

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: Sime Darby Plantation Berhad
Client Company / Parent Company Address: Level 11, Main Block, Plantation Tower, No.2, Jalan PJU 1A/7, Ara Damansara, 47301 Petaling Jaya, Selangor, Malaysia
Certification Unit: Strategic Operating Unit (SOU 12) - Jabor Palm Oil Mill
Location of Certification Unit: Lot 1884, Jalan Kilang, Mukim Hulu Jabor, 24000 Kemaman, Terengganu, Malaysia
Date of Final Report: 24/07/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Sime Darby Plantation Berhad		
RSPO Membership Number	1-0008-04-000-00	Membership Approval Date	07/09/2004
Address	Level 11, Main Block, Plantation Tower, No.2, Jalan PJU 1A/7, Ara Damansara, 47301 Petaling Jaya, Selangor, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Strategic Operating Unit (SOU 12) - Jabor Palm Oil Mill		
Location / Address	Lot 1884, Jalan Kilang, Mukim Hulu Jabor, 24000 Kemaman, Terengganu, Malaysia		
Website	www.simedarbyplantation.com		
Management Representative	Shylaja Devi Vasudevan Nair	E-mail	shylaja.vasudevan@simedarbyplantation.com
Telephone	+(603) 7848 4000	Facsimile	+(603) 7848 4000

2. Certification Information			
Certificate Number	RSPO 745191	Certificate Start Date	05/10/2021
Date of First Certification	07/07/2011	Certificate Expiry Date	06/07/2026
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre-Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	25 mt/Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 745247	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services (M) Sdn Bhd	26/11/2027
MSPO 745251	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3	BSI Services (M) Sdn Bhd	26/11/2027
MSPO 745252	MSPO Supply Chain Certification 2018	BSI Services (M) Sdn Bhd	25/11/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Jabor POM	Lot 1884, Jalan Kilang, Mukim Hulu Jabor, 24000 Kemaman, Terengganu	3° 57' 38.99" N	103° 18' 32.00" E
Jabor Estate	Mukim Hulu Jabor, 24000 Kemaman, Terengganu	3° 57' 34.74" N	103° 18' 29.32" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Jabor Estate	2,114.37	3.14	212.21	2,329.72	90.8%
Total	2,114.37	3.14	212.21	2,329.72	90.8%

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Jabor Estate	79.02	344.29	630.08	1,060.98	2,035.35	79.02
Total (ha)	79.02	344.29	630.08	1,060.98	2,035.35	79.02

Note: Only Mature area is considered as production area

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 22 – Jun 23)	Actual (Apr 22 – Feb 23)		Forecast (Jul 23 – Jun 24)
		Previous license period (Apr 22 – Jun 22)	Current license period (Jul 22 – Feb 23)	
Jabor Estate	37,543.32	6,207.92	26,500.35	34,320.00
Total	37,543.32	32,708.27		34,320.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 22 – Jun 23)	Actual (Apr 22 – Feb 23)		Forecast (Jul 23 – Jun 24)
		Previous license period (Apr 22 – Jun 22)	Current license period (Jul 22 – Feb 23)	
SOU 11 Estates*	N/A	775.45	2,326.34	20,610.66
Total	N/A	3,101.79		20,610.66

Note:

Direct from SOU 11 certified supply bases or estates:

1. Kerdau Estate
2. Chenor Estate
3. Mentakab Estate
4. Sungai Mai Estate

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Jul 22 – Jun 23)	Actual (Apr 22 – Feb 23)		Forecast (Jul 23 – Jun 24)
		Previous license period (Apr 22 – Jun 22)	Current license period (Jul 22 – Feb 23)	
Smallholders, Outgrowers and FFB Traders	N/A	6,913.54	12,827.22	N/A
Total	N/A	19,740.76		N/A

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Apr-22	2,189.07	615.78	2,804.85
2	May-22	2,264.43	3,097.45	5,361.88
3	Jun-22	2,413.06	3,200.31	5,613.37
4	Jul-22	4,308.86	2,884.75	7,193.62
5	Aug-22	6,157.23	1,552.32	7,709.55
6	Sep-22	6,782.01	3,548.37	10,330.38
7	Oct-22	3,122.78	2,022.58	5,145.36
8	Nov-22	1,177.27	284.69	1,461.96
9	Dec-22	1,561.36	619.17	2,180.53
10	Jan-23	2,252.14	953.65	3,205.79
11	Feb-23	3,581.83	961.69	4,543.52
TOTAL		35,810.05	19,740.76	55,550.81

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Jul 22 – Jun 23)	Actual (Apr 22 – Feb 23)		Forecast (Jul 23 – Jun 24)
	Previous license period (Apr 22 – Jun 22)	Current license period (Jul 22 – Feb 23)	
FFB	FFB		FFB
37,543.32 mt	6,866.56 mt	28,943.49 mt	54,930.66 mt
	TOTAL	35,810.05 mt	
CPO (OER: 21.00 %)	CPO (OER: 20.57 %)		CPO (OER: 21.00 %)
7,884.10 mt	1,412.45 mt	5,953.68 mt	11,535.44 mt
	TOTAL	7,366.13 mt	
PK (KER: 5.50 %)	PK (KER: 5.01 %)		PK (KER: 5.00 %)
2,064.88 mt	344.01 mt	1,450.07	2,746.53 mt
	TOTAL	1,794.08 mt	

Note: The forecast FFB production in the next license is the combination from the forecast annual FFB production from Jabor estate and forecast FFB production from other certified supply bases (SOU 11)

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10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Apr-22	450.29	109.67
2	May-22	465.79	113.45
3	Jun-22	496.37	120.89
4	Jul-22	886.33	215.87
5	Aug-22	1,266.54	308.49
6	Sep-22	1,395.06	339.78
7	Oct-22	642.36	156.45
8	Nov-22	242.16	58.98
9	Dec-22	321.17	78.22
10	Jan-23	463.28	112.83
11	Feb-23	736.78	179.45
TOTAL		7,366.13	1,794.08

Note: -

11. Summary of Actual Volume sold					
Current License period (Jul 22 – Feb 23)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	4,008.93	-	-	1,260.36	5,269.29
PK (MT)	1,199.17	-	-	-	1,199.17
Credits	-	-	-	-	-
Previous License period (Apr 22 – Jun 22)					
CPO (MT)	1,503.35	-	-	472.63	1,975.98
PK (MT)	449.69	-	-	117.43	567.12
Credits	-	-	-	-	-

Note: Conventional is RSPO certified material but sold as non-RSPO certified.

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	AAA	XXX	5,512.28	-
2	BBB	YYY	-	1,648.86
TOTAL			5,512.28	1,648.86

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Note:-

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

Note: -

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	CCC	1,732.99	-
2	DDD	-	117.43
TOTAL		1,732.99	117.43

Note: -

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
Nil	N/A	N/A	N/A
TOTAL			N/A

Note: -

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	N/A	N/A	N/A	N/A	N/A	N/A
IS-CSPO	N/A	N/A	N/A	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	N/A	N/A	N/A
IS-CSPKE	N/A	N/A	N/A	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	N/A	N/A	N/A

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

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
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
Previous License period (Not Applicable)							
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

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

Note: -

Section 2: Assessment Process

Certification Body:

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

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 20 – 22 March 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 18 May 2023 and complete evidence of CAP was submitted on 29 May 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 were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

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

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

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

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

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For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA2_1)	Year 3 (ASA2_2)	Year 4 (ASA2_3)	Year 5 (ASA2_4)
Jabor Palm Oil Mill	✓	✓	✓	✓	✓
Jabor Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: April 1, 2024 - April 4, 2024

Total Number of Mandays: 9.5

2.2 BSI Assessment Team

Name	Role	Competency
Hafriazhar bin Mohd Mokhtar (HMM)	Team Leader	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 Lead Auditor Training, Endorsed MSPO Lead Auditor Training, Endorsed RSPO SCCS Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Training, ISO 9001 Lead Auditor Training, ISO 50001 Lead Auditor Training, and ISO 14001 Lead Auditor Training, Endorsed RSPO P&C and SCCS Refresher Training and Endorsed RSPO ISH Auditor Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Economic management plan, environment responsibility, environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
Valence Shem	Team Member	<p>Education: Holds a Bachelor’s Degree in Industrial Technology from University of Science Malaysia</p> <p>Work Experience: He has 9 years working experience in oil palm plantation industry as estate manager. Since 2009 he has stated auditing professionally</p>

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		<p>in several management system including ISO 140001, RSPO P&C, RSPO SCCS, MSPO and SMETA.</p> <p>Training attended: He has completed ISO 14001 Lead Auditor Course, ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Assessor Course; MSPO Awareness Training, ISO 45000 Lead Auditor Course, SMETA Auditor training; HCV & HCS Introductory Training, Endorsed RSPO P&C and SCCS Refresher Training and Endorsed RSPO ISH Auditor Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Policy and commitment, social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation and RSPO supply chain requirements.</p>
<p>Nor Halis Abu Zar (NHA)</p>	<p>Team Member</p>	<p>Education: Bachelor of Science, Plantation Technology and Management, graduated from UiTM in 2012 and Diploma In Plantation and Industry Management from UiTM in 2009.</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day-to-day plantation operations. In his career at Kulim Plantation. He had accumulated more than 6 years of sustainability implementation experience. He is a qualified Lead Auditor for MS2530:2013 and RSPO Auditor for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed Endorsed RSPO P&C Lead Auditor Course, Refresher RSPO P&C Lead Auditor Course, RSPO ISH Standard 2019, RSPO SCC 2020, QMS 9001:2015 Lead Auditor Course, OSH 45001:2018 Lead Auditor Course, IMS (ISO 9001:2015 & ISO 14001:2015) Lead Auditor Course, HCV & HCS Training, MSPO 2530:2013 Lead Auditor Course, MSPO SCCS Auditor in February 2019 and SMETA Requirement Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: Legal Requirements, land & legal issue, Occupational health and safety requirement, HIRARC and management plan, mill best practices, estate best practices training, environment impact assessment and management plan.</p>
<p>Muhamad Naquiuddin Mazeli (MNM)</p>	<p>Team Member</p>	<p>Education: Holds Bachelor of Science Horticulture at University Putra Malaysia.</p> <p>Work Experience: He has 11 years of working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, he managed, implement, and monitors the RSPO, ISCC, MSPO and ISO 9001 and ISO 18001 certification requirements for the estates, mills, refineries, and Smallholder scheme. He is a trained Safety and Health Officer</p> <p>Training attended: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course Social Auditing & SMETA Training, RSPO ISH Auditor Training and Endorsed RSPO Auditor Refresher Training.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: RSPO supply chain requirements.</p>

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Accompanying Persons:

Name	Role
Nil	N/A

2.3 Assessment Plan

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

ASA 2_2:

Date	Time	Subjects	HMM	VSH	NHA	MNM
Sunday, 19/3/2023	PM	Audit team travel to Kuantan	✓	✓	✓	✓
Monday, 20/3/2023 Day 1 Jabor Estate	9:00 AM – 9:30 AM	Opening meeting @ Jabor Estate <ul style="list-style-type: none"> • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan 	✓	✓	✓	✓
	9:30 AM – 12:30 PM	Jabor Estate Field visit: Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	✓	✓	✓	-
	12:30 PM – 1:30 PM	Prayer/Lunch break	✓	✓	✓	-
	1:30 PM – 4:30 PM	Document Assessment P1 – P7: General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, assessment on pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓	
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> • Auditors’ discussion • Day 1 Interim Closing Briefing 	✓	✓	✓	-
Tuesday, 21/3/2023 Day 2 Jabor Estate	9:00 AM – 12:30 PM	Jabor Estate Continue with field visit & document assessment	✓	✓	✓	-
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	✓	-	-
	12:30 PM – 1:30 PM	<ul style="list-style-type: none"> • Prayer/Lunch break • Travel to Jabor POM 	✓	✓	✓	-

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Jabor POM	1:30 PM – 4:30 PM	Document Assessment P1 – P7: SOPs, assessment on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓	-
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> Auditors’ discussion Day 2 Interim Closing Briefing 	✓	✓	✓	-
Wednesday, 22/3/2023 Day 3 Jabor POM	9:00 AM – 12:30 PM	Jabor POM Mill visit: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, lab, weighbridge, and palm product storage area etc.	✓	✓	✓	-
	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	✓	-	-
	12:30 PM – 1:30 PM	Prayer/Lunch break	✓	✓	✓	-
	1:30 PM – 4:30 PM	Jabor POM Continue with P1 – P7 documents and RSPO SCC general requirements, supply chain for CPO mill, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	✓	✓	✓
		<ul style="list-style-type: none"> Auditors’ discussion Preparation for Closing Meeting 	✓	✓	✓	✓
	4:30 PM – 5:00 PM	Closing Meeting	✓	✓	✓	✓

Major NC Close-out:

Date	Time	Subjects	HMM
Thursday 18/5/2023 Jabor Estate	09:00	Arrival of assessor(s)	✓
	09:10 - 09:30	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder’s consultation). 	✓

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Date	Time	Subjects	HMM
	09:30 – 12:00	Verify the effectiveness of corrective action with evidence of implementation and close of Major NC # 2323781-202303-M1 in locations as following: <ul style="list-style-type: none"> • Jabor Estate 	✓
	12:00 – 12:30	Closing meeting	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
<p>Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?</p>	<p>Sime Darby Plantation Berhad TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Islands. Refer to the Time Bound Plan table.</p> <p>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):</p> <p>https://simedarbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/#:~:text=Sime%20Darby%20Plantation%20Completes%20the%20Divestment%20of%20its%20Liberia%20Operations,-Sime%20Darby%20Plantation&text=KUALA%20LUMPUR%2C%2016%20January%202020,Oil%20Industries%20Limited%20(MPOI)</p>	<p>Complied.</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p>	<p>Generally all estates and mills excepted stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development has been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at December 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. Until 1 October 2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.</p> <p>As the latest TBP, all units will be certified in 2023. SDP has submitted the latest TBP to be approved by RSPO Secretariat. As per reply from Deputy Director of Compliance, RSPO Secretariat on 26/01/2022, for RSPO membership date before 1st July 2018, the new TBP is before 30th June 2023. Since SDP TBP is within June 2023, no approval is required from RSPO Secretariat.</p>	<p>Complied</p>

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<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p>	<p>There is no new acquisitions as per the latest TBP 2021.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Identified deviations at Indonesia management units that are still awaiting to receive land titles in progress of obtaining RSPO Secretariat approval.</p>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Indonesia - PT Swadaya Andika: Mill closed down and all the supply bases was transferred to Rantau Mill - PT Laguna Mandiri. The Selabak Estate, Randi Estate, Sangkoh Estate, Lanting Estate is currently under PT Laguna Mandiri - Rantau Factory certification. PT Mitral Austral Sejahtera: The properties was sold and currently Sime Darby Plantation Berhad have no control in the management. The property was disposed on 25/06/2019 and an official letter on disposal of PT MAS was sent to RSPO Secretariat on 27/06/2019.</p> <p>PT Guthrie Eeconina: 890.98 Ha from Sg Jernih Estate still under Land legalisation process - Process Kadastral.</p> <p>Sg Jernih estate and KKPA was separated in 2022 and recorded separately.</p> <p>Malaysia - Pekaka Mill is being mothballed in year 2018 and all the certified supply base Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate has been transferred to SOU Lavang. Bintang Oil Mill: Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. As at 01/10/2018, the mill has completed the selling off transaction.</p> <p>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):</p> <p>https://simedarbyplantation.com/sime-darby-plantation-completes-the-divestment-of-its-liberia-operations/#:~:text=Sime%20Darby%20Plantation%20Completes%20the%20Divestment%20of%20its%20Liberia%20Operations,-Sime%20Darby%20Plantation&text=KUALA%20LUMPUR%2C%2016%20January%202020,Oil%20Industries%20Limited%20(MPOI)</p> <p>ACOP 2021 has been cross-referenced as below:</p>	<p>Complied</p>

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	https://document.rspo.org/2021/Sime_Darby_Plantation_Berhad_ACOP2021.pdf	
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No isolated lapses in implementation of the plan although the Indonesia management units are still awaiting to receive land titles that has been justified and accepted by RSPO.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No fundamental failure. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) has been excluded in the latest TBP as these 2 assets were disposed.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Main reason to become un-certified units in Indonesia are due to awaiting to receive land titles	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>New plantings within Sime Darby Plantation Berhad that have completed NPP notification available as per RSPO Public Comments website link as following: https://rspo.org/as-an-organisation/certification/npp-public-comments/</p> <p>Based on listed notifications, a total of 13 submissions completed with results as following:</p> <ol style="list-style-type: none"> 1. NBPOL (Poliamba Limited) 23/05/2020 – no comments captured in RSPO website 2. NBPOL (Guadalcanal Plain Palm Oil Ltd) 06/04/2018 – no comments captured in RSPO website 3. NBPOL (Ragu Agri Industries Limited) 29/01/2018 – no comments captured in RSPO website 4. NBPOL (Ragu Agri Industries Limited) 02/09/2016 – no comments captured in RSPO website 5. NBPOL (Higaturu Oil Palms) 21/06/2016 – no comments captured in RSPO website 6. NBPOL (Poliamba Limited – Lamawan) 07/04/2014 – no comments captured in RSPO website 7. NBPOL (Poliamba Limited – Lamendauen) 07/04/2014 – no comments captured in RSPO website 8. NBPOL (Roka Mini estate) 04/11/2013 – no comments captured in RSPO website 9. NBPOL (J estate) 01/11/2013 – no comments captured in RSPO website 10. NBPOL (Higaturu Oil Palm) 14/12/2012 – no comments captured in RSPO website 	Complied

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	<p>11. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website</p> <p>12. Sime Darby (Liberia) Plantation Inc 06/03/2012 - no comments captured in RSPO website</p> <p>13. Sime Darby (Liberia) Plantation Inc 06/03/2012 - no comments captured in RSPO website</p> <p>Management units for 11 – 13 above were disposed.</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>Based on the RaCP tracker checked on 20/3/2023 via website link as following: https://rspo.org/as-an-organisation/tools/remediation-and-compensation/racp-trackers/</p> <p>There are 21 Management Units (MUs) have potential liabilities with all 21 LUCAs been submitted. As of date checked, 16 LUCAs review completed with 8 Concept Note (CN) required. 6 CN has been submitted and all 6 CN approved by RSPO. 3 Compensation Plan (CP) has been submitted and 1 CP has been endorsed by RSPO. There are 9 Remediation Plan (RP) required with 0 RP submitted and 0 RP approved.</p> <p>Based on the RSPO Dispute Settlement Facility website link as following: https://rspo.org/who-we-are/complaints/dispute-settlement-facility/</p> <p>Linked to the RSPO complaints portal case tracker as following: https://askrspo.force.com/Complaint/s/casetracker</p> <p>It was indicated that 4 complaints were closed while 1 complaint registered since 31/10/2012 was under investigation. Status updated on 26/4/2023 by RSPO indicated the complaint pending completion of the review of the draft decision letter. The complaint ref. # PreCAP/2012/06/PR is accessible from RSPO portal: https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>Sime Darby Plantation Berhad has 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>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Sime Darby Plantation maintain corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country.</p>	<p>Complied</p>

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<p>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>	<p>Yes. The sustainability unit has conducted internal audits the uncertified units and updated in the compliance status of uncertified management unit.</p> <p>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 December 2022.</p> <p>The Head of Sustainability has concluded in the uncertified unit compliance report that there is no land disputes and legal compliance is monitored during the internal audit as the positive assurance.</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>No any critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates conducted on December 2022.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Respective sites maintained stakeholder engagements as part of the estates/mills operations. Especially in Indonesia, socialization of company. There is no scheme smallholders and/ or out growers include in the scope of certification.</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

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

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Approved Time Bound Plan

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

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Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	0.115833	103.549167		Certified	N/A	1-Apr-14	19-20 July 2021	No	N/A	N/A	N/A
		Mandah Estate		0.135278	103.547500	5,053.18	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
		Rotan Semelur Estate		0.117778	103.604722	7,313.00	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	-2.984722	103.405833		Certified	N/A	11-Sep-12	19-20 July 2021	No	N/A	N/A	N/A
		Sungai Pinang Estate		-2.986944	103.406944	3,374.42	Certified	N/A	11-Sep-12		No	N/A	N/A	N/A
		Sungai Pinang Estate		-2.986944	103.406944	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) still in process.	Not Certified *	2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A
		Bukit Pinang Estate		-2.987222	103.405556	3,138.58	Certified	N/A	11-Sep-12	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Pinang Estate		-2.987222	103.405556	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) still in process.	Not Certified *	2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A
		Ladang Panjang		Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	-1.792500	103.793611		Certified	N/A	9-Jul-12	19-20 July 2021	No
Ladang Panjang Estate	-1.794167	103.799444	1,202.04		Certified		N/A	9-Jul-12	19-20 July 2021	No	N/A	N/A	N/A	
Ladang Panjang Estate	-1.794167	103.799444	Total Areas of Div 1 and 2 (1,796.19 ha) HGU still in process.		Not Certified *		2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A	
Rantau Panjang	Indonesia	Rantau Panjang Mill		-2.916389	103.747778		Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Rantau Panjang Estate		-2.922222	103.745278	2,679.74	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A

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		Bumi Ayu Estate	Musi Banyuasin District - South Sumatera	-2.896944	103.676944	2,960.98	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Karang Ringin Napal Estate		-2.859722	103.646944	4,359.74	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Mangun Jaya Estate		-2.853056	103.571111	139.45	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sungai Jernih Estate		-2.979833	103.803500	851.57 ha under legalization process	Not Certified *	2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A
Angsana	Indonesia	Angsana Mill	Tanah Bumbu District - South Kalimantan	-3.613611	115.610556		Certified	N/A	6-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Angsana Estate		-3.532222	115.669722	3,250.06	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
		Gunung Sari Estate		-3.583056	115.687500	2,826.94	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District - South Kalimantan	-3.488611	115.738611		Certified	N/A	3-Jul-13	19-20 July 2021	No	N/A	N/A	N/A
		Mustika Estate		-3.488889	115.716111	3,648.74	Certified	N/A	3-Jul-13		No	N/A	N/A	N/A
		Pantai bonati Estate		-3.747500	115.577500	2,534.00	Certified	N/A	6-Jul-11		No	N/A	N/A	N/A
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District - South Kalimantan	-3.613611	115.610556		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Gunung Aru Estate		-3.504167	116.163056	2,684.41	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Gunung Kemas Estate		-3.530000	116.183333	3,511.36	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Laut Timur Estate		-3.596944	116.205000	3,207.28	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Pantai Timur Estate		-3.606667	116.223889	3,337.49	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
Ungkaya	Indonesia	Ungkaya Mill	Morowali District - Sulawesi Tengah	-2.222778	121.563611		Certified	N/A	10-Jul-12	19-20 July 2021	No	N/A	N/A	N/A
		Ungkaya Estate		-2.222778	121.563611	4,145.00	Certified	N/A	10-Jul-12		No	N/A	N/A	N/A
Rantau	Indonesia	Rantau Mill	Kotabaru District - South Kalimantan	-2.439167	116.114167		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Rantau Estate		-2.445000	116.111944	4,638.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Matalok Estate		-2.445556	116.111944	3,082.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Selabak Estate (PT SAA)		-2.442222	116.208056	3,757.67	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Randi Estate (PT SAA)		-2.438889	116.208611	2,882.98	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sangkoh Estate (PT SAA)		-2.470556	116.237500	3,789.34	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Lanting Estate (PT LMR)		-2.463611	116.283611	3,249.27	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A

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Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	-2.378611	116.205000		Certified	N/A	1-Apr-14	19-20 July 2021	No	N/A	N/A	N/A
		Betung Estate		-2.356667	116.195833	4,266.00	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
		Sekayu Estate		-2.326111	116.182778	3,313.57	Certified	N/A	1-Apr-14		No	N/A	N/A	N/A
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	-2.373611	116.329722		Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Bebunga Estate		-2.383611	116.334444	3,958.43	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Bakau Estate		-2.420556	116.328333	5,342.14	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sungai Cengal Estate		-2.406111	116.363056	4,974.20	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	-2.459167	116.518889		Certified	N/A	16-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Pondok Labu Estate		-2.412500	116.510000	3,569.53	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Binturung Estate		-2.440833	116.442222	4,072.01	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Rampa Estate		-2.452500	116.436389	3,656.20	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
		Sesulung Estate		-2.494444	116.510556	4,578.46	Certified	N/A	16-Mar-12		No	N/A	N/A	N/A
Sekunzir	Indonesia	Sekunzir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	-2.444722	112.006944		Certified	N/A	23-Nov-10	19-20 July 2021	No	N/A	N/A	N/A
		Sekunzir Estate		-2.446667	112.008889	3,555.19	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
		Seruyan Estate		-2.407778	112.068056	4,179.40	Certified	N/A	23-Nov-10		No	N/A	N/A	N/A
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.057778	112.316944		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Sukamandang Estate		-2.065556	112.313333	3,936.56	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Sapiri Estate		-2.023889	112.347778	3,530.90	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Baras Danum Estate		-2.080000	112.381111	3,664.60	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Kuala Kuayan Estate		-2.079444	112.352778	3,647.86	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
Pematang	Indonesia	Pematang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778		Certified	N/A	5-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Pematang Estate		-2.158056	112.290556	3,857.91	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Kawan Batu Estate		-2.161111	112.385278	4,400.00	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Hatantiring Estate		-2.116111	112.293333	3,811.00	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
		Batang Garing Estate		-2.157778	112.420833	4,532.75	Certified	N/A	5-Jul-11		No	N/A	N/A	N/A
Lembiru	Indonesia	Lembiru Mill		-2.168889	110.673889		Certified	N/A	3-Jul-14		No	N/A	N/A	N/A

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		Lembiru Estate	Ketapang District – West Kalimantan	-2.164722	110.687778	4,929.49	Certified	N/A	3-Jul-14	19-20 July 2021	No	N/A	N/A	N/A	
		Awatan Estate		-2.215278	110.681944	3,476.79	Certified	N/A	3-Jul-14		No	N/A	N/A	N/A	
		Pelanjau Estate (PT BAL)		-2.227778	110.621944	1,002.79	Certified	N/A	3-Jul-19		No	N/A	N/A	N/A	
		Karya Palma Estate		-2.170592	110.726528		Pending confirmation from BPN on HGU document	Not Certified *	2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A
		Beturus Estate (PT BAL)		-2.174444	110.659722		HGU was obtained however BPN never release the HGU to the company	Not Certified *	2023			No	N/A	N/A	N/A
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District – West Kalimantan	0.269444	110.482778		Certified	N/A	18-Oct-10	19-20 July 2021	No	N/A	N/A	N/A	
		West Estate		0.271667	110.405833	4,562.34	Certified	N/A	18-Oct-10		No	N/A	N/A	N/A	
		East Estate		0.256111	110.502500	2,665.48	Certified	N/A	18-Oct-10		No	N/A	N/A	N/A	
		East/Sei Mawang Estate		0.155224	110.532656		Land legalization process for East Estate for 6123.7 ha under process	Not Certified *	2023		Reviewed on 20/3/2023	No	N/A	N/A	N/A
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	5.394734	100.710604		Certified	N/A	12-Aug-10	19-20 July 2021	No	N/A	N/A	N/A	
		Anak Kulim Estate		5.301731	100.589053	1,523.35	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Sungai Dingin Estate		5.374539	100.723497	4,244.03	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Somme Estate		5.247043	100.624650	941.56	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Bukit Selarong Estate		5.505948	100.608351	3,896.17	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Padang Buluh Estate		5.673433	100.543599	4,008.47	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Bukit Hijau Estate		5.600325	100.717128	2,725.00	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
		Jentayu Estate		5.772915	100.587191	2,178.59	Certified	N/A	12-Aug-10		No	N/A	N/A	N/A	
Chersonese	Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	4.978457	100.461902		Certified	N/A	5-Oct-11		No	N/A	N/A	N/A	

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		Chersonese Estate		4.987886	100.456169	3,293.72	Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Kalumpong Estate		4.957656	100.566418	2,716.80	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Tali Ayer Estate		5.081477	100.523402	3,756.10	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Holyrood Estate		5.139587	100.712109	1,332.74	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
Elphil	Malaysia	Elphil Oil Mill	Sg Siput, Perak	4.890787	101.092768		Certified	N/A	18-Jun-11	19-20 July 2021	No	N/A	N/A	N/A
		Kamuning Estate		4.850552	101.031803	3,888.43	Certified	N/A	18-Jun-11		No	N/A	N/A	N/A
		Elphil Estate		4.848728	101.102094	1,865.43	Certified	N/A	18-Jun-11		No	N/A	N/A	N/A
		Kinta Kellas Estate		4.459869	101.087714	1,060.74	Certified	N/A	18-Jun-11		No	N/A	N/A	N/A
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	3.928662	100.856590		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Flemington Estate		3.901745	100.905976	1,906.84	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Bagan Datoh Estate		3.987867	100.815889	3,781.86	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Sabak Bernam Estate		3.754999	101.014455	2,511.79	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Sg. Samak Estate		3.774142	101.158366	3,025.74	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	3.969097	100.985458		Certified	N/A	3-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Selaba Oil Mill		3.989699	101.081201	1,549.75	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Seri Intan (+ Selaba) Estate		3.962735	101.016490	4,013.16	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sabrang Estate		4.011192	100.960478	3,945.23	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sogomana Estate		4.387616	100.701262	2,214.08	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sg. Wangi Estate		4.280812	100.743135	2,226.66	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Bikam Estate		4.017065	101.317302	2,075.16	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Cluny (+ Bedford) Estate		3.857921	101.434059	1,549.75	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	3.396501	101.418491		Certified	N/A	3-Mar-11	19-20 July 2021	No	N/A	N/A	N/A
		Tennamaram Estate		3.413960	101.416127	1,981.60	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Sungai Buluh Estate		3.318358	101.327095	5,152.22	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A
		Bukit Talang Estate		3.401577	101.303102	3,572.44	Certified	N/A	3-Mar-11		No	N/A	N/A	N/A

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Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	3.188046	101.372775		Certified	N/A	15-Apr-11	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Kerayong Estate		3.165246	101.371079	2,699.28	Certified	N/A	15-Apr-11		No	N/A	N/A	N/A
		Bukit Cheraka Estate		3.223053	101.357632	3,647.62	Certified	N/A	15-Apr-11		No	N/A	N/A	N/A
East	Malaysia	East Oil Mill	Carey Island, Selangor	2.885355	101.436495		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		East Estate		2.894306	101.402747	5,634.45	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Sepang Estate	Sepang, Selangor	2.692067	101.723500	2,092.28	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Dusun Durian Estate	Kuala Selangor, Selangor	2.810648	101.495017	3,176.21	Certified	N/A	19-May-10		No	N/A	N/A	N/A
West	Malaysia	West Oil Mill	Carey Island, Selangor	2.905704	101.360380		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		West Estate		2.867693	101.338941	5,912.69	Certified	N/A	19-May-10		No	N/A	N/A	N/A
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	4.201447	101.862680		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Bukit Puteri Estate		4.188357	101.864388	3,875.80	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Kerdau	Malaysia	Kerdau Oil Mill	Temerloh, Pahang	3.569692	102.278807		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Kerdau Estate		3.582726	102.314266	5,683.04	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Mentakab Estate		3.488212	102.243800	3,266.49	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Chenor Estate		3.784343	102.615444	2,834.98	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sg Mai Estate		3.847749	102.341727	1,996.99	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	3.960000	103.310000		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Jabor Estate		3.958168	103.299484	2,332.92	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	2.750730	101.805038		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Labu Estate		2.737380	101.816051	4,529.72	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	2.654368	101.792488		Certified	N/A	19-May-10	19-20 July 2021	No	N/A	N/A	N/A
		Tanah Merah Estate		2.634776	101.798120	4,341.73	Certified	N/A	19-May-10		No	N/A	N/A	N/A
		Bukit Pelandok Estate		2.690570	101.773393	1,862.14	Certified	N/A	19-May-10		No	N/A	N/A	N/A
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	2.529158	101.894873		Certified	N/A	18-Feb-14	19-20 July 2021	No	N/A	N/A	N/A
		Sua Betong Estate		2.503423	101.919182	2,870.75	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A

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		Sengkang Estate		2.447583	101.962703	2,831.51	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Bradwall Estate		2.564010	101.938966	3,828.34	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		PD Lukut Estate		2.535525	101.850486	1,523.79	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Tampin Linggi Estate		2.523442	101.995888	2,106.71	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Sg. Bahru Estate		2.439865	102.084904	1,427.31	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
		Salak Estate		2.572851	101.884647	3,868.86	Certified	N/A	18-Feb-14		No	N/A	N/A	N/A
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	2.784092	102.507537		Certified	N/A	7-Jul-11	19-20 July 2021	No	N/A	N/A	N/A
		Muar River Estate		2.592059	102.740421	1,584.62	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sg. Senarut Estate + Sg Gemas Estate		2.556845	102.691147	2,958.38	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Kok Foh Estate		2.818025	102.516297	2,275.84	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Bukit Pilah Estate		2.718295	102.527980	3,667.31	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		St. Helier Estate		2.779462	102.374345	1,992.65	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Sungai Sabaling Estate		2.844046	102.474445	1,321.35	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
		Pertang Estate		2.969102	102.244214	1,052.49	Certified	N/A	7-Jul-11		No	N/A	N/A	N/A
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	2.243408	102.481607		Certified	N/A	20-May-10	19-20 July 2021	No	N/A	N/A	N/A
		Kempas Estate		2.207737	102.441483	4,505.45	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Tangkah Estate		2.292917	102.602549	2,537.78	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Kemuning Estate		2.431024	102.297339	2,671.05	Certified	N/A	20-May-10		No	N/A	N/A	N/A
		Serkam Estate		2.250557	102.394318	2,114.23	Certified	N/A	20-May-10		No	N/A	N/A	N/A
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	2.324247	102.482843		Certified	N/A	5-Oct-11	19-20 July 2021	No	N/A	N/A	N/A
		Diamond Jubilee Estate		2.307499	102.439884	2,836.19	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Bukit Asahan Estate		2.417485	102.550615	3,072.18	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
		Welch Estate		2.459303	102.656758	1,447.82	Certified	N/A	5-Oct-11		No	N/A	N/A	N/A
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	2.077708	102.719062		Certified	N/A	28-Jan-14	19-20 July 2021	No	N/A	N/A	N/A
		Pagoh Estate		2.078652	102.700463	2,325.93	Certified	N/A	28-Jan-14		No	N/A	N/A	N/A

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

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

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		Melalap Estate		5.223404	115.992040	2,096.73	Certified	N/A	21-Jan-11	19-20 July 2021	No	N/A	N/A	N/A		
		Sapong Estate		5.045466	115.930091	3,149.45	Certified	N/A	21-Jan-11		No	N/A	N/A	N/A		
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	4.704700	118.060210		Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A		
		Binuang Estate		4.687893	118.049997	3,271.08	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Sungang Estate		4.658950	118.121355	3,407.98	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Tingkayu Estate		4.716962	118.077638	1,881.08	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Jeleta Bumi Estate		4.709414	117.977971	3,099.44	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	4.586585	118.193448		Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A		
		Giram Estate		4.575846	118.206571	4,166.98	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Mostyn Estate		4.670009	118.169029	4,178.04	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	4.373961	117.808354		Certified	N/A	16-Jan-09	19-20 July 2021	No	N/A	N/A	N/A		
		Merotai Estate		4.390278	117.808586	3,052.66	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Imam Estate		4.341017	117.894636	3,773.56	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Tiger Estate		4.409715	117.840613	2,497.86	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
		Table Estate		4.365974	117.868354	2,221.63	Certified	N/A	16-Jan-09		No	N/A	N/A	N/A		
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	3.431669	113.598862		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A		
		Lavang Estate		3.427129	113.586935	4,363.83	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
		Rasan Estate		3.405057	113.635653	3,454.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
		Belian Estate		3.369111	113.560310	2,847.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
		Kelida Estate		3.364892	113.624465	2,460.00	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
		Lavang (Special) Estate		3.400634	113.593633		Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
						included under Lavang Estate Ha										
		Pekaka Estate		3.481090	113.641821	2,626.14	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
		Ruai Estate		3.449198	113.624477	2,460.96	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A		
Dulang Estate	3.460195	113.677984	2,548.00	Certified	N/A	30-Dec-11	No	N/A	N/A	N/A						

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		Charquest Estate		3.490618	113.602270	1,448.71	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Paroh Estate		3.463913	113.734106	2,627.90	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	3.373177	113.400308		Certified	N/A	30-Dec-11	19-20 July 2021	No	N/A	N/A	N/A
		Rajawali Estate		3.394716	113.426263	6,087.27	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Samudera Estate		3.502793	113.412122	3,308.60	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Semarak Estate		3.373453	113.375595	2,248.68	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Bayu Estate		3.503470	113.374145	2,459.90	Certified	N/A	30-Dec-11		No	N/A	N/A	N/A
		Derawan		Malaysia	Derawan Oil Mill	Bintulu, Sarawak	3.390463	113.348888			Certified	N/A	30-Dec-11	19-20 July 2021
Derawan Estate	3.412304	113.359221	2,490.79		Certified		N/A	30-Dec-11	No	N/A	N/A	N/A		
Sahua Estate	3.462224	113.366926	2,644.00		Certified		N/A	30-Dec-11	No	N/A	N/A	N/A		
Takau Estate	3.387069	113.329626	2,107.00		Certified		N/A	30-Dec-11	No	N/A	N/A	N/A		
Damai Estate	3.440639	113.400749	2,287.04		Certified		N/A	30-Dec-11	No	N/A	N/A	N/A		
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Oil Mill	Guadalcanal Province, Solomon Islands	9.442703	160.219366		Certified	N/A	N/A	19-20 July 2021	No	N/A	N/A	N/A
		Tetere Estate		9.449012	160.218796	2947.79	Certified	N/A	N/A		No	N/A	N/A	N/A
		Ngalimbiu Estate		9.463400	160.146900	2498.65	Certified	N/A	N/A		No	N/A	N/A	N/A
		Mbalisuna Estate		9.447400	160.255700	2868.47	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – West Zone (83)		9.450278	160.140000	245.50	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – Central Zone (53)		9.460000	160.210000	181.71	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – MBA East Zone (59)		9.468056	160.253889	180.80	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
		Smallholders – MBE East Zone (37)		9.484167	160.322222	102.77	Certified	N/A	18-Mar-11		No	N/A	N/A	N/A
Milne Bay Estates (MBE)	Papua New Guinea	Hagita Oil Mill	Milne Bay Province, Papua New Guinea	-10.31573	150.28623		Certified	N/A	15-Feb-13	19-20 July 2021	No	N/A	N/A	N/A
		Giligili Estate		-10.30014	150.35836	1095.47	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Hagita Estate		-10.31094	150.28103	2450.02	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Waigani Estate		-10.30939	150.25964	2341.13	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A

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		Sagarai Estate		-10.43286	150.19092	2864.55	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Padipadi Estate		-10.40508	150.02436	4517.67	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Mariawatte Estate		-10.40508	149.89233	1680.14	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - East Gurney Estate (259)		From - 10.32764 to - 10.29053	From 150.28494 to 150.38956	450.59	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - West Gurney Estate (231)		From - 10.30750 to - 10.40806	From 150.28494 to 150.66494	479.13	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - East Sagarai Estate (156)		From - 10.43125 to - 10.29053	From 150.26922 to 150.30022	283.93	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
		Smallholders - West Sagarai Estate (212)		From - 10.45083 to - 10.40581	From 150.04789 to 150.04789	345.96	Certified	N/A	15-Feb-13		No	N/A	N/A	N/A
Poliamba (POL)	Papua New Guinea	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	-2.87472	151.276389		Certified	N/A	19-Mar-12	19-20 July 2021	No	N/A	N/A	N/A
		Kara Estate		From - 2.70639 to -2.81100	From 151.02833 to 151.184972	1032.10	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Nalik Estate		From - 2.87055 to -2.93250	From 151.21499 to 151.42972	2666.75	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		West Coast Estate		From - 2.81372 to -2.98220	From 151.21499 to 151.29297	627.60	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Noatsi Estate		From - 2.96055 to -3.10972	From 151.45639 to 151.70528	2064.10	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A

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		Madak Estate		From - 3.14306 to -3.25972	From 151.75583 to 152.04110	1517.11	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Smallholders -North Division (615)		From - 2.68390 to -2.88000	From 150.95000 to 150.25660	1022.12	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Smallholders- South Division (866)		From - 2.87110 to -3.18806	From 151.28611 to 151.83550	1257.21	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
		Smallholders -West Division (309)		from - 2.80944 to -2.99277	From 151.02833 to 151.34527	533.54	Certified	N/A	19-Mar-12		No	N/A	N/A	N/A
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap Mill	Morobe Province, Papua New Guinea	-6.088989	145.006104		Certified	N/A	5-Aug-10	19-20 July 2021	No	N/A	N/A	N/A
		Gusap East (Gusap) Estate		-6.088556	146.006	2856.45	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Gusap West (Paddock) Estate		-6.0494	145.9939	3019.09	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Surinam Estate		-5.9003	145.7836	2154.14	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Dumpu Estate		-5.8557	145.7304	2254.36	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Ngaru Estate		-6.1393	146.6231	854.33	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		J Estate (Jephcott) Estate		-6.0562	145.933	2824.01	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Smallholders - Madang VOPs (71)		-5.4625	145.3446	360.00	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
		Smallholders - Morobe VOPs (253)		-6.7620	146.1304	283.70	Certified	N/A	5-Aug-10		No	N/A	N/A	N/A
Higaturu Oil Palm (HOP)	Papua New Guinea	Sangara Oil Mill	Oro Bay Province, Papua New Guinea	-8.7434	148.1987		Certified	N/A	1-Feb-13	19-20 July 2021	No	N/A	N/A	N/A
		Mamba Oil Mill		-8.8547	147.7070		Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Embi Estate		-8.8506	148.4292	1737.78	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Ambogo Estate		-8.7125	148.2336	2040.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Sangara Estate		-8.7428	148.1817	1780.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A

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		Sumbiripa Estate		-8.7517	148.9631	2545.00	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Mamba Estate		-8.8481	147.7150	4013.10	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Sambogo Estate		-8.7997	148.3400	2637.85	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Sorovi Division(2019)		-8.7586	148.3128	3940.21	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Saiho Division(842)		-8.8475	148.0508	1493.06	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Aeka Division (911)		-8.6739	148.0178	1474.23	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Igora Division (1367)		-8.7175	148.1350	2940.15	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
		Scheme Smallholder Ilimo Division (671)		-8.8936	147.8578	1063.66	Certified	N/A	1-Feb-13		No	N/A	N/A	N/A
West New Britain (WNB)	Papua New Guinea	Mosa Oil Mill	Kimbe, West New Britain, Papua New Guinea	5.622481	150.245278		Certified	N/A	10-Sep-08	19-20 July 2021	No	N/A	N/A	N/A
		Kumbango Oil Mill		5.591944	150.211944		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kapiura Mill		5.623611	150.684167		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Numundo Mill		5.233333	150.033611		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Waraston Mill		5.483889	150.086667		Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Bebere Estate		5.614081	150.251000	2226.71	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kumbango Estate		5.605300	150.196950	2610.80	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Togulo Estate		5.667369	150.186389	1509.20	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Dami Estate		5.514181	150.452058	1507.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Waisisi Estate		5.512966	150.454435	1090.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Kautu Estate		5.521269	150.055125	4280.60	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Karaisu Estate		5.520800	150.752600	2387.64	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Moroa Estate		5.520962	150.752590	848.16	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Bilomi Estate		5.617497	150.677997	2011.70	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
					Loata Estate		5.653739	150.666787	562.00		Certified	N/A	10-Sep-08	

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		Haella Estate		5.521269	150.048760	4220.30	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Garu Estate		5.512894	149.992978	3709.60	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Daliavu Estate		5.569761	150.022617	2484.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Sapuri Estate		5.569761	149.992978	2180.90	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Malilimi Estate		5.657400	150.441497	3837.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Rigula Estate		5.619300	150.792100	3720.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Nomundo Estate		5.499700	150.086600	2645.17	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Navarai / Karato ME /KDC EU Estate		5.359989	150.035939	1103.77	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Volupai / Lotomgam / Natupi / Goruru Estate		5.264997	150.009500	1992.59	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Lolokoru Estate		5.114500	150.058797	2453.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Ove Estate		5.580100	149.694400	3541.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Tamare Estate		5.625800	149.735300	1362.70	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders LSS Mosa (1822)		5.594119	150.226439	5008.53	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP East (1817)		5.469011	150.452478	5324.37	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP Central (1964)		5.593700	150.310900	5756.57	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP West (1279)		5.280369	150.006219	2804.10	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders LSS Kapiura (551)		5.556645	150.850221	551.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders VOP Kapiura (850)		5.548892	150.868508	847.00	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
		Smallholders Kaulong/Akami/Pushiki/Repami ra/Sakapei (20)		5.650939	150.022897	700.37	Certified	N/A	10-Sep-08		No	N/A	N/A	N/A
Markham Farming Company Limited (MFCL)/Markh	Papua New Guinea	Erap Mill	Markham Farms	-6.580870	146.642220		Certified	N/A	27-Mar-20	19-20 July 2021				There is total area for NPP: 710.30 ha which is currently excluded from

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am Agro Pte. Ltd.													the certification scope of MFCL until the NPP is approved.	
	Munum Estate			-6.542150	146.816230	1734.57	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A
	Maralumi Estate			-6.542150	146.674450	2427.15	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A
	Erap Estate			-6.573910	146.648240	1237.68	Certified	N/A	27-Mar-20		No	N/A	N/A	N/A

*Note:

- All uncertified management units target to be certified before 30/6/2023
- An assessment to be arranged for review of TBP to confirm the uncertified management units status soonest on 1/7/2023

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; one (1) Minor nonconformities and two (2) Opportunity For Improvements raised. The Sime Darby Plantation SOU 12 Jabor Palm Oil Mill & Supply Base Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2323781-202303-M1	Issued Date	22/03/2023
Due Date	20/06/2023	Closure Date	29/05/2023
Indicator & Category (Critical / Minor)	7.2.7 (Critical)		
Statement of Nonconformity:	Storage of pesticides as per procedures was not fully demonstrated.		
Requirement Reference:	Storage of all pesticides is in accordance with recognised best practices.		
Objective Evidence:	During site visit at P05A, where a circle spray operation was being observed and inspection made in the compartment storage of passenger trailer, it was found 1 unit of 20 L containers contain with Chemical Glyphosate, 2 units of 1 L bottle contain with chemical Alion, 1 fertilizer pail contain with excess fertilizer NKC and 2 pack of Racumin (Rat Bait) were stored there. Interview conducted with Mandore confirmed that the pure chemical should have not been brought in the field. It was against SOP "Menyembur Racun" with reference number JE/SOP/011 Section (7) "Setiap campuran racun hendaklah mengikut sukatan yang telah di tetapkan dan hendaklah di lakukan di stor sebelum ke Kawasan kerja" and Section (23) "Hanya racun yang telah di campur (Pre – Mix) sahaja di benarkan di bawa ke lapangan". In additional it was observed that 3 units of premix chemical containers that contain Cypermetrin were stored in the same passenger trailer compartment. This operation was against the Operational Control Procedure, Chemical Safety Management dated 26/02/2015 section 6.2 Transportation of chemicals, 6.2.2 (a) stated that any vehicles that transport chemicals should have the following requirements: Separate compartment for chemicals and workers.		
Corrections:	<ul style="list-style-type: none"> - Estate management has removed all chemicals from the passenger trailer - Safety Awareness training has been conducted to workers and poster on prohibition to bring pure chemical into the field at trailer body has been displayed on 21st March 2023 		
Root Cause Analysis:	Ineffective inspection by field supervisor and mandore and lack of enforcement by the management.		
Corrective Actions:	<ul style="list-style-type: none"> - The management has developed a checklist (PMV) to ensure all passenger trailers are inspected daily to avoid any pure chemicals being transported together in the trailer. 		

	<ul style="list-style-type: none"> - Field supervisor and mandore will conduct on-site inspection on daily basis using inspection checklist (PMV). - To communicate the prohibition on bringing pure chemicals during safety day 2023 & muster ground via posters and signage displayed at strategic locations such as muster ground, premix areas, chemical stores, and passenger trailers during safety day and muster ground. - Any unsafe act done by workers will be reported in e-SIME+ system and necessary action will be taken by the management.
Assessment Conclusion:	<p>CAP has been accepted. On-site verification confirmed CAP evidence as following:</p> <ul style="list-style-type: none"> - No chemicals stored in passenger trailer compartment - Posters on prohibition to bring pure chemical into the field pasted on trailer body - Records of Safety Awareness training conducted by management to sprayers on 21/3/2023 - On-site daily inspection checklists (PMV) available on all days of chemical spraying operation on 22/3/2023, 3/4/2023, 28/4/2023 and 5/5/2023 - Safety day campaign records briefing dated on 19/5/2023 - Records of e-SIME+ system latest dated on 18/5/2023 with no unsafe act occurred related to chemical storage/handling <p>This confirmed that the CAP was effective to address issue occurred from Major NC. Hence, Major NC has been closed on 29/5/2023.</p>

Non-conformity			
NCR Ref #	2323781-202303-N1	Issued Date	22/03/2023
Due Date	Next assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	3.3.2		
Statement of Nonconformity:	Procedures for Boiler water sampling was not effectively implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	As per SOP on Laboratory Station 12.0 dated 01/11/2008 stated under function c. Analyse the boiler water samples once per day or as required so that feed water treatment can be properly carried out to maintain the maximum efficiency of the boiler, and report immediately any abnormal result to the Mill manager to avoid any serious departure from the set standards. However, it was found that the water boiler TDS test have been conducted at boiler room area instead of inside laboratory as per SOP. It was also found that the tested water sample containing chemicals for testing was kept in a mineral water bottle without proper labelling that was not followed SOP for sampling under Laboratory 12.4.1.3 stated All sample must be kept clearly labelled containers.		
Corrections:	<ul style="list-style-type: none"> - Immediately remove the TDS meter at boiler room and sent to mini lab. - Reminder given to the respective personnel that all testing and analysis of the samples is being done at mini lab with proper procedures and by trained personnel only. 		

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	- Official memo issued to communicate on the new alignment/instruction to respective personnel.
Root Cause Analysis:	Lack of monitoring by the management at the boiler room area. Usually, the testing and analysis is being done at mini lab by trained personnel only. The boilerman are newly recruited and were not trained/communicated with the procedure prior to this.
Corrective Actions:	<ul style="list-style-type: none"> - Management to ensure the testing and analysis of the samples is being done at mini lab with proper procedures by trained personnel only through sampling hour schedule cards to be maintained by boiler PIC. All the records will be verified by management. - To perform refresher training for chemical handling for the station's personnel. Another chemical handling training by Nalco (external party) will also be arranged to ensure the understanding all workers.
Assessment Conclusion:	CAP has been accepted. Effectiveness of CAP and its correction verification will be conducted during next assessment.

Opportunity for Improvements	
OFI #	Description
2323781-202303-I1	Indicator 7.11.3: Without to consider the stakeholder engagement from the adjacent communities on the fire prevention and control can be, but is not necessarily, an item that will lead to a future nonconformity if not addressed.
2323781-202303-I2	Indicator 2.1.2: Jabor POM could consider to further improved the interval of 3rd Party Compliance Audit as required by the DOE License compliance schedule, an item that will lead to a future nonconformity if not addressed.

Positive Findings	
PF #	Description
PF 1	Good document retrieval.
PF 2	Good cooperation among the team.
PF 3	Positive feedbacks from interviewed external stakeholders.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	Nil	Issued Date	N/A
Due Date	N/A	Closure Date	N/A

Indicator & Category (Critical / Minor)	N/A
Statement of Nonconformity:	N/A
Requirement Reference:	N/A
Objective Evidence:	N/A
Corrections:	N/A
Root Cause Analysis:	N/A
Corrective Actions:	N/A
Assessment Conclusion:	N/A
Effectiveness Closure (for previous audit closed Critical NC):	N/A

Opportunity for Improvement	
OFI#	Description
Nil	OFI Statement: N/A Verification / Follow-up actions: N/A

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2047188-202104-M1	Critical	3.8.8 SCCS	23/04/2021	Closed on 20/07/2021
2047188-202104-N1	Minor	2.2.2	23/04/2021	Closed on 29/04/2022
2047188-202104-N2	Minor	3.4.2	23/04/2021	Closed on 29/04/2022
2323781-202303-M1	Critical	7.2.7	22/03/2023	Closed on 29/05/2023
2323781-202303-N1	Minor	3.3.2	22/03/2023	Open

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Sime Darby Plantation SOU 12 Jabor Palm Oil Mill and Supply Base 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

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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)
Internal	Gender committees	Face to face
Internal	Estates and mill workers	Face to face
Union	NUPW representative	Face to face
Contractor	Estate’s groceries shop	Face to face
Communities	Taman Sxxx representative	Face to face
Communities	Kg Cxxx representatives	Face to face

Stakeholders comment	
1	<p>Feedbacks: <u>Local communities (Kg. Cxxx and Taman Sxxx) representatives</u></p> <p>The surrounding communities demonstrated that they have a very good relationship with the company. Company has been made transparently to the villagers whenever there be any issues of concern raised by the villagers. There has been no undissolved issue so far. The company has also always invited the village representative to attend meetings as a channel to discuss any social issues. They were also made to understand the mechanism to lodge complaint or grievance. In term of contribution, occasionally the company has provided their machinery and manpower to repair or maintain roads and drainage in the village as well as provision of basic supplies during Covid-19 lockdown. There are also several villagers who are working for the company.</p> <p>Audit Team verification and response: No further issue.</p>
2	<p>Feedbacks: <u>Vendor (Cxxx) – Groceries shop in estate’s labour quarters</u></p> <p>The vendor, who has been providing the service for many years to company, has a good relationship with the company. The vendor also mentioned that the award of contract was done through fair and unbiased tendering process. The management and staff of the operating units are very open whenever there be any issues of concern. The company has also always invited the vendor to attend the stakeholder meetings as a channel to discuss any social issues. They were also made to understand the mechanism to lodge complaint or grievance should there be any.</p> <p>Audit Team verification and response: No further issue.</p>

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3	<p>Feedbacks: <u>Gender committee representatives</u></p> <p>Each of the operating unit has their own gender committee. Among the main objectives of the committee are:</p> <ul style="list-style-type: none"> - To raise awareness, identify and address issues of concerns, opportunities, and areas for improvement for workers especially women - To create a safe community within operations where women can raise issues and concerns at work and in their lives with a focus on zero tolerance to sexual harassment and gender-biased violence <p>The committee is required to plan annual activities to achieve the objectives. Among the important activity planned were briefing/training to female workers/employees on understanding the meaning of sexual harassment and domestic violence and method of reporting should it happen. The management has also been very supportive with the programmes in term of financial, facilities and other resources. Since the last audit, there was no sexual harassment case reported. Apart from that the committee was also assigned to conduct the new mother assessment.</p> <p>Audit Team verification and response: No further issue.</p>
4	<p>Feedbacks: <u>Field workers (estates and mill) and Union representatives</u></p> <p>The management has been very accommodative to the workers in term of welfare. Safety at the workplace is a top priority imposed by the management. Adequate trainings and free PPE were among the main needs given by the management. With regards to welfare, housing facilities, water & electricity supply were always maintained in good conditions. Workers were also made to understand the mechanism to lodge complaint or grievance if any. There has been no issue with regards to delivering the terms & conditions stipulated in the employment contract so far.</p> <p>Audit Team verification and response: No further issue.</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
Jabor Estate already gone through 2nd Cycle of Replanting, therefore this is not applicable.					

Previous land owner / user comment	
Nil	Feedbacks: N/A
	Audit Team verification and response: N/A



3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Sime Darby Plantation SOU 12 Jabor Palm Oil Mill and Supply Base has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Sime Darby Plantation SOU 12 Jabor Palm Oil Mill and Supply Base is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd. Mokhtar	Name: Shylaja Devi Vasudevan Nair
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Sime Darby Plantation Bhd
Title: Team Leader	Title: Head, Sustainability Compliance Unit, Group Sustainability Dept.
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 09/06/2023	Date: 17/07/2023

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>The documents that are specified in the RSPO P&C were made available on site at all the sampled operating units. Among the publicly available documents are land titles, OHS plans, EIA and SIA reports, HCV documentation, pollution prevention and reduction plans, records of complaints and grievances, negotiation procedures, summary reports, company policies and continual improvement plans. Reports and policies are accessible at the company’s website: https://www.simedarbyplantation.com/ .</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All the related information was available in Bahasa Malaysia and English and accessible to the stakeholders upon request.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Should there be any request for information that are specified in the RSPO P&C from any stakeholders, record of request can be maintained in few ways such as Communication Logbook, and filing of correspondence documents e.g., email printout, and letter. There has been no request for information that are specified in the RSPO P&C from any stakeholders since the last assessment.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Addressed in Sime Darby Plantation Estate Quality Management System – Standard Operation Manual, Sub-section 5.5, Appendix 5.5.3.2, Procedure for External Communication, version 1, issue date 01/11/2008). The procedure has the detail about the process of handling complaints from stakeholders and the time frame for</p>	Complied

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		<p>external communication to be dealt with. The time frame to provide feedback is within two weeks of the date of receipt for communication and within one week of the completion of the investigation.</p> <p>The Mill Manager has appointed Mill Assistant Manager as the management system officer to handle any issue related to RSPO/ISCC/SCCS/ISO. Whereas the Estate Manager has appointed the Assistant Manager to be the person in charge for social issues.</p> <p>The last stakeholder consultation meeting was conducted on 11/03/2023 for the certification unit. Among the attendees were FFB suppliers, local communities, government agencies, contractors, and representatives from nearby schools. Feedbacks were recorded in the minutes of meeting and have been incorporated into the social management plan.</p>	
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>The lists of stakeholders were last updated in January 2023 by each operating unit. Generally, the stakeholders are of various categories such as local communities, authorities, contractors, suppliers, FFB suppliers and NGOs to name a few. The lists are completed with the information about nominated representatives, contact numbers and addresses.</p>	Complied
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>SDPB has addressed its policy for ethical conduct in Code of Business Conduct (COBC) and to be implemented in all business operations and transaction, including recruitment and contracts. The document is publicly available on the company’s website. SDPB has imposed the implementation of the COBC to all its contractors and vendors by signing the Vendors Integrity Pledge document. Copies of the signed pledges were kept by all the operating units and made available for verification.</p>	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>At the operating unit level, the system to monitor is mainly by regular checking of the contractors' legal compliance and employees' welfare by the management.</p> <p>Apart from that, annual internal audit is also one of the methods to ensure whether the management is monitoring the compliance and implementation of the policy of the counterparties. Latest internal audit was conducted on 07/02/2023.</p>	Complied
<p>Principle 2: Operate legally and respect rights</p>			
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby SOU 12 Jabor POM Certification Unit continues to comply with all verified legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and HQ. The mill and estate had obtained and renewed license and permits as required by the law. Among others the licenses/permit verified were:</p> <p><u>Jabor Estate</u></p> <ol style="list-style-type: none"> 1. MPOB Licence #528528002000 valid from 01/04/2022 to 31/03/2023 2. DOSH Certificate of Fitness for Air Compressor #TG PMT 1551 valid until 21/06/2023 3. MDTCL Diesel Permit #KPDNKK/KMN/25-08/08(09/2008) SK D valid from 21/08/2021 to 20/08/2024. <p><u>Jabor POM</u></p> <ol style="list-style-type: none"> 1. MPOB License # 530438004000 valid until 30/06/2023 2. DOE License # 004060 Compliance Schedule Ref. # AS(B)T:31/152/000/003 valid until 20/06/2023 	Complied

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		<ol style="list-style-type: none"> 3. Diesel permit #T001504 valid until 10/05/2024 4. Water Abstraction Permit #PA9p)-A006 valid until 31/12/2023 5. "Pengecualian Daripada Sekatan Kerja Malam Bagi Pekerja-Pekerja Wanita Di Bawah Seksyen 34 Akta Kerja 1955" from Jabatan Tenaga Kerja Malaysia dated 20/05/2021. Reference number: BHG/PU/9/135 Jld 48 (18). 6. Enakmen Sumber Air (Terengganu) 2020 Lesen Pengabstrakan Air, Licence Number: Pa (P) – A0006 Validity Period: 01/06/2022 to 21/12/2023. 7. Air Receiver #TG PMT 2554 valid until 21/11/2023 8. Air Compressor #PMT68999 valid until 21/11/2023 9. Competence person CePSWaM #CePSWaM/2218065 to Assistant Engineer NRIC 91109-XX-XXXX valid until 12/01/2024 10. Competence person CePPOME #CePPOME/2318866 to Assistant Engineer NRIC 880809-XX-XXXX valid until 16/01/2024 	
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 SOU 12 Jabor POM Certification Units has ensured legal compliance is in place according to Legal Other Requirement Register (LORR) Summary Of Compliance updated January 2023. The system purposely to track changes to the laws and regulations. Among the latest updated laws were:</p> <ul style="list-style-type: none"> • Minimum wages order 2022 • Employees' Social Security (Amendment) Act 2022 • Employment Insurance System (EIS) (Amendment) Act 2022 • Employment (Amendment) Act 2022 	OFI

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		Notwithstanding, Jabor POM could consider to further improved the interval of 3rd Party Compliance Audit as required by the DOE License compliance schedule, an item that will lead to a future nonconformity if not addressed. Hence, an OFI has been raised.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	Legal or authorised boundaries are clearly demarcated and visibly maintained as per verification during site visit. Whenever the land boundaries are adjacent with third party (smallholders, villages, other oil palm companies, etc.), the normal practice of sample estate to indicate the legal boundaries are through construction of trenches and parameter road. This was confirmed through the field visit at Jabor Estate which was found that this practice was clearly visible. Boundary and monthly patrolling record was verified. Jabor Estate Sighted boundary at P16B neighbouring Kampung Perasing Jaya and P21A neighbouring with Villagers. Verified that there is no planting beyond these legal or authorised boundaries.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted parties were made available for verification at visited certification units and incorporated in FY2023 stakeholder list. Refer also Contractors Master List Jabor Estate and Jabor POM. Sample of contractors as below: Jabor Estate 1. Contractor: Axxx, Type of Work: FFB Transport, EFB Transport and application dated 01/01/2023 valid until 31/12/2023. 2. Contractor: Mxxx, Type of Work: Contract Harvesting and Contract Pruning dated 01/01/2023 valid until 31/12/2023. 3. Contractor: Kxxx, Type of Work: FFB Transport dated 01/01/2023 valid until 31/12/2023.	Complied

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		<p>Jabor POM</p> <p>There is no active contractors at the moment of audit. Verified previous contract work on January to June 2022. Contractor: Bxxx, Type of work: Boiler Maintenance dated 01/01/2022 valid until 31/06/2022.</p>	
<p>2.2.2</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Contract agreement for all contracted parties sighted and verified during the audit. There is evidence statement to comply legal requirement and Legal due diligence of all contracted parties, recruitment agencies for migrant workers, service providers and labour contractors. Refer Sime Darby Plantation Berhad – Vendor COBC dated August 2022 and Vendor Integrity Pledge that has been signed by contractors. In additional, refer Memo by RCEO on RSPO, ISCC, MSPO and SCCS dated 02/01/2023 that stated “The management wishes to inform that all contractors need to follow the RSPO/ISCC/MSPO/SCCS guideline in accordance with the Sime Darby Plantation of Mill/ Estate Quality Management System (MQMS/EQMS). Sighted evidence of acknowledgement by contractors. Sample of contractors as 2.2.1.</p> <p>Sample of contractor’s records on due diligence was verified as sample below:</p> <p>Jabor Estate</p> <p>Contractors: Mxxx</p> <ol style="list-style-type: none"> 1. Employee NRIC: 9XXXXX-XX-XXXX – Harvester 2. Employee NRIC: 9XXXXX-XX-XXXX- Harvester <p>Contractors: Axxx</p> <ol style="list-style-type: none"> 1. Employee ID: 7XXXXX-XX-XXXX – Driver 2. Employee ID: 9XXXXX-XX-XXXX – JCB Operator <p>Jabor POM</p>	<p>Complied</p>

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		<p>There is no active contractors at the moment of audit. Verified previous contract work in April to June 2022. Contractor: Bxxx, Type of work: Boiler Maintenance dated 01/01/2022 valid until 31/06/2022.</p> <ol style="list-style-type: none"> 1. Employee ID Passport No: C2393494 – Operator 2. Employee ID Passport No: C7124086 - Operator 	
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>Contract agreement for all contracted parties sighted and verified during the audit. There are evidence statement clauses disallowing child, forced and trafficked labour. Refer clause 5.8 abolishment of child labour & protecting the rights of children available in the Vendor COBC dated August 2020 and Human Rights Charter protecting the rights of children. Training for contractors has been done on 04/03/2022.</p> <p>SDPB’s Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 also includes the clause “promoting good governance and transparency: abiding by the Group Policies & Authorities (GPA) and the Code of Business Conduct (COBC).</p>	Complied
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>Addressed in list of direct sourced FFB supply to Jabor POM. SOU 12 Jabor POM receives RSPO Certified FFB from the Jabor Estate and also diverted FFB from RSPO Certified Sime Darby Oil Mill such as SOU 12 Kerbau POM. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p> <ul style="list-style-type: none"> • Source of FFB • Address of plantation/dealer • MPOB license and Validity 	Complied

		<ul style="list-style-type: none"> Coordinate and size of plantation 	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>There are 9 indirectly sourced FFB from small estate and collection centres supplying FFB to Jabor POM. The mill has obtained all the information required by the indicator for all active FFB Suppliers as verified during the audit.</p> <p>Sample Dealer</p> <ol style="list-style-type: none"> Lxxx, MPOB License #617840015000, Geo Location, Agreement with Sime Darby dated 01/01/2023. <p>Sample Estate</p> <ol style="list-style-type: none"> Jxxx, MPOB License #582611002000, Geo Location, Agreement with Sime Darby on 01/01/2023 Wxxx, MPOB License #504497102000, Geo Location, Agreement with Sime Darby on 01/01/2023 Yxxx, MPOB License #501559902000, Geo Location, Agreement with Sime Darby dated 01/01/2023 Txxx, MPOB License 536963002000, Geo Location, Agreement with Sime Darby on 01/01/2023 Zxxx, MPOB License 502460102000, Geo Location, Agreement with Sime Darby on 01/01/2023 <p>All information as per listed in the indicator 2.3.1 was available for verification.</p>	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>			
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Business Plan has been prepared by certification units. Refer Business Plan FY2023-2027 that prepared in December 2022, this business plan covered following:</p> <p>Estates</p>	Complied

		<ol style="list-style-type: none"> 1. Oil Palm – Mature Upkeep 2. Oil Palm – Harvesting & Collection 3. Oil Palm – Transport 4. Estate Admin 5. Labour Overhead 6. Roads & Bridges <p>Mill</p> <ol style="list-style-type: none"> 1. FFB Processed 2. CPO Produced 3. CPK Produced 4. OER 5. KER 																		
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>Jabor Estate have prepared the replanting programme with minimum of 5 years projection. The review of the programme is done at the end of every year. Below are the details of the programme:</p> <table border="1" data-bbox="1137 994 1930 1153"> <thead> <tr> <th rowspan="2">Estate</th> <th colspan="5">Replanting Program, Ha, For the Year</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Jabor Estate</td> <td>0.00</td> <td>87.36</td> <td>92.38</td> <td>82.58</td> <td>131.58</td> </tr> </tbody> </table>	Estate	Replanting Program, Ha, For the Year					2023	2024	2025	2026	2027	Jabor Estate	0.00	87.36	92.38	82.58	131.58	<p>Complied</p>
Estate	Replanting Program, Ha, For the Year																			
	2023	2024	2025	2026	2027															
Jabor Estate	0.00	87.36	92.38	82.58	131.58															
<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>Based on the Sustainable Plantation Management System (SPMS) Procedure on Management Review Meeting, the review to be conducted on annual basis by operating units management. Minutes of Meeting records verified shown that Management Review Meeting (MRM) has been conducted successfully upon completion of internal audit. Among the agenda in the meeting minutes were:</p>	<p>Complied</p>																	

		<ol style="list-style-type: none"> 1. Introduction by Chairman 2. Results of internal audits covering RSPO SCCS 3. Customer feedback 4. Status of preventive and corrective action 5. Follow up actions from management review 6. Changes that could affect the management system 7. Recommendation for improvement 8. Improvement of the effectiveness of the management system and process 9. Resources needs <p>Latest MRM conducted at certification units as date below: Jabor Estate: 13/02/2023 Jabor POM: 20/02/2023</p>	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -</p>	<p>SOU 12 established in the Continuous Improvement Plan 2023 updated in Jan 2023 for estate and mill. This compilation was made with subject to the consideration of the main social and environmental impacts. These include to continue engagement with relevant stakeholders (workers, surrounding communities, government agencies, agencies, suppliers and contractors. Management documents related to environmental plans and impact assessments maintained available.</p> <p>Among action plan for continuous improvement implemented by SOU 12 are as per sample as following:</p> <ul style="list-style-type: none"> - Jabor POM: Installation of new dust collection system for boiler stack emissions to comply with DOE license and regulations 	<p>Complied</p>

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		<p>requirements. This completes the mill’s license to contravene obtained from DOE ended on 31/12/2022</p> <ul style="list-style-type: none"> - Jabor Estate: Employment campaign for local communities among school leavers with attractive offer including higher EPF contributions 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. 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> <ul style="list-style-type: none"> - Minor Compliance - 	<p>RSPO metrics template submitted was verified its data to be consistent and reflective of raw data sources for Jabor POM and Jabor Estate.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Standard Operating Procedures (SOPs) for the estate and mill has been prepared. Sime Darby SOP issued 2/1/2008 and Agricultural reference Manual, Sustainability Plantation Management System and EQMS (Estate Quality Management System) were distributed to all operating units under SOU 12 as a guidance document to conduct estate operation. The estates also hold the Safety Work Procedure. The SOP covers land preparation, planting material, upkeep, harvesting, FFB transportation etc.</p> <p>Palm Oil Mill holds two SOPs: Sustainable Plantation Management System (SPMS) version 1 dated 1/11/2008 and Mill Quality Management System version 1 dated 1/11/2008 as a guidance document to operate the mill.</p>	Complied

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		<p>For Health, Safety and Environment, both mill and estates, Sime Darby has issued Health, Safety and Environment (HSE) Management System and Standard Operating Procedures. Sime Darby continuously updated the SOP established. Among the updated SOP FY 2022/2023 as follows:</p> <ol style="list-style-type: none"> 1. UM HSE Management System Manual, UM/HSE/MS/01 2. First Aid in Workplace Procedure, UM/HSE/OCP/01 3. Safety Harvesting Procedure, UM/HSE/OCP/02 4. Personal Protective Equipment Procedure, UM/HSE/OCP/03 5. Chemical Safety Management Procedure, UM/HSE/OCP/04 6. Permit to Work (PTW) Procedure, UM/HSE/OCP/05 7. OSH Risk Management Procedure, UM/HSE/SE/01 	
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>A mechanism on checking the consistency of estate and mill implementation of their procedures were in place. Among the mechanism, they are for example such as Performance Monitoring Visit, SORA/SCRA visit, Agronomist visit and Internal Audit.</p> <p>However, Minor NC has been raised because procedures for Boiler water sampling was not effectively implemented.</p> <p>As per SOP on Laboratory Station 12.0 dated 01/11/2008 stated under function c. Analyse the boiler water samples once per day or as required so that feed water treatment can be properly carried out to maintain the maximum efficiency of the boiler, and report immediately any abnormal result to the Mill manager to avoid any serious departure from the set standards. However, it was found that the water boiler TDS test have been conducted at boiler room area instead of inside laboratory as per SOP. It was also found that the tested water sample containing chemicals for testing was kept in a mineral water bottle without proper labelling that was not</p>	<p>Non-compliance</p>

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		followed SOP for sampling under Laboratory 12.4.1.3 stated All sample must be kept clearly labelled containers.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The operating units maintain all the records of monitoring and actions taken for all issues raised during the visit. Reviewed the monitoring records as follows: Jabor Estate 1. Internal Audit dated 07/02/2023 2. Performance Monitoring Visit Summary dated 17/05/2022. 3. Estate Structured Crop Recovery Assessment Report dated 10/11/2022 Jabor POM 1. Structured Oil Recovery Assessment (SORA) dated 31/10/2022 to 04/11/2022 2. Performance Monitoring Visit Summary dated 17/05/2022 3. Internal Audit Report dated 07/02/2023	Complied
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	There was no new planting or new operation reported in the estate. Baseline SIA was first conducted on 11-12/03/2009 for Jabor POM certification unit by the PS-RSPO Unit, TQEM Department SDPSB. Among the methods used in the assessment were interviews with stakeholders, site observations and documentation reviews. The assessment had covered the affected stakeholders such as contractors, government authorities, local communities, and 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 & health, living condition, infrastructure and	Complied

		<p>amenities and stakeholder engagement were taken into consideration in the assessment.</p> <p>Sighted for both Jabor POM and Jabor Estate Environment Aspect & Impact (EAI) latest internal review dated on 1/1/2023 with no new activity since last audit within mill and estate operations but with update in applicable requirements related to following:</p> <ul style="list-style-type: none"> - EQ (Clean Air) Reg. 2014 - Occupational Safety & Health (Noise Exposure) Regulation 2019 	
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>For existing operation, the social impact management plans were developed and updated from time to time by the operating units. The updating of the management plan was based on feedbacks and issues collected during various of meeting such as stakeholder meeting, social dialogue session, OSH meeting, trade union meeting, and complaint book to name a few.</p>	Complied
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>Among the information available in the social impact management plans was objectives, feedbacks/issues, actions to be taken, timeframe, and persons in-charge. The progress of the actions was monitored and regularly updated. Generally, among the objectives of the social management plan were:</p> <ul style="list-style-type: none"> - To maintain good relationship with the surrounding communities which consists of villages, schools, police department and smallholders through offering social contributions such as maintaining cleanliness of mosque, monetary and non-monetary donations, etc. - To address the issues raised in various platforms, e.g., stray dogs in housing compound issues, poultry, recreation & welfare, road maintenance & safety, cattle intrusion <p>The environmental management and monitoring plan are</p>	Complied

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		<p>implemented, reviewed and updated regularly as per documented Environmental Improvement Plan Pollution & Greenhouse Gas (GHG) Prevention Plan FY 2023 (Mills & Estates) Towards RSPO in Sime Darby Plantation Berhad; Date: 1/1/2023. Monitoring includes the following:</p> <ul style="list-style-type: none"> - Fossil fuel, chemicals, fertilizers & water consumption - Natural stream/river water quality - POME final discharge BOD & other mandatory parameters - Boiler stack emission dust particulate matter & other mandatory parameters 	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>The Human Resource Department in SDP HQ has established SOP for Hiring of Local Workers dated 01/12/2019 and Migrant Worker Responsible Recruitment Procedure effective 20 August 2021 to explain the recruitment processes for both local and foreign workers. The recruitment of foreign workers will be carried out by the Workforce Management Unit and HR. The document is available to workers upon request.</p>	Complied
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Recruitment of workers is carried out by SDPB's Workforce Management Unit at HQ level. At the operating units, application forms, interview assessment form, medical check-up report, copy of identification documents and employment contract for newly recruited employees were made available for verification. These are among the pre-requisites spelt out in the recruitment procedure.</p>	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			

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3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>All operations were risk assessed to identify H&S issues in the estate and mill. Mitigation plans and procedures were documented and implemented as verified below.</p> <p>Jabor POM</p> <ol style="list-style-type: none"> 1. The Mill had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 01/01/2023. 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 26/06/2020 by Axxx 3. Medical Surveillance has been conducted on 22/11/2023 for 29. A total of 29 workers were examined and 8 of them got abnormal results or recommended for removal. Retest has been conducted on 20/01/2023. 4. Noise Risk Assessment (NRA) has been conducted on 26-27/02/2022 by Sxxx 5. Audiometric test has been conducted as per NRA recommendation dated 09/03/2022 and 15/03/2022 by Klinik Sxxx. A total of 29 workers were examined and result indicates that 6 of them have normal hearing, 21 workers with abnormal audiogram and 2 of workers fall under Standard Threshold Shift (STS). Retest has been conducted on 09/06/2022. 6. Workplace Inspection has been conducted on quarterly basis. Sample inspection record on 09/03/2022. 7. Chemical Exposure Monitoring Report has been conducted by Pxxx dated 07/12/2022. Parameter monitored were N-Hexane 	Complied
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		<p>and Isopropyl Alcohol found within the Maximum Exposure Limit.</p> <p>8. Annual Local Exhaust Ventilation (LEV) Examination & Testing Report conducted by Pxxx dated 15/02/2023.</p> <p>Jabor Estate</p> <ol style="list-style-type: none"> 1. The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, HIRARC is subject for a review in event of the following Change in work process, Revision/changes in legislative requirement and Occurrence of accidents. Latest reviewed was conducted on 15/02/2023. 2. Chemical Hazard and Risk Assessment (CHRA) has been conducted on 18/07/2020 by Azhar Hazardous Chemical Consultancy. 3. Chemical Exposure Monitoring report has been conducted on 20/04/2022 as per CHRA recommendation by Pxxx. 4. Medical Surveillance has been conducted on 02/05/2022 by Klinik Axxx. A total of 26 workers were examined and none of them got abnormal results or recommended for removal. All workers tested was fit to work. 5. Noise Risk Assessment (NRA) has been conducted on 25 & 26/02/2022 by SH Safety Consultancy Sdn Bhd. 6. Audiometric test has been conducted as per NRA recommendation dated 20/04/2022 to 17/05/2022 by Klinik Sxxx. A total of 8 workers were examined and result indicates that 4 of them have normal hearing, 4 workers with abnormal audiogram and fall under Standard Threshold Shift (STS). Retest has been conducted on 03/02/2023 where the result indicated normal hearing and confirming a temporary STS that 	
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		<p>requires no further action by the management. The retest delayed due to lapse monitoring by the management. The issue has been captured in the internal audit dated 07/02/2023 and estate has been conducted the correction and corrective action accordingly.</p> <p>7. Workplace Inspection has been conducted on quarterly basis. Sample inspection record on 30/01/2023.</p> <p>Note: the vender and service provider names are marked as the code to respect the confidential and personal sensitive information of the vendors</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>Refer Occupational Safety & Health Plan for the year 2023 that has been prepared by certification units. Among the management discussed were:</p> <ol style="list-style-type: none"> 1. OSH Risk Management 2. OSH Structure 3. Incident Reporting 4. Emergency Preparedness & Response 5. Chemical Safety Management 6. Contractor Safety Management 7. Vehicle & Machinery safety Management 8. Communication 9. Inspection 10. Health and Hygiene Monitoring program 11. Awareness, competency & Training 	Complied

		<p>12. Reporting</p> <p>The effectiveness of the plans was monitored in many ways such as:</p> <ul style="list-style-type: none"> • Internal audit • Workplace inspection (including field supervision) • Accident & incident reporting • Medical surveillance • Chemical exposure monitoring • Audiometric test • LEV performance monitoring (fume hood) 	
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units visited has conducted training need analysis for all employee, management, and contractors. The need analysis was conducted based on the job designation and training required by the job type. Trainings was identified for management, employee and contractors and programmed throughout FY 2022/2023. The training identified covers the safety and health, environmental and social aspect.</p> <p>Means implemented by certification units were to assess understanding of participants include:</p> <ul style="list-style-type: none"> • Participants completing post-training evaluation/feedback form and give suggestions. • Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended. 	<p>Complied</p>

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		<p>Random interviews with workers showed that they understood what RSPO is, the several subsidiaries' policies, what does their work/job SOP states and the consequences if deviated, the need to put on PPE and demonstrate donning PPE and when it should be changed, the use of fire extinguishers, understanding workplace hazards, risks and needed control measures, etc.</p> <p>The annual training program 2022/2023 has been established and significantly covers all aspects of the RSPO requirements. There were also additional subjects including the estate operating procedures, parameters, vehicles maintenance etc. The training program also specified the target group of employees to be trained under the allocated subjects.</p>																	
<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Records of trainings that have been taken since the previous assessment till this surveillance audit were maintained by the Mill and all estates as below: -</p> <p>Jabor POM</p> <table border="1" data-bbox="1151 928 1926 1385"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Mill Laboratory Training</td> <td>18/01/2023</td> </tr> <tr> <td>Office department training</td> <td>25/01/2023</td> </tr> <tr> <td>HCV and RTE Training</td> <td>13/02/2023</td> </tr> <tr> <td>Fire Drill Training</td> <td>13/02/2023</td> </tr> <tr> <td>Chemical Handling Training</td> <td>13/02/2023</td> </tr> <tr> <td>Hearing Conservation Training</td> <td>14/02/2023</td> </tr> <tr> <td>First Aid Training</td> <td>15/02/2023</td> </tr> </tbody> </table>	Training	Date	Mill Laboratory Training	18/01/2023	Office department training	25/01/2023	HCV and RTE Training	13/02/2023	Fire Drill Training	13/02/2023	Chemical Handling Training	13/02/2023	Hearing Conservation Training	14/02/2023	First Aid Training	15/02/2023	<p>Complied</p>
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	Working at Height Training	08/11/2022
	Grievance Training	06/08/2022
	Accident Investigation Training	15/09/2023
	Induction Training - Safety	12/10/2022
	Jabor Estate	
	Training	Date
	Spraying & Manuring Training with PPE	18/03/2023
	Policy Briefing	18/03/2023
	First Aid Training	14/03/2023
	Water Sampling Training	22/02/2023
	Hearing Conservation Training	15/02/2023
	Safety Training for Tractor Drivers	09/02/2023
	Workshop Training	16/01/2023
	Spraying and Chemical handling training	10/01/2023
	Manuring training	04/01/2023
	Chemical Calibration by MyCorp	22/12/2022
HIRARC Training	13/12/2022	
Fire Drill Training	20/09/2022	

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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>SCCS Training has been conducted at Jabor POM. Sighted evidence of Training Materials, attendance, and photos are available according to the SCCS Training dated 07/03/2023.</p>	Complied										
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>													
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>Not Applicable because this mill was received uncertified and certified FFB as well as Jabor POM applied to use MB model instead.</p>	Not Applicable										
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The total of FFB that received from Jabor and other certified estate was available as per below:-</p> <table border="1" data-bbox="1155 1078 1928 1326"> <thead> <tr> <th>Estate</th> <th>Total FFB received</th> </tr> </thead> <tbody> <tr> <td>Chenor</td> <td>2,311.32</td> </tr> <tr> <td>Kerdau</td> <td>465.19</td> </tr> <tr> <td>Mentakab</td> <td>150.82</td> </tr> <tr> <td>Sg. Mai</td> <td>174.46</td> </tr> </tbody> </table>	Estate	Total FFB received	Chenor	2,311.32	Kerdau	465.19	Mentakab	150.82	Sg. Mai	174.46	Complied
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		There also uncertified FFB with total 9,230.53 from June 2022 until Feb 2023. The total production of CPO as MB from certified FFB from June 2022 until Feb 2023 was 7,272.96 mt . As per contract and palm trace verification the total Jabor POM already claim was 1832.11 mt as physical and as credit was 1000mt (allocated only). As for PK claim, the total production from June 2022 until Feb 2023 was 2176.70 mt. As per verification on sold or claim as physical was 1590.69 mt.	
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.	The was no changes from the previous report. The registration of PalmTrace will be carried out by the GSQM Department. All transaction will be registered in the PalmTrace. SOU 12 Jabor POM registered license available in PalmTrace as following: - PalmTrace Member ID: RSPO_PO1000000156 - Member category: Oil Mill - RSPO Membership No.: 1-0008-04-000-00	Complied
3.8.5	Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:	The traceability SOP already been established by the management under name Sustainable Supply Chain and Traceability Procedure, version 1, approved on May 2022 (SD/SDP/GSD/SCCS/0522/01). This covered control of documents and records, delivery of FFB from the estate, receiving FFB at the mill, process monitoring, CPO and PK dispatch, non-conforming material/product, product	Complied

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	<ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>claims, production volume, conversion factor, internal audit, outsourced contractor, training, reclassification of mill’s supply chain model, complaints and management review.</p> <p>The management already conducted the training on supply chain dated 07/03/2023. This training have been attended by transporter, SSSO, Weighbridge operator, QA, Ap and ramp attendant.</p> <p>The identification of the role person that responsible for SCCS was available. Mr. Mohamad Syafiq Aizat Bin Mazlan has been appointed as management representative as per letter dated 07/03/2019. As per interview with the Mr. Syafiq found that he was aware and can demonstrate of the Supply chain procedure and standard.</p> <p>Under procedure Sustainable Supply Chain and Traceability procedure for upstream Malaysia dated May 2022 (SD/SDP/GSD/SCCS/0522/01) under 7.0 Receiving FFB at The Mill already mention procedures for receiving and processing certified and non-certified FFB.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management 	<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 required to be conducted annually as per Internal Audit Procedure. Internal Audit Procedure; Doc. # SD/GSD/SCU/IAP; Date: 31/01/2023.</p> <p>Combined internal audit for supply chain was last conducted on 07/02/2023 by 4 internal auditors from Group Sustainability and Quality Management Department. The mill has taken appropriate corrective action to close the NCR. Based on records, the NCR were closed on 13/03/2023.</p>	Complied

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	<p>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 20/02/2023.</p>	
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<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. Sampling as per below:-</p> <p>Chenor Estate Ticket: 15291 Dated: 20/12/2022 Weight: 25.57 mt RSPO Cert: RSPO 745399</p> <p>Jabor Estate Ticket: 118021 Dated: 15/03/2023 Weight: 10.03 mt RSPO Cert : RSPO 745191</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>	<p>Complied</p>

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		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.	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>Jabor POM ensured the required information is available in document form. Based on sampled contracts [i.e. S/PSD/2210/PK0048, S/PSD/2207/CPO075E] the following information was available:</p> <ul style="list-style-type: none"> • The name and address of the buyer • The name and address of the seller • The loading or shipment/ delivery date • The date on which the documents were issued • A description of the product, including the applicable supply chain model, e.g. "RSPO CSPK MB" or "RSPO CSPO MB" • The quantity of the products delivered • Related transport documentation, e.g. Dispatch note • Supply chain certificate number of the seller • A unique identification numbers - available in a few forms e.g. DN no., seal no., etc. 	Complied
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification 	<p>No FFB and/or oil palm products processing outsource by Jabor mill 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</p>	Complied

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	<p>ii) The mill shall ensure the following:</p> <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 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>Procedure, doc. ID: SD/SDP/GSD/SCCS/0522/01 ver. 1 dated 1st May 2022, Section 13.0: Outsourced Contractors.</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>Nxxx, Transporter for CPO from mill. Agreement refer T/SDPB/PEN/CPO/0720/003 dated 12/12/2020 valid until 31/10/2023.</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 Jabor mill except for CPO delivery transportation only. For PK, transportation arranged by buyer to the KCP. The list of outsourced contractors was registered in List of Stakeholder records that included the CPO transporter.	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.	No new contractor that handling physically the CPO. The Nxxx Transporter has been hired since 2020 as per agreement Transporter for CPO from mill. Agreement refer T/SDPB/PEN/CPO/0720/003 dated 12/12/2020 valid until 31/10/2023.	Complied
3.8.12	Record keeping	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	Complied

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	<ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock). 	<p>and sales good out report in the earlier indicator under 3.8.7 and 3.8.8.</p> <ul style="list-style-type: none"> ii) The retention period for maintaining the traceability records is 3 years as stated in the Section 5.4 in SOP for Sustainability Supply Chain iii) NA as the mill is using MB model iv) The record of balance all RSPO certified FFB and delivery RSPO CPO and PK was available under Mass Balance Sheet. All transaction was balance on three monthly basis. The record was verified and available at estate. <p>No record of sell short was sighted with evidence based on mass balance sheet, production and weighbridge ticket and interview with critical control point.</p>	
<p>3.8.13</p>	<p>Extraction Rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. The record was available for each month the OER and KER under production report. As average of KER and OER as per record to date was 19.31% for OER and 5.00% for KER.</p>	<p>Complied</p>
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of</p>	<p>Complied</p>

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		production stocks. The report of production report was available and verified.	
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Not Applicable as the mill is under Mass Balance module.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>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. Sampling a per record below:-</p> <p>Transaction ID; TR-6e2axxxx-b6fb Shipping date: 27/10/2022 Shipping announcement date: 03/11/2022 Volume: 119.97 mt</p> <p>Transaction ID; TR-2623xxx-b8bc Shipping date: 29/07/2022 Shipping announcement date: 05/08/2022 Volume: 236.42 mt</p> <p>RSPO certified volumes sold under different scheme or as conventional were not registered in the RSPO PalmTrace.</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims	Complied

General corporate communications

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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.	No off-product claim made by Jabor POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).	Complied
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.	Not applicable since no off-product claim made by Jabor POM since last audit.	Not Applicable
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.	Not applicable since no off-product claim made by Jabor POM since last audit.	Not Applicable
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.	Not applicable since no off-product claim made by Jabor POM since last audit.	Not Applicable
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 Jabor POM and verified through document and site review (notice board, business card, shipping documentation, etc).	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication was demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied

5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	As per interview with weighbridge operator, she said that the weighbridge ticket will be stated the info i.e: product/commodity with SCC model (Crude Palm Oil RSPO MB) and will stamp the RSPO certificate number. Verified the documents found that the supply chain model and certificate number were stated on the ticket.	Complied
5.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	Not applicable since Jabor POM is a mill and not distributor or wholesaler category.	Not Applicable
Business to consumer communication			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as ‘product-specific’ claims. Product-specific claims are voluntary.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable

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6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant’s RSPO membership status.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.5	Members shall not communicate to consumers’ information about their suppliers’ RSPO membership status.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules	Not applicable since Jabor POM not producing consumer products or use business to consumer communication.	Not Applicable

	applying to RSPO supply chain certified members. The guidance document for audits is available on www.rsपो.org .		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	100% of oil palm content used in Jabor POM RSPO MB certified products.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Not applicable since 100% of oil palm content used in Jabor POM RSPO MB certified products.	Not Applicable
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). 	Jabor POM is producing crude palm product and does not involved in any labelling of end product.	Not Applicable

	<ul style="list-style-type: none"> In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Jabor POM is producing crude palm product and does not involved in any labelling of end product hence no messaging or storytelling.</p>	<p>Not Applicable</p>
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>	<p>SDPB has established Group Sustainability & Quality Policy Statement dated 02/12/2019 by Group Managing Director where the company is respecting, upholding & no-exploitation of fundamental human rights. This policy statement is guided by the commitment spelt out in the Human Rights Charter (HRC). The HRC did the last revision in August 2020. It promotes the human rights,</p>	<p>Complied</p>

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	- Critical (Major) compliance -	safeguard democracy and its institutions and not violate the rights of others. It also recognizes the important role Human Right Defenders. In accordance with the United Nations Declaration on Human Rights Defenders, the company is committed to safeguarding the confidentiality of those involved by establishing clear operational guidelines on the coordination, administration, and response to the allegations of threats through our Human Rights Defender Policy and ensuring that their internal policies and mechanisms protect and prevent harm to complainants, as well as responding to complaints on any alleged threats made to them. Apart from posting on the company’s website, the policy was also communicated to the stakeholders mainly through stakeholder meetings and workers’ routine musters.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	SDPB prohibits any form of violence or harassment in their operation as per the above-mentioned policies. Based on interview with sampled workers and gender committee representatives, there is no case reported with regards to violence and harassment. Should there be any such case, it can be addressed in accordance with the SDPB’s Standard Operating Procedure of Suara Kami Helpline, dated 15/04/2020.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	SDPB has implemented Flowchart and Procedure on Handling Social Issues, version 1 and dated 01/11/2008. Initial negotiation between the management and the dispute parties should be taken within two weeks after the issue is reported, which involves the disputed parties, zone heads, third parties and stakeholders. Apart from that, the company is subscribing “Suara Kami Helpline” as a platform for the workers to raise any issue. The SOP for “Suara Kami Helpline” dated 15/04/2020 that explains the procedure of using the helpline is available on the company’s website. The	Complied

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		<p>procedure had been communicated to the employees mainly through briefing on morning muster and display of the procedure on several notice boards. Interview with the sampled workers confirmed that they were aware of the helpline.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>SDPB has implemented Flowchart and Procedure on Handling Social Issues, version 1 and dated 01/11/2008. Initial negotiation between the management and the dispute parties should be taken within two weeks after the issue is reported, which involves the disputed parties, zone heads, third parties and stakeholders.</p> <p>Apart from that, the company is subscribing "Suara Kami Helpline" as a platform for the workers to raise any issue. The SOP for "Suara Kami Helpline" dated 15/04/2020 that explains the procedure of using the helpline is available on the company's website. The procedure had been communicated to the employees mainly through briefing on morning muster and display of the procedure on several notice boards. Interview with the sampled workers confirmed that they were aware of the helpline.</p>	Complied
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>SDPB has developed its own online complaint platform called Oil Palm Pal (OPP) for workers to make complaints mainly on housing. The complaints will be registered and monitored in an online platform tracking system that enables the management of operating units to keep track of the action taken to address the complaints and monitor its progress and status.</p> <p>Fortnightly, a Social Dialogue meeting between management and workers' representatives to discuss any social issues is also conducted. Any issues raised by workers will be registered in a tracking system called Social Dialogue Online Tracking System (SDOTS) for operating units to keep track of the action taken to address the issues and monitor its progress and status.</p>	Complied

		<p>Interview conducted during on-site visit with sample workers found that they are well versed in explaining how to use the OPP as well as the Social Dialogue meeting.</p> <p>Complaint/Suggestion Form (Internal & External) and Housing Defect Complaint Form were also still in use to record any complaints from internal and external stakeholders. Verification of sampled issues and interview with workers confirmed that all the complaints/grievances were acted upon on timely manner by the management.</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 is implementing the Flowchart and Procedure on Handling Social Issues, version 1 and dated 01/11/2008. Initial negotiation between the management and the dispute parties should be taken within two weeks after the issue is reported, which involves the disputed parties, zone heads, third parties and stakeholders.</p> <p>Apart from that, the company is implementing "Suara Kami Helpline" as a platform for the workers to raise any issue. Verified the SOP for "Suara Kami Helpline" dated 15/04/2020 that explains the procedure of using the helpline. The procedure had been communicated to the employees mainly through morning muster and display of the procedure on several notice boards.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>The certification unit obtained the information about any potential contribution mainly through stakeholders' consultation meetings or written request. Among the contribution requested by the community are as follows:</p> <ul style="list-style-type: none"> - Providing needed facilities such as lending canopy, chairs & tables, using estates road for nearby various school's activities - Monetary & non-monetary donations 	Complied

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		<p>- Providing manpower and machinery to carry out various maintenance works for nearby schools and village</p> <p>The CU has updated the progress of the above contribution in their Social Management Plan. Based on the status reported coupled with verification with the concerned stakeholders, the progress has been completely delivered.</p>	
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Jabor POM is situated in the land of Jabor Estate under Land Title #1xxx, occupying 13.50 Ha of 19.43 Ha. A copy of the land title was kept in the mill office. Jabor Estate has 285 land titles with a total area of 2,329.72 Ha. All the copy of land titles were made available for verification.</p>	Complied
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>SDPB has developed 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 developed.</p> <p>There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported. This has also been evident through interview with the local communities.</p>	Complied
4.4.2a	<p>Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.</p> <p>- Minor compliance -</p>	<p>There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.</p>	Not Applicable

4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	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 -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	Not Applicable
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	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 -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There was no evidence that the certification unit diminished the legal, customary or user rights of other users, resulting from the interview with the local communities.	Not Applicable

Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.3	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. - Minor compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.4	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. - Minor compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable

4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	As verified through stakeholders' consultation and boundary verification, there has been no new planting on local people's land since the last assessment.	Not Applicable
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	SDPB has developed Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/04/2008. The procedure has the details about the process of handling any issues reported by local communities regarding land dispute. Should there be any issue, a negotiation process will be initiated where the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders are involved.	Complied

		Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.	
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	Addressed in the above-mentioned procedure as per details given in the indicator 4.6.1.	Complied
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported.	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 -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported. This has also been evident through interview with the local communities.	Not Applicable
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	SDPB has developed Flowchart and Procedures on Handling Land Disputes, version 1 dated 01/11/2008. The procedure has the details about the process of handling any issues reported by local communities regarding land dispute. Should there be any issue, a negotiation process will be initiated where the Estate Management, Land Management Department, Regional Heads, Zone Heads, third parties' involvement including stakeholders are involved. Compensation of calculation and distribution to the affected parties will be determined by Land Management Department.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and	Addressed in the SOP as mentioned in Indicator 4.7.1.	Complied

	implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -		
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There was no community that had lost access and rights to land as well as no expansion of plantation by the certification unit.	Not Applicable
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported.	Not Applicable
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported.	Not Applicable
4.8.3	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) - Minor compliance -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported.	Not Applicable

4.8.4	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). - Minor compliance -	There has been no issue related to loss of legal customary rights with indigenous people, local communities and other stakeholders reported.	Not Applicable
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous FFB prices were displayed at the weighbridge office for the suppliers to refer. The calculation of price can be provided to the suppliers upon request. As for the collection centres, pricing is depending on contract agreements. The explanation about the pricing is provided upon signing the agreement. Any enquiry about the price is welcome and can be made through phone call or physical meeting.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	The explanation about FFB pricing was made normally through stakeholders meeting or upon request. Minutes of meeting were made available for verification. FFB suppliers understand the pricing of FFB which is in accordance to the MPOB Monthly Average for CPO and PK. Interview with the FFB Suppliers indicate that they are aware on the pricing mechanism of Jabor POM.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	FFB pricing is based on the MPOB Monthly Average Price for CPO and PK and the OER and KER awarded by Jabor POM. This can be evident through verification of the Self Billed Invoice to the FFB Suppliers. There has been no grievance reported with regards to unfair pricing since the last assessment.	Complied
5.1.4	(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and	Verified through interview with sampled FFB suppliers, it confirmed that they understand on the term in the contract agreements.	Complied

	<p>repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>		
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contract agreements between Jabor POM and its FFB suppliers were made available for verification. Among the terms and conditions included in the agreement were FFB pricing, method and time of payment, FFB quality, and legal compliance obligations to name a few. Signatures by both parties were clearly available in the agreements and so far, there was no grievance with regards of unfairness of the contract. Sample of contract agreements as below:</p> <ol style="list-style-type: none"> 1. Kxxx Estate #P/P/1222/FFB04175L dated 01/01/2023. Valid until 31/12/2023. 2. Wxxx #P/P/1222/FFB04068L dated 01/01/2023. Valid until 31/12/2023. 3. Jxxx #P/P/1222/FFB04063L dated 01/01/2023. Valid until 31/12/2023. 	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Jabor POM ensures that all agreed payments to its Outsider FFB Suppliers are made in a timely manner in accordance with the contract agreement.</p> <p>Payment terms:</p> <ul style="list-style-type: none"> - Partial payments: Payment of 70% of the total FFB delivered for the week will be paid the following week - Remaining Payments: Remaining payments 30% of the total FFB delivered for each week will be paid on or before the 10th day of the following month <p>Samples of payment verified as follows:</p> <ol style="list-style-type: none"> 1. Kxxx #P/P/1222/FFB04175L dated 01/01/2023. Sample payment for the month of January 2023, PV dated 17/01/2023, 	Complied

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		<p>Invoice dated 25/01/2023 with reference number P/ADVCH-019297.</p> <p>2. Wxxx #P/P/1222/FFB04068L dated 01/01/2023. Valid until 31/12/2023. Sample payment for the month of January 2023, PV dated 26/01/2023, Invoice dated 03/02/2023 with reference number P/ADVCH-019338.</p> <p>3. Jxxx #P/P/1222/FFB04063L dated 01/01/2023. Valid until 31/12/2023. Sample payment for the month of January 2023, PV dated 31/01/2023, Invoice dated 09/02/2023 with reference number P/ADVCH-202049.</p>	
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridges were calibrated on an annual basis to ensure no discrepancies in the payments made to the FFB suppliers. Calibration details are as follows:</p> <p>Serial Number: 01346096MK Safety sticker: DE18005495 Receipt Number: D095024 Description: IND 60,000 kg Done By: Mxxx Date: 28/04/2022</p>	Complied
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>There are no smallholders under the SOU 12 Jabor certification unit was certified or on going to certified with RSPO certification.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p>	<p>The Standard Operation Manual dated 01/11/2008 documented the process for Procedure for External Communication (sub-section 5.5,</p>	Complied

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	- Critical (Major) compliance -	Appendix 5.5.3.2). Briefing has been given during Stakeholder Meeting dated 11/03/2023.	
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Management unit has conducted a session with FFB suppliers including smallholders. Refer training "Jom Santai With OCP Suppliers – Central East Region" dated 20/10/2022 at Club House, Jabor Estate. Sighted evidence of training materials, attendance, and photos. RSPO certification was one of the main topics in that training. There are no smallholders under the SOU 12 Jabor certification unit was certified or on going to certified with RSPO certification.	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 -	Management has conducted a session related RSPO certification. Refer training "Jom Santai With OCP Suppliers – Central East Region" dated 20/10/2022 at Club House, Jabor Estate.	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	There are no smallholders under the SOU 12 Jabor certification unit was certified or on going to certified with RSPO certification.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Refer training "Jom Santai with OCP Suppliers – Central East Region" dated 20/10/2022 at Club House, Jabor Estate. Refer section Chemical Handling in slideshow. There are no smallholders under the SOU 12 Jabor certification unit was certified or on going to certified with RSPO certification.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.	Refer training "Jom Santai with OCP Suppliers – Central East Region" dated 20/10/2022 at Club House, Jabor Estate. Annual	Complied

	- Minor compliance -	public report was available at website and been explained to the smallholders during training.	
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	SDPB has developed Human Rights Charter to ensure decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. They respect the rights of workers and provide fair and favourable 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 their employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights. The policy can be downloaded from https://simedarbyplantation.com/sustainability/reports-policies-and-statements/ .	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	Based on interview with the workers from different gender and nationalities, it was confirmed that there was no discrimination reported. The management has treated all employees equally for example in term of providing accommodation, medical treatment, job opportunity, wages rate, etc. There was also no charging of recruitment fees incurred for foreign workers.	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>	SDPB has developed a Promotion for Employees (Doc. No.: SDP/HRUM/2020/SOP01 dated 01/01/2020) and Career Progression for Workers Level (both local and foreign workers), (Doc. No.: SDP/HRUM/2020/SOP01, dated 01/01/2020) to provide a guideline on promotion process to ensure all employees are given fair and	Complied

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		equal opportunity based on the set requirements such as work performance and suitability of the position.	
6.1.4	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. - Minor compliance -	Based on interview with female employees at the sampled operating units, it was confirmed that there is no requirement for pregnancy testing to be conducted prior the employment.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	A combined Gender Committee was established for all the operating units. The committee organizes a meeting every two months. The last meeting was conducted on 15/03/2023 and minutes of meeting were made available for verification. So far, there has been no issue raised by the female workers as verified from the feedback forms and minutes of meeting. Based on interview with the Gender Committee representatives at all the operating units, it was confirmed that there has been no case of sexual harassment or violence reported.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Based on the sampled payslips, which consists of both genders, it was noted that workers were paid equally for the same job scope. They were paid according to the Minimum Wage Order 2022 without any form of discrimination. This was also evident through interview with sampled workers.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	SDPB has signed the Collective Agreement (For field/ oil palm harvesters/oil mill and other general employees) with NUPW [MAPA circular No. 12/2019, dated 02/04/2019]. Employment contract was established based on the collective agreement and available in all languages of which the workers are from. Samples of employment contracts were reviewed and found that the agreements were signed by the employees. Any new foreign workers will be inducted	Complied

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		for the terms and conditions of employment contract and briefed on the company's policies, upon arrival to the operating units. The implementation of this practice was evident through interview with the sampled workers.	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal 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>	Based on sampled employment contracts, the contracts were signed in dual language which is English and their home country language such as Bahasa Indonesia, Hindi, and Bangladeshi. The terms and conditions such as working hours, deduction, overtime, sick leave, holiday entitlement, reason of dismissal and period of notice were outlined in the contract. The extension contract has outlined the terms and condition according to the Collective agreement, Employment Act and Minimum Wage Order 2022.	Complied
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	20 samples for workers from various operations such as mill operators, harvester, field workers and general workers were verified. Overtime was found to be appropriate, and deduction was fairly made as per the agreement and approval from the Labour Department. The sampled workers employment numbers are as follows: 162968, 154080, 157771, 174440, 177797, 163886, 163887, 166266, 166270, 133602, 141344, 158195, 144512, 130912, 150487, 115247, 162542, 114085, 151400, 155042).	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	Workers are accommodated at the housing complex quarters of the operating units without any charges. Free water supply, subsidised electric supply and free medical support were also given to all workers. Housing inspection was conducted weekly by the Medical Assistant using the Housing Complex/ Nest/ Community Hall Weekly Inspection Checklists (PIOA).	Complied

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>There was no issue on accessibility to adequate and sufficient food supplies as sundry shops were available in most of the housing complex. Workers are also free to go to the nearby towns for more options of groceries. There has been no complaint received with regards to the price of supplies. Based on interview, the basic supplies were affordable.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p>	<p>The certification unit has provided decent living wage for both local and foreign workers based on SDPB's prevailing wages assessment. Among the items included in the calculation were wage, service bonus, meals, housing, health, facilities, sports and recreation, education, creche, transport allowance, telecommunication, and welfare, to name a few. Review of sampled pay slips and prevailing wage assessment report showed that the wages received complied with the Minimum Wage Order 2022.</p>	Complied

	<p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage). The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>All the core works are performed by permanent and full-time employees. No temporary/ casual worker was employed. The estates have appointed contractors for replanting, FFB transporting and hiring heavy machinery.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>SDPB has developed Human Rights Charter where they respect Freedom of Association by respecting the rights of employees to form and join unions and bargain collectively. In jurisdictions where</p>	Complied

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	Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented. - Critical (Major) compliance -	this right is limited, they will provide alternative means of employee engagement and grievance redressal. The policy has been communicated to the workers through musters and display on notice boards.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	Union Committee was established in the certification unit. The last meeting was conducted on 17/01/2023 with the management and workers’ representatives from all operating units. Issues raised during the meeting were recorded in the minutes of meeting which was made available for verification. Social management plan was thereafter developed to set up the actions to be taken to resolve the issues raised during the meeting.	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Interview with the NUPW representatives and the workers confirmed that the election of the representatives were freely done by the workers without any influence or interference from the management.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	SDPB has developed Human Rights Charter last revised 2020 where they have a responsibility to respect, support and uphold fundamental human rights as expressed, amongst others, in the Universal Declaration for Human Rights and the United Nations Guiding Principles on Business and Human Rights. They recognize that protecting the wellbeing of children means safeguarding them from any form of maltreatment or exploitation, including child sex tourism, child trafficking and child pornography. They are eradicating the child labour in all their supply chain and not to employ anyone underage of 18 years. All the contractors were required to read through Vendor COBC before they signed on the Vendor Integrity Pledge where they will	Complied

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		be required to comply with labour and human rights. The contractors had also been briefed on the human right charter and prohibition of child labour. This has been confirmed with the stakeholders through stakeholder consultation.	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	Workforce Management Unit has developed SOP under Clause 3.1.14 LR14 – Recruitment Drive where the minimum requirement of the age is 18 years old. Age screening is based on identification documents and/ or passport and from the stated date of birth. The local employees were required to submit a photocopy of identification card during application of job to the management for verification purpose.	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	There was no young person employed by the company as their minimum age was 18 years old. This were verified through checking of the Employee Master Listing and through interview with the stakeholders.	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>	The management has communicated to the stakeholders regarding the Human Rights Charter and emphasized that the risk of child labour to the stakeholders. This had also been confirmed through interview with the stakeholders and contractors.	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	SDPB has developed Human Rights Charter where they create a working environment with zero tolerance for sexual harassment and abuse, and in which violence is never used to resolve issues or conflict. The policy has been communicated to the workers through musters and display on notice boards.	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p>	SDPB has developed Human Rights Charter last revised 2020 where they have a responsibility to respect, support and uphold	Complied

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	- Critical (Major) compliance -	fundamental human rights as expressed, amongst others, in the Universal Declaration for Human Rights and the United Nations Guiding Principles on Business and Human Rights. They facilitate opportunities for advancement for their employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights. The policy has been communicated to the workers through musters and display on notice boards.	
6.5.3	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. - Minor compliance -	Assessment for new mothers (with infants under 24 months) FY2023 were conducted by each operating unit's Gender Committee. Based on verification of the assessment report and interviews, among the needs identified were time allocated during working hours for breastfeeding and regular visits to clinics. The management had granted the identified needs to the new mothers. Request to provide nursery centre with breastfeeding and other facilities (e.g., cupboard, kitchen cabinet, refrigerator, fan, etc.) and trained caretakers had also been fulfilled.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	SDPB has maintained the Terms of Reference for Gender Representative and Gender Committee (<i>Bidang Tugas untuk Wakil Jantina dan Jawatankuasa Jantina</i>) dated March 2021 where the committee will be on the certification unit level basis instead of operating unit. The objective of the gender committee is to improve awareness, identify opportunity and improvement and issue of the workers specifically on women. The committee will act as the mechanism to monitor and investigate if there is any sexual harassment, domestic violence, and abusive children in the operating unit. The frequency of the meeting is bimonthly. Apart from that, flowchart and Procedure on Handling Social Issues, version 1, dated 01/11/2008 was implemented as well. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the	Complied

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		<p>involvement of disputed parties, zone heads, third parties and stakeholders.</p> <p>Apart from that, the company has implemented "Suara Kami Helpline" as a platform for the workers to raise any issue. The workers have been communicated about the platform through morning muster and display on notice boards. The procedure is also accessible on the SDPB's website.</p>	
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Interview with the workers confirmed that there is no form of any forced and trafficked labour in the certification unit. The terms and conditions offered by the company were similar with that shown in their home country before. There was no contract substitution occurred. The foreign workers keep their passports themselves. Workers have the freedom to terminate employment contract anytime without any penalty.</p>	Complied
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>SDPB is implementing the Sime Darby's Human Rights Charter revised 2020 and can be accessed via www.simedarbyplantation.com where they committed as follows:</p> <ul style="list-style-type: none"> - Providing equal opportunity - Respecting freedom of association - Eradicating any form of exploitation - Providing decent and fair wages, reasonable working hours with adequate rest, achievable productivity targets, voluntary 	Complied

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		<p>overtime as well as adequate housing with access to basic needs</p> <ul style="list-style-type: none"> - Eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking, and sexual exploitation by eliminating the need to retain identification documents, eliminating risk caused by debt bondage and avoiding contract substitution. <p>Foreign workers will be provided with induction training prior to work. Moreover, they were provided with decent living condition and free from any form of discrimination. The workers informed through interview that they were treated equally without any discrimination and allowed to join the NUPW freely.</p>	
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>Refer Safety and health Committee Procedures dated 17/11/2021 with reference number UM/HSE/OCP/08. The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The mill and estates manager have been appointed as person responsible for safety and health chairman for safety and health. All correspondence were sighted and verified. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training. Concerns on issue related health, safety and welfare were discussed at these meetings and recorded.</p> <p>The OSH Committee meeting for Estate was conducted on quarterly basis. Reviewed the latest minutes meeting FY 2022 as follows:</p>	Complied

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		OSH Meeting 2022	Jabor Estate	Jabor POM	
		1 st Quarter	21/02/2022	21/03/2022	
		2 nd Quarter	18/05/2022	20/06/2022	
		3 rd Quarter	17/08/2022	20/09/2022	
		4 th Quarter	09/11/2022	20/12/2022	
		1 st Meeting 2023	04/02/2023	15/03/2023	
		Workplace inspections are made prior to the ESH meeting. Refer Workplace inspection records for the month of February 2023.			
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The procedures for accident and emergencies have been established. There is formation of ERP Team & ERP for all the identified incidences. In addition the procedures have been summarized in a chart flow form and displayed for information of all employees in the estate and mill. They includes emergencies relating fire, chemical spillage, flood and accident at work place. Refer Emergency Preparedness & Response Procedures date 17/11/2021 with reference number UM/HSE/SP/02 and Standard Operating Procedure of Incidents, Accidents & Non Compliance Management dated 01/05/2022 with reference number SDP/GS-HSE/SP/01.</p> <p>The organization chart for the ERP team was established and displayed for information of the employees. The important telephone contact numbers were also provided therein. Procedure's guidelines were issued by SPO and amended to tailor to the situation differences in the estates and mill.</p>			Complied

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		<p>The operating units continuously provide training to the workers to ensure the awareness on the ERP. Reviewed the training records as follows:</p> <table border="1" data-bbox="1137 467 1924 617"> <thead> <tr> <th>Estate/ Mill</th> <th>ERP Training date</th> </tr> </thead> <tbody> <tr> <td>Jabor Estate</td> <td>20/09/2022</td> </tr> <tr> <td>Jabor POM</td> <td>13/02/2023</td> </tr> </tbody> </table> <p>Procedure for First Aid has been established. Refer SOP First Aid In Workplace Procedure dated 09/03/2021 with reference number UM/HSE/OCP/01. The operating provided first aid kit/box and located in designated places or assigned to competent first aider. The operating units has also established an information on the location of first aid box, name and contact no. of the assigned first aider and communicated through briefing, training and displayed on notice board. First aid kit was monitored on monthly basis for estate and quarterly basis for mill. Latest inspection as follows:</p> <table border="1" data-bbox="1137 925 1917 1107"> <thead> <tr> <th>Estate/ Mill</th> <th>First Aid Training date</th> <th>Latest First Aid Monitoring Record</th> </tr> </thead> <tbody> <tr> <td>Jabor Estate</td> <td>14/03/2023</td> <td>18/03/2023</td> </tr> <tr> <td>Jabor POM</td> <td>15/02/2023</td> <td>18/03/2023</td> </tr> </tbody> </table> <p>Jabor POM</p> <p>Accident records were maintained and updated monthly at the mill. The JKKP 8 form have been submitted for the year ending 2022 on 14/01/2023 with reference number JKKP8/127749/2022. There were 4 accidents recorded with 23 days LTA.</p> <p>Jabor Estate</p>	Estate/ Mill	ERP Training date	Jabor Estate	20/09/2022	Jabor POM	13/02/2023	Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record	Jabor Estate	14/03/2023	18/03/2023	Jabor POM	15/02/2023	18/03/2023	
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		<p>Accident records were maintained and updated monthly at the estate. The JKKP 8 form have been submitted for the year ending 2022 on 03/01/2023 with reference number JKKP8/118948/2022. There were 8 accidents recorded with 132 days LTA.</p> <p>Verified records also indicated that both Jabor POM and Jabor Estate conducted investigation for all accident cases and revised the HIRARC as well as its control measures to eliminate the cause of the accident.</p>											
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Refer PPE Issuance record for the year 2023. The estates and mill provide PPE to the employees such as apron, safety helmets, and safety shoes relevant to the work handled by the workers. Records of PPE issuance for the estate were sighted. During the site visit, workers was observed to be wearing complete PPE. Based on the HIRARC carried out at the estates/mill the PPE types for the various activities has been identified and implemented.</p> <table border="1" data-bbox="1137 911 1928 1319"> <thead> <tr> <th>Category</th> <th>PPE provided</th> </tr> </thead> <tbody> <tr> <td>Tractor Driver</td> <td>Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.</td> </tr> <tr> <td>Sprayers</td> <td>Respirator, nitrile glove, goggles, wellington boots, apron.</td> </tr> <tr> <td>Manuring</td> <td>Apron, wellington boots, dust mask, nitrile glove.</td> </tr> <tr> <td>Harvester</td> <td>Safety helmet, Goggle, sickle covers (best practice in handling sharp objects), hand glove, wellington boots</td> </tr> </tbody> </table>	Category	PPE provided	Tractor Driver	Safety Helmet, Safety Shoes, Ear Plug, Safety Vest.	Sprayers	Respirator, nitrile glove, goggles, wellington boots, apron.	Manuring	Apron, wellington boots, dust mask, nitrile glove.	Harvester	Safety helmet, Goggle, sickle covers (best practice in handling sharp objects), hand glove, wellington boots	Complied
Category	PPE provided												
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		<table border="1" data-bbox="1144 368 1928 443"> <tr> <td>Trunk Injector</td> <td>Reusable Nitrile glove, Safety shoes, Respirator 3M</td> </tr> </table> <p>Similarly, the mill issued PPE to its employees for their protection at workplace. Records of PPE issued are maintained individually to all employees. PPE issued to the workers is safety helmets, safety shoes. Special PPE for workers assigned to height, confined space. Safety shoes issued on a 6 monthly basis and recorded.</p> <table border="1" data-bbox="1144 655 1928 874"> <tr> <td>Category</td> <td>PPE provided</td> </tr> <tr> <td>Mill operator</td> <td>Safety boots, earmuff, safety vest, helmet, cotton glove</td> </tr> <tr> <td>Workshop</td> <td>Safety Helmets, Goggles, Leather Gloves, safety Shoes.</td> </tr> </table> <p>Latest PPE issuance sighted on 04/03/2023.</p>	Trunk Injector	Reusable Nitrile glove, Safety shoes, Respirator 3M	Category	PPE provided	Mill operator	Safety boots, earmuff, safety vest, helmet, cotton glove	Workshop	Safety Helmets, Goggles, Leather Gloves, safety Shoes.				
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6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees by the organization and covered by accident insurance. Reviewed on workers profile records found that all workers are covered by the accident insurances. Local workers and foreign workers were covered under Ministry of Human Resource (MOHR) Social Security Organization (SOCSO) scheme. Sighted the Contribution Form (SOCSO 8A) for December 2022 and January 2023 for the mill and all sampled estate as below.</p> <table border="1" data-bbox="1144 1198 1928 1390"> <thead> <tr> <th>Operating Unit</th> <th>Month</th> <th>Total Workers</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Jabor Estate</td> <td>Dec 2022</td> <td>67</td> <td>RM xxx</td> </tr> <tr> <td>Jan 2023</td> <td>67</td> <td>RM xxx</td> </tr> </tbody> </table>	Operating Unit	Month	Total Workers	Amount	Jabor Estate	Dec 2022	67	RM xxx	Jan 2023	67	RM xxx	Complied
Operating Unit	Month	Total Workers	Amount											
Jabor Estate	Dec 2022	67	RM xxx											
	Jan 2023	67	RM xxx											

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		Jabor POM	Dec 2022	80	RM xxx	
			Jan 2023	79	RM xxx	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated. JKKP 8 form were submitted to DOE through MyKKP systems. Occupational Injuries were recorded as below:				Complied
		2022		Hours worked	Average Worker	
		Operating Unit	Cases	TLA		
		Jabor Estate	8	132	308,620	107
		Jabor POM	4	23	233,576	97
Principle 7: Protect, conserve and enhance ecosystems and the environment						
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.						
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	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:				Complied
		Issue / Area	Action Plan			
		Bagworm attack	To increase plan beneficial plan ratio per Ha 1dm:1Ha to 2dm:1ha			
		Rat attack	To increase ratio BOB from 1:30 and gradually to 1:10 ratio			

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		<table border="1"> <tr> <td data-bbox="1133 360 1532 477">Soil Moisture</td> <td data-bbox="1532 360 1928 477">To Plan Nephrolepis to emergence of weed and also to increase moisture</td> </tr> <tr> <td data-bbox="1133 477 1532 592">Chipping of trunk</td> <td data-bbox="1532 477 1928 592">To chipping trunk below 10cm in order to avoid breeding of rhino beetle</td> </tr> <tr> <td data-bbox="1133 592 1532 639">LCC</td> <td data-bbox="1532 592 1928 639">To prevent breeding of RB</td> </tr> <tr> <td data-bbox="1133 639 1532 691">Single layer of EFB Mulching</td> <td data-bbox="1532 639 1928 691">To prevent breeding of RB</td> </tr> </table>	Soil Moisture	To Plan Nephrolepis to emergence of weed and also to increase moisture	Chipping of trunk	To chipping trunk below 10cm in order to avoid breeding of rhino beetle	LCC	To prevent breeding of RB	Single layer of EFB Mulching	To prevent breeding of RB	
Soil Moisture	To Plan Nephrolepis to emergence of weed and also to increase moisture										
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LCC	To prevent breeding of RB										
Single layer of EFB Mulching	To prevent breeding of RB										
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>Species referenced in the Global Invasive Species Database and CABI.org are not used in the estate.</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>There was no evidence of use of fire for pest control in all the estate.</p>	Complied								
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>											

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7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>All pesticides used were those officially registered under the Pesticide Act 1974. The certification units confined usage to only class II, class III & class IV pesticides.</p> <p>a) No illegal agrochemicals (stated by local and international laws) paraquat was used in the CU estates.</p> <p>The usage of the agrochemicals was based on the Standard Operating Procedure under Agricultural Reference Manual (ARM), SOP and in the Safety Pictorial Book prepared by Sime Darby Plantation Sdn Bhd. Refer to Sime Darby Plantation Agricultural Reference Manual, Issue No:2 dated June 2021. Selected products are specific to the target pest, weed and disease.</p>	Complied
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides used and a.i per Ha is monitored monthly in the yearly Pesticide Records for 2022. Records of pesticides used (including active ingredients used and their Lethal Dosage (LD 50), area treated, amount of a.i. applied per ha and number of applications) is maintained by the estate. Sighted Monitoring Record Pesticide Use Per Ha FY2022. Average data as per estates below: Jabor Estate: 0.0457 a.i./Ha.</p>	Complied
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>During the audit, it was observed and recorded that the Estates had not use chemicals categorized as World Health Organization (WHO) type 1A or 1B or listed by the Stockholm or Rotterdam Conventions.</p> <ul style="list-style-type: none"> • Paraquat usage has been prohibited in all units and the entirety of the organization. <p>The Safety Procedures for pesticides application were well described in Pictorial Safety Standard/SOP</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>No evidence of prophylactic use of pesticides in the estates visited as per Register of Chemicals Hazardous to Health for all estates visited.</p>	Complied

<p>7.2.5</p>	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The register showed and concluded that all pesticides used were of class III & class IV. The use of paraquat had been prohibited in all Sime Darby estate. As for usage of highly toxic/limited pesticides, the estates acquired permit from Department of Agriculture. SDS were placed in the chemical store for emergency purpose. Emergency eye wash located at the chemical store were functioned. Estate’s usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.</p> <p>There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used. Sighted from records and interviews with workers, staff and estate assistants, concluded that training was held with all precautions being taken and all legal requirements met. Sample of chemical used in the estates among others as listed below;</p> <table border="1" data-bbox="1137 1002 1930 1299"> <thead> <tr> <th>No</th> <th>Chemical name</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Canyon (a.i. Metsulfuron methyl)</td> <td>III</td> </tr> <tr> <td>2</td> <td>Glyphosate (a.i. Glyphosate)</td> <td>III</td> </tr> <tr> <td>3</td> <td>Hextar Cyper (a.i. Cypermethrin 5.5%)</td> <td>III</td> </tr> <tr> <td>4</td> <td>Tarang (a.i. Glufosinate ammonium)</td> <td>III</td> </tr> <tr> <td>5</td> <td>Kenlon (a.i. triclopyr butotyl)</td> <td>III</td> </tr> </tbody> </table>	No	Chemical name	Class	1	Canyon (a.i. Metsulfuron methyl)	III	2	Glyphosate (a.i. Glyphosate)	III	3	Hextar Cyper (a.i. Cypermethrin 5.5%)	III	4	Tarang (a.i. Glufosinate ammonium)	III	5	Kenlon (a.i. triclopyr butotyl)	III	<p>Complied</p>
No	Chemical name	Class																			
1	Canyon (a.i. Metsulfuron methyl)	III																			
2	Glyphosate (a.i. Glyphosate)	III																			
3	Hextar Cyper (a.i. Cypermethrin 5.5%)	III																			
4	Tarang (a.i. Glufosinate ammonium)	III																			
5	Kenlon (a.i. triclopyr butotyl)	III																			
<p>7.2.6</p>	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance</p>	<p>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical</p>	<p>Complied</p>																		

	<p>with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Reviewed the training records as per criteria 3.7.2. Sampled the training conducted for pesticide handlers as below: -</p> <p>Jabor POM</p> <table border="1" data-bbox="1137 651 1912 767"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Chemical Handling Training</td> <td>13/02/2023</td> </tr> </tbody> </table> <p>Jabor Estate</p> <table border="1" data-bbox="1137 815 1912 991"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Spraying and Chemical handling training</td> <td>10/01/2023</td> </tr> <tr> <td>Chemical Calibration by MyCorp</td> <td>22/12/2022</td> </tr> </tbody> </table> <p>Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the product.</p> <ol style="list-style-type: none"> a) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained and they had understood the hazards involved and how the chemicals should be handled in a safe method. b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit. 	Training	Date	Chemical Handling Training	13/02/2023	Training	Date	Spraying and Chemical handling training	10/01/2023	Chemical Calibration by MyCorp	22/12/2022	
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		<p>c) The training included the safety aspects and usage of PPE when handling with pesticides. Records of training are shown in 3.7.2 and verified.</p> <p>d) All workers involved in pesticide application were provided with appropriate PPE and replaced when worn-out. PPE issuance & replacement records were verified by the auditors. From interviews conducted with workers and staffs in the field and stores clerks it was established that they had been trained and were aware of safe chemical handling procedure.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.</p> <p>Major NC: Storage on chemicals as per procedures was not fully demonstrated. During site visit at P05A, where a circle spray operation was being observed and inspection made in the compartment storage of passenger trailer, it was found 1 unit of 20 L containers contain with Chemical Glyphosate, 2 units of 1 L bottle contain with chemical Alion, 1 fertilizer pail contain with excess fertilizer NKC and 2 pack of Racumin (Rat Bait) were stored there. Interview conducted with Mandore confirmed that the pure chemical should have not been</p>	Non-compliance

		brought in the field. It was against SOP “Menyembur Racun” with reference number JE/SOP/011 Section (7) “Setiap campuran racun hendaklah mengikut sukatan yang telah di tetapkan dan hendaklah di lakukan di stor sebelum ke Kawasan kerja” and Section (23) “Hanya racun yang telah di campur (Pre – Mix) sahaja di benarkan di bawa ke lapangan”. In additional it was observed that 3 units of premix chemical containers that contain Cypermetrin were stored in the same passenger trailer compartment. This operation was against the Operational Control Procedure, Chemical Safety Management dated 26/02/2015 section 6.2 Transportation of chemicals, 6.2.2 (a) stated that any vehicles that transport chemicals should have the following requirements: Separate compartment for chemicals and workers.	
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Pesticide containers was collected by authorized vendor as recyclable waste after triple rinsed and punctured. Refer latest collection made on 15/10/2022 by SS Setia Teknologi Enterprise with reference consignment note no: 2207.	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Verified availability of aerial spraying by Drone at Immature area P2021A. Refer Agreement on The Drone Aerial Spraying At Jabor Estate dated 15/08/2022. The details as below: Contractor: Axxx Description of work: P2P drone spraying for RB at spraying immature Date/Period; 12/11/2022 to 30/11/2022 Required authority approval and relevant documents that has been verified as below: <ul style="list-style-type: none"> • CAAM permit with reference number C.UAWC/ADG/2023 • Agrimor UAS Standard Operating Procedure by Aerodyne 	Complied

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		<ul style="list-style-type: none"> • HIRARC RB Spraying with reference number AERODYNE-P15-F02-AWC-001 • Calibration for chemical usage has been prepared and verified. The dosage was based on calculation $M1V1=M2V2$ use nozzle type Hollow. 	
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The Chemical Health Risk Assessment (CHRA) for the estates and the mill was conducted by authorized vendor. In addition, the assessor recommended medical surveillance be conducted for the categories of employees who have contact with chemicals. The medical surveillance was carried out on as below:</p> <p>Jabor POM - Medical Surveillance has been conducted on 22/11/2023 for 29. A total of 29 workers were examined and 8 of them got abnormal results or recommended for removal. Retest has been conducted on 20/01/2023 with same abnormal results. The mill management has isolated and refrained all 8 workers from handling chemicals by relocating them to non-chemical handling general work in the mill</p> <p>Jabor Estate - Medical Surveillance has been conducted on 02/05/2022 by Klinik Axxx. A total of 26 workers were examined and none of them got abnormal results or recommended for removal. All workers tested was fit to work.</p>	Complied
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Mill and estate complied with procedure and guidelines provided via SDP Group Health, Safety & Environment (HSE) Policy by Group Managing director on 5 May 2022. The estates maintained the list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up. Verified through record checking and site observation, there is no women work as sprayers and manurer.</p>	Complied

Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

<p>7.3.1</p>	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>SOU 12 Mill and Estate identified all wastes and sources of pollution as per Waste Management Action Plan FY 2023 established to mitigate and control them. The most significant environmental receptors for the estate and mill operations were:</p> <table border="1" data-bbox="1137 523 1930 821"> <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 & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>Land</td> <td>Scheduled waste, clinical waste, Industrial waste, domestic waste and industrial/process waste.</td> </tr> </tbody> </table> <p>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;</p> <table border="1" data-bbox="1137 1040 1930 1375"> <thead> <tr> <th></th> <th>Type of waste</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Scheduled waste</td> <td>Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries</td> </tr> <tr> <td>2</td> <td>Domestic waste</td> <td>Rubbish from the mill complex and employees' quarters</td> </tr> <tr> <td>3</td> <td>Industrial waste</td> <td>Fibres, palm kernel shell, boiler ash, scrap iron</td> </tr> <tr> <td>4</td> <td>Sewage</td> <td>Sewage from housing/office complex</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	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.		Type of waste	Details	1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	2	Domestic waste	Rubbish from the mill complex and employees' quarters	3	Industrial waste	Fibres, palm kernel shell, boiler ash, scrap iron	4	Sewage	Sewage from housing/office complex	<p>Complied</p>
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		<p>SOU 12 has campaigning on 3R by providing the 3R bins in strategic area within workers housing and office area and often brief the workers on its importance during daily morning assembly. All 3R wastes such as plastic and glass bottles were collected by authorized vendor when the 3R bins full.</p>	
<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample latest disposal in Jabor Estate as following:</p> <ul style="list-style-type: none"> - Consignment # 20221116129UX7Y5; Date: 16/11/2022; Waste Code: SW404; Quantity: 0.0084 MT; Disposal facility operator: Kxxx - Consignment # 0181558; Date: 24/11/2022; Waste Code: SW305; Quantity: 0.0084 MT; Disposal facility operator: Kxxx; Date received: 17/11/2022 - Consignment # 0181559; Date: 24/11/2022; Waste Code: SW409; Quantity: 0.0084 MT; Disposal facility operator: Kxxx Date received: 17/11/2022 - Consignment # 0181560; Date: 24/11/2022; Waste Code: SW410; Quantity: 0.0084 MT; Disposal facility operator: Kxxx; Date received: 17/11/2022 <p>Kxxx is the Department Of Environment’s (DOE) licensed disposal facility operator.</p> <p>Sighted too the Scheduled Waste Inventory, 5th Schedule (Regulation 11) EQA 1974 EQ (SW) Reg. 2005; Inventory of Scheduled Wastes; File Ref. # JAS.TKM.600-3/4/1 Report date: 19/3/2023 for stored wastes as following:</p> <ul style="list-style-type: none"> - SW305: Balance B/F: 0.250mt; Quantity generated: 0.0050mt 	<p>Complied</p>

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		- SW409: Balance B/F: 0.003mt; Quantity generated: 0.000mt	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Visit to the mill and estate during on-site assessment confirmed that no open fire was used for waste disposal.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	SOP on managing soil fertility for optimize yield and minimize environmental impacts has been established. The sustaining of the soil fertility is guided by the organization SOPs content among others as stated in sections of the following documents. <ul style="list-style-type: none"> • EQMS chapter B8 - Leguminous Cover Crops • EQMS chapter B14 – Manuring • ARM Section 8 – Manuring 	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Foliar and soil sampling were carried out by 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 conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals. Reviewed the sampling records as follows: Jabor Estate Latest Soil Sampling was conducted on 04/12/2018. Refer report no. S4/2019 dated 02/01/2019. Latest leaf sampling was conducted in 15/11/2022. Refer report dated 27/12/2022.	Complied
7.4.3	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.	Jabor mill disposed EFB by send to Jabor Estate as nutrient recycle program. Reviewed the EFB disposal records FY 2022 as follows:	Complied

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	<p>- Minor compliance -</p>	<p>The following practices are applied in the estates in relation to the nutrient recycling strategy.</p> <ol style="list-style-type: none"> 1. EFB application in designated fields at dosage of 40 mt/ha applied in inter rows subject to Agronomist recommendations. 2. Cut frond are stacked in between the palm's rows left to discompose. <p>The estate has established EFB and Bio-Compost application program FY 2022. Reviewed the application records as to date December 2022 as follows:</p> <table border="1" data-bbox="1137 718 1930 865"> <thead> <tr> <th data-bbox="1137 718 1431 807">Estate</th> <th data-bbox="1431 718 1930 807">EFB Transported for Field Application (MT)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 807 1431 865">Jabor Estate</td> <td data-bbox="1431 807 1930 865">11,479.50 MT</td> </tr> </tbody> </table> <p>Jabor POM was licensed to discharge treated POME through waterways, into streams within Jabor Estate that flows to nearby government gazetted river Sungai Perasing. Treated POME discharge volume was recorded on monthly basis. Sample of treated POME collected from the final discharge point at algae pond taken for analysis that has been submitted to accredited lab. Refer Effluent Treatment Plant Sample (Final Discharge) Report dated on 06/03/2023. Analysis report showed all results comply with the required parameters limit.</p>	Estate	EFB Transported for Field Application (MT)	Jabor Estate	11,479.50 MT	
Estate	EFB Transported for Field Application (MT)						
Jabor Estate	11,479.50 MT						
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>The fertiliser application was conducted as per recommendation by agronomist base on foliar sampling conducted. The fertiliser application records were available at the estate visited for review. The estate reported the fertilised application to the Research and Development Carey Island. Refer 2022 Fertiliser Programme and Application Record.</p>	Complied				

Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Soil maps were available at all estates identifying the type of soil series and its area percentage in the estate. There were no marginal and fragile soils identified at the assessed estates. During field visit at the estate, it was sighted there was no oil palm planting on steep terrains as well</p>	Complied
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>	<p>This compliance being addressed in the Group Sustainability & Quality Policy Statement signed by Group Managing Director dated 02/12/2019 supported by SDP Responsible Agriculture Charter Revised 2020 stating the following among others;</p> <p>“3.1 Protect and conserve biodiversity and ecosystems</p> <p>In order to conserve biodiversity and protect ecosystems, we commit to:</p> <p>3.1.1 Adoption of integrated HCS-HCV1 using HCVRN2 and HCSA3 toolkit assessments to identify areas to be protected prior to new land clearing.</p> <p>3.1.2 Management of erosion by protection of steep slopes and river reserves within our operations and promote restoration programs.</p> <p>3.1.3 Implementation and enhancement of evidence-based practices for the maintenance and management of all identified conservation areas and to enhance where possible, the value of such areas...”</p> <p>On-site visit confirmed that slope more than 25 degree are excluded from any new plantation development and replanting program. All the existing crop and vegetation were maintained accordingly.</p>	Complied
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>This compliance being addressed in the Group Sustainability & Quality Policy Statement signed by Group Managing Director dated</p>	Complied

		<p>02/12/2019 supported by SDP Responsible Agriculture Charter stating the following among others;</p> <p>“3.1 Protect and conserve biodiversity and ecosystems</p> <p>In order to conserve biodiversity and protect ecosystems, we commit to:</p> <p>3.1.1 Adoption of integrated HCS-HCV1 using HCVRN2 and HCSA3 toolkit assessments to identify areas to be protected prior to new land clearing.</p> <p>3.1.2 Management of erosion by protection of steep slopes and river reserves within our operations and promote restoration programs.</p> <p>3.1.3 Implementation and enhancement of evidence-based practices for the maintenance and management of all identified conservation areas and to enhance where possible, the value of such areas...”</p> <p>On-site visit confirmed that slope more than 25 degree are excluded from any new plantation development and replanting program. All the existing crop and vegetation were maintained accordingly.</p>							
<p>Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>									
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Sighted Soil series and topography map at sampled estates. No fragile soil categorized in the estates sampled. The estate has taken into account the land terrain, drainage and road systems in planning for replanting. Refer table below on details of soil series for estates:</p> <table border="1" data-bbox="1137 1204 1921 1375"> <thead> <tr> <th>Soil series</th> <th>Jabor Estate, Percentage %</th> </tr> </thead> <tbody> <tr> <td>Beserah</td> <td>28.32</td> </tr> <tr> <td>Jerangau</td> <td>45.49</td> </tr> </tbody> </table>	Soil series	Jabor Estate, Percentage %	Beserah	28.32	Jerangau	45.49	Complied
Soil series	Jabor Estate, Percentage %								
Beserah	28.32								
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		Kuantan	26.19															
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 -	Soil series and topography map available for estate sampled. No fragile soil categorized in the estate sampled. The estate has taken into account the land terrain, drainage and road systems in planning for replanting.		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 estates sited as follows:</p> <table border="1"> <thead> <tr> <th>Degree</th> <th>Jabor Estate</th> </tr> </thead> <tbody> <tr> <td>0°-2° - Flat</td> <td>24.85</td> </tr> <tr> <td>2°-6° - Undulating</td> <td>46.46</td> </tr> <tr> <td>6°-12° - Terraces</td> <td>24.81</td> </tr> <tr> <td>12°-20° - Hilly</td> <td>3.82</td> </tr> <tr> <td>20°-25° - Hilly</td> <td>0.06</td> </tr> <tr> <td>>25° - Steep</td> <td>0.00</td> </tr> </tbody> </table>		Degree	Jabor Estate	0°-2° - Flat	24.85	2°-6° - Undulating	46.46	6°-12° - Terraces	24.81	12°-20° - Hilly	3.82	20°-25° - Hilly	0.06	>25° - Steep	0.00	Complied
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Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.																		
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.		Not Applicable														
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE:	Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.		Not Applicable														

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	<p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>		
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.</p>	<p>Not Applicable</p>
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.</p> <p>Notwithstanding, the water and ground cover management programme is documented in the Sime Darby Plantation Agricultural Reference Manual (Water Management in Coastal and Peat lands), Issue No:2 dated June 2021.</p>	<p>Complied</p>
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.</p>	<p>Not Applicable</p>

7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.</p>	<p>Not Applicable</p>
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Neither there is peat soil nor any new planting after 15 November 2018 in Jabor Estate. Hence, this indicator is not applicable.</p>	<p>Not Applicable</p>
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The water and ground cover management programme were documented in the Sime Darby Plantation Agricultural Reference Manual (Water Management in Coastal and Peat lands), Issue No:2 dated June 2021. The estate and mill had their respective water management plan mainly to monitor among others the following:</p> <ul style="list-style-type: none"> - Monitor the quality of main water inlet/outlet for pollutants from estate's operations - Contingency during water shortage - Field water management - side pit construction - Adequate field drains - Reuse/recycle wastewater - Peat soil water management 	<p>Complied</p>

		<p>Operating unit will determine individual objectives for action to be taken as per sample Jabor Estate documented Water Management Plan 2023 as following:</p> <table border="1" data-bbox="1137 467 1926 909"> <thead> <tr> <th>Objectives</th> <th>Category/type/location</th> <th>Action</th> </tr> </thead> <tbody> <tr> <td>To save water</td> <td>Water pond</td> <td>Pond water for nursery operation</td> </tr> <tr> <td>Contingency during water shortage dry spell</td> <td>Estate field</td> <td>In-field drain blocking</td> </tr> <tr> <td></td> <td>Line site/housing</td> <td>Purchase from JBA Pahang</td> </tr> <tr> <td>Wastewater reduction</td> <td>Washing bay</td> <td>Rainwater harvesting for washing</td> </tr> </tbody> </table> <p>As part of the management plan, Jabor Estate monitors the rainfall with records as following:</p> <ul style="list-style-type: none"> - Year 2022: 3,574 mm; 178 days - Year 2023 (to-date February): 733 mm; 19 days 	Objectives	Category/type/location	Action	To save water	Water pond	Pond water for nursery operation	Contingency during water shortage dry spell	Estate field	In-field drain blocking		Line site/housing	Purchase from JBA Pahang	Wastewater reduction	Washing bay	Rainwater harvesting for washing	
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Contingency during water shortage dry spell	Estate field	In-field drain blocking																
	Line site/housing	Purchase from JBA Pahang																
Wastewater reduction	Washing bay	Rainwater harvesting for washing																
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Water courses and wetlands are protected as per documented Guidelines on River Reserve Management (Management of River Reserve in Sime Darby Plantation; dated April 2014). The widths of the buffer zones are guided by the following measurements:</p> <table border="1" data-bbox="1216 1276 1850 1377"> <thead> <tr> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>> 40 meters</td> <td>50 meters</td> </tr> <tr> <td>20 to 40 meters</td> <td>40 meters</td> </tr> </tbody> </table>	River width	Buffer zone	> 40 meters	50 meters	20 to 40 meters	40 meters	Complied									
River width	Buffer zone																	
> 40 meters	50 meters																	
20 to 40 meters	40 meters																	

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		<table border="1" data-bbox="1218 363 1850 464"> <tr> <td>10 to 20 meters</td> <td>20 meters</td> </tr> <tr> <td>5 to 10 meters</td> <td>10 meters</td> </tr> <tr> <td>< 5 meters</td> <td>5 meters</td> </tr> </table> <p>Monitoring based on Sustainable Plantation Management System Appendix 7 Standard Operating Procedure (SOP) for Water Quality Monitoring Issue No 2, Issue date 1/06/2016.</p> <p>On-site visit to riparian zones found SOU 12 took actions to protect, restore and maintain riparian and buffer zone through adequate buffer zone markings, signages installation and set-aside campaign. Set-aside campaign includes zero chemical usage in buffer zone and training to all employees.</p>	10 to 20 meters	20 meters	5 to 10 meters	10 meters	< 5 meters	5 meters	
10 to 20 meters	20 meters								
5 to 10 meters	10 meters								
< 5 meters	5 meters								
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated in compliance with national regulations prior to discharge and monitored adequately based on DOE License # 004060; Licensee: Jabor Palm Oil Mill; Date: 18/6/2017; DOE Compliance Schedule Ref. # AS(B)T:31/152/000/003; License period: 1/7/2022 – 30/6/2023; Effluent discharge method: Discharge into water course; Max processing capacity: 27mt/hr; Discharge parameter limit as per Second Schedule (Reg. 12(2) and (3) Parameter Limits for Watercourse Discharge:</p> <ul style="list-style-type: none"> - BOD 3-day 30°C: 100 mg/l - TSS: 400 mg/l - O&G: 50 mg/l - AN: 150 mg/l - N: 200 mg/l - pH: 5.0 – 9.0 - Temperature: 45°C 	Complied						

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		Sighted latest POME final discharge sampling analysis report dated 06/03/2023 shown BOD and all other parameters results complied with the requirements limit above.																	
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	Mill treated its own water sourced from its own reservoir for processing use. Total water use per tonne of FFB processed monitored and recorded as following: - 2022: 1.94 m3/tonne FFB - 2023 (To-date end February): 2.27 m3/tonne FFB	Complied																
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																			
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented and documented as Fossil Fuel Reduction Plan; Date: 1/1/2023 for estates as following:</p> <table border="1"> <thead> <tr> <th>Program</th> <th>Action plan</th> <th>PIC</th> <th>Period</th> </tr> </thead> <tbody> <tr> <td>Preventive maintenance inspection</td> <td>Periodical inspection of machine</td> <td>Supervisor & Foreman</td> <td>Continuous</td> </tr> <tr> <td>Briefing to workers on diesel reduction method</td> <td>Vehicle diesel usage monitoring</td> <td>Field supervisor & foreman</td> <td>Continuous</td> </tr> <tr> <td>Facilities maintenance</td> <td>Zero spillage & leakage</td> <td>Storekeeper, field supervisor & foreman</td> <td>Continuous</td> </tr> </tbody> </table> <p>For mill that mainly operated from a steam turbine engine fuelled by steam from biomass boiler, the plan mainly to maintain uptime</p>	Program	Action plan	PIC	Period	Preventive maintenance inspection	Periodical inspection of machine	Supervisor & Foreman	Continuous	Briefing to workers on diesel reduction method	Vehicle diesel usage monitoring	Field supervisor & foreman	Continuous	Facilities maintenance	Zero spillage & leakage	Storekeeper, field supervisor & foreman	Continuous	Complied
Program	Action plan	PIC	Period																
Preventive maintenance inspection	Periodical inspection of machine	Supervisor & Foreman	Continuous																
Briefing to workers on diesel reduction method	Vehicle diesel usage monitoring	Field supervisor & foreman	Continuous																
Facilities maintenance	Zero spillage & leakage	Storekeeper, field supervisor & foreman	Continuous																

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		<p>of the mill by performing continuous preventive maintenance programs to ensure minimum downtime that will force the use of diesel fuelled engine.</p> <p>For power generation, 2022 monitoring records indicated lower diesel consumption compared to biomass fuel consumption as following:</p> <ul style="list-style-type: none"> - Diesel: 0.18 L/mt FFB - Biomass: 0.95 mt/mt FFB 	
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			
<p>7.10.1</p>	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>For Jabor Estate, GHG emissions identified mainly from diesel, chemical and fertilizer consumptions which were reduced through IPM plan. For Jabor POM, For mill, the main sources of GHG emission identified were methane (CH) emission through POME treatment and boiler stack emissions. Plans to reduce pollution and minimize emission were including methane capture facility installation. Monitoring conducted in-line with the mandatory DOE license Compliance Schedule requirements as per sample as following:</p> <ul style="list-style-type: none"> - Environmental Compliance Audit Report (1/2021) "Pematuhan Syarat-syarat Lesen Premis Minyak Kelapa Sawit Mentah, Jadual Pematuhan No. lessen 004060, Sime Darby Plantation Sdn. Bhd. Kilang Klapa Sawit Jabor" Prepared by: Mxxx (EA0101); December 2021. - Environmental Compliance Audit Report (2/2022) "Pematuhan Syarat-syarat Lesen Premis Minyak Kelapa Sawit Mentah, Jadual Pematuhan No. lessen 004060, Sime Darby Plantation Sdn. Bhd. Kilang Klapa Sawit Jabor" Prepared by: Mxxx (EA0101); May 2022. 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Air Emission Monitoring Report KKS Jabor; Date of monitoring: 19th – 21st October 2022; Report # AE/22/193N; Location: Chimney 3 by Vxxx. Result indicated the emission met legal parameters limit - Measurement of Dust Particulates Concentration (Malaysian Standard 1596:2003) for Stack Flue Gas at Kilang Kelapa Sawit Jabor; Report # L-GB-CC2301CSJ-0374; Sampling date: 19th January 2023; Reporting date: 26th January 2023. Result indicated the emission met legal parameters limit - Measurement of Dust Particulates Concentration (Malaysian Standard 1596:2003) for Stack Flue Gas at Kilang Kelapa Sawit Jabor; Report # L-GB-CC2210CSJ-0230; Sampling date: 13th October 2022; Reporting date: 21st October 2022. Result indicated the emission met legal parameters limit - Environmental Performance Monitoring Committee Meeting # 4/2022; Date: 20/12/2022 - 3rd Party Environmental Compliance Audit Findings Summary Sheet; DOE Audit Tracking # AS(B)T:31/152/000/003 (004060); Organization: Kilang Kelapa Sawit Jabor; Audit Site Visit Date: 13/3/2023 	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>SOU 12 calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. There is no new development within Jabor Estate.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Other less significant GHG emissions identified including CO_x, SO_x and NO_x from various sources including fossil fuel, chemical and fertilizer consumptions mainly from estates activities. All emissions</p>	Complied

		were monitored through the Palm GHG calculator and publicly reported accordingly.	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	Based on the Sime Darby Plantation Berhad (SDPB) Agricultural Reference Manual, preparation of replanting using fire is not allowed. Based on site visit at replanting areas in sampled estates within SOU 12, there was no trace of burning observed. Palm trunks were chipped and raked into replanting rows.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	SDPB monitors any fire incident within its directly managed certification unit through hotspot application and report can be seen via website link as following: http://www.simedarbyplantation.com/sustainability/hotspot-dashboard/ Jabor POM and estate established its emergency response team to tackle with any fire incident occurs. In term of any fire incident, SDPB has established its emergency response plan. Emergency contact numbers of authorities such as fire department, ambulance and police were also in place.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Engagement of adjacent stakeholders on fire prevention and control measures was done through stakeholder meeting latest conducted on 11/3/2023. Attendance list and slides presentation of fire prevention were available for verification. Notwithstanding, without to consider the stakeholder engagement from the adjacent communities on the fire prevention and control can be, but is not necessarily, an item that will lead to a future nonconformity if not addressed. Hence, an OFI has been raised.	OFI
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			

7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Neither any land clearing in Jabor Estate since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests.</p> <p>The existing OP planting areas were at least nearing the end of its 2nd cycle (of average 25-30 years). Some areas already on its 1st year harvesting age of 3rd cycle planting.</p>	Complied
7.12.2	<p>(C) 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>PROCEDURAL NOTE: 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>Neither any land clearing in Jabor Estate since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests.</p> <p>The existing OP planting areas were at least nearing the end of its 2nd cycle (of average 25-30 years). Some areas already on its 1st year harvesting age of 3rd cycle planting.</p> <p>For existing plantations, the HCV assessment were documented in High Conservation Value (HCV) Re-Assessment for Pahang Zone Strategic Operating Unit (SOU):</p> <ul style="list-style-type: none"> - 10: Bukit Puteri - 11: Kerdu - 12: Jabor <p>Assessment by PSQM Department, Sime Darby Plantation Sdn. Bhd.; Final Report (Version II) March 2016.</p> <p>The report has classified the Water Catchment (3.14 Ha) as HCV4 in the estate.</p>	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable.	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed,</p>	<p>Based on the assessor recommendations as documented in the Addendum Report High Conservation Value Re-Assessment for Pahang Zone: SOU 10 Bukit Puteri, SOU 11 Kerdu, SOU 12 Jabor by Conservation and Biodiversity Unit – Group Sustainability Sime</p>	Complied

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	<p>implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Darby Plantation Berhad (July 2020), Management plan on HCV and Biodiversity has been established. Estates was focused on Education and awareness. There are several methods that details in the management plan which is:</p> <ul style="list-style-type: none"> - An education and awareness programme shall be carried out to train the SOU on biodiversity, flora/fauna and about biodiversity management - Communication through Sime Darby webpage - Establish fact sheet for internal and external (to increase the nature conservation awareness) - Encourage further research on specific biodiversity <p>Among the action plan were:</p> <ul style="list-style-type: none"> - To install signage No Fishing, No Hunting, No swimming, and Buffer Zone - Keep the employees aware about how important biodiversity to the earth is <p>Latest awareness refresher briefing was conducted during morning muster assembly on 16/3/2023.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There is no HCV with existing rights of local communities was identified that needs to be set aside.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in</p>	<p>No RTE species were identified in the assessment conducted as per latest (2018) report. Notwithstanding, monitoring conducted through regular patrolling by Auxiliary Police as well as site spin by field conductors and supervisors. Any sightings will be reported in</p>	Complied

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	<p>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 RTE monitoring book for action to be taken as per records of HCV and Conservation Area Monitoring; Date: 16/3/2023 for following observations:</p> <ul style="list-style-type: none"> - Trespassing/trespass sign - Wildlife issue/conflict/sightings - Pollutions/erosion - Others - Signages/signboards <p>Education programme mainly carried out through display of various signage at strategic places such as estate entrance and administration office. The information available in the signage is among others the RTE species in Malaysia and the penalty enforced should offence is committed. Regular training also conducted as per latest awareness refresher briefing was conducted during morning muster assembly on 16/3/2023.</p>	
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>Neither any land clearing in Jabor Estate since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests. For HCV identified and potential presence of RTE, monitoring conducted through regular patrolling mainly by Auxiliary Police as well as site spin by field conductors, supervisors and management personnel. Any sightings will be reported in the RTE monitoring book for action to be taken and updated in the management plan.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Neither any land clearing in Jabor Estate since November 2005 nor since 15 November 2018 that damaging primary forest or any area required to protect or enhance HCVs or HCS forests and requires RACP.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2022 for Jabor Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0.1. 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 Jabor Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.44
PKO	1.44

Extraction	%
OER	20.11
KER	5.02

Production	t/yr
FFB Process	49,672.85
CPO Produced	9,989.32
PKO Produced	2,494.16

Land Use	Ha
OP Planted Area	14,624.51
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	100.51
Total	14,725.02

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	19,192.18	0.59	8038.43	0.96	-	-	27,230.61	0.55
CO ₂ Emission from fertilizer	2,193.47	0.07	945.86	0.11	-	-	3,139.33	0.06
NO ₂ Emission	1,138.21	0.04	468.93	0.06	-	-	1,607.14	0.03
Fuel Consumption	169.57	0.00	58.69	0.00	-	-	228.26	0.00
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-18,191.64	-0.56	-7,603.46	-0.90	-	-	-25795.09	-0.52
Conservation Sequestration								
Total	4,501.79	0.14	1,908.46	0.23	-	-	8,238.21	0.17

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	9,736.72	0.20
Fuel Consumption	48.77	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	9,785.49	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

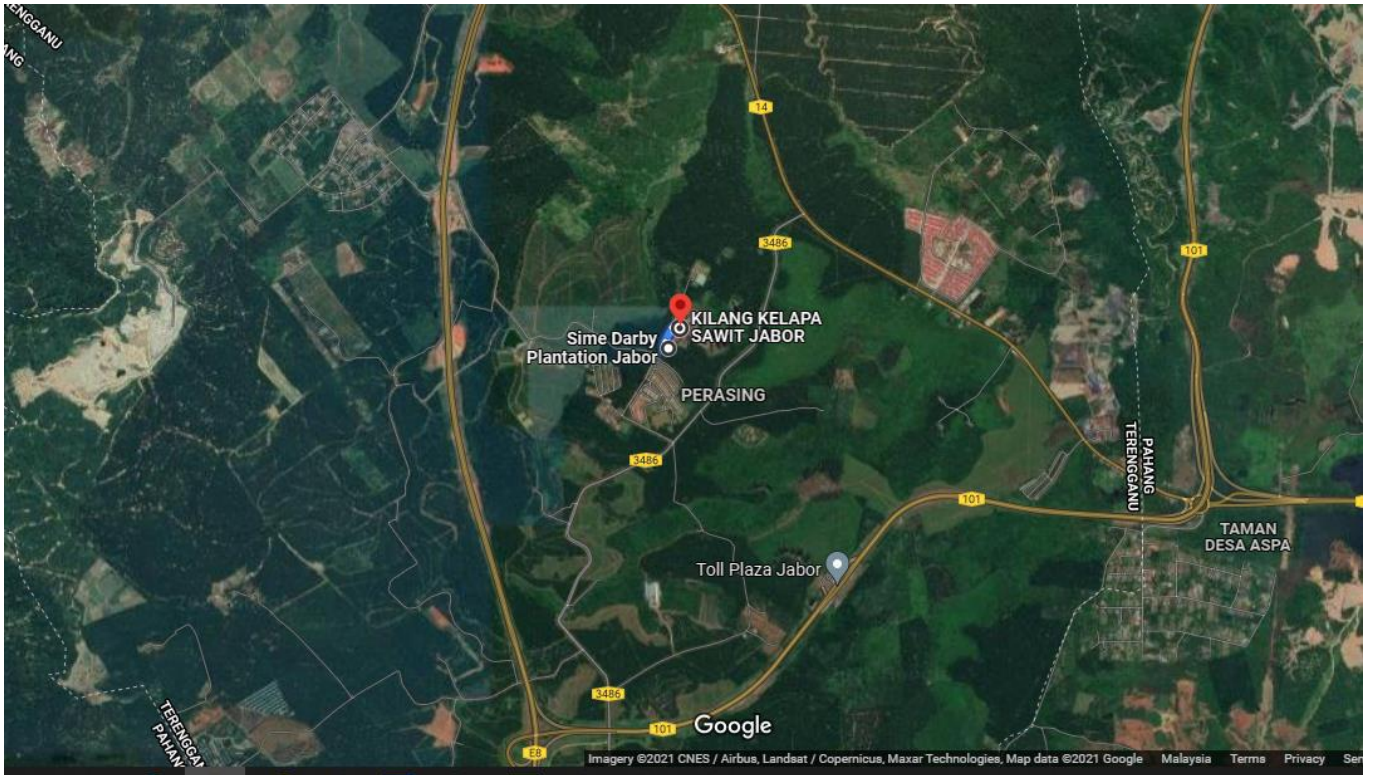
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

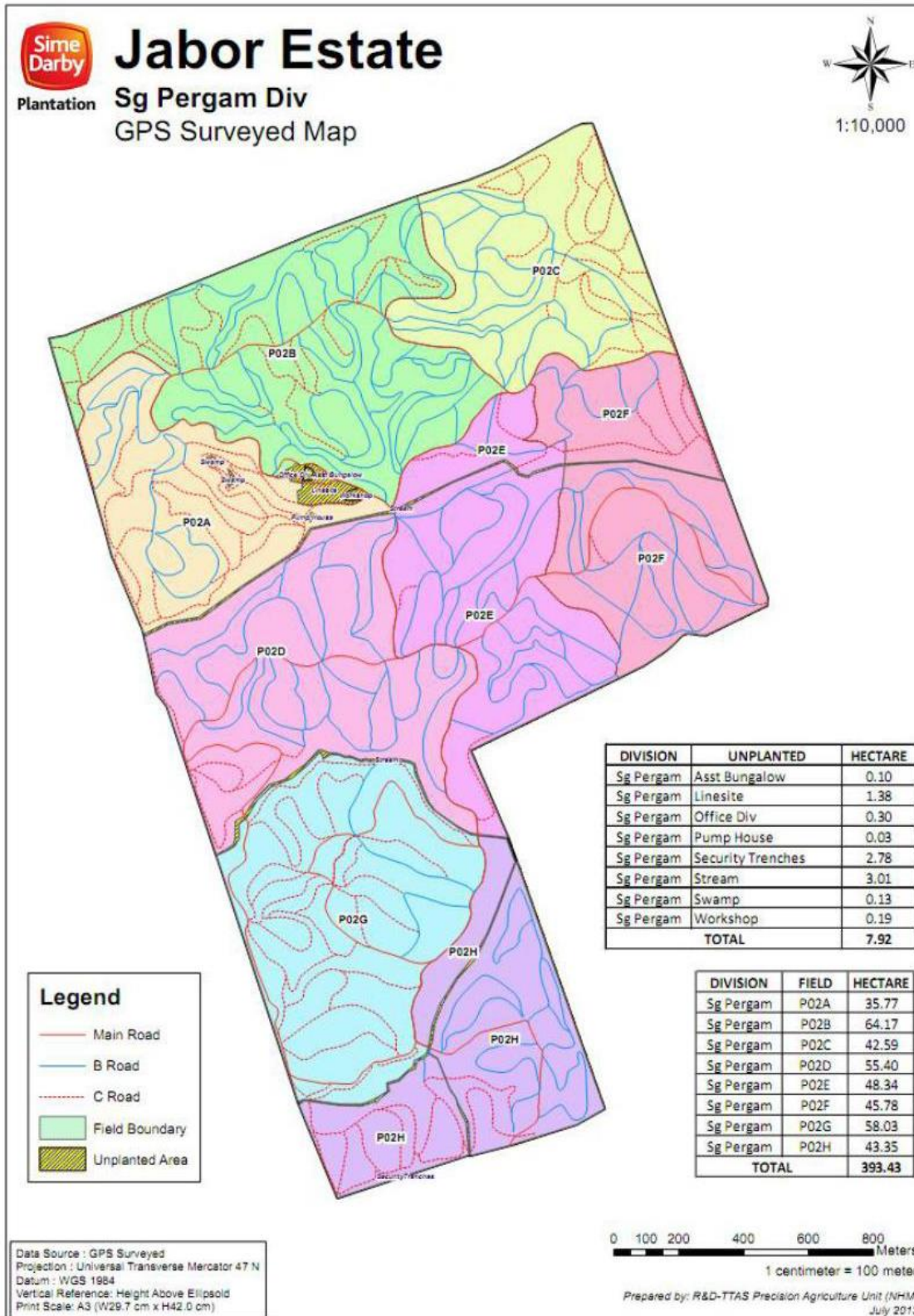
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



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