

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

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

<p><b>Client Company Name / Parent Company:</b>  <b>Sime Darby Plantation Berhad</b></p>
<p>Client Company / Parent Company Address:  Level 11, Main Block, Plantation Tower 2, Jalan PJU 1A/7 47301, Ara Damansara,  Selangor, Malaysia</p>
<p>Certification Unit:  <b>Strategic Operating Unit (SOU 2) - Chersonese Palm Oil Mill</b></p> <p>Location of Certification Unit:  Lot 4647, Jalan Gula, Kuala Gula 34350 Kuala Kurau, Perak, Malaysia</p>
<p>Date of Final Report:  15/12/2023</p>

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Sime Darby Plantation Berhad		
<b>RSPO Membership Number</b>	1-0008-04-000-00	<b>Membership Approval Date</b>	07/09/2004
<b>Address</b>	Level 11, Main Block, Plantation Tower 2, Jalan PJU 1A/7 47301, Ara Damansara, Selangor, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Strategic Operating Unit (SOU 2) - Chersonese Palm Oil Mill		
<b>Location / Address</b>	Lot 4647, Jalan Gula, Kuala Gula 34350 Kuala Kurau, Perak, Malaysia		
<b>Website</b>	<a href="http://www.simedarbyplantation.com">www.simedarbyplantation.com</a>		
<b>Management Representative</b>	Mdm. Shylaja Devi Vasudevan Nair (Head, Sustainability Compliance Unit, GSD) Bukhari Yusof Azuddin (Mill Manager)	<b>E-mail</b>	<a href="mailto:shylaja.vasudevan@simedarbyplantation.com">shylaja.vasudevan@simedarbyplantation.com</a> <a href="mailto:kks.chersonese@simedarbyplantation.com">kks.chersonese@simedarbyplantation.com</a>
<b>Telephone</b>	+603 78484379 (Head Office) +6019-7914122 & +6019-4094121 (Mill)	<b>Facsimile</b>	+603 78484363 (Head Office) N/A (Mill)

2. Certification Information			
<b>Certificate Number</b>	RSPO 590800	<b>Certificate Start Date</b>	05/10/2021
<b>Date of First Certification</b>	05/10/2011	<b>Certificate Expiry Date</b>	04/10/2026
<b>Scope of Certification</b>	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
<b>Visit Objectives</b>	<ul style="list-style-type: none"> <li>Determination of the conformity of the client's management system, or parts of it, with audit criteria.</li> <li>Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.</li> </ul>		
<b>Assessment Cycle</b>	<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		
<b>Applicable Standards / Normative Reference</b>	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		

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<b>Supply Chain Module</b>	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	45 MT/HR
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 688334	MSPO 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn. Bhd.	09/01/2028
MSPO 682039	MSPO 2530-4:2013 General Principles for Palm Oil Mills		09/01/2028
MSPO 714137	MSPO Supply Chain Certification Standard 2018		20/11/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Chersonese Palm Oil Mill	Lot 4647, Jalan Gula, Kuala Gula 34350 Kuala Kurau, Perak, Malaysia	4° 58' 39.04" N	100° 27' 41.00" E
Chersonese Estate	Ladang Chersonese, 34350 Kuala Kurau, Perak, Malaysia	4°59' 24.06" N	100° 27' 13.00" E
Holyrood Estate	Ladang Holyrood, 34100 Selama, Perak, Malaysia	5°07' 27.00" N	100° 42' 36.03" E
Tali Ayer Estate	Ladang Tali Ayer, 34300 Bagan Serai, Perak, Malaysia	5°03' 30.02" N	100° 31' 20.09" E
Kalumpong Estate	Ladang Kalumpong/Byram, 34300 Bagan Serai, Perak, Malaysia	4° 58' 11.09" N	100° 36' 05.09" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Chersonese Estate	2,844.19	25.87	423.66	3,293.72	86.35
Holyrood Estate	1,222.28	12.19	98.27	1,332.74	91.71
Kalumpang Estate	2,529.28	21.09	166.43	2,716.80	93.10
Tali Ayer Estate	3,083.82	22.62	623.50	3,729.94	82.11
<b>Total</b>	<b>9,679.57</b>	<b>83.39</b>	<b>1,310.24</b>	<b>11,073.20</b>	<b>88.32</b>

**Note:**  
**Chersonese Estate:** Reduction of 26.23ha from total planted and add 26.23ha at infrastructure & other due Oil Palm convert to Coconut planting.  
**Tali Ayer Estate:** Reduction of 26.16ha at total planted and total area due land acquisition for 'Projek Penempatan Pejabat Agensi-Agensi Kerajaan'.  
Deduction of 24.24ha from Infrastructure & other for having included HCV (ha) together in the total and reduce 1.62ha due land acquisition for 'Projek Penempatan Pejabat Agensi-Agensi Kerajaan'.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Chersonese Estate	648.20	1,865.52	330.47	-	2,195.99	648.20
Holyrood Estate	57.70	1,006.63	157.95	-	1,164.58	57.70
Kalumpang Estate	736.28	526.56	1,266.44	-	1,793.00	736.28
Tali Ayer Estate	300.31	1,383.14	1,400.37	-	2,783.51	300.31
<b>Total (ha)</b>	<b>1,742.49</b>	<b>4,781.85</b>	<b>3,155.23</b>		<b>7,937.08</b>	<b>1,742.49</b>

**Note:** \*\*Only Mature area is considered as production area  
**Chersonese Estate:** Reduce 26.23ha from mature due Oil Palm convert to Coconut planting.  
**Tali Ayer Estate:** Reduce 26.16ha from mature due land acquisition for 'Projek Penempatan Pejabat Agensi-Agensi Kerajaan'.

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Oct 2022 – Sept 2023)</b>	<b>Actual (July 2022 – June 2023)</b>		<b>Forecast (Oct 2023 – Sept 2024)</b>
		Previous license period (July 2022 – Sept 2022)	Current license period (Oct 2022 – June 2023)	
Chersonese Estate	52,346.00	14,778.17	24,120.02	58,883.78
Holyrood Estate	27,526.00	9,667.01	10,120.73	26,324.39
Kalumpong Estate	45,544.00	15,522.35	21,002.86	43,299.35
Tali Ayer Estate	46,970.00	12,010.84	21,887.67	50,467.00
<b>Total</b>	<b>172,386.00</b>	<b>129,109.65</b>		<b>178,974.52</b>

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Oct 2022 – Sept 2023)</b>	<b>Actual (July 2022 – June 2023)</b>		<b>Forecast (Oct 2023 – Sept 2024)</b>
		Previous license period (July 2022 – Sept 2022)	Current license period (Oct 2022 – June 2023)	
Ladang Bukit Hijau		164.19	-	
Ladang Bukit Selarong		351.34	169.66	
Ladang Jentayu		321.36	-	
Ladang Padang Buluh		705.31	-	
Ladang Somme		361.41	24.19	
Ladang Sg. Dingin		44.03	-	
<b>Total</b>		<b>2,141.49</b>		

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Out growers / smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Oct 2022 – Sept 2023)</b>	<b>Actual (July 2022 – June 2023)</b>		<b>Forecast (Oct 2023 – Sept 2024)</b>
		Previous license period (July 2022 – Sept 2022)	Current license period (Oct 2022 – June 2023)	
Ladang Sg. Ahning	48,300.00	912.053	-	-
Ladang Kupang		152.126	-	-
Ladang Sg. Tekai		98.801	-	-
Ladang Tanah Merah		695.229	-	-

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CWJ Smart		7,957.258	10,182.06	-
SM Fatonah		18.01	422.225	-
Tang Tat		18.90	-	-
<b>Total</b>	<b>48,300.00</b>	<b>20,456.66</b>		<b>-</b>

<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
<b>No.</b>	<b>Month - Year</b>	<b>Volume of FFB from certified supply base (mt)</b>	<b>Volume of FFB from uncertified supply base (mt)</b>	<b>Total FFB/Month (mt)</b>
1	July 2022	12,092.26	3,268.45	15,360.71
2	Aug 2022	11,822.13	2,040.29	13,862.42
3	Sept 2022	11,993.35	2,474.67	14,468.02
4	Oct 2022	9,576.98	1,088.04	10,665.02
5	Nov 2022	8,441.29	980.93	9,422.22
6	Dec 2022	10,071.25	2,541.59	12,612.84
7	Jan 2023	9,572.40	2,155.47	11,727.87
8	Feb 2023	10,877.06	2,464.96	13,342.02
9	Mar 2023	12,156.64	1,188.43	13,345.07
10	Apr 2023	10,770.25	840.69	11,610.94
11	May 2023	13,441.30	851.53	14,292.83
12	June 2023	10,436.23	561.61	10,997.84
<b>TOTAL</b>		<b>131,251.14</b>	<b>20,456.66</b>	<b>151,707.80</b>

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<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
<b>Estimated last year (Oct 2022 – Sept 2023)</b>	<b>Actual (July 2022 – June 2023)</b>		<b>Forecast (Oct 2023 – Sept 2024)</b>
	Previous license period (July 2022 – Sept 2022)	Current license period (Oct 2022 – June 2023)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
156,470.50 mt	53,926.01 mt	77,325.13 mt	178,974.52 mt
	<b>TOTAL</b>	131,251.14 mt	
<b>CPO (OER: 19.72 %)</b>	<b>CPO (OER: 22.74 %)</b>		<b>CPO (OER: 20.28 %)</b>
30,858.07 mt	12,766.85 mt	17,088.31 mt	36,296.03 mt
	<b>TOTAL</b>	29,855.16 mt	
<b>PK (KER: 5.31 %)</b>	<b>PK (KER: 5.26 %)</b>		<b>PK (KER: 5.35 %)</b>
8,306.84 mt	3,407.61 mt	4,541.47 mt	9,575.13 mt
	<b>TOTAL</b>	7,949.08 mt	

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
<b>No.</b>	<b>Month - Year</b>	<b>Certified CPO (MT)</b>	<b>Certified PK (MT)</b>
1	July 2022	3,225.84	878.73
2	Aug 2022	2,843.56	717.98
3	Sept 2022	2,852.71	793.95
4	Oct 2022	1,999.58	549.73
5	Nov 2022	1,845.16	467.22
6	Dec 2022	2,457.42	622.92
7	Jan 2023	2,298.76	610.03
8	Feb 2023	2,484.67	673.66
9	Mar 2023	2,625.48	727.24
10	Apr 2023	2,287.41	626.03
11	May 2023	2,922.25	771.45
12	June 2023	2,012.32	510.14
	<b>TOTAL</b>	<b>29,855.16</b>	<b>7,949.08</b>



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<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Oct 2022 – June 2023)</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	-	-	-	3,080.60	3,080.60
<b>PK (MT)</b>	2,423.30	0	0	2,050.25	4,473.55
<b>Credits</b>	14,000.00	-	-	-	14,000.00
<b>Previous License period (July 2022 – Sept 2022)</b>					
<b>CPO (MT)</b>	988.75	0	0	11,770	12,758.75
<b>PK (MT)</b>	3,397.61	-	-	-	3,397.61
<b>Credits</b>	-	-	-	-	-

<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit</b>				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	ABC	Non-disclosure	998.75	0
2	XYZ	Non-disclosure	0	5,820.91
<b>TOTAL</b>			<b>998.75</b>	<b>5,820.91</b>

<b>11B. Records of certified CPO &amp; PK Sold under other schemes since the last audit</b>				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
NA	NA	NA	NA	NA
<b>TOTAL</b>			<b>NA</b>	<b>NA</b>

<b>11C. Records of CPO &amp; PK Sold as conventional since the last audit (if any)</b>			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	A	14,850.60	-
2	B	-	2,050.25
<b>TOTAL</b>		<b>14,850.60</b>	<b>2,050.25</b>

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11D. Records of Certified CPO Sold under RSPO Credits since the last audit			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	XXX	Non-disclosure	14,000.00
<b>TOTAL</b>			<b>14,000.00</b>

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	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (Not Applicable)</b>							
Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Previous License period (Not Applicable)</b>							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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

## 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](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://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 **24/07/2023 – 28/07/2023**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **20/10/2023**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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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.

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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (RC2)</b>	<b>Year 2 (ASA 2_1)</b>	<b>Year 3 (ASA 2_2)</b>	<b>Year 4 (ASA 2_3)</b>	<b>Year 5 (ASA 2_4)</b>
Chersonese Palm Oil Mill	X	X	X	X	X
Chersonese Estate	X	X	X	X	X
Holyrood Estate	X	X	X	X	X
Kalumpong Estate	X	X	X	X	X
Tali Ayer Estate	X	X	X	X	X

**Tentative Date of Next Visit:** July 1, 2024 - July 16, 2024

**Total Number of Mandays:** 15 Mandays

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Mohamed Zainal (MHZ) Hidhir Abidin	Team Leader	<p><b>Education:</b> Bachelor Degree in Chemical Engineering, National University of Malaysia.</p> <p><b>Work Experience:</b> 1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years 2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012</p> <p><b>Training attended:</b> 1) ISO 9001 Lead Auditor Course 2) ISO 14001 Lead Auditor Course 3) OHSAS 18001 Lead Auditor Course in 2012 4) Endorsed RSPO P&amp;C Lead Auditor Course in 2013 5) MSPO Awareness Training in 2014 6) Endorsed RSPO SCCS Lead Auditor Course 7) SMETA Auditor training</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English.</p>

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		<p><b>Aspect covered in this audit:</b> Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
<p>Mohd Nur Amin bin Mohd Halim (MNA)</p>	<p>Team Member</p>	<p><b>Education:</b> Diploma Office Management &amp; Technology, UiTM.</p> <p><b>Work Experience:</b> He started his career as a sustainability practitioner in GLCs related to palm oil plantation for 6 years and 10 months, mainly handling operational excellence, environment &amp; safety and health at the upstream and downstream operations. He then joined an international certification body over the last 3 years and started his auditing career as qualified lead auditor for MSPO (OPMC and SCCS) schemes; and qualified auditor for ISCC Waste and Residue scheme. Concurrently, he was also the document controller and scheme coordinator for MSPO (OPMC and SCCS) accreditation.</p> <p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1) Exemplar IMS (9001, 14001 &amp; 45001) LA Course (2019)</li> <li>2) SA 8000 Course (2019)</li> <li>3) Endorse MSPO SCCS Course (2020)</li> <li>4) Endorse MSPO LA Course (2020)</li> <li>5) Endorse ISCC Waste and Residue Course (2020)</li> <li>6) HCV &amp; HCS Course (2020)</li> <li>7) Endorse ISCC Basic &amp; PLUS Course (2022)</li> <li>8) CQI &amp; IRCA ISO 14001:2015 LA Course (2022)</li> <li>9) Endorse RSPO P&amp;C LA Course (2022)</li> </ol> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b> Policy and commitment, social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, land &amp; Legal issue and RSPO supply chain requirements</p>
<p>Ahmad Rufi Bin Abu Talib Khan (ARK)</p>	<p>Team Member</p>	<p><b>Education:</b> Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p><b>Work Experience:</b> He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years’ experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013</p>

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		<p>and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1) CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course</li> <li>2) MSPO 2530:2013 Lead Auditor Course</li> <li>3) Endorsed RSPO Lead Auditor and RSPO SCC Auditor course</li> </ol> <p><b>Language proficiency:</b></p> <p>Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p><b>Aspect covered in this audit:</b></p> <p>Occupation Health Safety requirement, HIRARC, Environment responsibility, training, environment impact assessment and management plan.</p>
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**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	MHZA	MNA	ARK
Sunday 23/07/2023	PM	Audit team travel Taiping. Check in at Flemington Hotel, Taiping	√	√	√
<b>Kalumpong Estate</b>	0730	Audit team travel to <b>Kalumpong Estate for Opening Meeting</b>	√	√	√
	0830-0900	<p>Opening Meeting:</p> <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation).</li> <li>• Verification on previous audit findings</li> </ul>			
	0930-1300	<p><b>Kalumpong Estate</b></p> <p>Field visit, boundary inspection, field operations, staff &amp; workers interview, buffer zone, HCV area, IPM implementation, OSH&amp;ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.</p>	√	√	√
	1300-1400	Lunch	√	√	√

	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 25/07/2023	0730	Audit team travel to Tali Ayer Estate	√	√	√
<b>Tali Ayer Estate</b>	0830-1300	<b>Tali Ayer Estate</b> Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH&ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Scheduled wastes management, worker housing, clinic, Landfill, etc.			
	1000-1300	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1300-1400	Lunch	√	√	√
	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 26/07/2023	0730	Audit team travel to Chersonese POM	√	√	√
<b>Chersonese POM</b>	0830-1300	<b>Chersonese POM</b> Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area.			
	1000-1300	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1300-1400	Lunch break	√	√	√
	1400-1630	<b>Chersonese POM</b> 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 etc	√	√	√



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		<p>RSPO Supply chain requirements for mill</p> <ul style="list-style-type: none"> <li>- Identity Preserved Module</li> <li>- Internal Audit</li> <li>- Outsourcing activities</li> <li>- Purchasing and Goods In</li> <li>- Sales and Goods Out</li> <li>- Outsourcing Activities</li> <li>- Record keeping</li> <li>- Extraction Rate</li> <li>- Processing</li> <li>- Registration of transaction</li> <li>- Claims</li> </ul>			
	1630-1700	Interim Closing Briefing	√	√	√
<p>Thursday 27/07/2023</p> <p><b>Holyrood Estate</b></p>	0730	Audit team travel to Holyrood Estate	√	√	√
	0830- 1300	<p><b>Holyrood Estate</b></p> <p>Field visit, boundary inspection, field operations, staff &amp; workers interview, buffer zone, HCV area, IPM implementation, OSH&amp;ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.</p>			
	1000-1300	Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	-	√	-
	1300-1400	Lunch break	√	√	√
	1300-1630	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	√	√	√
<p>Friday 28/07/2023</p> <p><b>Chersonese Estate</b></p>	0730	Audit team travel to Chersonese Estate	√	√	√
	0830-1300	<p><b>Chersonese Estate</b></p> <p>Field visit, boundary inspection, field operations, staff &amp; workers interview, buffer zone, HCV area, IPM implementation, OSH&amp;ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill, etc.</p>			
	1300-1400	Lunch break	√	√	√

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	1300-1630	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	Closing meeting – conclusion and recommendation	√	√	√

**Major NC Close Out Verification**

Time	Subjects	MHZ
Thursday 19/10/2023 PM	Travel to Kamunting. Check in at SSL Traders Hotel	√
Friday 20/10/2023		
0800	Auditor travel to Chersonese POM	√
0900	Opening Meeting <ul style="list-style-type: none"> <li>• Opening Presentation by Audit team leader.</li> <li>• Briefing on the verification plan</li> </ul>	
0915 – 1130	Verification on previous Major NC (2374092-202307-M1) <ul style="list-style-type: none"> <li>i) Chersonese POM (document review, workers interview, site verification)</li> <li>ii) Tali Ayer Estate (document review, workers interview, site verification)</li> <li>iii) Holyrood Estate (document review, workers interview, site verification)</li> </ul>	√
1130 – 1200	Closing meeting - conclusion and recommendation	√

### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
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?	Sime Darby Plantation Berhad TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan table.  On 16/01/2020, Sime Darby Plantation Berhad under its subsidiary 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): <a href="https://simedarbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/">https://simedarbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/</a>	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?  If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	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 of Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management. Refer TBP approval dated 13/07/2023.	Complied
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.  If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	There are no new acquisitions. There is new propose on 2024 for Land legalization still in progress dated approval by RSPO on 13 July 2023 for these Estate.  1. Ladang Panjang Estate-1,796.19 ha 2. Rantau Panjang Estate, Napal Estate / Karang Ringin Estate- 1,843.73 ha. 3. Mangun Jaya Estate- 1,398.55 ha 4. Sungai Jernih Estate- 851.57 ha 5. Pelanjau Estate (PT BAL) & Beturus Estate (PT BAL)- 4,071.76ha 6. Karya Palma Estate (PT SNP)-476.70 Ha 7. West and East Estate- 1,452.93 ha	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Although there is deviation has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.	Complied

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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.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Indonesia - PT Swadaya Andika: Mill closed down and all the supply bases was transferred to Rantau Mill - PT Laguna Mandiri. The Selabak Est, Randi Est, Sangkoh Est, Lanting Est is currently under PT Laguna Mandiri - Rantau Factory certification. PT Mitral Austral Sejahtera: The properties were sold and currently Sime Darby Plantation Berhad have no control in the management. The property was disposed on 25/06/2019 and an official letter on disposal of PT MAS was sent to RSPO Secretariat on 27/06/2019. Malaysia - Pekaka Mill is being mothballed in year 2018 and all the certified supply base Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate &amp; Chartquest Estate has been transferred to SOU Lavang. Bintang Oil Mill: Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. As at 01/10/2018, the mill has completed the selling off transaction.</p> <p>Papua New Guinea - Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd: The Remediation and Compensation Process is at the submission of Compensation Plan. RSPO Main Assessment is planned on 10-14 March as public Notification letter: <a href="http://www.rspo.org/certification/public-announcement">www.rspo.org/certification/public-announcement</a></p> <p>For Liberia operations: As at 16/01/2020, Sime Darby Plantation Berhad under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (Sime Darby Plantation Liberia) to Mano Palm Oil Industries Ltd (MPOI): <a href="https://sime-darbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/">https://sime-darbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/</a>. ACOP 2020 has been cross-referenced as below: <a href="http://www.rspo.org/members/29">www.rspo.org/members/29</a></p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised</p>	<p>Although there are 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 <b>Major</b> non-compliance shall be raised</p>	<p>No fundamental failure. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) have been excluded in the latest TBP as these 2 assets were disposed.</p>	<p>Complied</p>
<p><b>Un-Certified Units or Holdings</b></p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units. Refer TBP approval dated 13/07/2023.</p>	<p>Complied</p>

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<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>New plantings within Sime Darby Plantation Berhad that have completed NPP notification.</p> <ol style="list-style-type: none"> <li>1. NBPOL (Poliamba Limited) 23/05/2020 – no comments  <a href="https://rspo.org/public-consultation/sime-darby-plantation-berhad-nbpol-poliamba-limited/">https://rspo.org/public-consultation/sime-darby-plantation-berhad-nbpol-poliamba-limited/</a></li> <li>2. NBPOL (Guadalcanal Plain Palm Oil Ltd) 06/04/2018 – no comments  <a href="https://rspo.org/public-consultation/new-britain-palm-oil-a-subsiary-of-sime-darby-plantation-bhd-guadalcanal-plain-palm-oil-ltd/">https://rspo.org/public-consultation/new-britain-palm-oil-a-subsiary-of-sime-darby-plantation-bhd-guadalcanal-plain-palm-oil-ltd/</a></li> <li>3. NBPOL (Ramu Agri Industries Limited) 29/01/2018 – no comments  <a href="https://rspo.org/public-consultation/nbpol-ramu-agri-industries-ltd/">https://rspo.org/public-consultation/nbpol-ramu-agri-industries-ltd/</a></li> <li>4. NBPOL (Ramu Agri Industries Limited) 02/09/2016 – no comments  <a href="https://rspo.org/public-consultation/new-britain-palm-oil-ltd-ramu-agri-industries-limited/">https://rspo.org/public-consultation/new-britain-palm-oil-ltd-ramu-agri-industries-limited/</a></li> <li>5. NBPOL (Higaturu Oil Palms) 21/06/2016 – no comments  <a href="https://rspo.org/public-consultation/new-britain-palm-oil-ltd-higaturu-oil-palms/">https://rspo.org/public-consultation/new-britain-palm-oil-ltd-higaturu-oil-palms/</a></li> <li>6. NBPOL (Poliamba Limited – Lamawan) 07/04/2014 – no comments captured in RSPO website  <a href="https://rspo.org/public-consultation/nbpol-poliamba-limited-lamawan-png/">https://rspo.org/public-consultation/nbpol-poliamba-limited-lamawan-png/</a></li> <li>7. NBPOL (Poliamba Limited – Lamendauen) 07/04/2014 – no comments captured in RSPO website  <a href="https://rspo.org/public-consultation/nbpol-poliamba-limited-lamendauen-png/">https://rspo.org/public-consultation/nbpol-poliamba-limited-lamendauen-png/</a></li> <li>8. NBPOL (Roka Mini estate) 04/11/2013 – no comments captured in RSPO website  <a href="https://rspo.org/public-consultation/new-britain-palm-oil-ltd-roka-mini-estate/">https://rspo.org/public-consultation/new-britain-palm-oil-ltd-roka-mini-estate/</a></li> <li>9. NBPOL (J estate) 01/11/2013 – no comments captured in RSPO website  <a href="https://rspo.org/public-consultation/new-britain-palm-oil-ltd-j-estate/">https://rspo.org/public-consultation/new-britain-palm-oil-ltd-j-estate/</a></li> </ol>	<p>Complied</p>
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	<p>10. NBPOL (Higaturu Oil Palm) 14/12/2012 – no comments captured in RSPO website <a href="https://rspo.org/public-consultation/new-britain-palm-oil-limited-higaturu-oil-palm/">https://rspo.org/public-consultation/new-britain-palm-oil-limited-higaturu-oil-palm/</a></p> <p>11. NBPOL (Ramu Agri Industries Ltd) 06/03/2012 - no comments captured in RSPO website: <a href="https://rspo.org/public-consultation/rail-new-planting-assessment-call-for-comments/">https://rspo.org/public-consultation/rail-new-planting-assessment-call-for-comments/</a></p> <p>12. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website <a href="https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment/">https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment/</a></p> <p>13. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website <a href="https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-1/">https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-1/</a></p> <p>14. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website <a href="https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-2/">https://rspo.org/public-consultation/sime-darby-liberia-plantation-inc-new-planting-assessment-2/</a></p> <p>Management units for 12 – 14 above were disposed</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No land conflicts. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) have been excluded in the latest TBP as both sites was disposed.</p> <p>The RaCP tracker was checked. There are 21 Management units that have potential liabilities. There are some discrepancies between RaCP tracker and actual scenario due possibility of assets disposal. As per the data audited, there are 19 management units for the Indonesia Operations that requires LUCA. All LUCAs were submitted but the review was delayed due to change of RSPO reviewer. As of August 2023, 16 out of 19 management units in Indonesia operations completed LUCA review with 1 Concept note (covering all 19 affected manage units) has been endorsed by RSPO.</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&amp;C.</p> <p>It has been further verified through RSPO complaint tracker, Internet (Media) which there is no complaint about</p>	<p>Complied</p>

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	land conflict has been lodge by stakeholders as at the day of audit.	
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 labour dispute issues reported.</p> <p>It has been further verified through RSPO complaint tracker, Internet (Media) which there is no complaint about labour dispute has been lodge by stakeholders as at the day of audit.</p> <p>Sime Darby Plantation Berhad have published Grievance mechanism that is applied to all management units. Disputes related to labour, stakeholders and communities are to be dealt using this mechanism</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 maintains 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>Under RSPO DSF, the latest registered complaint for SD was in 2017. No latest complaint case reported in DSF.</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 in July 2022. The Head of Sustainability has concluded in the uncertified unit compliance report that there is no land disputes and legal compliance is monitored during the internal audit as the positive assurance. HCV Assessment has been conducted for all SDP operations since 2010, there has been no clearance of HCV areas after the HCV Assessment has been conducted and verified during the annual RSPO External and Internal Audit reports. The liability happened as there were no HCV Assessment done at the time of planting for the cases which were entered into the RACP process.</p>	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	<p>No critical (Major) non-compliance raised against any of the RSPO P&amp;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>	Complied

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Have there been any stakeholder (including NGO) consultation conducted?	Respective sites maintained stakeholder engagements as part of the estates/mills operations. Especially in Indonesia, socialization of company	Complied
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**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>Not applicable as there is no smallholder scheme under SOU2 Chersonese Certification Unit.</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	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)			
								Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Manggala	Indonesia	Manggala Mill	13.836	Certified	Not Applicable	23-Nov-10					
	Indonesia	Manggala -1 Estate	4.919	Certified	Not Applicable	23-Nov-10					
	Indonesia	Manggala -2 Estate	4.922	Certified	Not Applicable	23-Nov-10					
	Indonesia	Manggala -3 Estate	3.995	Certified	Not Applicable	23-Nov-10					
Alur Dumai	Indonesia	Alur Dumai Mill	3.759	Certified	Not Applicable	16-Jan-12					
	Indonesia	Alur Dumai Estate	3.759	Certified	Not Applicable	16-Jan-12					
Teluk Siak	Indonesia	Teluk Siak Mill	11,555.31	Certified	Not Applicable	11-Oct-11					
	Indonesia	Teluk Siak Estate	3,321.20	Certified	Not Applicable	11-Oct-11					
	Indonesia	Pinang Sebatang Estate	3,799.21	Certified	Not Applicable	11-Oct-11					
	Indonesia	Pinang Sebatang Estate	448.00	Not Certified	2023	NA		Yes	2024	Land legalization process for 448 ha at Pinang Sebatang Estate is still in process.	13-Jul-23
	Indonesia	Aneka Persada Estate	4,434.90	Certified	Not Applicable	11-Oct-11					

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Blang Simpo	Indonesia	Blang Simpo Mill	8,777.22	Certified	Not Applicable	3-May-13					
	Indonesia	Blang Simpo -1 Estate	3,460.06	Certified	Not Applicable	3-May-13					
	Indonesia	Blang Simpo -2 Estate	2,677.83	Certified	Not Applicable	3-May-13					
	Indonesia	Tamiang (PT PPP) Estate	1,451.99	Certified	Not Applicable	3-May-13					
	Indonesia	Batang Ara (PT PSK) Estate	1,187.34	Certified	Not Applicable	3-May-13					
Teluk Bakau	Indonesia	Teluk Bakau Mill	13,317.81	Certified	Not Applicable	11-Oct-11					
	Indonesia	Teluk Bakau Estate	4,025.07	Certified	Not Applicable	11-Oct-11					
	Indonesia	Nusa Lestari Estate	3,456.74	Certified	Not Applicable	11-Oct-11					
	Indonesia	Nusa Perkasa Estate	5,836.00	Certified	Not Applicable	11-Oct-11					
Mandah	Indonesia	Mandah Mill	12,366.18	Certified	Not Applicable	1-Apr-14					
	Indonesia	Mandah Estate	5,053.18	Certified	Not Applicable	1-Apr-14					
	Indonesia	Rotan Semelur Estate	7,313.00	Certified	Not Applicable	1-Apr-14					
Sungai Pinang	Indonesia	Sungai Pinang Mill	6.513	Certified	Not Applicable	11-Sep-12					
	Indonesia	Sungai Pinang Estate	3,374.42	Certified	Not Applicable	11-Sep-12					
	Indonesia	Bukit Pinang Estate	3,138.58	Certified	Not Applicable	11-Sep-12					
Ladang Panjang	Indonesia	Ladang Panjang Mill	1,202.04	Certified	Not Applicable	9-Jul-12					
	Indonesia	Ladang Panjang Estate	1,202.04	Certified	Not Applicable	9-Jul-12					
	Indonesia	Ladang Panjang Estate	1,796.19	Not Certified	2023	NA		Yes	2024	Land legalization process for 1,796.19 ha is still in progress.	13-Jul-23

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Rantau Panjang	Indonesia	Rantau Panjang Mill	10,139.91	Certified	Not Applicable	16-Mar-12					
Rantau Panjang	Indonesia	Bumi Ayu Estate	2,960.98	Certified	Not Applicable	16-Mar-12					
	Indonesia	Rantau Panjang Estate	2,679.74	Certified	Not Applicable	16-Mar-12					
	Indonesia	Rantau Panjang Estate	1,843.73	Not Certified	2023	NA		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
	Indonesia	Napal Ringin Estate/Karang	4,359.74	Certified	Not Applicable	16-Mar-12					
	Indonesia	Napal Ringin Estate/Karang	1,843.73	Not Certified	2023	N/A		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
Indonesia	Mangun Jaya Estate	139.45	Certified	Not Applicable	16-Mar-12						

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	Indonesia	Mangun Jaya Estate	1,398.55	Not Certified	2023	N/A		Yes	2024	Land legalization process of 1398.55 ha is still in process.	13-Jul-23
	Indonesia	Sungai Jernih Estate	851.57	Not Certified	2023	N/A		Yes	2024	Land legalization process of 851.57 ha is still in process.	13-Jul-23
Angsana	Indonesia	Angsana Mill	15,151.19	Certified	Not Applicable	6-Jul-11					
	Indonesia	Angsana Estate	3,250.06	Certified	Not Applicable	6-Jul-11					
	Indonesia	Gunung Sari Estate	2,826.94	Certified	Not Applicable	6-Jul-11					
Mustika	Indonesia	Mustika Mill	14,840.76	Certified	Not Applicable	3-Jul-13					
	Indonesia	Mustika Estate	3,648.74	Certified	Not Applicable	3-Jul-13					
	Indonesia	Pantai bonati Estate	2,534.00	Certified	Not Applicable	6-Jul-11					
Gunung Aru	Indonesia	Gunung Aru Mill	12,740.54	Certified	Not Applicable	5-Jul-11					
	Indonesia	Gunung Aru Estate	2,684.41	Certified	Not Applicable	5-Jul-11					
	Indonesia	Gunung Kemas Estate	3,511.36	Certified	Not Applicable	5-Jul-11					
	Indonesia	Laut Timur Estate	3,207.28	Certified	Not Applicable	5-Jul-11					
	Indonesia	Pantai Timur Estate	3,337.49	Certified	Not Applicable	5-Jul-11					
Ungkaya	Indonesia	Ungkaya Mill	4,145.00	Certified	Not Applicable	10-Jul-12					
	Indonesia	Ungkaya Estate	4,145.00	Certified	Not Applicable	10-Jul-12					
Rantau	Indonesia	Rantau Mill	24,169.56	Certified	Not Applicable	30-Dec-11					

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	Indonesia	Rantau Estate	4,638.00	Certified	Not Applicable	30-Dec-11					
	Indonesia	Matalok Estate	3,082.00	Certified	Not Applicable	30-Dec-11					
	Indonesia	Selabak Estate ( PT SAA)	3,757.67	Certified	Not Applicable	16-Mar-12					
	Indonesia	Randi Estate (PT SAA)	2,882.98	Certified	Not Applicable	16-Mar-12					
	Indonesia	Sangkoh Estate (PT SAA)	3,789.34	Certified	Not Applicable	16-Mar-12					
	Indonesia	Lanting Estate (PT LMR)	3,249.27	Certified	Not Applicable	16-Mar-12					
Betung	Indonesia	Betung Mill	7,579.57	Certified	Not Applicable	1-Apr-14					
	Indonesia	Betung Estate	4,266.00	Certified	Not Applicable	1-Apr-14					
	Indonesia	Sekayu Estate	3,313.57	Certified	Not Applicable	1-Apr-14					
Bebunga	Indonesia	Bebunga Mill	14,274.77	Certified	Not Applicable	16-Mar-12					
	Indonesia	Bebunga Estate	3,958.43	Certified	Not Applicable	16-Mar-12					
	Indonesia	Bakau Estate	5,342.14	Certified	Not Applicable	16-Mar-12					
	Indonesia	Sungai Cengal Estate	4,974.20	Certified	Not Applicable	16-Mar-12					
Pondok Labu	Indonesia	Pondok Labu Mill	15,876.20	Certified	Not Applicable	16-Mar-12					
	Indonesia	Pondok Labu Estate	3,569.53	Certified	Not Applicable	16-Mar-12					
	Indonesia	Binturung Estate	4,072.01	Certified	Not Applicable	16-Mar-12					
	Indonesia	Rampa Estate	3,656.20	Certified	Not Applicable	16-Mar-12					
	Indonesia	Sesulung Estate	4,578.46	Certified	Not Applicable	16-Mar-12					
Sekunyir	Indonesia	Sekunyir Mill	7,734.59	Certified	Not Applicable	23-Nov-10					
	Indonesia	Sekunyir Estate	3,555.19	Certified	Not Applicable	23-Nov-10					
	Indonesia	Seruyan Estate	4,179.40	Certified	Not Applicable	23-Nov-10					
Sukamandang	Indonesia	Sukamandang Mill	14,779.92	Certified	Not Applicable	5-Jul-11					

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	Indonesia	Sukamandang Estate	3,936.56	Certified	Not Applicable	5-Jul-11					
	Indonesia	Sapiri Estate	3,530.90	Certified	Not Applicable	5-Jul-11					
	Indonesia	Baras Danum Estate	3,664.60	Certified	Not Applicable	5-Jul-11					
	Indonesia	Kuala Kuayan Estate	3,647.86	Certified	Not Applicable	5-Jul-11					
Pematang	Indonesia	Pematang Mill	16,601.66	Certified	Not Applicable	5-Jul-11					
	Indonesia	Pematang Estate	3,857.91	Certified	Not Applicable	5-Jul-11					
	Indonesia	Kawan Batu Estate	4,400.00	Certified	Not Applicable	5-Jul-11					
	Indonesia	Hatantiring Estate	3,811.00	Certified	Not Applicable	5-Jul-11					
	Indonesia	Batang Garing Estate	4,532.75	Certified	Not Applicable	5-Jul-11					
Lembiru	Indonesia	Lembiru Mill	9,409.07	Certified	Not Applicable	3-Jul-14					
	Indonesia	Lembiru Estate	4,929.49	Certified	Not Applicable	3-Jul-14					
	Indonesia	Awatan Estate	3,476.79	Certified	Not Applicable	3-Jul-14					
	Indonesia	Pelanjau Estate (PT BAL)	1,002.79	Certified	Not Applicable	3-Jul-19					
	Indonesia	Pelanjau Estate (PT BAL)	4,071.76	Not Certified	2023	N/A		Yes	2024	Land legalization process for 4,071.76 Ha for Pelanjau & Beturus Estate is still in process	13-Jul-23
	Indonesia	Beturus Estate (PT BAL)	4,071.76	Not Certified	2023	N/A		Yes	2024	Land legalization process for 4,071.76 Ha for Pelanjau & Beturus	13-Jul-23

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										Estate is still in process	
	Indonesia	Karya Palma Estate (PT SNP)	476.70	Not Certified	2023	N/A		Yes	2024	Land legalization process for 476.70 ha is still in process.	13-Jul-23
Bukit Ajong	Indonesia	Bukit Ajong Mill	11,498.82	Certified	Not Applicable	18-Oct-10					
	Indonesia	West Estate	4,562.34	Certified	Not Applicable	18-Oct-10					
	Indonesia	West Estate	1,452.93	Not Certified	2023	N/A		Yes	2024	Land legalization process for 1452.93 ha (West and East Estate) is still in process.	13-Jul-23
	Indonesia	East Estate	2,665.48	Certified	Not Applicable	18-Oct-10					
	Indonesia	East Estate/Sei Mawang	1,452.93	Not Certified	2023	N/A		Yes	2024	Land legalization process for 1452.93 ha (West and East Estate) is still in process.	13-Jul-23
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	19,517.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Anak Kulim Estate	1,523.35	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Sungai Dingin Estate	4,244.03	Certified	Not Applicable	12-Aug-10	19-20 July 2021				

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	Malaysia	Somme Estate	941.56	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Bukit Selarong Estate	3,896.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Padang Buluh Estate	4,008.47	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Bukit Hijau Estate	2,725.00	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
	Malaysia	Jentayu Estate	2,178.59	Certified	Not Applicable	12-Aug-10	19-20 July 2021				
Chersonese	Malaysia	Chersonese Oil Mill	11,099.36	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Chersonese Estate	3,293.72	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Kalumpong Estate	2,716.80	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Tali Ayer Estate	3,756.10	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Holyrood Estate	1,332.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Elphil	Malaysia	Elphil Oil Mill	6,814.60	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
	Malaysia	Kamuning Estate	3,888.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
	Malaysia	Elphil Estate	1,865.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
	Malaysia	Kinta Kellas Estate	1,060.74	Certified	Not Applicable	18-Jun-11	19-20 July 2021				
Flemington	Malaysia	Flemington Oil Mill	11,226.23	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Flemington Estate	1,906.84	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Bagan Datoh Estate	3,781.86	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Sabak Bernam Estate	2,511.79	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Sg. Samak Estate	3,025.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	14,474.29	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Selaba Oil Mill	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021				



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	Malaysia	Seri Intan (+ Selaba) Estate	4,013.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Sabrang Estate	3,945.23	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Sogomana Estate	2,214.08	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Sg. Wangi Estate	2,226.66	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Bikam Estate	2,075.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Cluny (+ Bedford) Estate	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Tenamaram	Malaysia	Tenamaram Oil Mill	10,706.26	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Tenamaram Estate	1,981.60	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Sungai Buluh Estate	5,152.22	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
	Malaysia	Bukit Talang Estate	3,572.44	Certified	Not Applicable	3-Mar-11	19-20 July 2021				
Bukit Kerayong	Malaysia	Bukit Kerayong Oil Mill	6,346.90	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
	Malaysia	Bukit Kerayong Estate	2,699.28	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
	Malaysia	Bukit Cheraka Estate	3,647.62	Certified	Not Applicable	15-Apr-11	19-20 July 2021				
East	Malaysia	East Oil Mill	10,902.94	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	East Estate	5,634.45	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Sepang Estate	2,092.28	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Dusun Durian Estate	3,176.21	Certified	Not Applicable	19-May-10	19-20 July 2021				
West	Malaysia	West Oil Mill	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	West Estate	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021				
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	Bukit Puteri Estate	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021				

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Kerdau	Malaysia	Kerdau Oil Mill	13,781.50	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Kerdau Estate	5,683.04	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Mentakab Estate	3,266.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Chenor Estate	2,834.98	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Sg Mai Estate	1,996.99	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
Jabor	Malaysia	Jabor Oil Mill	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Jabor Estate	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
Labu	Malaysia	Labu Oil Mill	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021			
	Malaysia	Labu Estate	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021			
Tanah Merah	Malaysia	Tanah Merah Oil Mill	6,203.87	Certified	Not Applicable	19-May-10	19-20 July 2021			
	Malaysia	Tanah Merah Estate	4,341.73	Certified	Not Applicable	19-May-10	19-20 July 2021			
	Malaysia	Bukit Pelandok Estate	1,862.14	Certified	Not Applicable	19-May-10	19-20 July 2021			
Sua Betong	Malaysia	Sua Betong Oil Mill	18,457.27	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Sua Betong Estate	2,870.75	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Sengkang Estate	2,831.51	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Bradwall Estate	3,828.34	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	PD Lukut Estate	1,523.79	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Tampin Linggi Estate	2,106.71	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Sg. Bahru Estate	1,427.31	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
	Malaysia	Salak Estate	3,868.86	Certified	Not Applicable	18-Feb-14	19-20 July 2021			
Kok Foh	Malaysia	Kok Foh Oil Mill	14,852.64	Certified	Not Applicable	7-Jul-11	19-20 July 2021			
	Malaysia	Muar River Estate	1,584.62	Certified	Not Applicable	7-Jul-11	19-20 July 2021			

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	Malaysia	Sg. Senarut Estate + Sg Gemas Estate	2,958.38	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	Kok Foh Estate	2,275.84	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	Bukit Pilah Estate	3,667.31	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	St. Helier Estate	1,992.65	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	Sungai Sabaling Estate	1,321.35	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
	Malaysia	Pertang Estate	1,052.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021				
Kempas	Malaysia	Kempas Oil Mill	11,828.51	Certified	Not Applicable	20-May-10	19-20 July 2021				
	Malaysia	Kempas Estate	4,505.45	Certified	Not Applicable	20-May-10	19-20 July 2021				
	Malaysia	Tangkah Estate	2,537.78	Certified	Not Applicable	20-May-10	19-20 July 2021				
	Malaysia	Kemuning Estate	2,671.05	Certified	Not Applicable	20-May-10	19-20 July 2021				
	Malaysia	Serkam Estate	2,114.23	Certified	Not Applicable	20-May-10	19-20 July 2021				
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	7,356.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Diamond Jubilee Estate	2,836.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Bukit Asahan Estate	3,072.18	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Welch Estate	1,447.82	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Pagoh	Malaysia	Pagoh Oil Mill	7,418.59	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
	Malaysia	Pagoh Estate	2,325.93	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
	Malaysia	Lanadron Estate	1,964.44	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
	Malaysia	Pengkalan Bukit Estate	3,128.22	Certified	Not Applicable	28-Jan-14	19-20 July 2021				
Chaah	Malaysia	Chaah Oil Mill	8,699.93	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
	Malaysia	Chaah Estate	2,795.36	Certified	Not Applicable	18-Nov-10	19-20 July 2021				

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	Malaysia	Sg. Simpang Kiri Estate	2,371.66	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
	Malaysia	North Labis Estate	3,532.91	Certified	Not Applicable	18-Nov-10	19-20 July 2021				
Gunung Mas	Malaysia	Gunung Mas Oil Mill	12,305.54	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Gunung Mas Estate	3,466.17	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Kempas Klebang Estate	2,473.06	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Bukit Paloh Estate	3,390.90	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Yong Peng Estate	2,975.41	Certified	Not Applicable	19-May-10	19-20 July 2021				
	Malaysia	Bukit Benut Oil Mill	8,495.13	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
Bukit Benut	Malaysia	Bukit Benut Estate	2,799.78	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Lambak Elaeis Estate	3,740.16	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	CEP Nyior Estate	1,955.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021				
	Malaysia	Ulu Remis Oil Mill	17,115.58	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
Ulu Remis	Malaysia	Ulu Remis Estate	2,598.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Cenas Estate	1,974.06	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Bukit Badak Estate	3,234.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Tun Dr. Ismail Estate	4,271.44	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Pekan Estate	3,258.70	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Sembrong Estate	1,778.88	Certified	Not Applicable	11-Apr-11	19-20 July 2021				
	Malaysia	Hadapan Oil Mill	11,371.82	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
Hadapan	Malaysia	Sri Pulau Estate	2,049.87	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
	Malaysia	Kulai Estate	3,023.42	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
	Malaysia	Layang Estate	3,258.90	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
	Malaysia										

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	Malaysia	CEP Renggam Estate	3,039.63	Certified	Not Applicable	29-Mar-11	19-20 July 2021				
Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	16,764.34	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
	Malaysia	Tun Tan Siew Sin Estate	3,125.60	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
	Malaysia	Tunku Estate	3,199.05	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
	Malaysia	Tigowis Estate	2,074.02	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
	Malaysia	Sentosa Estate	3,545.54	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
	Malaysia	Segaliud Estate	4,820.13	Certified	Not Applicable	1-Oct-08	19-20 July 2021				
Melalap	Malaysia	Melalap Oil Mill	5246.18	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
	Malaysia	Melalap Estate	2,096.73	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
	Malaysia	Sapong Estate	3,149.45	Certified	Not Applicable	21-Jan-11	19-20 July 2021				
Binuang	Malaysia	Binuang Oil Mill	11,659.58	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Binuang Estate	3,271.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Sungang Estate	3,407.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Tingkeyu Estate	1,881.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Jeleta Bumi Estate	3,099.44	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Giram	Malaysia	Giram Oil Mill	8,345.02	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Giram Estate	4,166.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Mostyn Estate	4,178.04	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Merotai	Malaysia	Merotai Oil Mill	11,545.71	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Merotai Estate	3,052.66	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Imam Estate	3,773.56	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
	Malaysia	Tiger Estate	2,497.86	Certified	Not Applicable	16-Jan-09	19-20 July 2021				

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	Malaysia	Table Estate	2,221.63	Certified	Not Applicable	16-Jan-09	19-20 July 2021				
Lavang	Malaysia	Lavang Oil Mill	24,836.54	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Lavang Estate	4,363.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Rasan Estate	3,454.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Belian Estate	2,847.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Kelida Estate	2,460.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Lavang (Special) Estate	included under Lavang Estate Ha	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Pekaka Estate	2,626.14	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Ruai Estate	2,460.96	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Dulang Estate	2,548.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Charquest Estate	1,448.71	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Paroh Estate	2,627.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Rajawali	Malaysia	Rajawali Oil Mill	14,104.45	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Rajawali Estate	6,087.27	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Samudera Estate	3,308.60	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Semarak Estate	2,248.68	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Bayu Estate	2,459.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Derawan	Malaysia	Derawan Oil Mill	9,528.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Derawan Estate	2,490.79	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Sahua Estate	2,644.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				

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	Malaysia	Takau Estate	2,107.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
	Malaysia	Damai Estate	2,287.04	Certified	Not Applicable	30-Dec-11	19-20 July 2021				
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Oil Mill	9,025.69	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Tetere Estate	2,947.79	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Ngalimbiu Estate	2,498.65	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Mbalisuna Estate	2,868.47	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Smallholders – West Zone (83)	245.50	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Smallholders – Central Zone (53)	181.71	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Smallholders – MBA East Zone (59)	180.80	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Solomon Islands	Smallholders – MBE East Zone (37)	102.77	Certified	Not Applicable	18-Mar-11	19-20 July 2021				
	Milne Bay Estates (MBE)	Papua New Guinea	Hagita Oil Mill	16,508.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021			
Papua New Guinea		Giligili Estate	1,095.47	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
Papua New Guinea		Hagita Estate	2,450.02	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
Papua New Guinea		Waigani Estate	2,341.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021				

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	Papua New Guinea	Sagarai Estate	2,864.55	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Padipadi Estate	4,517.67	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Mariawatte Estate	1,680.14	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Smallholders - East Gurney Estate (259)	450.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Smallholders - West Gurney Estate (231)	479.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Smallholders - East Sagarai Estate (156)	283.93	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
	Papua New Guinea	Smallholders - West Sagarai Estate (212)	345.96	Certified	Not Applicable	15-Feb-13	19-20 July 2021				
Poliamba (POL)	Papua New Guinea	Poliamba Oil Mill	10,720.53	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Kara Estate	1,032.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Nalik Estate	2,666.75	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	West Coast Estate	627.60	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Noatsi Estate	2,064.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Madak Estate	1,517.11	Certified	Not Applicable	19-Mar-12	19-20 July 2021				



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	Papua New Guinea	Smallholders Division (615)	-North	1,022.12	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Smallholders-Division (866)	South	1,257.21	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
	Papua New Guinea	Smallholders Division (309)	-West	533.54	Certified	Not Applicable	19-Mar-12	19-20 July 2021				
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap Mill		14,606.08	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Gusap East Estate (Gusap)		2,856.45	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Gusap West Estate (Paddock)		3,019.09	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Surinam Estate		2,154.14	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Dumpu Estate		2,254.36	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Ngaru Estate		854.33	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	J Estate (Jephcott) Estate		2,824.01	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Smallholders - Madang VOPs (71)		360.00	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
	Papua New Guinea	Smallholders - Morobe VOPs (253)		283.70	Certified	Not Applicable	5-Aug-10	19-20 July 2021				
Higaturu Oil Palm (HOP)	Papua New Guinea	Sangara Oil Mill			Certified	Not Applicable	1-Feb-13	19-20 July 2021				

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	Papua New Guinea	Mamba Oil Mill		Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Embi Estate	1,737.78	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Ambogo Estate	2,040.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Sangara Estate	1,780.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Sumbiripa Estate	2,545.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Mamba Estate	4,013.10	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Sambogo Estate	2,637.85	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Scheme Smallholder Sorovi Division (2019)	3,940.21	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Scheme Smallholder Saiho Division (842)	1,493.06	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Scheme Smallholder Aeka Division (911)	1,474.23	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Scheme Smallholder Igora Division (1367)	2,940.15	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
	Papua New Guinea	Scheme Smallholder Ilimo Division (671)	1,063.66	Certified	Not Applicable	1-Feb-13	19-20 July 2021				
West New Britain (WNB)	Papua New Guinea	Mosa Oil Mill		Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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Papua New Guinea	Kumbango Oil Mill		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Kapiura Mill		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Numundo Mill		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Waraston Mill		Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Bebere Estate	2,226.71	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Kumbango Estate	2,610.80	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Togulo Estate	1,509.20	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Dami Estate	1,507.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Waisisi Estate	1,090.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Kautu Estate	4,280.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Karaisu Estate	2,387.64	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Moroo Estate	848.16	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Bilomi Estate	2,011.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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Papua New Guinea	Loata Estate	562.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Haella Estate	4,220.30	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Garu Estate	3,709.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Daliavu Estate	2,484.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Sapuri Estate	2,180.90	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Malilimi Estate	3,837.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Rigula Estate	3,720.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Nomundo Estate	2,645.17	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Navarai / Karato ME /KDC EU Estate	1,103.77	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Volupai / Lotomgam / Natupi / Goruru Estate	1,992.59	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Lolokoru Estate	2,453.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Ove Estate	3,541.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Papua New Guinea	Tamare Estate	1,362.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021				

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	Papua New Guinea	Smallholders LSS Mosa (1822)	5,008.53	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders VOP East (1817)	5,324.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders VOP Central (1964)	5,756.57	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders VOP West (1279)	2,804.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders LSS Kapiura (551)	551.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders VOP Kapiura (850)	847.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
	Papua New Guinea	Smallholders Kaulong/Akami/Pushiki/R epamira/Sakapei (20)	700.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021				
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Erap Mill	5,399.40	Certified	Not Applicable	27-Mar-20	19-20 July 2021			There is total area for NPP: 710.30 ha which is currently excluded from the certification scope of MFCL until the NPP is approved.	
	Papua New Guinea	Munum Estate	1,734.57	Certified	Not Applicable	27-Mar-20	19-20 July 2021				

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	Papua New Guinea	Maralumi Estate	2,427.15	Certified	Not Applicable	27-Mar-20	19-20 July 2021				
	Papua New Guinea	Erap Estate	1,237.68	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 one (1) Critical; zero (0) Minor nonconformities and zero (0) Opportunity For Improvement raised. The Strategic Operating Unit (SOU 2) - Chersonese 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.

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2374092-202307-M1	<b>Issued Date</b>	28/07/2023
<b>Due Date</b>	26/10/2023	<b>Closure Date</b>	24/10/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.6.1 (Critical)		
<b>Statement of Nonconformity:</b>	Risk assessment to identify H&S issues and mitigation plans were not effectively implemented.		
<b>Requirement Reference:</b>	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
<b>Objective Evidence:</b>	<p>1. Site visit at Chersonese Palm Oil Mill found that there were three (3) workers conducting the painting work. One (1) was painting the floor with anti-rust at Press Station, and the other two were painting the nut bin at Kernel Plant. Further verification found that the paint and chemicals use during the activity were not registered in chemical register and risk assessment of using the paint was not assessed in the Chemical Hazard Risk Assessment (CHRA).</p> <p>2. Noise Risk Assessment (NRA) is available at Chersonese Palm Oil Mill. Based on assessor recommendation at Kernel Plant, the workers need to use double protection of both earplug and earmuff. However, the PPE matrix for kernel plant does not reflect the assessor’s recommendation.</p> <p>3. Site visit of harvesting activity at Tali Ayer Estate found that unsafe act and deviation from the Safe Operating Procedure regarding the placement of harvesting pole observed at site.</p> <p>4. Site visit at Holyrood Estate found that the bin attendant was working on arranging the FFB. It was further verified that the work at height activity was assessed in HIRARC with control of PPE such as safety boots, safety helmet and vest. However, there is no proper facilities in preventing the operator from falling observed at site.</p>		
<b>Corrections:</b>	<u>Chersonese Mill</u> 1. Mill had stopped the painting activities for further corrective measures.		

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	<p>2. The workers working in this site have been identified and issued with earplug and earmuff immediately.</p> <p><u>Tali Ayer Estate</u></p> <ul style="list-style-type: none"> <li>The workers have been immediately briefed and given refresher training related to Standard Operating Procedures (SOP) and Safe Work Procedure (SWP) for harvesters. The mandor has been assigned to constantly remind and monitor workers of the need to place the pole correctly when not in use.</li> </ul> <p><u>Holyrood Estate</u></p> <ul style="list-style-type: none"> <li>FFB attendants have been briefed and reminded of the precautions to be taken and avoid unsafe acts.</li> </ul>
<p><b>Root Cause Analysis:</b></p>	<p><u>Chersonese Mill</u></p> <p>1. The, workers were brief on general PPE requirement to work in the mill but was not specific to painting work as there was no HIRARC or CHRA conducted as this was not a core task but an ad hoc assignment as part of housekeeping. The mill management had overlooked the requirements of the need to assess all activities and ensure it is done before start of any work.</p> <p>2. The mill management had not referred to the NRA report before preparing the PPE matrix and issuing the appropriate PPE.</p> <p><u>Tali Ayer estate</u></p> <ul style="list-style-type: none"> <li>The workers are new and did not follow the requirement to put cover at the sickle due to spontaneous interview session. The workers although being briefed are still not fully aware the risk and need of covering the sickle when not in use. The effectiveness of the briefing is inadequate and the mandors, supervisors have not been monitoring and enforcing the requirements consistently.</li> </ul> <p><u>Holyrood Estate</u></p> <ul style="list-style-type: none"> <li>No specific control measure has been put in place for risk of falling although the risk has been identified. The workers are only reminded to be careful from time and time. The mandors and supervisors too have not supervised the activities to reprimand workers from conducting unsafe acts.</li> </ul>
<p><b>Corrective Actions:</b></p>	<p><u>Chersonese Mill</u></p> <p>1. Mill will conduct:</p> <ol style="list-style-type: none"> <li>Mill shall conduct the risk assessment for this activity and discuss in the safety Committee meeting to identify any other activities that could be missed.</li> <li>As for the painting, mill has obtained the SDS for reference (evidence item 1), brief any future personnel concerned relating to the utilization of the PPE requirements as stated in the SDS.</li> <li>Mill to immediately add on the paint and all other unassessed chemicals into an addendum to the existing.</li> </ol> <p>2. The PPE recommendation as per NRA shall be included into the PPE matrix. (evidence item 3) The mill has assigned the assistant to read the relevant reports</p>



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	<p>and crosscheck with the PPE matrix. This shall be discussed in the next OSH meeting to identify any other potential gaps.</p> <p><u>Tali Ayer Estate</u></p> <ul style="list-style-type: none"> <li>• Daily monitoring can be applied with e-sime+ system and supervision by staff and mandore to ensure all harvesters work with SOP and SWP guidelines &amp; evaluate after training done.</li> </ul> <p><u>Holyrood Estate</u></p> <p>Holyrood will conduct:</p> <ol style="list-style-type: none"> <li>a) There has also been HSE learning from HSE Upstream issued to all OU's dated 14th Aug 2023 on this matter and OU has conduct briefing and training on safe work procedure and to take extra precautions when doing the ffb stacking.</li> <li>b) Daily monitoring will be applied with e-sime+ system and supervision by staff and mandore to ensure all harvesters work with SOP and SWP guidelines &amp; evaluate after training done.</li> <li>c) Evaluate the effectiveness after training done to bin attendant and daily monitoring and supervision by staff/mandore with utilize application of E-sime+ system.</li> </ol>
<p><b>Assessment Conclusion:</b></p>	<p>Major NC Close Out Verification:</p> <p><u>Chersonese POM</u></p> <ol style="list-style-type: none"> <li>i) Stop work order issued by the management dated 28/7/23 for any painting works until further notice. PPE issuance record was verified for the respective workers. Briefing was given on 3/10/23 for the kernel operator and general workers on NRA and PPE compliance.</li> <li>ii) Risk assessment for painting activity documented in HIRARC dated 19/8/2023 and approved by mill manager. Related issue on risk assessment (HIRARC &amp; CHRA) and PPE compliance discussed in the OHS committee meeting on 21/8/2023.</li> <li>iii) SDS for a few types of paint (Nippon Paint 9000 Aluminum, Mici Metal Oxide Primer) were made available in bi-lingual (English and Bahasa Melayu). Chemical register dated 22/8/23 has updated with the said chemicals.</li> <li>iv) Revisited CHRA carried out in 2023 will include additional activity (painting) as per latest communication dated 7/10/23. The appointed CHRA assessor is from Mohaz Safety, DOSH registration: HQ/22/ASS/00/00059.</li> <li>v) The latest PPE matrix established is based on NRA recommendation and has been discussed in the latest 3rd quarter OSH committee meeting dated 21/8/23.</li> </ol> <p><u>Tali Ayer Estate</u></p> <ol style="list-style-type: none"> <li>i) Briefing and refresher training on SOP and SWP for harvesting was carried out on 5/8/23. Related training attendance, pre and post training evaluation were made available for verification.</li> <li>ii) Daily monitoring of activities in production &amp; non-production area recorded using e-sime+ system as to monitor compliance and non-compliance of PPE, dangerous occurrence, unsafe act and unsafe condition. Verified e-sime+ summary/tracking log for September and October 2023 which has captured compliance and non-compliance issues found in the estate.</li> </ol>

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	<p><u>Holyrood Estate</u></p> <p>i) Re-training and briefing to the respective bin attendant was carried out on 28/9/2023. Related training records (attendance list, pre &amp; post training evaluation) were made available for verification.</p> <p>ii) E-sime+ system used to monitor compliance and non-compliance of PPE, dangerous occurrence, unsafe act and unsafe condition in the production and non-production area. Verified e-sime+ summary/tracking log for September and October 2023 which has captured compliance and non-compliance issues found in the estate. Issues highlighted in e-sime+ system was discussed in the latest OSH committee dated 20/9/23. Minutes of meeting was made available for verification.</p> <p>iii) HSE Upstream Learning @ lesson learned/knowledge shared communicated on monthly basis as safety newsletter to all OUs. Latest sharing session was carried out on 18/8/23 during master briefing.</p> <p>Implemented correction and corrective action was found to be sufficient to close the major NC on 24/10/2023. Continuous implementation will be further verified in the next assessment.</p>
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Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation given by management and HQ team during onsite assessment
PF 2	Issues discussed and highlighted during workers engagement process via social dialog monitored using social dialog tracker on monthly basis. No outstanding report from OilPalmPal @ house repair request and repair works were completed in timely manner.

**3.3.1 Status of Nonconformities Previously Identified and Observations**

Non-conformity			
NCR Ref #	2230351-202207-N1	Issued Date	29/07/2022
Due Date	ASA2-2	Closure Date	28/07/2023
Indicator & Category (Critical / Minor)	3.4.2 (Minor)		
Statement of Nonconformity:	The environmental aspect at FFB receiving ramp was not adequately identified.		

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<b>Requirement Reference:</b>	Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.
<b>Objective Evidence:</b>	<p><u>Chersonese palm Oil Mill</u></p> <p>During the site visit at underneath the FFB receiving ramp, it was observed that there were pipelines to channel the rainwater from the FFB receiving ramp floor above to a monsoon drain flowing to the environment. The monsoon drain was also seen to be silted with palm fruitlets and debris. However, this environment interaction was not captured in the mill’s “Environmental Aspects and Impact Identification Form” [doc. no.: EAI/2012-13/002/B] annually reviewed recent on 19/01/2022.</p> <p><u>Holyrood Estate</u></p> <p>There were 10 empty pre-mixed chemical containers found to be left overnight at field no. 020A, Holyrood Estate during the field assessment visit. This is confirmed through an interview with a Pest and Disease spraying operator who was working there and the field staff. However, this matter was not risk assessed to identify the impact on environment.</p>
<b>Corrections:</b>	To conduct EIE/EAI for abnormal and non-routine situations FFB Receiving and Spraying.
<b>Root Cause Analysis:</b>	<p><u>Chersonese Palm Oil Mill</u></p> <p>Environmental Aspect &amp; Impact Identification was reviewed by Estate &amp; Mill Management. However not include abnormal situation for the crop diversion received. Additional FFB received from SOU1 are stored on the floor loading ramp, since the loading ramp hopper is full with FFB from SOU2. The drainage channel came from the ramp floor instead of hopper. (The pipelines is the original design. The abnormal situation here means the diverted crop received. Therefore, EIE/EIA to be assessed under abnormal condition.</p> <p><u>Holyrood Estate</u></p> <p>Environmental Aspect &amp; Impact Identification was reviewed by estate but not include abnormal situation (empty container left in the field). In normal day to day operation all empty containers will be collected in the afternoon for chemical premixing.</p>
<b>Corrective Actions:</b>	Review EIE/EAI by Estate & Mill Management. Verified by RSQM-NTR
<b>Assessment Conclusion:</b>	The effectiveness implementation of corrective action plan will be assessed during next assessment.
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	EIE/EAI for Chersonese POM has been reviewed to include FFB ramp activity under revision 2 dated 10/9/2022. EIE/EIA for Holyrood estate has been updated to include unattended chemical container under pest and disease operation. EIE/EAI registered dated 3/1/23 was made available for verification. Implemented action was found to be sufficient to close the NC on 28/7/2023. Continuous implementation will be further verified in the next assessment.

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Non-conformity			
<b>NCR Ref #</b>	2230351-202207-N2	<b>Issued Date</b>	29/07/2022
<b>Due Date</b>	ASA2-2	<b>Closure Date</b>	28/07/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.2 (Minor)		
<b>Statement of Nonconformity:</b>	A reference document of law for ensuring legal compliance was not in place.		
<b>Requirement Reference:</b>	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
<b>Objective Evidence:</b>	<p><u>Chersonese Palm Oil Mill</u></p> <p>Based on the mill's DOE's Compliance Schedule (Jadual Pematuhan) [License No.: 004229, validity: 01/07/2022 to 30/06/2023], Clause #21, the mill is required to manage its empty fruit bunches in accordance to the Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit terbitan terkini (latest edition of Empty Fruit Bunches Management Plan Guideline. However, such guideline was not made available during the audit.</p>		
<b>Corrections:</b>	Mill has sought DOE Taiping enforcement officer regarding the latest Garis Panduan.		
<b>Root Cause Analysis:</b>	The Mill did not liaise with DOE regarding the latest changes in DOE's Compliance Schedule (Jadual Pematuhan).		
<b>Corrective Actions:</b>	Mill shall liaise with DOE regarding any changes and shall make available any documents required (upon receiving the latest guidelines).		
<b>Assessment Conclusion:</b>	The effectiveness implementation of corrective action plan will be assessed during next assessment.		
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	Legal and other requirement register has been updated with the latest Guideline on EFB management plan dated February 2021. Implemented action was found to be sufficient to close the NC on 28/7/2023. Continuous implementation will be further verified in the next assessment.		

Non-conformity			
<b>NCR Ref #</b>	2230351-202207-N3	<b>Issued Date</b>	29/07/2022
<b>Due Date</b>	ASA2-2	<b>Closure Date</b>	28/07/2023
<b>Indicator &amp; Category (Critical / Minor)</b>	3.3.2 (Minor)		
<b>Statement of Nonconformity:</b>	<p>The mechanism to check that the following SOPs are consistent is not effectively implemented.</p> <p>a. General Rules for Workers' Housing at Tali Ayer Estate on the prohibition of sale and purchase of alcoholic drink; and</p> <p>b. Inter-Office Mail (Ref No. CEO/060/12/2020) from the CEO, Upstream Malaysia dated 29/12/2020 which requires that:</p> <ul style="list-style-type: none"> <li>• workers comply with disciplinary measures; and</li> <li>• housing surroundings are kept clean and safe</li> </ul>		

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	c. First Aid in Workplace Procedure – UM/HSE/OCP/01
<b>Requirement Reference:</b>	A mechanism to check consistent implementation of procedures is in place.
<b>Objective Evidence:</b>	<p>It was found during the audit as follows:</p> <p><u>Tali Ayer Estate</u></p> <p>a. Kedai Runcit XXX was selling alcoholic drinks to workers. This sale and purchase transactions were confirmed by representatives of Kedai Runcit XXX and some estate workers who were interviewed during the audit. The auditor also noted a can of Carlsberg stored in the fridge at the shop.</p> <p><u>Chersonese Palm Oil Mill</u></p> <p>b. At Chersonese POM, although a risk assessment dated 30/03/2022 was done on garage structures built by the workers at their houses, in particular Houses No. 10A and 14A, these structures remain in the same conditions and not repaired to reduce the risks identified.</p> <p>c. Previous building demolition site in front of Chersonese Palm Oil Mill housing is left littered with refuse, namely concrete construction debris which was not disposed of satisfactorily. There is also no hazard tape to demarcate the area.</p> <p><u>Chersonese Estate</u></p> <p>Noted during site visit at the harvesting gang, it was noted that the 2 items (cream) in the first aid box were not labelled with the items type and expiry date even though the list of items and expiry date were available on the first aid box. This was against the First Aid in Workplace Procedure – UM/HSE/OCP/01 under section 10 First Aid Best Practice which stated as follows: "Supplies must be easier to identify for immediate use. Appendix 3 Recommended First Aid Box/ Kit Best Practice."</p>
<b>Corrections:</b>	<p><u>Tali Ayer Estate</u></p> <p>Immediate spot check on any illegal items (alcohol) conducted at the sundry shop by estate management together with Estate Auxiliary Police and stern warning letter (4/8/2022) to the premise owner (XXX).</p> <p><u>Chersonese Palm Oil Mill</u></p> <ol style="list-style-type: none"> <li>1. Mill shall consult both tenants to barricade the garage due to unsafe condition</li> <li>2. The construction debris has been removed</li> </ol> <p><u>Chersonese Estate</u></p> <p>All items in the first aid box is labelled on numbers as per checklist inside the box for easy identification (name of items and expiry date).</p>
<b>Root Cause Analysis:</b>	<p><u>Tali Ayer Estate</u></p> <p>Estate conducted the briefing to shop owner and they are understood, however lack of enforcement and monitoring by the security unit on the implementation resulted the incident happened.</p>

	<p><u>Chersonese Palm Oil Mill</u></p> <p>1. The original design of housing does not include the porch. Due to this factor garage was built by the workers using their own funding. The process of approval includes an approved drawing by Professional Civil Engineer for the extension building since the original design of housing does not include the porch. All the workers use their own funds to build the garage. There are no allocations to repair both garages since there aren't any asset numbers for the workers garage because it is an added structure (not within the original design). Therefore, there are no such allocations for the purpose unlike housing repair which is an allocated budget (which has an asset number). We need to apply for a distinct budget along with approved technical drawings verified by Engineering Services prior to approval. This the very reason for the budget requested FY2023.</p> <p>2. The site was previously Chersonese Estate Workshop. The heap of debris is derived from demolition works. The location of the demolished heap of debris is within the estate's perimeter. This location is not within mill housing jurisdiction. previously an excavator hired by Chersonese Estate to demolish the unused structure which was the estate former workshop. The excavator failed to complete the demolition since the structure was too hard to demolish. The heap of debris was left unattended by the contractor.</p> <p><u>Chersonese Estate</u></p> <p>The items were added as additional items in the first aid box but not labelled at harvesting gang first aid box during the audit due to miss out numbering on new replacement bottle.</p>
<p><b>Corrective Actions:</b></p>	<p><u>Tali Ayer Estate</u></p> <p>Enhance company policy and random spot check on a monthly basis by Auxiliary Police is to be conducted to ensure there no trade of illegal items by the owner premise.</p> <p><u>Chersonese Palm Oil Mill</u></p> <p>1. To request unbudgeted OPEX for swifter rectification. Will rectify with mill own cost and upon exceeding the cost mill shall obtain supplementary budget from regional level.</p> <p>2. It has now been identified for mill housing elevated water tank project . To include site clearing in contract agreement after completion of job and site verification by mill management before release of payment.</p> <p><u>Chersonese Estate</u></p> <p>The indicator of monthly inspection shall include the label of items and expiry date. Inspection record verify by Estate Management.</p>
<p><b>Assessment Conclusion:</b></p>	<p>The effectiveness implementation of corrective action plan will be assessed during next assessment.</p>
<p><b>Effectiveness Closure (for previous audit closed Critical NC):</b></p>	<p>1. Tali Ayer Estate continuously conduct random spot check on a monthly basis by Auxiliary Police to ensure there are not any trade of illegal items at Kedai XXX and Kedai YYY with latest on 17/07/2023 by Auxiliary Police. The inspection been verified by in charge Auxiliary Policy and Senior Assistant Manager with latest dated 23/07/2023. In additional, SDPB maintained the current Group drug and Alcohol</p>

	<p>Policy, with Doc. No.: IOM-CEOUM-HSE-014-05-2022 signed by Group Managing Director on 05/05/2022. The policy has stated the strictly prohibited on solicit, sell, distribute, transport or supply of drugs or illegal substances and alcohol in the workplace. Based on the policy established, Tali Ayer Estate management conduct briefing on drug alcohol policy to grocer during site visit with latest on 23/07/2023.</p> <p>2. Chersonese POM commence project at mill housing for the elevated water tank. The project been commenced with contract agreement signed by management and contractor dated 16/08/2022. Review in the contract agreement, SDPB includes Appendix 1 – Safety Rule and Procedure which stated in 'Work Area Setup' section (c) Conduct a final inspection of the cleared site to verify that all debris and potential hazards have been removed after completion the work.</p> <p>3. Chersonese Estate conduct monitoring on first aid item from first aid kit. The monitoring conduct on monthly basis to inspect labelling and expiry of each of 20 items. Review on the checklist form, sighted name of items, quantity of items, recommended quantity, location of the first aid kit and expiry dated. Based on the inspection record verify by medical officer and Chersonese Estate Management with latest dated on 24/07/2023.</p> <p>The implementation of the corrective action plan is at appropriate. Thus, Minor NC previous minor NC is closed on 28/07/2023. Continuous implementation will be further verified in the next assessment.</p>
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Opportunity for Improvement	
OFI#	Description
OFI 1	<p><b>OFI Statement:</b>  <u>2230351-202207-I1</u>  <u>Indicator 2.1.3</u>                      The maintenance of boundary demarcations between Chersonese Estate and SK Matang Gerdu and between Kalumpang Estate and Kg Tersusun can be further improved.</p> <p><b>Verification / Follow-up actions:</b>                      Evidence of boundary demarcation using red/white painted pole has been standardized along estate boundary with other adjacent stakeholders.</p>
OFI 2	<p><b>OFI Statement:</b>  <u>2230351-202207-I2</u>  <u>Indicator 5.1.5</u>                      Correspondences and contracts signed with contractors were prepared in English. Since the contractors are more conversant in Bahasa Malaysia, it is an opportunity for improvement for these contracts and all correspondences to be in Bahasa Malaysia.</p> <p><b>Verification / Follow-up actions:</b>                      SOU 2 Chersonese management conduct meeting with Contractor on 24/02/2023 to discuss any issues related to job assigned to hired contractor includes the terms written in English from contract agreement.</p>

<b>OFI 3</b>	<p><b>OFI Statement:</b>  <u>2230351-202207-I3</u>  <u>Indicator 6.1.5</u></p> <p>Each operating unit within SOU 2 has its own Gender Committee whose members are women employees. Gender-related issues such as domestic violence, sexual harassment and reproductive rights may also concern workers’ wives who live within SOU 2 premises. As an opportunity for improvement, and to extend awareness on such issues to the workers’ wives, Gender Committee membership be extended to include the workers’ wives also.</p> <p><b>Verification / Follow-up actions:</b>  SOU 2 Chersonese Gender Committee meetings conduct on 26/08/2022, 14/10/2022, 16/12/2022, 21/02/2023, 11/04/2022 and 21/06/2023.  Agenda discuss during the meeting includes previous matter arise, policy &amp; charter awareness, OU level reporting, current matter arise, new mother assessment, annual programme suggestion and other matters.  SOU 2 Chersonese Gender Committee conduct two (2) activities which involved with workers wives as follow:</p> <ol style="list-style-type: none"> <li>1. Trip visit to Perlis on 07/08/2022 (88 female staffs, workers and workers’ wives).</li> <li>2. Aidilfitri Open House on 19/05/2023.</li> <li>3. Aidiladha festive on 11/07/2022.</li> <li>4. Tadarus Al-Quran on 29/04/2023.</li> <li>5. Baking Cake on 12/11/2022 (35 female staffs, workers and workers’ wives).</li> <li>6. Program Gotong-Royong Ramah Mesra Bersama Anak-anak Yatim on 15/07/2023.</li> </ol>
<b>OFI 4</b>	<p><b>OFI Statement:</b>  <u>2230351-202207-I4</u>  <u>Indicator 7.10.1</u></p> <p>The maintenance of the oil trap at Chersonese Estate’s workshop washing bay can be further improved, therefore it can trap any spilled oil more efficiently.</p> <p><b>Verification / Follow-up actions:</b>  Maintenance of silt trap has been consistently done by the respective person in charge. During site visit, there was no clogged/oily silt trap observed.</p>

**3.3.2 Summary of the Nonconformities and Status**

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1923274-202004-M1	Major (Critical)	6.2.3	08/09/2020	Closed out on 08/09/2020
1923274-202004-M2	Major (Critical)	3.8.16	08/09/2020	Closed out on 08/09/2020
1923274-202004-M3	Major (Critical)	3.8.12 (iii)	08/09/2020	Closed out on 08/09/2020
1923274-202004-M4	Major (Critical)	6.7.3	08/09/2020	Closed out on 08/09/2020
1923274-202004-N1	Minor	3.3.2	26/06/2020	Closed out on 02/08/2021



1923274-202004-N2	Minor	6.7.4	26/06/2020	Closed out on 02/08/2021
2087601-202108-M1	Major (Critical)	3.4.1	04/08/2021	Closed out on 01/10/2021
2150004-202201-N1	Minor	6.7.2	07/01/2022	Closed out on 29/07/2022
2230351-202207-M1	Major (Critical)	3.8.12	29/07/2022	Closed out on 21/10/2022
2230351-202207-M2	Major (Critical)	6.2.2	29/07/2022	Closed out on 21/10/2022
2230351-202207-N1	Minor	3.4.2	29/07/2022	Closed out on 28/07/2023
2230351-202207-N2	Minor	2.1.2	29/07/2022	Closed out on 28/07/2023
2230351-202207-N3	Minor	3.3.2	29/07/2022	Closed out on 28/07/2023
2374092-202307-M1	Major (Critical)	3.6.1	28/07/2023	Closed out on 24/10/2023

### 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 2) - Chersonese 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)
Local Communities	Kampung Nibong Hangus	Face to Face
School	Sekolah Kebangsaan Seri Pinang	Face to Face
School	Sekolah Jenis Kebangsaan Ladang Chersonese	Face to Face
School	Sekolah Kebangsaan Sungai Bogak	Face to Face
Sundry Grocer	SS Sri Sakti Enterprise	Face to Face
Neighbouring Mill	Hilltop Palms Sdn Bhd	Face to Face
Contractor	Joy Raj Enterprise	Face to Face
Contractor	Bagan Samak Enterprise	Face to Face

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Internal	Local Workers	Face to Face
Internal	Foreign Workers	Face to Face
Union	NUPW Representatives	Face to Face
Internal	Gender Committee Chairman	Face to Face

Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b> Local Communities</p> <p>During interview with the representative informed they have no issues and dispute regarding all matters with nearby Sime Darby Plantation Berhad’ Estate. They are happy with the cooperations received from the estate management especially the collaboration on the social and religious activities. They are hoping the management will improve on the current relationship and communication with them for continuous good relationship in terms of social, safety, environmental and security issues to be discuss during stakeholders meeting.</p> <hr/> <p><b>Audit Team verification and response:</b></p> <p>The feedback verified in stakeholder minutes of meeting confirmed no complaints occurred, management includes all the issues discuss from the meeting into social management plan for monitoring.</p> <p>Management will improve good rapport and communication with nearby local communities to reduce miss understanding between both parties.</p>
<b>2</b>	<p><b>Feedbacks:</b> Schools</p> <p>During interview with the representatives informed all nearby schools have good relationship and good communication with managements. They are happy the response from the managements is good and promptly. They hope that this will continue since all of the schools are received pupils among Sime Darby Plantation Berhad’s staffs and workers’ children. They would like to get assistance from management on focus area includes social, safety, environmental and upkeeping of both boundaries. The representative will continuously request from management to provide manpower, donations etc for betterment education purposes.</p> <hr/> <p><b>Audit Team verification and response:</b></p> <p>The feedback verified with letter request from school regarding on the representative’s request. Therefore, managements will response any request based on managements’ capacity.</p>
<b>3</b>	<p><b>Feedbacks:</b> Sundry Grocer</p> <p>During interview with the representative informed the operator has no issues and have good relationship and good communication with management. He has no problem in terms of tenant rental and building facility provided. And he is happy with fair open tender which given the opportunity to all local communities to involve with business in Sime Darby Plantation Berhad’s premises. He hope this business opportunity is always open the chance to others. He is happy with the request of maintenance once lodged and response promptly.</p> <p>He hope the good relations will continuously and always open to be invited into any management discussion if necessary.</p> <hr/> <p><b>Audit Team verification and response:</b></p> <p>No issues for the management to take action, but management will continuously invite him into any form of discussion platform if there are issues raised by them.</p>
<b>4</b>	<p><b>Feedbacks:</b> Contractors</p>

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	<p>All jobs / contracts offered were official via purchase order or contract and local work order. Payment was done in promptly manner as per agreed term and conditions. They have signed agreement and Vendor Integrity Pledge @ VIP as part of self-declaration on due diligence process.</p>
	<p><b>Audit Team verification and response:</b> The managements will continue to ensure payment make promptly and maintain good relationship with all contractors.</p>
<p><b>5</b></p>	<p><b>Feedbacks:</b> NUPW Representative Onsite interviewed with elected union representative from estate inform he is agreed have good relationship established with SOU 2 Chersonese managements. He welcome management for the supportive on building relations and help to workers needs in SOU 2 Chersonese. He informed being invited into various meeting including safety &amp; health meeting, social dialogue meeting and stakeholders meeting conduct regularly by SOU 2 Chersonese management. The meeting as platform for them to discuss the workers need as to follow all standards and all requirements applicable. He proposal to SOU 2 Chersonese management to maintain the current relationship between both parties remain unchanged and will continue for the good of increased the quality life of workers living.</p> <p><b>Audit Team verification and response:</b> Management has appreciated on the positive commentary from union. Management will always have remained these good communications. No further issues of concern.</p>
<p><b>6</b></p>	<p><b>Feedbacks:</b> Gender Committee Chairman Gender representative for each operating been interviewed. Based on the interview, there is evidence that all female workers and workers’ wives can participate in gender committee and has been invited for meeting that will be conducted every two (2) months at SOU level. As per interview, it has been confirmed that Gender guideline and grievance procedure been communicated, and all representatives can demonstrate their understanding on the procedure. Other than that, pregnancy test has not been conducted for female workers but only self-assessment on pregnant symptom such as menstrual delay will be submitted online on monthly basis. Representative also has been asked on discrimination and has been confirmed there is no discrimination has been practiced. All female workers received same benefits, leave and others. New mother assessment has been conducted for each operating units and has been confirmed no new mothers as at this round of audit.</p> <p><b>Audit Team verification and response:</b> Managements will always have remained these good communications to feedback from female staffs, workers and workers’ wives of any form of harassment or discrimination to comply as company policy. Document review on Gender Committee minutes of meeting from sampled estates verified the meeting is conduct at every three months two (2) months at SOU level and attended by female staffs, workers and workers’ wives as committee member. No further issues of concern.</p>
<p><b>7</b></p>	<p><b>Feedbacks:</b> Local workers They apply work with estates and mill based on the vacancy information spread by the head of villagers. They have been briefed on the terms and conditions and working environment in the plantations during the interview before been offer with the job they acquired. No contract substitution occurred. Their wages are paid according to Minimum Wage Order 2022 and Collective Agreement. They interested to join as member of union, and they not been stop by management. During pick crop, they been offer voluntary to do job task outside working hour (overtime) for additional income.</p> <p><b>Audit Team verification and response:</b></p>

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	The managements encourage local communities surrounded to apply for job to work with estates and mill will all amenities, benefit and good salary offered. Unfortunately, number of local workers applied below with manpower budget which still not enough to cover the operations job task. Management is always advertising the job vacancy in media social to attract local workers.
<b>8</b>	<p><b>Feedbacks:</b> Foreign workers</p> <p>They did not pay any recruitment fee for getting a job in Sime Darby Plantation Berhad. They have been briefed on the terms and conditions and working environment in the plantations while they were in home country. No contract substitution occurred. Their wages are paid according to Minimum Wage Order 2022 and Collective Agreement. During pick crop, they been offer for overtime on voluntary basis. They not been stopped to join as member of union by management. Some of them been selected as workers representative to the Joint Committee to discuss workers matter including benefits and wages by voting among themselves without management interfere.</p> <p><b>Audit Team verification and response:</b></p> <p>The managements will continue to ensure employment law is being complied with.</p>

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	
1	<p><b>Feedbacks:</b> N/A</p> <p><b>Audit Team verification and response:</b> N/A</p>

**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**

<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 2) - Chersonese Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&amp;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 2) - Chersonese Palm Oil Mill is remain certified.</p>	
<b>Report prepared by</b>	<b>Acceptance of Assessment Conclusion</b>
<b>Name: Mohamed Hidhir Bin Zainal Abidin</b>	<b>Name:</b> Shylaja Devi Vasudevan Nair
<b>Company Name: BSI Services (M) Sdn Bhd</b>	<b>Company Name:</b> Sime Darby Plantation Bhd
<b>Title: Lead Auditor</b>	<b>Title:</b> Head, Sustainability Compliance Unit, GSD
<p><b>Signature:</b></p> 	<p><b>Signature:</b></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> 
<b>Date: 26/10/2023</b>	<b>Date:</b> 1/12/2023

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> 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><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby Plantation Berhad (SDPB) publishes company's policies, sustainability reports, statements and essential procedures in the company website, (<a href="https://sime-darbyplantation.com/sustainability/reports-policies-and-statements/">https://sime-darbyplantation.com/sustainability/reports-policies-and-statements/</a>) which can be access and downloaded by public. SOU 2 Chersonese POM and Its Supply Base kept documents which made available to the public at each site upon request includes land titles, OHS plans, EIA and SIA reports, HCV documentation, pollution prevention and reduction plans, records of complaints and grievances, negotiation procedures, RSPO Public Summary Report, company policies and continual improvement plans.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>The company's policies, sustainability reports, statements and essential procedures published by SDPB in the company website is in English.</p> <p>However, SOU 2 Chersonese POM and its Supply Base kept documents which made available to the public at each site upon request includes land titles, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. These documents are available in either English or Bahasa Malaysia.</p>	Complied
1.1.3	<p><b>(C)</b> Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain the request for any information by external and internal stakeholders in 'Communication &amp; Consultation File'.</p> <p>Review on the file sighted the external stakeholders feedback</p>	Complied

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		<p>form. SOU 2 managements acquired all feedback form during external stakeholder meeting to response accordingly on any feedback and request. The external stakeholder meeting conduct annually as follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpong Estate on 14/06/2023</li> <li>2. Tali Ayer Estate on 14/06/2023</li> <li>3. Chersonese Estate on 18/05/2023</li> <li>4. Chersonese POM on 20/03/2023 and 18/05/2023</li> <li>5. Holyrood Estate on 17/06/2023</li> </ol>	
1.1.4	<p><b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. Procedure describes the process for handling communication with external parities on social matters includes complaints, grievances, request, and process for handling communication regarding social issues. The record of communication with the internal and external stakeholder was available and verified during audit. The implementation was followed as per procedure.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>Chersonese POM, Kalumpong Estate, Chersonese Estate, Tali Ayer Estate and Holyrood Estate continued to maintain the stakeholder’s information with no changes on their address, contact number, nominated representatives. The list which included the contractors, vendors/suppliers, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, etc.</p> <p>The list of stakeholders has been established by operating units and updated comprises of various parties, neighbouring communities, and Government Agencies.</p> <p>The current stakeholder lists were updated as follow.</p>	Complied

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		<ol style="list-style-type: none"> <li>1. Kalumpong Estate on 14/07/2023</li> <li>2. Chersonese POM on 01/06/2023</li> <li>3. Chersonese Estate on 22/05/2023</li> <li>4. Holyrood Estate on 23/06/2023</li> <li>5. Tali Ayer Estate on 20/06/2023</li> </ol>	
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>SDPB established Code of Business Conduct where the company implemented the attitude of fair, integrity and ethic during any business process. The company is strictly prohibited to have any bribery related in the business processes. The code established in Bahasa Malaysia and English.</p> <p>SDPB’s Group Sustainability &amp; Quality Policy Statement also includes the clause ‘promoting good governance and transparency: abiding by the Group Policies &amp; Authorities (GPA) and the Code of Business Conduct (COBC) signed by Group Managing Director on 02/12/2019.</p> <p>Both policies have no changes as at audit day.</p> <p>Besides, policies were briefed to during the external stakeholder meeting face to face session was follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpong Estate on 14/06/2023</li> <li>2. Tali Ayer Estate on 14/06/2023</li> <li>3. Chersonese Estate on 18/05/2023</li> <li>4. Chersonese POM on 20/03/2023 and 18/05/2023</li> <li>5. Holyrood Estate on 17/06/2023</li> </ol>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>SDPB established the Vendor Integrity Pledge and Vender COBC as a due diligence for external parties engaged by Operating Units. Among the system in place to monitor compliance include the</p>	Complied



		<p>following:</p> <ol style="list-style-type: none"> <li>1. The signing of the Vendor Integrity Pledge (VIP) by contractors and suppliers. Vendor Integrity Pledge which includes a declaration to eradicate all forms of exploitation, including but not limited to modern day slavery and human trafficking.</li> <li>2. Signing of personal commitment &amp; compliance of COBC requirements by workers.</li> </ol> <p>SOU 02 Chersonese management unit monitor performance of contractors' assessment by Sustainable &amp; Safety Site Officer and Regional SQM on monthly basis for sampled contractor as follow.</p> <ol style="list-style-type: none"> <li>1. Jxxx Rxxx Enterprise</li> <li>2. Oxxx Enterprise</li> <li>3. Sxxx Uxxx Exxx Sdn Bhd</li> <li>4. Jxxx Axxx Mxxx Enterprise</li> <li>5. Hxxx Yxxx Enterprise</li> <li>6. Mxxx Exxx</li> <li>7. Axxx Kxxx Enterprise</li> <li>8. Bxxx Sxxx Enterprise</li> </ol>	
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p><b>(C)</b> The Unit of Certification complies with legal requirements          - Critical (Major) compliance -</p>	<p>The unit of certification continued to comply with legal requirements. Among permits and licenses verified:  <u>Chersonese POM</u>          i) Mill's compliance schedule under license no. 004229, ref: AS(B) AS(B)31/152/000/039 valid from 1/7/22 until 30/6/23. Mill processing capacity is 45 mt/hr and method of POME disposal is waterways. Limit of BOD<sub>3</sub> is 100 mg/l.</p>	Complied

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		<p>ii) 3<sup>rd</sup> party environmental audits          1<sup>st</sup> half of 2023 – audit date (13/4/2023)          Two (2) NCs raised. Five (5) for observations raised. Audit carried out environmental license assessor, EA 0112, CESSWI no. 3766.          2<sup>nd</sup> half of 2022 - audit date (4/10/2022)          One (1) NC raised. Seven (7) observations raised. Audit carried out environmental license assessor, EA 0112, CESSWI no. 3766.</p> <p>iii) List of competent persons</p> <table border="1"> <thead> <tr> <th>Competency</th> <th>Certificate reference</th> <th>Validity period</th> </tr> </thead> <tbody> <tr> <td>CePPOME (Certified Professional in Palm Oil Mill Effluent)</td> <td>CePPOME/2318872</td> <td>Effective from 16/01/23 – 16/01/24</td> </tr> <tr> <td>CePSWaM (Certified Professional in Scheduled Waste Management)</td> <td>CePSWaM/2320941</td> <td>Effective from 27/3/2023 – 26/03/24</td> </tr> <tr> <td>Electrical charginan, A4</td> <td>PJ-T-4-B-0241-2007</td> <td>Valid until 13/3/24</td> </tr> <tr> <td>Steam Engineer, Grade 2</td> <td>159/2016</td> <td>Effective from 26/09/18</td> </tr> </tbody> </table>	Competency	Certificate reference	Validity period	CePPOME (Certified Professional in Palm Oil Mill Effluent)	CePPOME/2318872	Effective from 16/01/23 – 16/01/24	CePSWaM (Certified Professional in Scheduled Waste Management)	CePSWaM/2320941	Effective from 27/3/2023 – 26/03/24	Electrical charginan, A4	PJ-T-4-B-0241-2007	Valid until 13/3/24	Steam Engineer, Grade 2	159/2016	Effective from 26/09/18	
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		Engine driver, grade 1	PK/13/EIS/01/3	Effective from 31/1/13	
		Engine driver, grade 2	PK/10/EIS/02/15	Effective from 5/10/10	
<p>iv) Private electrical installation, serial no. 61339, license no. 2023/01307 for 2,799.9 kW and valid until 5/4/25</p> <p>v) MPOB license no. 533667104000 with 192,000 mt processing capacity and valid for 1 year (1/11/2022 – 31/10/2023)</p> <p>vi) Latest mill inspection (PKK9303), Unfired Pressure Vessel (UPV) and Steam Boiler (SB) inspection was carried out on 19/6/23.</p> <p>vii) Weighbridge stamping, serial no. B522989612, calibration no. A2-ATK00647, capacity: 60,000 kg (Mettler-Toledo, IND246). Stamping date: 8/2/2023.</p> <p>viii) Diesel permit, permit no. PBKB/2023/P/A-000065, ref: KPDNKK.PBR.003/SK(P/D)020/2008 for 8,100 litre and valid until 13/12/2023.</p> <p><u>Kalumpong Estate</u></p> <p>i) MPOB license no. 524392002000, valid from 1/11/22 – 31/10/23 for 2,018.98 ha for selling and transporting FFB.</p> <p>ii) MPOB license no. 542021011000, valid from 1/9/22 – 31/08/23 for production, selling and moving and storage of seedling (SLGBIJI)</p> <p>iii) Air receiver/compressor CF, PK PMT 4079 valid until 24/08/2023</p> <p>iv) Diesel permit, serial no. P: A000740, ref: KPDNKK.PBR.003/SK(P/D)001/2011), storage capacity: 10,000 litre valid from 16/01/22 – 15/12/23</p>					

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		<p>v) Petrol permit, serial no. PK: AS 0000184, ref: KPDNHEP.PBR.SKK(P/D)013/2021, purchase quantity: 60 litre/week valid from 1/12/22 – 30/11/23.</p> <p><u>Tali Ayer Estate</u></p> <p>i) Air compressor/receiver CF, PK PMT82734 valid until 16/01/24</p> <p>ii) Petrol permit, serial no. PBKB/203/P/A-000006, ref: KPDNKK.PBR.003/SK(P/D)034/2008, storage capacity: 18,000 litres valid from 20/1/22 – 30/12/25</p> <p>iii) MPOB license no. 621037002000, for selling and transporting of FFB valid until 1/6/23 – 31/05/24 for 3,308.67 ha</p> <p><u>Holyrood Estate</u></p> <p>i) MPOB license no. 530733002000, valid from 1/8/23 – 30/06/24 for 1,329.31 ha for selling and transporting FFB.</p> <p>ii) Air receiver/compressor CF, PK PMT 1217 &amp; PK PMT 5004 valid until 12/09/23</p> <p>iii) Diesel permit, serial no. A0033844, ref: KPDNHEP.TPG.003/PB(PD)044/16(BL220220443861), storage capacity: 8,000 litre valid from 3/11/22 – 2/11/23</p> <p>iv) Petrol permit, serial no. PK/2023/B/A-000427, ref: KPDN.TPG.003 PK(P/D) 018/23, 100 litre/day valid until 11/5/2024.</p> <p>v) Labour Department, ref: JTK.PK.(1)PMT(SEK.24)10802Jld.19(23) dated 13/10/2020. Water deduction: RM10 per house.</p> <p>vi) Labour Department, ref: BHG.PU/9/129 JLD38(53) dated 6/7/2017 for electricity deduction.</p> <p><u>Chersonese Estate</u></p>	
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		<p>i) MPOB license no. 526593002000, valid from 1/2/23 – 31/01/24 for 3,323.69 ha for selling and transporting FFB.</p> <p>ii) MPOB license no. 523270011000, valid from 1/9/22 – 31/08/23 for production, selling and moving and storage of seedling (SLGBIJI)</p> <p>iii) Air receiver/compressor CF, PK PMT 7991 &amp; PK PMT 7992 valid until 2/02/24</p> <p>iv) Diesel and petrol permit, serial no. PBKB/2023/P/A-000004, ref: KPDNHEP.PBR.003/SK(P/D)117/2009, diesel storage capacity: 9,000 litre, Petrol: 400 litre valid from 31/12/22 – 30/12/23.</p>							
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>Sime Darby Plantation Berhad has established legal and other requirements register @ LORR to have a list of legal register to ensure compliance is in place. The system has a means to track changes to the laws and regulations. GSD is responsible to track changes and the information was disseminated to all its plantations and mill operation. The newly added laws and regulations as per the following:</p> <ul style="list-style-type: none"> <li>- Employees Social Security (Amendment) Act 2022, date review 26/9/22</li> <li>- Employment Insurance System (EIS) (Amendment) Act 2022, date review 26/9/22</li> <li>- Employment Act (Amendment) 2022, date review 6/1/23</li> </ul>	Complied						
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Chersonese Palm Oil Mill, mill border marked through the fencing of the mill area.</p> <p>The estate does maintain the boundary stone/markers to the neighbouring properties. Site visit has been conducted to the sample estate. Sample taken as the following:</p> <table border="1" data-bbox="1137 1300 1890 1369"> <thead> <tr> <th>No</th> <th>Estate</th> <th>Block Number</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	No	Estate	Block Number				Complied
No	Estate	Block Number							

		1	Kalumpong Estate	02A2	
		2	Kalumpong Estate	00A	
		3	Kalumpong Estate	21A	
		4	Tali Ayer Estate	03	
		5	Tali Ayer Estate	14C	
		6	Tali Ayer Estate	17A	
		7	Holyrood Estate	20A	
		8	Holyrood Estate	10A	
		9	Chersonese Estate	17C	
		10	Chersonese Estate	17D	
		11	Chersonese Estate	22B	
<b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.					
2.2.1	A list of contracted parties is maintained. - Minor compliance -	SOU 2 Chersonese managements has maintained list of contracted parties and documented in List of Stakeholder includes Local Community Heads, Neighbours, Local Authorities, Union Association, Foreign Country Embassies, Vendors (Contractors & Suppliers).			Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available. - Minor compliance -	All contracted parties/vendors were required to signed Vendor Integrity Pledge (VIP) and to comply with all applicable laws and regulations related anti-bribery, fraud and corruption and Vendor Code of Business Conduct (VCOBC) such as labour and Human Rights.			Complied

		<p>Memorandum of Agreement (MOA) were also verified for sampled contractors which contained specific clauses on meeting applicable legal requirements to be demonstrated by them.</p> <p>Sighted sampled as below:</p> <ol style="list-style-type: none"> <li>1. Jxxx Rxxx Enterprise</li> <li>2. Oxxx Enterprise</li> <li>3. Sxxx Uxxx Exxx Sdn Bhd</li> <li>4. Jxxx Axxx Mxxx Enterprise</li> <li>5. Hxxx Yxxx Enterprise</li> <li>6. Mxxx Exxx</li> <li>7. Axxx Kxxx Enterprise</li> <li>8. Bxxx Sxxx Enterprise</li> </ol>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Based on verification of the signed contract agreements, Clause 5.4 is referred to the restriction of child labour &amp; protecting the rights of children available in the Vendor COBC and Human Rights Charter protecting the rights of children.</p> <p>The contract documents and Vendor Integrity Pledge (VIP) records sighted in the indicator 2.2.2 above also contain clauses disallowing child, forced and trafficked labour. No young workers are employed by contractors and vendors.</p>	Complied
<p><b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> </ul>	<p>For directly sourced FFB, information of third party FFB suppliers such as contract agreement, MPOB license, location maps with GPS coordinates information and evidence of ownership kept in specific FFB supplier files.</p>	Complied

	<ul style="list-style-type: none"> <li>Valid MPOB license</li> </ul> <p>- Critical (Major) compliance -</p>		
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>There were several indirectly sourced FFB and the mill is still in the process of collecting the information described in 2.3.1. As to comply with RSPO Announcement dated 15 February 2022 on Interim Measure for Fulfilment of Indicator 2.3.2 of the 2018 RSPO Principles &amp; Criteria On Legality of Indirect FFB Supplies, Sime Darby Plantation Berhad has, case register has been submitted to RSPO on 11/11/2022. 3 main challenges as to obtained land ownership evidence, MPOB license and geo-location for the indirect supplier. Target fulfilment of requirement under 2.3.2 is by November 2023.</p>	Complied
<p><b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b></p>			
<p><b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p><b>(C)</b> 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>Chersonese Palm Oil Mill has established the business management plan that include the following details:</p> <ol style="list-style-type: none"> <li>FFB receive projection from the supply base estates</li> <li>Oil Extraction Rate (OER)</li> <li>Kernel Extraction Rate (KER)</li> <li>Operation Cost</li> <li>Capital Expenditures</li> <li>General Charges</li> </ol> <p>There are no scheme smallholders at the site, thus there is no joint developed business plan between the mill and the scheme smallholders.</p> <p>Kalumpong Estate, Tali Ayer Estate, Chersonese Estate and Holyrood Estate has established the business management plan that include the following details:</p>	Complied



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		<ol style="list-style-type: none"> <li>1. FFB projection from each block</li> <li>2. Income and expenditure</li> <li>3. Sundry Revenue</li> <li>4. Operation Cost</li> <li>5. Capital Expenditures</li> <li>6. General Charges</li> <li>7. Hectarage Statement</li> </ol>																																																							
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The estates have established the replanting plan. The plan is as the following:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td colspan="6" style="text-align: center;">Kalumpong Estate</td> </tr> <tr> <td>Hectarage</td> <td>62.51</td> <td>166.03</td> <td>171.47</td> <td>166.78</td> <td>174.43</td> </tr> <tr> <td colspan="6" style="text-align: center;">Tali Ayer Estate</td> </tr> <tr> <td>Hectarage</td> <td>220.77</td> <td>174.09</td> <td>157.42</td> <td>258.03</td> <td>263.66</td> </tr> <tr> <td colspan="6" style="text-align: center;">Holyrood Estate</td> </tr> <tr> <td>Hectarage</td> <td>0.00</td> <td>0.00</td> <td>17.79</td> <td>0.00</td> <td>37.49</td> </tr> <tr> <td colspan="6" style="text-align: center;">Chersonese Estate</td> </tr> <tr> <td>Hectarage</td> <td>0.00</td> <td>112.14</td> <td>0.00</td> <td>0.00</td> <td>115.71</td> </tr> </tbody> </table>	Year	2023	2024	2025	2026	2027	Kalumpong Estate						Hectarage	62.51	166.03	171.47	166.78	174.43	Tali Ayer Estate						Hectarage	220.77	174.09	157.42	258.03	263.66	Holyrood Estate						Hectarage	0.00	0.00	17.79	0.00	37.49	Chersonese Estate						Hectarage	0.00	112.14	0.00	0.00	115.71	Complied
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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>Each of the operating unit in Chersonese Palm Oil Mill supply bases has conducted the Management Review. The record of the review was sighted as the following:</p> <ol style="list-style-type: none"> <li>1. Chersonese Palm Oil Mill – 01/06/2023</li> <li>2. Kalumpong Estate – 08/07/2023</li> </ol>	Complied																																																						

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		<ol style="list-style-type: none"> <li>3. Tali Ayer Estate – 06/06/2023</li> <li>4. Holyrood Estate – 27/05/2023</li> <li>5. Chersonese Estate – 26/06/2023</li> </ol> <p>The agenda discussed during the management review is of the following:</p> <ol style="list-style-type: none"> <li>1. Opening remarks</li> <li>2. Previous minute meeting review</li> <li>3. Matters arising from previous minutes of meeting</li> <li>4. Management programs</li> <li>5. Process conformance and product conformity</li> <li>6. Result from audit</li> <li>7. Nonconformity, corrective and preventive action</li> <li>8. Customer/stakeholder feedback/complaints</li> <li>9. Resource needs</li> <li>10. Changes that could affect management system</li> <li>11. Recommendations for improvement</li> <li>12. Other matters</li> <li>13. Conclusion.</li> </ol>	
<p><b>Criterion 3.2:</b> The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
3.2.1	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 2 Chersonese management updated their main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised. Among the plans highlighted were as below:</p> <ol style="list-style-type: none"> <li>1. To cease utilising steel drums for CPK oil recovery storage by</li> </ol>	Complied

		<p>purchase 25L plastic containers to fill the kernel oil residue</p> <ol style="list-style-type: none"> <li>2. Meet new regulatory requirement of &lt;15% boiler emission</li> <li>3. To install amenities for workers housing</li> <li>4. To address low water pressure supply to mill housing complex by install tower water tank complete with pumps and necessary pipping.</li> <li>5. To accelerate Food Safety compliance and certification</li> <li>6. To improve targeted Overall Equipment Efficiency (OEE) in Rate, Availability and Yield.</li> </ol> <p>Action plan for continuous improvement implemented by individual operating unit within the certification unit based on consideration of the social impacts, which in general includes welfare of employees, and relationship between the relevant stakeholders. Example of CAPEX for SOU2;</p> <p><u>Kalumpong Estate</u></p> <ol style="list-style-type: none"> <li>i) Bund heightening (riverside) – 2.0 km in Kalumpong Division</li> <li>ii) Upgrading of workers quarters</li> <li>iii) Immature Flat Manuring (IFM)</li> <li>iv) Immature Herbicides Sprayer (ImHS) ver.2</li> </ol> <p><u>Tali Ayer Estate</u></p> <ol style="list-style-type: none"> <li>i) Trailer mobile pump 90hp &amp; 12" outlet</li> <li>ii) Bund heightening at Sg Kerian Division</li> <li>iii) Farm tractor TFM8540</li> <li>iv) Immature Flat Manuring (IFM)</li> </ol>	
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		<p><u>Chersonese POM</u></p> <ul style="list-style-type: none"> <li>i) Under tow conveyor and tipper</li> <li>ii) Replacement of steam coil</li> <li>iii) 3,500 litre digester</li> <li>iv) Kernel drying silo</li> <li>v) 10mt FFB cages</li> <li>vi) EFB press machine</li> </ul> <p><u>Holyrood Estate</u></p> <ul style="list-style-type: none"> <li>i) New bridge construction (20 m)</li> <li>ii) Mechanize mature sprayer</li> <li>iii) Low loader trailer 5 mt, 20 mt bin</li> </ul> <p><u>Chersonese Estate</u></p> <ul style="list-style-type: none"> <li>i) Annual motorable bud heightening and strengthening – 2 km main division.</li> <li>ii) Land surf harvesting</li> <li>iii) Farm tractor TFM8540</li> <li>iv) Immature Flat Manuring (IFM)</li> <li>v) Immature Herbicides Sprayer (ImHS) ver.2</li> </ul>	
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><b>PROCEDURAL NOTE:</b></p>	<p>RSPO metric template version 2.1 is used for the reporting of SOU2 Chersonese Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from August 2022 – July 2023 (counting back from audit month). Based</p>	<p>Choose an item.</p>

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	<p>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>on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	
<p><b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Chersonese Palm Oil Mill has established the Standard Operating Procedure (SOP) for all mill operation, specifically for each station. Sample of mill SOP sighted is as the following:</p> <ol style="list-style-type: none"> <li>1. Sterilizer Station, dated 25/11/2021</li> <li>2. Kernel Recovery, dated 25/01/2020</li> <li>3. Boiler, dated 25/01/2020</li> <li>4. Turbine, dated 25/01/2020</li> </ol> <p>Sime Darby Plantation Berhad, has established safe work procedure for all estates upstream. Refer Safe Work Procedure – Oil Palm Plantation Operation, Version 1 (2021), dated 01/11/2021.</p> <p>Sime Darby Plantation Berhad – Kalumpang Estate has established the procedure for estate operations. Estate has established the Safe Operating Procedure (SOP) for all estate operation, specifically for each work. Sample of estate SOP sighted is as the following:</p> <ol style="list-style-type: none"> <li>1. Spraying dated 01/01/2021</li> <li>2. Scheduled waste handling process dated 01/07/2023</li> <li>3. Rat baiting dated 01/07/2023</li> <li>4. Battery disposal dated 01/07/2023</li> </ol>	<p>Complied</p>

		<p>Sime Darby Plantation – Tali Ayer Estate has established the procedure for estate operations. Estate has established the Safe Operating Procedure (SOP) for all estate operation, specifically for each work. Sample of estate SOP sighted is as the following:</p> <ol style="list-style-type: none"> <li>1. Harvesting, Ref No: SME/SOP/005</li> <li>2. Frond stacking, Ref No: SME/SOP/006</li> <li>3. Workshop Attendant, Ref No: SME/SOP/009</li> <li>4. Rat Baiting, Ref No: SME/SOP/012</li> </ol> <p>Sime Darby Plantation – Holyrood Estate has established the procedure for estate operations. Estate has established the Standard Operating Procedure (SOP) for all estate operation, specifically for each work can be seen in the Sime Darby Agricultural Reference Manual with the serial number: SDP/OP/ARM/10337.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.          - Minor Compliance -</p>	<p>The management of Sime Darby Plantation Berhad has the Mechanisation Upstream Malaysia Monitoring report dated 21/06/2023, Structured Oil Recovery Assessment, Structured Crop Recovery Assessment, and Mature Upkeep Assessment dated 22-26/05/2023 for SOU 2.</p> <p>Chersonese Palm Oil Mill has conducted the Internal Audit to check the implementation of SOP. The mill has conducted the Internal Audit on 23/05/2023. Sighted the Internal Audit Report together with the non-conformities correction and corrective action. The internal audit was conducted by the Group Sustainability Department (GSD). Two minors non-conformance were raised, all closed.</p> <p>Kalumpong Estate has conducted the Internal Audit on 22/05/2023. The internal audit was conducted by the Group Sustainability Department. The Internal Audit process is the</p>	Complied

		<p>mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement. Two majors nonconformities and two minor conformities were raised. All closed.</p> <p>Tali Ayer Estate has conducted the Internal Audit on 26/05/2023. The internal audit was conducted by the Group Sustainability Department. The Internal Audit process is the mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement. There is no non-conformities were raised during the internal audit.</p> <p>Holyrood Estate has conducted the Internal Audit on 25/05/2023. The internal audit was conducted by the Group Sustainability Department. The Internal Audit process is the mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement. There is no non-conformities were raised during the internal audit.</p> <p>Chersonese Estate has conducted the Internal Audit on 24/05/2023. The internal audit was conducted by the Group Sustainability Department. The Internal Audit process is the mechanism to check the implementation of SOPs, together with monthly occupational safety and health check that will check the operation on the safety requirement. There are two minor non-conformances were raised during the internal audit. All closed.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Both the estates and mill audited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. Estates / Mill performances are reviewed during the</p>	Complied

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		monthly meeting with Regional General Manager or Zone Head. Records sampled for verification as stated under indicated 3.3.2.									
<b>Criterion 3.4:</b> 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.											
3.4.1	<p><b>(C)</b> 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>There are no new plantings or operations within SOU2 Chersonese POM. For existing operation, identification and evaluation of impact assessments relating to environmental impacts based on documents verified as following:</p> <ul style="list-style-type: none"> <li>a) Appendix 5.4.1b - Environmental Aspect and Impact Evaluation Procedure, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; Register</li> <li>b) Appendix 5.4.1c - Environmental Aspect and Impact Identification form, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; MR-01/EAI</li> <li>c) Appendix 5.4.1d – Environmental Impacts Evaluation form, Version 1; Year 2008 Issue no. 1; Dated 1 April 2009; MR-02/EIE.</li> </ul> <p>Environmental Impact Evaluation is conducted to evaluate the impact severity using a format (Environmental Impact Evaluation Form). There are 3 classifications of impact established in order to justify the action plan (mitigations) required i.e.:</p> <table border="1" data-bbox="1153 1117 1928 1348"> <tr> <td colspan="2" data-bbox="1153 1117 1928 1165">Guidance of action required</td> </tr> <tr> <td data-bbox="1153 1165 1317 1212">100 to 199</td> <td data-bbox="1317 1165 1928 1212">No action required. Continue exiting measures</td> </tr> <tr> <td data-bbox="1153 1212 1317 1260">200 to 249</td> <td data-bbox="1317 1212 1928 1260">To initiate corrective and preventive actions</td> </tr> <tr> <td data-bbox="1153 1260 1317 1348">250 and above</td> <td data-bbox="1317 1260 1928 1348">To develop environmental objective and programme</td> </tr> </table>	Guidance of action required		100 to 199	No action required. Continue exiting measures	200 to 249	To initiate corrective and preventive actions	250 and above	To develop environmental objective and programme	Complied
Guidance of action required											
100 to 199	No action required. Continue exiting measures										
200 to 249	To initiate corrective and preventive actions										
250 and above	To develop environmental objective and programme										



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		<p>There is no change of current practices required to mitigate negative effects based on identified impacts for both the mill and estates. Mill and estates have conducted periodical review on the aspects and impacts identified and evaluated as registered. Latest review of EIE was carried out on 3/1/2023 for Holyrood Estate.</p> <p>Social Impact Assessment (SIA) reports established includes with the objectives, category, action, frequency, person in charge and monitoring period. The methodology of the assessment was through onsite interview with stakeholders, site visit and documentation review. The assessment involved the affected stakeholders such as contractors, schools’ representatives, officers from government authorities and internal workers. Issues raised by the stakeholders were incorporated into a management plan. Social profile such as social background of employees, background of local community, education, safety and health, living condition, infrastructure and amenities and stakeholder engagement were assessed accordingly.</p>	
3.4.2	<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>SOU 2 Chersonese maintain the current Social Impact Assessment (SIA) established on 14/06/2015 - 17/06/2015. The SIA was developed with the participation of affected parties such as external and internal stakeholders namely workers representatives, community leaders, workers, related govt agencies, staff, contractors, suppliers.</p> <p>SIA on Replanting Activity established for Kalumpang Estate dated on 05/01/2023. The assessment implements at field 2001A and 2000B. As replanting kick off meeting on 05/01/2023. Based on the assessment no concern raised from stakeholder involved internally and externally.</p> <p>Social Impact Assessment (SIA) reports established includes with the objectives, category, action, frequency, person in charge and</p>	Complied

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		<p>monitoring period. The methodology of the assessment was through onsite interview with stakeholders, site visit and documentation review. The assessment involved the affected stakeholders such as contractors, schools’ representatives, officers from government authorities and internal workers. Issues raised by the stakeholders were incorporated into a management plan. Social profile such as social background of employees, background of local community, education, safety and health, living condition, infrastructure and amenities and stakeholder engagement were assessed accordingly.</p> <p>Environment Aspect and Impact Identification for various activities such as 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, boiler, effluent treatment plant, smoke emission, etc. Internally, a committee named EPMC (Environmental Performance Monitoring Committee) will review the environmental performance of the operating unit on quarterly basis. External inputs from DOE field citation report, stakeholder meeting and other consultative approach (reactive and proactive) will be used in the development and establishment of plan.</p>	
3.4.3	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.          - Critical (Major) compliance -</p>	<p>SOU 2 Chersonese was able to demonstrate that the social monitoring plan was implemented and reviewed at least annually, with participation of affected stakeholders namely, the workers Employees’ Welfare Committee meeting, Gender Committee, NUPW, feedback received during Social Dialogues, and meetings with external stakeholders.</p> <p>The Social Action Plan for each unit were available having information i.e. issues, management plan, PIC and time frame.</p>	Complied

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		<p>The input for each issue will be review annually based on information gathered from the meeting minutes as follow.</p> <ol style="list-style-type: none"> <li>1. Gender Committee</li> <li>2. Union meeting</li> <li>3. Social Dialogue</li> <li>4. Grievances and feedback from stakeholders</li> </ol> <p>The assessment of Social Action Plan updated individually as follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpong Estate update on 01/03/2023</li> <li>2. Tali Ayer Estate updated on 02/01/2023</li> <li>3. Chersonese POM update on 20/07/2023</li> <li>4. Holyrood Estate update on 22/07/2023</li> <li>5. Chersonese Estate updated on 04/07/2023</li> </ol> <p>Example</p> <ol style="list-style-type: none"> <li>1. Kalumpong Estate, the social management plan was updated annually with the latest update on 01/03/2023.  Objective: Trade union matters  Issues: To install additional streetlight from workers housing to office.  Status: Completed.  Observation to site, sighted management had installed four (4) unit of solar streetlights at the estate road from workers housing to office.</li> <li>2. Holyrood Estate, the social management plan was updated annually with the latest update on 22/07/2023.  Objectives: Interim harvesting incentive scheme</li> </ol>	
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		<p>Issues: To continues briefing during social dialogue or with harvester to ensure all understand of the rate.</p> <p>Status: Continuously</p> <p>During onsite interview with workers informed they has discussed with management regarding on harvesting rate during social dialogue meeting. Review on the minutes, includes topic on harvesting pay mode to change from Running Mean Average Bunch Weight (RUNMEANABW) to Current month Bunch Weight (CURRMTHBWT) discuss on 13/06/2023.</p> <p>Based on the social dialogue monitoring records, sighted the issues raised included into system with ID no.: 20230022582. The issues closed on 13/07/2023 with briefing to workers during the social dialogue session. Due to request of harvesting rate, management has issued an email to Checkroll Support under SDPB Group HQ IT department dated on 11/07/2023 with confirmed response to change on 12/07/2023. Based on the action, a concern letter with signature of 40 harvesters sighted and witness by NUPW representatives.</p> <p>As additional to the matters, management conduct briefing on 'Penerangan Kepada Bayaran Gaji Kepada Penuai', payslip and wages code glossary to harvester dated from 04/02/2023, 10/02/2023, 04/07/2023 and 05/07/2023.</p> <p>For New PMI the same topic been briefed on 14/06/2023.</p> <p>The mill and estates had continuously implemented its annual programs that were established as part of its individual Environment/Pollution Prevention Plan. Managers and Assistant Manager of mill and estate were identified as person-in charge of the programme which were established upon review of the aspect and impact register. It was observed that the reviewing and</p>	
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		updating on the registers were made annually if there's no new activity within respective sites.	
<b>Criterion 3.5:</b> A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable. - Minor Compliance -	SDPB maintain the current Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019. SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021. 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.	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	SDPB maintain the current Human Resource Department established Hiring of Local Workers procedure with Doc. No.: 01-12-19 dated 01/12/2019. SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021. Document review on application form, employment interview assessment form, medical check-up report, offer letter and employment contract at Chersonese POM, Kalumpong Estate, Chersonese Estate, Tali Ayer Estate and Holyrood Estate are available to review both local and foreign workers. A copied of identification card, passport and work permit were kept as record.  Example <u>Holyrood Estate:</u>	Complied

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		<p>Briefing on terms and conditions workers agreement and consent letter to new jointly foreign workers conduct on 14/06/2023 are available to review.</p> <p>The latest recruitment of workers in Chersonese POM, Kalumpong Estate, Chersonese Estate, Tali Ayer Estate and Holyrood Estate were by June 2023.</p> <p>Onsite interviewed with the SOU 2 Chersonese management informed that if there is any job vacancy available, they will publish a job vacancy advertisement/flyer at the places nearby the villages, main gate of estate/mill, disseminate info through WhatsApp's and media social such as Facebook.</p>	
<p><b>Criterion 3.6:</b> An occupational health and safety (H&amp;S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Chersonese Palm Oil Mill</u></p> <p>The management has established the HIRARC for the all the mill operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. FFB Ramp, dated 27/05/2022</li> <li>2. Biomass - EFB dated 02/11/2022</li> <li>3. Effluent Treatment Plant, dated 02/11/2022</li> <li>4. Clarification, dated 02/11/2022</li> </ol> <p>The management has conducted the Chemical Hazard Risk Assessment dated 24/02/2020, Ref No: HQ/09/ASS/00/124-2020/0017. The management has conducted the medical surveillance report dated 14/06/2023, for 28 workers. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 29/01/2020. Refer the report with Ref No: HQ/18/PEB/00/00026-2020/007). Audiometric was conducted on 07 &amp; 15/04/2023 for 26 workers. 2 workers need to be for further checking with OHD, which the management has</p>	<p>Non-compliance</p>

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		<p>sent them on 01/06/2023. Further verification will be conducted on 01/12/2023.</p> <p><u>Kalumpong Estate</u>          The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. Transportation – Light Vehicle, dated 06/07/2023</li> <li>2. FFB harvesting, dated 13/04/2023</li> <li>3. Spraying, dated 14/03/2023</li> <li>4. Manuring dated 14/03/2023</li> </ol> <p>The management has conducted the Chemical Hazard Risk Assessment dated 20/02/2020, Ref No: HQ/09/ASS/00/124-2020/0014. The management has conducted the medical surveillance dated 08/05/2023, for 60 workers. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 23/06/2020 with report Ref No: HQ/18/PEB/00/00021. There is no audiometric is conducted as the noise level is below 85 dB, and not recommended by the NRA assessor.</p> <p><u>Tali Ayer Estate</u>          The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. Harvesting, dated 16/01/2023</li> <li>2. Manuring, dated 11/03/2022</li> <li>3. Spraying, dated 11/03/2022</li> </ol> <p>The management has conducted the Chemical Hazard Risk Assessment dated 22/02/2020, Ref No: HQ/09/ASS/00/124-</p>	
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		<p>2020/0016. The management has conducted the medical surveillance dated 08/05/2023, for 30 workers. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 24/06/2020 with report Ref No: HQ/18/PEB/00/00021. There is no audiometric is conducted as the noise level is below 85 dB, and not recommended by the NRA assessor.</p> <p><u>Holyrood Estate</u></p> <p>The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. Harvesting, dated 20/05/2023</li> <li>2. Manuring, dated 20/05/2023</li> <li>3. Spraying, dated 20/05/2023</li> </ol> <p>The management has conducted the Chemical Hazard Risk Assessment dated 21/02/2020, Ref No: HQ/09/ASS/00/124-2020/0015. The management has conducted the medical surveillance dated 20/06/2023, for 7 workers. All workers are declared fit to work by OHD.</p> <p>Noise Risk Assessment was conducted on 24/06/2020 with report Ref No: HQ/18/PEB/00/00021. Audiometric testing for four workers has been conducted on 25/05/2023 at Sungai Dingin Estate. Result are yet to be obtain from the OHD.</p> <p><u>Chersonese Estate</u></p> <p>The management has established the HIRARC for the all the estate operation. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. Harvesting, dated 28/01/2023</li> <li>2. Manuring, dated 28/01/2023</li> <li>3. Spraying, dated 28/01/2023</li> </ol>	
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		<p>The management has conducted the Chemical Hazard Risk Assessment dated 21/02/2020, Ref No: HQ/09/ASS/00/124-2020/0013. The management has conducted the medical surveillance dated 18,20,21,28/07/2023, for 30 workers. The result are yet to be obtained from OHD</p> <p>Noise Risk Assessment was conducted on 23/06/2020 with report Ref No: HQ/18/PEB/00/00021. Audiometric testing for four workers has been conducted on 25/05/2023 at Sungai Dingin Estate. Result are yet be obtained from the OHD.</p> <p>Previous Audiometric testing was conducted found that one worker have the temporary standard threshold shift, The management has sent the worker for re-test of audiometric. Found that the worker are fit, and no negative audiometric found.</p> <p>It was found that the risk assessment process in identifying the H&amp;S issues and the implementation of mitigation plan is not sufficient. Objective evidence is as the following:</p> <ol style="list-style-type: none"> <li>1. Site visit at Chersonese Palm Oil Mill found that there are three workers were conducting the painting work. One were painting the floor with anti-rust at Press Station, and the other two were painting the nut bin at Kernel Plant. Further verification found that the paint and chemicals use during the activity were not registered in chemical register and risk assessment of using the paint is not assessed in the Chemical Hazard Risk Assessment (CHRA).</li> <li>2. Noise Risk Assessment (NRA) is available at Chersonese Palm Oil Mill. Verified that the assessor recommendation for Kernel Plant is for the workers to use double protection of both ears plug and earmuff. However, the PPE matrix for kernel plant does not reflect the assessor’s recommendation.</li> </ol>	
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		<p>3. Site visit of harvesting activity at Tali Ayer Estate found that there is deviation from the Safe Operating Procedure regarding the placement of harvesting pole.</p> <p>4. Site visit at Holyrood Estate found that the bin attendant was working on arranging the FFB, it was further verified that the work at height activity was assessed in HIRARC with control of PPE such as safety boots, safety helmet and vest. However, there is no proper facilities in preventing the operator from falling.</p> <p>Thus, the Major NC is raised</p>	
3.6.2	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>Chersonese Palm Oil Mill has established the Occupational Safety And Health planner for the year 2023. The plan was endorsed by the Mill manager. Sample taken is as the following:</p> <ol style="list-style-type: none"> <li>1. OSH Workplace Inspection</li> <li>2. OSH Committee Meeting</li> <li>3. Review of HIRARC and SOP</li> <li>4. Monthly LEV Inspection</li> <li>5. Annual LEV Inspection</li> <li>6. PPE Training</li> <li>7. Fire Drill training</li> <li>8. Safe chemical handling</li> <li>9. LOTO Training</li> </ol> <p>Kalumpong Estate, Chersonese Estate, Tali Ayer Estate and Holyrood Estate has established the Occupational Safety And Health planner for the year 2023. The plan dated 01/01/2023. There are 32 plans for the year 2023, sample taken is as the following:</p>	Complied

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		<ol style="list-style-type: none"> <li>1. Appoint of OSHC Member</li> <li>2. Inspection Of Fire Extinguisher</li> <li>3. Inspection of Road And Field</li> <li>4. Register of Chemical</li> </ol>	
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p><b>(C)</b> 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&amp;C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>Kalumpong Estate, Tali Ayer Estate, Holyrood Estate, Chersonese Estate and Chersonese Palm Oil Mill has established the Annual Training Plan dated 01/01/2023. Sample of training need is as of the following:</p> <ol style="list-style-type: none"> <li>1. Emergency response</li> <li>2. PPE training</li> <li>3. Palm census training</li> <li>4. FFB harvesting training</li> <li>5. Chemical handling training</li> <li>6. Hearing conservation</li> <li>7. First Aid training</li> </ol>	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>Tali Ayer Estate</u>            Training on OSH Roles and Responsibility – 31/03/2023            HIRARC Engagement – 02/01/2023            Induction Training – 19/07/2023            Fire Drill Training -15/06/2023            Spraying – Alion – 29/05/2023</p>	Complied

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		<p>Chemical and spraying SOP training – 13/04/2023</p> <p><u>Holyrood Estate</u> RSPO and MSPO Training dated 08/05/2023 HIRARC Briefing dated 10/02/2023 Environment Risk Assessment dated 08/05/2023 Basic occupational First Aider dated 17/05/2023</p> <p><u>Chersonese Estate</u> First Aider refresher training dated 19/05/2023 Fire Fighting Training – 23/05/2023 Chemical Handling Training -dated 10/05/2023 Hearing conservation training – 28/06/2022</p>	
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 last training on supply chain was conducted on 24/5/2023 at meeting room Chersonese POM. It was conducted by the Sustainability Department and attended by 10 participants from various departments of the mill such as management, security, supervisors, weighbridge, laboratory and transporter.</p>	Complied
<p><b>Criterion 3.8:</b> Supply chain requirement for mills (note: All supply chain requirements are considered as <b>Critical (C)</b>. 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&amp;C), or against the Group Certification scheme.</p>	<p>Not applicable. Chersonese POM currently under mass balance module.</p>	Not Applicable

	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.		
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	SOU 2 Chersonese POM receives and processes certified FFB from its own supply base and outside crop producer (OCP). All OCP crop received are non-RSPO certified FFB. Therefore, the mill has opted for Mass Balance module.	Complied
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. (Table 10)	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 registration of PalmTrace will be carried out by the GSD Department. All transaction will be registered in the PalmTrace. Chersonese POM registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> <li>- Member ID: RSPO_PO1000000302</li> <li>- Member category: Oil Mill</li> <li>- RSPO Membership No.: 1-0008-04-000-00</li> <li>- License Status: Expires on 4/10/2023</li> </ul>	Complied

<p>3.8.5</p>	<p><b>Documented procedures</b>          The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>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.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ul>	<p>Procedure namely Sime Darby Plantation Berhad – Sustainable Supply Chain and Traceability Procedure; document ID: SD/SDP/GSD/SCCS/0522/01, version:01 dated June 2022.</p> <p>The procedure was established which covers responsibility, reporting of certified CPO/PK, non-conformance material and documents, FFB delivery Plantation to Mill, CPO/PK delivery Mill to customer, Record keeping, Training, Complaint Communication and Claim and etc.</p> <p>The Mill Manager as Head of Operating Unit has the overall responsibility for the implementation of SOP, and he may assign roles to relevant personnel or invite personnel from various departments necessary to assist in the SOP implementation. Sighted the identified and assigned suitable employees to implement and maintain the traceability system by management. Appointment letter dated 9/2/2022 was verified.</p> <p>The procedures for receiving and processing certified and non-certified FFBs are documented in the Sime Darby Plantation – Sustainable Supply Chain and Traceability Procedure; document ID: SD/SDP/GSD/SCCS/0522/01, version:01 dated June 2022.</p>	<p>Complied</p>
<p>3.8.6</p>	<p><b>Internal Audit</b></p> <ul style="list-style-type: none"> <li>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:             <ul style="list-style-type: none"> <li>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>b. Effectively implements and maintains the standard requirements within its organisation.</li> </ul> </li> <li>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</li> </ul>	<p>Addressed in Sustainable Supply Chain and Traceability Procedure, version no:1 approved on May 2022 (SD/SDP/GSD/SCCS/0522/01) under section 18.0 Internal Audit procedure. Based on the procedure, the internal audit is to be conducted annually as per Internal Audit Procedure. Additional procedure for internal audit process ref, SDP/GSD/SCU/IAP, rev:3 dated 31/01/23 was recently developed as guidance procedure for internal audit.</p> <p>Combined internal audit for supply chain was last conducted on 23/5/23 by 4 internal auditors from Group Sustainability Department. No NC raised with regards to RSPO SCCS component.</p>	<p>Complied</p>

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	<p>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 results of Internal Audit were discussed in the Management Review Meeting as sighted in minutes meeting conducted on 01/06/2023.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> <li>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</li> <li>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</li> <li>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</li> </ul>	<p>i)The accompanying documents of incoming FFB from own estate are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate’s ticket number is recorded in the mill’s ticket number. Sample of weighbridge ticket checked: WB ticket Number: 249942, Estate’s DO: 4947 Supplier: E148 – Chersonese Estate Date of delivery: 3/6/2023 Weight/truck/field/bunches: 10.68 mt/ SYG9557C12/2020A &amp; 2011C/1803 RSPO certificate no.: RSPO 590800</p> <p>WB ticket Number: 249969, Estate’s DO: 28618 Supplier: E010 – Tali Ayer Estate Date of delivery: 2/6/2023 Weight/truck/field/bunches: 10.44mt/RM8557T09/2004/864 RSPO certificate no.: RSPO 590800</p> <p>WB ticket Number: 249978, Estate’s DO: 25082 Supplier: E140 – Holyrood Estate Date of delivery: 3/6/2023 Weight/truck/field/bunches: 4.75mt/ SWF9219H05/2019A, 2020A</p>	<p>Complied</p>

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		<p>&amp; P04M/625 RSPO certificate no.: RSPO 590800</p> <p>WB ticket Number: 249980, Estate’s DO: 22091 Supplier: E162 – Kalumpong Estate Date of delivery: 1/6/2023 Weight/truck/field/bunches: 10.47mt/RM8557K01/2001A3, 2006A2 &amp; 2014D/1284 RSPO certificate no.: RSPO 590800</p> <p>Diversion crop from other Sime Darby’s RSPO certified estate: WB ticket Number:5264, Estate’s DO: 247090 Supplier: E156 – Bukit Selarong Estate Date of delivery: 24/03/2023 Weight/truck/field/bunches: 12.21 mt/PPL5753/2017A/1821 RSPO certificate no.: RSPO 550179</p> <p>WB ticket Number:1682, Estate’s DO: 247064 Supplier: E150 – Somme Estate Date of delivery: 24/03/2023 Weight/truck/field/bunches: 12.58 mt/TCH669S01/2012A/920 RSPO certificate no.: RSPO 550179</p> <p>ii) There has been no projected overproduction during the period under reviewed. Nonetheless, based on interview with the staff, the facility is aware of this requirement</p>	
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		<p>iii) Handling of non-conforming FFB and/or documents is addressed in the Sustainable Supply Chain and Traceability Procedure, version no:1 approved on May 2022 (SD/SDP/GSD/SCCS/0522/01) under 11.0 non-conforming products and Document.</p>	
<p>3.8.8</p>	<p><b>Sales and Goods Out</b>          The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ol>	<p>Chersonese POM ensured the required information is available in document form. Based on sampled contracts [i.e., S/C-PSD/2202/PKO109 the following information was available:</p> <p>CSPK (contract no. S/PSD/2210/PK0044)</p> <ul style="list-style-type: none"> <li>• The name and address of the buyer – confidential</li> <li>• The name and address of the seller – KKS Chersonese</li> <li>• The loading or shipment/ delivery date: December 2022</li> <li>• The date on which the documents were issued, 14/12/2022, dispatch ticket no. 015191</li> <li>• A description of the product, including the applicable supply chain model, e.g. "RSPO CSPK MB"</li> <li>• The quantity of the products delivered: 39.71 mt</li> <li>• Related transport documentation, e.g. dispatch ticket no. 015191</li> <li>• Supply chain certificate number of the seller: RSPO 590800</li> <li>• A unique identification numbers - TR-bd433fb6-5b98</li> </ul> <p>CPO despatch, contract ref: S/PSD/2210/CPO0029C</p> <ul style="list-style-type: none"> <li>• The name and address of the buyer – confidential</li> <li>• The name and address of the seller – KKS Chersonese</li> <li>• The loading or shipment/ delivery date: October 2022</li> <li>• The date on which the documents were issued, 5/10/22</li> <li>• A description of the product, including the applicable supply chain model, e.g. "RSPO CSPO MB"</li> <li>• The quantity of the products delivered: 40.28 mt</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>• Related transport documentation, e.g. dispatch ticket no. 0105018</li> <li>• Supply chain certificate number of the seller: RSPO 590800</li> <li>• A unique identification numbers – TR-52d1a9ca-613c</li> </ul>	
3.8.9	<p><b>Outsourcing Activities</b></p> <p>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</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>No FFB and/or oil palm products processing outsource by Chersonese POM except for CPO delivery transportation only. The mill adapted Sime Darby established Standard Operating procedure for outsourced activities as per Sustainability Plantation Management System, SOP for Sustainability Supply Chain and Traceability Procedure, doc. ID: SD/SDP/GSD/SCCS/0522/01 ver. 1 dated 1<sup>st</sup> June 2022, Section 13.0: Outsourced Contractors.</p> <p>In the SOP under section 13.1 stated that CPO Mill cannot outsourced processing activities like refining or crushing.</p> <p>The list of outsourced contractors was registered in List of Stakeholder records that CPO transporter as per sighted contract agreement as following:</p> <p>XYZ Sdn Bhd; Transportation of Crude Palm Oil (“CPO”) (Service) for Sime Darby Plantation Berhad’s Peninsular Malaysia’s Oil Mills – Letter of Award (LOA); Reference Number: T/SDPB/PEN/CPO/0720/003; Dated: 12/12/2020; Contract period valid for 3 years from 01/11/2020 – 31/10/2023.</p> <p>ABC (Malaysia) Sdn Bhd, Transportation, Warehousing and Handling Services For Sime Darby Plantation Berhad (Palm Kernel, “PK” and Palm Kernel Expeller, “PKE”) (Service) for Sime Darby Plantation Berhad’s Peninsular Malaysia’s Oil Mills – Letter of Award</p>	Complied

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		<p>(LOA); Reference Number: T/H_SDPB/0721/001; Dated: 26/07/2021.</p> <p>The Letter of Award is used as the documented control system that states all procedures and processes which is bound by the contractor.</p> <p>Stated under section 5(d)(iii), 'permit the CB appointed by the company to conduct audit on its or its sub-contractors' operations and provide access to all relevant systems, documents and records when requested by the CB.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	No FFB and/or oil palm products processing outsource by Chersonese POM except for CPO delivery transportation only. For PK, transportation arranged by buyer to the KCP. The list of outsourced contractors was registered in List of Stakeholder records that included the CPO transporter.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	<p>Sime Darby has issued Memorandum to all contractors dated 26/6/2019. In the memorandum stated the contractors have to comply as follows.</p> <ol style="list-style-type: none"> <li>1. Comply with local legal requirements</li> <li>2. Attend the RSPO/ISCC/MSPO/SCCS briefing or training organized by the company</li> <li>3. Having signed and enforceable agreement with the company</li> <li>4. Provide access to the auditors to contractors' operation site(s) and employees whenever deemed necessary</li> <li>5. Having related working permits</li> </ol>	Complied

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		Ensure PPE utilization by contractors' employee while being in the company premise. As to date no new contractors appointed by Sime Darby Plantation Berhad.	
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul> </li> </ul>	<p>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. Related purchasing goods in and sales good out report in the earlier indicator under 3.8.7 and 3.8.8.</p> <p>ii) The retention period for maintaining the traceability records is 3 years as stated in the Section 5.4 Sustainability Plantation Management System, SOP for Sustainability Supply Chain and Traceability Procedure, doc. ID: SD/SDP/GSD/SCCS/0522/01 ver. 1 dated 1st June 2022.</p> <p>iii) NA as the mill is using MB model</p> <p>iv) All receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK are recorded on a three-monthly basis in the mill's mass balance accounting sheet. The data was mostly sourced from the mill's Daily Production Report. Based on verification of the MB accounting sheet, there was no short selling made since the last assessment.</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>	Conversion factor of CPO and PK production is depending on the actual OER and KER.	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 facility 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.	NA as the mill is under Mass Balance module.	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's Global Trade Marketing Department, HQ. All transaction will be registered in the PalmTrace. RSPO certified volumes sold under different scheme or as conventional will be removed by end of license period.	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 facility is aware with the requirements of the RSPO Rules on Market Communications and Claims	Complied
<b>General corporate communications</b>			
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 SDPB website has been reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards	Complied

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		production of sustainable palm oil. The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications.	
4.2	In corporate communications a member is allowed to: 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. 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.	The SDPB 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 website had not displayed the RSPO website and had not display any RSPO Trademark.	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 SDPB website was reviewed and confirm the communications are mainly on the efforts and commitments of SDPB 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 Chersonese POM and verified through document and site review (notice board, business card, shipping documentation, etc.	Complied
<b>Business to business communications</b>			

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5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e product/commodity with SCC model (CPO/Palm Kernel RSPO MB) and RSPO certificate number.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.	Chersonese POM is not under distributor or wholesaler category. Thus, this requirement is not applicable	Complied
<b>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	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	Non-certified FFB comes from external crop and since Chersonese POM is using Mass Balance module, the non-certified volume is covered in the Mass Balance sheet.	Complied

	requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.		
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>• Surrounded by the text: 'Certified sustainable palm oil'.</li> <li>• 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.</li> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>• 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).</li> <li>• 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 &amp; Claims document.</li> </ul>	Chersonese POM does not use the RSPO label in its product (CPO & PK).	Complied
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>• [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.</li> </ul>	No evidence of storytelling in product related communication. Hence, this requirement is not applicable.	Not Applicable



	<ul style="list-style-type: none"> <li>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.</li> </ul> <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"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</li> </ul>		
<p><b>Principle 4: Respect community and human rights and deliver benefits</b></p>			
<p><b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB established Group Sustainability &amp; 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 &amp; 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,</p>	<p>Complied</p>

		<p>as well as respond to complaints on any alleged threats made to them. Refer to Policy on the Protection of Human Rights Defenders (HRDs) dated 25/03/2020 for more information.</p> <p>The external stakeholder meeting conduct annually as follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpong Estate on 14/06/2023</li> <li>2. Tali Ayer Estate on 14/06/2023.</li> <li>3. Chersonese Estate on 18/05/2023</li> <li>4. Chersonese POM on 20/03/2023 and 18/05/2023</li> <li>5. Holyrood Estate on 17/06/2023.</li> </ol>	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>SDPB prohibits any form of harassment in their operation as per the policies above.</p> <p>Onsite interviewed with sampled workers informed they have no experience on any form of harassment by the management.</p>	Complied
<p><b>Criterion 4.2:</b> 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><b>(C)</b> 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 whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date. SDPB implemented has various channel platform to internal and external stakeholders to communicate grievances to managements. Based on review, channel established and been implemented in SOU 2 Chersonese management include as follow:</p> <ol style="list-style-type: none"> <li>1. Whistleblowing Channels</li> <li>2. 'Suara Kami' a platform for the workers to raise any issue.</li> <li>3. Worker's Helpline</li> <li>4. Social Dialogue meeting</li> <li>5. Union Meeting</li> </ol>	Complied

		Onsite interviewed with the external stakeholders and sampled workers informed they have been briefed on the complaint mechanism channel which currently implement by the company.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date. Document review on complaints book and stakeholder consultation interview with no complaints raised as at audit. Onsite interviewed with the external stakeholders and sampled workers informed they have been briefed on the complaint mechanism includes Suara Kami, Worker’s Helpline, Social Dialogue and stakeholders meeting as platform for raised their concern which are currently implement by the company.	Complied
4.2.3	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. - Minor compliance -	SDPB established revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. The procedure describes timeframe for external communication to provide feedback within two weeks of the date of receipt for communication requiring direct feedback and within one week of the completion of the investigation for communication requiring investigation. Appendix 01 described in section 4.3 of ‘Wrongdoing – Occupational Fraud & Abuse, cases related to breaches of any group policies and/or COBC, Independent legal/body and technical advice will be involved depending on the nature of the complaint. The procedure outlines the procedural aspects of their grievance unit in response to the following. a. The intake and logging grievances received through formal and informal channels. b. The assignment of grievances received for investigation. c. The cancelling, withdrawing, closing or reopening and	Complied

		<p>investigation.</p> <p>The procedure applies to all grievances received via formal channels and informal channels including but not limited to.</p> <ul style="list-style-type: none"> <li>a. Whistleblowing</li> <li>b. Worker’s helpline</li> <li>c. Suara Kami helpline</li> </ul> <p>Informal grievances received at OU level through Region HR, Careline or Gender Representatives that are required to be logged into Suara Kami webform.</p> <p>From the last reporting period, there was no complaint/grievance reported in SOU2 certification unit.</p>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 as at audit date. 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, and the complainants have the ability to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. Onsite interviewed with the external stakeholders and sampled workers informed they have been briefed on the complaint mechanism channel which currently implement by the company.</p>	Complied
<p><b>Criterion 4.3:</b> 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>SDPB continuously contributions to local sustainable development with consultation with local communities and discuss the issues includes social and environment benefits.</p>	Complied

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		<p>Northern Region has made collaboration with YSD to contribution with CSR programme with local community such as Back to School Programme on 10/05/2023 and Deepavali Celebration on 18/10/2022.</p> <p>SOU 2 Chersonese managements had do made individual contribution to area local communities by providing job opportunity to local people, open tender for business opportunities, supplying manpower for 'Gotong Royong' and donation to surrounding school/mosque/temples etc.</p> <p>Chersonese POM, Chersonese Estate, Kolumpang Estate, Tali Ayer Estate and Holyrood Estate:</p> <ol style="list-style-type: none"> <li>1. Manpower for 'Gotong Royong' and maintenance upkeeping at nearby school.</li> <li>2. Grass cutting at nearby school.</li> <li>3. Contribute support of Gender communities' social activities</li> <li>4. Religious activities among Muslim workers communities and family members.</li> <li>5. Religious activities among Indian workers communities.</li> <li>6. Contribution additional allowance guru Agama. to Imam and Guru KAFA</li> </ol>	
<p><b>Criterion 4.4:</b> Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 2 Chersonese able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 2 Chersonese management has a list summary of 98 land titles with information of names of leased, hectare, terms &amp; conditions, lease period and grant numbers.</p> <p>Copies of the land titles were available at all respective estates' offices.</p>	<p>Complied</p>

		<p>Example</p> <p>Chersonese Estate hold a total of 35 land titles totals are: 3,293.72 ha with status as lease and perpetuity as per samples follow:</p> <ol style="list-style-type: none"> <li>1. Title#31xxxx with 133.17ha</li> <li>2. Title#7xxxxwith 652.1 ha</li> <li>3. Title#2xxxx with 163.3 ha</li> <li>4. Title#7xxxx with 343.7799 ha</li> <li>5. Title#2xxxx with 435.1 ha</li> <li>6. Title#2xxxx with 274.8823 ha</li> <li>7. Title#5xxxx with 131.1685 ha</li> <li>8. Title#12xxxx with 251.6 ha</li> <li>9. Title#10xxxx with 141.7 ha</li> </ol>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	<p>SDPB developed a Human Rights Charter last revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior and informed consent (FPIC) process to any new development.</p> <p>No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.</p>	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups,	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land	Not Applicable

	including information on the steps that are taken to involve them in decision making. - Minor compliance -	was evident (as reported under 4.4.1). Thus, this indicator is 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 -	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	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 -	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	Not Applicable
4.4.3	<b>(C)</b> 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 -	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	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 -	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land	Not Applicable

		was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	
4.4.5	<p><b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	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>	No No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. No agreement-making processes and negotiated agreements detailing the FPIC process for SOU2. The legality of land was evident (as reported under 4.4.1). Thus, this indicator is not applicable.	Not Applicable
<p><b>Criterion 4.5:</b> 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><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 2 Chersonese able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 2 Chersonese management has a list summary of 98 land titles with information of names of leased, hectare, terms &amp; conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management.</p>	Not Applicable



		Therefore, not applicable.	
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management.</p> <p>Therefore, not applicable.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management.</p> <p>Therefore, not applicable.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p>	Not Applicable

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		<p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	Not Applicable
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	Not Applicable

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4.5.7	<p>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.</p> <p>- Minor compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	Not Applicable
4.5.8	<p><b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	Not Applicable
<p><b>Criterion 4.6:</b> Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p><b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking</p>	Not Applicable

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		<p>robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	
4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	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>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p>	Not Applicable

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.	
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.	Not Applicable
<b>Criterion 4.7:</b> 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.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.	Not Applicable

<p>4.7.2</p>	<p><b>(C)</b> 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>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>Sime Darby Plantations established Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/11/2008. The procedure has no changes and it describes the process on any issues reported by local communities regarding land dispute. Negotiation process will be initiated which included the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	<p>Not Applicable</p>
<p>4.7.3</p>	<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>	<p>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p>	<p>Not Applicable</p>

		Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.	
<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit. Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.	Not Applicable
4.8.2	<b>(C)</b> 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. - Critical (Major) compliance -	SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed. SOU 2 Chersonese able to demonstrate the evidence of legal ownership if its lands through possession of land titles. Estates in SOU 2 Chersonese management has a list summary of 98 land titles with information of names of leased, hectare, terms & conditions, lease period and grant numbers.	Not Applicable

		<p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, 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>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>SOU 2 Chersonese able to demonstrate the evidence of legal ownership if its lands through possession of land titles.</p> <p>Estates in SOU 2 Chersonese management has a list summary of 98 land titles with information of names of leased, hectare, terms &amp; conditions, lease period and grant numbers.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	Not Applicable
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>SDPB maintain to use the current Human Rights Charter established with revised 2020, under Clause 3.1.1 where the company ensures the operating environment is free from conflict by undertaking robust free, prior, and informed consent (FPIC) process to any new developed.</p> <p>Sime Darby Plantations established Flowchart and Procedures on Handling Land Disputes; version 1 dated 01/11/2008. The</p>	Not Applicable



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		<p>procedure has no changes and it describes the process on any issues reported by local communities regarding land dispute. Negotiation process will be initiated which included the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.</p> <p>No new planting and issues of customary land occurs in estate within SOU 2 Chersonese that requires FPIC process since the last audit.</p> <p>Onsite interview with relevant external stakeholders informed no new planting activities conduct by SOU 2 Chersonese management. Therefore, not applicable.</p>	
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>Current and previous FFB prices were available as per MPOB Daily FFB Reference Price Summary by Northern Region. The daily price was displayed at the weighbridge for suppliers to refer. Chersonese POM received FFB from sister estates within SOU 2 and FFB diversion from other certified SOU. The FFB supplier were listed in the Chersonese POM FFB Supplier list. Sighted the latest price was available at weighbridge. There were no smallholders supplying directly to Chersonese POM.</p>	Complied
5.1.2	<p><b>(C)</b> 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>FFB Pricing explanation is normally made through meeting with FFB suppliers of Chersonese POM. Verified the latest meeting with FFB Suppliers conducted on 24/02/2023. There were no smallholders supplying directly to Chersonese POM.</p>	Complied

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5.1.3	<p><b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>Fair pricing is calculated as a portion of the international CPO price less costs is provided to the third party FFB suppliers. There were no smallholders supplying directly to Chersonese POM.</p>	Complied
5.1.4	<p><b>(C)</b> 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>No smallholder included in the certification scope of Chersonese POM. There was no smallholder group neither group nor scheme smallholder associated with Chersonese POM no binding contract between both parties involved. Thus, there was no involvement of affected parties in the decision-making processes and understanding the contract's terms which might include finance, loans/credits, and repayments through FFB price reductions for replanting. Thus, this requirement is not applicable.</p>	Not Applicable
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Chersonese POM received FFB from sister estates within SOU 2 and FFB diversion from other certified SOU. The FFB supplier were listed in the Chersonese POM FFB Supplier list. Sighted the latest price was available at weighbridge. There were no smallholders supplying directly to Chersonese POM.</p> <p>Contract between Sime Darby and the third-party FFB suppliers were made available for verification. Among the contents are FFB pricing, FFB standard and timing of payment, to name a few.</p> <p>Correspondences and contracts signed with contractors were prepared in English. Since the contractors are more conversant in Bahasa Malaysia, it is an opportunity for improvement for these contracts and all correspondences to be in Bahasa Malaysia.</p>	Complied
5.1.6	<p><b>(C)</b> 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>Payments are made within 30 days, upon receipt of supplier's invoice and confirmation of the quantity of FFB delivered to Chersonese POM. Payment was made through the financial department at head office to the FFB Suppliers account.</p>	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>Chersonese POM conducts regular calibration on their weighbridges used to determine the FFB tonnage for all FFB suppliers. There are 2 weighbridges used in the mill and records of yearly calibration for both weighbridges were available for verification as below:</p> <table border="1" data-bbox="1137 539 1926 869"> <thead> <tr> <th>No.</th> <th>Details</th> <th>W/bridge 1</th> <th>W/bridge 2</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Capacity</td> <td>60,000 kg</td> <td>60,000 kg</td> </tr> <tr> <td>2.</td> <td>Serial Number</td> <td>B829135378</td> <td>B522989612</td> </tr> <tr> <td>3.</td> <td>Certificate Number</td> <td>D 018796</td> <td>D 019127</td> </tr> <tr> <td>4.</td> <td>Safety Label Number</td> <td>DE18008612</td> <td>DE18008618</td> </tr> <tr> <td>5.</td> <td>Calibration date</td> <td>05/01/2023</td> <td>07/02/2023</td> </tr> </tbody> </table> <p>Calibrator: DE Metrology Sdn Bhd</p>	No.	Details	W/bridge 1	W/bridge 2	1.	Capacity	60,000 kg	60,000 kg	2.	Serial Number	B829135378	B522989612	3.	Certificate Number	D 018796	D 019127	4.	Safety Label Number	DE18008612	DE18008618	5.	Calibration date	05/01/2023	07/02/2023	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>SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB &amp; CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.</p> <p>Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a></p>	Complied																								
5.1.9	<p><b>(C)</b> 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>Addressed in SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022 for grievance handling.</p>	Complied																								

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		Currently, there is no scheme smallholders program managed by Chersonese POM.	
<b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.  Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a>	Complied
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.  Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a>	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB & CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.  Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby	Complied

		Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a>	
5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB &amp; CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.</p> <p>Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a></p>	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current document of Responsible Sourcing Guidelines (RSG) in approaching to third party FFB &amp; CPO suppliers to ensure the fruits and CPO are sourced from identified, legal and responsible sources. Outside Crop Purchaser (OCP) Upstream is responsible to source potential external suppliers.</p> <p>Currently, there is no scheme smallholders program managed by Chersonese POM. Nonetheless, information about Sime Darby Plantation RSG programs is available via website link <a href="https://simedarbyplantation.com/sustainability/responsible-sourcing/">https://simedarbyplantation.com/sustainability/responsible-sourcing/</a></p>	Complied
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<p><b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintains the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the</p>	Complied

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		<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. The policy could be downloaded from <a href="https://simedarbyplantation.com/wp-content/uploads/2021/12/HRC-2020-1.pdf">https://simedarbyplantation.com/wp-content/uploads/2021/12/HRC-2020-1.pdf</a></p>	
6.1.2	<p><b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintain the current Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 established with no changes on the document as the audit.</p> <p>The document is a guidance for SOU 2 Chersonese management to evaluate workers promotion based on the work performance, suitability, and the leadership quality of the worker. The recruitment of foreign workers is through Human Resource Department in HQ based the regulation requirements.</p> <p>The management treated all workers equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability. The worker can request for job transfer if they found they unfit for the job assigned to them.</p> <p>Onsite interviewed with sampled workers from across gender and nationalities informed that no discrimination lodged.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 established with no changes on the document as the audit.</p> <p>The document is a guidance for SOU 2 Chersonese management to evaluate workers promotion based on the work performance, suitability, and the leadership quality of the worker. The recruitment</p>	Complied

		<p>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> <p>SOU 2 Chersonese management treated all workers equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability. The worker can request for job transfer if they found they unfit for the job assigned to them.</p> <p>Example</p> <p>Based on Workers Master list sighted foreign workers who been newly employed by Kalumpang Estate, Tali Ayer Estate, Chersonese POM, Holyrood Estate and Chersonese Estate with latest by June 2023 confirmed that process of hiring of foreign workers is implemented according to regulation based on suitability and nature of job offered.</p> <p>Onsite interviewed with sampled workers from across gender and nationalities informed that no discrimination lodged.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for</p>	Complied

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



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		<p>gender activities and other related issues to female workers/members.</p> <p>As at the audit time, no sexual harassment case reported so far at all OUs and reported in Gender committee meeting was sighted.</p>	
<p>6.1.6</p>	<p>There is evidence of equal pay for the same work scope.          - Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favorable working conditions by Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation, or age. They will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.</p> <p>Document review on the employment contract, sighted the job description of each workers mention the same regardless of skin colour, religion, race, or caste.</p> <p>The sample for 56 sample workers' employment contract and payslip as follows.</p> <ol style="list-style-type: none"> <li>Chersonese POM Workers' √106*0.8 with sample of total eight (8) workers with employee ID includes ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#15xxxx, ID#5xxxx, ID#2xxxx, ID#2xxxx, ID#1xxxx, ID#16xxxx.</li> </ol> <p>Document review on the mill workers' payslip verified the information includes daily rate, vacation leave pays, price bonus, incentives, work on restday paid, Public Holiday paid, special gratuitous payment, MC paid, overtime (Normal day), phone</p>	<p>Complied</p>

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		<p>allowance, insurance subsidy, EPF/SOCSO/EIS insurance contribution, income tax, excess water &amp; electricity deduction and union fee.</p> <ol style="list-style-type: none"> <li>1. Kalumpang Estate Workers' <math>\sqrt{254} \times 0.8</math> with sample of total 13 workers with employee ID includes ID#14xxxx, ID#2xxxx, ID#2xxxx, ID#2xxxx, ID#5xxxx, ID#6xxxx, ID#6xxxx, ID#8xxxx, ID#9xxxx, ID#10xxxx, ID#12xxxx, ID#14xxxx, ID#14xxxx.</li> <li>2. Tali Ayer Estate Workers' <math>\sqrt{259} \times 0.8</math> with sample of total 14 workers with employee ID includes ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#10xxxx, ID#13xxxx, ID#17xxxx, ID#13xxxx, ID#17xxxx, ID#15xxxx, ID#15xxxx, ID#14xxxx, ID#17xxxx, ID#17xxxx.</li> <li>3. Holyrood Estate Workers' <math>\sqrt{112} \times 0.8</math> with sample of total 8 workers with employee ID includes ID#8xxxx, ID#15xxxx, ID#15xxxx, ID#17xxxx, ID#9xxxx, ID#10xxxx, ID#13xxxx, ID#2xxxx,</li> <li>4. Chersonese Estate Workers <math>\sqrt{262} \times 0.8</math> with sample of total 13 workers with employee ID includes ID#12xxxx, ID#17xxxx, ID#15xxxx, ID#17xxxx, ID#14xxxx, ID#11xxxx, ID#15xxxx, ID#16xxxx, ID#16xxxx, ID#17xxxx, ID#2xxxx, ID#2xxxx, ID#3xxxx</li> </ol> <p>Document review on workers' payslip verified the information includes piece rated wages, harvesting wages, daily wage rate, vacation leave pays, price bonus, incentives, work on restday paid, Public Holiday paid, special gratuitous payment, MC paid, overtime (Normal day), phone allowance, insurance subsidy, EPF/SOCSO/EIS insurance contribution, income tax, excess water &amp; electricity deduction and union fee.</p>	
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		Onsite interviewed with sampled workers informed they has not any discrimination based on religion, gender, nationality and their salary is paid equally based on same job scope.	
<b>Criterion 6.2:</b> 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	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB has already signed the Collective Agreement with National Union of Plantation Workers (NUPW).</p> <p>Document review on sampled workers’ employment contracts, sighted the document been translated with various languages includes English, Hindi, Tamil, Bangladeshi and Bahasa Malaysia/Indonesia.</p> <p>Onsite interview with sampled workers informed upon arrived from home countries, they inducted on the terms and conditions based on employment contract and briefed on the company’s policies.</p>	Complied
6.2.2	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	<p>Document review on sampled workers’ employment contracts, sighted details of payments and conditions of employment. The contract includes terms related to duration, hours of work, overtime, annual/medical leave, public holiday, mutual termination, salary deductions, maternity entitlement, etc. The terms follow the Employment Act (Amendment) 2023, Minimum Wages Order 2022, Employee Social Security (Amendment) Act 2022, Employees Provident Fund (Amendment of Eighth Scheduled) Order 2022, Employment Insurance System (EIS) (Amendment) Act 2022 and the MAPA/NUPW agreement.</p> <p>Document review on sampled workers’ payslip, sighted details of daily-rated wages, piece rated wages, payment for any overtime work done, public holiday pay and salary deductions.</p> <p>Salary deduction and overtime were in accordance with the relevant laws (SOCSSO, EPF, EIS) and Labour Office permits.</p>	Complied

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		<p>To confirmed on the no illegally work imposed in estates and mill, verified during onsite visit to workers housing and field operation with no illegal workers were hired observed.</p> <p>While interview session based on sampled workers based on master list provided it's were verified no illegal workers were hired for each operating units to perform job task offered.</p> <p>Review at each SOU 2 Chersonese operating units, the managements monitor workers legality with follow documents.</p> <ol style="list-style-type: none"> <li>1. Employment contracts template, "Employment Contract Extension for Foreign Worker (Peninsular – Indonesia/ Nepalese) – ECE1</li> <li>2. Check-roll records, Estate/mill daily attendance report. Employee Master List, SEMUA report.</li> </ol>	
6.2.3	<p><b>(C)</b> 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 2 Chersonese management demonstrate compliance with Employment Act 1955 related to regular working hours, overtime, sickness and holiday entitlement, maternity leave, etc.</p> <p>Document review, SOU 2 Chersonese management maintain and monitor the compliance through workers' punch cards, workers' employment contracts and workers' payslips</p> <p>Reviewed on the sampled 56 workers' employment contracts and payslips for the month of June 2022 (low), December 2022 (medium) and June 2023 (High) confirmed is in according to</p>	Complied

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		<p>requirement.</p> <ol style="list-style-type: none"> <li>Chersonese POM Workers' <math>\sqrt{106*0.8}</math> with sample of total eight (8) workers with employee ID includes ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#15xxxx, ID#5xxxx, ID#2xxxx, ID#2xxxx, ID#1xxxx, ID#16xxxx.</li> </ol> <p>Document review on the mill workers' payslip verified the information includes daily rate, vacation leave pays, price bonus, incentives, work on restday paid, Public Holiday paid, special gratuitous payment, MC paid, overtime (Normal day), phone allowance, insurance subsidy, EPF/SOCISO/EIS insurance contribution, income tax, excess water &amp; electricity deduction and union fee.</p> <ol style="list-style-type: none"> <li>Kalumpong Estate Workers' <math>\sqrt{254*0.8}</math> with sample of total 13 workers with employee ID includes ID#14xxxx, ID#2xxxx, ID#2xxxx, ID#2xxxx, ID#5xxxx, ID#6xxxx, ID#6xxxx, ID#8xxxx, ID#9xxxx, ID#10xxxx, ID#12xxxx, ID#14xxxx, ID#14xxxx.</li> <li>Tali Ayer Estate Workers' <math>\sqrt{259*0.8}</math> with sample of total 14 workers with employee ID includes ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#17xxxx, ID#10xxxx, ID#13xxxx, ID#17xxxx, ID#13xxxx, ID#17xxxx, ID#15xxxx, ID#15xxxx, ID#14xxxx, ID#17xxxx, ID#17xxxx.</li> <li>Holyrood Estate Workers' <math>\sqrt{112*0.8}</math> with sample of total 8 workers with employee ID includes ID#8xxxx, ID#15xxxx, ID#15xxxx, ID#17xxxx, ID#9xxxx, ID#10xxxx, ID#13xxxx, ID#2xxxx,</li> <li>Chersonese Estate Workers <math>\sqrt{262*0.8}</math> with sample of total 13 workers with employee ID includes ID#12xxxx, ID#17xxxx, ID#15xxxx, ID#17xxxx, ID#14xxxx, ID#11xxxx, ID#15xxxx,</li> </ol>	
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		<p>ID#16xxxx, ID#16xxxx, ID#17xxxx, ID#2xxxx, ID#2xxxx, ID#3xxxx</p> <p>Document review on workers' payslip verified the information includes piece rated wages, harvesting wages, daily wage rate, vacation leave pays, price bonus, incentives, work on restday paid, Public Holiday paid, special gratuitous payment, MC paid, overtime (Normal day), phone allowance, insurance subsidy, EPF/SOCSO/EIS insurance contribution, income tax, excess water &amp; electricity deduction and union fee.</p>	
6.2.4	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 2 Chersonese managements maintain the current basic amenities and facilities at the quarters provided to the workers includes good sanitation, estate clinics, mosque, temples, electricity supplies, water supplies, sundry shops within estate compound and domestic waste disposal. SDP provide subsidies to workers with minimum usage of electricity with 200 kWh and 35 gallon of water per house. The deduction of electricity and water usage from salary when the usage is excess the subsidies.</p> <p>For local workers with family, each will be given a house while for foreign workers for single workers, it will be given shared house of 2 people per room. For foreign workers, all foreign workers will be given a starter kit which includes basis amenities (e.g. mattress, cooking utilizes).</p> <p>SOU 2 Chersonese 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 2 Chersonese managements maintained the Employee Welfare Committee (EWC) team conduct the housing inspection based on area assigned to designated representative. There's also Person In-</p>	Complied

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		<p>charge of Accommodation (PIOA) appointed among estate’s Hospital Assistant and field staffs.</p> <p>Example</p> <p>Employee Welfare Committee (EWC) team inspection as follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpang Estate conduct dated 13/03/2023 and 14/06/2023.</li> <li>2. Tali Ayer Estate conduct dated 05/04/2023 and 21/07/2023.</li> <li>3. Chersonese POM conduct dated 29/03/2023 and 27/06/2023.</li> <li>4. Holyrood Estate conduct dated 21/03/2023 and 25/06/2023.</li> <li>5. Chersonese Estate conduct dated 21/03/2023 and 26/06/2023.</li> </ol> <p>Person In-charge of Accommodation (PIOA) inspection as follow.</p> <ol style="list-style-type: none"> <li>1. Kalumpang Estate conduct dated 22/06/2023, 30/06/2023, 06/07/2023, 14/07/2023 and 18/07/2023.</li> <li>2. Tali Ayer Estate conduct dated 21/06/2023, 27/06/2023, 07/07/2023, 15/07/2023 and 21/07/2023.</li> <li>3. Chersonese POM conduct dated 27/03/2023, 03/07/2023, 10/07/2023, 18/07/2023, 24/07/2023.</li> <li>4. Holyrood Estate conduct dated 20/06/2023, 21/06/2023, 05/07/2023, 22/07/2023, 19/07/2023, 14/07/2023.</li> <li>5. Chersonese Estate conduct dated 20/06/2023, 28/06/2023, 04/07/2023, 12/07/2023, 19/07/2023.</li> </ol>	
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>SOU 2 Chersonese demonstrate on the efforts for workers’ access to adequate, sufficient and affordable food.</p> <p>Estates and mill located near the towns of Selama and Kuala Kurau. Management provides transports for workers two (2) times in monthly basis for workers to purchase goods at nearest towns.</p> <p>In additional, SOU 2 Chersonese management monitor goods and food for its workers by acquired the list of goods prices from internal</p>	Complied

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		<p>sundry grocery shop periodically.</p> <p>The list been monitoring to ensure items sold are at reasonable and affordable by comparing supermarket includes SpeedMart and Econ Save latest on 01/05/2023.</p> <p>Onsite interviewed with sampled workers informed they can easily purchase foods at the nearest shop or choose to go nearest supermarket at town away from the estates by using their transport until the main guard post and public transport to the nearest town.</p>	
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><b>PROCEDURAL NOTE:</b></p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation</p>	<p>SOU 2 Chersonese management established, maintain, and update the prevailing wage calculation to include all the in-kind benefits provided to the workers.</p> <p>SDPB HQ GSD Department will collaborate with SOU 2 Chersonese in management on updating the decent living wage for both local and foreign workers based in PREVAILING WAGES assessment.</p> <p>The assessment includes wage, service bonus, meals, housing, health, facilities, sports and recreation, education, creche, welfare, etc.</p> <p>Based Prevailing Wage Assessment (MYR) is based on workers monthly wages calendar year. The assessment includes with wages, service bonus, meals, housing, health facilities, sport/recreation, education, creche, welfare, transport, and telecommunication.</p> <p>Latest update for the assessment is based on check roll workers for period of June 2023, check roll operating unit for period of January until December 2022, HR Department inputs and denominator of total head count (workforce, local workers, and foreign workers).</p> <p>Based on the assessment, sighted local and foreign workers where the denominator counted of total headcount (workforce 1,088, worker 966, local worker 382 and foreign worker 584). Until housing can be determined (work in progress – data type need to pull from</p>	Complied



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	<p>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"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• 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</li> <li>• 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.</li> </ul> <p>- Minor compliance -</p>	<p>various departments and further segregated) in the interim SDP will refer to CA amount of MYR125.as follow.</p> <p>Local = MYR2,123.12 and Foreign = MYR 2,563.84.</p> <p>The DLW calculation is higher than minimum wages of RM1,500 per month.</p>	
<p>6.2.7</p>	<p>Permanent, full-time employment including contractors’ workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>SOU 2 Chersonese management adopted SDPB’s employment contracts includes with the details of payments and conditions of employment to the permanent workers employed as per samples sighted in indicator 6.2.2 above.</p> <p>Document review on workers master list, sighted no casual, temporary and day labour employed within all operating units within SOU 2 Chersonese management.</p>	<p>Complied</p>
<p><b>Criterion 6.3:</b> 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>			

<p>6.3.1</p>	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability &amp; 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"> <li>1. Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination.</li> <li>2. Respecting Freedom of Association: We respect the rights of employees to join and form organizations of their own choice and to bargain collectively.</li> <li>3. Company respects the rights of all personnel to form and join trade unions of their choice to bargain collectively.</li> </ol> <p>SDPB respect the rights of all personnel to form and join trade unions of their choice to bargain collectively and the workers have their freedom to join the NUPW/MAPA union.</p> <p>Onsite interview with sampled workers informed no restriction from the company to allow workers to join trade union. The workers have their freedom to join the NUPW/MAPA union.</p>	<p>Complied</p>
<p>6.3.2</p>	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>SOU 2 Chersonese management conducts meetings with NUPW representative. The meeting minutes of meetings are available for review.</p> <p>Document review of sampled estates sighted NUPW minutes of meeting available and had been discuss with sample as follow.</p> <p>Union minutes of meeting at Kalumpang Estate dated 07/04/2023. The minutes includes agenda of matter raised. Example of the matter raised has discuss by union representatives that required to install additional fan at housing workers. The matter raised captured in social management plan established on 01/03/2023. And action</p>	<p>Complied</p>

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		<p>taken which targeted to completed by December 2023 with status is still as tendering was completed. Feedback during the matter raised, the management informed with CAPEX which 110 unit to be installed approved my top management.</p> <p>Onsite interview with NUPW representative informed they attended to represent workers who are freely elected among workers. Most of issues been discussed during social dialogue as platform to raise matters concern among workers. The platform established is more reliable due to highly monitored by SDPB HQ and SOU 2 management.</p>	
6.3.3	<p>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.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
<b>Criterion 6.4: Children are not employed or exploited.</b>			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Group Sustainability &amp; Quality Policy Statement signed by Group Managing Director on 02/12/2019 with no changes.</p> <p>They respect the rights of their employees, their workers in their operations and their communities through their commitments which include, but are not limited to:</p> <ol style="list-style-type: none"> <li>1. Providing Equal Opportunities: They promote diversity and inclusion and will not condone discrimination.</li> <li>2. Respecting Freedom of Association: They respect the rights of employees to join and form organizations of their own choice and to bargain collectively.</li> <li>3. Ensuring Favorable Working Conditions: They ensure decent living and working conditions for all our employees. They strive</li> </ol>	Complied

		<p>to provide a fair wage and access to basic needs for all their employees and workers in their operations.</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>6. Protecting the Rights of Vulnerable People: They respect the rights of vulnerable people such as marginalized groups, persons of different abilities and refugees.</li> <li>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.</li> </ol> <p>Contractors were bonded by Vendor COBC signed which state clearly in clause 5.8 abolishment of child labour &amp; protecting the rights of children available in the Vendor COBC dated 21/06/2020, Human Rights Charter-protecting the rights of children.</p> <p>Document review of sampled contractor, SOU 2 Chersonese management is monitoring the implementation of COBC by each vendor/contractor in hiring workers. The individual vendor/contractor' file is available to verify which is include with the list of workers that include information such as name, identification number /passport number, age and job position. The information verified with no workers underage of 18 years old hired by vendor/contractor.</p>	
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		<p>The monitoring also been conducted by SSSO and Regional SQM on monthly basis with sampled contractor as follow.</p> <ol style="list-style-type: none"> <li>1. Jxxx Rxxx Enterprise</li> <li>2. Oxxx Enterprise</li> <li>3. Sxxx Uxxx Exxx Sdn Bhd</li> <li>4. Jxxx Axxx Mxxx Enterprise</li> <li>5. Hxxx Yxxx Enterprise</li> <li>6. Mxxx Exxx</li> <li>7. Axxx Kxxx Enterprise</li> <li>8. Bxxx Sxxx Enterprise</li> </ol> <p>Onsite visit and interviewed with sampled workers informed no child labour or underaged of 18 worker is working in operation field block and mill.</p>	
6.4.2	<p><b>(C)</b> 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>	<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 SDPB maintain the current Migrant Worker Responsible Recruitment Procedure updated on 20/08/2021 under clause procedures recruitment team shall be guided by approved requirement; Age 18-45 years old).</p>	Complied
6.4.3	<p><b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 2 Chersonese managements continuously implemented the practices ensures no young with aged below 18 years old are employed.</p> <p>Document review on the workers master list verified no young person below 18 years old employed.</p> <p>Onsite interviewed with both estates and mill sampled workers informed they are above 18 years when they apply job with the company.</p>	Complied

6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>SOU 2 Chersonese managements continuously implemented the practices ensures no young with aged below 18 years old are employed.</p> <p>Onsite interviewed with both estates and mill sampled workers informed that the information on no child labour policy and the negative effects of child labour were provided in appropriate languages and accessible to them.</p>	Complied
<b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability &amp; 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"> <li>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.</li> <li>2. Eradicating any form of Exploitation: They endeavor to eradicate any form of forced or bonded labour, slavery, human trafficking, and sexual exploitation.</li> <li>3. The policy communicated through the Gender Committee meeting conducted quarterly.</li> </ol>	Complied
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current Group Sustainability &amp; Quality Policy Statement signed by Group Managing Director on 02/12/2019. The policies are evidence of management to a better society on respecting, upholding &amp; no-exploitation of fundamental human rights. Providing safe and healthy workplaces and protecting workers' welfare, engaging and empowering communities.</p>	Complied

		<p>SDPB maintained the current Human Rights Charter established has emphasize includes respect the rights of workers and will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.</p> <p>The policy displayed on the notice board accessible by the workers. Onsite interviewed with sampled estates and mill workers informed that they been briefed on the policies during morning muster and the policies was displayed at the notice board outside the office.</p>	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>SDPB conduct assessment for new needs for new mother was conducted by Gender Committee at each operating unit. There were new mothers with their needs identified as sampled estates as follow.</p> <p>SOU 2 Chersonese managements conducted assessment for new mothers with infants under 24 months as follow. However, no new mothers from period of January 2022 until June 2023.</p> <p>Interviews conducted confirmed that the said needs have been provided to the new mothers.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>SDPB maintained the current Human Rights Charter established includes in emphasized on equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue.</p> <p>Any cases must be reported to SDPB HQ GSD Department. Incident report template as per SDPB revise their Grievance Response Standard Operating Procedure, version 2 with approved on 18/07/2022. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the involvement of disputed parties, zone heads, third parties and stakeholders.</p>	Complied

		<p>There is no change in terms of the statement of conformity when comparing from the previous audit result. Up to now since previous assessment till the date of this audit, the policy is available at SOU 2 Chersonese 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 2 Chersonese managements since the last audit.</p> <p>Onsite interview with sampled workers from both sampled estates and mill, informed they been briefed on the information of grievance mechanism, which respects anonymity and protects complainants.</p>	
<p><b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.</p>			
<p>6.6.1</p>	<p><b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees.</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>SDPB maintained the current implementation of ILO Forced Labour Prevention Validation Procedure (FLPVP) with Doc. No.: 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 &amp; vendor (C&amp;V), grievance, wages and physical abuse, intimidation &amp; isolation.</p> <p>Example, worker who has been hired on 01/06/2023 confirmed with valid passport and work permit.</p> <p>Review of the minutes of social dialogue, SOU 2 Chersonese</p>	<p>Complied</p>



		<p>management demonstrate the implementation by conducted on monthly basis. Onsite interview with sampled workers informed they used social dialogue platform to raise their concern over workers' welfare, workers' benefits, housing, medical access, safety at workplace, grievances and wages/overtime.</p> <p>Based on sampled workers employment document for June 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>	
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.          - Critical (Major) compliance -</p>	<p>SDPB maintained the current Human Rights Charter established with revised in 2020. The charter has no changes, and it can be easily access via <a href="http://www.simedarbyplantation.com">www.simedarbyplantation.com</a> where they committed as below:</p> <ol style="list-style-type: none"> <li>1. Providing equal opportunity.</li> <li>2. Respecting freedom of association.</li> <li>3. Eradicating any form of exploitation.</li> <li>4. Providing decent and fair wages, reasonable working hours with adequate rest, achievable productivity targets, voluntary overtime as well as adequate housing with access to basic needs.</li> <li>5. Eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking, and sexual exploitation by</li> </ol>	Complied

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		<p>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 conditions and free from any discrimination. The workers informed that they were treated equally without any discrimination and allowed joining NUPW freely. No contract substitution has occurred through interviewed with the workers.</p> <p>Newly employed workers will be provided awareness and training to all the foreign workers for them to understand their responsibility in respect of human rights upon their arrival to Malaysia.</p>																
<p><b>Criterion 6.7:</b> 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><b>(C)</b> The responsible person(s) for H&amp;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>Chersonese Palm Oil Mill has appointed the Mill Manager to be the OSH Committee Chairman. The appointment was made by Regional Chief Executive Officer.</p> <p>The safety meeting was conducted at mill once every three months: Sighted the records of the meeting:</p> <table border="1" data-bbox="1137 1011 1906 1262"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>18/05/2023</td> <td>25/05/2023</td> </tr> <tr> <td>2</td> <td>18/02/2023</td> <td>25/02/2023</td> </tr> <tr> <td>3</td> <td>17/11/2022</td> <td>25/11/2022</td> </tr> <tr> <td>4</td> <td>18/08/2022</td> <td>25/08/2022</td> </tr> </tbody> </table> <p>During these meetings, the well-being and safety of all involved parties are addressed, with any raised concerns being duly noted.</p>	No	Memo date	Meeting date	1	18/05/2023	25/05/2023	2	18/02/2023	25/02/2023	3	17/11/2022	25/11/2022	4	18/08/2022	25/08/2022	<p>Complied</p>
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		<p><u>Kalumpong Estate</u></p> <p>Estate Manager appointed as OSH Chairman for Kalumpong Estate, dated 01/06/2023. The appointment was made by Regional Chief Executive</p> <p>The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>08/06/2023</td> <td>26/06/2023</td> </tr> <tr> <td>2</td> <td>13/03/2023</td> <td>29/03/2023</td> </tr> <tr> <td>3</td> <td>19/12/2022</td> <td>23/12/2022</td> </tr> <tr> <td>4</td> <td>26/09/2022</td> <td>28/09/2022</td> </tr> </tbody> </table> <p>During these meetings, the well-being and safety of all involved parties are addressed, with any raised concerns being duly noted.</p> <p><u>Tali Ayer Estate</u></p> <p>Estate manager appointed as OSH Chairman for Tali Ayer, dated 01/06/2023. The appointment was made by Regional Chief Executive</p> <p>The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>19/06/2023</td> <td>20/06/2023</td> </tr> <tr> <td>2</td> <td>07/03/2023</td> <td>14/03/2023</td> </tr> </tbody> </table>	No	Memo date	Meeting date	1	08/06/2023	26/06/2023	2	13/03/2023	29/03/2023	3	19/12/2022	23/12/2022	4	26/09/2022	28/09/2022	No	Memo date	Meeting date	1	19/06/2023	20/06/2023	2	07/03/2023	14/03/2023	
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		3	10/12/2022	22/12/2022															
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		<p>During these meetings, the well-being and safety of all involved parties are addressed, with any raised concerns being duly noted.</p> <p><u>Holyrood Estate</u> Estate manager appointed as OSH Chairman for Tali Ayer, dated 01/06/2023. The appointment was made by Regional Chief Executive The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <table border="1"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>19/06/2023</td> <td>26/06/2023</td> </tr> <tr> <td>2</td> <td>27/03/2023</td> <td>03/04/2023</td> </tr> <tr> <td>3</td> <td>13/12/2022</td> <td>21/12/2022</td> </tr> <tr> <td>4</td> <td>14/09/2022</td> <td>21/09/2022</td> </tr> </tbody> </table> <p>During these meetings, the well-being and safety of all involved parties are addressed, with any raised concerns being duly noted.</p> <p><u>Chersonese Estate</u> Estate manager appointed as OSH Chairman Chairman for Tali Ayer, dated 01/01/2023. The appointment was made by Regional Chief Executive</p>			No	Memo date	Meeting date	1	19/06/2023	26/06/2023	2	27/03/2023	03/04/2023	3	13/12/2022	21/12/2022	4	14/09/2022	21/09/2022
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		<p>The estate has conducted the safety meeting which are done once every three months. Sample sighted regarding the meeting; details are as the following:</p> <table border="1" data-bbox="1137 467 1906 715"> <thead> <tr> <th>No</th> <th>Memo date</th> <th>Meeting date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>21/06/2023</td> <td>26/06/2023</td> </tr> <tr> <td>2</td> <td>14/03/2023</td> <td>21/03/2023</td> </tr> <tr> <td>3</td> <td>12/12/2022</td> <td>21/12/2022</td> </tr> <tr> <td>4</td> <td>20/09/2022</td> <td>30/09/2022</td> </tr> </tbody> </table> <p>The agenda of the meeting as the following:</p> <ol style="list-style-type: none"> <li>1. Chairman’s Opening Speech</li> <li>2. Previous meeting conformation</li> <li>3. OSH policy</li> <li>4. HIRARC Checking</li> <li>5. CHRA Checking</li> <li>6. Health Surveillance Report</li> <li>7. Health Assessment</li> <li>8. PPE</li> <li>9. Emergency Response Plan</li> <li>10. Workplace Inspection</li> <li>11. Other issues related to OSHA</li> </ol>	No	Memo date	Meeting date	1	21/06/2023	26/06/2023	2	14/03/2023	21/03/2023	3	12/12/2022	21/12/2022	4	20/09/2022	30/09/2022	
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6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid</p>	<p>The management of Kalumpang Estate, Tali Ayer Estate has established the Accident/Incident Management Flow Chart. The chart is divided into three main clause which are the near miss, minor accident and major accident. The training emergency response plan was conducted on 19/08/2022 at Kalumpang Estate,</p>	Complied															

	<p>equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>15/06/2023 at Tali Ayer Estate, 13/05/2023 at Holyrood Estate, and 23/05/2023 at Chersonese Estate.</p> <p>Trained and certified first aid personnel were stationed within the operating units. During visits to the mill and estates, it was observed that each station and group had access to first aid kits. Conversations with the designated first aid providers revealed their proficiency in utilizing the contents of the first aid boxes. These boxes undergo regular supervision by Hospital Assistants from the mill and estate, ensuring the replenishment of used items and the replacement of expired ones. Comprehensive records of utilized items are diligently maintained and kept within the boxes.</p> <p>Accidents records are available at each site with the summary of accidents happened is sighted in JKPP 8 forms. Details of JKPP 8 reviewed in clause 6.7.5.</p>	
<p>6.7.3</p>	<p><b>(C)</b> 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 visited mill and estates ensured the provision of suitable personal protective equipment (PPE) based on job roles, following the guidelines outlined in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) framework and the Personal Protective Equipment (PPE) Procedure, UM/HSE/OCP/03 dated 09/03/2021.</p> <p>All employees have been furnished with appropriate PPE at no cost, in accordance with management regulations. During the on-site assessment of the Spraying Gang and Manuring Gang, as well as visits to the storage areas of the respective estates and mill, it was observed that personnel were properly attired in the provided PPE.</p> <p>Moreover, the estates have well-maintained facilities that enable workers to sanitize themselves before departing from work. The showers were found to be in excellent working condition.</p>	<p>Complied</p>

<p>6.7.4</p>	<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>All workers are provided with medical care and covered by accident insurance as required by Malaysian law. This ensures that any costs resulting from work-related incidents causing injury or sickness are appropriately addressed. Such measures prioritize the well-being and safety of workers, promoting responsible and compliant practices in line with legal requirements. Sighted the record of SOCSO Contribution for each estate as the following:</p> <p><u>Kalumpong Estate</u></p> <table border="1" data-bbox="1137 683 1926 885"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>240</td> <td>10,307.40</td> </tr> <tr> <td>March 2023</td> <td>248</td> <td>10,901.30</td> </tr> <tr> <td>June 2023</td> <td>270</td> <td>11,037.40</td> </tr> </tbody> </table> <p><u>Tali Ayer Estate</u></p> <table border="1" data-bbox="1137 973 1926 1176"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>273</td> <td>9,928.10</td> </tr> <tr> <td>March 2023</td> <td>301</td> <td>10,840.00</td> </tr> <tr> <td>May 2023</td> <td>310</td> <td>11,072.60</td> </tr> </tbody> </table> <p><u>Chersonese Palm Oil Mill</u></p> <table border="1" data-bbox="1137 1264 1926 1356"> <thead> <tr> <th>Month</th> <th>Total Workers</th> <th>Contribution (RM)</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>111</td> <td>6,773.80</td> </tr> </tbody> </table>	Month	Total Workers	Contribution (RM)	January 2023	240	10,307.40	March 2023	248	10,901.30	June 2023	270	11,037.40	Month	Total Workers	Contribution (RM)	January 2023	273	9,928.10	March 2023	301	10,840.00	May 2023	310	11,072.60	Month	Total Workers	Contribution (RM)	January 2023	111	6,773.80	<p>Complied</p>
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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>All accidents incidents are reviewed during the quarterly held safety meetings in the operating units. Records on Lost Time Accident (LTA) are maintained and presented during the meetings. Accident records were updated and available for verification. JKPP 8 have been submitted to DOSH accordingly and available for verification.</p> <p>Kalumpong Estate, an accident occurred resulting in 106 days of Lost Time Injury (LTI). The incident is documented under JKPP 8 - JKPP8/108976/2022, with a date of 11/01/2023.</p> <p>For the Tali Ayer Estate, two accidents were reported in the year 2022, with 30 days of Lost Time Injuries (LTI) were recorded. This</p>	Complied																														



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		<p>information is documented under Ref No: JKPP8/137971/2022, with a date of 26/01/2023.</p> <p>Chersonese Palm Oil Mill has submitted the JKPP 8 form to DOSH dated 07/01/2023 (Ref No: JKPP8/123211/2023, there is zero LTI recorded.</p> <p>Holyrood Estate, 5 accidents were reported in the year 2022 and 3 poisoning cases were reported, with 29 days of Lost Time Injuries (LTI) were recorded. This information is documented under Ref No: JKPP8/126760/2022, with a date of 11/01/2023.</p> <p>Chersonese Estate, 3 accidents were reported in the year 2022 with 102 days of Lost Time Injuries (LTI) were recorded. This information is documented under Ref No: JKPP8/118542/2022, with a date of 03/01/2023.</p>							
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>									
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.									
7.1.1	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Integrated Pest Management Plan has been established for the year of 2023. The plan was monitored by person in charge with target date and completion status. Among the plan as below:</p> <table border="1" data-bbox="1137 1029 1930 1369"> <thead> <tr> <th>Objective</th> <th>Action Plan</th> </tr> </thead> <tbody> <tr> <td>Ganoderma disease</td> <td> <ol style="list-style-type: none"> <li>1. Training workers to conduct the census</li> <li>2. To conduct the census at least once a year</li> <li>3. To maintain the treatment for Ganoderma prevention</li> </ol> </td> </tr> <tr> <td>Barn owl box</td> <td> <ol style="list-style-type: none"> <li>4. To conduct census twice a year</li> <li>5. To train worker on barn owl box</li> <li>6. To maintain the barn owl box</li> </ol> </td> </tr> </tbody> </table>	Objective	Action Plan	Ganoderma disease	<ol style="list-style-type: none"> <li>1. Training workers to conduct the census</li> <li>2. To conduct the census at least once a year</li> <li>3. To maintain the treatment for Ganoderma prevention</li> </ol>	Barn owl box	<ol style="list-style-type: none"> <li>4. To conduct census twice a year</li> <li>5. To train worker on barn owl box</li> <li>6. To maintain the barn owl box</li> </ol>	Complied
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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. In SOU 2, 3 plant species were used for IPM such as Tunera subulata, Cassia cobanensis, and Antigonan leptopus.</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. 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: "We will seek to protect and enhance forest and wildlife and minimise carbon emission from land use change through: 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>	Complied				
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.							
7.2.1	<p><b>(C)</b> 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>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</p>	Complied				

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	- Critical (Major) compliance -	Plantation Sdn Bhd. Refer to Sime Darby Agricultural Reference Manual, issue:2 dated June 2021. Selected products are specific to the target pest, weed and disease.																																
7.2.2	<p><b>(C)</b> 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>The estate has established the record of pesticides for all field. The a.i per hectare is available for all estate. Sample taken as below.</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Month</th> <th>a.i (kg)/hectare</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Kalumpong</td> <td>Apr 2023</td> <td>0.5989</td> </tr> <tr> <td>May 2023</td> <td>0.6553</td> </tr> <tr> <td>June 2023</td> <td>0.4789</td> </tr> <tr> <td rowspan="3">Tali Ayer</td> <td>Apr 2023</td> <td>0.4954</td> </tr> <tr> <td>May 2023</td> <td>0.2923</td> </tr> <tr> <td>June 2023</td> <td>0.2986</td> </tr> <tr> <td rowspan="3">Holyrood</td> <td>Apr 2023</td> <td>0.0283</td> </tr> <tr> <td>May 2023</td> <td>0.0273</td> </tr> <tr> <td>June 2023</td> <td>0.0322</td> </tr> <tr> <td rowspan="3">Chersonese</td> <td>Apr 2023</td> <td>0.4011</td> </tr> <tr> <td>May 2023</td> <td>0.3803</td> </tr> <tr> <td>June 2023</td> <td>0.6797</td> </tr> </tbody> </table>	Estate	Month	a.i (kg)/hectare	Kalumpong	Apr 2023	0.5989	May 2023	0.6553	June 2023	0.4789	Tali Ayer	Apr 2023	0.4954	May 2023	0.2923	June 2023	0.2986	Holyrood	Apr 2023	0.0283	May 2023	0.0273	June 2023	0.0322	Chersonese	Apr 2023	0.4011	May 2023	0.3803	June 2023	0.6797	Complied
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7.2.3	<p><b>(C)</b> 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>	The quantity of agrochemicals required for various field conditions are documented and justified in Sime Darby Agriculture Reference Manual (ARM), Section 15 Plant Protection [Issue No. 1, Version 3, dated 01/07/2011] and Section 16 Weed Control [Issue No. 2, June 2021 The estates have implemented a Continuous Improvement	Complied																															

		Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. The implementation in the field is consistent with the SOP established. Among the IPM plans implemented by the estates were establishment of beneficial plants (e.g., antigonan, tunera and cassia) and barn owl (Tyto alba). Sighted during the site visit at the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead. Monocrotophos was eliminated and in its place Acephate is used.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no evidence of prophylactic use of pesticides in the estates.	Complied
7.2.5	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 by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: 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. - Minor compliance -	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, alternatives such as Glyphosate was used instead. Monocrotophos was eliminated and in its place, Acephate is used.	Complied

7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators have been given training regarding the usage safety and health issue and proper way for chemical application. The training was conducted by the personnel with knowledge on pesticide application such as Estate Manager, Asst. Manager and pesticide supplier. Reviewed of training records at Kalumpong Estate dated 27/02/2023, Holyrood Estate on 09/05/2023, and 10/05/2023 at Chersonese Estate.</p>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>In accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations, the mill and estate's Chemical Store were found to contain stored pesticides. The stores remained locked at all times, and during the visit, the store clerk was observed unlocking the padlock to open the entrance door for the auditor to inspect the store. A prominently displayed sign at the entrance door indicated the requirement to wear personal protective equipment (PPE). The Chemical Store also had signage displaying the necessary Hazard Symbols at the entrance. The facility's ventilation fan was operational, ensuring adequate ventilation. Additionally, an up-to-date chemical register, including the trade and generic names of the stored pesticides, as well as their Safety Data Sheets, were readily 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>The procedure Waste Management Procedures for Upstream Malaysia, document ID:SD/SDP/GSD/HSE/0522/01, version 01, dated May 2022 has been established. Collection of SW409 (empty chemical container) is made by licensed vendor registered with DOA.</p>	Complied
7.2.9	<p><b>(C)</b> 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</p>	<p>Pesticide application by aerial spraying is not practiced in SOU 2 Sime Darby Plantation Berhad.</p>	Complied

	<p>provided to affected local communities at least 48 hours prior to application of aerial spraying.          - Critical (Major) compliance -</p>		
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.          - Critical (Major) compliance -</p>	<p>Each operating unit conducted the annual medical surveillance for chemical handlers that are working at each operating unit. Records of medical surveillance is as the following:</p> <p><u>Chersonese Palm Oil Mill</u>          The management has conducted the medical surveillance report dated 14/06/2023, for 28 workers. All workers are declared fit to work by OHD.</p> <p><u>Kalumpong Estate</u>          The management has conducted the medical surveillance dated 08/05/2023, for 60 workers. All workers are declared fit to work by OHD.</p> <p><u>Tali Ayer Estate</u>          The management has conducted the medical surveillance dated 08/05/2023, for 30 workers. All workers are declared fit to work by OHD.</p> <p><u>Holyrood Estate</u>          The management has conducted the medical surveillance dated 20/06/2023, for 7 workers. All workers are declared fit to work by OHD.</p> <p><u>Chersonese Estate</u>          The management has conducted the medical surveillance dated 18,20,21,28/07/2023, for 30 workers. The result is yet to be obtained from OHD.</p>	Complied

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7.2.11	<p><b>(C)</b> 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>All estates have prohibited woman workers who are confirmed pregnant or breast-feeding to handle chemicals as per Sime Darby Plantation – Human Right Statement stated, “Pregnant women and mothers with new-borns are assigned jobs which do not expose them to any occupational hazards, at equal pay”. 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. Verification on all estates visited, there were no female workers assigned for chemical related works in the four estates visited.</p> <p>Interviewed with management verified that person under 18 years old will not be working in handling the chemicals, especially spraying. Further verification on the medical restriction, at the moment there are no workers that are affected based from the medical surveillance, however any workers were affected, management will change the job position to suitable work without affecting their pay.</p>	Complied						
<b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.									
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>SOU2 mill and estates had identified all wastes and sources of pollution. Similarly, the updated Waste Management Action Plan FY 2023 were established to mitigate and control the identified wastes and source of pollution. The most significant environmental receptors for the estate and mill operations were:</p> <table border="1" data-bbox="1137 1161 1917 1359"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle &amp; generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG</td> </tr> </tbody> </table>		Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG	Complied
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		2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down																						
		3	Land	Scheduled waste, clinical waste, Industrial waste, domestic waste and industrial/process waste.																						
		All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2023. The waste generated from the mill/estate operations as shown below;																								
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		1 Black smoke and particulate	Emission from Boilers	
		2 Odour & gases	Activities from the effluent treatment	
		3 Leakage of lubricant	Storage & vehicle maintenance	
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>Procedure Waste Management Procedures for Upstream Malaysia, document ID:SD/SDP/GSD/HSE/0522/01, version 01, dated May 2022 has been established.</p> <p>a) Management and disposal of wastewater 2023 has been established compiled by Assistant Engineer.</p> <p>b) Waste Management Plan 2023 has been established prepared by QA and verified by the Assistant Engineer in Jan 2023. The management Plan for 2022 has yet to be finalised the source and disposal method of scheduled waste, domestic waste and industrial waste.</p> <p>c) Based on Environmental Impact Evaluation (file no: SM/5.2/EIE) and Environment Aspect and Impact Identification (file no: SM/5.2/EAI) improper disposal of clinical items will be impact on community, depletion of natural resources and land contamination.</p> <p>d) Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p> <p>e) Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of</p>		Complied

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		<p>scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal.</p> <p>Waste disposal arrangement at SOU2 estates summarized as per below:</p> <table border="1"> <thead> <tr> <th>Waste category</th> <th>Quantity</th> <th>Remarks</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>SW 404 (clinical waste)</td> <td>0.0097 mt Consignment no. 20230329128I5B DU</td> <td>Disposed by Kualiti Alam Sdn Bhd on 29/03/23</td> <td>Kalumpang Estate</td> </tr> <tr> <td>SW 305 (used oil)</td> <td>Service job sheet no. 110204092  SW305 – 122.7 litre  SW410 – 88 pcs</td> <td>Collected by Kubota Malaysia on 06/03/23</td> <td>Tali Ayer Estate</td> </tr> <tr> <td>SW 404 (clinical waste)</td> <td>0.0040 mt Consignment no. 20230329128I5B DU</td> <td>Disposed by Edgenta Mediserve Sdn Bhd on 20/7/23</td> <td rowspan="2">Holyrood Estate</td> </tr> <tr> <td>SW 305 (used oil)</td> <td>Service job sheet no. 110204092</td> <td>Collected by Kubota</td> </tr> </tbody> </table>	Waste category	Quantity	Remarks	Estate	SW 404 (clinical waste)	0.0097 mt Consignment no. 20230329128I5B DU	Disposed by Kualiti Alam Sdn Bhd on 29/03/23	Kalumpang Estate	SW 305 (used oil)	Service job sheet no. 110204092  SW305 – 122.7 litre  SW410 – 88 pcs	Collected by Kubota Malaysia on 06/03/23	Tali Ayer Estate	SW 404 (clinical waste)	0.0040 mt Consignment no. 20230329128I5B DU	Disposed by Edgenta Mediserve Sdn Bhd on 20/7/23	Holyrood Estate	SW 305 (used oil)	Service job sheet no. 110204092	Collected by Kubota	
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		SW 410 (used filter)	SW305 – 122.7 litre  SW410 – 88 pcs	Malaysia on 06/03/23															
		SW 404 (clinical waste)	0.0060 mt Consignment no. 20230720091OM0 DR	Disposed by Kualiti Alam Sdn Bhd on 20/07/23	Chersonese Estate														
		Approval letter from DOE for Kubota Malaysia Sdn Bhd to “bring back scheduled waste from external service site” @ <i>kebenaran membawa pulang bahan buangan terjadual dari tapak service luar premis</i> , ref: JAS-600-3/25/11 Jilid.14(17) dated 13/4/2022.																	
		<u>Chersonese POM</u> Disposal of scheduled waste was carried out in March and July 2023. Summary of waste disposal as per below:																	
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7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in SOU 2 Mill and Estates by burning ever since SDB practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> <li>a) EQMS-SOP-Section B2 - Under felling/clearing &amp; land preparation</li> <li>b) Carbon Policy</li> </ul> <p>SDP has a policy of no open burning. As advocated, the estate practiced zero burning. In the replants visited during the audit in the Estate, it was evident that all palms were felled, shredded, windrowed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate</p>	Complied
<p><b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>A Standard Operating Procedure (SOP) aimed at enhancing yield through optimized soil fertility management while minimizing environmental repercussions has been formulated. The perpetuation of soil fertility aligns with the content of the organization's SOPs, as detailed in various sections within the following documents:</p> <ul style="list-style-type: none"> <li>• Chapter B8 of the Environmental and Quality Management System (EQMS) – Leguminous Cover Crops</li> <li>• Chapter B14 of the EQMS – Manuring</li> <li>• Section 8 of the Agricultural Resource Management (ARM) – Manuring</li> </ul>	Complied
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Foliar and soil sampling was carried out by the Research and Development Department prior to the fertilizer recommendation for the next financial year. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conducted for every year while</p>	Complied

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		<p>for soil analysis, the frequency for soil sampling is conducted at 5 years intervals.</p> <p>Reviewed the sampling records as follows:</p> <p><u>Kalumpong Estate</u></p> <p>Latest Soil Sampling was conducted on 03/09/2018 Refer report no. S70/2018 dated 25/09/2018. Latest leaf sampling was conducted in 01/06/2023. Refer report P217/2023 dated 05/07/2023.</p> <p><u>Tali Ayer Estate</u></p> <p>Latest Soil Sampling was conducted on 19/11/2018 Refer report no. S1/2019 dated 02/01/2019.</p> <p><u>Holyrood Estate</u></p> <p>Latest leaf sampling was conducted in 14/06/2022. Refer report P305/2022 dated 08/07/2022.</p> <p><u>Chersonese Estate</u></p> <p>Latest Soil Sampling was conducted on 21/06/2019 Refer report no. S58/2019 dated 31/07/2019. Latest leaf sampling was conducted in 04/08/2022. Refer report P418/2022 dated 12/09/2022.</p>	
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The mill disposed EFB by send to neighbouring sister estate as nutrient recycle program. Reviewed the EFB disposal records FY 2023 as follows:</p> <p>The following practices are applied in the estates in relation to the nutrient recycling strategy.</p> <ol style="list-style-type: none"> <li>1. EFB application in designated fields at dosage of 40 mt/ha applied in inter rows subject to Agronomist recommendations.</li> <li>2. The cut frond are stacked in between the palm’s rows left to discompose.</li> </ol> <p>The estate has established EFB application program. Sample of taken on the records is as per the following:</p>	Complied

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		Month /2023	Estate				
			Kalumpong	Chersonese	Tali Ayer	Holyrood	
		January	936.13	1231.84	850.26	0.00	
		March	735.18	1014.66	831.03	53.81	
		May	776.58	1556.61	463.78	45.08	
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Following the advice of the agronomist derived from the analysis of foliar samples, the application of fertilizers was carried out. This process was overseen by the heads of the Performance Monitoring Unit. A comprehensive review of fertilizer application records was conducted for Chersonese Estate, Holyrood Estate, Kalumpong Estate, and Tali Ayer Estate, covering the period up until June 2023.				Complied	
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.							
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Soil maps and soil topography maps were available at sample estate that identifying the type of soil series and its area percentage in the estate. There were no marginal and fragile soils identified at the assessed estate. During field visit at the estates, it was sighted there was no oil palm planting on steep terrains as well. Soil records identifies as following:				Complied	
		Estate		Soil Details			
		Kalumpong		Jawa (32.34%), Selangor (32.06%), Briah (15.28%), Kranji (12.94%), Tebok (5.97%), Sedu (1.40%)			
		Tali Ayer		Sedu (39.98%), Jawa (27.80%), Selangor (23.52%), Briah (6.36%), Unclassified (1.40%), Organic Clay (0.95%)			

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7.5.2	<p>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.</p> <p>- Minor compliance -</p>	Sime Darby has established Group Sustainability and Quality Policy Statement, dated 02/12/2019 and Reclassification Of Conservation Set Aside (CSA) For Upstream Operations dated 31/05/2019 Ref: GSQM/PLS/CSA-GD01 clause 3.1.2 which stated "No replanting is allowed of any individual, contagious area of steep slopes (Greater than 25 degree) larger than 2 ha within the unit of certification.	Complied				
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	No new planting conducted at all estates visited.	Complied				
<b>Criterion 7.6:</b> 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	<p><b>(C)</b> 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.</p> <p>- Critical (Major) compliance -</p>	In order to ensure the long-term suitability of land for palm oil cultivation, soil maps or soil surveys were diligently considered in the formulation of plans and execution of operations. These assessments specifically accounted for marginal and fragile soils (indicator 7.5.1) and steep planting (7.5.2), incorporating their characteristics and limitations into the decision-making process for future replanting. By incorporating this valuable information, the management aims to optimize land utilization and promote sustainable practices within the palm oil industry. All estate has	Complied				

		established the soil maps together with the topography of the area is well recognised.																																								
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	Addressed in the Sime Darby Plantation Group Sustainability and Quality Policy Statement endorsed by the Group Managing Director on 2/12/2019 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. For example 2023 replanting at Kalumpang and Tali Ayer has take into account the suitability of OP to be replanted at high salinity area within Kalumpang and Tali Ayer Estate. Site visit made to the replanting area has confirmed planting on marginal and fragile soils are avoided.	Complied																																							
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	<p>The Agronomy Advisory and Services Department conducted assessment and provided the estates with topography maps. Sampled topography information at estate sighted as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Degree</th> <th colspan="4">Estate</th> </tr> <tr> <th>Kalumpang</th> <th>Tali Ayer</th> <th>Holyrood</th> <th>Chersonese</th> </tr> </thead> <tbody> <tr> <td>0° - 2°</td> <td>100.00%</td> <td>100.00%</td> <td>27.09%</td> <td>100.00%</td> </tr> <tr> <td>2° - 6°</td> <td>0.00%</td> <td>0.00%</td> <td>28.37%</td> <td>0.00%</td> </tr> <tr> <td>6° - 12°</td> <td>0.00%</td> <td>0.00%</td> <td>4.93%</td> <td>0.00%</td> </tr> <tr> <td>12° - 20°</td> <td>0.00%</td> <td>0.00%</td> <td>0.25%</td> <td>0.00%</td> </tr> <tr> <td>20° - 25°</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> <tr> <td>&gt;25°</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> <td>0.00%</td> </tr> </tbody> </table>	Degree	Estate				Kalumpang	Tali Ayer	Holyrood	Chersonese	0° - 2°	100.00%	100.00%	27.09%	100.00%	2° - 6°	0.00%	0.00%	28.37%	0.00%	6° - 12°	0.00%	0.00%	4.93%	0.00%	12° - 20°	0.00%	0.00%	0.25%	0.00%	20° - 25°	0.00%	0.00%	0.00%	0.00%	>25°	0.00%	0.00%	0.00%	0.00%	Complied
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		Soil surveys and topographic information are used for planning of drainage and irrigation systems, roads and other infrastructure during replanting and budgeting for CAPEX and OPEX.	
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p><b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is 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><b>PROCEDURAL NOTE:</b>            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>	There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable

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7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.          - Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not Applicable
7.7.4	<p><b>(C)</b> A documented water and ground cover management programme is in place.          - Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not Applicable
7.7.5	<p><b>(C)</b> 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.           This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.           Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.          - Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not Applicable
7.7.6	<p><b>(C)</b> 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.          - Critical (Major) compliance -</p>	<p>There is no new planting at sample estates. There is no peat soil identified at estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not Applicable

7.7.7	<p><b>(C)</b> 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 estate visited in SOU 2. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	Not Applicable														
<b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.																	
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>SOU2 Chersonese mill and estates had established its Water Management Plan for year 2023 which was developed to maintain the quality and availability of natural water resources. This is made by practicing efficient water consumption through various methods such as:</p> <p>a) Implementation of rainwater harvest,</p> <p>b) Construction of water gate for effective management of field drains,</p> <p>c) Establishment of <i>Mucuna bracteata</i> to prevent erosion,</p> <p>d) Side drain at field road to control water, frond stacking,</p> <p>e) Enhancement of ground vegetation at bare ground area.</p> <p>The water sources are as shown below:</p> <table border="1" data-bbox="1137 1189 1924 1367"> <thead> <tr> <th></th> <th>Water sources</th> <th>Usage</th> <th>Monitoring &amp; measurement</th> <th>Freq</th> <th>PIC</th> <th>Review status</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>LAP</td> <td>Purchased for domestic consumption</td> <td>Monitoring water supply</td> <td>Mthly</td> <td>AM Mgr</td> <td>Liaison with Authority</td> </tr> </tbody> </table>		Water sources	Usage	Monitoring & measurement	Freq	PIC	Review status	1	LAP	Purchased for domestic consumption	Monitoring water supply	Mthly	AM Mgr	Liaison with Authority	Complied
	Water sources	Usage	Monitoring & measurement	Freq	PIC	Review status											
1	LAP	Purchased for domestic consumption	Monitoring water supply	Mthly	AM Mgr	Liaison with Authority											

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		2	Rain water	Domestic use Workshop Chemical mixing	Rain falls data	On-going	AM Mgr	Water harvesting for general washing		
		3	Water tank	Emergency water supply	-	-	AM Mgr	Request water supply from other estates		
		The contingency plan during water shortage								
			Area/incident	Action steps	PIC	status				
		1	Water shortage/ prolonged dry season	to obtain water from local authority /estate catchment to train/educate staff/workers to conserve water to seek assistance from local authority to obtain treated water supply from mill's WTP	Manager AM/Mill Engineer	As and when required				

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		2	Severe water pollution/ Contamination	to obtain water from local authority to train/educate staff/workers to conserve water to seek assistance from local authority to obtain treated water supply from mill's WTP	Manager AM// Mill Engineer	As and when required	
		3	Saltwater intrusion	Flushing out water during dry & low tide season Construction of screw gate to prevent entry into field drain Regular inspection during high tide to identify any tide gate and flap door.	Estate Mgmt	Schedule	
<p>The Estate had implemented water managements plans which covered:</p> <ul style="list-style-type: none"> <li>a) Water shortage contingencies</li> <li>b) Water pollution prevention</li> <li>c) Reduce wastage</li> <li>d) Identification &amp; management of waste waters</li> <li>e) Monitoring rainfall</li> <li>f) Regular water quality analysis.</li> </ul>							
<p>The water reduction plan is shown below:</p>							
		Issues/Areas	Action Steps	PIC	Status		

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		1	Rainwater collection	Large containers are to be placed at strategic locations to collect rainwater The rainwater shall be recycled for washing heavy machinery	AM/Field staff	On-going	
		2	Leakage on plumbing system	Frequent inspection to detect leakage Fix any leakage	AM/Field staff	On-going	
		3	Water compartment alization	To conserve level of soil moisture To minimize water stress during dry season	AM/Field staff	On-going	
		4	Handling of chemicals	To recycle water spillage while mixing of chemical at mixing area	AM/Field staff	On-going	
		5	education	Avoid excessive usage during cleaning Close pipe to prevent water dripping	AM/Field staff	On-going	
		5	Re-streaming	Re stream from sterilizer condensate pit for dilution	Mill engineer	On-going	
		The Mill Identification & Management of Wastewater					
			location	Wastewater produced	Treatment/containment	Reuse/recycle/disposal method	

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		1	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ETP	Recover into system	
		2	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain	
			Process ramp	Rainfall runoff	Sedimentation trap	Monsoon drain	
		3	Engine room	Steam condensate, turbine cooling water	Monsoon drain, recycled tank	Monsoon drain	
		4	Lab	Cleaning water	Process drain	Monsoon drain	
		5	Wash room	Toilet water, cleaning water	Septic tank	Collected by licensed contractor.	
7.8.2	<p><b>(C)</b> 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>SOU2 estates continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The estates adopted the existing SDP policy to maintain the buffer by restricting agrochemicals application and left undeveloped during replanting. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the River Reserve Management (Management of River Reserve in Sime Darby</p>					Complied

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Plantation dated April 2014). The buffer zones established are as follows:

	<i>River width</i>	<i>Buffer zone</i>
1	> 40 meters	50 meters
2	20 - 40 meters	40 meters
3	10 - 20 meters	20 meters
4	5 - 10 meters	10 meters
5	< 5 meters	5 meters

The signboards were displayed accordingly at the site where applicable. The guideline was issued by the GSD Unit with latest revision dated on 13/6/2011

Water analysis report for surface water/river carried out every quarter as per SOP, Water Quality Monitoring, issue:1 dated 1//6/2016. Result of analysis summarized as per below:

Estate	Date of monitoring	Remarks
Kalumpong Estate	28/04/2023	IE545/2023 – sampling point A, IE544/2023 – sampling point 2 & 3
	18/01/2023	IE92/2023 – sampling point A, IE93/2023 – sampling point 2 & 3
	03/05/2023	PL227/2023 – sampling point A, B & C



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		12/01/2023	PL16/2023 – sampling point A, B & C
Tali Ayer Estate	2/06/2023	PL308/2023 – Sg Semang & Samagagah upstream /midstream and downstream.	
	31/5/2023	IE694/2023 - Sg Semang & Samagagah upstream /midstream and downstream.	
Holyrood Estate	7/04/2023	PL186/2023 – Sg Segar (CP A 2014C, CP B 06M & CP 2014A)	
	17/01/2023	PL30/2023 – Sg Segar (CP A 2014C, CP B 06M & CP 2014A)	
	10/7/2023	IE890/2023 – Sg Segar Sg Segar (CP A 2014C, CP B 06M & CP 2014A)	
	23/03/2023	IE401/2023 – Sg Segar Sg Segar (CP A 2014C, CP B 06M & CP 2014A)	
Chersonese Estate	20/07/2023	PL416/2023 – (CP 1 95B, CP 2 2014A & CP 3 2017C)	
	11/04/2023	PL191/2023 – (CP 1 95B, CP 2 2014A & CP 3 2017C)	

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		<table border="1"> <tr> <td data-bbox="1335 363 1581 443">10/7/2023</td> <td data-bbox="1581 363 1928 443">IE891/2023 – (CP 1 95B, CP 2 2014A &amp; CP 3 2017C)</td> </tr> <tr> <td data-bbox="1335 443 1581 523">31/03/2023</td> <td data-bbox="1581 443 1928 523">IE437/2023 – (CP 1 95B, CP 2 2014A &amp; CP 3 2017C)</td> </tr> </table>	10/7/2023	IE891/2023 – (CP 1 95B, CP 2 2014A & CP 3 2017C)	31/03/2023	IE437/2023 – (CP 1 95B, CP 2 2014A & CP 3 2017C)																						
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31/03/2023	IE437/2023 – (CP 1 95B, CP 2 2014A & CP 3 2017C)																											
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>Parameters tested were complied with class IIA/IIB of NWQS and also pesticides residue in water analysis. No chemical residue detected (Aldrin, Dieldrin, t-DDT, Heptachlor, Heptachlor Epoxide, Chlordane, Lindane, Endosulfan, BHC, Alpha-HCH) based on the report. Among others management plans taken;</p> <ul style="list-style-type: none"> <li>a) Regular inspection at buffer/HCV areas</li> <li>b) Monitor water from surrounding areas</li> <li>c) Track, measure and report all activities around river</li> <li>d) Train and educate workers.</li> </ul> <p>Site visit made to the identified riparian buffer zone has confirmed that the area is well demarcated and no chemical activity within the area.</p> <p>Based on "<i>Jadual Pematuhari</i>" (license no 004229 valid till 30/06/2024) for Chersonese POM. Method of POME discharge is on waterway. Sighted quarterly report has been submitted to DOE by quarterly basis via OER @ Online Environmental Reporting.</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>April 2023</th> <th>May 2023</th> <th>June 2023</th> <th>Limit</th> </tr> </thead> <tbody> <tr> <td>pH</td> <td>8.96</td> <td><b>9.04</b></td> <td><b>9.47</b></td> <td><b>5-9</b></td> </tr> <tr> <td>BOD</td> <td>48</td> <td>23</td> <td>23</td> <td>100</td> </tr> <tr> <td>TS</td> <td>280</td> <td>350</td> <td>400</td> <td>-</td> </tr> <tr> <td>SS</td> <td>55</td> <td>43</td> <td>70</td> <td>400</td> </tr> </tbody> </table>	Parameter	April 2023	May 2023	June 2023	Limit	pH	8.96	<b>9.04</b>	<b>9.47</b>	<b>5-9</b>	BOD	48	23	23	100	TS	280	350	400	-	SS	55	43	70	400	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>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording detailed sampled (water usage m3/per mt of fresh fruit bunches (FFB) below:</p> <table border="1" data-bbox="1160 906 1653 1351"> <thead> <tr> <th></th> <th>Month</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>1.21</td> <td>1.42</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>1.11</td> <td>1.38</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>0.94</td> <td>1.37</td> </tr> <tr> <td>4</td> <td>April</td> <td>1.04</td> <td>1.09</td> </tr> <tr> <td>5</td> <td>May</td> <td>1.17</td> <td>1.09</td> </tr> <tr> <td>6</td> <td>June</td> <td>1.25</td> <td>1.04</td> </tr> <tr> <td>7</td> <td>July</td> <td>1.13</td> <td>-</td> </tr> <tr> <td>8</td> <td>Aug</td> <td>1.22</td> <td>-</td> </tr> </tbody> </table>		Month	2022	2023	1	Jan	1.21	1.42	2	Feb	1.11	1.38	3	Mac	0.94	1.37	4	April	1.04	1.09	5	May	1.17	1.09	6	June	1.25	1.04	7	July	1.13	-	8	Aug	1.22	-	Complied
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		<table border="1"> <tr> <td>9</td> <td>Sept</td> <td>1.09</td> <td>-</td> </tr> <tr> <td>10</td> <td>Oct</td> <td>1.17</td> <td>-</td> </tr> <tr> <td>11</td> <td>Nov</td> <td>1.20</td> <td>-</td> </tr> <tr> <td>12</td> <td>Dec</td> <td>1.48</td> <td>-</td> </tr> <tr> <td></td> <td>Average</td> <td>1.23</td> <td>1.23</td> </tr> </table> <p>A slightly higher water usage observed, probably due to the proportionate reduction in volume of FFB being processed. There were variations of performance. Probable factors are linked to rainy days, significant boiler water rinsing/discharging for maintenance etc.</p>	9	Sept	1.09	-	10	Oct	1.17	-	11	Nov	1.20	-	12	Dec	1.48	-		Average	1.23	1.23	
9	Sept	1.09	-																				
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12	Dec	1.48	-																				
	Average	1.23	1.23																				
<p><b>Criterion 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised</p>																							
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>For the estates, the plan to optimise the usage of diesel is documented in the Energy Management Plan 2023. Among the action plans implemented are by doing regular maintenance of diesel-powered machinery and educational programme for the operators on fuel saving. For the mill, the utilisation of fibre and shell as biofuel for boiler operation is consistently implemented to generate electricity through turbines. This helps to reduce the dependency to fossil fuel. The ratio of 109.33 kWh/CPO recorded for to date of 2022 and 77.36 kWh/CPO to date 2023.</p>	Complied																				
<p><b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																							
7.10.1	<p><b>(C)</b> 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>Main sources of GHG emission identified were methane (CH) emission through POME treatment and boiler stack from the mill. 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.</p>	Complied																				

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		The emission value is recorded and calculated through the utilisation of RSPO’s Palm GHG Calculator ver. 4. Detail of GHG calculation can be found under appendix B.										
7.10.2	<p><b>(C)</b> 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).</p> <p>- Critical (Major) compliance -</p>	Not applicable since no new development by the certification unit.	Complied									
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. (SM/5.2/EAI) and (SM/5.2/EIE) which covers estate and mill activities / operation. ‘Pollution Identification Environmental Improvement Action Plan’ is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p> <table border="1" data-bbox="1144 1059 1921 1394"> <thead> <tr> <th></th> <th>Environmental receptors</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Air emissions –from boiler stack (smoke &amp; particulate), vehicle &amp; generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification</td> </tr> </tbody> </table>		Environmental receptors	Source	1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).	2	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification	Complied
	Environmental receptors	Source										
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			waste) & boiler quenching water and blow down	
		3	land	Land – Scheduled waste, domestic waste and industrial / process waste. Clinical wastes – generated from clinics.
<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area				
7.11.1	<b>(C)</b> Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	Guided by SDPB ARM, preparation of replanting using fire is not allowed. Based on site visit at replanting fields of the sampled estates, 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 -	<p>There was no land preparation by burning ever since SDPB practice zero burning as per the policy in:</p> <p>a) EQMS-SOP-Section B2 - Under felling/clearing &amp; land preparation.</p> <p>b) Carbon Policy</p> <p>The use of fire for waste disposal and for preparing land for oil palm cultivation or replanting was not practiced in the estate. The Group policy of "Zero open burning" has been enforced since July 2008. The operating units adhered to the policy of "Zero open burning" for any replanting. Furthermore, Sime Darby Plantation assigned 1 person based in HQ being in charge to detect any open fire in the Company's' fields using the Hotspot Dashboard. This is the measures taken by the organization to pledge towards zero open burning.</p> <p><u>Process flow for fire incident reporting</u></p> <p>Incident occurrence &gt; SDP hotspot alert team identification &gt; to notify OU &gt; incident details investigated by OU &gt; immediate site</p>		Complied

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		verification by OU > OU to report verification status using Fire Hotspot Internal Report (FHIR) > information with geo-tagged photo > reply to hotspot alert team	
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Both the estate and the mill in SOU 2 held engagement with the adjacent stakeholders via briefing sessions as stated in ERP procedure <i>Kertas Kerja Program Simulasi Kebakaran</i> dated 12/9/2019 and Fire Prevention and Control Measure. Therein containing a) Objective b) Activity and prevention c) Function of Fire and Rescue Team d) Emergency Evacuation Plan / Drill  The latest engagement process was carried out 14/6/2023 during stakeholders' consultation at Kalumpong Estate and Chersonese POM. For Holyrood Estate, the latest engagement process was done on 21/7/23.	Complied
<b>Criterion 7.12:</b> 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	<b>(C)</b> 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 -	No land clearing after November 2005 with SOU2 certification unit. Nonetheless, Information of High Conservation Value (HCV) available in the HCV Re-Assessment Final Report; Version 2.0; September 2016 for Strategic Operating Unit (SOU) 2 Chersonese. The HCV assessment was conducted by personnel from PSQM Department of Sime Darby Plantation Sdn. Bhd. reported a total of 83.39 ha HCV area within SOU 2. The info available in this latest assessment report complements the info from Biodiversity Baseline Assessment Report dated back in February 2009.	Complied

7.12.2	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>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.</p> <p>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.</p> <p><b>PROCEDURAL NOTE:</b>  Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>Based on the report mentioned in 7.12.1, The Methodology and participatory used in the assessment process comprise of the following steps:</p> <ul style="list-style-type: none"> <li>- Team formation and briefing on project scope</li> <li>- Compilation of secondary and available primary data, including preliminary Stakeholders consultation</li> <li>- Fieldwork and primary data collection – physical inspection, site observation, Internal and External stakeholder consultation</li> <li>- Data analysis and interpretation</li> <li>- Preparation of full report and maps</li> <li>- Critical review of draft report between team members</li> <li>- Revise report and finalize (final)</li> </ul> <p>The assessment team has proposed recommendations that incorporated basic conservation planning principles for consideration into management administration to manage the HCV and conservation areas. The proposed management and monitoring for HCV possible threats in SOU 2 were then adopted by the respective estates.</p>	Complied										
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable										
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly</p>	<p>The audit findings have confirmed that there is no new planting after 15 Nov 2018 in SOU2 estates. HCV areas have been identified in the report to provide the existence of HCV, complete with photo and description The conservation and management of such identified areas are also detailed therein. The HCV areas presence as identified by the estates within SOU2 are as per below:</p> <table border="1" data-bbox="1137 1286 1939 1359"> <thead> <tr> <th data-bbox="1137 1286 1279 1359">Estates</th> <th data-bbox="1285 1286 1464 1359">Assessed areas</th> <th data-bbox="1471 1286 1563 1359">Area (Ha)</th> <th data-bbox="1570 1286 1711 1359">HCV classification</th> <th data-bbox="1718 1286 1939 1359">Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Estates	Assessed areas	Area (Ha)	HCV classification	Remarks						Complied
Estates	Assessed areas	Area (Ha)	HCV classification	Remarks									



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<p>managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	Kalumpung Estate	Bund (Kurau river & Cabai Malai Mangrove Reserve)	9.82	HCV 4	Promote soil conservation and prevent erosion
		River reserve (Kurau's river)	10.72	HCV 4	Promote soil conservation and prevent erosion
		Pond	0.13	HCV 4	Provide basic service (water resources) for domestic uses
		Sri Thiraupthamma n Temple	0.42	HCV 6	Cultural value
	Tali Ayer Estate	Bund (Samagagah's river)	3.88	HCV 4	Promote soil conservation and prevent erosion
		River reserve (Sg Semang)	5.50	HCV 4	
		Bund (Kerian's River)	0.21	HCV 4	
		Monkey Island	14.65	HCV 4	
	Holyrood Estate	River reserve Sg Segar	12.19	HCV 4	Promote soil conservation and prevent erosion
	Chersonese Estate	Bund (Kurau's River)	10.82	HCV 4	

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		Bund (Teluk Rubiah mangrove forest)	6.77	HCV 4	Promote soil conservation and prevent erosion
		Bund (Kurau's river – Jin Seng Division)	2.99	HCV 4	
		Mill water catchment	5.29	HCV 4	Provide basic service (water resources) for critical situation
Total of HCV area for SOU 2			83.99 ha		
<p>Action plan has been developed based on assessor's recommendation and updated on annual basis in consultation with relevant stakeholders during stakeholder meeting and individual engagement session. Summary of action plan for 2023 includes;</p>					
	Action steps	Action Plan	Date	PIC	
1	Inspection of HCV	Continuous inspection and recommendation To liaison with related agency	On-going	EM	
2	Protection or conservation & monitoring of biodiversity area.	To continuously collaborate with R& D to monitor the status & health of trees	On-going	EM	

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		3	Protection & conservation of mangrove forests area.	To erect signs indicating mangrove forest near coastal areas. To erect signs indicating mangrove forest as HCV areas for conservation.	On-going	EM	
		5	Rehabilitation & habitat enhancement	To participate in tree planting divers tree species to enhance the surrounding biodiversity.	On-going	EM	
		6	Interface with animals	Raise awareness of HCV/RTE to employees Employees are taught not to disturbed/hunt wildlife. Liaison with <i>Jabatan Perhilitan</i> on wildlife encounter/discovery	On-going	EM	
		7	Education and awareness	Educate employees on importance of biodiversity. Encourage research on specific biodiversity To erect signage No fishing/no hunting/no swimming	On-going	EM	
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 -	The audit findings have confirmed that there is no rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018 in SOU 02 estates. No HCV 5 (basic needs) and HCV 6 (cultural value) identified within SOU2 estate. Hence, the requirement under this indicator does not apply.					Not Applicable

<p>7.12.6</p>	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>The HCV assessment was carried out by SOU 2 Chersonese by Plantation Sustainability and Quality Department on 13-17/06/2016. The report therein contained information relating to HCV identification and management. The details among others as extracted below.</p> <ul style="list-style-type: none"> <li>a) Overview of HCV assessment</li> <li>b) Description of assessment area             <ul style="list-style-type: none"> <li>- Landscape context</li> <li>- biodiversity &amp; conservation values</li> <li>- ecosystem service / social &amp; cultural values</li> </ul> </li> <li>c) HCV criteria &amp; application to agriculture             <ul style="list-style-type: none"> <li>- Visual observation &amp; supporting information</li> <li>- Wildlife in plantation</li> <li>- decision on HCV status</li> </ul> </li> <li>d) HCV management / Monitoring.</li> </ul> <p>A programme to regularly educate the workforce about the status of RTE species is in place and carried out on annual basis. Latest training carried out as per below:</p> <table border="1" data-bbox="1137 1090 1899 1331"> <thead> <tr> <th>Estate</th> <th>Date of training</th> </tr> </thead> <tbody> <tr> <td>Kalumpong</td> <td>18/05/2023</td> </tr> <tr> <td>Tali Ayer</td> <td>19/05/2023</td> </tr> <tr> <td>Holyrood</td> <td>08/05/2023</td> </tr> <tr> <td>Chersonese</td> <td>06/04/2023</td> </tr> </tbody> </table>	Estate	Date of training	Kalumpong	18/05/2023	Tali Ayer	19/05/2023	Holyrood	08/05/2023	Chersonese	06/04/2023	<p>Complied</p>
Estate	Date of training												
Kalumpong	18/05/2023												
Tali Ayer	19/05/2023												
Holyrood	08/05/2023												
Chersonese	06/04/2023												

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The report is given in details to provide the existence of HCV, complete with photo and description. The conservation and management of such identified areas are also detailed therein. The HCV areas presence as identified by the estates within SOU2 are as per below:

Estates	Assessed areas	Area (Ha)	HCV classification	Remarks
Kalumpong Estate	Bund (Kurau river & Cabai Malai Mangrove Reserve)	9.82	HCV 4	Promote soil conservation and prevent erosion
	River reserve (Kurau's river)	10.72	HCV 4	Promote soil conservation and prevent erosion
	Pond	0.13	HCV 4	Provide basic service (water resources) for domestic uses
	Sri Thiraupthamma n Temple	0.42	HCV 6	Cultural value
Tali Ayer Estate	Bund (Samagagah's river)	3.88	HCV 4	Promote soil conservation and prevent erosion
	River reserve (Sg Semang)	5.50	HCV 4	
	Bund (Kerian's River)	0.21	HCV 4	

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		Monkey Island	14.65	HCV 4	
	Holyrood Estate	River reserve Sg Segar	12.19	HCV 4	Promote soil conservation and prevent erosion
	Chersonese Estate	Bund (Kurau's River)	10.82	HCV 4	Promote soil conservation and prevent erosion
		Bund (Teluk Rubiah mangrove forest)	6.77	HCV 4	
		Bund (Kurau's river – Jin Seng Division)	2.99	HCV 4	
		Mill water catchment	5.29	HCV 4	Provide basic service (water resources) for critical situation
		Total of HCV area for SOU 2	83.99 ha		
	<p>All areas were sighted and verified. HCV of all above are re-categorized areas from the normal buffer zone category. Hectare for the re-categorized areas has not affected the others category including the planted areas. All the HCVs were maintained by site specific operating units. The exercise has taken into consideration all aspects of environmentally sensitive areas such as ponds, streams, catchment and were documented. Map verification and site visit confirmed that the estate is surrounded by river/straits and villages. The HCVs, conservation areas/environmentally sensitive areas e.g. bund along the stretches of river/straits which passes</p>				

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		bordering through the estate had been identified and being monitored.																
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>The CU management has established a standard monitoring document. Details provided include the following information:</p> <ul style="list-style-type: none"> <li>a) Area</li> <li>b) Field no and GPS coordinate</li> <li>c) Observation             <ul style="list-style-type: none"> <li>- Encroachment /sign of trespassing</li> <li>- Wildlife issues/conflicts/sighting</li> <li>- Pollution /erosion issues</li> </ul> </li> <li>d) Maintenance of signage / fence</li> </ul> <p>The monitoring being made by the AP during the security rounds in the estate complex. The field staff/Assistant also played a role in providing information during their daily rounds in the fields. Records furnished by the APs were sighted and verified.</p> <table border="1" data-bbox="1155 978 1908 1326"> <thead> <tr> <th></th> <th>Action steps</th> <th>Action Plan</th> <th>Date</th> <th>PIC</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Inspection of HCV</td> <td>Continuous inspection and recommendation To liaison with related agency</td> <td>On-going</td> <td>EM</td> </tr> <tr> <td>2</td> <td>Protection or conservation &amp; monitoring of biodiversity area.</td> <td>To continuously collaborate with R&amp; D to monitor the status &amp; health of trees</td> <td>On-going</td> <td>EM</td> </tr> </tbody> </table>		Action steps	Action Plan	Date	PIC	1	Inspection of HCV	Continuous inspection and recommendation To liaison with related agency	On-going	EM	2	Protection or conservation & monitoring of biodiversity area.	To continuously collaborate with R& D to monitor the status & health of trees	On-going	EM	Complied
	Action steps	Action Plan	Date	PIC														
1	Inspection of HCV	Continuous inspection and recommendation To liaison with related agency	On-going	EM														
2	Protection or conservation & monitoring of biodiversity area.	To continuously collaborate with R& D to monitor the status & health of trees	On-going	EM														

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		3	Protection & conservation of mangrove forests area.	To erect signs indicating mangrove forest near coastal areas. To erect signs indicating mangrove forest as HCV areas for conservation.	On-going	EM		
		5	Rehabilitation & habitat enhancement	To participate in tree planting divers tree species to enhance the surrounding biodiversity.	On-going	EM		
		6	Interface with animals	Raise awareness of HCV/RTE to employees Employees are taught not to disturbed/hunt wildlife. Liaison with <i>Jabatan Perhilitan</i> on wildlife encounter/discovery	On-going	EM		
		7	Education and awareness	Educate employees on importance of biodiversity. Encourage research on specific biodiversity To erect signage No fishing/no hunting/no swimming	On-going	EM		
		*EM – Estate management						
		Example of monitoring records for HCV as per the following :						
		Estate	Monitoring records	Remarks				



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		Holyrood Estate	12/7/23, 6/6/23, 5/5/23	No sign of encroachment/ wildlife issue/conflict /pollution/erosion observed.	
7.12.8	<p><b>(C)</b> 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>	Chersonese Estate	29/5/23, 7/07/23, 30/6/23,		Complied

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in 2022 for Chersonese POM and supply base was calculated using the PalmGHG Calculator version 3.0.1. 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 Chersonese POM and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	3.00
PKO	0

Extraction	%
OER	19.74
KER	5.31

Production	t/yr
FFB Process	161,006.81
CPO Produced	31,782.37
PKO Produced	8,551.56

Land Use	Ha
OP Planted Area	22,988.61
OP Planted on peat	0
Conservation (forested)	77.97
Conservation (non-forested)	5.42
<b>Total</b>	<b>23,072</b>

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	94,620.41	0.74	7,623.90	2.39	0	0	102,244.31	3.18
CO <sub>2</sub> Emission from fertilizer	12,128.77	0.09	764.61	0.24	0	0	12,893.38	0.33
NO <sub>2</sub> Emission	7,160.01	0.06	377.31	0.12	0	0	7,537.32	0.18
Fuel Consumption	74.36	0	3.19	0	0	0	77.55	0
Peat Oxidation	0	0	0	0	0	0	0	0
<b>Sink</b>								
Crop Sequestration	-89,201.63	-0.69	-6,968.84	-0.53	0	0	-96,170.47	-1.22
Conservation Sequestration	0	0	0	0	0	0	0	0
<b>Total</b>	<b>24,781.92</b>	<b>0.19</b>	<b>1,800.18</b>	<b>0.56</b>	<b>91,717.64</b>	<b>0</b>	<b>118,299.73</b>	<b>0.75</b>

\*Note: Includes both estates and smallholders

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	2,889.70	0.02
Fuel Consumption	5.71	0
Grid Electricity Utilization	0	0
<b>Credit</b>		
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
<b>Total</b>	<b>2,895.41</b>	<b>0.02</b>

**Summary of Kernel Crusher Emission and Credit (if applicable)**

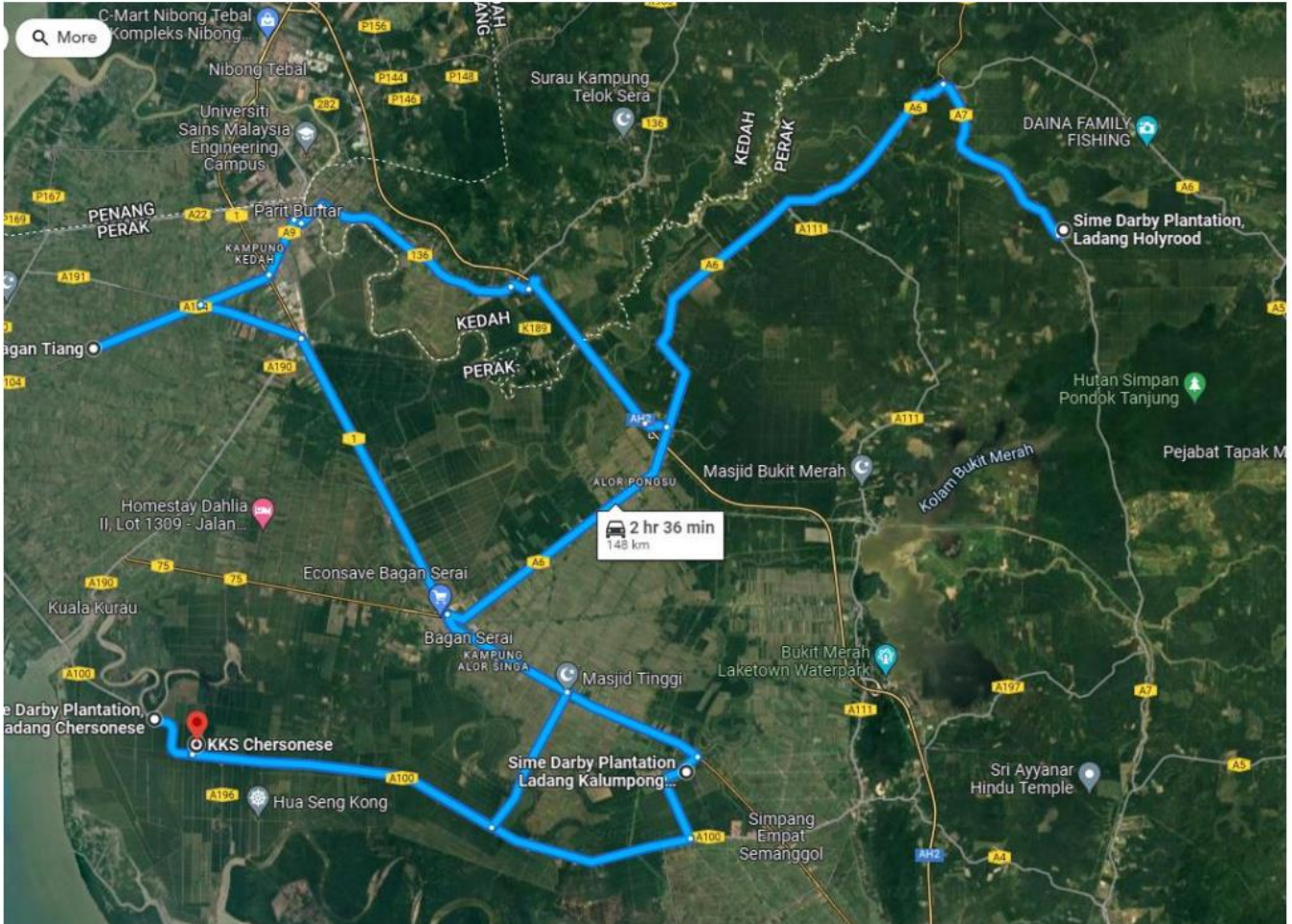
Emissions	tCO <sub>2</sub> e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
<b>Total Crusher emissions</b>	<b>0</b>

\*This mill has no kernel crusher operation.

<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

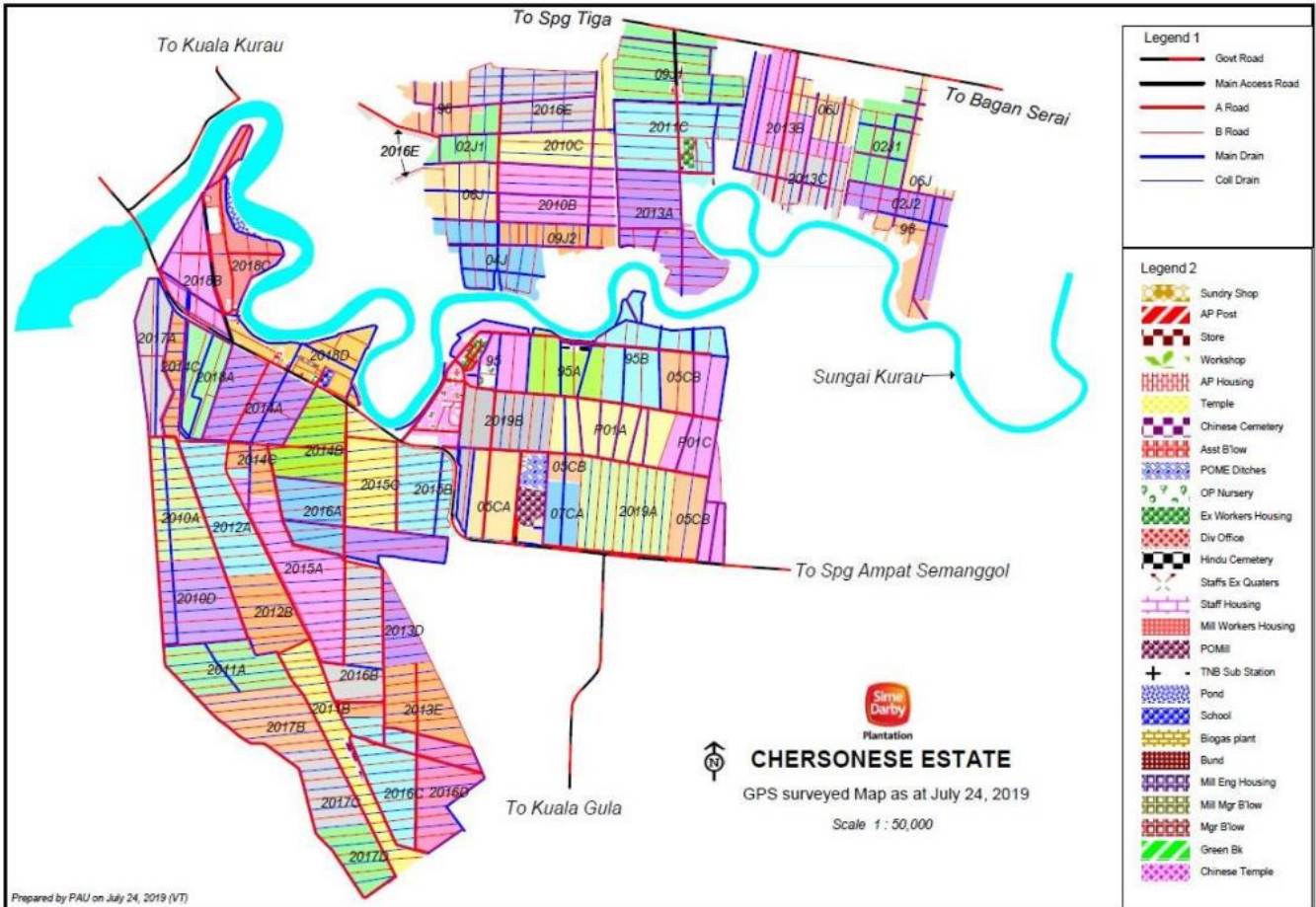
<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	2.72
Divert to methane captured (energy generation) (%)	97.28

**Appendix C: Location Map of Certification Unit and Supply bases**

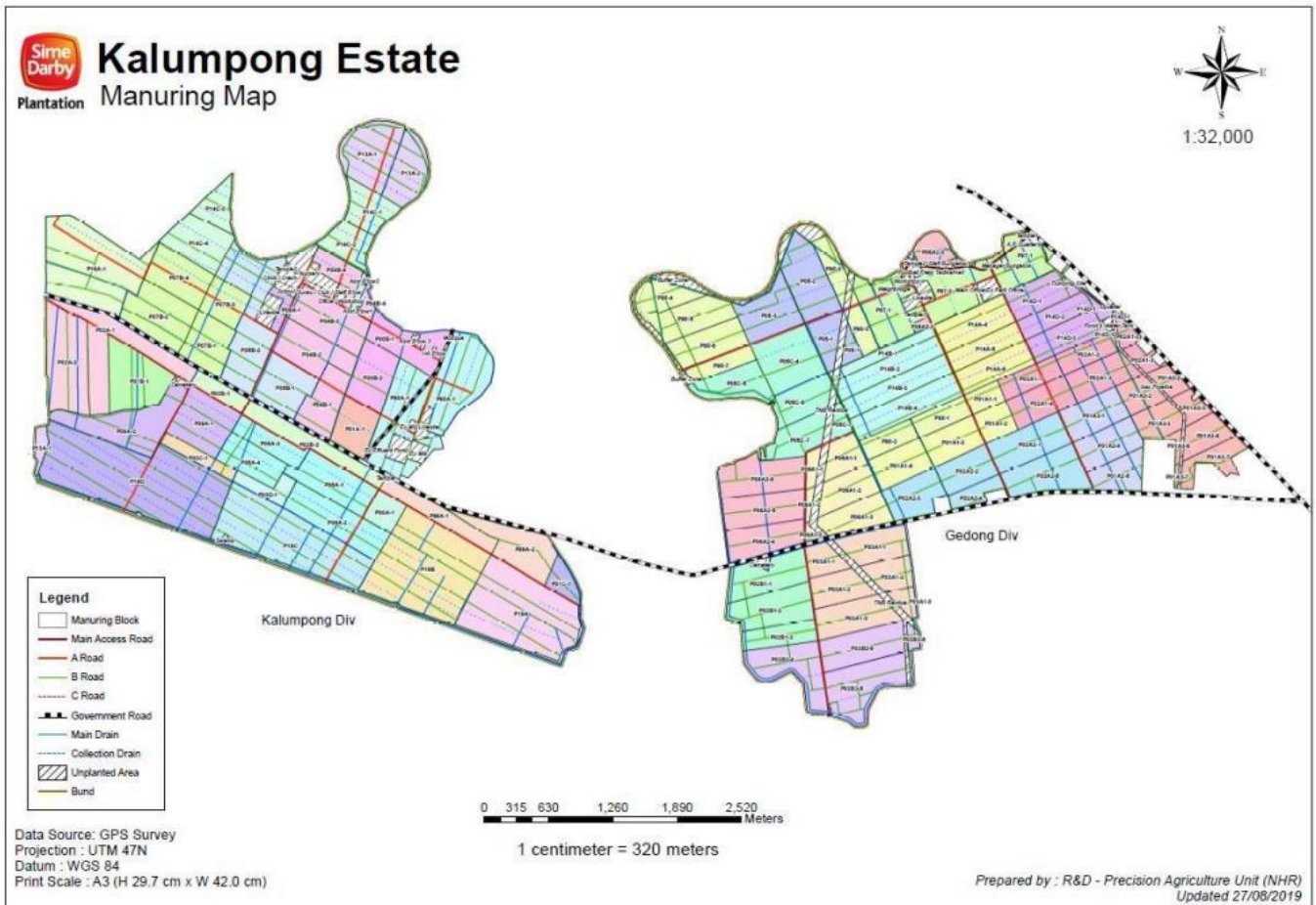


**Appendix D: Estate Field Map**

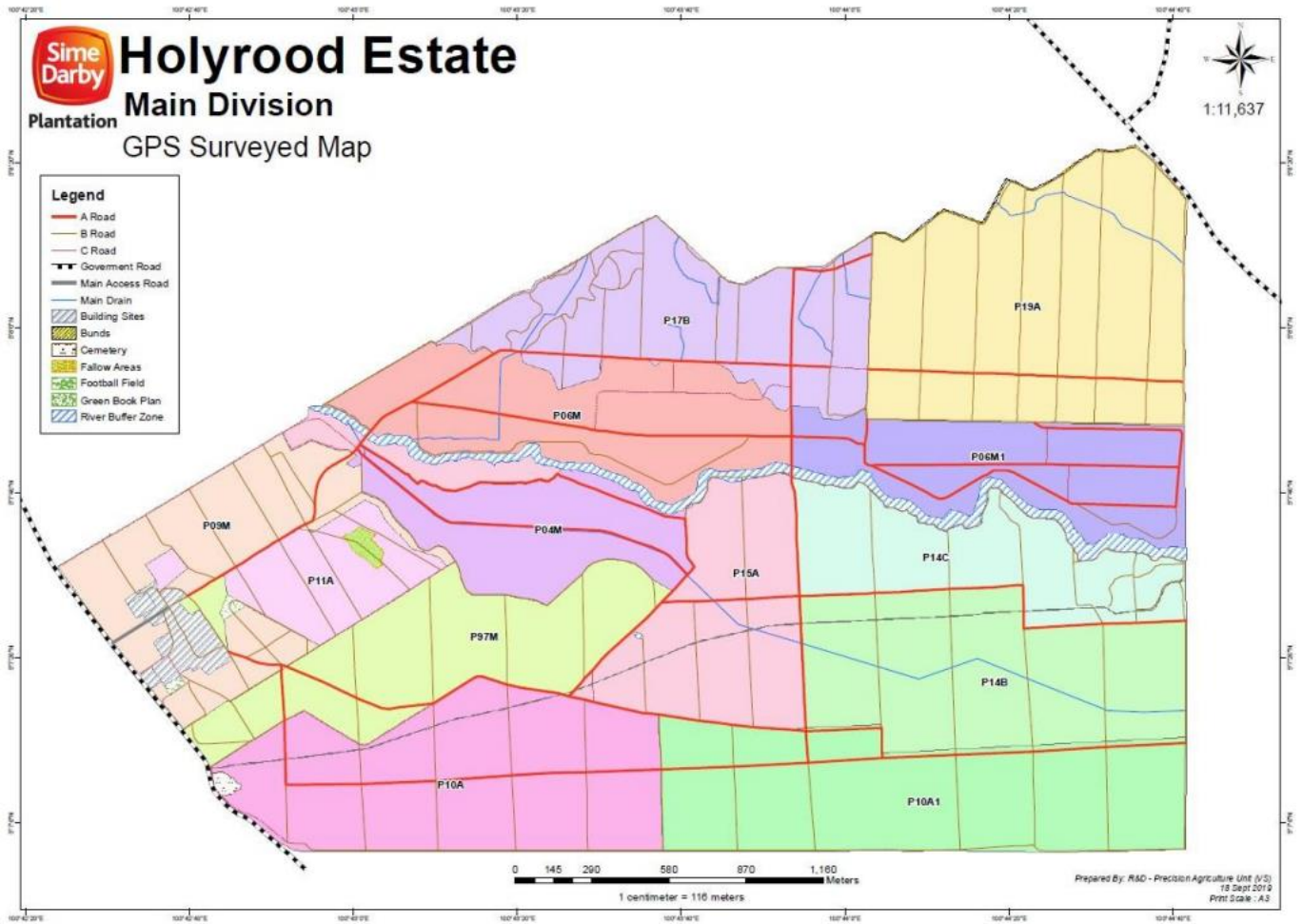
**Chersonese Estate**

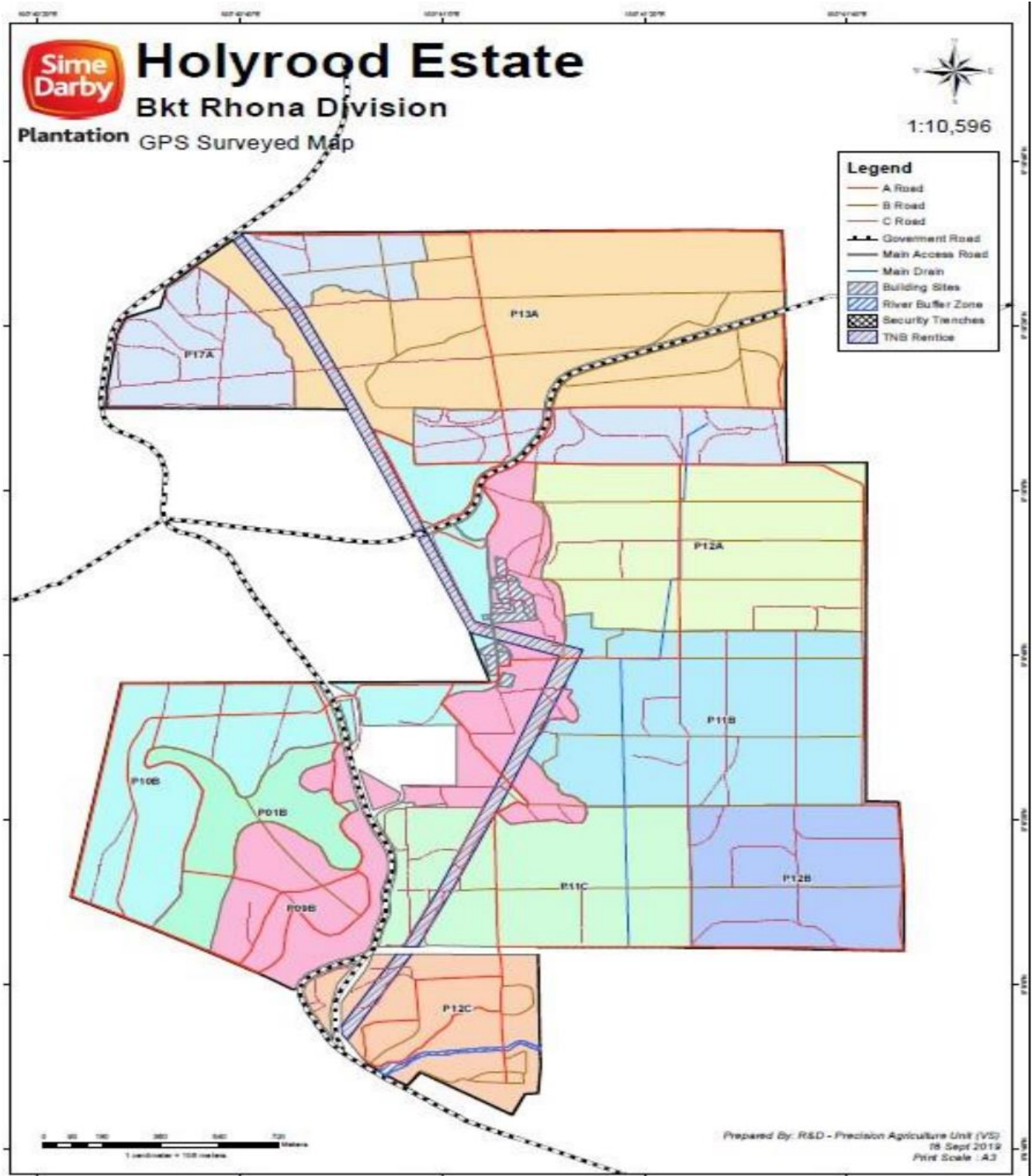


**Kalumpung Estate**



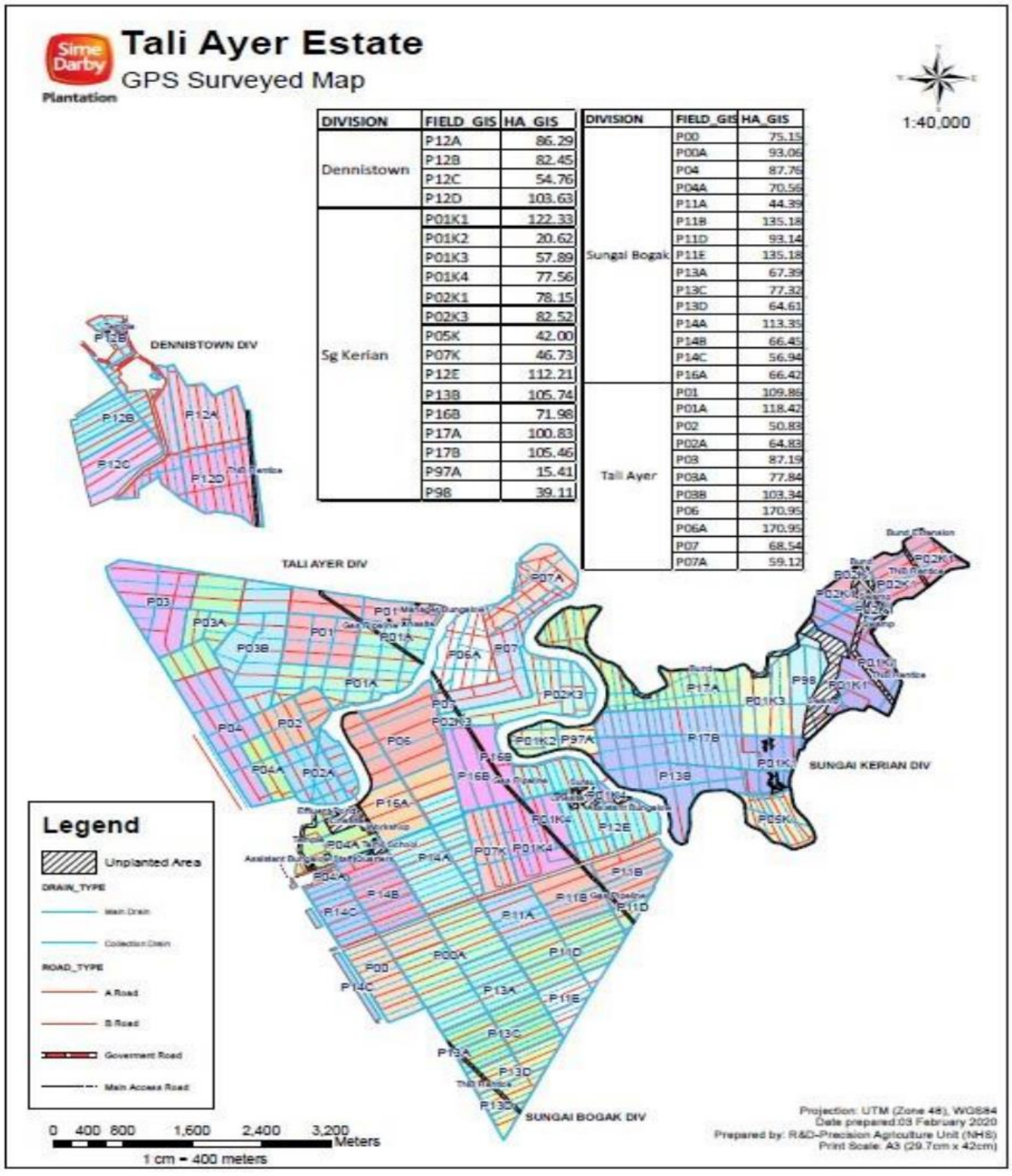
**Holyhood Estate**







**Tali Ayer Estate**



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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			
Not Applicable									
<b>Total</b>									

## **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