p>	
<p>4.8.4</p>	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>Sime Darby Plantations established Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/11/2008. The procedure has no changes and it describes the process on any issues reported by local communities regarding land dispute. Negotiation process will be initiated which included the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.</p> <p>SOU 1 Sg. Dingin able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p>	<p>Not Applicable</p>

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		<p>Estates in SOU 1 Sg. Dingin management has a list summary of 204 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 1 Sg. Dingin that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 1 Sg. Dingin management. Therefore, not applicable.</p>	
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and previous FFB prices available as per MPOB Daily FFB Reference Price Summary by Region. The mill received FFB from sister estate within SOU 1 and FFB diversion from other certified SOU. The FFB supplier were listed in the Sg Dingin POM FFB Supplier list. Sighted the latest price was available at weighbridge.</p>	Complied
5.1.2	<p>(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request).</p> <p>- Critical (Major) compliance -</p>	<p>The mill has last explained to the third party FFB suppliers about the FFB pricing in a meeting with Outside Crop Producer (OCP) in Sept 2022. Minutes of meeting were available for verification. All of the suppliers attended the meeting as per record.</p>	Complied
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing is calculated as a portion of the international CPO price less costs is provided to the third party FFB suppliers. The contract has been verified as per below:</p> <p>Company - PXXXXX-T under contract FFBXXXXL dated 1/1/2022.</p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the</p>	<p>Not applicable as no smallholder is supplying FFB directly to the mill.</p>	Complied

	contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -		
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Contracts for FFB out growers and traders are fair, legal and transparent and have an agreed time frame as per sample sighted. Verification on contract and payment was verified during audit as per contract FFBXXXXL.	Complied
5.1.6	(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	The mill received FFB from other Sime Darby Plantation operating unit and FFB diversion from other certified SOU. The FFB supplier were listed in the Sg Dingin POM FFB Supplier list included OCP. Payments are made within 30 days, upon receipt of supplier's invoice and confirmation of the quantity of FFB delivered to the mill. Payment was made through the financial department at head office to the FFB Suppliers account.	Complied
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Weighbridge calibration conducted on 24/06/22 by Metrology Corporation Malaysia Sdn Bhd. Sighted calibration serial # B602991422 – 60,000kg and B 5229896603 - 60,000kg.	Complied
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	Sime Darby Plantation as a Group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	Addressed in SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 for grievance handling.	Complied

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		No independent smallholders within Sg Dingin POM certification unit.	
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Smallholders as local community were invited to attend the stakeholder meeting for briefing on matters related to MSPO and RSPO certifications particularly on crop quality and field standards. Consultation is made normally through meeting e.g. Meeting with stakeholders and FFB suppliers incorporated in the stakeholder meeting. Sg Dingin Palm Oil Mill was not received FFB from the scheme smallholders.	Complied
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Sime Darby Plantation as a group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified external suppliers.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Sime Darby Plantation as a group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers. As part of Sime Darby Plantation Responsible Sourcing Guidelines (RSG), potential supplier will be assessed to ensure no deforestation after 2010, no planting of peat area after 2010; have valid land title (valid ownership sample suppliers of dealers) and have valid MPOB license for their oil palm planting/FFB.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Sime Darby Plantation as a group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified,	Complied

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	- Critical (Major) compliance -	<p>legal and responsible sources. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers. As of current, no scheme smallholders program managed by Sime Darby Sg Dingin POM. Information of Sime Darby Plantation RSG programs available via official website.</p> <p>The outside crop suppliers being invited in the stakeholders' meetings and briefing cum training are made in these sessions. Details as per minutes of meeting with the stakeholders.</p>	
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation as a group has developed responsible sourcing guidelines (RSG) in approaching third party FFB & CPO suppliers to ensure the FFB and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers.</p> <p>As of current, no group smallholders' program is managed by Sime Darby Sg Dingin POM. Information of Sime Darby Plantation RSG programs are available via SDP website.</p>	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintains the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for advancement for our employees, especially women, by removing</p>	Complied

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		<p>barriers to progress and respecting reproductive and maternal rights.</p> <p>The policy could be downloaded from https://simeidarbyplantation.com/wp-content/uploads/2021/12/HRC-2020-1.pdf</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain the current Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 established with no changes on the document as the audit.</p> <p>The document is a guidance for SOU 1 Sg. Dingin management to evaluate workers promotion based on the work performance, suitability, and the leadership quality of the worker. The recruitment of foreign workers is through Human Resource Department in HQ based the regulation requirements.</p> <p>The management treated all workers equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability. The worker can request for job transfer if they found they unfit for the job assigned to them.</p> <p>Onsite interviewed with sampled workers from across gender and nationalities informed that no discrimination lodged.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 established with no changes on the document as the audit.</p> <p>The document is a guidance for SOU 1 Sg. Dingin management to evaluate workers promotion based on the work performance, suitability, and the leadership quality of the worker. The recruitment of foreign workers is through Human Resource Department in HQ based the regulation requirements.</p>	Complied

		<p>No discrimination based on religion, gender, and nationality etc. during their recruitment. The recruitment process is based on skills, capabilities, and medical fitness necessary etc. This was confirmed from job vacancy advertisement and sample recruitment sighted.</p> <p>SOU 1 Sg. Dingin management treated all workers equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability. The worker can request for job transfer if they found they unfit for the job assigned to them.</p> <p>Example</p> <p>Based on Workers Master list sighted foreign workers who been newly employed by Padang Buloh Estate, Sg. Dingin POM, Sg. Dingin Estate, Bukit Selarong Estate and Somme Estate with latest by March 2023 confirmed that process of hiring of foreign workers is implemented according to regulation based on suitability and nature of job offered.</p> <p>Onsite interviewed with sampled workers from across gender and nationalities informed that no discrimination lodged.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal</p>	Complied

		<p>rights. Onsite interviewed with sampled female workers in SOU 1 Sg. Dingin informed no pregnancy testing conducted prior to work. They still will be able to offer for work if they are pregnant however with lite duty task.</p>	
<p>6.1.5</p>	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -</p>	<p>SDPB maintained the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers’ voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.</p> <p>Gender committee is in place to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>Gender Committee is established in the mill and estates and verified at each operating unit. Meetings are to be conducted once every 2 months or whenever necessary accordingly.</p> <p>Review on sample SOU 1, it was verified in the minutes of Gender Committee Meeting sighted the agenda includes the sexual harassment report and status, grievance channels, grievance procedures, timeline for handling grievance report lodged (if any), gender activities and other related issues to female workers/members.</p>	<p>Complied</p>

		<p>As at the audit time, no sexual harassment case reported so far at all OUs and reported in Gender committee meeting was sighted.</p>	
<p>6.1.6</p>	<p>There is evidence of equal pay for the same work scope. - Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers’ voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.</p> <p>Document review on the employment contract, sighted the job description of each workers mention the same regardless of skin colour, religion, race, or caste.</p> <p>The sample for 65 sample workers’ employment contract and payslip as follows.</p> <ol style="list-style-type: none"> 1. Sg. Dingin Estate; ID#66xxx, ID#66xxx, ID#99xxx, ID#108xxx, ID#117xxx, ID#118xxx, ID#154xxx, ID#157xxx, ID#169xxx, ID#170xxx, ID#174xxx, ID#174xxx. 2. Bukit Selarong Estate; ID#102xxx, ID#107xxx, ID#78xxx, ID#102xxx, ID#132xxx, ID#107xxx, ID#139xxx, ID#169xxx, ID#177xxx, ID#139xxx, ID#173xxx, ID#177xxx, ID#169xxx, ID#177xxx 3. Padang Buluh Estate; ID#177xxx, ID#177xxx, ID#176xxx, ID#176xxx, ID#176xxx, ID#178xxx, ID#125xxx, ID#178xxx, 	<p>Complied</p>

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		<p>ID#172xxx, ID#178xxx, ID#163xxx, ID#132xxx, ID#132xxx, ID#116xxx, ID#155xxx, ID#164xxx, ID#178xxx, ID#108xxx</p> <p>4. Sg. Dingin POM; ID#177xxx, ID#177xxx, ID#176xxx, ID#183xxx, ID#176xxx, ID#177xxx, ID#78xxx, ID#89xxx, ID#162xxx, ID#182xxx, ID#166xxx</p> <p>5. Somme Estate; ID#77xxx, ID#112xxx, ID#176xxx, ID#177xxx, ID#78xxx, ID#77xxx, ID#169xxx, ID#161xxx, ID#176xxx</p> <p>Document review on sample workers' payslip, it was verified wages paid are equal based on same job scope, number of working days, number of overtimes offered and working incentives.</p> <p>Onsite interviewed with sampled workers informed they has not any discrimination based on religion, gender, nationality and their salary is paid equally based on same job scope.</p>	
<p>Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
<p>6.2.1</p>	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -</p>	<p>SDPB has already signed the Collective Agreement with National Union of Plantation Workers (NUPW).</p> <p>Document review on sampled workers' employment contracts, sighted the document been translated with various languages includes English, Hindi, Tamil, Bangladeshi and Bahasa Malaysia/Indonesia.</p> <p>Onsite interview with sampled workers informed upon arrived from home countries, they inducted on the terms and conditions based on employment contract and briefed on the company's policies.</p>	<p>Complied</p>
<p>6.2.2</p>	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal</p>	<p>Document review on sampled workers' employment contracts, sighted details of payments and conditions of employment. The contract includes terms related to duration, hours of work, overtime, annual/medical leave, public holiday, mutual termination, salary</p>	<p>Complied</p>

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	<p>requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>deductions, maternity entitlement, etc. The terms are in compliance with the Employment Act (Amendment) 2023, Minimum Wages Order 2022, Employee Social Security (Amendment) Act 2022, Employees Provident Fund (Amendment of Eighth Scheduled) Order 2022, Employment Insurance System (EIS) (Amendment) Act 2022 and the MAPA/NUPW agreement.</p> <p>Document review on sampled workers' payslip, sighted details of daily-rated wages, piece rated wages, payment for any overtime work done, public holiday pay and salary deductions.</p> <p>Salary deduction and overtime were in accordance with the relevant laws (SOCISO, EPF, EIS) and Labour Office permits.</p> <p>To confirmed on the no illegally work imposed in estates and mill, verified during onsite visit to workers housing and field operation with no illegal workers were hired observed.</p> <p>While interview session based on sampled workers based on master list provided it's were verified no illegal workers were hired for each operating units to perform job task offered.</p> <p>Review at each SOU 1 operating units, the managements monitor workers legality with follow documents.</p> <ol style="list-style-type: none"> 1. Employment contracts template, "Employment Contract Extension for Foreign Worker (Peninsular – Indonesia/ Nepalese) – ECE1 2. Check-roll records, Estate/mill daily attendance report. Employee Master List, SEMUA report. 	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Records of payslip and check-roll documents available to the workers for sample employees sighted as per indicator 6.1.6 above. Records shown all relevant legal compliance requirements with evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for</p>	Complied

		<p>dismissal, period of notice and other legal labour requirements were met.</p> <p>SOU 1 Sg. Dingin management demonstrate compliance with Employment Act 1955 related to regular working hours, overtime, sickness and holiday entitlement, maternity leave, etc.</p> <p>Document review, SOU 1 Sg. Dingin management maintain and monitor the compliance through workers' punch cards, workers' employment contracts and workers' payslips</p> <p>Reviewed on the sampled 65 workers' employment contracts and payslips for the month of June 2022 (low), December 2022 (high) and April 2023 (medium) confirmed is in according to requirement.</p> <p>Sample</p> <p><u>Padang Buluh Estate</u></p> <ol style="list-style-type: none"> 1. ID#17xxxx 2. ID#17xxxx 3. ID#17xxxx 4. ID#17xxxx 5. ID#17xxxx 6. ID#17xxxx 7. ID#12xxxx 8. ID#17xxxx 9. ID#17xxxx 10. ID#17xxxx 11. ID#16xxxx 12. ID#13xxxx 13. ID#11xxxx 	
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		<p>14. ID#15xxxx 15. ID#16xxxx 16. ID#17xxxx 17. ID#10xxxx</p> <p>Review on the sampled employee payslip for 3. ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#17xxxx and ID#12xxxx, sighted the information such as piece rates wages, price bonus, paid Public Holiday, paid Medical Sick, productivity incentive, SG payment, paid for rest day, incentive for harvesting, social dialogue, phone reimbursement and insurance subsidy. Other's information includes rest day, Public Holiday, SOCSO (employer contribution) and wages deduction.</p>	
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 1 Sg. Dingin managements maintain the current basic amenities and facilities at the quarters provided to the workers includes good sanitation, estate clinics, mosque, temples, electricity supplies, water supplies, sundry shops within estate compound and domestic waste disposal. SDP provide subsidies to workers with minimum usage of electricity with 200 kWh and water with MYR5.00 per house. The deduction of electricity and water usage from salary when the usage is excess the subsidies.</p> <p>For local workers with family, each will be given a house while for foreign workers for single workers, it will be given shared house of 2 people per room. For foreign workers, all foreign workers will be given a starter kit which includes basis amenities (e.g. mattress, cooking utilizes).</p> <p>SOU 1 Sg. Dingin managements adopted Workers Housing Management Procedure and 'OilPalmPal' Digital Housing Complaint System (OPP DHCS) to monitor and management complaints status issued by workers as following records.</p>	Complied

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		<p>SOU 1 Sg. Dingin managements maintained the Employee Welfare Committee (EWC) team conduct the housing inspection based on area assigned to designated representative. There's also Person In-charge of Accommodation (PIOA) appointed among estate's Hospital Assistant and field staffs.</p> <p>Example</p> <ol style="list-style-type: none"> 1. Padang Buloh Estate management conduct housing inspection by using the (housing complex/nest/community hall) weekly inspections form (PIOA) basis with dated from 02/02/2023, 15/02/2023, 01/03/2023, 31/03/2023, 04/04/2023, 14/04/2023, 19/04/2023, 26/04/2023 and 05/05/2023. 2. Padang Buloh Estate management conduct housing inspection by EWC committee in quarterly basis with dated from 03/10/2022, 04/11/2022, 12/12/2022 and 09/03/2023. 	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Sg. Dingin Estate, Sg. Dingin POM, Somme Estate and Padang Buluh Estate managements makes efforts to maintain workers' access to adequate, sufficient, and affordable food by establishing sundry shops and cafes located within estates compound. Price of goods was displayed at the sundry shops.</p> <p>While Bukit Selarong estate near to Kulim town give opportunity to workers to access to nearby big supermarket for adequate and sufficient foods and goods at competitive prices.</p> <p>Onsite interviewed with sampled workers informed they can easily purchase foods at the nearest shop or choose to go nearest supermarket at Kulim town away from the estate by using their transport until the main guard post and public transport to the nearest town.</p>	Complied

		<p>In additional, SOU 1 Sg. Dingin management ensured affordable goods and food for its workers by acquired the list of goods prices from sundry shop and café operators periodically.</p>	
<p>6.2.6</p>	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a</i></p>	<p>SOU 1 Sg. Dingin management established, maintain, and update the prevailing wage calculation to include all the in-kind benefits provided to the workers.</p> <p>SDPB HQ GSD Department will collaborate with SOU 1 Sg. Dingin management on updating the decent living wage for both local and foreign workers based in PREVAILING WAGES assessment.</p> <p>The assessment includes wage, service bonus, meals, housing, health, facilities, sports and recreation, education, creche, welfare, etc.</p> <p>Based Prevailing Wage Assessment (MYR) is based on workers monthly wages calendar year. The assessment includes with wages, service bonus, meals, housing, health facilities, sport/recreation, education, creche, welfare, transport, and telecommunication.</p> <p>Latest update for the assessment is based on check roll workers for period of April 2023, check roll operating unit for period of January until December 2022, HR Department inputs and denominator of total head count (workforce, local workers, and foreign workers).</p> <p>Based on the latest assessment, the total for wages with average calculation provide to local workers is MYR1,980.53 and Foreign Workers is MYR1,879.81. The difference mainly due to additional welfare and arrival token spent on foreign workers.</p>	<p>Complied</p>

	<p><i>Decent Living Wage</i> (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>SOU 1 Sg. Dingin management adopted SDPB's employment contracts includes with the details of payments and conditions of employment to the permanent workers employed as per samples sighted in indicator 6.2.2 above.</p> <p>Document review on workers master list, sighted no casual, temporary and day labour employed within all operating units within SOU 1 Sg. Dingin operating units.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019. The policy has no changes, and it includes as below:</p> <p>They are respect the rights of their employees, their workers in their operations and their communities through their commitments which</p>	Complied

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		<p>include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. 2. Respecting Freedom of Association: We respect the rights of employees to join and form organizations of their own choice and to bargain collectively. 3. Company respects the rights of all personnel to form and join trade unions of their choice to bargain collectively. <p>SDPB respect the rights of all personnel to form and join trade unions of their choice to bargain collectively and the workers have their freedom to join the NUPW/MAPA union.</p> <p>Onsite interview with sampled workers informed no restriction from the company to allow workers to join trade union. The workers have their freedom to join the NUPW/MAPA union.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>SOU 1 Sg. Dingin management conducts meetings with NUPW representative. The meeting minutes of meetings are available for review.</p> <p>Document review of sampled estates sighted NUPW minutes of meeting available and had been discuss with date as follow.</p> <ol style="list-style-type: none"> 1. Sg. Dingin Estate conducted a meeting on 13/10/2022. 2. Sg. Dingin POM conducted a meeting on 21/02/2023. 3. Padan Buloh Estate conducted a meeting on 28/11/2022. 4. Bukit Selarong Estate conducted a meeting on 14/12/2022. 5. Somme Estate conducted a meeting on 14/04/2023. <p>Onsite interview with NUPW representative informed they attended to represent workers who are freely elected among workers.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely</p>	<p>Onsite interview worker inform selection of NUPW representative made from the election among the NUPW member without</p>	Complied

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	<p>elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>management interference. Foreign workers included in the committee formation and appointment letter sighted. The selection also based on the election meeting.</p>	
<p>Criterion 6.4: Children are not employed or exploited.</p>			
<p>6.4.1</p>	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 with no changes.</p> <p>They respect the rights of their employees, their workers in their operations and their communities through their commitments which include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Providing Equal Opportunities: They promote diversity and inclusion and will not condone discrimination. 2. Respecting Freedom of Association: They respect the rights of employees to join and form organizations of their own choice and to bargain collectively. 3. Ensuring Favorable Working Conditions: They ensure decent living and working conditions for all our employees. They strive to provide a fair wage and access to basic needs for all their employees and workers in their operations. 4. Enhancing Safety and Health: They provide a safe and healthy working environment for their employees and workers in their operations and support the wellbeing of our communities. 5. Respecting Community Rights and the Rights of Indigenous People: We uphold the process of Free, Prior and Informed Consent and recognize that the local communities have the right to give or withhold their consent to proposed projects that may affect the lands their own, occupy or otherwise use. 6. Protecting the Rights of Vulnerable People: They respect the rights of vulnerable people such as marginalized groups, 	<p>Complied</p>

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		<p>persons of different abilities and refugees.</p> <p>7. Protecting the Rights of Children: they seek to promote the wellbeing of children and safeguard them from any form of maltreatment or exploitation, including child sex tourism, child trafficking, child labour and child pornography.</p> <p>Contractors were bonded by Vendor COBC signed which state clearly in clause 5.8 abolishment of child labour & protecting the rights of children available in the Vendor COBC dated 21/06/2020, Human Rights Charter-protecting the rights of children.</p> <p>Document review of sampled contractor, SOU 1 Sungai Dingin management is monitoring the implementation of COBC by each vendor/contractor in hiring workers. The individual vendor/contractor' file is available to verify which is include with the list of workers that include information such as name, identification number /passport number, age and job position. The information verified with no workers underage of 18 years old were hired by vendor/contractor.</p> <p>The monitoring also been conducted by SSSO and Regional SQM on monthly basis with sampled contractor as follow.</p> <ol style="list-style-type: none"> 1. Ixxxx Sxxxx Enterprise 2. Nxxxx Axxxx Sxxxx Enterprise 3. Jxxxx Gxxxx Rxxx 4. Sxxxx Kxxxx <p>Onsite visit and interviewed with sampled workers informed no child labour or underaged of 18 worker is working in operation field block and mill.</p>	
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above	There is no change on SOP Hiring of locals dated 01/11/2019 in which it has been seen and reported in the public summary report last year whereby the assistant operating unit while for foreign	Complied

	<p>company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>workers, the SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021 under clause procedures recruitment team shall be guided by approved requirement; Age 18-45 years old).</p>	
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 1 Sg. Dingin managements continuously implemented the practices ensures no young with aged below 18 years old are employed.</p> <p>Document review on the workers master list verified no young person below 18 years old employed.</p> <p>Onsite interviewed with both estates and mill sampled workers informed they are above 18 years when they apply job with the company.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>SOU 1 Sg. Dingin managements continuously implemented the practices ensures no young with aged below 18 years old are employed.</p> <p>Onsite interviewed with both estates and mill sampled workers informed that the information on no child labour policy and the negative effects of child labour were provided in appropriate languages and accessible to them.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019. The policy has no changes, and it includes as below:</p> <p>They respect the rights of their employees, their workers in their operations and their communities through their commitments which include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Eliminating Violence and Sexual Harassment: We seek to promote an environment where all forms of harassment and 	Complied

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		<p>abuse are eliminated and to provide support for victims.</p> <ol style="list-style-type: none"> 2. Eradicating any form of Exploitation: They endeavor to eradicate any form of forced or bonded labour, slavery, human trafficking, and sexual exploitation. 3. The policy communicated through the Gender Committee meeting conducted quarterly. 	
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019. The policies are evidence of management to a better society on respecting, upholding & no-exploitation of fundamental human rights. Providing safe and healthy workplaces and protecting workers' welfare, engaging and empowering communities.</p> <p>SDPB maintained the current Human Rights Charter established has emphasize includes respect the rights of workers and will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.</p> <p>The policy displayed on the notice board accessible by the workers. Onsite interviewed with sampled estates and mill workers informed that they been briefed on the policies during morning muster and the policies was displayed at the notice board outside the office.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>SDPB conduct assessment for new needs for new mother was conducted by Gender Committee at each operating unit. There were new mothers with their needs identified as sampled estates as follow.</p> <p>SOU 1 Sg. Dingin managements conducted assessment for new mothers with infants under 24 months as follow. However, no new mothers from period of January 2022 until April 2023.</p>	Complied

6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established includes in emphasized on equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue.</p> <p>Any cases must be reported to SDPB HQ GSD Department. Incident report template as per SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the involvement of disputed parties, zone heads, third parties and stakeholders.</p> <p>There is no change in terms of the statement of conformity when comparing from the previous audit result. Up to now since previous assessment till the date of this audit, the policy is available at SOU 1 Sg. Dingin managements offices. Furthermore, the company developed Policy on Protection of Human Rights Defenders (HRDs) where if the complaint cannot be solved through this manner, HRDs can be provided legal remedies such as litigation or alternate dispute resolution options including mediation and arbitration.</p> <p>Document review on grievance records verified no issues lodged that require the implementation of the mechanism occurs in all operating units within SOU 1 Sg. Dingin managements since the last audit.</p> <p>Onsite interview with sampled workers from both sampled estates and mill, informed they been briefed on the information of grievance mechanism, which respects anonymity and protects complainants.</p>	Complied
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p>	<p>SDPB maintained the current implementation of ILO Forced Labour Prevention Validation Procedure (FLPVP) with Doc. No.:</p>	Complied

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	<ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>UM/HSE/OCP/12; Version: #0; dated 22/3/2022 and CEOUM/HSE/012/04/2022 dated 12/04/2022.</p> <p>The procedure applies to all SDP Upstream OUs based in Malaysia. Policies and procedures of the following subject matters are contained in this Procedure which covers the 11 ILO forced labour indicators includes passport, social dialogue, medical access, OSH, freedom of movement, housing, contractor & vendor (C&V), grievance, wages and physical abuse, intimidation & isolation.</p> <p>Example, worker who has been hired on 01/09/2022 confirmed with valid passport and work permit.</p> <p>Review of the minutes of social dialogue, SOU 1 management demonstrate the implementation by conducted on monthly basis. Onsite interview with sampled workers informed they used social dialogue platform to raise their concern over workers’ welfare, workers’ benefits, housing, medical access, safety at workplace, grievances and wages/overtime.</p> <p>Based on sampled workers employment document for March 2023 it were verified no fee charged to foreign workers upon hiring.</p> <p>There was no evidence of contract substitution, all employment is followed according to revise Employment Act 2023 and wages offer are paid follow to the revise Minimum Wages Order 2022.</p> <p>Interviewed with sample workers informed they were hired and know what type of job they would be doing prior to signing their contracts.</p> <p>There was no penalty for termination of employment if they wish to terminate the contract earlier as per the employment contract signed.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p>	<p>SDPB maintained the current Human Rights Charter established with revised in 2020. The charter has no changes, and it can be</p>	<p>Complied</p>

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	<p>- Critical (Major) compliance -</p>	<p>easily access via www.simedarbyplantation.com where they committed as below:</p> <ol style="list-style-type: none"> 1. Providing equal opportunity. 2. Respecting freedom of association. 3. Eradicating any form of exploitation. 4. Providing decent and fair wages, reasonable working hours with adequate rest, achievable productivity targets, voluntary overtime as well as adequate housing with access to basic needs. 5. Eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking, and sexual exploitation by eliminating the need to retain identification documents, eliminating risk caused by debt bondage and avoiding contract substitution. <p>All the foreign workers will be provided with induction training prior to work. Besides, they were provided with decent living conditions and free from any discrimination. The workers informed that they were treated equally without any discrimination and allowed joining NUPW freely. No contract substitution has occurred through interviewed with the workers.</p> <p>Newly employed workers will be provided awareness and training to all the foreign workers for them to understand their responsibility in respect of human rights upon their arrival to Malaysia.</p>	
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p>	<p>Each operating unit has their own safety committee. Meetings were held on quarterly basis as per OSHA regulation. Based on verification of the minutes of meeting, among the agenda discussed were:</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>i) Outstanding issues from previous meeting ii) Occupational safety & Health performance report iii) Occupational safety & health programme report iv) Dangerous incident report</p> <p>Sampling in Padang Buluh estate, appointment letter for Muhammad Anwar Abd Rahim (OSH-C(KD21/OSHC/01/00355)) dated 01/01/2023. OSH meeting conducted on 17/03/2023. The previous meeting was conducted on 16/12/2022 and 26/09/2022.</p> <p>Bukit Selarong estate, Appointment letter for manager was available dated 01/01/2023. Latest OSH meeting conducted on 08/02/2023, and previously was on 11/11/2022 and 18/08/2022. The WPI conducting before the OSH meeting conduct. The latest record of WPI was available dated 01/11/2022.</p> <p>Somme estate, the appointment letter dated 01/01/2023 was available for Manager from CEO Northern Region. The WPI conducted 3 monthly basis before OSH meeting conducted, latest record was available dated 15/03/2023 and previously was on 15/12/2022. OSH meeting has been conducted on 20/04/2023, attended by management representative and workers representative included Bangladesh, Nepal, Indonesia, and others. Previously OSH meeting was on 24/01/2023 and 21/10/2022.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Standard Operating Procedure of Incidents & Non-Compliance management SDP/GS-HSE/SP/01 effective date 01/05/2023. This procedure was for accident and emergency procedure was available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. At site, the first aider was available at field and other operation nursery. The accident record was kept and verified as per below:</p> <ul style="list-style-type: none"> • Sg Dingin Estate: JKPP 8/125640/2022 dated 10/01/2023 	Complied

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		<ul style="list-style-type: none"> • Padang Buluh Estate: JKPP 8/129599/2022 dated 16/01/2023 • Sg Dingin POM: JKPP 8/126924/2022 dated 18/01/2023 • Bukit Selarong Estate: JKPP 8/119011/2022 dated 03/01/2023 • Somme Estate: JKPP 8/126932/2022 dated 12/01/2023 																										
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause.</p>	Complied																									
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees by the organization. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for the mill and all sampled estate.</p> <table border="1" data-bbox="1137 986 1930 1366"> <thead> <tr> <th>Operating Units</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Sg Dingin Estate</td> <td>April 2023</td> <td>293</td> <td>RM 10,584.60</td> </tr> <tr> <td>December 2022</td> <td>260</td> <td>RM 11,570.70</td> </tr> <tr> <td rowspan="2">Padang Buluh Estate</td> <td>April 2023</td> <td>301</td> <td>RM 11,150.80</td> </tr> <tr> <td>December 2022</td> <td>236</td> <td>RM 12,161.40</td> </tr> <tr> <td rowspan="2">Sg Dingin POM</td> <td>April 2023</td> <td>128</td> <td>RM 8,215.60</td> </tr> <tr> <td>December 2022</td> <td>130</td> <td>RM 8,291.90</td> </tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	Sg Dingin Estate	April 2023	293	RM 10,584.60	December 2022	260	RM 11,570.70	Padang Buluh Estate	April 2023	301	RM 11,150.80	December 2022	236	RM 12,161.40	Sg Dingin POM	April 2023	128	RM 8,215.60	December 2022	130	RM 8,291.90	Complied
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		Somme Estate	April 2023	101	RM 4,341.60		
			December 2022	91	RM 5,150.40		
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Occupational Injuries were recorded using the Lost Time Accident metrics as below:				Complied	
		Operating Unit	2021		2022		
			Cases	Days	Cases		Days
		Sg Dingin	1	14	3		57
		Padang Buloh	0	0	9		38
		Sg Dingin Mill	1	3	3		73
		Bukit Selarong	1	28	4		99
		Somme	4	0	4	0	

Principle 7: Protect, conserve and enhance ecosystems and the environment

Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Implementation of IPM is guided by the ARM, Section 15, Plant Protection. Major pest at the visited estates is mainly rats. IPM implemented to suppress the rat population is by rearing barn owl (<i>Tyto alba</i>). The barn owl's population status is monitored through census done annually. Rat baiting is done by using first generation bait, warfarin. There has been no outbreak of leaf eating pest at the visited estates. Nonetheless, it was noted that beneficial plant such as <i>antigonon leptopus</i> and <i>turnera subulata</i> were planted along some of the field roads to host the predators.</p>	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>Based on field visit, there was no species referenced in the Global Invasive Species Database and CABI.org was used by the management as per species availability analysis in Sg. Dingin Estate as following:</p> <ul style="list-style-type: none"> - <i>Tyto alba</i> (Barn Owl): non-invasive - <i>Antigonon leptopus</i> (Beneficial Plant): no info - <i>Cassia coboanensis</i> (Beneficial Plant): no info - <i>Turnera subulata</i> (Beneficial Plant): no info 	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>The use of fire for pest control is not practised by the certification unit.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>The justification of all pesticides used in the estate were documented in Sime Darby Agriculture Reference Manual (ARM), Section 15 Plant Protection [Issue No. 1, Version 3, dated 01/07/2011] and Section 16 Weed Control [Issue No. 1, Version 3, dated 01/07/2011].</p>	Complied

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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use were documented in "Audit Report". Among the information available in the records was active ingredients (a.i.), LD50, treated area size, number of applications, a.i./Ha, and a.i./mt FFB.</p> <table border="1" data-bbox="1137 507 1928 711"> <tr> <td>Estate</td> <td>a.i/ha</td> </tr> <tr> <td>Sg Dingin</td> <td>0.82</td> </tr> <tr> <td>Bukit Selarong</td> <td>0.21</td> </tr> <tr> <td>Somme</td> <td>0.95</td> </tr> </table>	Estate	a.i/ha	Sg Dingin	0.82	Bukit Selarong	0.21	Somme	0.95	Complied
Estate	a.i/ha										
Sg Dingin	0.82										
Bukit Selarong	0.21										
Somme	0.95										
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>There is no Class I and/or II pesticides used. Paraquat has been totally replaced with glyphosate and other Class III or IV herbicides. The management also establish a plan to minimise the pesticide as per below:</p> <table border="1" data-bbox="1137 871 1928 1169"> <thead> <tr> <th>Objective</th> <th>Action step</th> </tr> </thead> <tbody> <tr> <td>To planting beneficial plant 2dm per ha</td> <td>To planting beneficial plant along the road.</td> </tr> <tr> <td>To conduct Ganoderma census</td> <td>Carry out Ganoderma census every 6-month interval.</td> </tr> <tr> <td>Pest & Disease spray application on mature area</td> <td>To carry out P&D on scheduled area</td> </tr> </tbody> </table>	Objective	Action step	To planting beneficial plant 2dm per ha	To planting beneficial plant along the road.	To conduct Ganoderma census	Carry out Ganoderma census every 6-month interval.	Pest & Disease spray application on mature area	To carry out P&D on scheduled area	Complied
Objective	Action step										
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Pest & Disease spray application on mature area	To carry out P&D on scheduled area										
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There was no evidence that prophylactic pesticide has been used by the sampled estates.</p>	Complied								
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and</p>	<p>Based on the chemical registers for all the sampled estates, the pesticides used are mostly of Class III and IV. Paraquat and</p>	Complied								

	<p>paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>monocrotophos were no longer in use. Much safer chemical such as glyphosate and acephate were used as alternative. This is further verified through chemical store visits.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were handled, used, and applied by trained workers applied in accordance with the product label. Records of training were well maintained and made available for verification. Appropriate safety and application equipment were provided and used. Safety data sheet (SDS) were also made available at the chemical stores. Based on the interviews, all precautions attached to the products (SDS, notice board etc) were properly observed, applied, and understood by workers.)</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides were kept in the designated stores at all the sampled estates in accordance with the regulations. The stores were equipped with locks, ventilation and accessibility was limited to authorized personnel only. Appropriate hazard signage was also put up to create awareness.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>All pesticide containers are triple rinsed and punctured before being disposed to the authorised collector. Receipts of disposal were made available for verification. As per sample in Bukit Selarong estate the</p>	Complied

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		empty pesticide container was disposed at Idaman Xchange, latest disposal was on 20/03/2023 with total weight 240 kg (1679302237) and previously was on 16/03/2023 with total weight 1290kg (1678931265).	
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Aerial spraying of pesticides is not practiced by the estates.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Medical surveillance 2023 on 3-7/4/2023 at Klinik ladang Sungai Dingin (Poliklinik Sakthi N Sheila) with total 34 person involved. 2022 In Padang Buloh Estate, the medical surveillance has been conducted annually basis. As per report latest medical surveillance record (HQ/12/DOC/00/262) at Poliklinik Sakhti & Sheila dated 02/04/2022. Somme estate, medical surveillance has been conducted on 15/03/2023 by OHD Dr. Sakthi Yananthan from Poliklinik Sakhti & Sheila. From the result there are 1 unfit case pertaining to manganese. The management already transfer the workers to the harvesting. Next review or retest by OHD will be conducted on 15/09/2023.	Complied
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	The work with pesticides was all undertaken by male workers at all the sampled estates. There was no evidence that persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions were undertaking work with pesticides.	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			

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<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>As per documented Environmental Management Plan FY 2023 for Sg Dingin POM and sampling estate, wastes management plan is developed through the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through the municipal council and recyclable wastes were sent to recycle centres. Among wastes identified and managed are as per sample for Padang Buluh Estate Waste Management Plan FY 2023 as following:</p> <ul style="list-style-type: none"> - Types: Rubbish (Workers Housing Complex, Office, Workshop, Store, Shop) - Actions: Collect recyclable materials and call recycle 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 <p>Sample documentations sighted as per Sungai Dingin POM SW Inventory (5th Schedule) for May 2023; File Ref. # JAS.KKU.600-3/1/006 as following:</p> <ul style="list-style-type: none"> - Code: SW 322; Quantity generated: 0.0750 mt; Date generated: 09/05/2023; Balance: 0.0750 mt - Code: SW 409; Quantity generated: 0.1050 mt; Date generated: 03/05/2023; Balance: 0.1050 mt <p>Recycling of empty pesticide container conducted via triple-rinsed & punctured as per sample records for Bukit Selarong Estate recycling date: 13/03/2023; Weighbridge ticket # 3702; Nett weight: 360 kg.</p>	<p>Complied</p>
<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Padang Buluh Estate Waste Management Plan FY 2023:</p> <ul style="list-style-type: none"> - Types: Rubbish (Workers Housing Complex, Office, Workshop, Store, Shop) 	<p>Non-compliance</p>

		<ul style="list-style-type: none"> - Actions: Collect recyclable materials and call recycle collectors - Collect other domestic waste from office and worker housing complex and bin and dispose of to landfill. Landfill area is 3km away from natural waterways and residential area <p>Based on Waste Management Procedures for Estates & Mill; Version # 01; Effective date: May 2022</p> <p>5.0 Internal Landfill – Selection and Operations Criteria</p> <p>5.3 The landfill site \shall be prepared in accordance with the following criteria:</p> <table border="1" data-bbox="1137 694 1926 954"> <thead> <tr> <th data-bbox="1137 694 1451 869">Legal compliance in reference/according to Guideline for Siting and Zoning of Industry and Residential area</th> <th data-bbox="1451 694 1675 869">Distance from residential, office or other premises (min)</th> <th data-bbox="1675 694 1926 869">Distance from nearest waterways. river (min)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 869 1451 954">Peninsular, Sabah, Sarawak</td> <td data-bbox="1451 869 1675 954">500 m</td> <td data-bbox="1675 869 1926 954">500 m</td> </tr> </tbody> </table> <p>b) Size</p> <ul style="list-style-type: none"> i) The landfill shall be an excavated area approximately 3m deep, 2m width and not more than 20m length (or landfill is constructed in field, it shall be not more than 5 palm planting points ii) The landfill pit shall be divided into few sections. Each section should be separated by approximately 6m length (or as far as distance between 2 palms <p>However, it was found during field visit to landfill at Jerai Division of Padang Buluh Estate within Field P02B area that the recyclable waste materials consist of plastic bottles are not collected/segregated but dumped in the landfill. The landfill excavated dimensions and operations not in-line with the</p>	Legal compliance in reference/according to Guideline for Siting and Zoning of Industry and Residential area	Distance from residential, office or other premises (min)	Distance from nearest waterways. river (min)	Peninsular, Sabah, Sarawak	500 m	500 m	
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		<p>procedure. There is also an inconsistency of landfill locations between the documented waste management plan and the procedure.</p> <p>This indicated that the disposal of domestic waste material through landfill is not properly demonstrated according to waste management plan and procedures. Hence a Minor NC has been raised.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>There was no wastes disposal by using open fire observed during the site visits.</p>	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Leaf nutrient analysis is commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf analysis and leaf sampling is conducted annually. The foliar sampling and soil analysis reports by the company's agronomist were available at estate during the audit assessment.</p> <p>Sighted the Agronomist report for the year 2023, conducted and prepared by R&D Department Sime Darby Plantation Berhad for Sg. Dingin Estate. Leaf/Foliar sample was taken in February and March 2023.</p> <p>The report covers the following aspect: Introduction, Rainfall, FFB Yield, Palm Nutritional Status / Observation, Field observation / Comments, Manuring history, Fertilizer recommendation, Fertilizer Analysis, Field observation and Agronomic matters.</p> <p>The agronomist report also emphasized on-field best practices and physical conditions such as palm appearance, canopy size and vigour, canopy colour and vigour, palm circle and inter-row condition. Nutrients assessed were Na, N, P, K, Ca, Mg, B (PPM).</p>	Complied

7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>All estates within SOU 1 operated in accordance with the Agriculture Manual and standard operating procedures. The practices are consistently monitored by estate operation management and the regional office. The recommendations for improvements are given to maintain sustainable practices. Leaf analysis and foliar sampling will be monitored on yearly basis. Variable dosage recommendation was given by the agronomist for fertilizer input for estates.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Nutrient recycling strategy in place implemented by estates included stacking pruned fronds in the respective fields to decompose, grass cutting harvesters paths and letting the cut mass to decompose in the field, EFB mulching and application of compost. In addition, during replanting, palms were felled, chipped, windowed, and left to decompose. EFB application conducted based on recommendation by agronomist as per records of Kedah Zone EFB Application Fields 2023 as following:</p> <ul style="list-style-type: none"> - Immature fields: 40 mt/ha - Mature fields: 20 mt/ha 	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizers application by estates are according to agronomist recommendation. The records have the information about application date, field number, dosage applied per palm, type of fertilizer and number of applicators. Types of fertilizer applied were straight and mixture. The records were maintained and updated accordingly via SAP computerized system. Verification of various documents in all sample estates such as agronomist report, annual manuring program and store issuance records shown that the inputs of fertilizers to the field were accurate as per sample as following:</p> <ul style="list-style-type: none"> - Bukit Selarong Estate: Total area applied: 462.09 Ha; Fertiliser: Rock Phosphate (RP); Application rate: 2 kg/palm. Programme: April 2022; Application Date: 1/4/2022 – 15/4/2022 	Complied

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		- Somme Estate: Total area applied: 32.34 Ha; Fertiliser: Borate: Application rate: 0.10 kg/palm, Programme: July 2022; Application Date: 14/7/2022 – 31/7/2022	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Maps identifying marginal and fragile soils, including steep terrain, are available as per sample Sg. Dingin Estate Main Division Soil Series Map:</p> <ul style="list-style-type: none"> - Batu Lapan (0.38%) - Chat (27.89%) - Gajah Mati (17.31%) - Local Alluvium (22.49%) - Pohoi (0.38%) - Rasau (22.45%) - Rengam (6.47%) - Tebok (2.62%) <p>Land in all estates commonly appeared in flat undulating and hilly surfaces which resulted in planting of other plants including rubber and tectona grandis (timber) mainly on steep slopes above 25 degrees in line with the Group Sustainability & Quality Policy Statement signed by Group Managing Director dated 02/12/2019 supported by SDP Responsible Agriculture Charter Clause 3.1.2 specified the following:</p> <p>“Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly”.</p>	Complied
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in	Land in all estates commonly appeared in flat undulating and hilly surfaces which resulted in planting of other plants including rubber and tectona grandis (timber) mainly on steep slopes above 25	Complied

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	contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	degrees in line with the Group Sustainability & Quality Policy Statement signed by Group Managing Director dated 02/12/2019 supported by SDP Responsible Agriculture Charter Clause 3.1.2 specified the following: "Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting in all estates within SOU 1. Land in all estates commonly appeared in flat undulating and hilly surfaces which resulted in planting of other plants including rubber and tectona grandis (timber) mainly on steep slopes above 25 degrees in line with the Group Sustainability & Quality Policy Statement signed by Group Managing Director dated 02/12/2019 supported by SDP Responsible Agriculture Charter Clause 3.1.2 specified the following: "Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates within SOU 1.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil at sampling Estate. As addressed in the Sime Darby Plantation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on 2/12/2019 and Responsible Agriculture Charter under section 3.2:	Complied

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		<p>a) Protect and enhance forest: “We will seek to protect and enhance forest and wildlife, and minimise carbon emission from land use change through:</p> <p>i) No new development of peat areas, regardless of depth or location.</p> <p>ii) We will seek to rehabilitate existing plantings on peats where possible.”</p>	
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>Soil surveys are done and available in a soil map at the estate. Topographic contour map also available which are both used to manage the drainage and road works in the estate.</p>	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1.</p>	Complied
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	<p>Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1.</p>	Not Applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1.</p>	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1. For other areas with peat, the management programme includes water and ground cover as documented in the Sime Darby Agricultural Reference</p>	Not Applicable

		Manual (Water Management in Coastal and Peatlands) issued on 01/07/2011.	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1. For other areas with peat, the management programme includes water and ground cover as documented in the Sime Darby Agricultural Reference Manual (Water Management in Coastal and Peatlands) issued on 01/07/2011. The management programme also refers to RSPO Drainability Assessment Procedure.	Not Applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1. For other areas with peat, the management programme includes water and ground cover as documented in the Sime Darby Agricultural Reference Manual (Water Management in Coastal and Peatlands) issued on 01/07/2011. The management programme also refers to RSPO Drainability Assessment Procedure.	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation</p>	Not applicable. Neither there is new planting nor peat soil planting of existing oil palms in all estates within SOU 1. For other areas with peat, the management programme includes water and ground cover as documented in the Sime Darby Agricultural Reference Manual (Water Management in Coastal and Peatlands) issued on	Not Applicable

	<p>Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>01/07/2011. The management programme also refers to RSPO Drainability Assessment Procedure.</p>					
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>							
<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water management plan is in place and implemented as per sighted records of Water Management Action Plan FY 2023 which mainly includes the following:</p> <ul style="list-style-type: none"> - Line site water usage - Water leakage - Workshop – rainwater harvesting <p>Identification and management of wastewaters:</p> <ul style="list-style-type: none"> - Chemical mixing area - Sprayer PPE washing area - Workshop - Line site & office - Washrooms <p>The mill and all estates within SOU 1 do not restrict access to clean water or contribute to pollution of water used by communities while workers have adequate access to clean water which were supplied through public domain.</p>	<p>Complied</p>				
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p>	<p>Water courses and wetlands are protected as per documented Guidelines on River Reserve Management (Management of River Reserve in Sime Darby Plantation; dated April 2014). The widths of the buffer zones are guided by the following measurements:</p> <table border="1" data-bbox="1218 1286 1850 1375"> <tr> <td>River width</td> <td>Buffer zone</td> </tr> <tr> <td>> 40 meters</td> <td>50 meters</td> </tr> </table>	River width	Buffer zone	> 40 meters	50 meters	<p>Complied</p>
River width	Buffer zone						
> 40 meters	50 meters						

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	<p>- Critical (Major) compliance -</p>	<table border="1"> <tr> <td>20 to 40 meters</td> <td>40 meters</td> </tr> <tr> <td>10 to 20 meters</td> <td>20 meters</td> </tr> <tr> <td>5 to 10 meters</td> <td>10 meters</td> </tr> <tr> <td>< 5 meters</td> <td>5 meters</td> </tr> </table>	20 to 40 meters	40 meters	10 to 20 meters	20 meters	5 to 10 meters	10 meters	< 5 meters	5 meters	
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5 to 10 meters	10 meters										
< 5 meters	5 meters										
		<p>Monitoring based on Sustainable Plantation Management System Appendix 7 Standard Operation Procedure (SOP) for taking water samples from streams/rivers, version 1, year 2008, issue no. 1, dated 1/11/2008 as per water sampling analysis as following:</p> <ul style="list-style-type: none"> - Sg. Dingin Estate Pesticide Analysis Test Report # PL110/2023 by Sime Darby Plantation Research Sdn. Bhd. R&D Centre; Date issued: 03/03/2023 for Pesticide in RSPO Natural Waterways – Upstream, Midstream & Downstream for parameter tested: Aldrin, Dieldrin, t-DDT, Heptachlor, Heptachlor Epoxide, Chlordane, Lindane & Endosulfan – All not detected (n.d). - Sg. Dingin Estate Water Analysis Test Report # IE442/2023 by Sime Darby Plantation Research Sdn. Bhd. R&D Centre; Date issued: 31/03/2023 for Industrial Effluent (IE) in RSPO Natural Waterways – Upstream, Midstream & Downstream for parameter tested: pH, BOD, COD, SS, AN, DO & P – All parameters tested according to Class IIA/IIB of NWQS for natural waterways. - Bukit Selarong Estate Water Analysis Test Report # IE0206/2023 by Sime Darby Plantation Research Sdn. Bhd. R&D Centre; Date issued: 24/04/2023 for Industrial Effluent (IE) in RSPO Natural Waterways – Upstream, Midstream & Downstream for parameter tested: pH, BOD, COD, SS, AN, DO & P – All parameters tested according to Class IIA/IIB of NWQS for natural waterways. <p>Based on the sampling analysis and site visit to riparian zones, the actions to protect, restore and maintain riparian and buffer zone</p>									

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		were adequately implemented with buffer zone markings, signages installation and set-aside campaign. Set-aside campaign includes zero chemical usage in buffer zone and training to all employees.	
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated in compliance with national regulations prior to discharge and monitored adequately as per samples as following latest POME final discharge sampling analysis as per records of Effluent Analysis Test Report # EP165/2023; Date issued: 22/03/2023; BOD = 469 mg/L.</p> <p>Corresponding latest analysis for river water sampling as per records of Industrial Effluent Water Analysis Test Report # IE495/2023; Date Issued: 12/04/2023 as following:</p> <ul style="list-style-type: none"> - Upstream (Taman Sg. Dingin) BOD: 1 mg/L - Downstream (Kg. Ulu Pasir) BOD: 3 mg/L <p>Both analyses were conducted by Sime Darby Plantation Research Sdn. Bhd. LS Laboratories, Lab Services Section, R&D Centre Carey Island.</p>	Complied
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Mill water use per tonne of FFB is monitored and recorded as following:</p> <ul style="list-style-type: none"> - Jan – Dec 2022: Total water usage: 334,842.07 m³; Total FFB processed: 199,189.487 mt; Ratio: 1.68 m³/mt - Jan – Apr 2023 (To-date): Total water usage: 112,304.47 m³; Total FFB processed: 58,259.198 mt; Ratio: 1.93 m³/mt 	Complied
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage as following:</p>	Complied

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No	Target	Objective	Action plan
1	Backhoe tractor	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel
2	Van / Supervisory vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To record vehicle activity to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.
3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources

The mill and estates record and monitor diesel utilization over the running hours of gen-set and other vehicles running. The mill focused more on the steady operation of FFB process to enable renewable energy generation via steam turbine engine fuelled by steam from biomass boiler. Estates monitor its fossil fuel consumption to ensure efficiency as per sample for Somme Estate Monitoring of Diesel Use per Ton of FFB
 2022: Total Diesel: 30,499 L; Total FFB: 12,172.56 mt; Average: 2.51 L/mt

Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

7.10.1	(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	Main sources of GHG emission identified were methane (CH) emission through POME treatment and boiler stack from the mill. The mill has plan to install biogas capture facilities in the near future. Other less significant GHG emissions identified including CO,	Complied
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	- Critical (Major) compliance -	SOx and NOx from various sources including fossil fuel, chemical and fertilizer consumptions mainly from estates activities.	
7.10.2	(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development). - Critical (Major) compliance -	Not applicable since no new development in all estates within SOU 1 after 2014.	Not Applicable
7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -	Based on the assessment of all polluting activities as of the Environment Aspect and Impact assessment, among the identified sources of gaseous emissions were boiler chimney, diesel engines and POME etc. Current monitoring was through online boiler smoke density and alarm and six-monthly boiler stack monitoring for dust particulate.	Complied
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	Guided by SDPB ARM, preparation of replanting using fire is not allowed. Based on site visit at previous replanting field # PR22 in Sg. Dingin, there is no trace of burning observed. Palm trunks were chipped and windrowed.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	SDPB monitors any fire incident within its directly managed certification unit through hotspot application and report can be seen via website link as following: http://www.simedarbyplantation.com/sustainability/hotspot-dashboard/ All estates have emergency response team should any fire incident occurs. In term of any fire incident, SDPB has established its emergency response plan. The estate has its own emergency response team that responsible to handle the situation. Contact	Complied

		numbers of authorities such as fire department, ambulance and police were also in place.	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Engagement of adjacent stakeholders on fire prevention and control measures was done through stakeholder meeting latest conducted in January 2023. Attendance list and slides presentation of fire prevention were available for verification. Kg Fxxx, Gxxx, and Lxxx were among the adjacent stakeholders attended.	Complied
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document. - Critical (Major) compliance -	Neither any land clearing in all estates within SOU 1 since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests. The existing OP planting areas were at least nearing the end of its 2 nd cycle (of average 25-30 years). Some areas already on its 1 st year harvesting age of 3 rd cycle planting.	Complied
7.12.2	(C) HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations. PROCEDURAL NOTE:	Neither any land clearing in all estates within SOU 1 since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests. The existing OP planting areas were at least nearing the end of its 2 nd cycle (of average 25-30 years). Some areas already on its 1 st year harvesting age of 3 rd cycle planting. The latest HCV assessment for the entire SOU 1 covering all the estates and the mill was conducted by the HQ sustainability personnel documented in report of High Conservation Value Final Report for Strategic Operating Unit 1; March 2017; Version 2.0. Methodology is through site observation, interviews, stakeholders'	Complied

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	<p>Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>consultation, and desktop review on available secondary data. The assessment covers the following:</p> <ul style="list-style-type: none"> a) Overview of HCV assessment. b) Description of assessment areas. c) Finding and discussion <ul style="list-style-type: none"> - landscape context - HCV criteria and application to agriculture d) HCV monitoring and management <p>In summary the areas covered within the SOU 1 landholdings is 63.71 ha and the HCV areas presence as summarized below.</p> <table border="1" data-bbox="1160 791 1861 1391"> <thead> <tr> <th></th> <th>Estate</th> <th>HCV area</th> <th>Area</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Anak Kulim</td> <td>Water fall area</td> <td>0.05</td> <td>4</td> </tr> <tr> <td></td> <td></td> <td>Pond</td> <td>0.03</td> <td>4</td> </tr> <tr> <td></td> <td></td> <td>Natural spring water</td> <td>3.91</td> <td>4</td> </tr> <tr> <td></td> <td></td> <td>River reserve (Sg Dingin)</td> <td>1.64</td> <td>4</td> </tr> <tr> <td colspan="5"> </td> </tr> <tr> <td>2</td> <td>Sg Dingin</td> <td>River reserve (Sg Dingin)</td> <td>3.56</td> <td>4</td> </tr> <tr> <td colspan="5"> </td> </tr> <tr> <td>3</td> <td>SDPOM</td> <td>Pond</td> <td>30</td> <td>4</td> </tr> <tr> <td colspan="5"> </td> </tr> <tr> <td>4</td> <td>Bkt Selarong</td> <td>River Reserve (Sg Sedim)</td> <td>2.10</td> <td>4</td> </tr> <tr> <td></td> <td></td> <td>Pond</td> <td>2.14</td> <td>4</td> </tr> <tr> <td colspan="5"> </td> </tr> </tbody> </table>		Estate	HCV area	Area	HCV	1	Anak Kulim	Water fall area	0.05	4			Pond	0.03	4			Natural spring water	3.91	4			River reserve (Sg Dingin)	1.64	4						2	Sg Dingin	River reserve (Sg Dingin)	3.56	4						3	SDPOM	Pond	30	4						4	Bkt Selarong	River Reserve (Sg Sedim)	2.10	4			Pond	2.14	4						
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7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.		Not Applicable																																		
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Based on the assessor recommendations as documented in the report of High Conservation Value Final Report for Strategic Operating Unit 1; March 2017; Version 2.0, Management plan on HCV and Biodiversity has been established. Estates was focused on Education and awareness. There are several methods that details in the management plan which is:</p> <ul style="list-style-type: none"> • An education and awareness programme shall be carried out to train the SOU on biodiversity, flora/fauna and about biodiversity management • Communication through Sime Darby webpage • Establish fact sheet for internal and external (to increase the nature conservation awareness) • Encourage further research on specific biodiversity <p>Among the action plan were:</p> <ul style="list-style-type: none"> • To install signage No Fishing, No Hunting, No swimming, and Buffer Zone 		Complied																																		

		<ul style="list-style-type: none"> Keep the employees aware about how important biodiversity to the earth is. 	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There is no HCV with existing rights of local communities was identified that needs to be set aside.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the established Estates Biodiversity Action Plan FY 2023, education programme is mainly carried out through display of various signage at strategic places such as estate entrance and administration office. The information available in the signage is among others the RTE species in Malaysia and the penalty enforced should offence is committed.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>No RTE species were identified in the assessment conducted as per latest (2018) report. Notwithstanding, monitoring conducted through regular patrolling by Auxiliary Police as well as site spin by field conductors and supervisors. Any sightings will be reported in the RTE monitoring book for action to be taken.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable since there is no land clearing after November 2005.</p>	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **SIME DARBY SG DINGIN POM** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2022** for **SIME DARBY SG DINGIN POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.54
PKO	1.54

Extraction	%
OER	19.23
KER	4.75

Production	t/yr
FFB Process	203,773.10
CPO Produced	39,185.76
PKO Produced	9,684.76

Land Use	Ha
OP Planted Area	23,196.12
OP Planted on peat	0
Conservation (forested)	27.80
Conservation (non-forested)	0
Total	23,223.92

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	130,215.93	0.90	1,303.03	0.72	0.00	0.00	131,518.96	0.64
CO ₂ Emission from fertilizer	11,621.50	0.08	154.20	0.09	0.00	0.00	11,775.70	0.06
NO ₂ Emission	5,560.65	0.04	77.73	0.04	0.00	0.00	5,638.38	0.03
Fuel Consumption	54.06	0.00	0.90	0.00	0.00	0.00	54.95	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-121,522.26	-0.84	-1,232.25	-0.13	0.00	0.00	-122,754.51	-0.60
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	25,929.88	0.18	303.61	0.03	0.00	0.00	35,309.65	0.17

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	39,942.98	0.20
Fuel Consumption	7.16	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	39,950.14	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

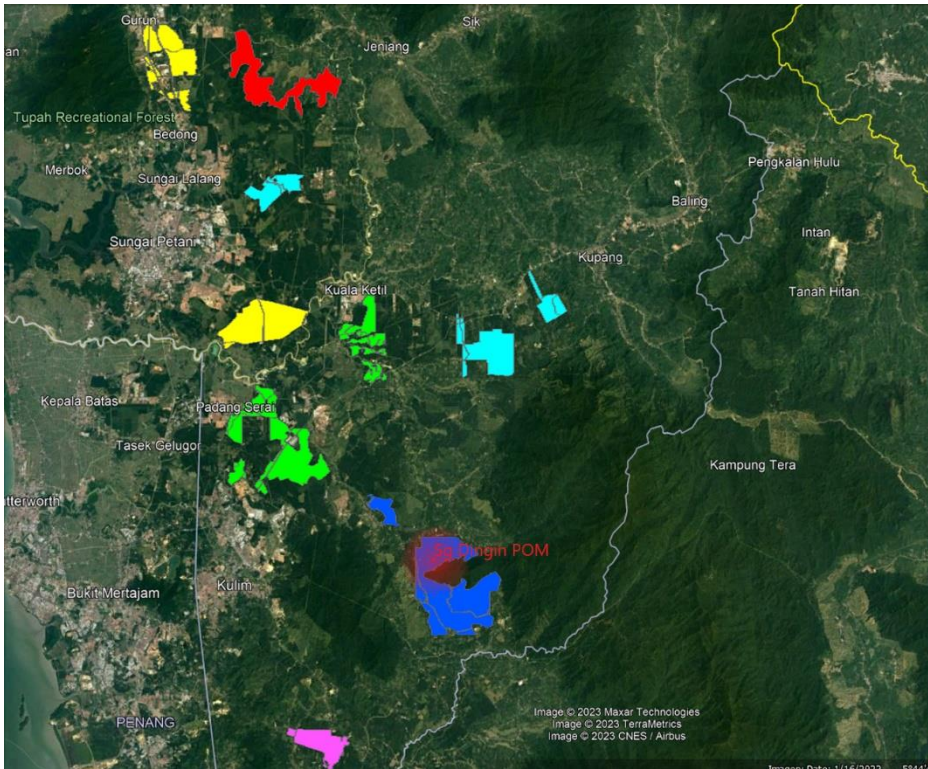
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

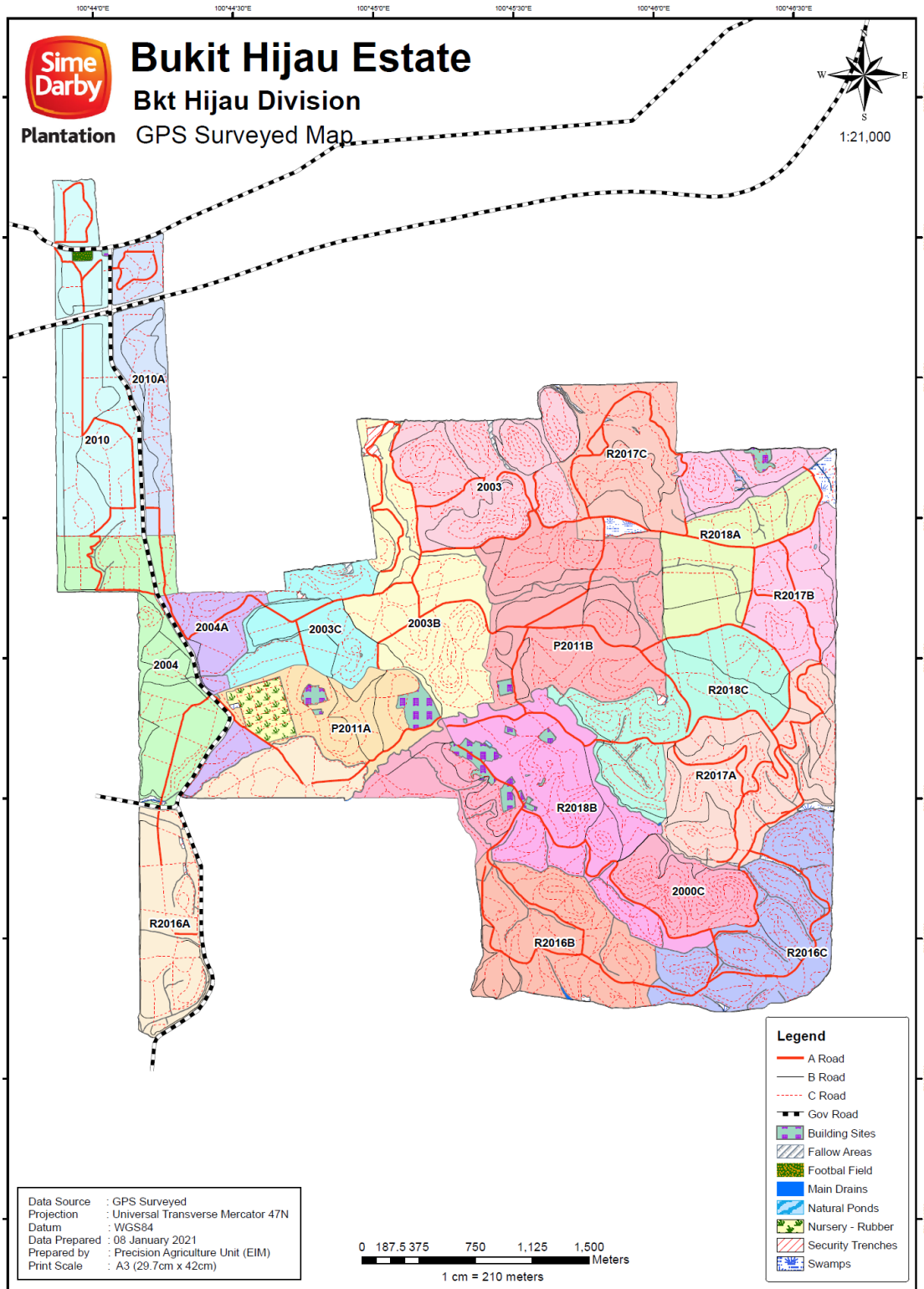
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100.00
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

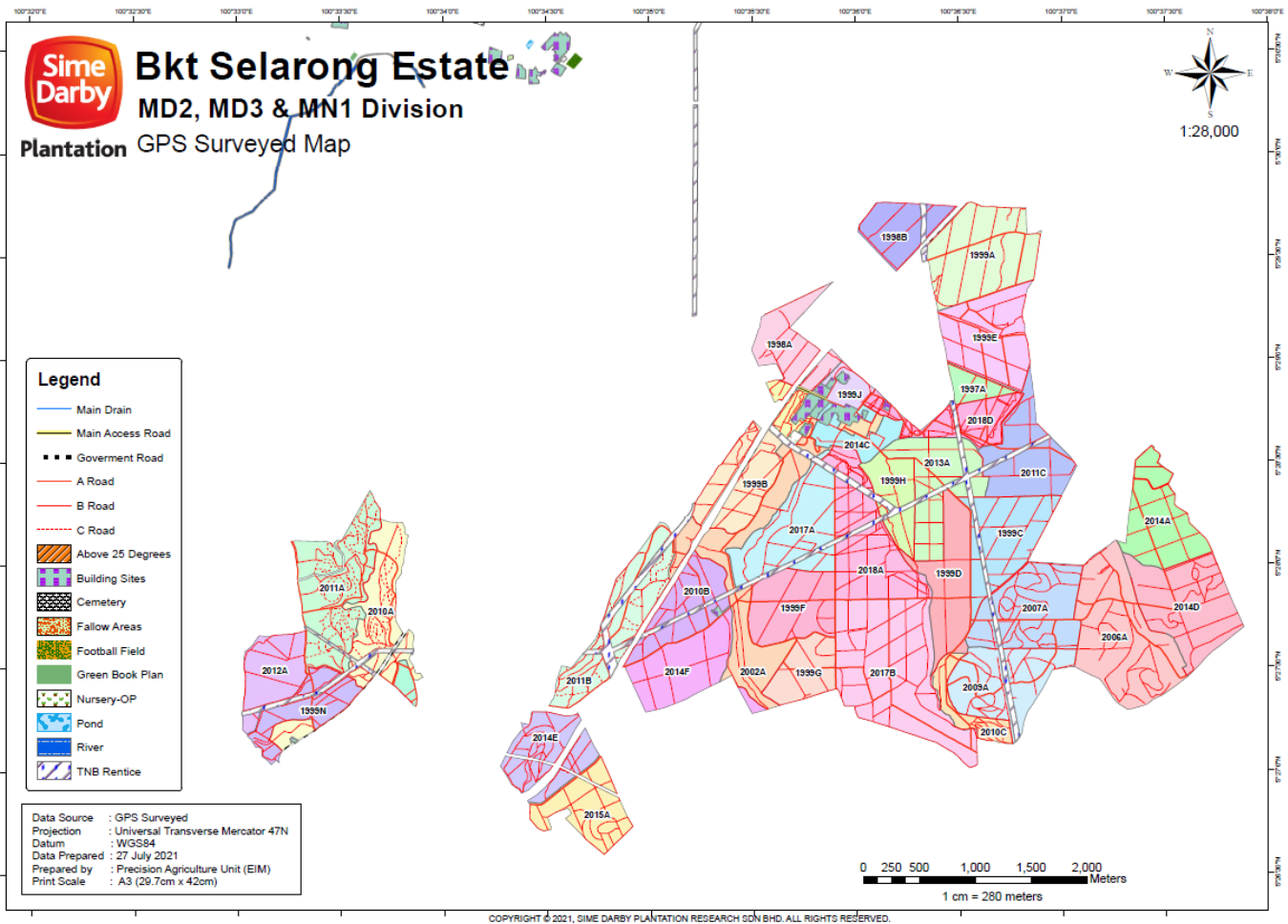
Appendix C: Location Map of Certification Unit and Supply bases

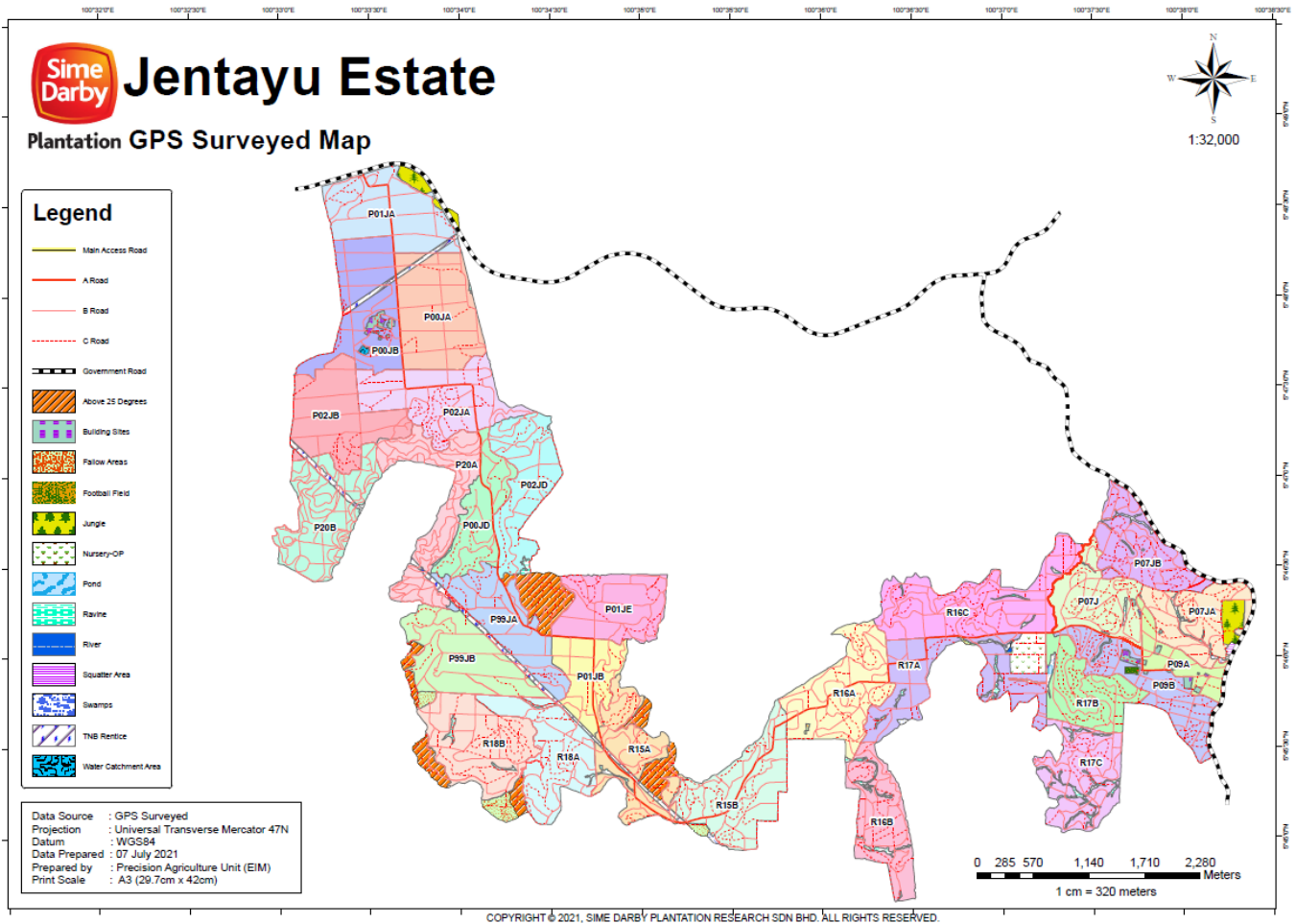


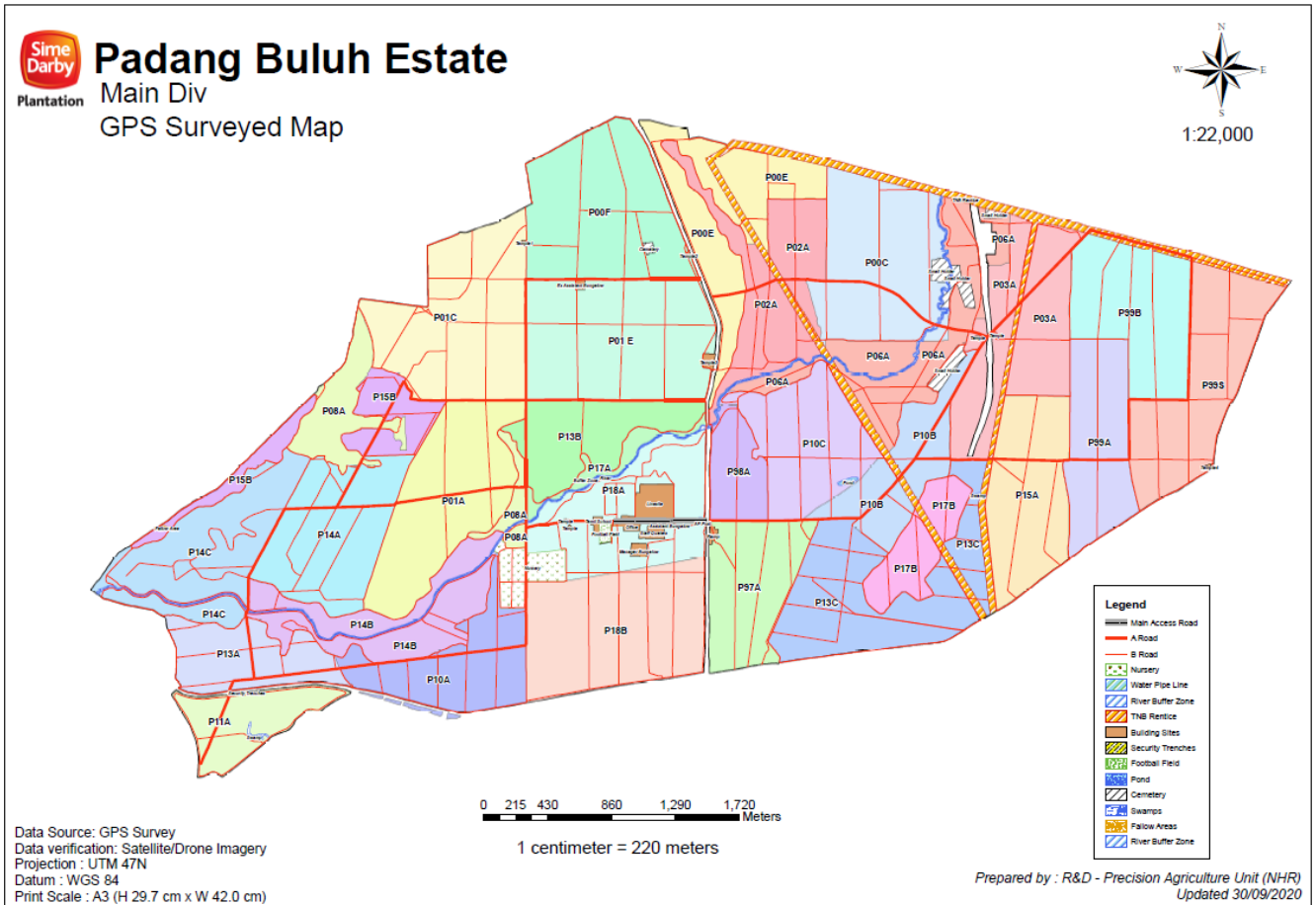
LEGEND		
No	Color	Estate
1	Yellow	Padang Buluh Estate
2	Red	Jentayu estate
3	Cyan	Bukit Hijau Estate
4	Green	Bukit Selarong Estate
5	Blue	Sungai Dingin Estate
6	Magenta	Somme Estate

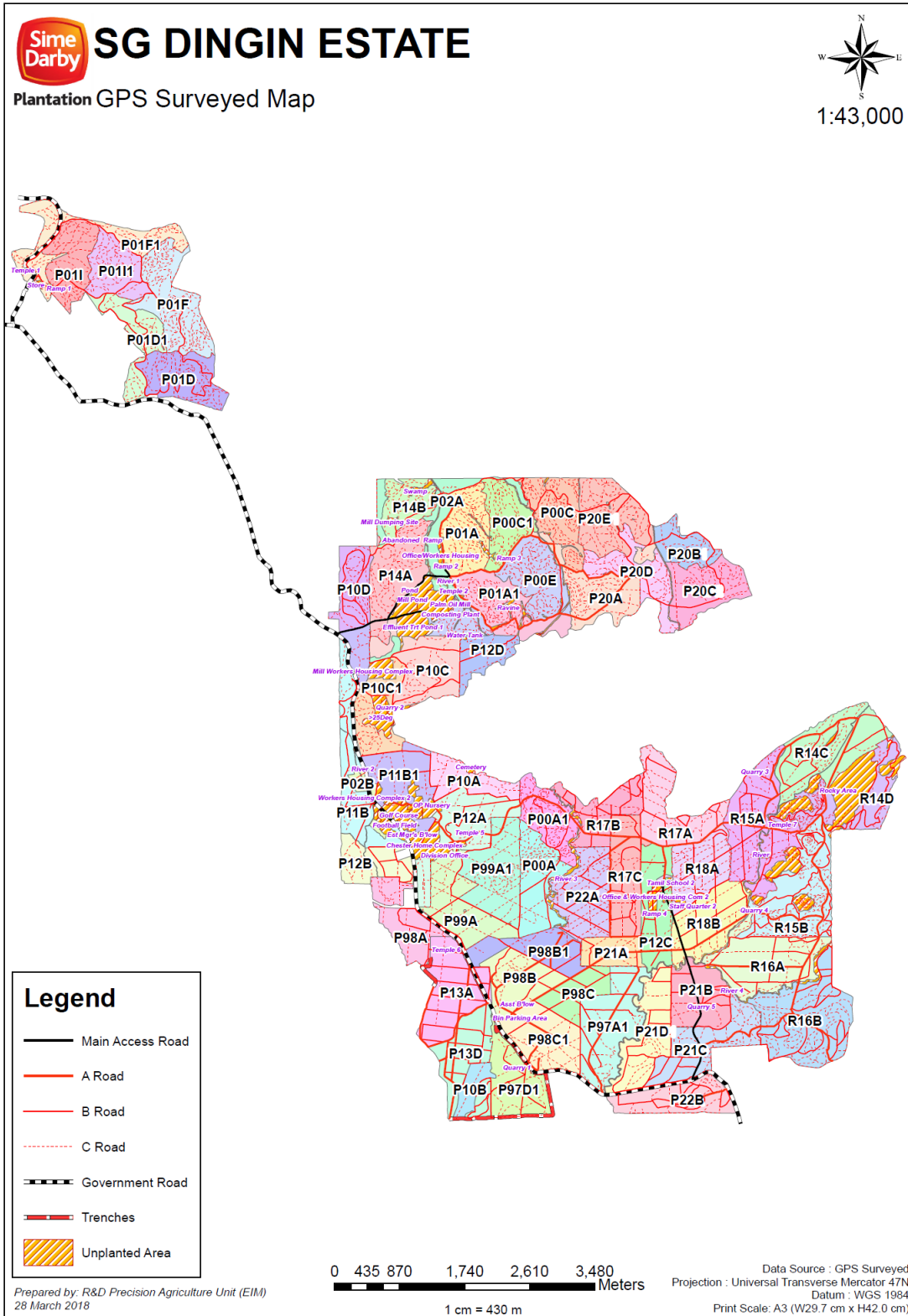
Appendix D: Estate Field Map

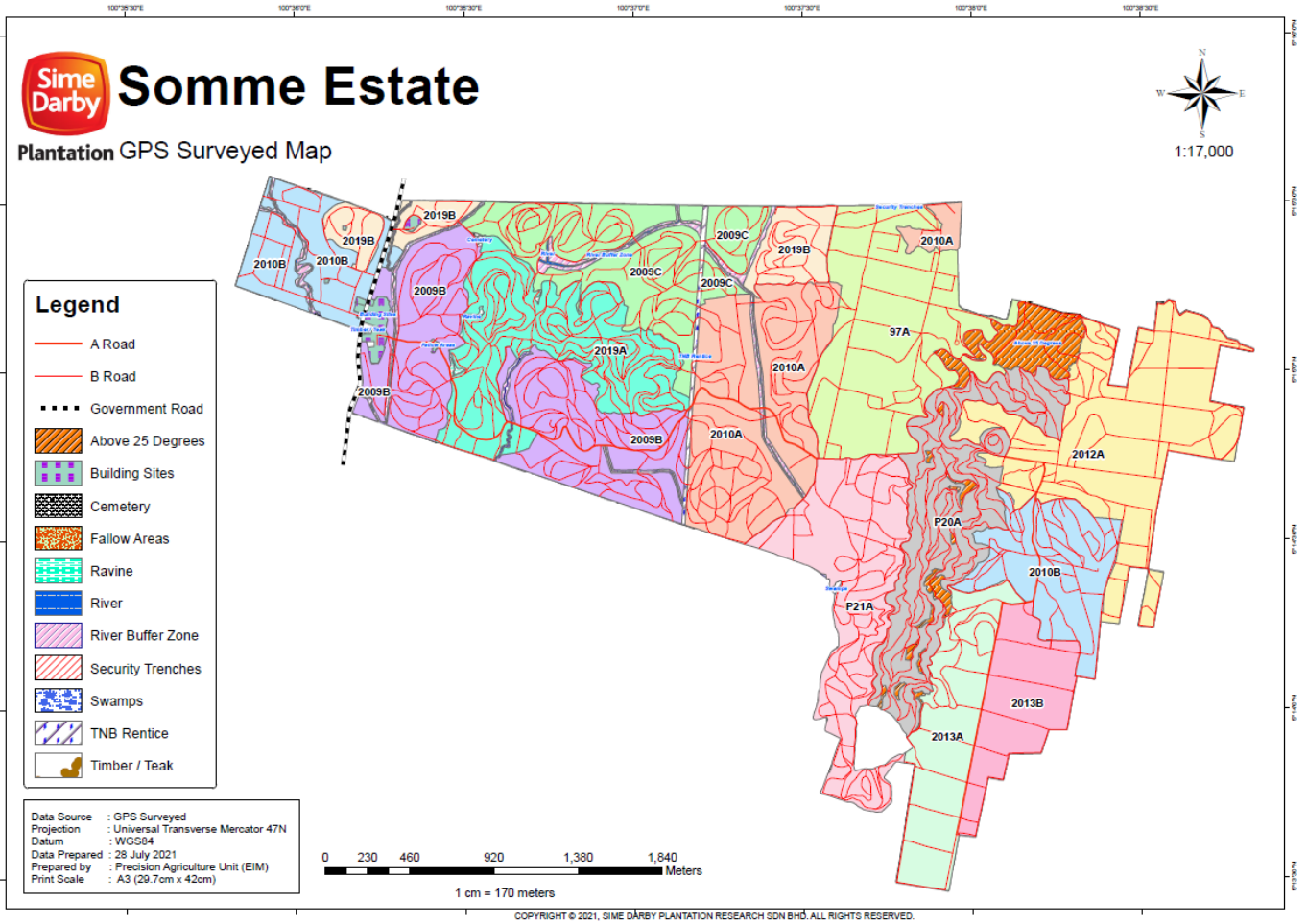












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Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	N/A								
					Total				
<p>Note: * are smallholders sampled in this audit.</p>									

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel 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
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
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
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure