

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (2_2)**
- Recertification Assessment** (Choose an item.)
- Extension of Scope**

<p>Client Company Name / Parent Company: Sime Darby Plantation Berhad</p>
<p>Client Company / Parent Company Address: Level 3A, Main Block, Plantation Tower 2, Jalan PJU 1A/7, 47301 Ara Damansara, Selangor, Malaysia</p>
<p>Certification Unit: Strategic Operating Unit (SOU 11) - Kerdu Palm Oil Mill</p> <p>Location of Certification Unit: Lot 575, Mukim Kerdu, 28010 Temerloh, Pahang, Malaysia</p>
<p>Date of Final Report: 29/7/2023</p>

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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 2, Jalan PJU 1A/7, 47301 Ara Damansara, Selangor, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Strategic Operating Unit (SOU 11) - Kerdu Palm Oil Mill		
Location / Address	Lot 575, Mukim Kerdu, 28010 Temerloh, Pahang, Malaysia		
Website	www.simedarbyplantation.com		
Management Representative	Shylaja Devi Vasudevan Nair	E-mail	shylaja.vasudevan@simedarbyplantation.com
Telephone	+(603) – 78484379	Facsimile	+(603) – 7848437

2. Certification Information			
Certificate Number	RSPO 745399	Certificate Start Date	07/07/2021
Date of First Certification	07/07/2011	Certificate Expiry Date	06/07/2026
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_2) <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"/> Choose an item. <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	60mt/hour
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
MSPO 745400	MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills	BSI Services (M) Sdn Bhd	20/12/2027
MSPO 745401	MSPO MS 2530-3:2013 – General Principles for Oil Palm Plantations and Organized Smallholders		20/12/2027
MSPO 745402	MSPO Supply Chain Certification Standard 2018		24/10/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Kerdau Palm Oil Mill	Lot 575, Mukim Kerdau, 28010 Temerloh, Pahang, Malaysia	3° 34' 11.36" N	102° 16' 49.68" E
Kerdau Estate	Ladang Kerdau, 28010 Temerloh, Pahang Darul Makmur, Malaysia	3° 34' 11.24" N	102° 18' 35.76" E
Mentakab Estate	Ladang Mentakab/ Lanchang/ Edensor, c/o Lanchang Division, 28500 Lanchang, Pahang Darul Makmur, Malaysia	3° 28' 39.33" N	102° 10' 56.62" E
Sg Mai Estate	Ladang Sungai Mai, 27000 Jerantut, Pahang Darul Makmur, Malaysia	3° 48' 30.55" N	102° 21' 24.09" E
Chenor Estate	Ladang Chenor (KT), Sungai Jerik, 26400 Bandar Pusat Jengka, Pahang Darul Makmur, Malaysia	3° 47' 13.68" N	102° 38' 28.69" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Kerdau Estate	5,123.78	67.42	491.84	5,683.04	90.16
Mentakab Estate	2,916.05	31.70	306.07	3,253.82	99.62
Sg. Mai Estate	2,596.90	50.70	187.38	2,834.98	91.60

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Chenor Estate	1,862.69	7.82	126.48	1,996.99	3.27
Total	12,499.42	157.64	1,111.77	13,768.83	

Note:

There are changes on hectareage of Mentakab Estate due to land acquisition from Government. Details as follows:

	Previous Report	Current Report	Variance	Justification
Total Area	3,266.49	3,253.82	12.67	Land acquisition for ECRL Project

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Kerdau Estate	125.88	2,915.71	1,437.20	644.99	4,997.90	125.88
Mentakab Estate	569.44	1,394.78	924.13	27.70	2,346.61	569.44
Sg. Mai Estate	641.59	570.88	981.49	402.94	1,955.31	641.59
Chenor Estate	359.63	975.72	104.42	422.92	1,503.06	359.63
Total (ha)	1,696.54	5,857.09	3,447.24	1,498.55	10,802.88	1,696.54

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 2022- Jun 2023)	Actual (Apr 2022 – Mar 2023)		Forecast (Jul 2023- Jun 2024)
		Previous license period (Apr 2022 – Jun 2022)	Current license period (Jul 2022 – Mar 2023)	
Kerdau Estate	68,136.88	12,858.34	39,301.17	83,268.28
Mentakab Estate	43,018.20	7,509.87	22,953.73	40,962.22
Sg Mai Estate	43,553.50	7,605.45	23,245.85	30,761.50
Chenor Estate	30,176.55	2,741.84	8,380.35	23,750.99
Total	184,885.13	124,596.60		178,742.99

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 2022- Jun 2023)	Actual (Apr 2022 – Mar 2023)		Forecast (Jul 2023- Jun 2024)
		Previous license period (Apr 2022 – Jun 2022)	Current license period (Jul 2022 – Mar 2023)	
Bkt Puteri Estate		-	442.82	

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Total	442.82
Notes: SOU 10 Bukit Puteri Estate, RSPO cert. no. RSPO 745403, valid till 06/07/2026	

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 2022- Jun 2023)	Actual (Apr 2022 – Mar 2023)		Forecast (Jul 2023- Jun 2024)
		Previous license period (Apr 2022 – Jun 2022)	Current license period (Jul 2022 – Mar 2023)	
OCP	-	7,030.52	20,392.19	-
Total	-	27,442.71		-

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 22	10,578.18	2,147.63	12,725.81
2	May 22	8,864.55	1,986.71	10,851.26
3	Jun 22	11,272.77	2,896.18	14,168.95
4	Jul 22	11,467.97	3,657.47	15,125.44
5	Aug 22	11,037.86	3,478.08	14,515.94
6	Sep 22	11,099.77	3,626.59	14,726.36
7	Oct 22	9,616.40	2,051.51	11,667.91
8	Nov 22	10,201.70	1,028.21	11,229.91
9	Dec 22	9,904.50	2,061.23	11,965.73
10	Jan 23	10,753.61	1,737.39	12,491.00
11	Feb 23	10,308.23	1,207.23	11,515.46
12	Mar 23	9,933.88	1,544.48	11,478.36
TOTAL		125,039.42	27,422.71	152,462.13

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Jul 2022- Jun 2023)	Actual (Apr 2022 – Mar 2023)		Forecast (Jul 2023- Jun 2024)
	Previous license period (Apr 2022 – Jun 2022)	Current license period (Jul 2022 – Mar 2023)	
FFB	FFB		FFB
184,855.13 mt	30,715.50 mt	94,323.92 mt	178,742.99 mt

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	TOTAL	125,039.42 mt	
CPO (OER:20.50%)	CPO (OER:19.061%)		CPO (OER:20.50%)
37,901.45 mt	5,984.42 mt	17,849.52 mt	36,642.31 mt
	TOTAL	23,833.94 mt	
PK (KER:4.50%)	PK (KER:4.484%)		PK (KER:4.50%)
8,319.83 mt	1,486.90 mt	4,119.68 mt	8,043.43 mt
	TOTAL	5,606.58 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Apr 22	2,056.40	570.16
2	May 22	1,761.39	413.97
3	Jun 22	2,166.63	502.77
4	Jul 22	2,309.65	500.00
5	Aug 22	2,088.36	492.29
6	Sep 22	2,132.27	439.55
7	Oct 22	1,784.80	409.66
8	Nov 22	1,936.28	399.91
9	Dec 22	1,839.27	458.58
10	Jan 23	2,017.38	515.10
11	Feb 23	1,844.14	454.59
12	Mar 23	1,897.37	450.00
TOTAL		23,833.94	5,606.58

11. Summary of Actual Volume sold					
Current License period (Jul 2022 – Mar 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	1,272.74	0.00	0.00	0.00	1,272.74
PK (MT)	2,950.67	0.00	0.00	0.00	2,950.67
Credits	16,000.00	0.00	0.00	0.00	16,000.00
Previous License period (Apr 2022 – Jun 2022)					
CPO (MT)	1,736.29	0.00	0.00	0.00	1,736.29
PK (MT)	1,284.94	0.00	0.00	0.00	1,284.94

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Credits	2,000.00	0.00	0.00	0.00	2,000.00
Note: Balance certified as at 31/03/2022 - Conventional is RSPO certified material but sold as non-RSPO.					

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	AAA	TR-4ef1f5b6-ba9a TR-430ab181-c9ae TR-7d060349-7f4c TR-1585a664-747e TR-9e8ac0cc-c7d2 TR-b1279ed8-191a TR-bf26f7db-9f1e TR-920d3ad6-d6a5 TR-9152d3eb-8164 TR-df10225a-dfcc TR-09735c1c-d938	3,009.03	
2	BBB	TR-237e6ed0-f99f TR-387d0f20-707f TR-280f3d28-15fd TR-87b5e022-9bf2 TR-06f1c8ec-4821 TR-ac563452-bfa5 TR-88b108b7-2ac7 TR-9cd72e46-d402 TR-ae0d4373-5539 TR-5faabcc8-17a3 TR-6587243b-682d TR-827afd50-1fa4 TR-e12055bd-0b38 TR-63fef329-a177 TR-f788b218-d4dd TR-1c488686-5c34 TR-788372fc-06d7 TR-8d651849-6d1e TR-a5185297-4e37 TR-fea71a5d-1497 TR-b2cd61ee-16b8 TR-56a5dd8c-b607 TR-b406e1cb-4b8f TR-cdcc5bf4-2757 TR-686909b6-adbf		4,235.61

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		TR-bde85ee8-48f5 TR-adf2de03-9305 TR-e07a3be1-7bca TR-1452a897-aae3		
TOTAL			3,009.03	4,235.61

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	AAA	xxx	18,000.00
TOTAL			18,000.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	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	

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

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not Applicable)							
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)
	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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 **10/04/2023 – 14/04/2023**.

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.

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.

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.

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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 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Kerdau POM	✓	✓	✓	✓	✓
Kerdau Estate	✓	✓	✓	✓	✓
Sg. Mai Estate	✓	✓	✓	✓	✓
Chenor Estate	✓	✓	✓	✓	✓
Mentakab Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: April 1, 2024 - April 5, 2024

Total Number of Mandays: 15 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Muhammad Fadzli bin Masran (MFM)	Team Leader	<p>Education: Holds a Bachelor Degree in Forestry Science, graduated from University Putra Malaysia.</p> <p>Work Experience: He has more than 10 years working experience in palm oil estate as Assistant Manager managing operations and sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. He involved in internal auditing on ISO9001 and ISO14001 standards.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, MSPO Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, MSPO Supply Chain Certification System (SCCS) Auditor Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Course, HCV and GIS Training, RSPO Independent Smallholder (IHS) Auditor Training, SMETA Requirements Training in April 2021, Endorsed RSPO Auditor Refresher Training</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Economic management plan, mill best practices, estate best practices, Legal Requirements, land & Legal issue, Occupation Health Safety requirement, HIRARC, training, and RSPO supply chain requirements</p>
Hafriazhar bin Mohd Mokhtar (HMM)	Team Member	<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, he 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 Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Environment responsibility, Environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, and HCV</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 working experience as a sustainability practitioner in GLCs related to palm oil plantation, mainly handling operational excellence, environment & safety, and health at the upstream and downstream operations. He more than 3 years auditing experience with accredited Certification body with lead auditor competent for MSPO schemes; and qualified auditor for ISCC Waste and Residue scheme. He has experience as document controller and scheme coordinator for MSPO accreditation.</p> <p>Training attended: He has completed Exemplar IMS (9001, 14001 & 45001) Lead Auditor Course, SA 8000 Course, Endorse MSPO SCCS Course, Endorse MSPO LA Course, Endorse ISCC Waste and Residue Course, HCV & HCS Course, Endorse ISCC Basic & PLUS Course, CQI & IRCA ISO 14001:2015 LA Course and Endorse RSPO P&C LA Course.</p> <p>Language proficiency: Fluent in 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	MFM	HMM	MNA
Sunday, 09/04/2023	PM	Auditors travel to Temerloh.	√	√	√
Monday, 10/04/2023 Kerdau POM	0900 - 0930	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	√	√	√
Kerdau Estate	0930 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	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	√	√	√
Tuesday, 11/04/2023 Sg. Mai Estate	0900 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Break	√	√	√

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Date	Time	Subjects	MFM	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	√	√	√
Wednesday, 12/04/2023 Kerdau POM	0900 - 1300	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc. Mill SCCS: RSPO Supply Chain, General Custody of Chain, Rules on Market Communications & Claims etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Break	√	√	√
	1400 - 1600	Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	1600 - 1630	Audit team discussion & preparation for closing meeting	√	√	√
	1630 - 1700	Closing Meeting	√	√	√
	Thursday, 13/04/2023 Chenor Estate	0900 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor 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.)	√	√	√

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Date	Time	Subjects	MFM	HMM	MNA
	1630 - 1700	Interim closing briefing	√	√	√
Friday, 14/04/2023 Mentakab Estate	0900 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Break	√	√	√
	1400 - 1600	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.)	√	√	√
	1600 - 1630	Interim closing briefing	√	√	√
	1630 - 1700	Audit team discussion & preparation for closing meeting	√	√	√
	1700 - 1730	Closing Meeting	√	√	√
Saturday 15/04/2023	AM	Auditors travel back to Kuala Lumpur	√	√	√

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>https://simedarbyplantation.com/sime-darby-plantation-completes-the-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. Until 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.</p> <p>As the latest TBP approved by RSPO on 13/07/2023, all uncertified units were scheduled to be certified within 2024.</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 approved by RSPO on 13/07/2023.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Although 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>

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<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>Yes. 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 was 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. 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): https://sime-darby-plantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/s. ACOP 2020 has been cross-referenced as below: www.rspo.org/members/29</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 there 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) has been excluded in the latest TBP as these 2 assets were disposed.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<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>There was no changes from the previous audit based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly reason to become un-certified units in Indonesia are due to awaiting to receive land titles</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 1. NBPOL (Poliamba Limited) 23/05/2020 – no comments https://rspo.org/wp-content/uploads/NPP_Notification_Statement_-_Poliamba_Limited_(Tivingau_ILG).pdf2. NBPOL (Guadalcanal Plain Palm Oil Ltd)</p>	<p>Complied</p>

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	<p>06/04/2018 – no comments https://rspo.org/wp-content/uploads/NPP_GPP_Phase_1_Final_submitted_to_RSPOrevised-07.03.18_(1).pdf</p> <p>3. NBPOL (Ragu Agri Industries Limited) 29/01/2018 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-ramuagri-industries-ltd</p> <p>4. NBPOL (Ragu Agri Industries Limited) 02/09/2016 – no comments https://rspo.org/public-consultation/nbpol-ramu-agri-industries-ltd/5. NBPOL (Higaturu Oil Palms) 21/06/2016 – no comments https://rspo.org/public-consultation/new-britain-palm-oil-ltd-higaturu-oil-palms/6. NBPOL (Poliamba Limited – Lamawan) 07/04/2014 – no comments captured in RSPO Website https://rspo.org/public-consultation/nbpol-poliamba-limited-lamawan-png/</p> <p>7. NBPOL (Poliamba Limited – Lamendauen) 07/04/2014 – no comments captured in RSPO Website https://rspo.org/public-consultation/nbpol-poliamba-limited-lamendauen-png/</p> <p>8. NBPOL (Roka Mini estate) 04/11/2013 – no comments captured in RSPO website New Britain Palm Oil Ltd. - Roundtable on Sustainable Palm Oil (RSPO)</p> <p>9. NBPOL (J estate) 01/11/2013 – no comments captured in RSPO website 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 https://rspo.org/public-consultation/new-britain-palm-oil-ltd-higaturu-oil-palms/11. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-2/</p> <p>12. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-2/</p> <p>13. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-2/</p>	
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	Management units for 11 – 13 above were disposed.	
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>No land conflicts. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) has 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 discrepancy 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 with remaining 8 concept note required, 6 concept note approved by RSPO, 1 Concept note endorsed and 9 required Remediation plan.</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.</p>	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>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.</p> <p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, no labor dispute issues were reported.</p> <p>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.</p>	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>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.</p> <p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, the legal compliance is being addressed through measures consistent with the requirements of 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 legal compliance were raised by any parties.</p>	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.	<p>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 1st 2010. The issue are mainly awaiting for Land Titles. The last audit was conducted on 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022. 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.</p>	Complied

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<p>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?</p>	<p>No 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.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Respective sites maintained stakeholder engagements as part of the estates/mills operations especially in Indonesia, socialization of company</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

<p>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</p>		
<p>Requirement</p>	<p>Remarks</p>	<p>Compliance</p>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? 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.</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 (Only applicable when revision is made)"			
				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	13.836	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
Manggala	Indonesia	Manggala -1 Estate	Rokan Hilir District - Riau	1.535278	100.730000	4.919	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
		Manggala -2 Estate		1.531667	100.643889	4.922	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
		Manggala -3 Estate		1.473056	100.758889	3.995	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
Alur Dumai	Indonesia	Alur Dumai Mill	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	19-20 July 2021				
Alur Dumai	Indonesia	Alur Dumai Estate	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	19-20 July 2021				
Teluk Siak	Indonesia	Teluk Siak Mill	Siak District - Riau	0.591389	101.658889	11,555.31	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
Teluk Siak	Indonesia	Teluk Siak Estate	Siak District - Riau	0.585833	101.616944	3,321.20	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
		Pinang Sebatang Estate		0.543056	101.575000	3,799.21	Certified	Not Applicable	11-Oct-11	19-20 July 2021				

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		Aneka Persada Estate		0.626389	101.655833	4,434.90	Certified	Not Applicable	11-Oct-11	19-20 July 2021	Yes	2024	Land legalization process for 448 ha at Pinang Sebatang Estate is still in process.	13-Jul-23
Blang Simpo	Indonesia	Blang Simpo Mill	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.708333	97.840556	8,777.22	Certified	Not Applicable	3-May-13	19-20 July 2021				
Blang Simpo	Indonesia	Blang Simpo -1 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.696944	97.837222	3,460.06	Certified	Not Applicable	3-May-13	19-20 July 2021				
		Blang Simpo -2 Estate		4.685000	97.817500	2,677.83	Certified	Not Applicable	3-May-13	19-20 July 2021				
		Tamiang (PT PPP) Estate		4.306667	98.026944	1,451.99	Certified	Not Applicable	3-May-13	19-20 July 2021				
		Batang Ara (PT PSK) Estate		4.290000	98.013333	1,187.34	Certified	Not Applicable	3-May-13	19-20 July 2021				
Teluk Bakau	Indonesia	Teluk Bakau Mill	Indragiri Hilir District - Riau	0.256389	103.588889	13,317.81	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
Teluk Bakau	Indonesia	Teluk Bakau Estate	Indragiri Hilir District - Riau	0.192500	103.596944	4,025.07	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
		Nusa Lestari Estate		0.185278	103.568056	3,456.74	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
		Nusa Perkasa Estate		0.117222	103.605278	5,836.00	Certified	Not Applicable	11-Oct-11	19-20 July 2021				
Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	0.115833	103.549167	12,366.18	Certified	Not Applicable	1-Apr-14	19-20 July 2021				

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Mandah	Indonesia	Mandah Estate	Indragiri Hilir District - Riau	0.135278	103.547500	5,053.18	Certified	Not Applicable	1-Apr-14	19-20 July 2021				
		Rotan Semelur Estate		0.117778	103.604722	7,313.00	Certified	Not Applicable	1-Apr-14	19-20 July 2021				
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	-2.984722	103.405833	6.513	Certified	Not Applicable	11-Sep-12	19-20 July 2021				
Sungai Pinang	Indonesia	Sungai Pinang Estate	Musi Rawas District - South Sumatera	-2.986944	103.406944	3,374.42	Certified	Not Applicable	11-Sep-12	19-20 July 2021				
		Sungai Pinang Estate		-2.986944	103.406944	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process.	Not Certified	June 2023		19-20 July 2021				
		Bukit Pinang Estate		-2.987222	103.405556	3,138.58	Certified	Not Applicable	11-Sep-12	19-20 July 2021				
		Bukit Pinang Estate		-2.987222	103.405556	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process.	Not Certified	June 2023		19-20 July 2021				

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Ladang Panjang	Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	-1.792500	103.793611	1,202.04	Certified	Not Applicable	9-Jul-12	19-20 July 2021				
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	-1.794167	103.799444	1,202.04	Certified	Not Applicable	9-Jul-12	19-20 July 2021	Yes	2024	Land legalization process for 1,796.19 ha is still in progress.	13-Jul-23
		Ladang Panjang Estate		-1.794167	103.799444	Total Areas of Divison 1 and 2 (1,796.19 ha) HGU still in process.	Not Certified	June 2023						
Rantau Panjang	Indonesia	Rantau Panjang Mill	Musi Banyuasin District - South Sumatera	-2.916389	103.747778	10,139.91	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
Rantau Panjang	Indonesia	Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	-2.922222	103.745278	2,679.74	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Bumi Ayu Estate		-2.896944	103.676944	2,960.98	Certified	Not Applicable	16-Mar-12	19-20 July 2021	Yes	2024	Land legalization process of 1843.73 ha for Rantau Panjang Estate, Napal Estate / Karang Ringin Estate is still in process.	13-Jul-23
		Karang Ringin Napal Estate		-2.859722	103.646944	4,359.74	Certified	Not Applicable	16-Mar-12	19-20 July 2021				

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		Mangun Jaya Estate		-2.853056	103.571111	139.45	Certified	Not Applicable	16-Mar-12	19-20 July 2021	Yes	2024	Land legalization process of 1843.73 ha for Rantau Panjang Estate, Napal Estate / Karang Ringin Estate is still in process.	13-Jul-23
		Sungai Jernih Estate		-2.979833	103.803500	851.57 ha under legalization process (proses Kadastral)	Not Certified	June 2023		19-20 July 2021				
Angsana	Indonesia	Angsana Mill	Tanah Bumbu District – South Kalimantan	-3.613611	115.610556	15,151,19	Certified	Not Applicable	6-Jul-11	19-20 July 2021	Yes	2024	Land legalization process of 1398.55 ha is still in process.	13-Jul-23
Angsana	Indonesia	Angsana Estate	Tanah Bumbu District – South Kalimantan	-3.532222	115.669722	3,250.06	Certified	Not Applicable	6-Jul-11	19-20 July 2021	Yes	2024	Land legalization process of 851.57 ha is still in process.	13-Jul-23
		Gunung Sari Estate		-3.583056	115.687500	2,826.94	Certified	Not Applicable	6-Jul-11	19-20 July 2021				
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District – South Kalimantan	-3.488611	115.738611	14,840.76	Certified	Not Applicable	3-Jul-13	19-20 July 2021				

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Mustika	Indonesia	Mustika Estate	Tanah Bumbu District – South Kalimantan	-3.488889	115.716111	3,648.74	Certified	Not Applicable	3-Jul-13	19-20 July 2021				
		Pantai bonati Estate		-3.747500	115.577500	2,534.00	Certified	Not Applicable	6-Jul-11	19-20 July 2021				
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District – South Kalimantan	-3.613611	115.610556	12,740.54	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Gunung Aru	Indonesia	Gunung Aru Estate	Kotabaru District – South Kalimantan	-3.504167	116.163056	2,684.41	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Gunung Kemas Estate		-3.530000	116.183333	3,511.36	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Laut Timur Estate		-3.596944	116.205000	3,207.28	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Pantai Timur Estate		-3.606667	116.223889	3,337.49	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Ungkaya	Indonesia	Ungkaya Mill	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	19-20 July 2021				
Ungkaya	Indonesia	Ungkaya Estate	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	19-20 July 2021				
Rantau	Indonesia	Rantau Mill	Kotabaru District – South Kalimantan	-2.439167	116.114167	24,169.56	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	-2.445000	116.111944	4,638.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Matalok Estate		-2.445556	116.111944	3,082.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				

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		Selabak Estate (PT SAA)		-2.442222	116.208056	3,757.67	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Randi Estate (PT SAA)		-2.438889	116.208611	2,882.98	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Sangkoh Estate (PT SAA)		-2.470556	116.237500	3,789.34	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Lanting Estate (PT LMR)		-2.463611	116.283611	3,249.27	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	-2.378611	116.205000	7,579.57	Certified	Not Applicable	1-Apr-14	19-20 July 2021				
Betung	Indonesia	Betung Estate	Kotabaru District – South Kalimantan	-2.356667	116.195833	4,266.00	Certified	Not Applicable	1-Apr-14	19-20 July 2021				
		Sekayu Estate	Kotabaru District – South Kalimantan	-2.326111	116.182778	3,313.57	Certified	Not Applicable	1-Apr-14	19-20 July 2021				
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	-2.373611	116.329722	14,274.77	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
Bebunga	Indonesia	Bebunga Estate	Kotabaru District – South Kalimantan	-2.383611	116.334444	3,958.43	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Bakau Estate	Kotabaru District – South Kalimantan	-2.420556	116.328333	5,342.14	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Sungai Cengal Estate	Kotabaru District – South Kalimantan	-2.406111	116.363056	4,974.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	-2.459167	116.518889	15,876.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021				

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Pondok Labu	Indonesia	Pondok Labu Estate	Kotabaru District – South Kalimantan	-2.412500	116.510000	3,569.53	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Binturung Estate		-2.440833	116.442222	4,072.01	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Rampa Estate		-2.452500	116.436389	3,656.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
		Sesulung Estate		-2.494444	116.510556	4,578.46	Certified	Not Applicable	16-Mar-12	19-20 July 2021				
Sekunyir	Indonesia	Sekunyir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	-2.444722	112.006944	7,734.59	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
Sekunyir	Indonesia	Sekunyir Estate	Seruyan and West Kotawaringin District – Central Kalimantan	-2.446667	112.008889	3,555.19	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
		Seruyan Estate		-2.407778	112.068056	4,179.40	Certified	Not Applicable	23-Nov-10	19-20 July 2021				
Sukamandan g	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.057778	112.316944	14,779.92	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Sukamandan g	Indonesia	Sukamandang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.065556	112.313333	3,936.56	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Sapiri Estate		-2.023889	112.347778	3,530.90	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Baras Danum Estate		-2.080000	112.381111	3,664.60	Certified	Not Applicable	5-Jul-11	19-20 July 2021				

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		Kuala Kuayan Estate		-2.079444	112.352778	3,647.86	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Pemantang	Indonesia	Pemantang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778	16,601.66	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Pemantang	Indonesia	Pemantang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.158056	112.290556	3,857.91	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Kawan Batu Estate		-2.161111	112.385278	4,400.00	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Hatantiring Estate		-2.116111	112.293333	3,811.00	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
		Batang Garing Estate		-2.157778	112.420833	4,532.75	Certified	Not Applicable	5-Jul-11	19-20 July 2021				
Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	-2.168889	110.673889	9,409.07	Certified	Not Applicable	3-Jul-14	19-20 July 2021				
Lembiru	Indonesia	Lembiru Estate	Ketapang District – West Kalimantan	-2.164722	110.687778	4,929.49	Certified	Not Applicable	3-Jul-14	19-20 July 2021				
		Awatan Estate		-2.215278	110.681944	3,476.79	Certified	Not Applicable	3-Jul-14	19-20 July 2021				
		Pelanjau Estate (PT BAL)		-2.227778	110.621944	1,002.79	Certified	Not Applicable	3-Jul-19	19-20 July 2021				
		Karya Palma Estate		-2.170592	110.726528	Pending confirmation from BPN on HGU document	Not Certified	June 2023		19-20 July 2021				
		Beturus Estate (PT BAL)		-2.174444	110.659722	HGU was obtained	Not Certified	June 2023		19-20 July 2021				

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						however BPN never release the HGU to the company																		
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District –West Kalimantan	0.269444	110.482778	11,498.82	Certified	Not Applicable	18-Oct-10	19-20 July 2021	Yes	2024	Land legalization process for 4,071.76 Ha for Pelanjau & Beturus Estate is still in process	13-Jul-23										
Bukit Ajong	Indonesia	West Estate	Sanggau District –West Kalimantan	0.271667	110.405833	4,562.34	Certified	Not Applicable	18-Oct-10	19-20 July 2021	Yes	2024	Land legalization process for 4,071.76 Ha for Pelanjau & Beturus Estate is still in process	13-Jul-23										
		East Estate		0.256111											110.502500	2,665.48	Certified	Not Applicable	18-Oct-10	19-20 July 2021	Yes	2024	Land legalization process for 476.70 ha is still in process.	13-Jul-23
		East/Sei Mawang Estate		0.155224											110.532656	Land legalization process for East Estate for 6,123.7 ha under process	Not Certified	June 2023		19-20 July 2021				
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	5.394734	100.710604	19,517.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021														

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Sg. Dingin	Malaysia	Anak Kulim Estate	Karangan, Kedah	5.301731	100.589053	1,523.35	Certified	Not Applicable	12-Aug-10	19-20 July 2021	Yes	2024	Land legalization process for 1452.93 ha (West and East Estate) is still in process.	13-Jul-23
		Sungai Dingin Estate		5.374539	100.723497	4,244.03	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
		Somme Estate		5.247043	100.624650	941.56	Certified	Not Applicable	12-Aug-10	19-20 July 2021	Yes	2024	Land legalization process for 1452.93 ha (West and East Estate) is still in process.	13-Jul-23
		Bukit Selarong Estate		5.505948	100.608351	3,896.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
		Padang Buluh Estate		5.673433	100.543599	4,008.47	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
		Bukit Hijau Estate		5.600325	100.717128	2,725.00	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
		Jentayu Estate		5.772915	100.587191	2,178.59	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
		Chersonese		Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	4.978457	100.461902	11,099.36	Certified	Not Applicable	5-Oct-11	19-20 July 2021	
Chersonese	Malaysia	Chersonese Estate	Kuala Kurau, Perak	4.987886	100.456169	3,293.72	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Kalumpang Estate		4.957656	100.566418	2,716.80	Certified	Not Applicable	5-Oct-11	19-20 July 2021				

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		Tali Ayer Estate		5.081477	100.523402	3,756.10	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Holyrood Estate		5.139587	100.712109	1,332.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Elphil	Malaysia	Elphil Oil Mill	Sg Siput, Perak	4.890787	101.092768	6,814.60	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
Elphil	Malaysia	Kamuning Estate	Sg Siput, Perak	4.850552	101.031803	3,888.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
		Elphil Estate		4.848728	101.102094	1,865.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
		Kinta Kellas Estate		4.459869	101.087714	1,060.74	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	3.928662	100.856590	11,226.23	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Flemington	Malaysia	Flemington Estate	Teluk Intan, Perak	3.901745	100.905976	1,906.84	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Bagan Datoh Estate		3.987867	100.815889	3,781.86	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Sabak Bernam Estate		3.754999	101.014455	2,511.79	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Sg. Samak Estate		3.774142	101.158366	3,025.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	3.969097	100.985458	14,474.29	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Seri Intan/Selaba	Malaysia	Selaba Oil Mill	Teluk Intan, Perak	3.989699	101.081201	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Seri Intan/Selaba	Malaysia	Seri Intan (+ Selaba) Estate	Teluk Intan, Perak	3.962735	101.016490	4,013.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Sabrang Estate		4.011192	100.960478	3,945.23	Certified	Not Applicable	3-Mar-11	19-20 July 2021				

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		Sogomana Estate		4.387616	100.701262	2,214.08	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Sg. Wangi Estate		4.280812	100.743135	2,226.66	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Bikam Estate		4.017065	101.317302	2,075.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Cluny (+ Bedford) Estate		3.857921	101.434059	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	3.396501	101.418491	10,706.26	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Tennamaram	Malaysia	Tennamaram Estate	Bestari Jaya, Selangor	3.413960	101.416127	1,981.60	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Sungai Buluh Estate		3.318358	101.327095	5,152.22	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
		Bukit Talang Estate		3.401577	101.303102	3,572.44	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	3.188046	101.372775	6,346.90	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
Bkt Kerayong	Malaysia	Bukit Kerayong Estate	Kapar, Selangor	3.165246	101.371079	2,699.28	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
		Bukit Cheraka Estate		3.223053	101.357632	3,647.62	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
East	Malaysia	East Oil Mill	Carey Island, Selangor	2.885355	101.436495	10,902.94	Certified	Not Applicable	19-May-10	19-20 July 2021				
East	Malaysia	East Estate	Carey Island, Selangor	2.894306	101.402747	5,634.45	Certified	Not Applicable	19-May-10	19-20 July 2021				
		Sepang Estate	Sepang, Selangor	2.692067	101.723500	2,092.28	Certified	Not Applicable	19-May-10	19-20 July 2021				

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		Dusun Durian Estate	Kuala Selangor, Selangor	2.810648	101.495017	3,176.21	Certified	Not Applicable	19-May-10	19-20 July 2021				
West	Malaysia	West Oil Mill	Carey Island, Selangor	2.905704	101.360380	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021				
West	Malaysia	West Estate	Carey Island, Selangor	2.867693	101.338941	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021				
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	4.201447	101.862680	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Bukit Puteri	Malaysia	Bukit Puteri Estate	Raub, Pahang	4.188357	101.864388	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Kerdu	Malaysia	Kerdu Oil Mill	Temerloh, Pahang	3.569692	102.278807	13,781.50	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Kerdu	Malaysia	Kerdu Estate	Temerloh, Pahang	3.582726	102.314266	5,683.04	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Mentakab Estate		3.488212	102.243800	3,266.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Chenor Estate		3.784343	102.615444	2,834.98	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Sg Mai Estate		3.847749	102.341727	1,996.99	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	3.960000	103.310000	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Jabor	Malaysia	Jabor Estate	Kuantan, Pahang	3.958168	103.299484	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	2.750730	101.805038	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Labu	Malaysia	Labu Estate	Nilai, Negeri Sembilan	2.737380	101.816051	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021				

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Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	2.654368	101.792488	6,203.87	Certified	Not Applicable	19-May-10	19-20 July 2021				
Tanah Merah	Malaysia	Tanah Merah Estate	Port Dickson, Negeri Sembilan	2.634776	101.798120	4,341.73	Certified	Not Applicable	19-May-10	19-20 July 2021				
		Bukit Pelandok Estate		2.690570	101.773393	1,862.14	Certified	Not Applicable	19-May-10	19-20 July 2021				
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	2.529158	101.894873	18,457.27	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
Sua Betong	Malaysia	Sua Betong Estate	Port Dickson, Negeri Sembilan	2.503423	101.919182	2,870.75	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		Sengkang Estate		2.447583	101.962703	2,831.51	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		Bradwall Estate		2.564010	101.938966	3,828.34	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		PD Lukut Estate		2.535525	101.850486	1,523.79	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		Tampin Linggi Estate		2.523442	101.995888	2,106.71	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		Sg. Bahru Estate		2.439865	102.084904	1,427.31	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
		Salak Estate		2.572851	101.884647	3,868.86	Certified	Not Applicable	18-Feb-14	19-20 July 2021				
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	2.784092	102.507537	14,852.64	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Kok Foh	Malaysia	Muar River Estate	Bahau, Negeri Sembilan	2.592059	102.740421	1,584.62	Certified	Not Applicable	7-Jul-11	19-20 July 2021				

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		Sg. Senarut Estate + Sg Gemas Estate		2.556845	102.691147	2,958.38	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Kok Foh Estate		2.818025	102.516297	2,275.84	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Bukit Pilah Estate		2.718295	102.527980	3,667.31	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		St. Helier Estate		2.779462	102.374345	1,992.65	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Sungai Sabaling Estate		2.844046	102.474445	1,321.35	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
		Pertang Estate		2.969102	102.244214	1,052.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	2.243408	102.481607	11,828.51	Certified	Not Applicable	20-May-10	19-20 July 2021				
Kempas	Malaysia	Kempas Estate	Jasin, Melaka	2.207737	102.441483	4,505.45	Certified	Not Applicable	20-May-10	19-20 July 2021				
		Tangkah Estate		2.292917	102.602549	2,537.78	Certified	Not Applicable	20-May-10	19-20 July 2021				
		Kemuning Estate		2.431024	102.297339	2,671.05	Certified	Not Applicable	20-May-10	19-20 July 2021				
		Serkam Estate		2.250557	102.394318	2,114.23	Certified	Not Applicable	20-May-10	19-20 July 2021				
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	2.324247	102.482843	7,356.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Diamond Jubilee	Malaysia	Diamond Jubilee Estate	Jasin, Melaka	2.307499	102.439884	2,836.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Bukit Asahan Estate		2.417485	102.550615	3,072.18	Certified	Not Applicable	5-Oct-11	19-20 July 2021				

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		Welch Estate		2.459303	102.656758	1,447.82	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	2.077708	102.719062	7,418.59	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
Pagoh	Malaysia	Pagoh Estate	Muar, Johor	2.078652	102.700463	2,325.93	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
		Lanadron Estate		2.199715	102.744380	1,964.44	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
		Pengkalan Bukit Estate		2.126414	102.772148	3,128.22	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
Chaah	Malaysia	Chaah Oil Mill	Chaah, Johor	2.148569	102.973809	8,699.93	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
Chaah	Malaysia	Chaah Estate	Chaah, Johor	2.148681	102.975656	2,795.36	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
		Sg. Simpang Kiri Estate		2.117737	102.990732	2,371.66	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
		North Labis Estate		2.383325	103.024507	3,532.91	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
Gunung Mas	Malaysia	Gunung Mas Oil Mill	Kluang, Johor	2.243769	103.138027	12,305.54	Certified	Not Applicable	19-May-10	19-20 July 2021				
Gunung Mas	Malaysia	Gunung Mas Estate	Kluang, Johor	2.256176	103.128691	3,466.17	Certified	Not Applicable	19-May-10	19-20 July 2021				
		Kempas Klebang Estate		2.217905	103.160775	2,473.06	Certified	Not Applicable	19-May-10	19-20 July 2021				
		Bukit Paloh Estate		2.155149	103.180279	3,390.90	Certified	Not Applicable	19-May-10	19-20 July 2021				
		Yong Peng Estate		2.063715	103.119119	2,975.41	Certified	Not Applicable	19-May-10	19-20 July 2021				
Bukit Benut	Malaysia	Bukit Benut Oil Mill	Kluang, Johor	1.931143	103.347365	8,495.13	Certified	Not Applicable	5-Oct-11	19-20 July 2021				

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Bukit Benut	Malaysia	Bukit Benut Estate	Kluang, Johor	1.910217	103.336262	2,799.78	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		Lambak Elaeis Estate		1.965476	103.319840	3,740.16	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
		CEP Nyior Estate		2.090638	103.248932	1,955.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Ulu Remis	Malaysia	Ulu Remis Oil Mill	Layang-layang, Johor	1.834433	103.462750	17,115.58	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
Ulu Remis	Malaysia	Ulu Remis Estate	Layang-layang, Johor	1.842329	103.479604	2,598.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
		Cenas Estate		1.926143	103.580014	1,974.06	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
		Bukit Badak Estate		1.873353	103.506986	3,234.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
		Tun Dr. Ismail Estate		1.832710	103.359779	4,271.44	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
		Pekan Estate		1.846603	103.583208	3,258.70	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
		Sembrong Estate		1.878696	103.459400	1,778.88	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
Hadapan	Malaysia	Hadapan Oil Mill	Layang-layang, Johor	1.762310	103.448013	11,371.82	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
Hadapan	Malaysia	Sri Pulai Estate	Layang-layang, Johor	1.617621	103.493465	2,049.87	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
		Kulai Estate		1.661084	103.570639	3,023.42	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
		Layang Estate		1.788781	103.451095	3,258.90	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
		CEP Renggam Estate		1.874883	103.377487	3,039.63	Certified	Not Applicable	29-Mar-11	19-20 July 2021				

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Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	Sandakan, Sabah	5.640834	118.166631	16,764.34	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
Sandakan Bay	Malaysia	Tun Tan Siew Sin Estate	Sandakan, Sabah	5.649754	118.188772	3,125.60	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
		Tunku Estate		5.695778	118.205194	3,199.05	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
		Tigowis Estate		5.745396	118.216785	2,074.02	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
		Sentosa Estate		5.599561	118.178923	3,545.54	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
		Segaliud Estate		5.707622	117.753884	4,820.13	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
Melalap	Malaysia	Melalap Oil Mill	Tenom, Sabah	5.233156	115.986648	5246.18	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
Melalap	Malaysia	Melalap Estate	Tenom, Sabah	5.223404	115.992040	2,096.73	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
		Sapong Estate		5.045466	115.930091	3,149.45	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	4.704700	118.060210	11,659.58	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Binuang	Malaysia	Binuang Estate	Kunak, Sabah	4.687893	118.049997	3,271.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Sungang Estate		4.658950	118.121355	3,407.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Tingkayu Estate		4.716962	118.077638	1,881.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Jeleta Bumi Estate		4.709414	117.977971	3,099.44	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	4.586585	118.193448	8,345.02	Certified	Not Applicable	16-Jan-09	19-20 July 2021				

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Giram	Malaysia	Giram Estate	Kunak, Sabah	4.575846	118.206571	4,166.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Mostyn Estate		4.670009	118.169029	4,178.04	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	4.373961	117.808354	11,545.71	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Merotai	Malaysia	Merotai Estate	Tawau, Sabah	4.390278	117.808586	3,052.66	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Imam Estate		4.341017	117.894636	3,773.56	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Tiger Estate		4.409715	117.840613	2,497.86	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
		Table Estate		4.365974	117.868354	2,221.63	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	3.431669	113.598862	24,836.54	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Lavang	Malaysia	Lavang Estate	Bintulu, Sarawak	3.427129	113.586935	4,363.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Rasan Estate		3.405057	113.635653	3,454.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Belian Estate		3.369111	113.560310	2,847.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Kelida Estate		3.364892	113.624465	2,460.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Lavang (Special) Estate		3.400634	113.593633	included under Lavang Estate Ha	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Pekaka Estate		3.481090	113.641821	2,626.14	Certified	Not Applicable	30-Dec-11	19-20 July 2021				

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		Ruai Estate		3.449198	113.624477	2,460.96	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Dulang Estate		3.460195	113.677984	2,548.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Charquest Estate		3.490618	113.602270	1,448.71	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Paroh Estate		3.463913	113.734106	2,627.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	3.373177	113.400308	14,104.45	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Rajawali	Malaysia	Rajawali Estate	Bintulu, Sarawak	3.394716	113.426263	6,087.27	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Samudera Estate		3.502793	113.412122	3,308.60	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Semarak Estate		3.373453	113.375595	2,248.68	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Bayu Estate		3.503470	113.374145	2,459.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	3.390463	113.348888	9,528.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Derawan	Malaysia	Derawan Estate	Bintulu, Sarawak	3.412304	113.359221	2,490.79	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Sahua Estate		3.462224	113.366926	2,644.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Takau Estate		3.387069	113.329626	2,107.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
		Damai Estate		3.440639	113.400749	2,287.04	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Guadalcanal Plains Palm	Solomon Islands	Tetere Oil Mill	Guadalcanal Province,	9.442703	160.219366	9025.69	Certified	Not Applicable	18-Mar-11	19-20 July 2021				

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Oil Limited (GPPOL)			Solomon Islands											
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Estate	Guadalcanal Province, Solomon Islands	9.449012	160.218796	2947.79	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Ngalimbiu Estate		9.463400	160.146900	2498.65	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Mbalisuna Estate		9.447400	160.255700	2868.47	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Smallholders – West Zone (83)		9.450278	160.140000	245.50	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Smallholders – Central Zone (53)		9.460000	160.210000	181.71	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Smallholders – MBA East Zone (59)		9.468056	160.253889	180.80	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
		Smallholders – MBE East Zone (37)		9.484167	160.322222	102.77	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
Milne Bay Estates (MBE)	Papua New Guinea (PNG)	Hagita Oil Mill	Milne Bay Province, Papua New Guinea	-10.315733	150.286233	16508.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
Milne Bay Estates (MBE)	PNG	Giligili Estate	Milne Bay Province, Papua New Guinea	-10.300139	150.358361	1095.47	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Hagita Estate		-10.310944	150.281028	2450.02	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Waigani Estate		-10.309389	150.259639	2341.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Sagarai Estate		-10.432861	150.190917	2864.55	Certified	Not Applicable	15-Feb-13	19-20 July 2021				

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		Padipadi Estate		-10.405083	150.024361	4517.67	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Mariawatte Estate		-10.405083	149.892333	1680.14	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Smallholders - East Gurney Estate (259)		From - 10.327639 to - 10.290528	From 150.284944 to 150.389556	450.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Smallholders - West Gurney Estate (231)		From - 10.307500 to - 10.408056	From 150.284944 to 150.664944	479.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Smallholders - East Sagarai Estate (156)		From - 10.431250 to - 10.290530	From 150.269220 to 150.300220	283.93	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
		Smallholders - West Sagarai Estate (212)		From - 10.450830 to - 10.405810	From 150.047890 to 150.047890	345.96	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
Poliamba (POL)	PNG	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	-2.874720	151.276390	10720.53	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
Poliamba (POL)	PNG	Kara Estate	New Ireland Province, Papua New Guinea	From - 2.706390 to -2.811000	From 151.028330 to 151.184970	1032.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Nalik Estate		From - 2.870550 to -2.932500	From 151.214990 to 151.429720	2666.75	Certified	Not Applicable	19-Mar-12	19-20 July 2021				

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		West Coast Estate		From - 2.813720 to -2.98220	From 151.214990 to 151.292970	627.60	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Noatsi Estate		From - 2.960550 to -3.109720	From 151.456390 to 151.705280	2064.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Madak Estate		From - 3.143060 to -3.259720	From 151.755830 to 152.041100	1517.11	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Smallholders - North Division (615)		From - 2.683880 to -2.880000	From 150.950000 to 150.256600	1022.12	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Smallholders-South Division (866)		From - 2.871100 to -3.188060	From 151.286110 to 151.835500	1257.21	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
		Smallholders - West Division (309)		from - 2.809440 to -2.992770	From 151.028330 to 151.345280	533.54	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
Ramu Agricultural Industries Ltd (RAIL)	PNG	Gusap Mill	Morobe Province, Papua New Guinea	-6.088989	145.006104	14606.08	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
Ramu Agricultural Industries Ltd (RAIL)	PNG	Gusap East (Gusap) Estate	Morobe Province, Papua New Guinea	-6.088556	146.00600	2856.45	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		Gusap West (Paddock) Estate		-6.049400	145.99390	3019.09	Certified	Not Applicable	5-Aug-10	19-20 July 2021				

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		Surinam Estate		-5.900300	145.783600	2154.14	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		Dumpu Estate		-5.855700	145.730400	2254.36	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		Ngaru Estate		-6.139300	146.623100	854.33	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		J Estate (Jephcott) Estate		-6.056200	145.933000	2824.01	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		Smallholders - Madang VOPs (71)		-5.462500	145.344600	360.00	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
		Smallholders - Morobe VOPs (253)		-6.762000	146.130400	283.70	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
Higaturu Oil Palm (HOP)	PNG	Sangara Oil Mill	Oro Bay Province, Papua New Guinea	-8.743400	148.198700		Certified	Not Applicable	1-Feb-13	19-20 July 2021				
Higaturu Oil Palm (HOP)	PNG	Mamba Oil Mill	Oro Bay Province, Papua New Guinea	-8.854700	147.707000		Certified	Not Applicable	1-Feb-13	19-20 July 2021				
Higaturu Oil Palm (HOP)	PNG	Embi Estate	Oro Bay Province, Papua New Guinea	-8.850600	148.429200	1737.78	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Ambogo Estate		-8.712500	148.233600	2040.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Sangara Estate		-8.742800	148.181700	1780.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Sumbiripa Estate		-8.751700	148.963100	2545.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				

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		Mamba Estate		-8.848100	147.715000	4013.10	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Sambogo Estate		-8.799700	148.340000	2637.85	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Scheme Smallholder Sorovi Division (2019)		-8.758600	148.312800	3940.21	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Scheme Smallholder Saiho Division (842)		-8.847500	148.050800	1493.06	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Scheme Smallholder Aeka Division (911)		-8.673900	148.017800	1474.23	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Scheme Smallholder Igora Division (1367)		-8.717500	148.135000	2940.15	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
		Scheme Smallholder Ilimo Division (671)		-8.893600	147.857800	1063.66	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
West New Britain (WNB)	PNG	Mosa Oil Mill	Kimbe, West New Britain, Papua New Guinea	5.622481	150.245278		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Kumbango Oil Mill		5.591944	150.211944		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Kapiura Mill		5.623611	150.684167		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Numundo Mill		5.233333	150.033611		Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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		Waraston Mill		5.483889	150.086667		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
West New Britain (WNB)	PNG	Bebere Estate	Kimbe, West New Britain, Papua New Guinea	5.614081	150.251000	2226.71	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Kumbango Estate		5.605300	150.196950	2610.80	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Togulo Estate		5.667369	150.186389	1509.20	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Dami Estate		5.514181	150.452058	1507.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Waisisi Estate		5.512966	150.454435	1090.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Kautu Estate		5.521269	150.055125	4280.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Karaisu Estate		5.520800	150.752600	2387.64	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Moroa Estate		5.520962	150.752590	848.16	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Bilomi Estate		5.617497	150.677997	2011.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Loata Estate		5.653739	150.666787	562.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Haella Estate		5.521269	150.048760	4220.30	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Garu Estate		5.512894	149.992978	3709.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Daliavu Estate		5.569761	150.022617	2484.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Sapuri Estate		5.569761	149.992978	2180.90	Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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	Malilimi Estate	5.657400	150.441497	3837.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Rigula Estate	5.619300	150.792100	3720.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Nomundo Estate	5.499700	150.086600	2645.17	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Navarai / Karato ME /KDC EU Estate	5.359989	150.035939	1103.77	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Volupai / Lotomgam / Natupi / Goruru Estate	5.264997	150.009500	1992.59	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Lolokoru Estate	5.114500	150.058797	2453.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Ove Estate	5.580100	149.694400	3541.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Tamare Estate	5.625800	149.735300	1362.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Smallholders LSS Mosa (1822)	5.594119	150.226439	5008.53	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Smallholders VOP East (1817)	5.469011	150.452478	5324.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Smallholders VOP Central (1964)	5.593700	150.310900	5756.57	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Smallholders VOP West (1279)	5.280369	150.006219	2804.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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		Smallholders LSS Kapiura (551)		5.556645	150.850221	551.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Smallholders VOP Kapiura (850)		5.548892	150.868508	847.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
		Smallholders Kaulong/Akami/ Pushiki/Repamira/Sakapei (20)		5.650939	150.022897	700.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	PNG	Erap Mill	Markham Farms	-6.580870	146.642220	5399.40	Certified	Not Applicable	27-Mar-20	19-20 July 2021				
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	PNG	Munum Estate	Markham Farms	-6.542150	146.816230	1734.57	Certified	Not Applicable	27-Mar-20	19-20 July 2021				
		Maralumi Estate		-6.542150	146.674450	2427.15	Certified	Not Applicable	27-Mar-20	19-20 July 2021				
		Erap Estate		-6.573910	146.648240	1237.68	Certified	Not Applicable	27-Mar-20	19-20 July 2021				

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 two (2) Opportunity For Improvement raised. The Strategic Operating Unit (SOU 11) - Kerbau 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 #	2333425-202304-N1	Issued Date	14/04/2023
Due Date	Next Assessment	Closure Date	Next Assessment
Indicator & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	The implementation of Chemical Safety Management Procedure was not demonstrated effectively.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance		
Objective Evidence:	<p><u>Sg. Mai Estate</u></p> <p>During site visit and interview with sprayers and field mandore, it was noted that the sprayers were transported to the field with loading trailer instead of passenger trailer due tire bearing damage. Sighted during site visit, the trailer was parked at the workshop. The implementation was against the Chemical Safety Management Procedure, doc. ref. no. UM/HSE/OCP/04 dated 09/03/2021 under section 6.2. Transportation of Chemicals stated as follows:</p> <p>6.2.2 Scope of Transportation</p> <p>a) Within Estate</p> <p>Any vehicles that transport chemicals should have the following requirements;</p> <ul style="list-style-type: none"> • Separate compartments for chemicals and workers <p>This shows that the implementation of the of the procedure was not effectively demonstrated. Hence, a Minor NC was raised.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Immediate repair and use of the passenger trailer which broke down on 14 March 2023. 2. Immediate reminder given to Supervisor and Mandore if the passenger trailer breaks down in future, make sure chemicals and workers are transported separately and safely e.g., having separate compartment if they are transported in the same trailer. 3. Refresher training have been carried out to Supervisor, Mandore and sprayer on 25 April 2023 on; <ul style="list-style-type: none"> • Chemical Safety Management Procedure • Safe transportation of chemical 		

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Root Cause Analysis:	<ol style="list-style-type: none"> The frequency of this issue happening to Estate operation is not frequent. As such, Estate Management did not put in place the alternate plan for cases as this leading to non-conformances to the requirements as stated in the Chemical Safety Management Procedure, doc. ref. no. UM/HSE/OCP/04. Furthermore, the involved staff and workers were not adequately briefed with Chemical Safety Management Procedure.
Corrective Actions:	<ol style="list-style-type: none"> Assistant Manager do need to ensure that SOPs related to chemical safety are briefed to Supervisor, Mandore and sprayer and to review any lapses in understanding on a quarterly basis during OSH meeting (for staff) and during morning muster/onsite training (for sprayers). To include refresher training on Chemical Safety Management Procedure in Estate training program (newly revised for year 2023).
Assessment Conclusion:	The corrective action plan submitted found adequate to address the non-conformity raised. As this is Minor Non-Conformity, the effectiveness implementation of the corrective action plan will be assessed during next assessment

Non-conformity									
NCR Ref #	2333425-202304-N2	Issued Date	14/04/2023						
Due Date	Next Assessment	Closure Date	Next Assessment						
Indicator & Category (Critical / Minor)	7.12.7 (Minor)								
Statement of Nonconformity:	The management & monitoring of river reserve/stream buffer/water bodies HCV Area were insufficient.								
Requirement Reference:	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.								
Objective Evidence:	<p>Based on the documented report pf High Conservation Value (HCV) Re-Assessment for Pahang Zone: Strategic Operating Unit (SOU):</p> <ul style="list-style-type: none"> - 10: Bukit Puteri - 11: Kerdu - 12: Jabor <p>by PSQM Department, Sime Darby Plantation Sdn. Bhd., Final Report (Version II) March 2016, it was specified in Table 2: Management of HCVA including the following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">HCV Area (HCVA)</th> <th style="width: 45%;">Possible Threats</th> <th style="width: 30%;">Management & Monitoring of HCVA</th> </tr> </thead> <tbody> <tr> <td>River reserve/stream buffer/water bodies</td> <td> <ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication aquatic environment and vegetation overgrowth due fertilizer applications </td> <td> <ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable) </td> </tr> </tbody> </table>			HCV Area (HCVA)	Possible Threats	Management & Monitoring of HCVA	River reserve/stream buffer/water bodies	<ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication aquatic environment and vegetation overgrowth due fertilizer applications 	<ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable)
HCV Area (HCVA)	Possible Threats	Management & Monitoring of HCVA							
River reserve/stream buffer/water bodies	<ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication aquatic environment and vegetation overgrowth due fertilizer applications 	<ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable) 							

	<ul style="list-style-type: none"> - Interruption on aquatic biological health - Degradation catchment areas 	<ul style="list-style-type: none"> - Ensure no agrochemical activities and carried out at bordering the water bodies - Cover any bare soil with planting of vetiver grasses, groundcovers, etc. to reduce soil erosion - Monitoring by photo (with date) of riverbanks
	<p>However, it was found in Mentakab Estate as following:</p> <ul style="list-style-type: none"> • Lanchang Division: Riverbanks erosion sighted in river reserve of Chermang Kanan River near bridge within P99A3 & P13B field but no monitoring by photo (with date) of the riverbanks. • Edensor Division: Based on the result of Pesticide in Water Analysis by Sime Darby Plantation Research Sdn. Bhd. for Test Report # PL689/2022; Date issued: 08/11/2022, all pesticide parameters tested were not detected in all samples of upstream and downstream of Semantan River water. However, it was found during site visit at the old Edensor Estate Bridge within P17B field that agrochemical activities are not fully ensured not to be carried out at bordering the water bodies. • These indicated that the management & monitoring of river reserve/stream buffer/water bodies HCVA were insufficient. Hence, a Minor NC was raised. 	
Corrections:	<p>Estate Management organized a refresher training immediately for staff and sprayers to emphasize on spraying technique to avoid any agrochemical activities on river reserve/stream buffer/water bodies HCV area.</p> <p>To plant vetiver grass at the eroded riverbanks at Lanchang Division</p>	
Root Cause Analysis:	<p>Ineffective monitoring and supervision of spraying operation in the Estate by Management which resulted in riverbank erosion and agrochemical activities being carried out in river reserve/stream buffer/water bodies/HCV in both divisions.</p>	
Corrective Actions:	<ol style="list-style-type: none"> 1. To plant vetiver grass at the eroded riverbanks at Lanchang Division and monitor by photo (with date) by estate management to ensure that the ground cover is restored. 2. To strengthen agrochemical activity supervision along old Edensor Estate Bridge within P17B field (Edensor Division) and other identified river reserve/stream, buffer/water bodies, HCV area to ensure no reoccurrence of the issue by having a monitoring plan on the supervision and verified by Estate Management on quarterly basis. 	
Assessment Conclusion:	<p>The corrective action plan submitted found adequate to address the non-conformity raised. As this is Minor Non-Conformity, the effectiveness implementation of the corrective action plan will be assessed during next assessment</p>	

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2333425-202304-I1</p> <p>Indicator 4.2.3</p>

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	The management could update communication with stakeholders on their request.
OFI 2	<u>2333425-202304-I2</u> <u>Indicator 6.2.2</u> The management could improve the information in employment contract to reflect with revise applicable requirements.

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 #	2187928-202204-M1	Issued Date	15/04/2022
Due Date	14/07/2022	Closure Date	02/07/2022
Indicator & Category (Critical / Minor)	3.7.1 Critical		
Statement of Nonconformity:	Found the workers was inadequate understand for safety health training		
Requirement Reference:	(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 RSPOP&C, in a form they understand, and which includes assessments of training. - Critical (Major) compliance -		
Objective Evidence:	<p>Kerdau estate - Found the understanding of workers was inadequate, sighted the training record for spraying and calibration training dated 12/11/2021 however during verification onsite sighted the workers using mineral water as chemical container for selective pesticide application in Kerdau estate. From the interview with the workers, they not aware regarding this issue.</p> <p>In Kerdau Mill, the chemical handling training already conducted by management dated 24/3/2022. During the site visit, it was observed that the boiler water test was conducted at the boiler station (Non designated area) instead of laboratory. Interview with workers also indicated that they have been testing the boiler water at the boiler station for almost a year.</p> <p>Sg Mai Estate - the training on workshop safety conducted by management dated 18/2/2022 was not effective. Site visit to the workshop show that the flashback arrestor was not installed for the oxy cylinder. Interview with the workshop personnel revealed that he was made to understand that the device is only needed for the acetylene tank not for oxy cylinder tank.</p>		
Corrections:	Kerdau Estate		

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	<p>1. Estate to conduct refresher training on chemical handling especially for sprayer/weeder. (Refer to Appendix 1)</p> <p>2. Estate to replace mineral water container with proper chemical container using Inter16 pump for selective weeding. (Refer to Appendix 2)</p> <p>Sg Mai Estate Installed new Flashback arrestors for Oxy Cylinder and Acetylene Cylinder. Refresher training have been carried out to the workshop personnel on 18/04/2022. This training focusing on:</p> <ul style="list-style-type: none"> • Refresher on safety PPE during work at Estate Workshop • Refresher on Workshop SOPs. • Recheck all equipment at workshop area such as Oxy Cylinder, Oxy Cylinder, Working Bench and others to ensure all equipment are safe and ready to be used. <p>Kerdau Mill The place for conducting boiler water analysis has been moved to the mini laboratory.</p>
Root Cause Analysis:	Assessment of health & safety training not being conducted to evaluate training effectiveness
Corrective Actions:	<p>Kerdau Estate Monitoring on chemical handling training effectiveness during workplace inspection and site observation by the estate management.</p> <p>Sg Mai Estate</p> <ol style="list-style-type: none"> 1. To carried out site visit regularly to the workshop to ensure workshop at good condition and safe to be used. 2. Carried out random interviewed to workshop personnel regarding SOPs at workshop and focusing on safety. <p>Kerdau Mill</p> <ol style="list-style-type: none"> 1. To improve the effectiveness of chemical handling training with the assessment on workers' understanding 2. To carry out periodical inspection on chemical handling and analysis activities
Assessment Conclusion:	<p>As per Document verification on 2/7/2022 and site verification as per below:- From the record in Kerdau estate, the Slashing and poisoning training been conducted by the management dated 19/4/2022 and evaluation record on 22/4/2022. Kerdau POM. The monitoring on training effectiveness was available as per verification. The training on Chemical handling conducted on 26/5/2022 and evaluation record was on 3/6/2022. The interview with workers conducted and they were aware regarding to chemical handling and emergency action been verified.</p>

	<p>The evaluation record on slashing and poisoning training dated June 2022 and training record on 18/4/2022 for PPE and chemical usage. The evidence provided for the closure of Critical Non-conformity raised was deemed to be sufficient to address the correction and corrective action plan provided by the management. Therefor the Critical Non-Conformity was closed on 2/7/2022.</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>All operation units within SOU 11 established and documented a training plan base on training need analysis conducted on annual basis. Reviewed the Training Need Analysis and Training Schedule FY 2022 and 2023 which covers all job designation including the contractors. The training program covers areas such as Safety, Environment and Management Systems.</p> <p>The estate conducted training evaluation after training conducted to ensure understanding on training conducted. Reviewed the training evaluation records as per criteria 3.7.1.</p> <p>No reoccurrence of non-conformity. Thus, the non-conformity is effectively closed</p>

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: <u>2187928-202204-I1</u> <u>Indicator 6.2.4</u> Provision of amenities including sundry shop, canteen & motorcycle workshop within Kerdu Estate workers housing area could be observe further mainly on the upkeeping of the building and its surrounding.</p> <p>Verification / Follow-up actions: Onsite visit to Kerdu Estate, Mentakab Estate, Sg. Mai Estate Chenor Estate and Kerdu POM's workers housing are observed managements continuously maintain monitor the upkeeping through PIAO visit checklist form, EWC visit checklist form, Visiting Medical Officer (VMO) visit report and Oil Palm Pal (OPP) lodged report.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2019.01	Minor	4.75	12/04/2019	Closed (14.06.2019)
2019.02	Major	5.7.2	12/04/2019	Closed (20.05.2019)
2020.01	Minor	7.3.1	02/04/2020	Escalated to 'Critical' due to Reoccurrence of Minor Non-Conformity
2043087-202104-M1	Critical	7.3.1	09/04/2021	Closed (25/06/2021)
2043087-202104-M2	Critical	6.2.3	09/04/2021	Closed (25/06/2021)
2043087-202104-M3	Critical	3.6.2	09/04/2021	Closed (25/06/2021)
2043087-202104-M4	Critical	6.7.3	09/04/2021	Closed (25/06/2021)

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2043087-202104-N1	Minor	2.2.2	09/04/2021	Closed (15/04/2022)
2043087-202104-N2	Minor	3.3.2	09/04/2021	Closed (15/04/2022)
2043087-202104-N3	Minor	7.11.3	09/04/2021	Closed (15/04/2022)
2187928-202204-M1	Critical	3.7.1	15/04/2022	Closed (02/07/2022)
2333425-202304-N1	Minor	3.3.2	14/04/2023	"Open"
2333425-202304-N2	Minor	7.12.7	14/04/2023	"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 11) - Kerdu 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	Ketua Kampung Gxxx	Face to face
Communities	Ketua Kampung Mxxxxxxx	Face to face
Communities	Tok Empat Kg. Jxxx	Face to face
School	GPK SJK (Tamil) Lxxxxxx Lxxxxxxx	Face to face
Shopper	Kedai Lxxxxxx Cxxxxxx	Face to face
Internal	NUPW representatives	Face to face
Internal	Gender representatives	Face to face
Internal	Local Workers	Face to face
Internal	Foreign Workers	Face to face

Stakeholders comment	
1	<p>Feedbacks: Local Village Representatives</p> <p>During interview with the representatives informed they happy with the contribution received from both mill and estates management on request. Communication with management is continuously delivered the good relationship with Sime Darby Plantation related to social, safety and environmental issues which are open to be discussed during stakeholders meeting. The representatives would like to recommend management team for maintaining current relationships as always with village deliver better resolution for any circumstances occurred within boundary areas.</p> <p>During the interview with one of stakeholder mentioned that she has requested an assistance to Chenor Estate management regards to transportation to school. However, until the day of audit, there is no respond by the management.</p> <p>Audit Team verification and response:</p> <p>The feedback verified in minutes of meeting with stakeholder confirmed no pending complaints occurred as well as management includes all the issues discussed during the meeting into social management plan for monitoring. Document review on social management plan, sighted a request from a stakeholder related to transportation assistance to school being documented and status was completed with an approval email from RCEO dated 18/08/2021 for workers’ children with transportation to schools being provided. Interview with Chenor Estate management confirmed that they allowed children from nearby communities to use the transport to school.</p>
2	<p>Feedbacks: School</p> <p>During interview with the representatives, they informed that the school has good relationship and good communication with management continuously on focus area includes social, safety and environmental. The representative will continuously request from management to provide manpower for upkeeping at school surrounding and donation for school activities.</p> <p>Audit Team verification and response:</p> <p>The feedback verified with letter request from school regarding on the representative’s request. Therefore, there are no issues on feedback.</p>
3	<p>Feedbacks: NUPW representatives</p> <p>During interview with the representatives, they informed they are no issues which is related workers’ benefits. When all issues arising, they were not only discussed during Union meeting, but also raised any concern meeting in ‘Social Dialogue’. The management to handle social issues is more effective enough. He informed, no restrictions by management to all employees at mill and estates to join union. All local workers associated with NUPW, which new workers been attracted to join as associated member. While foreign workers are encouraged to join as associated member.</p> <p>Audit Team verification and response:</p> <p>The feedback verified in union meeting and social dialogue minutes of meeting confirmed no issues pending related workers benefits. The current method to capture all social issues by Sime Darby Plantation is effective.</p>
4	<p>Feedbacks: Gender representatives</p> <p>During interview with the representatives revealed that they continuously communicate among committee members to discuss latest issues which related to female rights, gender equality, reproductive rights, sexual harassment complaints and new mothers at all levels starting from SOU, Estates and Mill. The committee representative will continuously take necessary action of any issues identified during the meeting.</p> <p>Audit Team verification and response:</p>

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	The feedback verified in gender committee minutes of meeting confirmed each OU have dedicated minutes of meeting which conduct every quarters. However, SOU level meeting conducted every two months. Minutes has identified status social issues and discuss among the members.
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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
Not applicable as the estates have undergone 2nd cycle of replanting.					

Previous land owner / user comment	
	Feedbacks: NA
	Audit Team verification and response: NA


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

Formal Signing-off of Assessment Conclusion and Recommendation

<p>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 11) - Kerdu 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 11) - Kerdu Palm Oil Mill is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Muhammad Fadzli Masran	Name: Shylaja Devi Vasudevan Nair
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Sime Darby Plantation Bhd
Title: Client Manager	Title: Head, Sustainability Compliance Unit, GSD
<p>Signature:</p> 	<p>Signature:</p> <p><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></p> 
Date: 21/06/2023	Date: 28/07/2023

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 established communication to continue using the internet to disseminate public information in company website address https://sime-darbyplantation.com/sustainability/reports-policies-and-statements/.</p> <p>Kerdau POM, Kerdau Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate managements kept documents which made available to the public 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>Sime Darby Plantation established communication to continue using the internet to disseminate public information relating to land titles, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The SDPB website address is available in English at https://sime-darbyplantation.com/sustainability/reports-policies-and-statements/.</p> <p>Kerdau POM, Kerdau Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate managements kept documents which made available to the public upon request includes land titles, safety and health</p>	Complied

		plans, pollution prevention plans and the procedure for complaints and grievances.	
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Request by external and internal stakeholders conducted through stakeholders meeting, visitor books, letter, and forms. The operating units maintain records of all request and response. Annual face to face session with external stakeholder was carried out as follow.</p> <ol style="list-style-type: none"> 1. Kerdu POM and Kerdu Estate on 08/03/2023 2. Chenor Estate on 23/02/2023 3. Mentakab Estate on 11/05/2022 4. Sg. Mai Estate on 02/11/2022 <p>Based on review of repair lodged records sighted housing repair requests through Oil Palm Pal (OPP) Checklist were responded by management accordingly within timeline and acknowledge by workers.</p>	Complied
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>Sime Darby Plantation revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. Procedure describes the process for handling communication with external parties 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>Kerdu POM, Kerdu Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate continued to maintain the stakeholder's information with no changes on their address, contact number, nominated representatives. The list are included the contractors, vendors/suppliers, foreign recruitment agencies, embassy,</p>	Complied

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		<p>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>	
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
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>Sime Darby Plantation 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>Sime Darby Plantation’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 during the external stakeholder meeting as well as face to face session as details following.</p> <ol style="list-style-type: none"> 1. Kerdau POM and Kerdau Estate on 08/03/2023 2. Chenor Estate on 23/02/2023 3. Mentakab Estate on 11/05/2022 4. Sg. Mai Estate on 02/11/2022 	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>Sime Darby Plantation established the Vendor Integrity Pledge and Vender COBC as a due diligence for external parties engaged by Operating Units.</p> <p>Sighted sampled as below:</p>	Complied

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		<ol style="list-style-type: none"> 1. Exxxx Bxxx Lxxxx 2. Rxxxx Fxxxx Sdn Bhd 3. Rxxxx Exxxx Enterprise 4. Exxxx Cxxxx Ixxxx Exxxx 	
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 11 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>Kerdau Estate:</p> <ul style="list-style-type: none"> - Permit Barang Kawalan Berjadual; Serial # P C003345; Ref. # KPDNHEP TLH 600-5/2/3/86; Jenis: Diesel; Storage quantity: 12,000 litres; Validity period: 31/5/2022 to 30/5/2023 - Permit Barang Kawalan Berjadual; Serial # PK C003522; Ref. # KPDNHEP.TLH.600-5/2/342/17; Jenis: RON 95; Storage quantity: 150 litre/day; Validity period: 29/9/2022 to 28/9/2023 - MPOB License # 535116011000; Licensed activities: Produce, Sales & Transfer; Storage; Oil palm product: SLGBIJI #; Validity period: 1/1/2023 - 31/12/2023 - MPOB License # 524696002000; Licensed activities: Sales & Transfer; Oil palm product: FFB #; Validity period: 1/11/2022 - 31/10/2023 - FMA (Notification, CF & Inspections) Regulations 10(2) 1970; Air Receiver Ref. # PH PMT 2801; Validity period: 14/02/2022 – 13/05/2023 <p>As per sample Sg. Mai Estate:</p>	Complied

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		<ul style="list-style-type: none"> - MPOB License # 524697002000; Licensed activities: Sales & Transfer; Oil palm product: FFB #; Validity period: 1/11/2022 - 31/10/2023 - MPOB License # 618686011000; Licensed activities: Produce, Sales & Transfer; Storage; Oil palm product: SLGBIJI #; Validity period: 1/9/2022 - 31/8/2023 - Permit Barang Kawalan Berjadual; Serial # P C002655; Ref. # PKPDNHEP.PHG.JRT.600-5/2/243 (PA) PD; Jenis: Diesel; Storage quantity: 22,000 litre; Validity period: 8/8/2021 to 7/8/2024 - Permit Barang Kawalan Berjadual; Serial # PK C002795; Ref. # PKPDNHEP.PHG.JRT.600-5/2/57/22; Jenis: RON 95; Storage quantity: 40 litre/day; Validity period: 20/12/2022 to 19/12/2023 - FMA (Notification, CF & Inspections) Regulations 10(2) 1970; Air Receiver Tank Ref. # PH PMT 2835; Validity period: 13/01/2022 – 12/04/2023 (Inspection was conducted by DOSH Pahang on 11/4/2023 with satisfactory condition result - pending invoice by DOSH as of audit date for Jabor POM to pay prior to issuance of new certificate) - FMA (Notification, CF & Inspections) Regulations 10(2) 1970; Pressure Tank Ref. # PH PMT 2834; Validity period: 13/01/2022 – 12/04/2023 (Inspection was conducted by DOSH Pahang on 11/4/2023 with satisfactory condition result - pending invoice by DOSH as of audit date for Jabor POM to pay prior to issuance of new certificate) <p>As per sample Kerbau POM:</p> <ul style="list-style-type: none"> - DOE License # 005105; Ref. # JAS.CHQ.600-3/1/2/38(43); POME Discharge Method: Water course and compost; Validity period: 1/7/2022 – 30/6/20232 	
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		<ul style="list-style-type: none"> - Environmental Compliance Audit Report (3rd Party Audit) for Sime Darby Plantation Berhad (Kerdau POM); Audit date: 22/12/2022; Report Date: 30/12/2022 - MPOB License # 540761004000; Licensed activities: Sales & Transfer; Oil palm product: PK, CPO, SPO #; Purchase and transfer - FFB#; Storage – PK, CPO SPO #; Milling – FFB #; Max processing capacity: 270,000 mt/year; Validity period: 1/7/2022 - 30/6/2023 - Permit Barang Kawalan Berjadual; Serial # P C003570; Ref. # KPDNHEP TLH 600-5/2/13/94; Jenis: Diesel; Storage quantity: 25,000 litres; Validity period: 27/7/2022 to 26/7/2023 <p>As per sample Chenor Estate:</p> <ul style="list-style-type: none"> - MPOB License # 524796002000; Licensed activities: Sales & Transfer; Oil palm product: FFB #; Validity period: 1/12/2022 - 31/11/2023 - MPOB License # 549938011000; Licensed activities: Produce, Sales & Transfer; Storage; Oil palm product: SLGBIJI #; Validity period: 1/6/2022 - 31/5/2023 - Permit Barang Kawalan Berjadual; Serial # P C003339; Ref. # KPDNHEP TLH 600-5/2/2; Jenis: Diesel; Storage quantity: 3,640 litres; Validity period: 9/5/2022 to 8/5/2025FMA (Notification, CF & Inspections) Regulations 10(2) 1970; Air Receiver Tank Ref. # PH PMT 2122; Validity period: 25/03/2022 – 24/06/2023 	
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>A documented system for ensuring legal compliance is in place as per records of Sime Darby Plantation Berhad Estate/Mill – Upstream Malaysia Legal & Other Requirements Register (LORR) by Group Sustainability & Quality Management; Updated 01/01/2023. Sighted latest inclusion as follows:</p>	Complied

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		<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 <p>As per Kerdu Estate Sustainability Certification Online Tracking System (SCOTS); Internal Date: 22/02/2023</p> <p>Legal register and evaluation of compliance date: 10/1/2023</p>	
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"> - Kerdu Estate: within field P14 boundary to smallholder farm; GPS Latitude: 03.5738; Longitude: 102.3186 - Sg. Mai Estate: within field P16B boundary to Kg. Sxxx; GPS Latitude: 03.8168; Longitude: 102.3598 	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>A list of contracted parties maintained by all operating units within SOU 11 in their respective List of Stakeholders Information FY 2023 which consists of stakeholders among Local Community Heads, Neighbours, Local Authorities, Vendors (Contractors & Suppliers).</p>	Complied

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<p>2.2.2</p>	<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>As per Sime Darby Plantation’s Migrant Worker Recruitment Procedure; Ver. # 1; Dated 20/08/2021, SDP shall conduct due diligence on the recruitment agents as a pre-requisite during an open and transparent tender process utilizing objective criteria. All agents commissioned must be legally licensed in the origin country (recognized by the Malaysian Government), possess credible track records and should not have any publicly available reports of legal or human rights and/or labour violations. Together with the commercial requirements of the tender, a Self-Assessment Questionnaire (SAQ) outlining ILO Forced Labour Indicators will be required to be completed as an evaluation of the recruitment agents understanding of ethical recruitment and available policies and practices that meet the ethical recruitment standards. The SAQ will be scored, and shortlisted agencies shall be audited following which an audit report will be issued to identify remediation or action plan required for final selection of the recruitment agencies to be utilized by SDP. These were sighted for a sample two recruitment agents from Indonesia i.e., Pxxx & Yxxx.</p> <p>For SOU 11, contracts contain specific clauses on meeting applicable legal requirements available in the Vendor Integrity Pledge records for sampled contractors i.e.</p> <ul style="list-style-type: none"> - Kerdu POM: Supplier: Kxxx (Spare Parts); Date: 1/1/2023 - Kerdu Estate: Contractor: Rxxx (EFB Transport); Date: 1/1/2023 - Sg. Mai Estate; Contractor: Hxxx (Machinery); Date: 1/7/2022 <p>The Legal Due Diligence of contracted third parties were also demonstrated by the mill and estates through briefing conducted to contractor’s workers on new employment act 1955 prior to VIP signing.</p>	<p>Complied</p>
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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>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour and include a clause on protection of young workers if employed as per sample sighted as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 - FFB supplier: Kxxx; MPOB license # 5xxx; Validity period: 1/11/2022 – 31/10/2023 	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 • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill receives FFB from estates within SOU 11 and FFB diversion from the sister mills i.e. Jabor POM and Bukit Puteri POM. All estates from the same SOU 11 possessed complete information as verified during the audit as following:</p> <ul style="list-style-type: none"> - Information of GPS (as in Table 4) - Evidence of the ownership status (as in indicator 4.4.1) - Delivery notes as supporting documents for claim (as in SCCS requirements above) - Valid MPOB licence (as in indicator 2.1.1) - The mill also receives non-certified FFB from external sources among Collection Centres, Smallholders, and out-growers. 	Complied

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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 Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>For indirectly sourced FFB mainly among Collection Centres, Kerdu POM is one of Sime Darby Plantation mills in progress of obtaining and compiling the information on Legality of Indirect FFB Supplies.</p> <p>This was in line with RSPO Announcement dated 15 February 2022 on Interim Measure for Fulfilment of Indicator 2.3.2 of the 2018 RSPO Principles & Criteria.</p> <p>In an email dated 11/11/2022 sent by SDP to RSPO, it was specified that the work activities/engagement programme in fulfilment of this indicator with more than 15,000 indirect FFB suppliers (through about 58 dealers) is currently on-going. The email also mentioned that SDP will subsequently submit the implementation progress and challenges together with the stepwise plan to the respective Certification Bodies of the certified units. The stepwise plan will provide further details in fulfilling the requirement of this indicator by November 2023. This notification has been acknowledged its receipt and registered by RSPO as per RSPO Certification Helpdesk email reply to SDP dated on 24/11/2022.</p>	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
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>The business plan for the mill is reflected in the form of annual budget and the projection for 5 years prepared as guidance for future planning. The business plan contains production CPO, OER, and KER, utilization rate and CAPEX. Also available the Mill Improvement Plan (MIP)/Maintenance Plan updated on 31/12/2022.</p> <p>The business management plan for the estate was presented in the form of annual budget with 5 years projection as per MPLAN 2022 for period from FY 2023 – FY 2027 documented in Capex filing. The annual budget contains the crop projection and the finance</p>	Complied

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		allocation for field operation and administrations. The management has their monthly progress report and regular meetings to monitor the expenditure to ensure the budget is not overrun. No Scheme Smallholders within SOU 11.																															
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	An annual replanting programme projected for a minimum of five years with yearly review, is available as following: <table border="1"> <thead> <tr> <th>Year/Ha/ Estate</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Kerdau</td> <td>112.34</td> <td>102.01</td> <td>105.73</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Sg. Mai</td> <td>150.15</td> <td>125.70</td> <td>191.19</td> <td>78.34</td> <td>0.00</td> </tr> <tr> <td>Chenor</td> <td>0.00</td> <td>63.06</td> <td>178.36</td> <td>84.31</td> <td>97.19</td> </tr> <tr> <td>Mentakab</td> <td>0.00</td> <td>0.00</td> <td>121.49</td> <td>62.77</td> <td>64.84</td> </tr> </tbody> </table>	Year/Ha/ Estate	2023	2024	2025	2026	2027	Kerdau	112.34	102.01	105.73	0.00	0.00	Sg. Mai	150.15	125.70	191.19	78.34	0.00	Chenor	0.00	63.06	178.36	84.31	97.19	Mentakab	0.00	0.00	121.49	62.77	64.84	Complied
Year/Ha/ Estate	2023	2024	2025	2026	2027																												
Kerdau	112.34	102.01	105.73	0.00	0.00																												
Sg. Mai	150.15	125.70	191.19	78.34	0.00																												
Chenor	0.00	63.06	178.36	84.31	97.19																												
Mentakab	0.00	0.00	121.49	62.77	64.84																												
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	All units of certification within SOU 11 holds management reviews annually with latest minutes of meeting records after the internal audits as per sample as following: <ul style="list-style-type: none"> - Kerdau Estate management review meeting date: 15/03/2023 - Kerdau POM internal audit date: 20-24/02/2023 - Chenor Estate management review meeting date: 08/03/2023 - Chenor Estate internal audit date: 20/02/2023 	Complied																														
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.																																	
3.2.1	(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. - Critical (Major) compliance -	SOU 11 established the Continuous Improvement Plan 2023 updated in Jan 2023 for all estates and mill. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities,	Complied																														

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		<p>government agencies, agencies, suppliers, and contractors. Management documents related to environmental plans and impact assessments maintained available.</p> <p>Sighted a sample improvement program by Kerbau POM to upgrade its EFB storage yard as per Letter of Award (LoA) for Construction and Completion of Upgrading Works for EFB Yard at KKS Kerbau; Contract # ED/267/382/2022/NTS(C); Contractor: Wxxx (SDP00031676).</p>	
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>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>	<p>Verified the data in the RSPO metrics template found consistent with data onsite.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 11 management unit continued to use the documents established by the Sime Darby Plantation together with others management units as follows;</p> <ul style="list-style-type: none"> - Plantations / Mill Quality Management System (PQMS / MQMS) Manual - PQMS/MQMS Standard Operating Manual & Procedures (SOP) - Palm Oil Mill Lab Process Control Procedure / Oil Mill Lab operations & Test Method Guidelines 	Complied

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		<ul style="list-style-type: none"> - Sustainable Plantation Management System (SPMS) Manual - RSPO Supply Chain Manual - ESH Management System Manual - Occupational Safety and Health Manual - Pictorial Safety Standards - Laboratory Process Control Manual - Security Guidelines. <p>The mill processing system is documented in the Sustainability Plantation Management System MQMS/SQM/08 v 1 dated 01/11/2008 which includes the mill SOP, and Mill Quality Management Manual v.1 2008/MQMS/QMM/08. These documents provide guidelines and standards in the mill operations. The Standard Operating procedures (SOPs) described details from the</p> <ul style="list-style-type: none"> - reception, sterilisation, - threshing, pressing, - clarification, nut polishing station, - effluent, laboratory, - workshop, dispatches etc. <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>The procedures were communicated to workers through training and infield supervision. Interview with workers showed that the information in the procedures had been effectively communicated. Site inspection and interview with workers confirmed that the SOPs had been implemented and they understood the requirements of the SOPs.</p>	
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<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>Mechanism to check consistent implementation of procedures is in place through internal checking by individual operating units and periodical visit and audit by regional management and sustainability personnel. There's also periodical visit and audit conducted by HQ management and sustainability personnel as well as checking by plantation supporting units such as agronomic services personnel etc. As sample, latest sustainability internal audit was conducted by Sustainability Compliance Unit, Group Sustainability Department (GSD) on 20-24 February 2023.</p> <p>However, during the audit at <u>Sg. Mai Estate</u> especially site visit and interview with sprayers and field mandore, it was noted that the sprayers were transported to the field with loading trailer instead of passenger trailer due tire bearing damage. Sighted during site visit, the trailer was parked at the workshop. The implementation was against the Chemical Safety Management Procedure, doc. ref. no. UM/HSE/OCP/04 dated 09/03/2021 under section 6.2. Transportation of Chemicals stated as follows:</p> <p>6.2.2 Scope of Transportation</p> <p>a) Within Estate</p> <p>Any vehicles that transport chemicals should have the following requirements;</p> <ul style="list-style-type: none"> • Separate compartments for chemicals and workers <p>Based on this finding, the minor NC has been raised</p>	<p>Non-compliance</p>
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available. - Minor Compliance -</p>	<p>Records of monitoring and any actions taken are maintained and available for the implementation of SOPs monitored on a daily basis by the field staffs and Assistant Managers with overall overview by the Managers. The monitoring is made via supervision and records</p>	<p>Complied</p>

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		<p>maintenance. Sample latest records of internal audit conducted by HQ sustainability personnel sighted as following:</p> <ul style="list-style-type: none"> - Kerdu POM internal audit date: 24/02/2023 - Chenor Estate internal audit date: 20/02/2023 																								
<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.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting in all estates within SOU 11. For existing operations, the estates conducted Environment Aspect Impact (EAI) identification and Environmental Impact Evaluation (EIE) assessment. Sighted the sample EIE Form SOU 11 Kerdu Estate FY 2023 as example following:</p> <ul style="list-style-type: none"> - Serial # EIE/2023/01/03/DIS/07 - Ref. # EAI/2023/01/03/DIS/11 - Activity: Herbicide Spraying - Env. Aspect: Water, Air & Land Contamination - Env. Load Item: Chemical Spillage - Code of Env. Impact: 3, 4, 5, 9 <p>Evaluation Matrix:</p> <table border="1" data-bbox="1153 1061 1926 1364"> <thead> <tr> <th rowspan="2">Criteria</th> <th rowspan="2">Weight</th> <th colspan="3">Operating Conditions</th> </tr> <tr> <th>Normal</th> <th>Abnormal</th> <th>Emergency</th> </tr> </thead> <tbody> <tr> <td>Frequency</td> <td>30</td> <td>3</td> <td>0</td> <td>0</td> </tr> <tr> <td>Extent of impact</td> <td>40</td> <td>1</td> <td>0</td> <td>0</td> </tr> <tr> <td>Duration of impact</td> <td>20</td> <td>1</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Criteria	Weight	Operating Conditions			Normal	Abnormal	Emergency	Frequency	30	3	0	0	Extent of impact	40	1	0	0	Duration of impact	20	1	0	0	<p>Complied</p>
Criteria	Weight	Operating Conditions																								
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Frequency	30	3	0	0																						
Extent of impact	40	1	0	0																						
Duration of impact	20	1	0	0																						

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	Cost of Remedial Action	10	1	0	0
	Total score	100	160	0	0
Code of Environmental Impact					
	Impact	Code	Impact	Code	
	Ozone Layer Depletion	1	Unpleasant Working Environment	6	
	Global Warming	2	Depletion of Natural Resources	7	
	Air Pollution	3	Community Impact	8	
	Water Pollution	4	Business Impact	9	
	Land Contamination	5			
<p>SOU 11 Kerdau maintain the current Social Impact Assessment (SIA) Report dated 11/01/2016 – 16/01/2016 established by Sime Darby Plantation’s Sustainability Compliance Unit, Group Sustainability Department (GSD).</p> <p>The assessment was based on onsite interview with external/internal stakeholders, site visit and documentation review. Covered all affected stakeholders include contractors, schools’ representatives, officers from government authorities and internal workers. Issues raised by the stakeholders were</p>					

		<p>incorporated into a management plan include social, safety/health and environmental elements.</p> <p>Kerdau POM, Kerdau Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate update their respective Continuous Improvement Plan 2023 annually. The plan established based on current issues discussed during external stakeholder meetings covered the element of social, safety/health and environmental impacts.</p> <p>Programs which were established upon review of the aspect and impact register. It was observed that the reviewing and updating on the registers were made annually if there's no new activity within respective sites.</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.</p> <p>- Minor Compliance -</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="1151 1082 1921 1251"> <thead> <tr> <th colspan="2">Guidance of Action required</th> </tr> </thead> <tbody> <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> <tr> <td>250 and above</td> <td>To develop environmental objective and programme</td> </tr> </tbody> </table> <p>Mitigation measures were documented in Pollution Preventive Plan (PPP) as per sample as following:</p> <table border="1" data-bbox="1151 1331 1921 1393"> <thead> <tr> <th>Score</th> <th>Aspect</th> <th>Program</th> </tr> </thead> <tbody> <tr> <td>350</td> <td>POME discharge</td> <td>Water management plan</td> </tr> </tbody> </table>	Guidance of Action required		100 ~ 199	No action required	200 ~ 249	To initiate corrective and preventive actions	250 and above	To develop environmental objective and programme	Score	Aspect	Program	350	POME discharge	Water management plan	<p>Complied</p>
Guidance of Action required																	
100 ~ 199	No action required																
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Score	Aspect	Program															
350	POME discharge	Water management plan															

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		<table border="1"> <tr> <td>300</td> <td>SW generation</td> <td>Waste management plan</td> </tr> <tr> <td>300</td> <td>Chemical contamination</td> <td>IPM plan</td> </tr> <tr> <td>330</td> <td>Boiler stack emission</td> <td>GHG action plan</td> </tr> </table> <p>All plans as reported in principle 7 below.</p> <p>SOU 11 Kerdau maintain the current Social Impact Assessment (SIA) Report dated 11/01/2016 – 16/01/2016 established by Sime Darby Plantation’s HQ GSD Department. Therein describing the objectives, category, action, frequency, person in charge and monitoring period.</p> <p>Summarised issued maintain by SOU 11 Kerdau as follow.</p> <ol style="list-style-type: none"> 1. To ensure compliance to SOP and legal requirement regarding social. 2. To communicate on policies/SOP on social to relevant stakeholders. 3. To monitor of pay and agreement of workers and contractor’s workers 4. To maintain housing and facilities provided to workers. 5. To update social plan based on inputs received generated from stakeholder meetings, union meetings, JCC meetings, and Gender Committee 6. To contribute to local communities’ development includes job opportunity, education, and business. 	300	SW generation	Waste management plan	300	Chemical contamination	IPM plan	330	Boiler stack emission	GHG action plan	
300	SW generation	Waste management plan										
300	Chemical contamination	IPM plan										
330	Boiler stack emission	GHG action plan										
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>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: 01/01/2023.</p>	Complied									

		<p>SOU 11 Kerdu maintain the current Social Impact Assessment (SIA) Report dated 11/01/2016 – 16/01/2016 established by Sime Darby Plantation’s HQ GSD Department.</p> <p>Kerdau POM, Kerdau Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate update respective Social Action Plan includes with issues, management plan, PIC, and time frame. The plan established based on current issues discussed during external stakeholder meetings covered the element of social, safety/health and environmental impacts.</p> <p>Example Estate: Sg. Mai Estate</p> <p>Objectives: To address the issues discussed during various avenues e.g., stakeholders’ meeting, OSH meeting, trade union meeting, complaint boke etc.</p> <p>Category: Cattle and oat intrusion</p> <p>Type/Location: Housing complex area</p> <p>Actions: To deal with cattle owners and liaise with authority if the cattle are cause safety issue to workers.</p> <p>Frequency: Continuously</p> <p>PIC: Assistant Manager</p> <p>Monitoring Record: Stakeholders’ minutes of meeting</p> <p>Document review, Sg. Mai Estate conduct stakeholder meeting on 10/04/2023. The meeting agenda includes matters with cattle owner related the issues of their cattle enter estate’s compound. The discussion is remained continuously for safety and hygiene issues in workers housing compound area. As at the audit, it was verified that the issues are handle by cattle owners by ensuring cattle movement are only within fields block area.</p>	
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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>Sime Darby Plantation’s Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019 and 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>Sime Darby Plantation’s Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019 and 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 and employment contract at Kerdau POM, Kerdau Estate, Sg Mai Estate, Mentakab Estate and Chenor Estate are available.</p> <p>A copied of identification card was kept as record. Interviewed with the clerk confirmed that if there is any job vacancy available, they will publish a job vacancy advertisement/flyer at the places nearby the villages.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<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 Plantation has established Group HSE Policy dated 15/05/2022 signed by the Group Managing Director.</p> <p>In the policy stated the company commitment to the well-being of its employee, providing safe and healthy working environment, pre-emptively preventing our employees and external parties in</p>	Complied

		<p>the operations from injury and ill health as well as operating in an environmentally responsible manner at global operating sites.</p> <p>Policy also stated the commitment to comply with statutory requirements, inculcating the culture of safety and health, improving the management of occupational safety, health related and environmental matters eliminating or minimizing any potential adverse effect on the environment arising from or business activities and to educate and encourage stakeholders in maintaining and enhancing the quality of the health, safety, and environment.</p> <p>Sime Darby Plantation has established SOP for OSH Risk management. Refer UM HSE Management System, OSH Risk Management Procedure ver. 1, effective date 09/03/2021. Under section 10. Monitoring and Overview stated the review conducted when:</p> <ol style="list-style-type: none"> 1. Significant changes in work activity, process, practices, or procedures 2. Change in working environment including changes in organization structure and personnel changes 3. Evidence that control measures are not working as intended e.g., accidents, incidents, equipment's failure hazard reports and etc. 4. When directed by the Director General DOSH <p>The operating units has conducted assessment for risk covers all main operations and support operations. The HIRARC was reviewed at minimum once a year if accident occur or changes on the operation.</p> <p>Reviewed the risk assessment as follows: <u>Kerdau POM</u></p>	
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		<ol style="list-style-type: none"> 1. Latest CHRA conducted on 11/06/2020 by assessor with DOSH reg. no. HQ/14/ASS/00/358. Refer report no. HQ/14/ASS/00/00001-2020/7. 2. Initial Noise Risk Assessment was conducted on 11/03/2021 by assessor with DOSH reg. no. HQ/94/PEB/00/08. 3. Latest HIRARC review was conducted in FY 2022. Reviewed the HIRARC on EFB Biomass process dated 01/11/2022, upkeep mill compound dated 05/10/2022, Loading ramp dated 21/06/2022 and scheduled waste store dated 24/08/2022 <p><u>Kerdau Estate</u></p> <ol style="list-style-type: none"> 1. The estate has conducted Baseline Noise Risk Assessment on 21/09/2021 by assessor with DOSH reg. no. HQ/09/PEB/00/97. 2. Latest CHRA conducted on 11/06/2020 by assessor with DOSH reg. no. HQ/14/ASS/00/358. Refer report no. HQ/14/ASS/00/00001-2020/11. 3. Latest HIRARC review was conducted on 01/04/2023 for all activities. For accident cases, the HIRARC was reviewed on 30/11/2022 due to accident occur in harvesting operation. <p><u>Sg. Mai Estate</u></p> <ol style="list-style-type: none"> 1. The estate has conducted Chemical Health Risk Assessment on 11/07/2022 by assessor with DOSH reg. no. HQ/14/ASS/00/358. Refer report no. HQ/14/ASS/00/00001-2020/14. 	
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		<ol style="list-style-type: none"> 2. Baseline Noise Risk Assessment was conducted by assessor with DOSH reg. no. HQ/09/PEB/00/97 on 23/09/2021. 3. The estate has established HIRARC register for all operation in the estate. Latest HIRARC review was conducted on 17/01/2023 due to accident occur in harvesting operation on 14/01/2023. 4. The estate has conducted Chemical Exposure Monitoring for workers expose to welding fumes on 07/03/2022 by Hygiene Tech. with DOSH reg. no. HQ/15/JHI/00/20. <p><u>Chenor Estate</u></p> <ol style="list-style-type: none"> 1. The estate has reviewed the HIRARC on annually basis and during accident occurrence. Reviewed the latest HIRARC conducted on 31/03/2023 for accident occur on 30/01/2023 in harvesting operations. 2. The estate has conducted Baseline Noise Risk Assessment on 20/09/2021 by assessor with DOSH reg. no. HQ/09/PEB/00/97. 3. Chemical Health Risk Assessment were conducted on 20/06/2020 by assessor with DOSH reg. no. HQ/14/ASS/00/358. Refer report no. HQ/14/ASS/00/00001-2020/15 <p><u>Mentakab Estate</u></p> <ol style="list-style-type: none"> 1. The estate conducted Chemical Exposure Monitoring on 28/03/2022 by Hygiene Tech. with DOSH reg. no. HQ/15/JHI/00/20. 2. Baseline Noise Risk Assessment was conducted on 22/09/2021 by assessor with DOSH reg. no. HQ/09/PEB/00/97 	
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		<ol style="list-style-type: none"> 3. Chemical Health Risk Assessment was conducted on 06/06/2020. The assessment was conducted by assessor with DOSH reg. no. HQ/14/ASS/00/358. Refer report no. HQ/14/ASS/00/00001-2020/16. 4. The HIRARC was reviewed during accident occurrence in the estate. Latest review was conducted on 09/04/2023 due to accident occur on 08/04/2023 involved tractor driver. 	
3.6.2	<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 operating units has established and monitored Occupational Safety and Health Plan 2022 and 2023. Reviewed the implementation of the management plan FY 2022 as follows: <u>Kerdau POM</u></p> <ol style="list-style-type: none"> 1. The mill conducted Local Exhaust Ventilation (LEV) Examination and Testing on annually basis. Latest test was conducted on 29/03/2023 by Hygiene Tech with DOSH reg. no. HQ/16/JHII/00/23. 2. The mill monitored the compliance to OSHA for all machineries on annually basis. Reviewed the List of Machinery Inspection Checklist Licenses and Permit as of April 2023. 3. As per recommendation in NRA report, the mill conducted audiometric test on annually basis. Reviewed the Annual and Baseline Audiometric Testing Report conducted on 06/03/2023 by OHD with reg. no. HQ/17/DOC/00/00042. From 73 workers send for test, 18 workers found with abnormal results and need OHD physical examination. 4. The mill conducted the PPE inspection on daily basis. reviewed the inspection records for the month of March 2023. 	Complied

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		<p>5. The mill conducted monitoring on first aid kit on monthly basis. Reviewed inspection records dated 18/01/2023, 20/02/2023 and 17/03/2023.</p> <p><u>Kerdau Estate</u></p> <ol style="list-style-type: none"> 1. As per recommendation from NRA report, the estate conducted audiometric test on annually basis. FY 2022, Audiometric test was conducted on 21 – 29/03/2022. No workers were found with STS or hearing impairment during the test. FY 2023, the audiometric test was conducted on 02/03/2023. The report is still in progress. 2. FY 2022, the estate conducted medical surveillance on 07/02/2022 by OHD with DOSH reg. no. HQ/15/DOC/00/390. 12 workers were sent for medical surveillance and found fit to work as chemical handlers. FY 2023, medical surveillance has been conducted on 14/03/2023. The report is still in progress as per communication letter with the OHD. 3. The first aid was monitored on monthly basis. Reviewed the monitoring records for the month of January, February, and March 2023. Noted during site visit and interview with the spraying and harvesting mandores, the understanding on the first aid kit treatment and condition of the first aid box was satisfactory. <p><u>Sg. Mai Estate</u></p> <ol style="list-style-type: none"> 1. Based on CHRA recommendation, the estate conducted medical surveillance on annually basis. FY 2022, medical surveillance was conducted on 22/03/2022 by OHD with DOSH reg. no. HQ/15/DOC/00/390. 3 workers were sent for surveillance and found fit to work. FY 2023, the medical 	
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		<p>surveillance was conducted on 02/02/2023. The report was still in progress.</p> <ol style="list-style-type: none"> 2. The estate conducted health surveillance for sprayers on monthly basis conducted by the VMO. Reviewed health surveillance records dated 29/10/2022, 26/11/2022 and 27/01/2023. 3. The estate conducted workplace inspection on quarterly basis prior to the OSH committee meeting. Reviewed the inspection reports dated 07/01/2023, 07/11/2022 and 11/08/2022. The results were discussed during the OSH committee meeting. <p><u>Chenor Estate</u></p> <ol style="list-style-type: none"> 1. As per CHRA report, the estate was recommended to conduct medical surveillance on annually basis. Latest medical surveillance was conducted on 21/03/2023 for workers exposed with pesticides and manganese. The surveillance was conducted by OHD with DOSH reg. no. HQ/15/DOC/00/390. 17 workers were sent for surveillance and found fit to work. 2. The estate conducted workplace inspection on quarterly basis prior to OSH committee meeting. Reviewed the inspection reports dated 28/02/2023, 06/12/2022, and 08/09/2022. 3. As per recommendation in NRA report, the estate conducted audiometric test on annually basis. Latest audiometric test was conducted on 18 – 19/07/2022 by assessor with DOSH reg. no. HQ/15/DOC/00/390. 18 workers were sent for test, 11 workers were found with normal results while 7 workers with Non NIHL. 	
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		<p>4. The estate has provided 19 First Aid kit at designated workstation or holds by the trained first aider. First aid kit monitoring was conducted on monthly basis by the Medical Assistant. Reviewed the monitoring records dated 10/01/2023, 10/02/2023, 08/03/2023, and 06/04/2023.</p> <p><u>Mentakab Estate</u></p> <ol style="list-style-type: none"> 1. FY 2022, the estate conducted medical surveillance for sprayers and welders. 6 workers were sent for surveillance conducted on 13/05/2023 by OHD conducted by HQ/15/DOC/00/390. All workers were found fit to work. FY 2023, the estate has conducted medical surveillance on 07/04/2023. The report is still in progress. 2. Prior to OSH committee meeting, the estate conducted workplace inspection. The results of inspection were discussed in the meeting. Reviewed the monitoring records dated 24/03/2023 and 29/12/2022. 3. To monitor the implementation of safety and health, the estate conducted monitoring on monthly basis. reviewed the monitoring recorded in Checklist of Occupational Safety and Health (OSH) dated 17/11/2022, 05/09/2022, 06/08/2022 and 20/07/2022. 4. The estate conducted audiometric on annually basis as per NRA assessor recommendation. Reviewed the audiometric test report conducted on 13/04/2022. FY 2023, the audiometric test is scheduled on 15/05/2023 as per communication letter with the OHD. 5. To ensure the agriculture vehicle working in safe condition, the estate conducted inspection on daily basis. reviewed the Preventive Maintenance Vehicle for tractor no. TF030, VFM 1239 and VHM 5104. 	
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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 RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>All operation units within SOU 11 established and documented a training plan base on training need analysis conducted on annual basis. Reviewed the Training Need Analysis and Training Schedule FY 2022 and 2023 which covers all job designation including the contractors. The training program covers areas such as Safety, Environment and Management Systems. No scheme smallholders and out-growers within SOU 11.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The operating units maintained the training records conducted. Reviewed the training records as follows:</p> <p><u>Kerdau Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1. Chemical handling and safety training dated 22/03/2023, 26/05/2022 and 24/03/2022 2. Basic first aid for emergencies training dated 15/03/2023 and 30/03/2022 3. Near Infra-red – Auto export first user (lab) training dated 23/02/2023 4. Lock out, Tag Out (LOTO) training dated 16/02/2023 5. Shovel and backhoe operator competency training dated 18-19/01/2023 6. Basic first aid, CPR & AED training dated 29 – 30/11/2022 7. Permit to work training dated 07/11/2022 8. Working at height training dated 07/11/2022 9. Confined space training dated 07/11/2022 10. ETP Operations and analytical testing (ETPOT 2022) training dated 27, 28, 29/09/2022 11. Safety electrical handling training dated 24/03/2022 	Complied

		<p>12. Hearing conservation training dated 07/04/2022</p> <p>13. Fire drill and fire extinguisher training dated 13/01/2023 with evacuation time recorded at 8 minutes.</p> <p><u>Kerdau Estate</u></p> <ol style="list-style-type: none"> 1. First aid training dated 17/03/2023 2. Hearing conservation training dated 20/02/2023 3. Emergency, Response and Plan, Basic first aid kit, CPR and AED training dated 29 – 30/11/2022 4. Tractor driver training dated 21/10/2022 5. Safety for driver and loaders training dated 17/09/2022 6. Best agronomic and IPM practices on oil palm nursery training dated 14/06/2022 7. Sustainable supply chain and traceability training dated 08/06/2022 8. Waste management procedures training dated 08/06/2022 9. Tractor implement safety briefing dated 02/07/2022 10. Scheduled waste training dated 29/06/2022 11. Workshop training dated 28/06/2022 12. Chemical handling training dated 22/06/2022 and 09/03/2023 13. Bagworm census and treatment training dated 01/03/2022 and 09/03/2023 <p><u>Sg. Mai Estate</u></p> <ol style="list-style-type: none"> 1. Ergonomic training dated 19/03/2023 	
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		<ol style="list-style-type: none"> 2. HCV and biodiversity training dated 24/03/2023 3. ESWISS and scheduled waste training 15/03/2023 4. Hearing conservation training dated 15/03/2023 5. First aid training dated 24/02/2023 6. Fertiliser rate, loading and application training dated 28/02/2023 7. RSPO and MSPO training dated 10/02/2023 8. Company policies, COBC, grievances channels briefing dated 28/01/2023 9. Harvester training dated 10/01/2023 and 24/09/2022 10. HRC, HRDP, reproductive rights and PPE training dated 17/10/2022 11. Rat baiting training dated 19/10/2022 12. Chemical handling training dated 14/11/2022 13. Fire drill training dated 08/11/2022 14. Maintenance and Usage of Inter 16 training dated 23/06/2022 <p><u>Chenor Estate</u></p> <ol style="list-style-type: none"> 1. Rat Baiting training dated 23/01/2023 2. Audio metric briefing dated 16/03/2023 3. HFL Bin (machine) for driver training dated 03/02/2023 4. HIRARC refresher training dated 03/03/2023 5. Hearing conservation training dated 17/02/2023 6. Safety, Human Right Charter, and Human Right Defender policy briefing dated 17/02/2023 	
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		<ol style="list-style-type: none"> 7. Chemical handling and chemical spillage training dated 03/01/2023 8. Harvesting and pruning training dated 21/03/2023 9. First Aider refresher training dated 28/02/2023 10. Scheduled waste training dated 27/02/2023 11. HCV training dated 07/02/2023 12. Fire drill training dated 26/08/2022 13. Maintenance and usage of Inter-pump training dated 21/12/2022 14. PPE and safety at workplace for sprayers and manuring workers training dated 21/01/2022 <p><u>Mentakab Estate</u></p> <ol style="list-style-type: none"> 1. Manuring – HKL training dated 14/04/2023 2. Badang Spraying training dated 06/04/2023 3. First aid kit training dated 23/02/2023 and 21/02/2023 4. Chemical handling and calibration training dated 20/02/2023 5. ERT training dated 12/12/2022 6. IPM of leaf eating pest and rat baiting in oil palm training dated 21/02/2023 7. Hearing conservation training dated 23/02/2023 8. Chemical mixing training dated 08/02/2023 9. Palm king (harvesting tools) training dated 23/12/2022 10. Spraying training 20/12/2022 	
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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>The mill has identified personnel involved in supply chain certification and established committee as per appointment letter signed by the Mill Manager. The identified personnel and committee members include Sr. Asst. Managers, Weighbridges Operator, Operation Supervisors, Laboratory analyst and Axillary Police.</p> <p>The management has conducted training to all personnel involved in the SCCS to ensure the understanding and awareness on the supply chain certification system. Reviewed the training attendance records and training material for SCC conducted on 01/04/2022. The training was conducted by Executive from RSQM.</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>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section Glossary stated the meaning of RSPO Identity preserved as supply chain model assured that the RSPO certified oil palm product delivered to the end user uniquely identifiable to a single RSPO certified supply base. Refer document no. SD/SDP/GSD/SCCS/0522/01.</p> <p>The mill received FFB from uncertified source and adapt the Mass Balance Module. Thus, the criteria is not applicable.</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</p>	<p>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section Glossary stated the meaning of RSPO Mass Balance as supply chain model that allows certified claim to be transferred from one palm oil products to another through physical blending or administratively under</p>	Complied

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	only the volume of oil palm products produced from processing of the certified FFB as MB.	strictly control circumstances. Refer document no. SD/SDP/GSD/SCCS/0522/01.																			
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.	<p>The mill licenses available at PalmTrace as following:</p> <table border="1"> <tr> <td>License ID</td> <td>CB137843 (Active)</td> </tr> <tr> <td>Member Name</td> <td>Kerdau Oil Mill</td> </tr> <tr> <td>Member ID</td> <td>RSPO_PO1000000295</td> </tr> <tr> <td>RSPO Membership Number</td> <td>1-0008-04-000-00 (Sime Darby Plantation Berhad)</td> </tr> <tr> <td>Type of Business</td> <td>Palm Oil mill</td> </tr> <tr> <td>Issued On</td> <td>06-09-2022</td> </tr> <tr> <td>Issued By</td> <td>BSI Services Malaysia Sdn Bhd.</td> </tr> <tr> <td>Start Date</td> <td>07-09-2022</td> </tr> <tr> <td>End Date</td> <td>06-07-2023</td> </tr> </table>	License ID	CB137843 (Active)	Member Name	Kerdau Oil Mill	Member ID	RSPO_PO1000000295	RSPO Membership Number	1-0008-04-000-00 (Sime Darby Plantation Berhad)	Type of Business	Palm Oil mill	Issued On	06-09-2022	Issued By	BSI Services Malaysia Sdn Bhd.	Start Date	07-09-2022	End Date	06-07-2023	Complied
License ID	CB137843 (Active)																				
Member Name	Kerdau Oil Mill																				
Member ID	RSPO_PO1000000295																				
RSPO Membership Number	1-0008-04-000-00 (Sime Darby Plantation Berhad)																				
Type of Business	Palm Oil mill																				
Issued On	06-09-2022																				
Issued By	BSI Services Malaysia Sdn Bhd.																				
Start Date	07-09-2022																				
End Date	06-07-2023																				
3.8.5	Documented procedures 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:	Sime Darby Plantation has developed Standard Operating Procedure (SOP) entitled Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 to ensure the handling of incoming FFB and outgoing CPO and PK are carried out in a proper manner to meet the sustainability requirements for	Complied																		

<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 to demonstrate awareness of the mill’s procedures for the implementation of this standard. 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>traceability and mass balance. The following subjects were included in the procedure:</p> <ul style="list-style-type: none"> 4.0 Responsibilities 5.0 Control of Documents & Records 6.0 Delivery of FFB from the Estate 7.0 Receiving FFB at the Mill 9.0 Process Monitoring 10.0 Products Despatch 11.0 Non-conforming Products and/ or Documents 12.0 Product Claims 13.0 Outsourced Contractor 14.0 Training 15.0 Reclassification of Mill’s Supply Chain Model 16.0 Production Volume 17.0 Conversion Factors 18.0 Internal Audit 19.0 Complaints 20.0 Management Review <p>As per SOP established under section 4.0 Responsibilities stated that the Head of Operating Unit shall have overall responsibility for the implementation of SCCS. The mill has also appointed the Sr. Asst. Engineer as person responsible for implementation of SCCS in the mill as per appointment letter dated 31/12/2022 signed by the Mill Manager. Noted during interview with the Sr. Asst. Manager, the understanding on implementation of SCCS is excellent.</p>	
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		<p>As per SOP established, the mill maintained all traceability records for a period of three (3) years. Reviewed the implementation as follows:</p> <ol style="list-style-type: none"> 1. Reviewed the internal audit reports dated 07 & 16/03/2022 and 23/02/2021 2. SCCS training dated 01/04/2022, 07 and 08/04/2021 and 13/01/2020 	
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> <ol style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. <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 internal audit was conducted as per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section 18.0 Internal Audit. Based on the procedure, the internal audit is to be conducted annually as per Internal Audit Procedure. Refer SOP ref. no. SDP/GSD/SCU/IAP dated 10/1/2023. Latest Internal Audit was conducted together with RSPO P&C on 23/02/2023 by Executive from Group Sustainability Compliance. Any NCR were recorded in the Sustainability Certification Online Tracking System (SCOTS). During the audit, no NCR on SCCS were issued.</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>Addressed in the Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 6.0 Delivery FFB from Estate and 7.0 Receiving FFB at the mill.</p> <p>Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all FFB received. Records were available at the office for verification.</p>	Complied

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		<p>The mill has a system to verify at the weighbridge. Information for RSPO certified FFB were recorded in FFB Consignment notes and weighbridge tickets. Reviewed the sampled delivery off FFB as follows:</p> <p>Sample of own certified unit FFB received ticket:</p> <table border="1"> <tr> <td data-bbox="1151 539 1541 858"> <ul style="list-style-type: none"> a) Supplier: E-Sg. Mai b) Product ID: FFB A Crop c) Nett weight: 12,080 kg d) Delivery date: 28/09/2022 e) Weighbridge ticket no.: 275264 f) D.O. no.: 13335 g) RSPO certificate no.: RSPO 745399 </td> <td data-bbox="1541 539 1930 858"> <ul style="list-style-type: none"> a) Supplier: E-Chenor b) Product ID: FFB A Crop c) Nett weight: 27,240 kg d) Delivery date: 14/09/2022 e) Weighbridge ticket no.: 274695 f) D.O. no.: 15088 g) RSPO certificate no.: RSPO 745399 </td> </tr> <tr> <td data-bbox="1151 858 1541 1177"> <ul style="list-style-type: none"> a) Supplier: E-Bukit Mentakab b) Product ID: FFB B Crop c) Nett weight: 14,750 kg d) Delivery date: 29/09/2022 e) Weighbridge ticket no.: 275311 f) D.O. no.: 18289 g) RSPO certificate no.: RSPO 745399 </td> <td data-bbox="1541 858 1930 1177"> <ul style="list-style-type: none"> a) Supplier: E-Bukit Mentakab b) Product ID: FFB A Crop c) Nett weight: 12,830 kg d) Delivery date: 31/03/2023 e) Weighbridge ticket no.: 281300 f) D.O. no.: 18846 a) RSPO certificate no.: RSPO 745399 </td> </tr> </table> <p>The management will inform CB if there is any overproduction of certified tonnage. They aware on the overproduction as per stated in the procedure. Based on last review period, no overproduction recorded.</p> <p>Sime Darby Plantation has developed Standard Operating Procedure (SOP) to handle non-conforming FFB and/or documents</p>	<ul style="list-style-type: none"> a) Supplier: E-Sg. Mai b) Product ID: FFB A Crop c) Nett weight: 12,080 kg d) Delivery date: 28/09/2022 e) Weighbridge ticket no.: 275264 f) D.O. no.: 13335 g) RSPO certificate no.: RSPO 745399 	<ul style="list-style-type: none"> a) Supplier: E-Chenor b) Product ID: FFB A Crop c) Nett weight: 27,240 kg d) Delivery date: 14/09/2022 e) Weighbridge ticket no.: 274695 f) D.O. no.: 15088 g) RSPO certificate no.: RSPO 745399 	<ul style="list-style-type: none"> a) Supplier: E-Bukit Mentakab b) Product ID: FFB B Crop c) Nett weight: 14,750 kg d) Delivery date: 29/09/2022 e) Weighbridge ticket no.: 275311 f) D.O. no.: 18289 g) RSPO certificate no.: RSPO 745399 	<ul style="list-style-type: none"> a) Supplier: E-Bukit Mentakab b) Product ID: FFB A Crop c) Nett weight: 12,830 kg d) Delivery date: 31/03/2023 e) Weighbridge ticket no.: 281300 f) D.O. no.: 18846 a) RSPO certificate no.: RSPO 745399 	
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		documentd in Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under 11.0 Non-conforming Products and/ or Documents.	
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> <ul 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; 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>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"> - Certified CPO Buyer: Sxxx; Address: Lot 5xxx, Selangor; Despatch Ticket # 019453; Despatch Date: 11/1/2023; RSPO Cert. # RSPO745399; Product: 0007-Crude Palm Oil-RSPO MB; Nett weight: 41,120 kg; Despatch note # 018497 - Certified PK Buyer: Syyy; Address: Lot 2yyy, Selangor; Despatch Ticket # 019199; Despatch Date: 29/9/2022; RSPO Cert. # RSPO745399; Product: 0008-Palm Kernel-RSPO MB; Nett weight: 32,430 kg; Despatch note # 018243 <p>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section Glossary stated the meaning of RSPO Identity preserved as supply chain model assured that the RSPO certified oil palm product delivered to the end user uniquely identifiable to a single RSPO certified supply base. Refer document no. SD/SDP/GSD/SCCS/0522/01.</p> <p>The mill received FFB from uncertified source and adapt the Mass Balance Module. Thus, the criteria is not applicable.</p>	Complied
3.8.9	<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 	<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 ref. # T/SDPB/PEN/CPO/0720/003; Date: 12/12/2020 of Transporter: Nxxx; Contract period: 01/11/2020 – 31/10/2023 	Complied

	<p>ii) The mill shall ensure the following:</p> <ul style="list-style-type: none"> i) The mill has legal ownership of all input material to be included in outsourced processes ii) 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. iii) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. iv) 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. 	<p>Sime Darby Plantation HQ has issued Memorandum to all contractors dated 26/06/2019. In the memorandum stated the contractors must comply to requirements as following:</p> <ul style="list-style-type: none"> - Comply with local legal requirements - Attend the RSPO/ISCC/MSPO/SCCS briefing or training organized by the company - Having signed and enforceable agreement with the company - Provide access to the auditors to contractors' operation site(s) and employees whenever deemed necessary - Having related working permits - Ensure PPE utilization by contractors' employee while being in the company premise. <p>ii) The documented agreement specified that the mill has legal ownership of all input material to be transported. The agreement too specified the following:</p> <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>3.8.10</p>	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>No FFB and/or oil palm products processing outsource by Kerdu POM except for CPO delivery transportation only. The list of outsourced contractors was registered in List of Stakeholder records that included the CPO transporter.</p>	<p>Complied</p>
<p>3.8.11</p>	<p>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.</p>	<p>No new contractor that handling physically the CPO. The Nxxx Transporter has been hired since 2020 as per agreement Transporter for CPO from mill. Agreement refer Letter of Award</p>	<p>Complied</p>

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		ref. # T/SDPB/PEN/CPO/0720/003; Date: 12/12/2020 of Transporter: Nxxx; Contract period: 01/11/2020 – 31/10/2023.	
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> 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. 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. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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. 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. 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). 	<ul style="list-style-type: none"> i) All the sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up to-date and accessible based on sample daily production records and mass balance spreadsheet etc. ii) The retention period for maintaining the traceability records is 3 years as stated in Section 5.4 of the SOP for Sustainability Supply Chain and Traceability; Version # 2, Issue #. 5; Effective date: 1/6/2022. iii) All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are recorded on a real-time basis in the mill's Daily Production Report for period of April 2022 to March 2023. <p>As MB Module certified unit, Kerbau POM record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis based on daily production and delivery report. No conversion ratios as actual production extraction volumes are measured on daily basis. No short sell as the mill delivered from positive stocks available</p>	Complied
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</p>	<p>The extraction rate for mill is calculated in daily production detail report. Conversion factor of CPO and PK production is depending on the actual OER and KER.</p>	Complied

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	extraction rates based upon past experience, documented and applied it consistently.		
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The mill is using the actual extraction rate and therefore updating of rates is not necessary.	Complied
3.8.15	Processing 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.	The mill certified as MB Module hence this requirement is not applicable.	Not Applicable
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to 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. 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.	The registration of PalmTrace is carried out by the Sime Darby Plantation's Global Trade Marketing Department, HQ. All transaction will be registered in the PalmTrace. Based on the shipping announcement summary, all the registrations were found to be in order. No RSPO volume sold for other scheme. RSPO certified volume only downgraded to conventional CPO/PK.	Complied
3.8.17	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.	RSPO trademark was not use. Nonetheless, the PIC is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	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.	The Sime Darby Plantation website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not	Complied

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		imply any such that being an RSPO member means had certified to RSPO related certifications.	
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>The Sime Darby Plantation website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil.</p> <p>The website had not displayed the RSPO website and had not display any RSPO Trademark.</p>	Complied
4.3	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.	The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.	Complied
4.4	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.	The Sime Darby Plantation website was reviewed and confirm the communications are mainly on the efforts and commitments of SDP towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and performances of such implementation. The website did not specifically publish its product as RSPO certified product.	Complied
4.5	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.	No evidence of RSPO corporate logo used by Kerdau POM as verified through documentations and websites.	Complied
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 was 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.	As per interview with weighbridge operator, she said that the weighbridge ticket will be stated the info i.e.: product/commodity with SCC model (Crude Palm Oil RSPO IP) and will stamp the RSPO certificate number. Verified the documents found that the supply chain model and certificate number were stated on the ticket.	Complied
5.3	<p>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:</p> <p>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.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	Kerdau POM was not under distributor or wholesaler category. Thus, 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.	Oil palm content is 100% CPO and claim as RSPO MB-certified.	Complied
	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.	Non-certified FFB is come from external crop and since Kerdau POM is using Mass Balance module, the non-certified volume is covered in the Mass Balance sheet.	Complied
Labelling and trademark (MB)			

	<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>Kerdau POM is producing crude palm product and does not involve in any labelling of end product.</p>	<p>Complied</p>
Messaging (MB)			
	<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>Kerdau POM is producing crude palm product and does not involve in any labelling of end product.</p>	<p>Complied</p>

	<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>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>Sime Darby Plantation 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 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. The policies were</p>	<p>Complied</p>

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		<p>communicated to external stakeholders during the external stakeholder meeting and face to face session as details below.</p> <ol style="list-style-type: none"> 1. Kerdu POM and Kerdu Estate on 08/03/2023 2. Chenor Estate on 23/02/2023 3. Mentakab Estate on 11/05/2022 4. Sg. Mai Estate on 02/11/2022 	
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>Sime Darby Plantation prohibits any form of harassment in their operation as per the policies above mentioned in indicator 4.1.1.</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>Sime Darby Plantation 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
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>Sime Darby Plantation revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date.</p> <p>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>Sime Darby Plantation 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 11 Kerdu management include as follow:</p>	Complied

		<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 internal and external stakeholders informed they have been briefed on the complaint mechanism channel which currently implement by the company.</p>	
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>Sime Darby Plantation has implemented Flowchart and Procedure on Handling Social Issues, version 1 and dated 01/04/2008 no changes on the document as at audit date.</p> <p>Document review on complaints book and stakeholder consultation interview with no complaints raised as at audit.</p> <p><u>Opportunity for Improvement</u></p> <p>The management could update communication with stakeholders on their request.</p>	OFI
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>Sime Darby Plantation established Sustainable Plantation Management System, in Appendix 5 (Flowchart and Procedures on handling Social Issues) dated 01/11/2008 verified there is no changes on the document.</p> <p>The flowchart describes the process for handling communication regarding social issues. The negotiation process involving the estate management, representatives from the disputed parties, zone heads, third parties and stakeholders shall be carried out. Upon failure of the negotiation process, legal proceedings may follow.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

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>Sime Darby Plantation contributions to local sustainable development with consultation with local communities and discuss the issues includes social and environment benefits.</p> <p>The contribution made been includes the solutions to address on educations, donations, tree planting, etc. The program demonstrated in the company’s website as per link as following: http://www.yayasansimedarby.com/our-projects/community-health</p> <p>SOU 11 Kerdau do make donation contributions to nearby local communities and stakeholders as follow.</p> <p>Kerdau Estate:</p> <ul style="list-style-type: none"> - School equipment for school children. - Contributions due to flood to communities at Kg Paya Taram and Taman Wijaya <p>Mentakab Estate:</p> <ul style="list-style-type: none"> - Yayasan Sime Darby Disaster Relief Fund FY 2022 to communities at Taman Lanchang Indah, Kampung Rantau Panjang, Kampung Insaf, Kampung Sementah, Kampung Bongsu and Kampung Sungai Buloh. <p>Chenor Estate:</p> <ul style="list-style-type: none"> - Attending social activities with communities from Balai Polis Sungai Jerik. 	Complied
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.			
4.4.1	<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</p>	<p>SOU 11 Kerdau management able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p>	Complied

	<p>history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Estates in SOU 11 Kerdau management has a list summary of 40 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>Kerdau Estate hold a total of seven (7) land titles total area: 5,683.05ha with status as lease and perpetuity as per samples follow:</p> <ol style="list-style-type: none"> 1. Land title HSD#5xxx. 2. Land title GRN#7xxx. 3. Land title GRN#6xxx. 4. Land title GRN#7xxx. 5. Land title GRN#8xxx. 6. Land title GRN#6xxx. 7. Land title GRN#9xxx. 	
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	Not Applicable
4.4.2a	<p>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.</p> <p>- Minor compliance -</p>	<p>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	Not Applicable

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 -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and 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. - Minor compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.4.3	(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). - Critical (Major) compliance -	Boundary maps available for all estates within SOU 11 Kerdu management clearly demarcating estate area with location and coordinate of boundary stone and pegs. Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title since last audit. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	Not Applicable
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.4.5	(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. - Critical (Major) compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable

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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
<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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
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, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>	<p>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>

	- Minor compliance -		
4.5.5	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. - Minor compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.5.6	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. - Minor compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	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 -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
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.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable

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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>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.6.4	<p>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.</p> <p>- Minor compliance -</p>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	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>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.7.2	<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.</p> <p>- Critical (Major) compliance -</p>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable
4.7.3	<p>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.</p> <p>- Minor compliance -</p>	Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.	Not Applicable

<p>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.</p>			
4.8.1	<p>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.</p> <p>- Minor compliance -</p>	<p>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
4.8.4	<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>Not applicable since there is no customary rights. Land has been legally owned by the company and has been verified by the land title.</p>	<p>Not Applicable</p>
<p>Principle 5: Support smallholder inclusion</p>			
<p>Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>			

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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 period prices paid for FFB are publicly available and accessible by smallholders via displayed memo on weighbridge counter. Sighted the displayed price with reference to MPOB East Zone price at RM42.98 per 1% OER for March 2023.</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>Based on sample FFB Purchase Agreement between Kerdu POM and OCP, all contracts signed between OCP and Kerdu POM were attached with evidence that the mill explains the FFB pricing as per sighted for samples as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 - FFB supplier: Kxxx; MPOB license # 5xxx; Validity period: 1/11/2022 – 31/10/2023 	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>Based on sample FFB Purchase Agreement between Kerdu POM and OCP suppliers including smallholders, all contracts signed between OCP suppliers and Kerdu POM were attached with the calculation of FFB pricing based on MPOB FFB grade which provided to the suppliers is fair to both the OCP suppliers and the mill as per sighted for samples as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 	Complied

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		<ul style="list-style-type: none"> - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 - FFB supplier: Kxxx; MPOB license # 5xxx; Validity period: 1/11/2022 – 31/10/2023 	
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 contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Based on sample FFB Purchase Agreement between Kerdau POM and OCP, all contracts signed between OCP and Kerdau POM were attached with supplemental Vendor Integrity Pledge and COBC which include the specific clauses on meeting applicable legal requirements sighted for samples as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 <p>All OCP suppliers were invited to a consultation meeting prior to signing of agreement and COBC latest conducted on 14/09/2022 to involve the smallholders and collection centre in decision making.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe as per sample Outside Crop Purchase (OCP) agreement as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 	Complied

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		<ul style="list-style-type: none"> - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 - Verified for all OCP suppliers’ agreement, the agreed payment methods were as following: - Advance 70% weekly (7 days delivery) volume received <p>Final remaining outstanding monthly purchase price before 10th day of following month</p>	
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Agreed payments are made in a timely manner and receipts specifying price, weight, deductions, and amount paid are given as per records of FFB Payment Proof KKS Kerdau Jul-Dec 2022 for sample OCP suppliers as following:</p> <ul style="list-style-type: none"> - FFB supplier: Bxxx; MPOB license # 5xxx; Validity period: 1/8/2022 – 31/7/2023 - FFB supplier: Mxxx; MPOB license # 6xxx; Validity period: 1/9/2022 – 31/8/2023 - Smallholder (FFB supplier): Axxx; MPOB license # 4xxx; Validity period: 1/5/2021 – 30/4/2026 - FFB supplier: Lxxx; MPOB license # 5xxx; Validity period: 1/9/2022 – 31/8/2023 	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridges used for determining payment to smallholders are verified as per records of Annual Stamping & Verification Dxxx Form D (Weigh and Measure) # D066187; Serial # B 226072085; Date: 2/2/2023 and Txxx Service Report # 04733; Date: 2/2/2023.</p>	Complied

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5.1.8	<p>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.</p> <p>- Minor compliance -</p>	<p>Kerdu POM supports independent smallholders through purchase of their FFB. No mutual agreements between them on certification as of now. However, the independent smallholders often received information on certification from Kerdu POM mainly on MSPO during consultation.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>No grievance received from external FFB suppliers since the last audit. A procedure Sime Darby Plantation Mill Quality Management System – Standard Operation Manual, Sub-section 5.5, Appendix 5.5.3.2, version 1, issue date 01/04/2008) established to handle if there is any external complaint. Interview conducted with sample FFB supplier confirmed that he is able to show the understanding on the complaint mechanism.</p>	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>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.</p> <p>- Minor compliance -</p>	<p>There was an OCP Engagement Program latest conducted on 14/09/2022 to involve the smallholders and collection centre to explain the sustainability and RSG to the smallholders. The program has involved MPOB officers to explain on the certification as well.</p>	Complied
5.2.2	<p>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).</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation as a group has developed Standard Operating Procedure for Responsible Sourcing Guidelines (RSG) with Doc. No.: SD/SDP/GS/001 dated June 2020 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. There was a OCP Engagement Program conducted on 14/09/2022 to involve the smallholders and collection centre to explain the sustainability and RSG to the smallholders.</p>	Complied

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5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	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. Group Sustainability Department, Sustainability Compliance Unit has conducted Desktop Review Assessment for New OCP suppliers on 1/1/2023 to check on the compliance of no planting on peat and forest reserve. There was a OCP Engagement Program conducted on 14/09/2022 to involve the smallholders and collection centre to explain the sustainability and RSG to the smallholders.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Kerdau POM supports independent smallholders through purchase of their FFB. No agreements between them on certification as of now. However, the independent smallholders often received information on certification from Kerdau POM mainly on MSPO during consultation.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Kerdau POM supports independent smallholders through purchase of their FFB. No agreements between them on certification as of now. However, the independent smallholders often received information on certification from Kerdau POM mainly on MSPO during consultation.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(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. - Critical (Major) compliance -	Sime Darby Plantation established Human Rights Charter 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	Complied

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		<p>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>The policy could be downloaded from https://sime-darbyplantation.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>Sime Darby Plantation established a Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 with no changes on the document as the audit. The document is a guidance for SOU 11 Kerdu 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 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 comprises of different 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>Sime Darby Plantation established a Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 with no changes on the document as the audit. The document is a guidance for SOU 11 Kerdu management to evaluate workers promotion based on the work performance,</p>	Complied

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		<p>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>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>	
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>Sime Darby Plantation established Human Rights Charter 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>Onsite interviewed with sampled female workers informed no pregnancy testing conducted prior to work. They still offer for work if the pregnant but not involved for chemical handling.</p>	Complied
6.1.5	<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.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby Plantation established Human Rights Charter 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</p>	Complied

		<p>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>	
6.1.6	<p>There is evidence of equal pay for the same work scope. - Minor compliance -</p>	<p>Sime Darby Plantation 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>Onsite interviewed with sampled workers informed they has not any discrimination based on religion, gender, nationality during their recruitment. They agreed that their salary is paid equally based on job task.</p>	Complied

		Document review on sample workers' payslip, it was verified wages paid are equal based on same work scope, number of working days, number of overtimes offered and working incentives.	
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).			
6.2.1	(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 -	Sime Darby Plantation signed the Collective Agreement with National Union of Plantation Workers (NUPW). Document review on sampled workers' employment contracts, sighted the document been translated with various languages includes English, Hindi, Tamil, Bangladeshi and Bahasa Malaysia/Indonesia. 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.	Complied
6.2.2	(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 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. - Critical (Major) compliance -	Document review on sampled workers' employment contracts sighted details of payments and conditions of employment. The contract includes with terms related to duration, hours of work, overtime, annual/medical leave, public holiday, mutual termination, salary deductions, maternity entitlement, etc. The terms are following the Employment Act 1955, Minimum Wages Order 2020, SOCSO Act 1969, EPF Act 1991, EIS Act 2017, and the MAPA/NUPW agreement. 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. Confirmed on the no illegally work imposed in estates and mill, sighted documents as follow to monitor each workers performance.	OFI

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		<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. 3. Employee Master List, SEMUA report. <p>Salary deduction and overtime were in accordance with the relevant laws (SOCSSO, EPF, EIS) and Labour Office permits.</p> <p>Onsite interview with sampled workers informed they do not bring their family members from home country to do illegally work on behalf of their present in field operations.</p> <p><u>Opportunity for Improvement</u></p> <p>The management could improve the information in employment contract to reflect with revise applicable requirements.</p>	
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.</p> <p>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 dismissal, period of notice and other legal labour requirements were met.</p> <p>SOU 11 Kerdu management demonstrate compliance with Employment Act 1955 related to regular working hours, overtime, sickness and holiday entitlement, maternity leave, etc.</p> <p>This includes statutory deductions (SOCSSO, EPF, EIS) and non-statutory deductions (e.g., union/NUPW, water, electricity bills, etc) in accordance with Labour Office permits. These permits are as detailed out under Indicator 2.1.1 above.</p> <p>Document review, SOU 11 Kerdu management maintain and monitor the compliance through workers' punch cards, workers'</p>	Complied

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		<p>employment contracts and workers' payslips</p> <p>Reviewed on the sampled 66 workers' employment contracts and payslips for the month of July 2022 (low), November 2022 (high) and March 2023 (medium) confirmed is in according to requirement.</p> <p>Example</p> <p>Mentakab Estate</p> <ol style="list-style-type: none"> 1. ID#177xxx 2. ID#117xxx 3. ID#174xxx 4. ID#178xxx 5. ID#174xxx 6. ID#157xxx 7. ID#108xxx 8. ID#142xxx 9. ID#140xxx 10. ID#175xxx 11. ID#142xxx 12. ID#102xxx 13. ID#177xxx <p>Review on the sampled employee payslip for ID#140xxx, ID#117xxx and ID#102xxx, sighted the information such as wages for harvesting rated and total of bunches harvested. 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</p>	<p>SOU 11 Kerdu managements maintain the current basic amenities and facilities at the quarters provided to the workers includes good</p>	<p>Complied</p>

	<p>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>sanitation, estate clinics, mosque, temples, electricity supplies, water supplies, sundry shops within estate compound and domestic waste disposal. Electricity and water were supplied by government and will deducted from salary when the usage is excess.</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 11 Kerdau 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> <p>SOU 11 Kerdau 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>	
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>Sime Darby Plantation’s SOU 11 Kerdau managements continuously monitor sundry shops and canteen operated in each operations compound with annual tenancy agreement made.</p> <p>Example</p> <p>Kerdau Estate including provision of sundry shop with Tenancy Agreement dated 01/01/2022 with and sundry shop operator.</p> <p>The workers can easily access to adequate, sufficient, and affordable foods and goods.</p>	Complied
6.2.6	<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>Sime Darby Plantation provided the decent living wage for both local and foreign workers based on prevailing wages assessment. It includes wage, service bonus, meals, housing, health, facilities,</p>	Complied

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<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 Decent Living Wage (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).</i></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 	<p>sports and recreation, education, creche, welfare, etc.</p> <p>In absence of DLW, SOU 11 Kerdu management conducted Prevailing Wage Assessment based on check roll worker for period of March 2023. Denominator of total headcount Workforce: 976; Worker: 837; Local worker: 326; Foreign worker: 511.</p> <p>During document review onsite for payslip as sighted in indicator 6.2.1 verified that the salary received complied with the minimum wage order 2021 and the decent living wage set up by the group which local workers received wages with average of RM 1,713.71 per workers and for foreign workers received wages with average of RM 1,674.88 per workers</p>	
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	<ul style="list-style-type: none"> • 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>Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.2 above. Based on worker master list of workers verified SOU 11 Kerdu management has not hired casual, temporary and day labour employed within all operating units within SOU 11.</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>Sime Darby Plantation established 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 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. 	Complied

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		4. Sime Darby Plantation 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.	
6.3.2	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. - Minor compliance -	SOU 11 Kerdu management conduct meeting with NUPW representative. The meeting minutes of meetings is available for review. Document review of sampled estates sighted NUPW minutes of meeting available and had been discuss with date as follow. 1. Kerdu Estate conducted meeting on 13/10/2022. 2. Kerdu POM conducted meeting on 15/09/2022. 3. Mentakab Estate conducted meeting on 28/05/2022. 4. Chenor Estate conduct meeting on 14/12/2022. 5. Sg. Mai Estate conduct meeting on 10/01/2023. Onsite interview with NUPW representative informed they attended to represent workers who are freely elected among workers.	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Onsite interview worker inform selection of NUPW representative made from the election among the NUPW member without management interference. Foreign workers included in the committee formation and appointment letter sighted. The selection also based on the election meeting.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	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. - Minor compliance -	Sime Darby Plantation established Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 has no changes. They respect the rights of their employees, their workers in their operations and their communities through their commitments	Complied

		<p>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, persons of different abilities and refugees. 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>Onsite visit and interviewed with sampled informed they are no child employed in field. This is confirmed with workers master list at each of sampled estates.</p> <p>Contractors were bonded by Vendor COBC signed which state clearly in clause 5.8 abolishment of child labour & protecting the</p>	
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		rights of children available in the Vendor COBC dated 21/06/2020, Human Rights Charter-protecting the rights of children.	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	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 workers, the Workforce Management Unit Liaison & Recruitment SOPP (WMU/LR-SOPP/March2016) dated 30/03/2016 under clause procedures recruitment team shall be guided by approved requirement; Age 18-45 years old).	Complied
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>Sime Darby Plantation SOU 11 Kerdu 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 & mill workers informed they are above 18 years when 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>Sime Darby Plantation SOU 11 Kerdu managements continuously implemented the practices ensures no young with aged below 18 years old are employed.</p> <p>Group Sustainability & Quality Policy Statement include Protecting the Rights of Children were communicated to external stakeholders includes smallholders and FFB suppliers during the external stakeholder meeting and face to face session as details below.</p> <ol style="list-style-type: none"> 1. Kerdu POM and Kerdu Estate on 08/03/2023 2. Chenor Estate on 23/02/2023 3. Mentakab Estate on 11/05/2022 4. Sg. Mai Estate on 02/11/2022 	Complied

		Onsite interview with sampled both estates & mill 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.	
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
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>Sime Darby Plantation established 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 abuse are eliminated and to provide support for victims. 2. Eradicating any form of Exploitation: They endeavor to eradicate any form of forced or bonded labour, slavery, human trafficking, and sexual exploitation. <p>The policy communicated through the Gender Committee meeting conducted quarterly.</p>	Complied
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>There are no changes on Sime Darby Plantation's Social Policy, Gender Policy and Social & Humanity Management Policy dated January 2015. The policies are evidence of management commitment to protect their reproductive rights.</p> <p>The policy displayed on the notice board accessible by the workers. Interviewed with sampled workers informed that they were briefed on the policies during morning muster and the policies was displayed at the notice board outside the office.</p>	Complied

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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>Sime Darby Plantation 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>Kerdau POM conducted assessment for new mothers with infants under 24 months as follow.</p> <ol style="list-style-type: none"> 1. 04/04/2023 staff with infants one (1) year and 5 months 2. 28/04/2023 staff with infant one (1) year 3. 14/02/2023 workers with infant three (3) months and six (6) days 4. 07/06/2022 workers with infant three (3) months <p>Based on the assessment for Kerdau POM management, all new mothers request for early release and flexible breaktime for breastfeeding to their child.</p> <p>Onsite interview with sampled invited new mother informed she received the request of need especially the early release and flexible breaktime for breastfeeding to their child. Her release is form with time-chit slip approved by estate manager upon leaving the office.</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>Sime Darby Plantation established Gender Committee Handbook, First Edition 2014. The handbook has no changes and objectives to implementation framework and guidelines where grievance reporting procedure for gender was developed. The new Term of Reference for Gender Representative and Gender Committee dated March 2021 has been introduced to improve on the implementation of gender related activities in Sime Darby Plantation.</p> <p>Any cases must be reported to Sustainability Compliance Unit, Group Sustainability Department (GSD). Incident report template was established. Flowchart and Procedure on Handling Social</p>	Complied

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		<p>Issues, version 1, dated 01/11/2008 was implemented as well. 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 term of the statement of conformity when comparing from the previous audit result. Up to now since previous assessment last year till the date of this audit, the policy is available at SOU 11 Kerdau 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 11 Kerdau managements since the last audit.</p> <p>Onsite interview with sampled workers informed they been briefed on the information of grievance mechanism, which respects anonymity and protects complainants.</p>	
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <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 	<p>There is no change in term of the statement of conformity when comparing from the previous audit result. Up to now since previous assessment last year till the date of this audit.</p> <p>An updated Inter-Office Mail (IOM) Ref. #CEOUM/019/03/2023; dated 02/03/2023 on ILO Forced Labour Prevention Validation Procedure (FLPVP) – Change of Process Owner and Reference Number & Content Refinement was issued by CEO, Upstream Malaysia to all Regional CEOs, GMs and SQM Managers. The update</p>	Complied

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	<ul style="list-style-type: none"> • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>procedure is reference to the Forced Labour Prevention Validation Procedure; 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>Based on sampled workers employment document for March 2023 it was 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> <p>There's also Nursery for Estate's Toddlers (NEST) Guidelines; Doc. # SDP/PSQM/SU/NEST/001; Rev. 0; Date: 28/5/2018 that requires all children of estate workers are not allowed to go to field and will be taken care by child minder in NEST if not schooling yet.</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>- Critical (Major) compliance -</p>	<p>Sime Darby Plantation established Human Rights Charter revised 2020. The charter has no changes, and it can be 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 	Complied

		<p>3. Eradicating any form of exploitation</p> <p>a. 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</p> <p>4. 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> <p>All the foreign workers will be provided with induction training prior to work. Besides, they were provided with decent living condition and free from any discrimination. The workers informed that they were treated equally without any discrimination and allow 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 in order 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>			
<p>6.7.1</p>	<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>- Critical (Major) compliance -</p>	<p>The respective Sr. Managers/ Managers in Operating Unit in SOU 11 has been appointed as Person Responsible / Chairman for Safety and Health in the estate as per appointment letter signed by the Regional CEO, Central East Region and Safety and Health Committee Procedures, ver. 0 dated 17/11/2021 under section 4. Roles & Responsibilities and section 6. Composition of Safety and Health Committee under subsection 6.2. Appointment of Chairman, Secretary and Other Members. Refer doc. No. UM/HSE/OCP/08.</p>	<p>Complied</p>

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The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training.

The operating units conducted safety and health committee meeting as per Safety and Health Committee Procedures, ver. 0 dated 17/11/2021 under section 7. Meetings of Safety and health Committee under subsection 7.1. Frequency of Meetings of Committee. Reviewed the latest 4 minutes of the meeting conducted for every operating unit as follows:

	01/ 2023	04/ 2022	03/ 2022	02/ 2022	01/ 2022
Kerdau POM	21/02/ 2023	25/11/ 2022	26/08/ 2022	20/05/ 2022	18/02/ 2022
Kerdau Estate	23/02/ 2023	28/11/ 2022	22/08/ 2022	20/05/ 2022	24/02/ 2022
Sg. Mai Estate	17/01/ 2023	07/11/ 2022	12/08/ 2022	14/05/ 2022	18/03/ 2022
Chenor Estate	20/03/ 2023	28/12/ 2022	28/09/ 2022	28/06/ 2022	30/03/ 2022
Mentakab Estate	27/03/ 2023	29/12/ 2022	30/09/ 2022	24/06/ 2022	11/03/ 2022

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<p>6.7.2</p>	<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>Sime Darby Plantation has established Accident and emergency procedures under procedure as follows:</p> <ol style="list-style-type: none"> 1. Incidents, Accidents and Non-compliance Management Procedures, ver. 1, dated 01/06/2022. Refer doc. no. UM/HSE/SP/03 2. Emergency Preparedness Response Procedure, ver. 0, dated 17/11/2021. Refer doc. no. UM/HSE/SP/02 3. First Aid in Workplace Procedure, ver. 0, dated 09/03/2021. Refer doc. No. UM/HSE/OCP/01 <p>The operating units maintain the records of accidents including JKKP 6 forms reported to DOE, medical leaves certificates, accidents investigations reports and HIRARC review. The accidents occurrences were reported to the Headquarters through Rapid 4 systems and DOSH by submitting the JKKP 6 form through MyKKP system.</p> <p>The operating units maintains the records of accident occur in the estate and reported to the main office through Rapid 4 system and to DOSH through form JKKP in MyKKP system. Reviewed document related to the accident such as Rapid 4, JKKP 6, accident investigation reports or SOCSO claim as follows:</p> <ol style="list-style-type: none"> 1. Kerbau Estate - Accidents occur on 29/05/2022 at harvesting operations and 05/03/2022 involving tractor driver. 2. Sg. Mai Estate – Accidents occur on 14/01/2023 at harvesting operations and 02/08/2022 involving carpenter. 3. Chenor Estate – Accident occurs on 08/01/2023, 30/01/2023 and 07/02/2023 at harvesting operation 	<p>Complied</p>
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		<p>4. Mentakab Estate – Accident occurs on 23/08/2022 at harvesting operation and 08/04/2023 involving tractor driver.</p> <p>The operating units provided first aid boxes at the estates and placed in designated places or handled by trained first aider. The estate continuously provided training to ensure the understating on first aid usage to the first aider. Reviewed the training records conducted as per criteria 3.7.2.</p> <p>The first aid was monitored on monthly basis. Reviewed the monitoring records for the month of January, February, and March 2023. Noted during site visit and interview with the spraying and harvesting mandores, the understanding on the first aid kit treatment and condition of the first aid box was satisfactory.</p> <p>The Operating units has established the ERP Team lead by the Estate Manager as Safety Commander. The team was divided into Accident, Storm and flood, Spillage Team, fire, Rescue and search Team and First Aider Team.</p> <p>Fire drill and firefighting training was conducted on annually basis. Reviewed the training records for all sampled estates as per criteria 3.7.2. Noted during interview with workers, the understanding to use firefighting equipment was satisfactory.</p>	
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>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per CHRA report, NRA report, HIRARC, Safety Work Procedure Oil Palm Estate Operation dated 01/11/2021 and Personal Protective Equipment (PPE) Procedure, doc ref. no. UM/HSE/OCP/03 dated 09/03/2021.</p> <p>All workers in the operating units have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge.</p>	Complied

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		<p>During the field visit to the Spraying Gang, Harvesting Gang and Manuring Gang at the estate and Laboratory, Boiler Station, and Workshop at the mill, it was sighted that all required appropriate PPEs were worn by the personals. The understanding on importance of PPE were acceptable among the workers.</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.</p> <p>The estate conducted PPE inspection periodically to ensure the workers wear the PPE provided. Reviewed the PPE inspection records conducted during morning muster at all estates visited.</p>	
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. Reviewed on workers profile records found that all workers are covered by the accident insurances.</p> <p>Local and foreign workers covered by SOCSO or Perkeso (Pertubuhan Keselamatan Sosial). Reviewed the form 8A, "Jadual Caruman" for the month of February and March 2023.</p> <p>For accident eligible for SOCSO claim, the operating units has made claim to SOCSO.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated. JKKP 8 form were submitted to DOE through MyKKP systems. Sighted the samples of accident statistic FY 2022 as reported to DOSH as follows:</p>	Complied

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			Operating units	Accident Cases	LTA		
			Kerdau POM	0	0		
			Kerdau Estate	7	35		
			Sg. Mai Estate	4	79		
			Chenor Estate	7	17		
			Mentakab Estate	3	13		

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	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	Key Areas of Activity	Action Plan	Complied
		Planting beneficial plant	<ul style="list-style-type: none"> To plant beneficial plant along the main roads To plant beneficial plant along the estate boundary as per targeted 	
		Bagworm and nettle caterpillar	<ul style="list-style-type: none"> Control the outbreak by using trunk injection or using knapsack sprayer and air blast To increase beneficial plant ratio per ha from 1dm:1 ha to 2dm:1 ha 	

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		<p>Rat Baiting</p>	<ul style="list-style-type: none"> • Monitored rat baiting program • using owls to control the rat population as biological control • using low generation of bait as chemical control (1st Generation) • Conduct rat baiting campaign 2 round for annual basis 	
		<p>Rhinoceros beetle</p>	<ul style="list-style-type: none"> • to monitor and supervise the infestation daily • to control with spraying bi-monthly interval • to chipping trunk below 10 cm in order to avoid breeding of RB • Planting of LCC to avoid breeding of RB • To apply single layer of EFB 	
		<p>Ganoderma disease</p>	<ul style="list-style-type: none"> • carry out census at 3 monthly intervals • to carry out mounding of the infected palm 	

		<p>Barn owl box</p>	<ul style="list-style-type: none"> • to install barn owl boxes at ratio 1:10 • mapping and monitoring all barn owl available • to avoid using 2nd generation of bait to kill rats. 	
		<p>Kerdau Estate</p> <ol style="list-style-type: none"> 1. Barn Owl Box census was conducted once every 6 months. Reviewed the census records as of November 2022 with barn owl box ratio at 1:12.33 h 2. The estate conducted rat baiting once every 6 months. Reviewed the latest rat baiting conducted in February 2023. <p>Sg. Mai Estate</p> <ol style="list-style-type: none"> 1. The estate conducted rat baiting once every 6 months. Reviewed the rat baiting conducted at field 2017A and 97J conducted in June 2022. 2. The estate chipped the felled palm trunk for replanting to below 10cm to prevent breeding of RB. Reviewed the records of palm trunks chipping conducted in September 2022. <p>Chenor Estate</p> <ol style="list-style-type: none"> 1. The estate conducted barn owl census once every 6 months. Latest census was conducted in August 2022 with occupancy recorded at 53%. 		

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		<p>2. The estate conducted rat baiting once every 6 months. Reviewed the latest rat baiting conducted in March 2023.</p> <p>Mentakab Estate</p> <ol style="list-style-type: none"> 1. The estate conducted rat baiting once every 6 months. Reviewed the latest rat baiting conducted in March 2023 for field P22C, P98A2 and P99A3. 2. As biological control for pest such as bagworm, the estate planted beneficial plant planted such as <i>Tunera subulata</i>, <i>Cassia cobanensis</i>, <i>Antigonan leptopus</i> and <i>Euphorbia heterohylla</i> ass sighted in P2020A, P2020B and P2020C. 3. When the estate alerts on the pest attack such as bagworm, the estate conducted census on fortnightly basis. Reviewed the bagworm census report dated 28/03/2023 and 12/04/2023. 	
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>This is not practiced in the estates visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM.</p> <p>In SOU 11, 3 plant species were used for IPM to control pest. The beneficial plant planted such as <i>Tunera subulata</i>, <i>Cassia cobanensis</i>, and <i>Antigonan leptopus</i>.</p> <p>At Mentakab Estate, the also planted the <i>Euphorbia heterohylla</i></p>	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>No evidence and records of fire usage for pest control at all estate visited.</p> <p>Addressed in the Sime Darby Planation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on 02/12/2019 and Responsible Agriculture Charter under section 3.2: Protect and enhance forest:</p>	Complied

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		<p>"We will seek to protect and enhance forest and wildlife, and minimise carbon emission from land use change through:</p> <p>ix. Zero tolerance of the use of fire within our land boundaries and conservation areas, and the establishment of effective monitoring and prevention systems, as well as protective firefighting measures in and around our operation."</p>																																				
<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 written justification in Standard Operating Procedure (SOP) of all agrochemicals are available the Agricultural Reference Manual (ARM), SOP and in the Safety Pictorial Book prepared by Sime Darby Plantation Sdn Bhd. Refer to Sime Darby Plantation Agricultural Reference Manual, latest update issue no. 2, dated June 2021 under section 16: Weed Control</p>	Complied																																			
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 used (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications) is maintained by the estate and submitted to the Head Quarters on a monthly basis. Sampled the a.i/ha for chemicals used in 2022 as below: -</p> <table border="1"> <thead> <tr> <th>Operating Unit</th> <th>Kerdau Estate</th> <th>Sg. Mai Estate</th> <th>Chenor Estate</th> <th>Mentakab Estate</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>0.083</td> <td>0.089</td> <td>0.005</td> <td>0.294</td> </tr> <tr> <td>Feb 2022</td> <td>0.136</td> <td>0.099</td> <td>0.086</td> <td>0.333</td> </tr> <tr> <td>Mar 2022</td> <td>1.256</td> <td>0.152</td> <td>0.070</td> <td>0.719</td> </tr> <tr> <td>Apr 2022</td> <td>0.349</td> <td>0.208</td> <td>0.059</td> <td>0.470</td> </tr> <tr> <td>May 2022</td> <td>0.637</td> <td>0.139</td> <td>0.078</td> <td>1.072</td> </tr> <tr> <td>Jun 2022</td> <td>0.286</td> <td>0.121</td> <td>0.103</td> <td>0.947</td> </tr> </tbody> </table>	Operating Unit	Kerdau Estate	Sg. Mai Estate	Chenor Estate	Mentakab Estate	Jan 2022	0.083	0.089	0.005	0.294	Feb 2022	0.136	0.099	0.086	0.333	Mar 2022	1.256	0.152	0.070	0.719	Apr 2022	0.349	0.208	0.059	0.470	May 2022	0.637	0.139	0.078	1.072	Jun 2022	0.286	0.121	0.103	0.947	Complied
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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>The estate has established and implemented Environmental Improvement Plan and Pollution Prevention Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>The plan as follows:</p> <ol style="list-style-type: none"> 1. Only purchase pesticide/herbicide which have been approved by Procurement Department and pesticide board 2. Integrated Pest management <ul style="list-style-type: none"> - Maintain beneficial plant to control pest, bagworm, and nettle caterpillar 3. Maintain barn owl census to control rats 	Complied																														
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 is no evidence of prophylactic use of pesticides in the 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 paraquat, are not used, unless in exceptional circumstances, as validated</p>	<p>Sighted in the Chemical Registers showed that only class III & IV chemicals were used at the estates. During the site visit to the chemical store, it was justified that there were only class II, III and IV chemicals being used. Paraquat was eliminated. In its place,</p>	Complied																														

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	<p>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>alternatives such as Glyphosate was used instead. Monocrotophos was eliminated and in its place, Acephate is used.</p> <p>Kerdau Estate Reviewed the chemical register dated 01/01/2023. Only class III & IV chemicals were used at the estate. the estate use Acephate for bagworm control. Reviewed the approval letter no. PHG/2022/ACP/032(GL) for purchasing of 350 kg of Acephate from 29/04/2022 to 19/05/2022.</p> <p>Sg. Mai Estate As recommendation in CHRA report, the estate updated the chemical register report on annually basis. Reviewed the Chemical Register dated 01/01/2023.</p> <p>Chenor Estate The estate updated the chemical register on annually basis. Reviewed the chemical register dated 01/01/2023. Noted during site visit at the chemical store, the chemical stored were consistent with chemical register.</p> <p>Mentakab Estate As per CHRA assessor recommendation, the estate updated the chemical register in annually basis. Reviewed the chemical register dated 04/01/2023. Noted during site visit at the chemical store, only class III & IV chemicals were used at the estate.</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</p>	<p>Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective</p>	Complied

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	<p>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>equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with workers in the estate.</p> <p>The estates keep the training records as per criteria 3.7.2.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate's Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</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>Empty pesticides container was identified as recycle waste. All empty pesticides containers were triple rinse, puncture and stored at designated stored before disposed to licensed contractors. The pesticides containers were disposed as Scheduled Waste under SW 409 or recycled waste base on availability of waste disposal contractors.</p> <p>Reviewed the disposal records as per criteria 7.3.2.</p>	Complied
7.2.9	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Aerial spraying is not a practice is SOU 11.</p>	Not Applicable

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<p>7.2.10</p>	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -</p>	<p>The estates also send the chemical handlers for medical surveillance to ensure all workers are fit to works as chemical handlers. Reviewed the medical surveillance reports as follows:</p> <p>Kerdau Estate FY 2022, the estate conducted medical surveillance on 07/02/2022 by OHD with DOSH reg. no. HQ/15/DOC/00/390. 12 workers were sent for medical surveillance and found fit to work as chemical handlers. FY 2023, medical surveillance has been conducted on 14/03/2023. The report is still in progress as per communication letter with the OHD.</p> <p>Sg. Mai Estate Based on CHRA recommendation, the estate conducted medical surveillance on annually basis. FY 2022, medical surveillance was conducted on 22/03/2022 by OHD with DOSH reg. no. HQ/15/DOC/00/390. 3 workers were sent for surveillance and found fit to work. FY 2023, the medical surveillance was conducted on 02/02/2023. The report was still in progress.</p> <p>Chenor Estate As per CHRA report, the estate was recommended to conduct medical surveillance on annually basis. Latest medical surveillance was conducted on 21/03/2023 for workers exposed with pesticides and manganese. The surveillance was conducted by OHD with DOSH reg. no. HQ/15/DOC/00/390. 17 workers were sent for surveillance and found fit to work.</p>	<p>Complied</p>
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		<p>Mentakab Estate</p> <p>FY 2022, the estate conducted medical surveillance for sprayers and welders. 6 workers were sent for surveillance conducted on 13/05/2023 by OHD conducted by HQ/15/DOC/00/390. All workers were found fit to work. FY 2023, the estate has conducted medical surveillance on 07/04/2023. The report is still in progress.</p> <p>Additionally, the estate conducted health surveillance for sprayers and workshop operators on monthly basis. Reviewed the health surveillance reports for February and March 2023. All workers were fit to work as chemical handlers and welders.</p>	
7.2.11	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Addressed in the Sime Darby Planation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on 02/12/2019 and Human Rights Charter under section 3.2 Respect and Uphold Labour Rights stated as follows:</p> <p>“3.2.3 Providing a safe and healthy working environment by delivering accident prevention training, risk minimisation focused training, and providing appropriate protective equipment.”</p> <p>“3.2.5 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. We will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.”</p> <p>It was sighted during the visit to the stores there were signage stating that pregnant and breast-feeding women are not allowed to enter the chemical stores.</p>	Complied

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		There were no female workers assigned for chemical related works in the estates visited.																		
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.																				
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	<p>SOU 11 Mill and Estates had identified all wastes and sources of pollution. The Waste Management Action Plan FY 2023 were established to mitigate and control the identified wastes and source of pollution and documented as following:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Type</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Domestic waste</td> <td>Rubbish from housing & office</td> <td>Disposal by Alam Flora twice a week</td> </tr> <tr> <td>Sewage from septic tank</td> <td>Weekly monitoring & desludging as required</td> </tr> <tr> <td>Industrial waste</td> <td>Scrap metal</td> <td>Signages and centralize storage & disposal to highest bidder – Letter of Award & Acceptance (LOA) Sales of Scrap Metal Exercise for Central East Region FY2023; Ref. # CER/OPEX/002/2023-CER; Date: 20/2/2023</td> </tr> <tr> <td>Scheduled waste</td> <td>SW306, SW409, SW110, SW410, SW 404</td> <td>SW handling as per EQ (SW) Reg. 2005</td> </tr> <tr> <td>Recyclable waste</td> <td>Empty pesticide container</td> <td>- Reuse as premix container</td> </tr> </tbody> </table>	Category	Type	Action	Domestic waste	Rubbish from housing & office	Disposal by Alam Flora twice a week	Sewage from septic tank	Weekly monitoring & desludging as required	Industrial waste	Scrap metal	Signages and centralize storage & disposal to highest bidder – Letter of Award & Acceptance (LOA) Sales of Scrap Metal Exercise for Central East Region FY2023; Ref. # CER/OPEX/002/2023-CER; Date: 20/2/2023	Scheduled waste	SW306, SW409, SW110, SW410, SW 404	SW handling as per EQ (SW) Reg. 2005	Recyclable waste	Empty pesticide container	- Reuse as premix container	Complied
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		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="width: 50%; text-align: center;">- Triple-rinsed and punctured</td> </tr> <tr> <td style="text-align: center;">Building debris</td> <td style="text-align: center;">Reuse as road maintenance material</td> </tr> </table> <p>Disposal based on toxicity and hazardous characteristics, is documented, and implemented as per sample as following:</p> <ul style="list-style-type: none"> - Kerdau Estate: Domestic Waste disposal by Axxx sample receipt # AFES52093; Date: 30/8/2022. - Kerdau POM: Axxx Receive Weighing Note Ticket #B0053809; Net Weight: 1,360 kg; Date: 4/7/2022 		- Triple-rinsed and punctured	Building debris	Reuse as road maintenance material	
	- Triple-rinsed and punctured						
Building debris	Reuse as road maintenance material						
7.3.2	<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>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample sighted for Kerdau Estate 5th Schedule (Regulation 11) EQA 1974; EQ(SW) Reg. 2005 Inventory of Scheduled Wastes; File Ref. # JAS.CTM.600-3/4/12; Month: March; Year: 2023 stocks 24/03/2023:</p> <ul style="list-style-type: none"> - SW306 (Spent Hydraulic Oil); Balance: 0.2mt; Generated: 0.4mt - SW404 (Clinical Waste); Balance: 0.0mt; Generated: 0.001mt - SW409 (Contaminated Container); Balance: 0.018mt; Generated: 0.0mt - SW410 (Contaminated gloves/rags/oil filter); Balance: 0.007mt; Generated: 0.003mt <p>6th Schedule (Regulation 12) EQA 1974; EQ(SW) Reg. 2005 Consignment Note # 31881 for Scheduled Wastes by Rxxx; Date: 4/4/2023; Waste disposed: SW305; Quantity: 800L/0.8mt</p> <ul style="list-style-type: none"> - Consignment Note # 0182936; by Kxxx; Code: SW409; Date: 11/10/2022 	Complied				

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		<p>Sg. Mai Estate 5th Schedule (inventory); File ref. # JAS.CHQ.600-3/4/10 for April 2023 dated 8/4/2023:</p> <ul style="list-style-type: none"> - SW305 (Used Lubricant); Balance: 0.025mt; Generated: 0.15mt - SW306 (Used Hydraulic Oil); Balance: 0.054mt; Generated: 0.04mt - SW410 (Used Filter); Balance: 1.05mt; Generated: 0.015mt - SW418 (Discarded Paint); Balance: 0.01mt; Generated: 0.01mt <p>Disposal:</p> <ul style="list-style-type: none"> - Consignment Note for Scheduled Waste # 2022032211VGQADU; Date: 22/03/2022; SW409; Quantity: 0.05 mt - Consignment Note for Scheduled Waste # 2022032211U40PDL; Date: 22/03/2022; SW418; Quantity: 0.20 mt - Consignment Note for Scheduled Waste # 2022032211T3AWCZ; Date: 22/03/2022; SW410; Quantity: 0.03 mt <p>Chenor Estate 5th Schedule (inventory); File ref. # AS:C11/12 for April 2023 dated 8/4/2023:</p> <ul style="list-style-type: none"> - SW404 (Pathogenic wate); Balance: 0.025mt; Generated: 0.15mt - SW306 (Used Hydraulic Oil); Balance: 0.054mt; Generated: 0.04mt - SW410 (Used Filter); Balance: 1.05mt; Generated: 0.015mt - SW418 (Discarded Paint); Balance: 0.01mt; Generated: 0.01mt <p>Disposal:</p> <ul style="list-style-type: none"> - Consignment Note for Scheduled Waste # 20230403142DIOF8; Date: 03/04/2023; SW404; Quantity: 0.0043 mt - Consignment Note for Scheduled Waste # 2022112114BN79JE; Date: 21/11/2022; SW404; Quantity: 0.0027 mt 	
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7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Visit to the mill and estates sampled during on-site assessment confirmed that no fire was used for waste disposal.	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	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Good agriculture practices which follow the group agriculture manual contains Standard Operating Procedures to ensure soil fertility is managed to a level that ensures optimal and sustained yield. The sustaining of the soil fertility is guided by the organization SOPs content among others as stated in sections of the following documents: a) EQMS chapter B8 - Leguminous Cover Crops b) EQMS chapter B14 – Manuring c) ARM Section 8 – Manuring	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Plant Nutrition and Protection Unit (PNU) prepare the annual fertilizer recommendation base leaf analysis result. Leaf analysis show the nutrient level was used as the guidance for the recommendation. As per company SOP, the soil sampling analysis carried at 5 years interval. The leaf analysis and soil analysis report were made available for review. Kerdau Estate Soil analysis conducted in March 2019. Refer report no. S33/2019 dated 05/04/2019 Latest leaf sampling was conducted on 12/10/2022 – 25/11/2022. The leaf nutrient report was included in the Ldg Kerdau 2022-2023	Complied

		<p>Agronomic & Fertiliser Recommendation Report – Oil Palm dated 24/02/2022.</p> <p>Sg. Mai Estate Latest soil analysis was conducted on 28/10/2022. Refer report no. S20/2023 dated 09/03/2023. Latest leaf sampling was conducted on 27/09/2022 – 07/10/2022. The leaf nutrient report was included in Ladang Sg. Mai 2023/24 Agronomic Highlights and Fertiliser recommendation Report – Oil Palm</p> <p>Chenor Estate Latest soil analysis was conducted on 13/02/2019. Refer report no. S29/2019 dated 04/04/2019. Latest leaf sampling was conducted on 08/11/2022 – 23/11/2022. The leaf nutrient report was included in Ladang Chenor 2023/24 Agronomic Highlights and Fertiliser recommendation Report – Oil Palm</p> <p>Mentakab Estate Latest soil analysis was conducted on 13/02/2019. Refer report no. S29/2019 dated 04/04/2019. Latest leaf sampling was conducted on 30/11/2022 – 30/12/2022. The leaf nutrient report was included in Ladang Mentakab 2023/24 Agronomic Highlights and Fertiliser recommendation Report – Oil Palm</p>	
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<p>7.4.3</p>	<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>All estate visited implemented a nutrient recycling strategy which 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. Records showed that the estates had applied EFB at least 35 tons/ha based on recommendation by agronomist as per sample as following:</p> <ul style="list-style-type: none"> - Kerdu Estate: Sample Field # 2012C = 2,306.23 mt - Chenor Estate: Sample Field # 2014A = 121.90 mt (Mar 2023) - Sg. Mai Estate: Sample Field # 2014B = 453.66 mt (Jan 2023) 	<p>Complied</p>																								
<p>7.4.4</p>	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Fertilizers in all estates within SOU 11 were applied 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. 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 fertilizers as following:</p> <table border="1" data-bbox="1220 1066 1883 1362"> <thead> <tr> <th></th> <th>Fertilizer</th> <th>Kg/palm</th> <th>Application month</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Comp 45</td> <td>1.50-1.75</td> <td>Sept</td> </tr> <tr> <td>2</td> <td>Kieserite</td> <td>1.00-1.50</td> <td>April/June</td> </tr> <tr> <td>3</td> <td>Borate</td> <td>0.10</td> <td>Mac</td> </tr> <tr> <td>4</td> <td>NK C1</td> <td>3.00-4.00</td> <td>Sept/Feb</td> </tr> <tr> <td>5</td> <td>Rock Phosphate</td> <td>2.00</td> <td>Oct /Nov</td> </tr> </tbody> </table>		Fertilizer	Kg/palm	Application month	1	Comp 45	1.50-1.75	Sept	2	Kieserite	1.00-1.50	April/June	3	Borate	0.10	Mac	4	NK C1	3.00-4.00	Sept/Feb	5	Rock Phosphate	2.00	Oct /Nov	<p>Complied</p>
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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>Soil series map were available for all estates prepared by the R&D-Precision Agriculture Unit. No fragile soils identified in all estates in SOU 11. Soil Identified as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Soil Series</th> </tr> </thead> <tbody> <tr> <td>Kerdau Estate</td> <td>Bungor (15.07%), Gong Chenak (11.87%), Nami (0.6%), Tebok (4.1%), Kuala Brang (48.58%), Kampong Pusu (0.57%), Rasau (0.44%), Terap (1.5%), Gajah Mati (1.66%), Unclassified (0.25%), Local Alluvium (0.7%), Durian (4.25%), Jitra (5.85%), Malacca (4.57%)</td> </tr> <tr> <td>Sg. Mai Estate</td> <td>Bungor (4.04%), Gong Chenak (7.68%), Jempol (32.38%), Kemahang (0.56%), Nami (6.21%), Serdang (3.3%), Tebok (10.16%), Batu Lapan (1.2%), Jeram (19.56%), Kerayong (0.91%), Kuala Brang (7.16%), Rasau (1.37%), Terap (3.03%), Gajah Mati (1.32%), Kuah (1.13%)</td> </tr> <tr> <td>Chenor Estate</td> <td>Jempol (4.21%), Katong (11.21%) Local Alluvium (18.24%), Segamat (50.45%), Durian (10.66%), Kawang (1.99%), Malacca (3.25%)</td> </tr> <tr> <td>Mentakab Estate</td> <td>Gajah Mati (66.10%), Holyrood (30.51%) Undefined Soil (3.39%) Durian Munchong (37.41%), Telemong/ Setiawan (28.40%), Durian (16.44%),</td> </tr> </tbody> </table>	Estate	Soil Series	Kerdau Estate	Bungor (15.07%), Gong Chenak (11.87%), Nami (0.6%), Tebok (4.1%), Kuala Brang (48.58%), Kampong Pusu (0.57%), Rasau (0.44%), Terap (1.5%), Gajah Mati (1.66%), Unclassified (0.25%), Local Alluvium (0.7%), Durian (4.25%), Jitra (5.85%), Malacca (4.57%)	Sg. Mai Estate	Bungor (4.04%), Gong Chenak (7.68%), Jempol (32.38%), Kemahang (0.56%), Nami (6.21%), Serdang (3.3%), Tebok (10.16%), Batu Lapan (1.2%), Jeram (19.56%), Kerayong (0.91%), Kuala Brang (7.16%), Rasau (1.37%), Terap (3.03%), Gajah Mati (1.32%), Kuah (1.13%)	Chenor Estate	Jempol (4.21%), Katong (11.21%) Local Alluvium (18.24%), Segamat (50.45%), Durian (10.66%), Kawang (1.99%), Malacca (3.25%)	Mentakab Estate	Gajah Mati (66.10%), Holyrood (30.51%) Undefined Soil (3.39%) Durian Munchong (37.41%), Telemong/ Setiawan (28.40%), Durian (16.44%),
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		Endensor Division	Holyrood/ Rasau (9.79%), Serdang/ Munchong (5.99%), Undefined Soil (1.97%)	
		Lanchang Division	Durian (41.46%), Akob (25.04%), undefined soil (6.09), Munchong (11.31%), Batu Anam (5.85%), Segamat (6.34%),	
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 contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	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 3.1 Protect and conserve biodiversity and ecosystems stated as follows: "3.1.2 - Management of erosion by protection of steep slopes and river reserves within our operations and promote restoration programs."		Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting conducted at all estates visited.		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 -	Soil series and topography map available for estate visited. No fragile soil categorized in the estates visited as per soil map issued by R&D Precision Agriculture Unit. As sighted in estates visited, the estate has taken into account the land terrain, drainage, and road systems in planning the 2023 replanting.		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.	Addressed in the Sime Darby Plantation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on		Complied

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	- Minor compliance -	02/12/2019 and Responsible Agriculture Charter under section 3.2: Protect and enhance forest: "We will seek to protect and enhance forest and wildlife, and minimise carbon emission from land use change through: vii. No new development of peat areas, regardless of depth or location. We will seek to rehabilitate existing plantings on peats where possible.																																				
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	As per slope map prepared by R&D-TTAS Precision Agriculture Unit (UCP), topography information at estates visited as follows: <table border="1"> <thead> <tr> <th>Elevation</th> <th>Kerdau Estate</th> <th>Sg. Mai Estate</th> <th>Chenor Estate</th> <th>Mentakab Estate</th> </tr> </thead> <tbody> <tr> <td>0° - 2°</td> <td>19.70%</td> <td>23.16%</td> <td>11.82%</td> <td>18.87%</td> </tr> <tr> <td>2° - 6°</td> <td>57.02%</td> <td>45.62%</td> <td>45.25%</td> <td>37.72%</td> </tr> <tr> <td>6° - 12°</td> <td>19.35%</td> <td>18.11%</td> <td>37.14%</td> <td>37.53%</td> </tr> <tr> <td>12° - 20°</td> <td>3.67%</td> <td>9.36%</td> <td>5.71%</td> <td>5.83%</td> </tr> <tr> <td>20° - 25°</td> <td>0.25%</td> <td>2.58%</td> <td>0.07%</td> <td>0.07%</td> </tr> <tr> <td>> 25°</td> <td>0.01%</td> <td>1.17%</td> <td>0.00%</td> <td>0.00</td> </tr> </tbody> </table>	Elevation	Kerdau Estate	Sg. Mai Estate	Chenor Estate	Mentakab Estate	0° - 2°	19.70%	23.16%	11.82%	18.87%	2° - 6°	57.02%	45.62%	45.25%	37.72%	6° - 12°	19.35%	18.11%	37.14%	37.53%	12° - 20°	3.67%	9.36%	5.71%	5.83%	20° - 25°	0.25%	2.58%	0.07%	0.07%	> 25°	0.01%	1.17%	0.00%	0.00	Complied
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Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.																																						
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.	Not Applicable																																			

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:</p> <p>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>There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</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>There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable
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>There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable

	<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>		
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>	<p>Sime Darby Plantation has established SOP on Sime Darby Plantation Agricultural Reference Manual, latest update issue no. 2, dated June 2021 under Section 10.4.1 titled Water Management in Coastal or Peat Planting. There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	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 Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 11. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<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>The water and ground cover management programme were documented in the Sime Darby Sime Darby Plantation Agricultural Reference Manual, latest update issue no. 2, dated June 2021 (Water Management in Coastal and Peat lands). Details are described as individual estates and mill had their respective water management plan mainly to monitor among others the following:</p> <p>- Monitor the quality of main water inlet/outlet for pollutants from estate's operations</p>	Complied

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		<ul style="list-style-type: none"> - Contingency during water shortage - Field water management - side pit construction - Adequate field drains - Reuse/recycle wastewater - Peat soil water management <p>Each estate will determine individual objectives for action to be taken as per sample Chenor Estate documented Water Management Plan 2023 as following:</p> <table border="1" data-bbox="1137 671 1928 1114"> <thead> <tr> <th>Objectives</th> <th>Category/type/ location</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td>To save water</td> <td>Water pond</td> <td>Pond water for nursery operation</td> </tr> <tr> <td>Contingency during water shortage dry spell</td> <td>Estate field</td> <td>In-field drain blocking</td> </tr> <tr> <td></td> <td>Line site/housing</td> <td>Purchase from JBA Pahang</td> </tr> <tr> <td>Wastewater reduction</td> <td>Washing bay</td> <td>Rainwater harvesting for washing</td> </tr> </tbody> </table>	Objectives	Category/type/ location	Action	To save water	Water pond	Pond water for nursery operation	Contingency during water shortage dry spell	Estate field	In-field drain blocking		Line site/housing	Purchase from JBA Pahang	Wastewater reduction	Washing bay	Rainwater harvesting for washing	
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7.8.2	<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>- Critical (Major) compliance -</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="1216 1278 1850 1378"> <thead> <tr> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>> 40 meters</td> <td>50 meters</td> </tr> <tr> <td>20 to 40 meters</td> <td>40 meters</td> </tr> </tbody> </table>	River width	Buffer zone	> 40 meters	50 meters	20 to 40 meters	40 meters	Complied									
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10 to 20 meters	20 meters								
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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 to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored as per sample sighted as following:</p> <ul style="list-style-type: none"> - Effluent Analysis Test Report # EP150/2023; Date issued: 16/3/2023; by LS Laboratories Sime Darby Plantation Research Sdn. Bhd. with BOD = 9 mg/L - Water Analysis Test Report # IE254/2023; Date issued: 23/2/2023; by LS Laboratories Sime Darby Plantation Research Sdn. Bhd. with Turbidity = 10.4 NTU 	Complied						

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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 in documented Kerdu POM Water Usage as following:</p> <p>- FY 2022 total: 1.32/mt FFB</p> <p>- FY 2023 to-date March 2023: 1.41/mt FFB</p>	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 efficiency of the use of fossil fuels and to optimise renewable energy is implemented and documented as Fossil Fuel Reduction Plan; Date: 15/2/2023 for estates as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Program</th> <th style="width: 20%;">Action plan</th> <th style="width: 20%;">PIC</th> <th style="width: 20%;">Period</th> </tr> </thead> <tbody> <tr> <td>Preventive maintenance inspection</td> <td>Periodical inspection of machine</td> <td>Supervisor & Foreman</td> <td>Continuous</td> </tr> <tr> <td>Briefing to diesel workers on diesel reduction method</td> <td>Vehicle diesel usage monitoring</td> <td>Field supervisor & foreman</td> <td>Continuous</td> </tr> <tr> <td>Facilities maintenance</td> <td>Zero spillage & leakage</td> <td>Storekeeper, field supervisor & foreman</td> <td>Continuous</td> </tr> </tbody> </table> <p>For mill that mainly operated from a steam turbine engine fuelled by steam from biomass boiler, the plan mainly to maintain uptime of the mill by performing continuous preventive maintenance programs to ensure minimum downtime that will force the use of diesel fuelled engine.</p>	Program	Action plan	PIC	Period	Preventive maintenance inspection	Periodical inspection of machine	Supervisor & Foreman	Continuous	Briefing to diesel workers on diesel reduction method	Vehicle diesel usage monitoring	Field supervisor & foreman	Continuous	Facilities maintenance	Zero spillage & leakage	Storekeeper, field supervisor & foreman	Continuous	Complied
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Facilities maintenance	Zero spillage & leakage	Storekeeper, field supervisor & foreman	Continuous																

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	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>GHG emissions are identified and assessed by the estates as per sample documented as GHG Emission Reduction Plan; Date: 15/02/2023 as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Program</th> <th style="width: 35%;">Action plan</th> <th style="width: 20%;">PIC</th> <th style="width: 30%;">Period</th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;">Reduction of diesel usage and smoke emission to air</td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> - Periodical maintenance of vehicles and machines - Genset usage to replace with TNB </td> <td style="vertical-align: top;">Supervisor & Foreman</td> <td style="vertical-align: top;">Continuous</td> </tr> <tr> <td style="vertical-align: top;">Reduction of non-organic fertilizer</td> <td style="vertical-align: top;">IPM implementation with EFB and composting</td> <td style="vertical-align: top;">Field supervisor & foreman</td> <td style="vertical-align: top;">Continuous</td> </tr> </tbody> </table> <p>For mill, the main sources of GHG emission identified were methane (CH) emission through POME treatment and boiler stack emissions. The mill has plan to install methane capture facilities to reduce its main significant emission. Initial study indicated if the installation complete, it is not feasible to gainfully use the methane captured due to low capacity of mill. The mill continues to study for enabling the priciest methane capture facility. Other less significant GHG emissions identified including CO, SOx and NOx from various sources including fossil fuel, chemical and fertilizer consumptions mainly from estates activities. All emissions were monitored through the Palm GHG calculator and publicly reported accordingly.</p>	Program	Action plan	PIC	Period	Reduction of diesel usage and smoke emission to air	<ul style="list-style-type: none"> - Periodical maintenance of vehicles and machines - Genset usage to replace with TNB 	Supervisor & Foreman	Continuous	Reduction of non-organic fertilizer	IPM implementation with EFB and composting	Field supervisor & foreman	Continuous	Complied
Program	Action plan	PIC	Period												
Reduction of diesel usage and smoke emission to air	<ul style="list-style-type: none"> - Periodical maintenance of vehicles and machines - Genset usage to replace with TNB 	Supervisor & Foreman	Continuous												
Reduction of non-organic fertilizer	IPM implementation with EFB and composting	Field supervisor & foreman	Continuous												

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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 -	SOU 11 calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. There is no new development within the SOU 11 estates.	Complied
7.10.3	(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -	The mill has plan to install methane capture facilities to reduce its main significant emission. Initial study indicated if the installation complete, it is not feasible to gainfully use the methane captured due to low capacity of mill. The mill continues to study for enabling the priciest methane capture facility. Other less significant GHG emissions identified including CO, SOx and NOx from various sources including fossil fuel, chemical and fertilizer consumptions mainly from estates activities. All emissions were monitored through the Palm GHG calculator and publicly reported accordingly.	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 Sime Darby Plantation Agricultural Reference Manual, latest update issue no. 2, dated June 2021, preparation of replanting using fire is not allowed. Based on site visit at replanting areas in sampled estates within SOU 11, there was 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 -	Sime Darby Plantation 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/ The mill and all estates within SOU 11 established its emergency response team should any fire incident occurs. In term of any fire incident, Sime Darby Plantation has established its emergency	Complied

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		response plan. Emergency contact 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 on 15/03/2023. Attendance list and slides presentation of fire prevention were available for verification.	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 11 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: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).	Neither any land clearing in all estates within SOU 11 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 11 covering all the estates and the mill was conducted by the HQ sustainability personnel documented as per report of High Conservation Value (HCV) Re-Assessment for Pahang Zone: Strategic Operating Unit (SOU): - 10 – Bukit Puteri	Complied

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	<p>- Critical (Major) compliance -</p>	<p>- 11 – Kerdu - 12 – Jabor</p> <p>The assessment was conducted by PSQM Department, Sime Darby Plantation Sdn. Bhd., Final Report (Version II) March 2016.</p> <p>There’s also Addendum Report High Conservation Value Re-Assessment for Pahang Zone: SOU 10 Bukit Puteri, SOU 11 Kerdu, SOU 12 Jabor Sungai Mai Estate by Conservation and Biodiversity Unit – Group Sustainability Sime Darby Plantation Berhad (July 2020) with updates of total HCV areas within SOU 11 revised from old 157.6402 ha to new 144.2802 ha</p> <p>Based on the assessment, identified HCV were as following:</p> <table border="1" data-bbox="1153 786 1908 1134"> <thead> <tr> <th></th> <th>Area</th> <th>HCV</th> <th>Kerdu</th> <th>Chenor</th> <th>Mentakab</th> <th>Sg Mai</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Water catchment</td> <td>4</td> <td>7.37</td> <td>7.82</td> <td>-</td> <td>1.95</td> </tr> <tr> <td>2</td> <td>River Reserve</td> <td></td> <td>-</td> <td>-</td> <td>31.70</td> <td>35.38</td> </tr> <tr> <td>3</td> <td>Worship area</td> <td>6</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>4</td> <td>Jah Hut Cemetery</td> <td>6</td> <td>0.0002</td> <td>-</td> <td>-</td> <td>0.01</td> </tr> <tr> <td>5</td> <td>Bukit Kiab</td> <td>4</td> <td>59.00</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>6</td> <td>Pond</td> <td>4</td> <td>1.05</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>		Area	HCV	Kerdu	Chenor	Mentakab	Sg Mai	1	Water catchment	4	7.37	7.82	-	1.95	2	River Reserve		-	-	31.70	35.38	3	Worship area	6	-	-	-	-	4	Jah Hut Cemetery	6	0.0002	-	-	0.01	5	Bukit Kiab	4	59.00	-	-	-	6	Pond	4	1.05	-	-	-	
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7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable																																																	
7.12.4	(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	Based on the assessor recommendations as documented in the Addendum Report High Conservation Value Re-Assessment for Pahang Zone: SOU 10 Bukit Puteri, SOU 11 Kerdu, SOU 12 Jabor Sungai Mai Estate by Conservation and Biodiversity Unit – Group Sustainability Sime Darby Plantation Berhad (July 2020), Management plan on HCV and Biodiversity has been established.	Complied																																																	

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	<p>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> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>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 Plantation 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 - Keep the employees aware about how important biodiversity to the earth is <p>Individual operating units will need to implement relevant management plan to suit its HCV presence such as for Chenor Estate HCV Management Plan for 2022/2023 as following:</p> <p>Scope: Water Catchment</p> <table border="1" data-bbox="1137 1024 1926 1391"> <thead> <tr> <th>Objective</th> <th>Program</th> <th>Time frame</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>To ensure awareness and related safety signage is maintain at site</td> <td>To patrol the availability of signage at all times</td> <td>- Jun 2022 - Sep 2022 - Dec 2022 - Mar 2023</td> <td>To continue and replace for any broken signage</td> </tr> <tr> <td>To ensure agrochemical activities carried out within 2m</td> <td>To patrol no agrochemical activity carried out</td> <td>-</td> <td>To monitor grass cutting work</td> </tr> </tbody> </table>	Objective	Program	Time frame	Remarks	To ensure awareness and related safety signage is maintain at site	To patrol the availability of signage at all times	- Jun 2022 - Sep 2022 - Dec 2022 - Mar 2023	To continue and replace for any broken signage	To ensure agrochemical activities carried out within 2m	To patrol no agrochemical activity carried out	-	To monitor grass cutting work	
Objective	Program	Time frame	Remarks												
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		<table border="1"> <tr> <td>around water bodies</td> <td>within this area</td> <td></td> <td></td> </tr> <tr> <td>To identify how task relating to HCV biodiversity area to be performed and competencies</td> <td>Not allowing any activities within the HCV area</td> <td>-</td> <td>To ensure by monitoring no activities being done at HCV area</td> </tr> </table> <p>Other management plan sighted including HCV Management and Monitoring Plan Sg. Mai Estate (FY 2023) and Monitoring of HCV & Conservation Areas Chenor Estate.</p>	around water bodies	within this area			To identify how task relating to HCV biodiversity area to be performed and competencies	Not allowing any activities within the HCV area	-	To ensure by monitoring no activities being done at HCV area	
around water bodies	within this area										
To identify how task relating to HCV biodiversity area to be performed and competencies	Not allowing any activities within the HCV area	-	To ensure by monitoring no activities being done at HCV area								
7.12.5	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. - Minor compliance -	There is no HCV with existing rights of local communities was identified that needs to be set aside.	Complied								
7.12.6	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. - Minor compliance -	<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> <p>Education programme 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. Regular training also conducted as per sample Mentakab Estate Morning Muster briefing dated 3/4/2023 on Buffer Zone which prohibits the following:</p>	Complied								

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		<ul style="list-style-type: none"> - No swimming - No fishing - No spraying (pesticide & fertilizer application) 							
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>Based on the documented report of High Conservation Value (HCV) Re-Assessment for Pahang Zone: Strategic Operating Unit (SOU):</p> <ul style="list-style-type: none"> - 10 – Bukit Puteri - 11 – Kerbau - 12 – Jabor <p>By PSQM Department, Sime Darby Plantation Sdn. Bhd., Final Report (Version II) March 2016, it was specified in Table 2: Management of HCVA as following:</p> <table border="1" data-bbox="1137 794 1928 1399"> <thead> <tr> <th data-bbox="1137 794 1339 874">HCV Area (HCVA)</th> <th data-bbox="1339 794 1599 874">Possible threats</th> <th data-bbox="1599 794 1928 874">Management & monitoring of HCVA</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 874 1339 1399">River reserve/stream buffer/water bodies</td> <td data-bbox="1339 874 1599 1399"> <ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication of aquatic environments and vegetation overgrowth due to fertilizer applications - Interruption on aquatic biological health - Degradation of catchment areas </td> <td data-bbox="1599 874 1928 1399"> <ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable) - Ensure no agrochemical activities are carried out at bordering the water bodies - Cover any bare soil with planting of vetiver grasses, groundcovers, etc. to reduce soil erosion </td> </tr> </tbody> </table>	HCV Area (HCVA)	Possible threats	Management & monitoring of HCVA	River reserve/stream buffer/water bodies	<ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication of aquatic environments and vegetation overgrowth due to fertilizer applications - Interruption on aquatic biological health - Degradation of catchment areas 	<ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable) - Ensure no agrochemical activities are carried out at bordering the water bodies - Cover any bare soil with planting of vetiver grasses, groundcovers, etc. to reduce soil erosion 	Non-compliance
HCV Area (HCVA)	Possible threats	Management & monitoring of HCVA							
River reserve/stream buffer/water bodies	<ul style="list-style-type: none"> - Riverbanks erosion - Sedimentation eutrophication of aquatic environments and vegetation overgrowth due to fertilizer applications - Interruption on aquatic biological health - Degradation of catchment areas 	<ul style="list-style-type: none"> - Education and awareness for workers - Monitoring of water sampling results (where applicable) - Ensure no agrochemical activities are carried out at bordering the water bodies - Cover any bare soil with planting of vetiver grasses, groundcovers, etc. to reduce soil erosion 							

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				<ul style="list-style-type: none"> - Monitoring by photo (with date) of riverbanks 	
	>25-degree slope area	<ul style="list-style-type: none"> - Soil erosion (the steeper the slope, the greater the erosive power) - Eroded soil deposited down slope can cause road damage 	<ul style="list-style-type: none"> - Marking of slope > 25 degree on the map and in the field - Avoid the construction of skid trails inside steep area - Monitoring by photo (with date) of terracing in the field 		
	Forest border	<ul style="list-style-type: none"> - Forest encroachment - Illegal poaching/wildlife hunting - Illegal logging - Forest product exploitation - Human – wildlife conflict 	<ul style="list-style-type: none"> - Erect signboards to create awareness such as “No trespassing”, “No hunting”, “No open burning” etc. - Maintain the boundary stone along the borders - Liaison with forestry & wildlife department on ways to handle any human-wildlife conflicts - Educate internal and external stakeholders to discourage illegal poaching/logging - Notify the relevant authorities immediately 		

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				<p>if any fires and/or illegal activities are sighted</p>	
		<p>Historical site/tribe sacred area</p>	<ul style="list-style-type: none"> - Demolition - Vandalism - Washed away by nature 	<ul style="list-style-type: none"> - Ensure the area is secured and housekeep - Enabling a consistent, two-way engagement with locals (mutual agreement and continuous consultation) - Monitoring by photo (with date of respective areas) 	
<p>However, it was found in Mentakab Estate as following:</p> <ul style="list-style-type: none"> - Lanchang Division: Riverbanks erosion sighted in river reserve of Chermang Kanan River near bridge within P99A3 & P13B field but no monitoring by photo (with date) of the riverbanks - Edensor Division: Based on the result of Pesticide in Water Analysis by Sime Darby Plantation Research Sdn. Bhd. for Test Report # PL689/2022; Date issued: 08/11/2022, all pesticide parameters tested were not detected in all samples of upstream and downstream of Semantan River water. However, it was found during site visit in the old Edensor Estate Bridge within P17B field that agrochemical activities are not fully ensured not to be carried out at bordering the water bodies. <p>These indicated that the management & monitoring of river reserve/stream buffer/water bodies HCVA were insufficient. Hence, a Minor NC was raised.</p>					

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>	Not applicable since there is no land clearing after November 2005.	Not Applicable
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Kerdau Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4. 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 **Kerdau Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	3.14
PKO	3.14

Extraction	%
OER	21.69
KER	5.93

Production	t/yr
FFB Process	156,139.42
CPO Produced	41,676.30
PKO Produced	9,260.90

Land Use	Ha
OP Planted Area	18,285.33
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	97.37
Total	18,382.7

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	120,852.80	0.97	57,020.15	0.36	-	-	177,872.95	1.14
CO ₂ Emission from fertilizer	13,325.19	0.11	4,768.98	0.03	-	-	18,094.17	0.12
NO ₂ Emission	6,610.86	0.05	2,474.67	0.76	-	-	9,085.54	0.06
Fuel Consumption	63.25	-	23.41	0.01	-	-	86.66	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-111,971.88	-0.90	-52,500.60	-0.34	-	-	-164,472.48	-1.05
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	28,880.22	0.23	11,786.62	0.08	88,834.34	-	129,501.18	0.83

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	30,605.97	0.20
Fuel Consumption	12.20	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	30,618.17	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

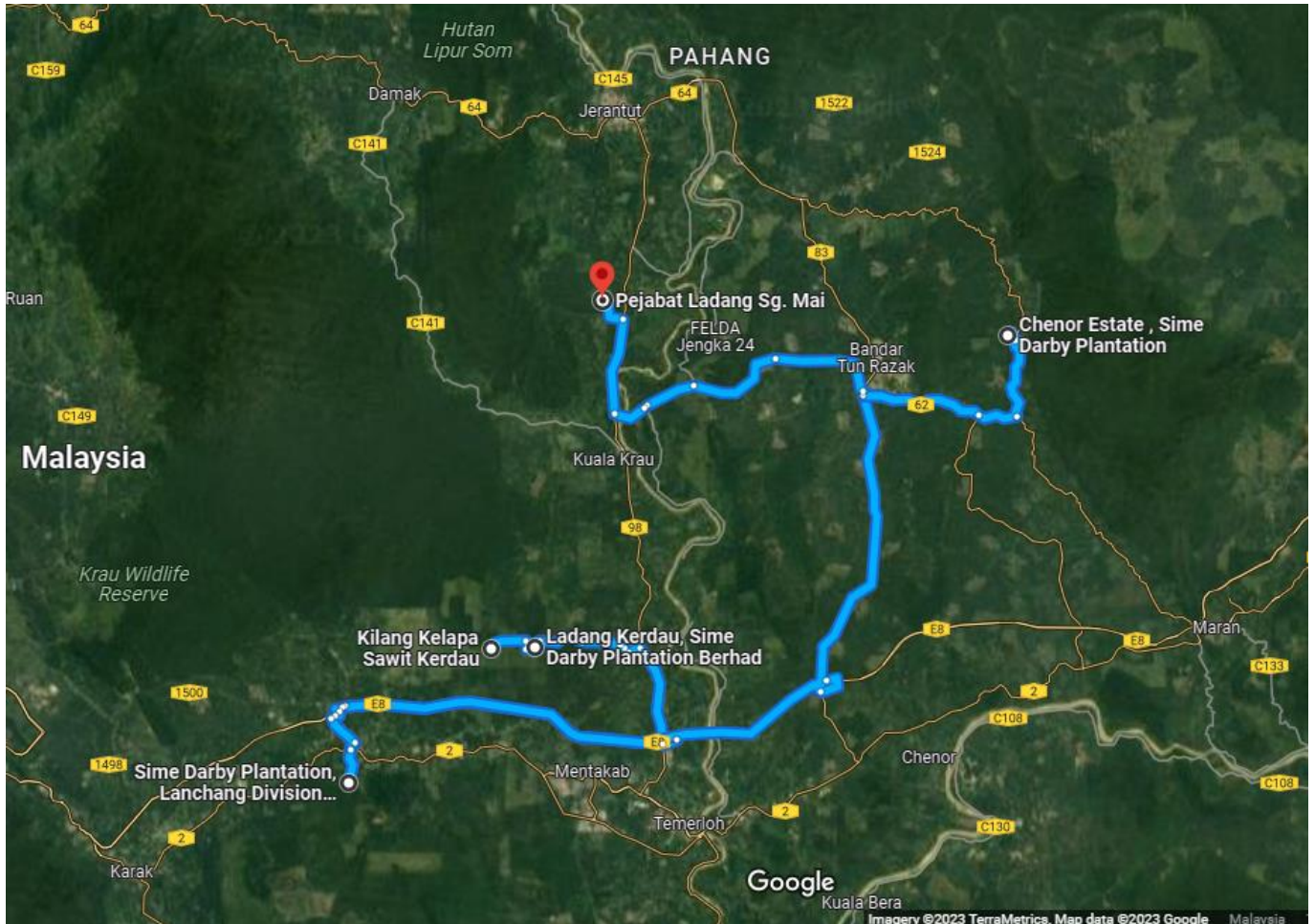
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

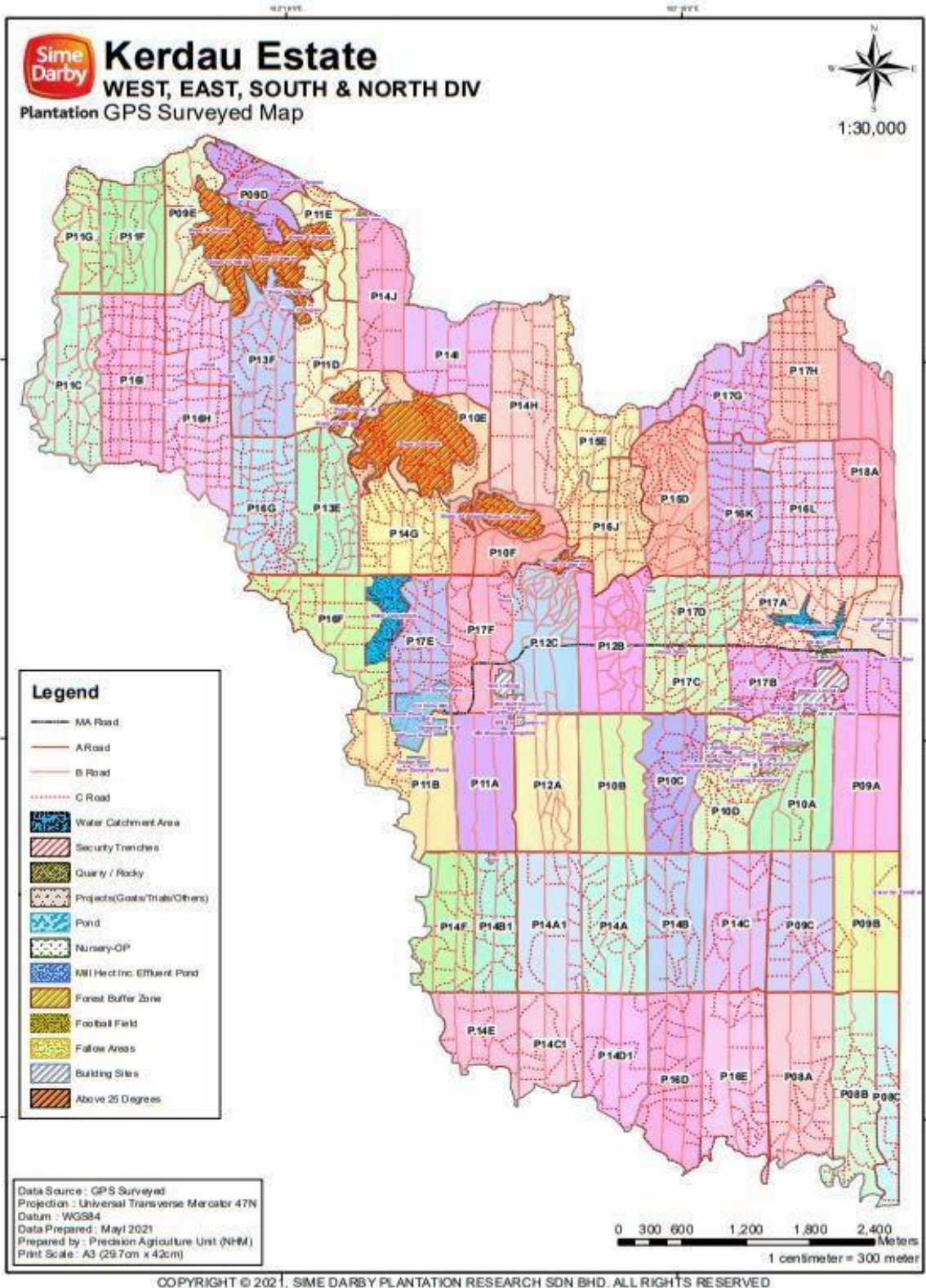
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

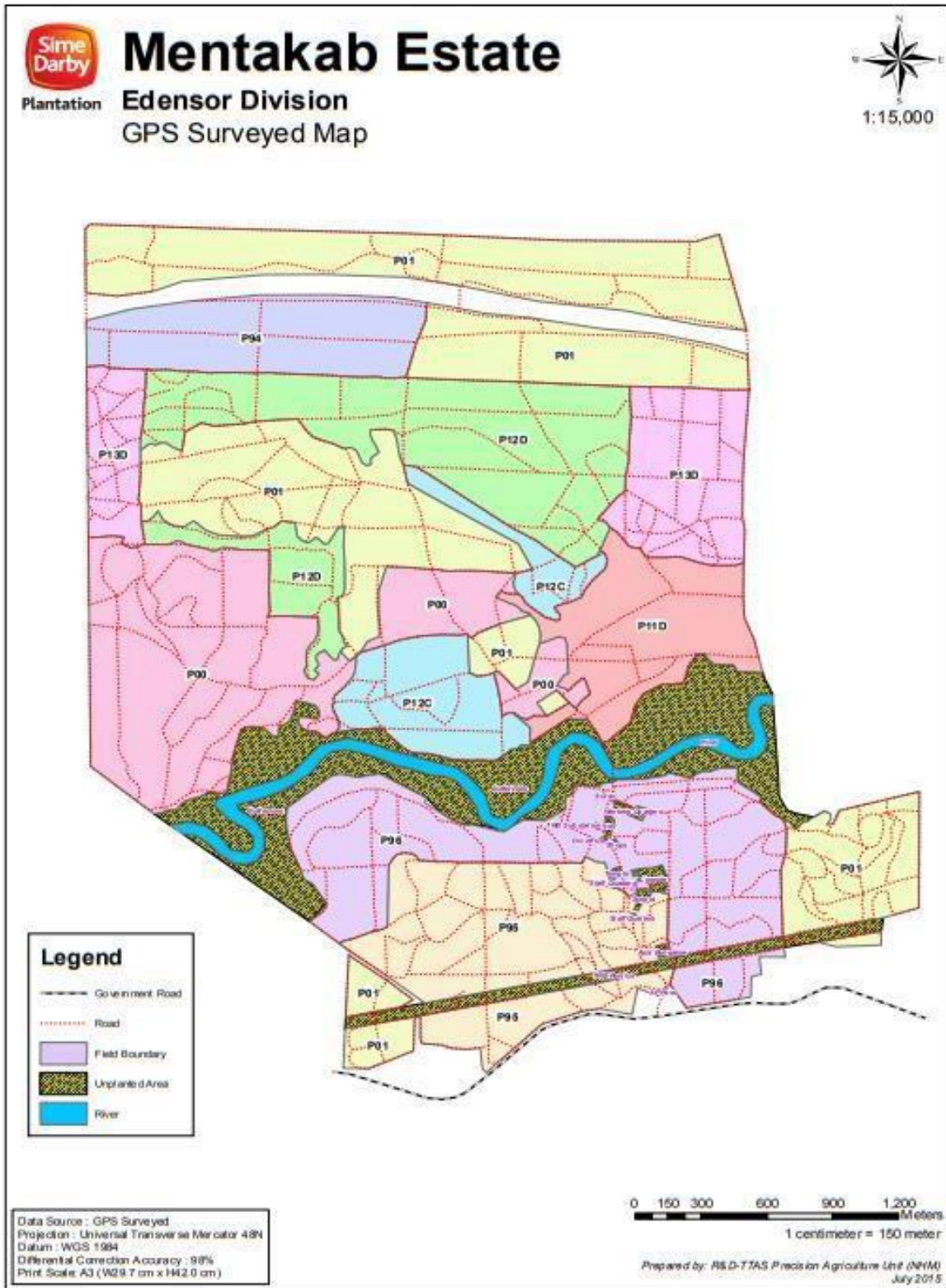
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100.00
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

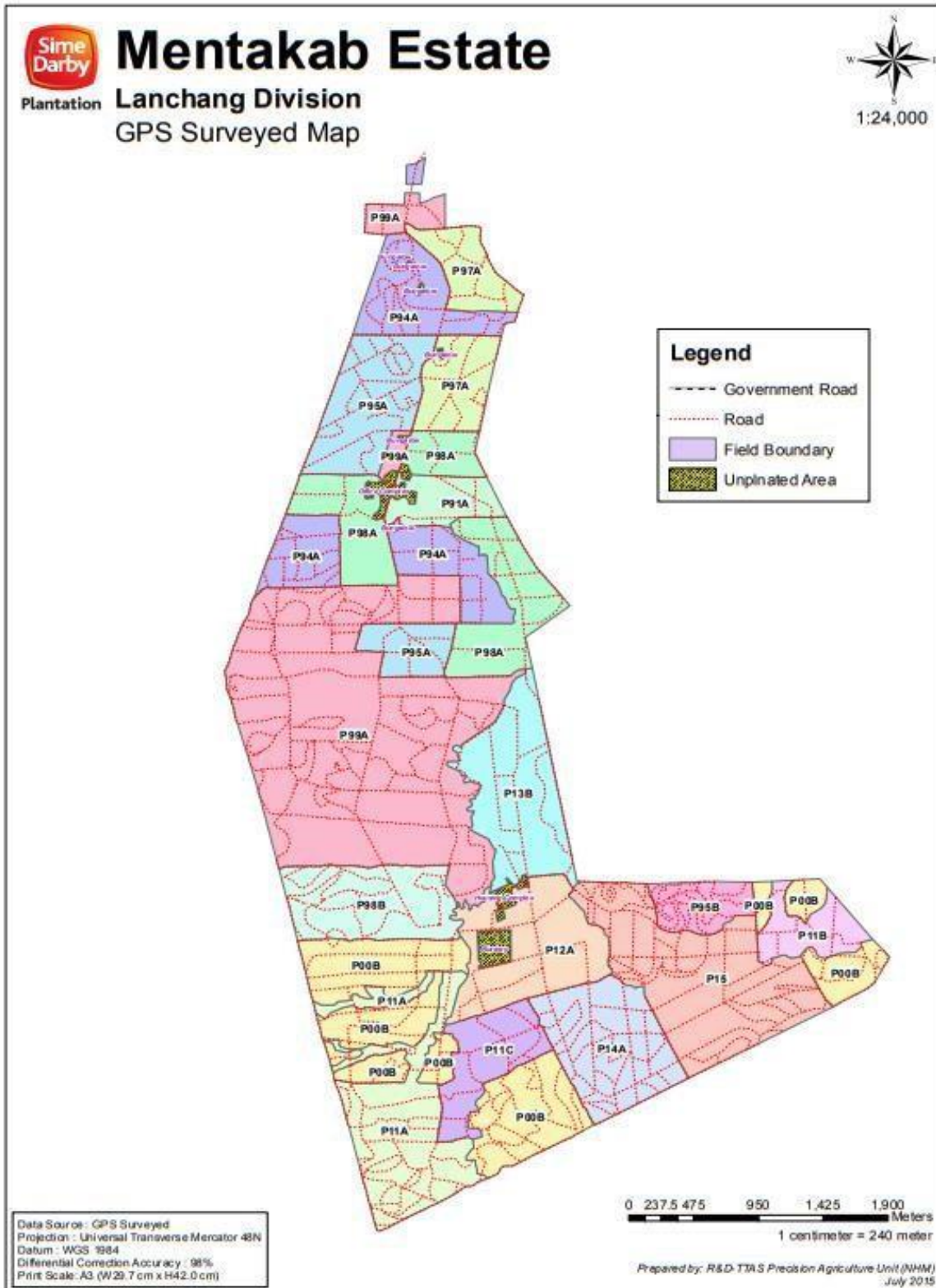
Appendix C: Location Map of Certification Unit and Supply bases

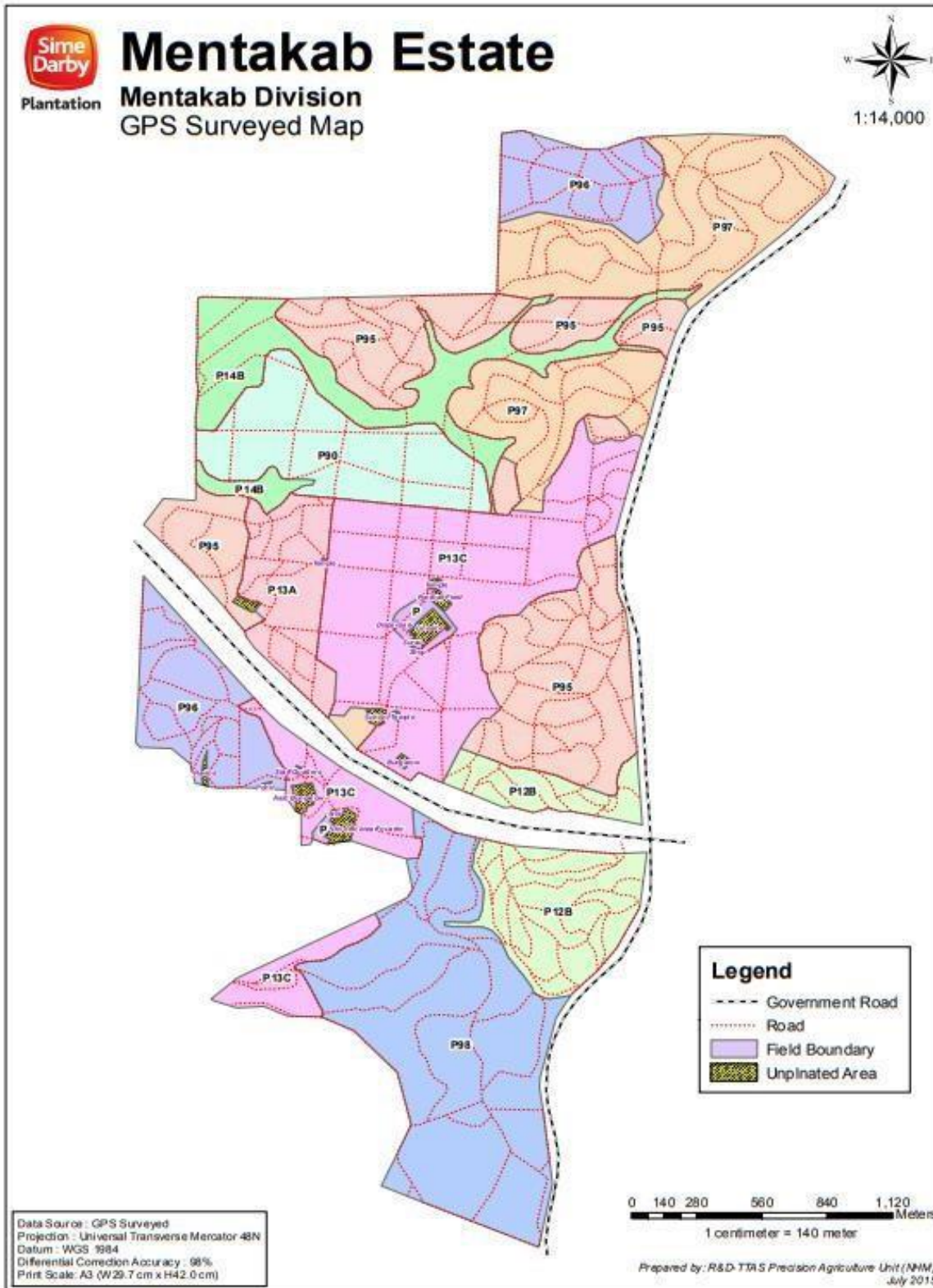


Appendix D: Estate Field Map

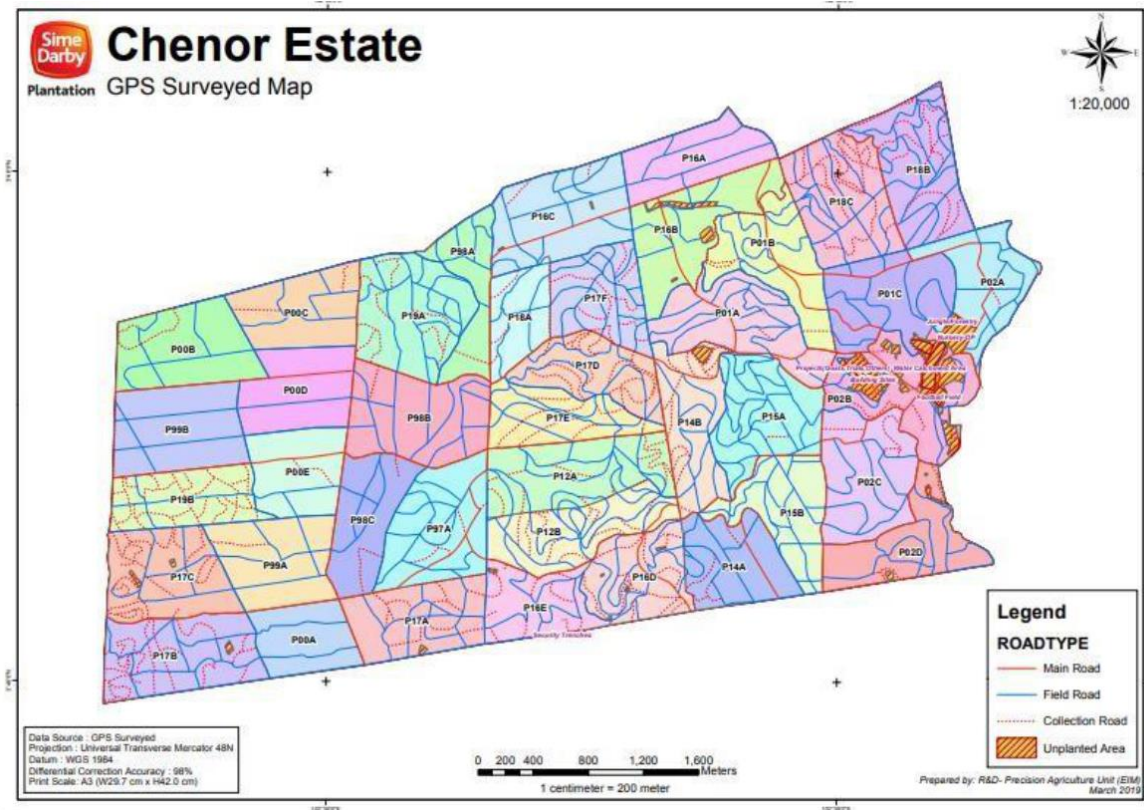








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Appendix E: List of Smallholder Registered and/or sampled

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									

Note: * are smallholders sampled in this audit.

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