



ANNUAL SURVEILLANCE ASSESSMENT REPORT

SIME DARBY PLANTATION Sdn Bhd Management Unit SOU26 Sandakan, Sabah, Malaysia

Report Author

Charlie Ross – Revised May 2010

EMandM@bigpond.net.au

Tel: +61 417609026

BSI Group Singapore Pte Ltd (Co. Reg. 1995 02096-N)
460 Alexandra Road
#08-01/02 PSA Building
SINGAPORE 119963
Tel +65 6270 0777
Fax +65 6270 2777
www.bsi-asia.com
Soon Leong Chia: SoonLeong.Chia@bsigroup.com

BSI Management Systems Malaysia Sdn Bhd (Co.Reg. 804473 A)
Suite 19.05 Level 19 Wisma Goldhill
65, Jalan Raja Chulan
50200 Kuala Lumpur
MALAYSIA
Tel +03 2032 2252 (Hunting Line)
Fax +03 2032 2253
Teo Chin Siong: ChinSiong.Teo@bsigroup.com

TABLE of CONTENTS**Page N^o**

1.0	SCOPE OF SURVEILLANCE ASSESSMENT	1–4
1.1	Identity of Certification Unit	1
1.2	Production Volume	1
1.3	Certification Details.....	1
1.4	Description of Fruit Supply Base.....	1
1.5	Progress against Time Bound Plan by Parent Company.....	4
1.6	Progress of Associated Smallholders/Outgrowers towards RSPO Compliance	4
1.7	Organisational Information/Contact Person	4
2.0	ASSESSMENT PROCESS	5
2.1	Assessment Team Members	5
2.2	Assessment Programme.....	5
3.0	ASSESSMENT FINDINGS	5–14
3.1	Summary of Findings.....	5
3.2	Identified Nonconformities and Noteworthy Positive and Negative Observations.....	10
3.3	Status of Nonconformities (Major and Minor) Previously Identified	13
3.4	Issues Raised by Stakeholders	14
4.0	CERTIFIED ORGANISATION’S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY	15
4.1	Date of next Surveillance Visit.....	15
4.2	Date of Closing Nonconformities (Major and Minor)	15
4.3	Sign-off of Surveillance Assessment Findings	15

LIST of TABLES

1	Mill GPS Location	1
2	Production Tonnages.	1
3	FFB Production.....	1
4	Age Profile of Palms	4
5	Status of Nonconformities	15

LIST of FIGURES

1	SOU26 Location Map	2
2	Layout of Estates.....	3
3	Mill and Tun Tan Estate Accidents 2005 – 2009	7
4	Mill and Tun Tan Estate Lost Days 2005 – 2009.....	7

LIST of PLATES

1	Otters Observed at Tun Tan Estate Water Supply Pond	8
2	Housing Under Construction	12
3	Bio-compost Plant.....	12
4	Proboscis Monkey Observed at Tunku Estate Boundary	12
5	Upgraded Access Road at Tun Tan Estate.....	12

List of Appendices

A	Sime Darby Time Bound Plan
B	CVs for New Assessment Team Members
C	Annual Surveillance Assessment Program
D	List of Stakeholders Contacted
E	Mill Overtime Records – October–November 2009

SUMMARY

BSi Group Singapore Pte Ltd (BSi) has conducted an Annual Surveillance Assessment of Sime Darby Plantation Sdn Bhd Management Unit SOU26 operations comprising a Mill, four (4) oil palm Estates, support services and infrastructure. BSi concludes that SOU26 operations have maintained compliance with the requirements of RSPO Principles & Criteria: 2007 and MY-NI Indicators and Guidance 2008.

The first Annual Surveillance Assessment of SOU26 was carried out between 14 and 17 September 2009, but the submission of this Report to RSPO was delayed until May 2010 when the RSPO Executive Board agreed to the resolution of issues at Sime Darby properties in Indonesia that affected Partial Certification compliance requirements.

BSi recommends the continuation of the SOU26 approval as a producer of RSPO Certified Sustainable Palm Oil.

ABBREVIATIONS USED

BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
DOE	Department of Environment
EFB	Empty Fruit Bunch
ESH	Environment Safety and Health
FFB	Fresh Fruit Bunch
HIRAC	Hazard Identification Risk Assessment Control
HCV	High Conservation Value
IPM	Integrated Pest Management
JCC	Joint Consultative Committee
LTA	Lost Time Accident
OSH	Occupational Safety and Health
PK	Palm Kernel
PPE	Personal Protective Equipment
R&D	Research and Development
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
TQEM	Total Quality Environmental Management

1.0 SCOPE OF CERTIFICATION ASSESSMENT

1.1 Identity of Certification Unit

The Certification Unit is the Sime Darby Plantation Sdn Bhd Management Unit SOU26 that consists of the Sandakan Bay Palm Oil Mill and four Estates. The SOU26 Mill and Estates are located in Daerah Suanlamba District of Sandakan, Sabah, East Malaysia (Figures 1 and 2). The Mill and Estates are situated immediately south-east of Sandakan Bay. The GPS location of the Mill is shown in Table 1.

Table 1: Mill GPS Location

MILL	LONGITUDE	LATITUDE
Sandakan Bay	E 118° 10' 20"	N 5° 45' 20"

1.2 Production Volume

The production tonnages for CPO and PK for the period of the Certificate (01/10/2008 – 30/09/2009) and projected for the next twelve months are listed in Table 2.

Table 2: Production Tonnages

Sandakan Bay Palm Oil Mill	Estimate at Certification	Actual 01/10/08 – 30/09/09	Projected 01/10/09 – 30/09/10
CPO	53,453	44,012	61,853
PK	14,560	11,869	13,847

The production from Outgrowers was not included in the Initial Certificate 01/10/2008 – 30/09/2001 but is included from 01/10/2009.

1.3 Certification Details

Sime Darby RSPO Membership No: 035-04(O);
BSi CSPO Certificate No: SPO 537872;
Date of previous Assessment: 02/06/2008;
Date of Certification: 01/10/2008

1.4 Description of Fruit Supply Base

The supply base is four (4) company owned Estates and six (6) independent Outgrowers. The FFB production from company owned Estates and Outgrowers is listed in Table 3. The company owned Estates were developed in the mid 1990s and the palms are in the first cycle. The age profile of the palms is shown in Table 4.

Table 3: FFB Production

Source	Estimate at Certification	Actual 01/10/08 – 30/09/09	Projected 01/10/09 – 30/09/10
Sentosa Estate	73,468	54,322	73,209
Tun Tan Estate	64,789	54,265	73,132
Tigowis Estate	50,831	40,865	55,073
Tunku Estate	69,738	56,354	75,947
Outgrowers			
Banco Bin Jansie	720	716	720
Golden Forefront	2,400	1,845	2,400
Maishang Holding	4,200	2,981	4,200
Novel Borneo	960	883	960
Corporate Spirit	4,800	4,612	4,800
Maju Jaya	<u>1,080</u>	<u>1,975</u>	<u>1,080</u>
Sub-total Outgrowers	14,160	13,012	14,160
TOTAL	272,986	218,814	291,521



Figure 1: SOU26 Location Map

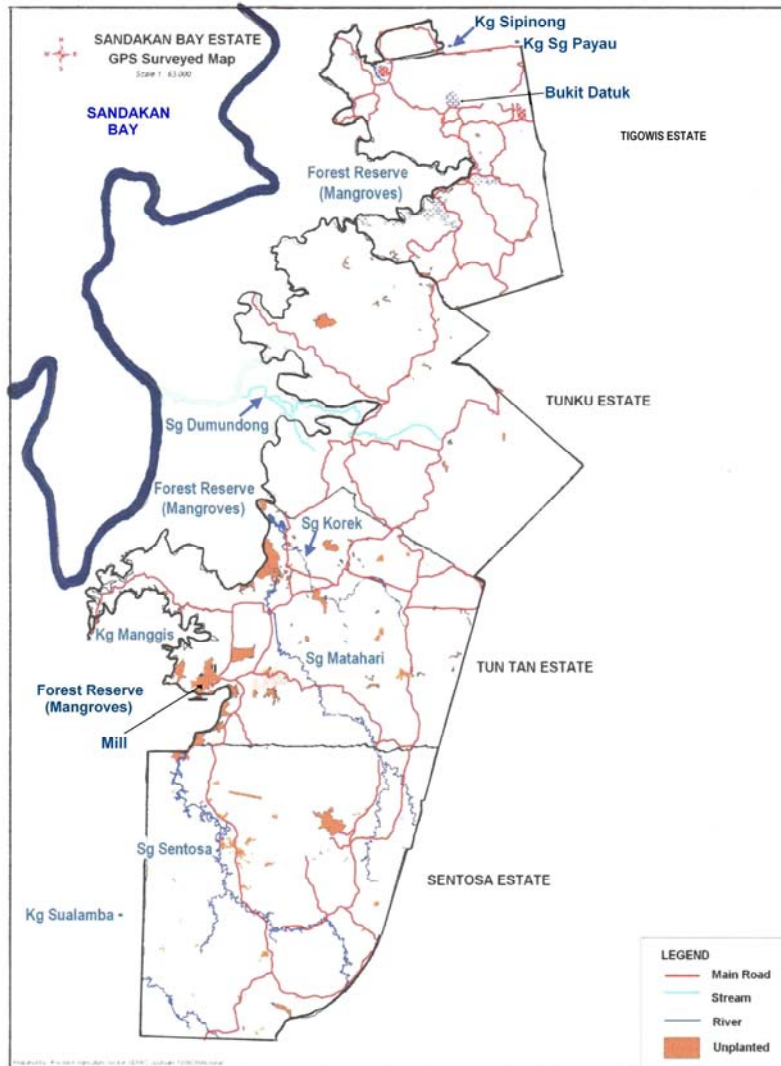


Figure 2: Layout of Estates

Table 4: Age Profile of Estate Palms

AGE (years)	% of Planted Area
15	34.9
16	42.4
17	19.8
18	2.9

1.5 Progress against Time Bound Plan

Sime Darby Time Bound Plan (updated November 2009) is included as Appendix A. During the year, Sime Darby realigned three of the Management Units in Malaysia for strategic operating reasons. This reduced the total number of management units from 61 to 58.

In August 2009, Sime Darby and Kulim (Malaysia) Berhad reached agreement on the acquisition and disposal of one estate. Sime Darby acquired Sungai Simpang Kiri Estate from Kulim and at the same time disposed of Sungai Tawing Estate to Kulim. The Sungai Simpang Kiri Estate was certified by BSi in January 2009 when it was part of the Kulim Group.

In August 2009, Sime Darby disbanded SOU24a after the transfer of Sungai Tawing Estate to Kulim, re-alignment of Cenaz Estate with SOU24 and closure of Sungai Tawing Mill. Sime Darby also disbanded SOU30a in September 2009 after re-alignment of Jeleta Bumi Estate with SOU28 and closure of Jeleta Bumi Mill.

Sime Darby has varied the previous Time Bound Plan by concentrating initially on achieving certification for all of the management units in Malaysia, followed by those in Indonesia. This enabled Sime Darby to bring forward the certifications of Management Units. By 30 June 2009, certification assessments had been completed for 67% of the Management Units, compared to the projected 45% in the 2008 Time Bound Plan.

BSi considers that the variation of the Time Bound Plan was reasonable to focus the training and implementation resources on the operations within a single jurisdiction. BSi recommends acceptance of the Time Bound Plan variation.

Sime Darby has advised BSi that no new land tenure issues have surfaced at any of its properties since the Initial Certification Assessment of SOU26. During 2009 progress was made on dialogue between Sime Darby's Management Unit PT MAS in West Kalimantan and the organisation SPKS that represents schemed smallholder interests. Sime Darby has agreed with SPKS for the local Dayak Leader (Adat Regional Head) to participate in meetings as mediator. Sime Darby met with Sawit Watch representatives at RT7 for discussions on land issues localised to one estate in West Kalimantan.

Sime Darby has advised BSi that there are no labour conflicts at any of its oil palm operations.

Sime Darby notified BSi that during 2009 it had engaged consultants who completed HCV Assessments at all of its operations in Indonesia that it acquired in November 2007 and where new development had been carried out since November 2005. The assessment indicated that land with HCV present had been cleared and developed to oil palm at Sukamandang and Pemanting SOUs in West Kalimantan. In May 2010, the RSPO notified Sime Darby that the RSPO Executive Board had reached agreement on Sime Darby's HCV offset for the affected area.

BSi considers that Sime Darby meets the RSPO requirements for Partial Certification.

1.6 Progress of Associated Smallholders/ Outgrowers towards RSPO Compliance

SOU26 has nominated one of the Sentosa Estate Assistant Managers for being responsible for implementing RSPO P&C with Outgrowers contracted to the Mill. The Assistant Manager attended a training workshop on an "Awareness Program for Smallholders" in August 2008 at Sandakan. During the past year, the Assistant Manager met with each of the Outgrowers and conducted awareness on the RSPO requirements and implementation of the Principles and Criteria.

Interview of two of the Outgrowers found that they were aware of the RSPO requirements and confirmed the training had been carried out by SOU26.

The Assessment Team concluded that SOU26 had completed the first stage of awareness training of the Outgrowers Implementation Plan. BSi recommends that the Outgrowers' FFB be included in the SOU26 Certificate.

1.7 Organisational Information / Contact Person

Sime Darby Plantation Sdn Bhd
Management Unit SOU26
Locked Bag 39
SANDAKAN SABAH 90009
MALAYSIA

Contact Person: Mr Mohd Saidi B. Abd. Majid
SOU26 Chairman
Phone: +6089 230226
Fax: +6089 230226
Email: saidi.majid@simedarby.com

2.0 ASSESSMENT PROCESS

2.1 Assessment Team Members

Charlie Ross – Lead Assessor

Iman Nawireja – Social Assessor

Jarwadi Hernowo – Technical Specialist, Ecology and Impact Assessment

Junecel Maloloy – Assistant/Interviewer Women and Family Issues

The Technical Specialist, Ecology and Impact Assessment was included in the Assessment Team for investigation of the small Orang utan population that enters the Estate and evaluation of the adequacy of fauna protection measures.

CVs for the two new Assessment Team Members, Mr Hernowo and Mrs Maloloy, are included at Appendix B.

2.2 Assessment Program

The Assessment was carried out between 14 and 17 September 2009 and the Program is included as Appendix C.

The Program included assessments of the Mill and two Estates against all of the applicable RPSO indicators. Tun Tan and Tunku Estates were not assessed during the Initial Certification visit in 2008 and were assessed during the September 2009 Annual Surveillance visit. Inspections also were carried out at specific locations within Sentosa and Tigowis Estates for follow-up to issues identified during the Initial Certification Assessment.

The Technical Specialist Ecology and Impact Assessment inspected the riparian buffer zones, conservation set-asides and the forest reserve bordering each of the Estates.

Internal and external stakeholders were contacted and interviewed. The Social Assessor visited each of the three local villages and met with village representatives and residents. A list of stakeholders contacted and interviewed is included as Appendix D.

Stakeholders were interviewed in private and company officers were not present at any of the stakeholder interviews.

The Assessment Program included physical inspections of the Mill, Tun Tan Estate and Tunku Estate and associated facilities and infrastructure. Observations were made of tasks at each work station in the Mill, as well as harvesting and spraying operations in the two Estates.

3.0 ASSESSMENT FINDINGS

3.1 Summary of Findings (by each Principle and some example Criteria)

During this first Annual Surveillance Assessment, one (1) nonconformity was assigned against a Major Compliance Indicator, three (3) nonconformities were assigned against Minor Compliance Indicators and seven (7) Observations/Opportunities for Improvement were identified. SOU26 prepared a Corrective Action Plan for addressing the identified Nonconformities, which BSI reviewed and accepted.

Review of the two minor nonconformities assigned during the Initial Certification Assessment found the corrective actions were effective and the nonconformities were closed out. In addition, the ten observations had been actioned and the improvements were considered to be effective for addressing the issues.

This section of the Surveillance Report provides a summary for each Principle together with details for a sample of the Criteria and Indicators.

PRINCIPLE 1: Commitment to Transparency

SOU26 has maintained up to date policies, procedures and management plans for provision of information to the public on request, in accordance with Sime Darby Group Policy.

Criterion 1.1: Oil palm growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages & forms to allow for effective participation in decision making.

The Mill and Estates operate a filing system for receiving and responding to requests for information relating to the oil palm operations. Inspection of the files showed that during the past year, requests for information were received only from Government Departments and the Malaysian Palm Oil Board. SOU26 responded appropriately with the requested information. For example, the “Annual Survey of Manufacturing Industries” was received 25 May 2009 and the Mill replied with the completed survey on 23 June 2009.

PRINCIPLE 2: Compliance with Applicable Laws and Regulations

SOU26 maintained the systems for documentation, checking and assessment of legal compliance with applicable laws and regulations. The program to survey and locate all boundary stones was completed by independent surveyors and inspection of a sample at Tunku and Tun Tan Estates confirmed these were clearly marked and visibly maintained. Interview of local community representatives confirmed there were no land issues.

Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations

Inspection of records confirmed that the Mill has maintained legal compliance with statutory requirements such as the Factories & Machinery Act 1967, the OSH Act 1994 and the Environmental Quality (Clean Air Regulation) 1978. For example, on 2 September 2009 a Department of Occupational Safety and Health Officer witnessed the Leak Test carried out on a recently replaced steriliser liner.

Records were available confirming the mill boiler smoke density meter was calibrated on 3 September 2009 by STS Instruments and that stack emissions had recently been tested (**Observation 01 – refer Section 3.2 Page 12 for details**). Inspection of smoke density records confirmed compliance with regulatory requirements. Review of mill effluent treatment monitoring results confirmed all measurements during the preceding 12 months were <100 mg/L which is well below the limit of 1,000 mg/L for land application.

The treated water supplies to housing were sampled by Millivest on 10 September 2009 – (**Observation 02 – refer Section 3.2 Page 12 for details**). Treated water samples tested on 23 February 2009 showed compliance with the Malaysian Drinking Water Quality Standard for all parameters. SOU26 is implementing a program to replace the original timber houses with 3 bedroom houses. Inspection confirmed construction was in progress with the first of the houses scheduled for completion in December 2009 (**Observation 03 – refer Section 3.2 Page 12 for details**).

Inspection of records found that the Mill had a Department of Labour approval for extension of the monthly overtime limit, but this expired on 07 April 2009. Pay records showed that subsequent to April 2009, monthly overtime for mill workers exceeded the statutory limit of 104 hours per month.

A Nonconformity was issued against Major Compliance Indicator 2.1.1 – (CR03) refer Section 3.2 Page 10 for details.

The Mill and Estates had maintained the Legal Register that lists the applicable laws and contains information on legal requirements and updates. Internal audits had been carried out to check compliance with legal requirements, for example OSH Management System on 24 April 2009. However the Mill monthly compliance checks did not include assessment of compliance with the monthly overtime limit.

A Nonconformity was issued against Minor Compliance Indicator 2.1.3 – refer (CR04) Section 3.2 Page 11 for details.

PRINCIPLE 3: Commitment to Long Term Economic and Financial Viability

The SOU26 management unit operated within the budget parameters set by Sime Darby Management and achieved or exceeded performance targets, except in relation to production, which was significantly lower due

to unfavourable seasonal conditions. Sime Darby's commitment to long term economic and financial viability was demonstrated by considerable investment in upgrading infrastructure, such as sealing the access road and the programme to replace the original timber housing with larger permanent dwellings.

Criterion 3.1: There is an implemented management plan that aims to achieve long term economic and financial viability

The SOU26 Business Plan was reviewed at the time of the annual budget preparation in May 2009 and updated with revised production forecasts to take into account the replanting programme. A Replanting Programme was prepared and the first area of 274 ha is scheduled to commence at Tun Tan Estate in 2009/10 (**Observation 04 – refer Section 3.2 Page 12 for details**).

PRINCIPLE 4: Use of Appropriate Best Practices by Growers and Millers

Sime Darby has well established management systems for monitoring and control of best practice implementation at its mills and estates. This includes a programme of regular internal audits by Mill and Plantation Advisors and Agronomists for maintaining a balance between production and protection of soil and water resources. Sime Darby has responded to specific RSPO requirements that had not previously been addressed. An example is the development of an SOP for soil sampling, which had not been carried out at SOU26 since the start of development in 1993. Soil sampling was carried out at each SOU26 Estate in accordance with the SOP in August 2009 to provide additional data to supplement the annual foliar sampling programme for assessment of the fertiliser requirement during the coming year.

The boundaries of stream buffer zones that will be reinstated at future replanting were maintained and inspection showed that herbicides had not been applied to these areas. The monitoring of water quality of Sg Matahari that receives drainage from the mill showed no significant difference in Water Quality Index between the upstream and downstream sampling locations. The palm oil mill effluent was consistently treated to <100 mg/L BOD and the treated effluent disposed by land application in a system of flatbeds in Tun Tan Estate.

SOU26 has upgraded pesticide storage and use areas to meet regulatory requirements (**Observation 06 – refer Section 3.2 Page 13 for details**) and has continued to improve the control of chemicals. Each Estate has fabricated a separate trailer for the transport of pre-mixed chemical to the field together with spray equipment. The spray team is transported separately to the field. Review of records confirmed sprayers had received training and Medical Surveillance had been carried out in accordance with CHRA requirements.

Criterion 4.1: Operating procedures are appropriately documented and consistently implemented and monitored.

The SOPs for the Mill and Estate operations were available at the offices. Work instructions were displayed at work stations in the Mill and at the Estates (**Observation 05 – refer Section 3.2 Page 13 for details**).

The program of monitoring SOP implementation showed that the Mill Advisor made a site visit on 13 August 2009. The Mill Engineer developed an Action Plan for addressing the issues raised by the Mill Advisor. The Plantation Advisor inspected Tun Tan Estate between 22 and 23 March 2009 and Tunku Estate between 23 and 25 March 2009. Issues raised by the Plantation Advisor were addressed in an Action Plan prepared by the Assistant Manager for each of the Estates.

Criterion 4.3: Practices minimise and control erosion and degradation of soils.

Field inspection showed that soil conservation practices were being consistently implemented on sloping areas, with particular attention given to stacking of pruned fronds along the contour. The demarcation of the steep areas that will not be replanted was maintained. These steep areas were not harvested and the oil palms will be abandoned at future replanting.

At both Tunku and Tun Tan Estates, inspection of spraying showed that several of the operators did not use the correct technique in accordance with the Work Instruction and “over-spraying” of harvesting paths was occurring. This has resulted in areas of bare soil at some locations and there is a risk of soil erosion. An *Observation (OBS02)* was previously assigned to this indicator during the Initial Certification Assessment.

A Nonconformity was assigned to Minor Compliance Indicator 4.3.2. – (CR05) Refer Section 3.2 Page 11 for details.

SOU26 is implementing a major road upgrading programme that involves sealing of the main access road through the estates. This will improve accessibility and safety during the wet season. Inspection confirmed road maintenance was being carried out in accordance with the annual programme 2009/10 for roadside pruning, road repair, drain upkeep, culvert maintenance, road gravelling and grading.

Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

The IPM program continued to focus on the establishment of beneficial plants (*Turnera subulata*, *Cassia cobanensis* and *Antigonon leptopus*) along roadsides through the estates. At the time of the Surveillance Assessment, beneficials had been planted along 9 km of the access road through the estates. Although an outbreak of bagworm has not occurred at SOU26, the next stage of the establishment of beneficials will be planting along the eastern boundary of the estates.

Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented

SOU26 has implemented an ESH Management Plan for improvement of safety of employees. Risk Assessments (HIRAC) have been completed for the main tasks in the Mill and the Estates. Records were available confirming that quarterly OSH meetings had been held at the Mill and each of the Estates for review of safety performance and discussion of workplace health and safety issues. Safety briefings are given at muster to reinforce awareness and specific training is carried out for workers related to their work, including correct wearing of PPE.

The Emergency Response Plans had been reviewed and updated where necessary, such as for changed phone numbers, and workers had been trained in emergency evacuation. All accidents are investigated and reported to Head Office. The LTA trends for the Mill and Tun Tan Estate show a reduction in the number of LTAs since 2006/07, although the number of lost days increased in 2008/09 due to serious accidents (Figures 3 and 4).

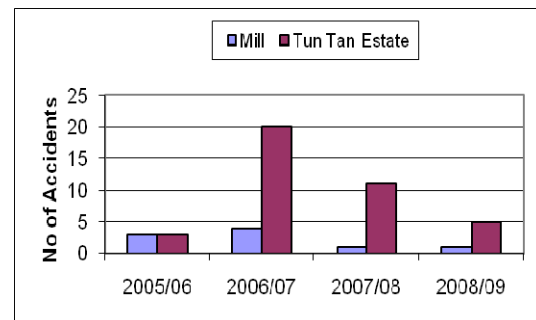


Figure 3: Mill and Tun Tan Estate Accidents 2005 – 2009

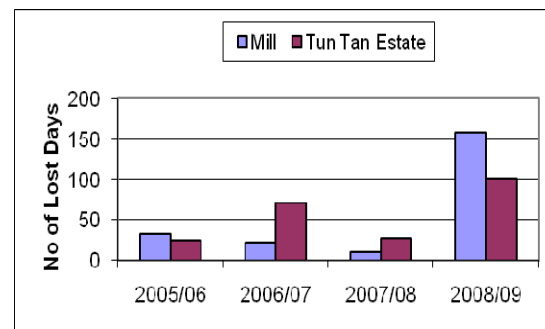


Figure 4: Mill and Tun Tan Estate Lost Days 2005 – 2009

PRINCIPLE 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity

The Mill and Estates reviewed the Environmental Improvement Plans that initially focussed on control of point source pollutants. The Mill and Estates have installed sediment and oil traps on all drains at the Mill and workshops to prevent the discharge of oil and sediment off-site. Inspection confirmed these devices were operating correctly and that the Improvement Plan had been implemented.

Inspections confirmed that conservation set-asides were being protected from disturbance. Observations during fieldwork indicated relatively abundant fauna, particularly at the areas bordering the Forest Reserve.

Solid wastes are separated at source and recyclables are stored for sale to a recycler. Non-recyclables are disposed in small landfills in accordance with local government regulations.

Criterion 5.2: The status of rare, threatened or endangered species (ERTs) and high conservation value habitats, if any, that exists in the plantation or that could be affected by plantation or mill management, shall be identified and their conservation taken into account in management plans and operations.

HCVs are present at the mangrove dominated Forest Reserve that borders the western boundary of the Estates. HCVs also are present at the 5.6 ha Bukit Datuk forest reserve in Tigowis Estate. The forest At Bukit Datuk is secondary lowland forest and the tree species present include *Pterospermum javanicum*, *Octameles sumatrana*, *Shorea* sp and *Koompassia exelsa*. The BSi Technical Specialist Ecology confirmed the presence of Orang utan nests in *Pterospermum* trees at Bukit Datuk. Maroon langur were observed at Bukit Datuk. During the Surveillance Assessment, Proboscis monkeys were observed at the mangroves bordering the estates.

SOU26 has a Management Plan for HCV habitats that focuses on habitat protection. An important aspect of the Plan is the training and awareness of employees and contractors on the protection of habitat and fauna. The SOU26 Conservation Policy prohibits employees and contractors from hunting, fishing and taking of fauna within the estate and adjacent areas.

The BSi Technical Specialist Ecology inspected the conservation reserves within the estates, the riparian buffer zones and the fringing mangroves and recorded species of fauna observed during this “rapid assessment”. During the Surveillance Assessment Visit, a total of 54 birds, and 11 mammals were recorded. The “rapid assessment” observations compare favourably with numbers of species reported by the detailed survey carried out by the Wild Asia Team in 2007, which recorded 71 birds and 14 mammals. The absence of habitat disturbance and the continued presence of protected species indicate the SOU26 habitat protection measures are being implemented.

However, a man was observed setting a fishing net just before dusk in the Tun Tan Estate water supply pond. The Estate Assistant Manager took immediate action to alert Security Officers who caught the offender, confiscated and destroyed the fishing net (**Observation 07 – Refer Section 3.2 Page 13 for details**). Fishing is prohibited because it may place at risk the Otter that are present in the pond (Plate 1).

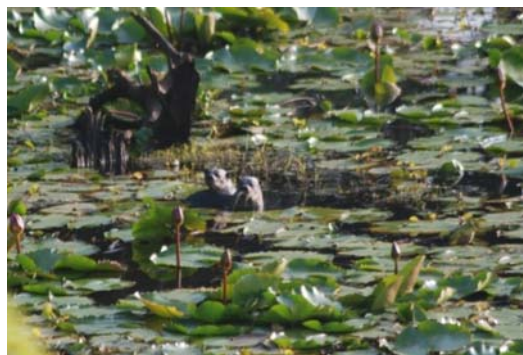


Plate 1: Otters Observed at Tun Tan Estate Water Supply Pond

Sime Darby Ecologists have inspected the estates and adjacent areas and made an assessment for potential Orang utan habitat. The study concluded there are only two small potential habitats for Orang utan (Bird Sanctuary 15 ha at Sentosa Estate and Bukit Datuk 5.6 ha at Tigowis Estate. Orang utan nests were found only at Bukit Datuk and adjacent to the mangrove forest bordering Tigowis Estate. The study recommended involvement of Sabah Wildlife Department and Sabah Forestry Department to make a further assessment of Orang utan and their management. The BSi Technical Expert Ecology found recent (approximately 3 month old) Orang utan nests at Bukit Datuk (8 nests) and at the mangrove fringe (2 nests). The Orang utan were indicated to utilise the narrow strip of secondary dry-land forest that interfaces with the mangroves and may travel between the mangroves and Bukit Datuk along the riparian strip. The BSi Technical Expert Ecology endorses the next stage of involving Sabah Wildlife Department and Sabah Forestry Department.

Criterion 5.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

The Mill and Estates have implemented a Waste Management Plan for control of solid and liquid wastes. Inspection confirmed the Mill solid wastes were consistently controlled in accordance with the Waste Management Plan. EFB was conveyed to a hopper for temporary storage prior to transport by trucks to the field for application to the palms. Boiler ash and fly ash were stored in bunkers to prevent material from entering the stormwater drain system. Recyclables such as scrap metal were stored in a designated area for sale to a recycler. Non-recyclables and domestic refuse were disposed in a small landfill located within Tun Tan Estate. **A Nonconformity was assigned to Minor Compliance Indicator 5.3.2 – (CR 06) Refer Section 3.2 Page 11 for details.**

Scheduled wastes such as spent lubricating oil and used chemical containers are stored in secure purpose-built stores. Inspection of the scheduled waste stores and associated records confirmed the scheduled wastes were well controlled and were collected by DOE Licensed contractors. Spent lubricating oil is collected by Ng Sian Hap Pottery Factory Sdn Bhd (DOE license No 000733). Records were available such as a copy of

manifest e.g. No 4237 for collection and transport of oil on 12 September 2009. Medical wastes are transported to Kinabangan Hospital for collection by DOE Licensed Contractor Faber Medi-Serve Sdn Bhd.

Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.

The Pollution Prevention Plan was reviewed May 2009, prior to preparation of the annual budget. Significant improvements have been implemented to reduce pollution since the Certification Assessment, for example the installation of three additional oil traps and sediment traps on the Mill monsoon drain system. This has reduced significantly the discharge of suspended solids off site. Reduction of Mill boiler black smoke emissions has been achieved by weekly inspection of the Induced Draft Fan, Ash Airlock and Cyclone Cone and ensuring the boiler is raked consistently.

PRINCIPLE 6: Responsible Consideration of Employees and of Individuals and Communities by Growers and Millers

SOU26 has reviewed and updated the SIA and Social Action Plan. Major improvements will be the construction of 3 bedroom houses at Tun Tan and Tunku Estates during 2009/10.

Local community representatives stated there was improved communication with the company and the good relationship maintained. The JCC continued to operate with quarterly meetings at the Mill and each Estate.

Interviews of workers and their families indicated they are treated fairly and there were no issues related to discrimination. The operation of the Gender Committee was appreciated by female staff and workers.

Contractors and Outgrowers stated they had a good relationship with the company and that dealings were fair and transparent.

Criterion 6.1: Aspects of plantation and mill management, including replanting, that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

The Sime Darby TQEM Team visited the Mill and Estates between 02 and 05 September 2009 and reviewed and updated the SIA and the Social Action Plans in consultation with internal and external stakeholders. The internal stakeholders had identified housing and worker amenity issues in the Plans prepared previously in 2008, while external stakeholders had requested information on employment opportunities at the mill and estates. Tun Tan Estate shares the housing area with the Mill and the Social Action Plan was updated with the following items:

Continued operation of JCC;
Formation and operation of Gender Committee;

Humana School construction (tendering stage);
Construction of 18 new 3 bedroom houses;
Purchase of an ambulance;
Construction of a new canteen; and
Extension of the Surau.

Interview of representatives at each of the three local villages confirmed that SOU26 staff had visited and discussed employment of local people. The majority of locals are fishermen and can earn more money from fishing and the interest in labouring jobs in the Estate is low.

Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.

A Joint Consultative Committee was established at the Mill and at each of the Estates in 2004 and meetings are held quarterly to discuss and resolve any issues that employees may have. At Tun Tan Estate, the most recent meeting was held on 04 July 2009 with 12 attendees. Interview of local community representatives indicated there have been no disputes with the company that would require a dispute resolution process.

Criterion 6.5: Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.

Interviews of staff and workers confirmed they have received a copy of their employment contract and understood their pay and conditions. The majority of labourers are recruited from Indonesia on 5 year contracts. Examination of samples of pay records at the Mill and Tun Tan and Tunku Estates confirmed workers and staff were paid in accordance with their contracts. Workers were aware of the current daily rate and the piece rate for harvesters, which were displayed on notice boards at muster areas.

Interviews of workers and their families indicated satisfaction with the existing housing and amenities. Workers were aware of the new housing under construction and those workers with families were looking forward to moving into the larger 3 bedroom houses. Workers stated that a mobile market visits the housing areas twice a week and they are able to purchase fresh fruit, vegetables and meat at reasonable prices. Workers confirmed that electricity and water are supplied 24/7 and the company has installed rainwater tanks to provide additional water.

Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.

Interviews of workers at the Mill and Tun Tan and Tunku Estates confirmed they are treated equally and receive the same pay and conditions irrespective of their place of hire, ethnicity, religion or gender. Inspection of pay records confirmed workers on the same pay grade

received the same pay. Interview of JCC and Gender Committee Members stated no issues had been raised concerning discrimination.

Criterion 6.9: A policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied

Gender Committees were formed at the Mill and each Estate following the Initial RSPO Assessment and have met quarterly. At Tunku Estate, the Committee has four agenda items “violence at home, awareness of health, family planning, and mother’s responsibility to children”. The most recent Committee Meeting was 28 July 2009 with 8 attendees and detailed minutes are available.

Criterion 6.10: Growers and mills deal fairly and transparently with smallholders and other local businesses.

The pricing of FFB purchased from outgrowers is based on the MPOB monthly published price. Details of the pricing are included in the individual contracts with outgrowers. Interview of outgrowers confirmed they understood the contracts and had been supplying FFB for several years. They understood the Mill FFB grading system and the Mill had provided safety training for FFB unloading at the ramp.

Interview of an FFB transport contractor, a road sealing contractor and spare parts suppliers confirmed they understood the contracts, which were explained to them during the tendering process. The FFB transport contractor had worked with SOU26 for 13 years and confirmed payments were made on time.

PRINCIPLE 7 IS NOT APPLICABLE AS THERE ARE NO NEW DEVELOPMENTS

PRINCIPLE 8: Commitment to Continuous Improvement in Key Areas of Activity

Inspection of pesticides stores, purchasing records and stock records confirmed Type 1A and Type 1B chemicals had not been purchased since the Initial Certification Assessment and have not been used since 2000. Paraquat also had not been purchased since the Initial Certification Assessment and has not been used at the Estates since 2004.

The Mill and Estates have reviewed the Environmental Improvement Plans and deleted the improvements that have been completed and added new items. The 2008/09 Plan focused on installation of sediment and oil traps for control of point source pollutants from workshops, diesel gensets and chemical stores. Inspections confirmed this work had been completed and the devices were being maintained. For example the Tunku Estate Plan was reviewed 15 June 2009 and revised for the 2009/10 year. Improvements at the Estate for 2009/10 include installing a tank at each house, the fertiliser store and the workshop for harvesting rainwater.

The 2008/09 Waste Management Plans addressed the separation of wastes at source in order to recover recyclables and reduce the quantity requiring landfill disposal. Inspections during the Surveillance Assessment confirmed the recovery of recyclables was being implemented consistently at the Mill and the Estates. The Mill, in 2009/10, is implementing a system for collection of the steam turbine cooling water and rainwater from the mill roof and transfer to the raw water pond for supply to the mill. The cooling water and rainwater that were previously discharged as wastewater are expected to offset the additional water required for extended operating hours for the steam turbine for generation of electricity.

The Mill Pollution Preventive Plan for 2008/09 included the major item of construction of a bio-composting plant for palm by-products EFB and approximately 30% of the mill effluent. At the time of the Surveillance Assessment, the bio-compost plant had been constructed and the Environment Protection Department Officers had made a pre-commissioning site visit. The mill has revised the Plan to schedule the installation of the treated effluent filtration plant in the 2009/10 year, due to delay in supply of the equipment. The Estates have identified the timely servicing of vehicles and mobile plant as important for reducing fuel consumption and GHG emissions.

The 2008/09 Social Action Plan included the major item of construction of a new school at Tun Tan Estate, but this was delayed because the budgeted amount was found to be insufficient. The budget allocation was increased for the 2009/10 year, tenders have been called and construction is expected for completion during the current financial year. Additional items that are included in the Social Action Plan are listed under Criterion 6.1 (Page 9).

The Mill and Estates have captured information on expenditure for environmental and social improvements in the accounting system.

3.2 Identified Nonconformities and Noteworthy Positive and Negative Observations

One (1) Nonconformity was assigned to Major Compliance Indicator 2.1.1 and Three (3) Nonconformities were assigned to Minor Compliance Indicators 2.1.3, 4.3.2 and 5.3.2.

SOU 26 has prepared a Corrective Action Plan for addressing the identified Nonconformities. BSi has reviewed and accepted the SOU26 Corrective Action Plan.

CR03: 2.1.1 Evidence of compliance with legal requirements

A nonconformity was assigned to this Major Compliance Indicator as the Labour Department approved extension to the monthly overtime limit expired on 07/04/2009 but had not been renewed and excess overtime continued to be worked. An Observation (OBS09) was previously

assigned for this issue during the Initial Certification Assessment.

Corrective Action

SOU26 Corrective Actions include:

- i. Mill Manager issued an Instruction immediately to all Staff and Supervisors to progressively check overtime to ensure workers did not exceed 104 hours per month.
- ii. Mill Manager to follow up with Department of Labour in Sandakan to obtain written approval of an extension of the overtime limit.

The Mill Manager met with the Department of Labour on 17 September 2009 to discuss the situation and request approval of the overtime limit. The response from the Department of Labour was that the request would be considered and formal approval would be made in writing.

The BSi Lead Assessor requested the Mill Manager to provide reports on the overtime worked following the Surveillance Assessment Visit. On 16 November 2009, the Labour Department still had not approved the extension of overtime. The Mill Manager provided BSi with details of overtime worked for October 2009 and the month to date (November 2009). The records (Appendix E) confirmed that the monthly overtime limit had not been exceeded.

The Nonconformity (CR03) was closed on the basis that the Mill had provided sufficient evidence of adherence to the overtime limit.

CR04: 2.1.3 A mechanism for ensuring that these (legal requirements) are implemented.

A nonconformity was assigned to this Minor Compliance Indicator because the system for controlling legal compliance did not include checks of overtime.

Corrective Action

The Mill has implemented a system for controlling the amount of overtime worked progressively during each month. In addition, the Mill Engineer is required to check and report on the amount of overtime worked each month. Progress will be checked at the Surveillance Assessment scheduled for September 2010.

CR05: 4.3.2 Avoid or minimise bare or exposed soils within estates.

A nonconformity was assigned to this Minor Compliance Indicator for inadequate control of spraying of harvesting paths to prevent unnecessary loss of groundcover vegetation.

Corrective Action

SOU26 Corrective Actions include:

- Training of sprayers to apply herbicide correctly to harvesting paths in accordance with Work Instruction;

- Weekly checks by Assistant Manager to ensure spraying is done correctly;
- Refresher training will be carried out annually.

The effectiveness of the corrective action will be checked at the Surveillance Assessment scheduled for September 2010.

CR06: 5.3.2 Having identified wastes and pollutants, an operational plan should be developed and implemented, to avoid or reduce pollution

A nonconformity was assigned to this Minor Compliance Indicator as the small landfill at Tun Tan Estate had inadequate capacity for the quantity of waste being generated.

Corrective Action

SOU26 Corrective Actions include:

- Selection of a landfill site that fulfils the sanitary landfill requirements;
- Planning and development of a new landfill for safe disposal of non-recyclable domestic refuse;
- Monthly inspection of the landfill to check correct operation.

The effectiveness of the corrective action will be checked at the Surveillance Assessment scheduled for September 2010.

Noteworthy Negative Observations

The assessment identified Seven (7) Observations/Opportunities for Improvement. The progress with the Observations/Opportunities for Improvement will be checked at the Surveillance Assessment visit scheduled for September 2010.

1. **(2.1.1)** Boiler Stack Emissions were tested 24/07/2009 but the results were not available at the time of the Surveillance Assessment.
2. **(2.1.1)** Treated water supplies to Tunku and Tun Tan housing were sampled by Millivest 10/09/09, but laboratory results were not available at the time of the Surveillance Assessment. Laboratory test results subsequently sent by email confirmed compliance with Malaysian Drinking Water Quality Standard.
3. **(2.1.1)** There is an approved budget (2009/10) for construction of 3 bedroom houses to replace original timber houses at Tunku Estate (24 houses) and at Tun Tan Estate (18 houses) scheduled to be completed December 2009 and June 2010, respectively.
4. **(3.1.2)** An Environmental Impact Assessment has not yet been carried out to obtain approval from the Environment Protection Department Sabah for the SOU26 replanting programme. Failure to obtain approval prior to replanting would trigger a legal noncompliance.

5. **(4.1.1)** The document control information for the recently revised Work Instructions at the Mill Boiler and at the Tun Tan Estate Chemical Mixing Area was incomplete as it did not include the issue date.
6. **(4.6.3)** Although the chemicals at Tunku Estate were stored within trays, there was insufficient capacity for containment if a 20 Litre container leaked. The spill containment was incomplete at the doorway of the Pesticide Store. During the Assessment a containment strip was concreted across the floor at the doorway of the Pesticide Store to correct the situation.
7. **(5.2.3)** A man was observed using a fishing net just before dusk at a small inlet to the Tun Tan Estate water supply pond. The Estate Assistant Manager took immediate action to alert Security Officers who caught the offender, confiscated and destroyed the fishing net. This incident indicated inadequate implementation of the company policy that prohibits fishing.

Noteworthy Positive Observations

Housing

SOU26 is implementing a programme to replace the original two bedroom timber housing with permanent three bedroom houses. Inspection confirmed progress is well underway, with 18 units at Tun Tan Estate (Plate 2) scheduled for completion in December 2009, followed by another 24 in June 2010 at Tunku Estate.



Plate 2: Housing Under Construction

Bio-compost Plant

SOU26 has completed the construction of a plant (Plate 3) for producing compost from mill by-products (EFB, Treated Mill Effluent, excess fibre and boiler ash). This compost will be applied to the palms and will replace part of the inorganic fertiliser requirement.



Plate 3: Bio-compost Plant

Protected Areas

SOU26 has continued the program to periodically conduct awareness to employees on the protection of fauna and flora. The observation of 54 species of birds and 11 mammals during the surveillance assessment indicates fauna such as the Proboscis monkey (Plate 4) continue to be protected at the estates and adjacent mangroves.



Plate 4: Proboscis Monkey Observed at Tunku Estate Boundary

Road Upgrading

SOU26 is upgrading and sealing the main access road (Plate 5) through the estates to the mill. This will improve access and safety, particularly during the wet season.



Plate 5: Upgraded Access Road at Tun Tan Estate

3.3 Status of Nonconformities (Major and Minor) Previously Identified

CR01: 4.2.2 Evidence of periodic tissue and soil sampling to monitor changes in nutrient status.

Certification Assessment Findings: There are no records of soil sampling since the initial plantings in 1993.

Surveillance Assessment Findings: At the time of the Initial Certification Assessment in June 2008, Sime Darby did not have a Policy or Guidelines on the requirement for soil sampling. The company responded to this issue by reviewing available information on soil nutrient monitoring and developing a sampling strategy. Sime Darby R&D Department issued an "SOP Soil Sampling" on 01 August 2009. R&D Department carried out soil sampling at all four SOU26 Estates during August 2009.

The Nonconformity was closed.

CR02: 4.4.6 Water drainage into protected areas is avoided wherever possible. Appropriate mitigating measures will be implemented following consultation with relevant stakeholders.

Certification Assessment Findings: Although the monsoon drain has treatment for sediment and oil removal, inspection showed drainage discharged from the boundary had significant turbidity. This drain discharges to a tidal wetland. The effectiveness of treatment for sediment removal has not been confirmed by water sampling.

Surveillance Assessment Findings: The Mill installed three additional oil and sediment traps on the monsoon drain system and implemented weekly checks and cleaning of oil and sediment traps. Inspection of the Mill drainage system during the Surveillance Assessment confirmed that the sediment traps were operating effectively and clear water was discharged of site. Review of monthly water quality sampling results indicated effective treatment for sediment removal.

The Nonconformity was closed.

Review of Progress with Observations/Opportunities for Improvement Previously Identified

8. (2.3.1) Although SOU26 operations are on State Leases, the boundaries between the three adjacent Kampongs are poorly defined. Participatory mapping would provide strategic information on Customary Rights for future reference.

Surveillance Assessment Findings: The situation at each Kampung has been reviewed and the following conclusions are made. Kg Sipinong is separated by a natural physical boundary from the Estate and there is a significant (4 km) physical separation from Kg Sg Payau. Kg Manggis is isolated from other kampongs. Each of these kampongs have become established by settlers whose main income source is fishing. The BSi Assessment Team concluded from discussions with

villagers that participatory mapping of kampung boundaries is not a significant issue.

9. (4.3.2) Inspection confirmed regrowth of soft grasses and ferns is occurring on previously exposed soils. Careful control of spraying needs to be maintained in order to achieve consistent groundcover required for prevention of soil erosion.

Surveillance Assessment Findings: Inspections showed that over-spraying of harvesting paths is occurring, which exposes soil to erosion, especially on sloping areas. The Observation No 2 assigned at the Initial Certification Assessment was upgraded to a Nonconformity (CAR03) for inadequate control of spraying to prevent loss of groundcover vegetation.

10. (4.4.5) In February 2008, SOU26 commenced continuous operation of the boiler for generation of electricity using the steam turbine to supply housing, workshops and offices. The additional water usage associated with electricity generation has not been assessed separately from processing usage.

Surveillance Assessment Findings: The extended operation of the boiler uses approximately 20% more water than the previous process water usage. The Mill has installed a flow meter for measuring the quantity of turbine cooling water recycled and rainwater harvested from the mill roof. The recycled water more than offsets the additional water usage of the boiler.

11. (4.6.4) MSDSs for two chemicals were available in English only. Contact with TQEM Dept. was made after the Closing Meeting and suppliers will be requested to provide MSDSs in Bahasa Malaysia.

Inspections of the chemical stores and chemical mixing areas confirmed all MSDS were available in both Bahasa Malaysia and English.

12. (4.8.1) There are no records of the training needs assessment for informal "on-the-job" training of estate workers.

Surveillance Assessment Findings: The preparation of the Training Plans for 2009/10 included a statement that assessment of the training needs for "on-the-job" training is determined by the Assistant Managers as a result of their field inspections and training sessions for correcting work practices and skills development would be held on an "as required" basis for field workers.

13. (5.1.1) The EIA focussed on field surveys to identify actual and potential environmental impacts on company land as well as outside the boundary. The EIA process of stakeholder consultation did not include the Forestry Department in relation to the forest reserves bordering the estates. The SOU26 RSPo Coordinator will consult the Department of Forestry and any issues raised by them will be included in the Environmental Impact Management Plan.

Surveillance Assessment Findings: The Assistant Manager Tun Tan Estate has liaised with Forestry Department, who requested a map showing the locations of Estate boundary stones in relation to planted areas. A survey has been completed at all of the Estates and the location of all boundary stones confirmed. The survey confirmed there was no over-planting outside of the SOU26 boundary. Having completed the boundary survey, the Assistant Manager will arrange further consultation with Forestry Department.

14. **(5.2.2)** WWF Comment – The small population of Orang utan that remain in the area have limited habitat and are isolated from other Orang utan populations. Sime Darby has agreed to initiate a specialist study for development of a Management Plan for the Orang utan.

Surveillance Assessment Findings: Sime Darby Ecologists have inspected the estates and adjacent areas and made an assessment for potential Orang utan habitat. The study concluded there are only two small potential habitats for Orang utan (Bird Sanctuary 15 ha at Sentosa Estate and Bukit Datuk 5.6 ha at Tigowis Estate. Orang utan nests were found only at Bukit Datuk and adjacent to the mangrove forest bordering Tigowis Estate. The study recommended involvement of Sabah Wildlife Department and Sabah Forestry Department to make a further assessment of Orang utan and their management. The BSi Technical Expert Ecology found recent (approximately 3 month old) Orang utan nests at Bukit Datuk (8 nests) and at the mangrove fringe (2 nests). The Orang utan were indicated to utilise the narrow strip of secondary dryland forest that interfaces with the mangroves and may travel between the mangroves and Bukit Datuk along the riparian strip. The BSi Technical Expert Ecology endorses the next stage of involving Sabah Wildlife Department and Sabah Forestry Department.

15. **(6.4.2)** The existing “Procedure on Handling Land Disputes” does not specifically reference gender differences in the power to claim rights, ownership and access to land.

Surveillance Assessment Findings: Sime Darby has revised the “Procedure on Handling Land Disputes” to include “gender differences to claim rights, ownership and access to land” Ref Sime Darby Sustainable Plantation Management System, Appendix 3, Version 2 Issue No 1, 01/11/2008.

16. **(6.5.2)** : A check of Mill pay slips confirmed that a number of workers had worked well in excess of the maximum 104 overtime hours per month during the 2007 peak crop.

Surveillance Assessment Findings: Inspection of records showed that the Labour Department approved an extension to the monthly overtime limit but this expired on 07/04/2009. Although the Mill applied for renewal of the extension, the Labour

Department had not granted approval, and excess overtime continued to be worked. The Observation No 9 assigned at the Initial Certification Assessment was upgraded to a Nonconformity (CR03) against Major Compliance Indicator 2.1.1 for failure to control overtime within the monthly limit.

17. **(6.6.1)** At the time of the audit there was no woman representative on the Mill JCC to represent the interests of the thirty (30) women staff and workers. During the Audit the Mill Engineer requested residents to select 2 women representatives for the JCC and these were appointed.

Surveillance Assessment Findings: A Gender Committee Member at each Estate and the Mill attends their respective JCC Meeting.

3.4 Issues Raised by Stakeholders

Issues Raised by Internal Stakeholders

Workers and their families stated that the original timber houses built in 1996/97 are inadequate for families with children.

Company Response: Estate to communicate schedule for constructing houses to workers. Eighteen houses to be completed at Tun Tan Estate December 2009 and twenty-four houses at Tunku Estate June 2010.

The small school at Tunku Estate provides only for foreign workers’ children to kindergarten level. There is no formal schooling available and there is not an appropriate curriculum taught for children of primary school age.

Company Response: Budget approved and the Humana School will be constructed 2009/10.

Some houses at Tun Tan have leaking roofs (Block 85/97 and 86/97).

Company Response: A check of the repairs request book showed repairs to these houses have not been requested. The two houses were added to the repairs request book.

Issues Raised by External Stakeholders

The new Kg Sipinong Head on behalf of the ex Principal has recently started a transport business and has written to Tunku and Tigowis Estates requesting consideration for any transport contracts.

Company Response: Tunku Estate has made an agreement with the person to use the Sipinong boat and will continue with the arrangement.

Kg Sipinong expressed concern that estate children who attend Kg Sipinong School sometimes have to wait until 5 pm for SOU26 boat transport.

Company Response: The above statement is not correct. At times when the SOU26 boat is not available, the local Kg Sipinong boat is chartered.

The Imam Kampung Sg Payau requested Tigowis Estate to provide additional water supply to the village, which is currently 1 tanker per week.

Company Response: *The Estate will provide additional water when requested as part of CSR.*

The survey of the Estate boundary at Kg Manggis Baru found that villagers had planted fruit trees within Tun Tan Estate. SOU26 has agreed that the status quo be maintained for continued use of the land, but villagers face uncertainty of tenure if there is a change of company policy or management in the future.

Company Response: *The area is riparian and maintaining the status quo will minimise disturbance. If the villagers make a formal request the company will respond.*

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Date of Next Surveillance Visit

The next surveillance visit is planned for September 2010.

4.2 Date of Closing Nonconformities (Major and Minor)

Table 5: Status of Nonconformities

Reference	CLASS	ISSUED	CLOSED
CR01	Minor	02/06/2008	17/09/2009
CR02	Minor	02/06/2008	17/09/2009
CR03	Major	17/09/2009	16/11/2009
CR04	Minor	17/09/2009	–
CR05	Minor	17/09/2009	–
CR06	Minor	17/09/2009	–

4.3 Sign-off of Surveillance Assessment Findings

Please sign below to acknowledge receipt of the assessment visit described in this report and confirm the acceptance of the assessment report contents including assessment findings.

Signed for on behalf of
SIME DARBY PLANTATION Sdn Bhd
Management Unit SOU26

Mr Haji Mohd Saidi
SOU Chairman/Sentosa Estate Manager

Date: 18 November 2009

Signed for on behalf of
BSi Group Singapore Pte Ltd

Mr Charlie Ross
Lead Auditor

Date: 27 May 2010

Appendix “A”

Sime Darby Time Bound Plan

Sime Darby Plantation RSPO Certification Status

Financial year (July – June)	Status
June 2008	5 SOUs undergoing RSPO Main Assessment
2008/2009	<p>Malaysia a. RSPO certified : 5 SOUs b. Awaiting RSPO Board: 13 SOUs c. Audited: 21 SOUs (3 SOU have been realigned due to strategic/business development)</p> <p>Indonesia a. RSPO certified : 0 SOUs b. Awaiting RSPO Board: 2 SOUs c. Audited: 1 SOU</p>
2009/2010	<p>Malaysia Currently undergoing RSPO audit assessment: 1 SOU</p> <p>Indonesia Currently undergoing RSPO audit assessment: 10 SOU</p>
2010/2011	<p>Indonesia To complete RSPO Certification for Indonesia Operation for 8 SOU</p>
TOTAL SOU (Todate)	MALAYSIA: 37 SOU (38 OIL MILLS) INDONESIA: 21 SOU (23 OIL MILLS) TOTAL: 58 SOU (61 OIL MILLS)

Updated: 13 Nov 2009

3



Appendix “B”

CVs for New Assessment Team Members

Jarwadi Budi Hernowo – Curriculum Vitae

Year of Birth:	1958
Nationality:	Indonesian
Sex and Status:	Male and Married
Present Status:	Lecturer at Faculty of Forestry IPB Bogor, Department of Forest Resources Conservation
Office:	Faculty of Forestry Bogor Agricultural University PO Box 168, Bogor Telephone (0251) 624661, 621947, 621667 Fax (0251) 624661
Residential:	Gg. H. Moh. Nur No 20, Rt. 18/04 Ds. Cihideung flir, Ciampea – Bogor Telephone (0251) 623390

Scientific Background

The Sarjana of Forestry (Ir) graduated in 1985 from Bogor Agricultural University (IPB) Master of Science Forestry (MScF) in Wildlife Ecology, graduated in 1995 from Faculty of Forestry Science, Georg August Universitat Geottingen (Germany)

Research Experience

Wildlife Ecological Study at Bukit Soeharto Protected Forest, East Kalimantan, Tropical Rain Forest Rehabilitation Research Centre (PUSREHUT) Samarida, 1986 to 1988. Collaboration between Bogor Agricultural University (IPB) and Japan International Corporation Agency (JICA) (Research Member on Avian Ecology)

Functional Study of Mangrove to Conserve Water Birds at Mangrove Indramayu District (case study at RPH Cangkring and Cenara). Bogor Agricultural University Research Centre (LP-IPB) Bogor, September 1989 – March 1990 (Research Member)

The Management Pattern of Bird Habitat with Emphasises in Urban Areas (case at Bogor Surrounding) Bogor Agricultural University (IPB) Research Centre, Bogor, March 1989 – March 1990 (Research Member)

The Conservation Aspect of Wildlife at IPB Campus, Darmaga, Bogor Agricultural University Research Centre, Bogor, March 1990 – March 1991 (Research Leader)

Wildlife Distribution and Using Space at IPB Campus Darmaga, Bogor Agricultural University Research Centre, Bogor, March 1991 – March 1997 (Research Leader)

Study on Mangrove Function to Rare and Protected Species of Wildlife at Segara Anakan Cilacap, Central Java. Collaboration between Development Region Department (BANGDA department Dalam Negeri) Ministry Interior of Republic Indonesia and Yayasan Mangrove Jakarta, September 1997 – March 1998 (Team Leader)

Pesticide Content on Little Heron (*Butorides striatus*) – case study at Mangrove of Cangkring Indramayu District, Bogor Agricultural University (IPB) Research Centre, Bogor, September 1997 – March 1998 (Research Member)

Ecological and Behaviour of Javan Peafowl (*Pavo muticus Linneaus 1758*) in Baluran National Park, East Java, September 1994 – March 1995 (Thesis Master)

Monitoring of Flora and Fauna in Salak Mountain, West Java – collaboration between PT Unocal Geothermal Ltd and Bogor Agricultural University Research Centre (LP-IPB), Bogor, 1996 – 1998 (Team Leader)

Survey on Environmental Impact Assessment Analysis (AMDAL) dan Wildlife Aspect

Environmental Impact Assessment Analysis of PT Unocal Ltd Oil Field Concession in Santan, East Kalimantan – 1990 (Research Member on Vegetation and Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Hanurata Ltd Forest Concession in Jayapura, Irian Jaya – 1991 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Damai Setiatama Forest Concession in Meraoke, Irian Jaya – 1991 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Bina Mahawana Wisesa Forest Concession in Kendari, South East Sulawesi 0 1991 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Kebun Sari Forest Concession in Jayapura, Irian Jaya. – 1991 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Dacrydium Forest Concession in Muara Tewe, Central Kalimantan – 1992 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Nusantara Plywood Forest Concession in Palangkaraya, Central Kalimantan – 1992 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Tjipta Rimba Djaya Forest Concession in Medan, North Sumatra – 1992 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Wiralanau Forest Concession in Langsa, East Aceh – 1992 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Mentaya Kalang Forest Concession in Sampit, Central Kalimantan – 1993 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Perkasa Wana Forest Concession in Sampit, Central Kalimantan – 1993 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Mersella Wana Sckawan Forest Concession in Ketapang, West Kalimantan – 1993 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Tanjungpura Bakti Forest Concession in Pontianak, West Kalimantan – 1994 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Wira Karya Sakti Timber Estate Concession in Jambi – 1994 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT ITCI Hutani Manunggal Timber Estate Concession in Kutai, East Kalimantan – 1996 (Research Member on Wildlife Aspect)

Environmental Impact Assessment Analysis of PT Rimba Swasemhada Timber Estate Concession in Pasaman, West Sumatra – 1997 (Research Member on Wildlife Aspect)

Ecological Study of Flora and Fauna in Ruteng Natural Recreation Park, Ruteng, East Nusatenggara – 1999. Research Centre of Bogor University (LP-IPB) (Research Member on Wildlife Aspect)

Biodiversity Management at PT Riau Andalan Pulp and Paper Timber Estate Pekanbaru – 1999. Collaboration between PT Riau Andalan Pulp and Paper and Faculty of Forestry IPB (Research Member on Wildlife Aspect)

Valuation on Natural Resources of Segara Anakan, Cilacap, Central Java – 2000 (Research Member on Wildlife Aspect)

Environmental Audit of Palm Oil Estate PT Asiatic Persada, Jambi – 2000 (*for Environmental Management & Monitoring Pty Ltd*) (Researcher on Flora and Wildlife Aspect)

Environmental Audit of Palm Oil Estate PT Harapan Sawit Lestari Group, Pontianak, West Kalimantan – 2000 (*for Environmental Management & Monitoring Pty Ltd*) (Researcher on Flora and Wildlife Aspect)

Management Plan of Kerumutan Game Reserve, Riau Province – 2000 (Team Leader)

Management Plan of Bukit Rimbang Baliing Game Reserve, Riau Province – 2001 (Team Leader)

Publications

Balen, BV, JB Hernowo, Mnulyani dan, YA, Putro, HP, 1986 – Birds of Darmaga Media Konservasi Vol. 1/2, November 1986. 1 – 5

Hernowo, JB, 1988 – Ornithological News, Media Konservasi Vol.II/1, April 1988

Hernowo, JB, 1989 – Observation on the Bird Diversity and its Role in Bukir Soeharto Protected Forest, East Kalimantan. Media Konservasi Vol II/2, January 1989. 19 – 32

Hernowo, JB, 1989 – Preliminary Study on Habitat and Dancing Area Great Argust (*Argussianus argus*) in Bukit Soeharto Protected Forest, East Kalimantan. Media Konservasi Vol III/3, May 1989. 55 – 58

Hernowo, JB, dan LB Prasctyo, 1989 – Concept of Green Space in Urban Area As Bird Conservation Area. Media Konservasi Vol II (4) December 1989. 61 – 71

Ontario, Y, Hernowo, JB, Haryanto and Ekarelawan, 1990 – The Management Pattern of Bird Habitat with Emphasis in Urban Areas. Media Konservasi Vol III 1 September 1990. 15 – 28

Hernowo, JB, Rinekso, S, Ekarelawan 1991 – Conservation Aspect of Wildlife at Campus IPB Darmaga. Media Konservasi Vol III (2) April

Pakpahan, AM, Hernowo, JB, dan A Machmud – Water Birds Distribution at Pulau Rambut Natural Reserve. Media Konservasi Vol III (4) March 1992. 47 – 53

Hernowo, JB, 1997 – Population Study of Javan Green Peapowl (*Pavo muticus muticus* Linnaeus 1958) With Three Different Methods in Baluran National Park. Media Konservasi Vol V5, no 2, September, p: 81 – 66

Hernowo, JB, 1999 – Habitat and Local Distribution of Javan Green Peapowl (*Pavo muticus muticus* Linnaeus 1958) in Baluran National Park. Media Konservasi Vol VI, no 1, 1 August 1999, p: 15 – 22

Junecel Maloloy – Curriculum Vitae

Year of Birth:	1978
Nationality:	Filipino
Sex and Status:	Female and Married
Present Status:	Teacher, Humana Primary School Humana Borneo Child Aid Society
Office:	Humana Borneo Child Aid Society PO Box 61850, 91127 Lahad Datu, Sabah East Malaysia
Residential:	The River Estates Sdn. Bhd. Tomanggong Estate Locked Bag No 5, 91109 Lahad Datu, Sabah, East Malaysia

Educational Qualifications

Junecel Maloloy grew up on a plantation in Sabah and attended Matina High School, Davao, Philippines between 1991 and 1995. After completing senior high school, she studied at Harvardian International University, Davao, Philippines and in 1999 graduated with a Bachelor of Science in Elementary Education.

Work Experience

In 2001 Junecel was appointed as a primary school teacher at the Humana School, Tomanggong Estate, Lahad Datu, Sabah, East Malaysia, where she has worked since. In this role, she has responsibility for teaching children between Grade 1 and Grade 6 and assisting with school administration.

RSPO Experience

Junecel has assisted with the initial certification assessments of six oil palm plantation companies in Sabah and Peninsula Malaysia. Her role has involved assisting and facilitating the interview of female workers and their families at oil palm mills and estates. Having grown up on a plantation, she has first-hand knowledge of the issues facing families working and living in remote locations. She is fluent in Bahasa Malaysia, Sabahan, Filipino and English, which is a key asset for effective communication with local as well as foreign workers recruited from Indonesia and the Philippines.

Appendix “C”

Annual Surveillance Assessment Program

TEAM: CR: Charlie Ross; IN: Iman Nawireja; JB: Jarwadi Hernowo; JM: Junecel Maloloy					
DATE	ACTIVITY	CR	IN	JH	JM
Monday September 14 SANDAKAN BAY PALM OIL MILL	Opening Meeting	√	√	√	√
	Physical Inspection Mill/Effluent Ponds/Stores/Workshop	√			
	Interview Mill Workers, Contractors, Outgrowers		√		
	Inspect Mill Clinic/Housing	√			
	Mill Documentation	√			
	Interview Female Mill Staff/Workers		√		√
	Interview Residents at Housing		√		√
	Inspect Mangroves and Buffer Zones Tun Tan Estate			√	
	Review SIA Action Plan	√	√		
Review HCV Assessment and Monitoring Plans	√		√		
Tuesday September 15 TUNKU ESTATE	Physical Inspection Estate/Interview Male Fieldworkers	√	√		
	Physical Inspection Stores, Landfill	√			
	Inspect Clinic/Housing	√			
	Interview Female Fieldworkers		√		√
	Interview Female Office Staff/Workers Review Pay Documentation		√		√
	Inspect Conservation Areas			√	
	Interviews (Contractors/External Stakeholders)		√		√
	Estate Documentation	√			
	Interview Residents at Housing		√		
Visit Kg Sipinong and Kg Sg Payau Local Communities		√			
Wednesday September 16 TUN TAN ESTATE	Physical Inspection Estate/Interview Male Fieldworkers	√	√		
	Physical Inspection Stores, Land Application, Landfill	√			
	Inspect Clinic/Housing	√			
	Interview Female Fieldworkers		√		√
	Interview Female Office Staff/Workers Review Pay Documentation		√		√
	Interview Contractors/External Stakeholders		√		
	Inspect Conservation Areas Tigowis Estate			√	
	Estate Documentation	√			
	Re-visit Sentosa Estate Issues	√			
	Interview Residents at Housing		√		√
Interview Foreign Workers at Estate Housing (Fauna Protection)			√		
Visit Kg Manggis Local Community		√			
Thursday September 17	Review progress on Improvement Plans	√			
	Follow-up any Stakeholder Issues		√		
	Inspect Conservation Areas Sentosa Estate			√	
	Collect any outstanding data/information/clarification	√	√		√
	Preparation of IAV Report and Closing	√	√		
	Closing Meeting	√	√	√	√

Appendix “D”

List of Stakeholders Contacted

**Stakeholders Contacted and Interviewed for SOU 26
Sandakan Bay Palm Oil Mill, Tunku and Tun Tan Estates
Sandakan, Sabah, Malaysia**

<p>Mill 2 Filipino workers 2 Malaysian workers 2 Indonesian workers 2 Staff 3 Female Staff 3 Female Workers Family Groups at Housing</p>	<p>Tunku Estate 4 Indonesian Harvesters 4 Indonesian Loose fruit Collectors 3 Female Staff 3 Female Workers 7 Female Sprayers 1 Female Clinic Aider Family Groups at Housing</p>
<p>Tun Tan Estate 3 Indonesian Harvesters 4 Filipino Loose Fruit Collectors 2 Female Staff 2 Female workers 2 Female Creche Workers 1 Female Clinic Aider Family Groups at housing</p>	<p>External Stakeholders Contractors & Suppliers FFB Transport Contractor 3 Spare Parts suppliers 3 Road Construction Contractors 2 Outgrowers Tun Tan Estate Shop Owner</p>
<p>Local Communities Kampung Sungai Sipinong – Head plus residents Kampung Sungai Payu – Imam plus residents Kampung Manggis Baru – Head plus residents</p>	<p>Government Departments Department of Labour Sandakan Immigration Department Sandakan Land and Survey Department Sandakan Department of Environment Protection Department of Forestry</p>
<p>NGOs and Others Sabah Plantation Industry Employee Union WWF Malaysia, Kota Kinabalu Office</p>	

Appendix “E”

***MILL OVERTIME RECORDS
OCTOBER and NOVEMBER 2009***

SANDAKAN BAY PALM OIL MILL
NORMAL OVERTIME FOR WORKER
MONTH : OCTOBER 2009

NO	EMPLOYEE NO	NAME	DESIGNATION	OVERTIME HOURS	REASON
1	8486	JEFFRI BIN PIUK	SECURITY	92	RELIEF AP DUTY
2	8633	JEFFRI BIN JAYA	SECURITY	90	RELIEF AP DUTY
3	8682	HASSAN BIN HUSEN	SECURITY	104	RELIEF AP DUTY
4	8705	JANAL BIN JEFFRI	SECURITY	94	RELIEF AP DUTY
5	8263	ROSLEE BIN SALLEH	BOILERMAN	102	HIGHER ON MILL PRODUCTION HOURS
6	8243	HADIAH BIN MATLI	WORKSHOP TC	104	HIGHER ON MILL PRODUCTION HOURS
7	8712	MOHAMMAD ASIS	WORKSHOP TC	94	HIGHER ON MILL PRODUCTION HOURS
8	8637	JERRY BIN ISA	WORKSHOP HELPER	98	HIGHER ON MILL PRODUCTION HOURS
9	8684	REY CHATA DEMEGILLO	WORKSHOP HELPER	95	HIGHER ON MILL PRODUCTION HOURS
10	8667	MUHARRAM ISNAIN HABIBUH	WORKSHOP HELPER	100	HIGHER ON MILL PRODUCTION HOURS
11	8693	SALAMA BIN DAMING	WORKSHOP HELPER	103	HIGHER ON MILL PRODUCTION HOURS
12	8689	MUHAMMAD YANI ALI	STERILISER	97	HIGHER ON MILL PRODUCTION HOURS
13	8720	JANIES BIN TANI	CLARIFICATION	96	HIGHER ON MILL PRODUCTION HOURS
14	8619	AMIR LAKE	EFB DISPOSAL	95	HIGHER ON MILL PRODUCTION HOURS
15	8580	ALBASIR BIN SALIM	PRESS	102	HIGHER ON MILL PRODUCTION HOURS
16	8616	AHMAD BIN MUHAMMAD	PRIME MOVER DRIVER	94	HIGHER ON MILL PRODUCTION HOURS
17	8641	SULMAN BIN MAPIARE	BOILER FIREMAN	99	HIGHER ON MILL PRODUCTION HOURS
18	8715	ANIS JUMAIN	PRESS	102	HIGHER ON MILL PRODUCTION HOURS
19	8659	MUHAMMAD KHMISNI AWANG	PROCESS MANDORE	99	HIGHER ON MILL PRODUCTION HOURS
20	8702	IDARWIN BIN DAUD	ELECTRICAL HELPER	98	HIGHER ON MILL PRODUCTION HOURS
21	8713	AZLEE BIN JAAGAR	ELECTRICAL HELPER	99	HIGHER ON MILL PRODUCTION HOURS
22	8701	JUVARA PELO TALAL	LAB SAMPLER	94	HIGHER ON MILL PRODUCTION HOURS
23	8257	PADAL BIN MAKKULAU	BOILERMAN	95	HIGHER ON MILL PRODUCTION HOURS

SIME DARBY PLANTATION (SABAH) SDN. BHD.
 (COMPANY NO. 028959A-V)
Sandakan Bay Palm Oil Mill

Mill Manager

EMPLOYEE NO	NAME	DESIGNATION	OVERTIME HOURS	REASON
8486	JEFFRI BIN PIUK	SECURITY	92	RELIEF AP DUTY
8633	JEFFRI BIN JAYA	SECURITY	90	RELIEF AP DUTY
8682	HASSAN BIN HUSEN	SECURITY	104	RELIEF AP DUTY
8705	JANAL BIN JEFFRI	SECURITY	94	RELIEF AP DUTY
8263	ROSLEE BIN SALLEH	BOILERMAN	102	HIGHER ON MILL PRODUCTION HOURS
8243	HADIAH BIN MATLI	WORKSHOP TC	104	HIGHER ON MILL PRODUCTION HOURS
8712	MOHAMMAD ASIS	WORKSHOP TC	94	HIGHER ON MILL PRODUCTION HOURS
8637	JERRY BIN ISA	WORKSHOP HELPER	98	HIGHER ON MILL PRODUCTION HOURS
8684	REY CHATA DEMEGILLO	WORKSHOP HELPER	95	HIGHER ON MILL PRODUCTION HOURS
8667	MUHARRAM ISNAIN HABIBUH	WORKSHOP HELPER	100	HIGHER ON MILL PRODUCTION HOURS
8693	SALAMA BIN DAMING	WORKSHOP HELPER	103	HIGHER ON MILL PRODUCTION HOURS
8689	MUHAMMAD YANI ALI	STERILISER	97	HIGHER ON MILL PRODUCTION HOURS
8720	JANIES BIN TANI	CLARIFICATION	96	HIGHER ON MILL PRODUCTION HOURS
8619	AMIR LAKE	EFB DISPOSAL	95	HIGHER ON MILL PRODUCTION HOURS
8580	ALBASIR BIN SALIM	PRESS	102	HIGHER ON MILL PRODUCTION HOURS
8616	AHMAD BIN MUHAMMAD	PRIME MOVER DRIVER	94	HIGHER ON MILL PRODUCTION HOURS
8641	SULMAN BIN MAPIARE	BOILER FIREMAN	99	HIGHER ON MILL PRODUCTION HOURS
8715	ANIS JUMAIN	PRESS	102	HIGHER ON MILL PRODUCTION HOURS
8659	MUHAMMAD KHMISNI AWANG	PROCESS MANDORE	99	HIGHER ON MILL PRODUCTION HOURS
8702	IDARWIN BIN DAUD	ELECTRICAL HELPER	98	HIGHER ON MILL PRODUCTION HOURS
8713	AZLEE BIN JAAGAR	ELECTRICAL HELPER	99	HIGHER ON MILL PRODUCTION HOURS
8701	JUVARA PELO TALAL	LAB SAMPLER	94	HIGHER ON MILL PRODUCTION HOURS
8257	PADAL BIN MAKKULAU	BOILERMAN	95	HIGHER ON MILL PRODUCTION HOURS

SANDAKAN BAY PALM OIL MILL
NORMAL OVERTIME FOR WORKER
MONTH : NOVEMBER 2009

NO	EMPLOYEE NO	NAME	DESCRIPTION	OVERTIME HOURS	REASON
1	8687	PASSAN B N HUSFN	SECURITY	19	RELIEF DUTY
2	8710	LAT NAH MANSUR	SECURITY	40	RELIEF DUTY
3	8597	MOHD BASRI AHMAD	WORKSHOP MECHANIC	48	HIGHER ON MILL PRODUCTION HOURS
4	8438	MOHD ALI ABDULLAH	WORKSHOP MECHANIC	60	HIGHER ON MILL PRODUCTION HOURS
5	8513	MUHAMMAD TANG MANDU	WORKSHOP HELPER	66	HIGHER ON MILL PRODUCTION HOURS
6	8630	AGUSMAN KARIM	WORKSHOP HELPER	64	HIGHER ON MILL PRODUCTION HOURS
7	8547	ASWAH BUDARJUDIN	WORKSHOP HELPER	26	HIGHER ON MILL PRODUCTION HOURS
8	8583	FATINO DARMAWENAH	WORKSHOP HELPER	69	HIGHER ON MILL PRODUCTION HOURS
9	8617	AMMAN ABDOL HAMBALI	WORKSHOP HELPER	55	HIGHER ON MILL PRODUCTION HOURS
10	8693	SALAMA DAMING	WORKSHOP HELPER	50	HIGHER ON MILL PRODUCTION HOURS
11	8714	AMRI ANI	WORKSHOP HELPER	76	HIGHER ON MILL PRODUCTION HOURS
12	8495	BASR PHSALAN	WORKSHOP HELPER	46	HIGHER ON MILL PRODUCTION HOURS
13	8567	MUHAMMAD ISWAN HABIBU	WORKSHOP HELPER	51	HIGHER ON MILL PRODUCTION HOURS
14	8644	AMBO INTANG MANDU	WORKSHOP HELPER	52	HIGHER ON MILL PRODUCTION HOURS
15	8537	JERRY ISA	WORKSHOP HELPER	34	HIGHER ON MILL PRODUCTION HOURS
16	8737	MADRUS M RANG	WORKSHOP HELPER	47	HIGHER ON MILL PRODUCTION HOURS
17	8677	ABDI LAJUNAT	LAND ROVER DRIVER	48	HIGHER ON MILL PRODUCTION HOURS
18	8699	ISMAIL HADJIL	BOATMAN	39	HIGHER ON MILL PRODUCTION HOURS
19	8592	ADOL SAMI YATIM	EPS DISPOSAL	31	HIGHER ON MILL PRODUCTION HOURS
20	8732	ARSAD SAMI	STERILISER CONDENSATE OIL	30	HIGHER ON MILL PRODUCTION HOURS
21	8717	RAMI BIN ANDI	RAMP	52	HIGHER ON MILL PRODUCTION HOURS
22	8644	MALIA BIN MAPPE	TRANSFER CAR	50	HIGHER ON MILL PRODUCTION HOURS
23	8729	FARISAH RUMAHDI	STERILISER	33	HIGHER ON MILL PRODUCTION HOURS
24	8730	ALNASSER SALLEH	THRESHING	30	HIGHER ON MILL PRODUCTION HOURS
25	8580	AI BASR SALIM	PRESSING	39	HIGHER ON MILL PRODUCTION HOURS
26	8735	ANIS JUMAIN	PRESSING	37	HIGHER ON MILL PRODUCTION HOURS
27	8123	AL HUSAIN IBRAHIM	CLARIFICATION	32	HIGHER ON MILL PRODUCTION HOURS
28	8641	SULMAN MAPIARE	BOILER FIREMAN	37	HIGHER ON MILL PRODUCTION HOURS
29	8564	AKS M A I	BOILER FIREMAN	48	HIGHER ON MILL PRODUCTION HOURS
30	8666	USMAN AMBO TUO	EFFLUENT OPERATOR	36	HIGHER ON MILL PRODUCTION HOURS
31	8594	AL MAJID ABDURHAM	WATER SUPPLY OPERATOR	59	HIGHER ON MILL PRODUCTION HOURS
32	8629	JUMARDI RAFI	STERILISER CONDENSATE OIL	39	HIGHER ON MILL PRODUCTION HOURS
33	8718	AS SIHARDIN SHAH	RAMP	36	HIGHER ON MILL PRODUCTION HOURS
34	8689	DAKWAH HUSAMUDDIN	PRESSING	36	HIGHER ON MILL PRODUCTION HOURS
35	8703	SALAMA KADR	NUT CRACKING	34	HIGHER ON MILL PRODUCTION HOURS
36	8704	SUDARMAH ISKANDAR	NUT CRACKING	35	HIGHER ON MILL PRODUCTION HOURS
37	8584	JAINI TAN	NUT CRACKING	34	HIGHER ON MILL PRODUCTION HOURS
38	8429	MOHD AZZUL MANSOR	BOILER FIREMAN	49	HIGHER ON MILL PRODUCTION HOURS
39	8655	HANZA AZIS	BOILER FIREMAN	75	HIGHER ON MILL PRODUCTION HOURS
40	8736	HENWAN REMY	BOILER FIREMAN	55	HIGHER ON MILL PRODUCTION HOURS
41	8642	SAEKA KIFANA	EFFLUENT OPERATOR	46	HIGHER ON MILL PRODUCTION HOURS
42	8667	ARMAN SALLEH	SHOVEL DRIVER	38	HIGHER ON MILL PRODUCTION HOURS
43	8566	ALANG AMBUDANG	ELECTRICAL HELPER	48	HIGHER ON MILL PRODUCTION HOURS
44	8696	KASHI SARAHIA	ELECTRICAL HELPER	35	HIGHER ON MILL PRODUCTION HOURS
45	8702	DARWIN DALID	ELECTRICAL HELPER	43	HIGHER ON MILL PRODUCTION HOURS
46	8711	AZIZ JAWAH	ELECTRICAL HELPER	42	HIGHER ON MILL PRODUCTION HOURS
47	8158	ALFAISAL AISAL	LAB SAMPLER	36	HIGHER ON MILL PRODUCTION HOURS
48	8661	SALAMAH MAMRUDDIN	LAB SAMPLER	36	HIGHER ON MILL PRODUCTION HOURS
49	8267	RIZWAN SHAHWAJAU	PROCESS TC	38	HIGHER ON MILL PRODUCTION HOURS
50	8212	ROSLAN AMAT	WORKSHOP TC	36	HIGHER ON MILL PRODUCTION HOURS
51	8243	HADIMH MATU	WORKSHOP TC	30	HIGHER ON MILL PRODUCTION HOURS
52	8671	ASWANG MALIA	GENERAL MANDOR	60	HIGHER ON MILL PRODUCTION HOURS
53	8125	ARUWI HUSNIN	TEAM FB GRADING	43	HIGHER ON MILL PRODUCTION HOURS

SIME DARBY PLANTATION (SABAH) SDN. BHD.
 (COMPANY NO. 029955-V)
 Sandakan Bay Palm Oil Mill

Mill Manager