



**SIRIM QAS INTERNATIONAL SDN. BHD.**  
Building 4, SIRIM Complex, No. 1, Persiaran Dato' Menteri,  
Section 2, 40700 Shah Alam, Selangor, Malaysia.

File Ref. : ES10170017

**RSPO PUBLIC SUMMARY REPORT**

**CLIENT : SIME DARBY PLANTATION BERHAD –SOU 30 MEROTAI**

**PARENT COMPANY : SIME DARBY PLANTATION BERHAD**

**RSPO MEMBERSHIP No.: 1-0008-04-000-00**

**LOCATION OF THE CERTIFICATION UNIT (MILL AND THE SUPPLY BASE):**

**(In the case of multisite certification, list additional sites in attachments) :**

Certification Unit	Mill and Supply Base	GPS Location		Location
		Latitude	Longitude	
MEROTAI Strategic Operating Unit (SOU 30)	Merotai POM	4° 23'N	117° 83' E	91007, Tawau, Sabah
	Merotai Estate	4° 23'N	117° 47' E	91007, Tawau, Sabah
	Tiger Estate	4° 25'N	117° 50' E	91007, Tawau, Sabah
	Table Estate	4° 22'N	117° 52' E	91007, Tawau, Sabah
	Imam Estate	4° 20'N	117° 50' E	91007, Tawau, Sabah

**MAP : See Attachment 1**

**AUDIT DATE : 8th – 12th May 2023**

**DURATION : 19 auditor days**

**TYPE OF AUDIT :** ☒ Annual Surveillance Audit No. 3

☐ Recertification Audit

**STANDARD : MYNI 2019 FOR RSPO PRINCIPLE & CRITERIA 2018**

**SCOPE OF CERTIFICATION:** Production of Sustainable Crude Palm Oil and Palm Kernel Using Mass Balance Supply Chain Model

**VALIDITY OF RSPO CERTIFICATE : 13th July 2020 – 12th July 2025**

**The following attachments form part of this report:**

Non-conformity Report(s) ☐

List of additional site(s) ☐

**Report by Audit Team Leader**

**Name : DZULFIQAR AZMI**

**Signature :**

**Date : 15 / 08 / 2023**

**Acknowledgement by Client's Representative**

**Name : Shylaja Devi Vasudevan Nair**

**Signature :**

**Date : 25/08/2023**

## RSPO PUBLIC SUMMARY

### SUMMARY OF AUDITS

Recertification Audit 2					
On-site audit date	:	10 – 14 August 2020 (15.0 a.d)		No. of auditor days :	22 Auditor Days
Remote audit date	:	20 – 23 April 2020 (7.0 a.d)			
Audit team	:	Mohd Zulfakar bin Kamaruzaman (LA), Mohd Ab Raouf bin Asis, Rozaimie bin Ab Rahman, Khairul Najwan Ahmad Jahari (remote team member)			
No. of major NCR	:	1	Indicator: 2.1.1		Closing date :
No. of minor NCR	:	0	Indicator : -		6/11/2020
Indicate the stakeholders interviewed during the on-site audit	:	Employees	Settlers	Villagers / Local communities	Suppliers
		√	N/A	√	√
		Contract workers	NGOs	Govt. agency	Independent growers
		√			
		Indigenous people	Contractor	Others (Please specify)	
		N/A	√		
Supply base sampled	:	Merotai Estate, Tiger Estate, Imam Estate and Table Estate			
Justification of audit planning		Total allocation of auditor days for Merotai CU were: Mill = 3 days (1 day for social, 0.5 day for supply chain certification systems and 1.5 days for safety and health, environment, mill best practices, GHG verification, TBP, Partial Certification). Merotai Estate, Tiger Estate, Imam Estate and Table Estate = 3 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV and GHG verification plus the verification of Land History and Land Title. Remote audit = 7 days.			
Changes since the last audit	:	No changes			
Report approved by		Kamini Sooriamoorthy		Date: 24/11/2020	

Annual Surveillance Audit 1				
On-site audit date (remote) :	12 – 14 July 2021		No. of auditor days :	6 Auditor Days
Audit team :	Rozaimiee Ab Rahman, Mohd Zulfakar Kamaruzaman			
No. of major NCR :	Ni	Indicator:		Closing date : -
No. of minor NCR :	Nil	Indicator :		
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees	Settlers	Villagers / Local communities	Suppliers
	Contract workers	NGOs	Govt. agency	Independent growers
	Indigenous people	Contractors	Others (Please specify)	
Supply base sampled :	Merotai Estate estate, Tiger Estate, Table Estate and Imam Estate			
Changes since the last audit :	No changes			
Justification of audit planning :	Remote audit			
Report approved by :	Kamini Sooriamoorthy		Approval date : -	

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Annual Surveillance Audit 1 & 2				
On-site audit date	:	13-17 June 2022	No. of auditor days	: 30 Auditor Days
Audit team	:	Trainee Lead Auditor -Rohazimi Mat Nawi Auditor: Mohd Ab Raouf Asis, Dzulfihar Azmi, Mohd Zulfakar Kamaruzaman, Amir Bahari, Mohd Nordin Ab Jalil		
No. of major NCR	:	2	Indicator: 3.8.7 & 7.8.2	Closing date: 16/09/2022
No. of minor NCR	:	2	Indicator : 5.2.1 & 5.2.2	
Indicate by ticking the stakeholders interviewed during the on-site audit		Employees / Workers organizations	Settlers	Villagers / Local communities
		√		√
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
		√		
		Indigenous people	Contractor	Others (Please specify)
			√	
Supply base sampled	:	Merotai Estate, Tiger Estate, Imam Estate and Table Estate		
Changes since the last audit	:	No change		
Justification of audit planning	:	Total allocation of auditor days for Merotai CU were: Mill = 6 days (3 day for social, 1 day for supply chain certification systems and 2 days for safety and health, environment, mill best practices, GHG verification, TBP, Partial Certification). Merotai Estate, Tiger Estate, Imam Estate and Table Estate = 6 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV and GHG verification plus the verification of Land History and Land Title.		
Name of peer reviewer	:	-		
Report approved by	:	Kamini Sooriamoorthy	Approval date : 26/09/2022	

Annual Surveillance Audit 3				
On-site audit date	:	8th – 12th May 2023	No. of auditor days	: 19 Auditor Days
Audit team	:	Dzulfihar Azmi (LA), Mohd Razman Salim, Rozaimiee Ab Rahman, Mohd Zulfakar Kamaruzaman, Khairul Najwan Ahmad Jahari		
No. of major NCR	:	1	Indicator: 6.2.2 (C)	Closing date: 11/08/2023
No. of minor NCR	:	2	Indicator: 3.3.2, 3.4.2	
Indicate by ticking the stakeholders interviewed during the on-site audit		Employees / Workers organizations	Settlers	Villagers / Local communities
		√	NA	√
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
		√	NA	NA
		Indigenous people	Contractor	Others (Please specify)
		NA	√	NA
Supply base sampled	:	Merotai Estate, Tiger Estate, Imam Estate and Table Estate		
Changes since the last audit	:	Changes in planted ha is due to resurvey and updated GPS hectareage by R&D Precision and Agriculture Unit in January 2023. GPS team had conducted GPS mapping to update more accurate area statement in the SEMUA Field Master Data. The field hectareage has been updated in SAP system in January 2023 upon approval by Chief Executive Officer, Upstream Malaysia.		

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Justification of audit planning :	Total allocation of auditor days for Merotai CU were: Mill = 4 days (2 days for social, 1 day for supply chain certification systems and 1 day for safety and health, environment, mill best practices, GHG verification). Merotai Estate, Tiger Estate, Imam Estate and Table Estate = 15 days for verification of safety and health, environment, good agriculture best practices, Social, HCV, TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.		
Name of peer reviewer :	NA		
Report approved by :	Kamini Sooriammoorthy	Approval date : 15/08/2023	

Annual Surveillance Audit 4				
On-site audit date :		No. of auditor days :		
Audit team :				
No. of major NCR :		Indicator:	Closing date :	
No. of minor NCR :		Indicator :		
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
	Indigenous people	Contractors	Others (Please specify)	
Supply base sampled :				
Changes since the last audit :				
Justification of audit planning :				
Name of peer reviewer :	NA			
Report approved by :		Approval date :		

## RSPO PUBLIC SUMMARY

### SUMMARY OF INFORMATION

**TABLE 1**

	RA	ASA 1	ASA 2	ASA 3	ASA 4
<b>*Projection Period / Reporting Period</b>	Aug 2020 – July 2021	Aug 2021 – May 2022	*May 2022 – Apr 2023	*May 2023 – April 2024	
<b>Certified FFB Processed (MT)</b>	211,166.48	104,788.99	187,655.00	164,892.25	
<b>Production of Certified CPO (MT)</b>	51,148.52	22,332.28	41,940.90	35,286.34	
<b>Production of Certified PK (MT)</b>	11,202.88	5,077.58	9,082.50	7,659.29	
<b>Certified Areas (Ha)</b>	11,545.71	11,545.71	11,545.71	11,545.71	
<b>Planted Areas (Ha)</b>	10,337.20	10,337.20	10,337.20	**10,471.99	
<b>Production Areas (Ha)</b>	8,854.54	8,854.54	8,854.54	7,242.15	
<b>HCV Areas / Conservation Areas (Ha)</b>	161.23	161.23	161.23	161.23	
<b>REMARKS</b>	<p>*Audit was conducted on early May 2023, the actual period covered during this reporting period was May 2022 to April 2023.</p> <p>**Changes in planted ha are due to resurvey and updated GPS hectareage by R&amp;D Precision and Agriculture Unit in January 2023. GPS team had conducted GPS mapping to update more accurate area statement in the SEMUA Field Master Data. The field hectareage has been updated in SAP system in January 2023 upon approval by Chief Executive Officer, Upstream Malaysia.</p>				

**TABLE 2**

	PO	PK
<b>**Last years certified volume (MT)</b>	41,940.90	9,082.50
<b>Last years actual certified sold (MT)</b>	0.00	4,330.73
<b>Last years actual sold under other schemes (MT)</b>	0.00	0.00
<b>Last years sold conventional (MT)</b>	21,409.50	130.24
<b>Last year actual sold CSPO credits (where applicable)</b>	0.00	0.00
<b>New year certified volume (MT)</b>	35,286.34	7,659.29

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## **1.0 AUDIT PROCESS**

### **1.1 Certification Body**

SIRIM QAS International Sdn. Bhd. is the leading certification, inspection and testing body in Malaysia. SIRIM QAS International provides a comprehensive range of certification, inspection and testing services which are carried out in accordance with internationally and nationally recognised standards. Attestation of this fact is the accreditation of the various certification and testing services by leading national and international accreditation and recognition bodies such as the Department of Standards Malaysia (STANDARDS MALAYSIA), the United Kingdom Accreditation Services (UKAS) and the International Automotive Task Force (IATF). SIRIM QAS International is a partner of IQNet, a network currently comprising of leading certification bodies in Europe, North and South America, East Asia and Australia.

SIRIM QAS International has vast experience in conducting audits related to RSPO certification. It has certified more than a hundred palm oil mills and several estates to ISO 14001 & ISO 45001. SIRIM QAS International has also conducted many audits for sustainable production of palm oil products against the requirements of the RSPO P&C. SIRIM QAS International was approved by the RSPO as a RSPO certification body on 21 March 2008 and re-accredited by ASI on 3 October 2019 (accredited 2014).

### **1.2 Qualification of audit team**

<b>Member of the Audit Team</b>	<b>Role/area of RSPO requirements</b>	<b>Qualifications</b>
Dzulfiqar Azmi	Lead Auditor / Social – Internal, Time Bound Plan, Metrics Template	Holds a B. Sc. in Agriculture from Mara Technological University (UiTM). He had more than 6 years of working experience in the oil palm operation. He was qualified in the auditing line with experience in Sustainability, EMS, Supply Chain, MSPO and RSPO audit since 2018. He is a qualified RSPO and MSPO Lead Auditor from 2020.
Rozaimie Ab. Rahman	Auditor / SCCS, Environmental, GHG	Holds a B. Sc. of Agriculture from UPM. He had 7 years of working experience in the oil palm operation. He is a qualified Lead Auditor for RSPO P&C and MSPO.
Mohd Zulfakar Kamaruzaman	Auditor / GAP, Social – External	Holds a B.Sc. Forestry from UPM. He had 5 years of working experience in the oil palm operation. He is a qualified RSPO P&C, RSPO Supply Chain and MSPO Lead Auditor.
Mohd Razman Salim	Auditor / Safety & Environment	Possessed B.Sc. Forestry (Hons) from University Putra Malaysia with more than 6 years of working experience in the Forest Management, forest, HCVF and ecology.
Khairul Najwan Ahmad Jahari	Auditor / HCV/RTE	Possessed B.Sc. of Forestry from Universiti Putra Malaysia with total more than 20 years of working experience in the Forest Management, forest inventories, forest harvesting, remote sensing & GIS. He had 10 years of auditing experience in the oil palm operation including auditing in HCVF and social issues. He is a qualified Lead Auditor for RSPO P&C, MSPO, and Forest Management (FMC).

### 1.3 Audit methodology

The audit covered the Merotai palm oil mill and four (4) of its supply base. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. The Merotai POM supply base covered during the audit are Merotai Estate estate, Tiger Estate, Table Estate and Imam Estate. The audit included an on-site audit to the estates, mill and settlers' houses to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, contractors and other relevant stakeholders were also conducted during the audit.

### 1.4 Stakeholder Consultation

SIRIM QAS International had initiated the stakeholder consultation by during the on-site audit. In general, there was no negative comments made against this Certification Unit. In summary, the stakeholders interviewed during the audit and the evidence from the stakeholder consultation carried out were as tabulated below:

Stakeholders interviewed	Evidence from stakeholder consultation
1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male & female)	<p>The following were confirmed during the conduct of audit as there was no evidence to prove otherwise:</p> <ul style="list-style-type: none"> <li>▪ All workers signed the employment agreements with the estates/mill. They understood the contents of agreement, as these were prepared in origin language as the case may be. For those who couldn't read, the contents were explained to them in language they understood, usually by fellow countrymen who has worked in Malaysia longer.</li> <li>▪ They are aware of their working hours (8 hours) and confirmed they were paid overtime for any work in excess of 8 hours. There was no forced overtime.</li> <li>▪ They have been getting salaries above RM1,500 since May 2022. Salaries were paid before the 7th of every month.</li> <li>▪ No abuse at work, and no sexual harassment. They understand what constitutes sexual harassment.</li> <li>▪ No discrimination between migrant workers and local workers, between male and female workers.</li> <li>▪ Comfortable housing with water and electricity provided by government (Subsidise Electricity).</li> <li>▪ OPP System implemented as mechanism to repair house defect.</li> <li>▪ Have access to affordable food from the canteen/sundry shops within the estate/mill premises.</li> <li>▪ Entitled to free medical facilities at the estate clinic.</li> <li>▪ Have representatives who attend regular meetings (Social Dialog &amp; SPIEU) with the management where they can put forward any complaints and or raise any issues. They are aware of the complaints form. They have used them to complaint about house defects.</li> <li>▪ They knew the types of work offered at Merotai CU (mill &amp; estates) when they were in their countries of origin.</li> </ul>



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	<ul style="list-style-type: none"> <li>▪ All migrant workers keep their own passports.</li> <li>▪ Shuttle services FOC once a month for workers go to nearest town. Monthly recognition for workers i.e. highest harvesting productivity and housing cleanness</li> <li>▪ Alternate Sunday/Rest Work</li> <li>▪ Complaint channel via various platform i.e. Suara Kami, Workers Hepline, Whistleblowing (HQ).</li> <li>▪ Freedom Decision Movement by worker for medical access and leaving of workplace during rest or public holiday via implemented the Guideline Medical Access Procedure &amp; Guideline of Leaving of Workplace.</li> </ul>
2) Settlers	Not applicable.
3) Villagers / Local communities (including women representatives, displaced communities)	Generally, the villagers have no issue. This has been based on interviews made with the representatives from Kg. Sungai Imam, Kg. Pengkalan Bombalai, Kg. Seri Bombalai, Kampung Simpang Tiga, Kg. Gudang 4, Kg. Pitas, Kg. Karito, Kg. Hj. Matahir, Kg. Merotai Kecil, Kg. Beruang, Kg. Burut, Kg. Haji Razak. Except, from Kg. Nipah Bombalai, received complained regarding movement of heavy machineries causing dusty road conditions, road damage, and road safety issues during replanting activities. This issue was commented in the NCR under indicator 3.4.2.
4) Suppliers	No issue raised. Payments are received in time.
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Interview with contractor workers and documents reviewed, confirmed the employment contracts signed between the respective contractor on one hand, and their workers on the other. All workers been paid by pieced rated wages, daily rated and monthly rated. No abuse at work and force labour occurred for contractor workers. Salary paid via cash payment with payslip. However, employment contracts and related documents detailing payments and conditions of employment for contractor vendor management for FFB Transportation contractor was not in compliance with national legal requirements. Refer indicator 6.2.2.
6) Local & national NGOs	Not available for this audit.
7) Government agencies / Statutory bodies	No complaints received.
8) Independent growers / Smallholders	Consultations with representatives confirmed that they understood the salient points in the agreement, namely contract duration, rate of payment, their obligations under the contract, etc.
9) Indigenous people	They also confirmed that contract entered into are valid, fair and transparent as the terms of payment are being negotiated upon prior to signing.
10) Contractor	There was findings on contractor related payslip detailing, late salary payment and discrepancies of contract agreements. Refer indicator 6.2.2.

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11) Previous land owner (if any)	<p>The legal ownership and the maps to indicate the boundary stone were sighted at Merotai, Table, Imam and Tiger Estate. The Land Title for All Estate has been verified, for all Estate (Merotai, Table, Imam, Tiger and POM), all the land title is originally from Borneo Abaca Limited and company has change their names to Bal Estates Sdn Bhd on 13/8/1985. The company has bought the land from Colony of North Borneo (Sabah Govt) on 4<sup>th</sup> January 1937. The company then merge with Golden Hope Plantations (Sabah) Sdn Bhd on 14/11/1996. And soon after that, Golden Hope has merge with Sime Darby on 1/7/2008. The audit team had confirmed that there were no land issues related to previous owners.</p> <p>The audit team has also interviewed relevant stakeholders such as the Representative Kg Sungai Imam, Kg Pengkalan Bombalai, Kg Seri Bombalai, Kg Nipah Bombalai, Kampung Simpang Tiga, Kg Gudang 4, Kg Pitas, Kg Karito, Kg. Hj. Matahir, Kg Merotai Kecil, Kg Beruang, Kg Burut, Kg Haji Razak. From the interviews, it can be concluded that there was no evidence of any land dispute at SOU 30 Merotai.</p>
12) Others (please specify)	SDPB have good commitment in providing facilities for continuous learning for children of estate workers mainly foreigners. CLC facilities well maintained and no issue to support and assist CLC programs.

1.5 Audit plan : Refer to Attachment 2

1.6 Date of next audit : The next surveillance audit will be conducted within 12 months but not sooner than 9 months from this audit. (For RA, the next RA will be conducted at least 4 months prior to expiry date of the certificate)

## 2.0 SCOPE OF CERTIFICATION AUDIT

### 2.1 Description of the certification unit

The Merotai Certification Unit (Merotai CU) is one of the Strategic Operating Unit (SOU) of Sime Darby Plantation Berhad (SDPB). Located in Tawau, Sabah, East Malaysia, the CU is also known as SOU 30. The CU was initially certified to the RSPO P&C by SIRIM QAS International Sdn. Bhd. from 2009 until 2014. However, since the renewal was not carried out prior to the expiry of the certificate, a new stage 2 was carried out in 2015 and was later certified again on 13 July 2015.

The Merotai CU comprises of the Merotai Palm Oil Mill (Merotai POM) and four supply bases i.e., Merotai Estate, Tiger Estate, Table Estate and Imam Estate. Merotai POM has a milling capacity of 90 mt/hr. All the estates have been fully developed before 2005.

The CU did not have any certification scheme besides RSPO/MSPO P&C and Supply Chain.

### 2.2 Description of the Supply Base (including the planting profile)

The FFB sourced from company owned estates that are certified and a small proportion from third party suppliers. Details of the FFB actual and projected contribution from each source to the mill are shown in the following tables.

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**Table 1: Actual FFB production by the supply base for the reporting period  
(May 2022 – April 2023)**

Supply bases	FFB Production	
	Tonnes	Percentage (%)
Merotai Estate	41,258.48	27.76
Tiger Estate	15,215.47	10.24
Imam Estate	34,715.60	23.36
Table Estate	11,749.21	7.91
Third Party OCP	45,667.89	30.73
<b>Overall Total FFB Production</b>	<b>148,606.65</b>	<b>100.00</b>

**Table 2: Projected FFB production by supply base for the reporting period  
(May 2023 – April 2024)**

Supply bases	FFB Production	
	Tonnes	Percentage (%)
Merotai Estate	*59,024.47	24.10
Tiger Estate	*26,001.51	10.61
Imam Estate	*63,184.55	25.80
Table Estate	*16,681.72	6.81
Third Party OCP	80,000.00	32.67
<b>Overall Total FFB Production</b>	<b>244,892.25</b>	<b>100.00</b>

\*Actual FFB production, approximately 55% of total projected production was due to less no. of resources. Noted that that the CU is now looking at potential workers intake from wider source area.

**Table 3: Actual FFB received and CPO & PK dispatch by the Mill for the last reporting period  
(May 2022 – April 2023)**

RSPO Supply Chain Model: Mass Balance		Total (MT)
FFB Received		148,606.75
FFB Processed		147,759.34
Certified FFB Processed		102,938.86
Non-certified FFB Processed		44,820.48
Crude Palm Oil (CPO)		
Overall CPO Production		30,882.30
Certified CPO Production		21,409.50
Certified CPO delivered as RSPO		0.00
Certified CPO delivered as non-RSPO		21,409.50
Certified CPO delivered under other sustainable schemes		0.00
Palm Kernel (PK)		
Overall PK Production		7,134.88
Certified PK Production		4,945.56
Certified PK delivered as RSPO		4,330.73
Certified PK delivered as non-RSPO		130.24
Certified CPO delivered under other sustainable schemes		0.00
Product sold under Book & Claim		0.00

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**Table 4: Projected FFB received and CPO & PK dispatch by the Mill of the next reporting period  
(May 2023 – April 2024)**

<b>RSPO Supply Chain Model: Mass Balance</b>	<b>Total (MT)</b>
FFB Received	234,235.75
FFB Processed	234,235.75
Certified FFB Processed	164,892.25
CPO Production	35,286.34
PK Production	7,659.29

**Table 5 Planted and certified area of the CU**

<b>Estate</b>	<b>Planted (ha)</b>	<b>Certified (ha)</b>
Merotai Estate	2,700.01	3,052.66
Tiger Estate	2,363.17	2,497.86
Table Estate	2,032.41	2,221.63
Imam Estate	3,376.40	3,773.56
<b>Total</b>	<b>10,471.99</b>	<b>11,545.71</b>

**Table 6: Planting profile for Merotai Estate**

<b>Year of planting</b>	<b>Planting cycle</b>	<b>Mature / Immature</b>	<b>Planted area (ha)</b>	<b>Percentage of planted area (%)</b>
1999	2nd Generation	Mature	185.84	6.88
2000	1st Generation	Mature	211.11	7.82
2000	2nd Generation	Mature	57.07	2.11
2001	2nd Generation	Mature	261.09	9.67
2002	2nd Generation	Mature	288.36	10.68
2004	3rd Generation	Mature	85.72	3.17
2005	2nd Generation	Mature	282.30	10.46
2007	2nd Generation	Mature	303.22	11.23
2008	3rd Generation	Mature	304.86	11.29
2009	3rd Generation	Mature	185.70	6.88
2010	3rd Generation	Mature	128.51	4.76
2018	3rd Generation	Mature	61.68	2.28
2019	2nd Generation	Mature	222.28	8.23
2022	3rd Generation	Immature	122.28	4.53
<b>Total</b>			<b>2700.01</b>	<b>100.00</b>

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**Table 7: Planting profile for Tiger Estate**

Year of planting	Planting cycle	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
1997	1st Generation	Mature	226.11	9.57
1998	1st Generation	Mature	573.08	24.25
1999	1st Generation	Mature	308.40	13.05
2007	2nd Generation	Mature	109.03	4.61
2010	2nd Generation	Mature	46.75	1.98
2016	2nd Generation	Mature	193.69	8.20
2017	2nd Generation	Immature	212.54	8.99
2020	2nd Generation	Immature	127.96	5.41
2021	2nd Generation	Immature	315.65	13.36
2022	2nd Generation	Immature	249.96	10.58
<b>Total</b>			<b>2363.17</b>	<b>100.00</b>

**Table 8: Planting profile for Table Estate**

Year of planting	Planting cycle	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
1998	1st Generation	Mature	451.07	22.19
1999	1st Generation	Mature	427.79	21.05
2015	2nd Generation	Mature	69.74	3.43
2020	2nd Generation	Immature	249.61	12.28
2021	2nd Generation	Immature	329.95	16.23
2022	2nd Generation	Immature	416.44	20.50
2023	2nd Generation	Immature	87.81	4.32
<b>Total</b>			<b>2032.41</b>	<b>100.00</b>

**Table 9: Planting profile for Imam Estate**

Year of planting	Planting cycle	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
2017	2nd Generation	Immature	331.74	9.83
2018	3rd Generation	Immature	240.51	7.12
2019	2nd Generation	Immature	270.12	8.00
2020	3rd Generation	Immature	148.16	4.39
2023	3rd Generation	Immature	127.12	3.76
2002	2nd Generation	Mature	222.78	6.6
2004	3rd Generation	Mature	255.89	7.58
2005	2nd Generation	Mature	251.45	7.45
2008	3rd Generation	Mature	254.71	7.54
2009	3rd Generation	Mature	455.35	13.49
2010	3rd Generation	Mature	308.62	9.14
2011	3rd Generation	Mature	305.24	9.04
2014	3rd Generation	Mature	107.98	3.20
2016	3rd Generation	Mature	96.73	2.86
<b>Total</b>			<b>3376.40</b>	<b>100.00</b>

## 2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

Name	:	Shylaja Devi Vasudevan Nair
Position	:	VP 1, Group Sustainability Department
Address	:	Jalan PJU 1A/7, Ara Damansara, 47301, Petaling Jaya, Selangor.
Phone no.	:	(603) 7848 4000
Fax no.	:	Nil
Email	:	shylaja.vasudevan@simedarbyplantation.com

## 3.0 AUDIT FINDINGS

### 3.1 Changes to certified products in accordance to the production of the previous year

No changes since previous audit.

### 3.2 Progress and changes in time bound plan (Refer to Attachment 6 for the time bound plan)

- i. Have all the estates under the parent company been certified? ☐ Yes ☒ No

If no, comments on the organization's compliance with the RSPO partial certification rules :

Sime Darby Plantations is progressively undergoing the RSPO Certification process towards 100%. Details issues related to these were covered in the section - RSPO Certifications Systems For P&C and RISS, Nov 2020 in this report.

- ii. Are there any changes to the organization's time bound plan? ☐ Yes ☒ No

If yes, comment in terms of acceptance or non acceptance on the changes in the time-bound plan?

- iii. Are there associated smallholders (including scheme smallholders) in the CU ☐ Yes ☒ No

If yes, have ALL the associated smallholders (including scheme smallholders) where their fruit supply is included, by the mill, in its certification? ☐ Yes ☒ No

If no, please state reasons \_\_\_\_\_

- iv. Any new acquisition which has replaced primary forests or HCV areas ☐ Yes ☒ No

### 3.3 Other changes (e.g. organizational structure, new contact person, addresses, etc.)

Changes in planted ha is due to resurvey and updated GPS hectarage by R&D Precision and Agriculture Unit in January 2023. GPS team had conducted GPS mapping to update more accurate area statement in the SEMUA Field Master Data. The field hectarage has been updated in SAP system in January 2023 upon approval by Chief Executive Officer, Upstream Malaysia.

## RSPO PUBLIC SUMMARY

### 3.4 Status of previous non-conformities \*



Closed



Not closed\*

\* If not closed, minor non conformity will be upgraded to major non conformity

### 3.5. Complaint received from stakeholder (if any)

No negative feedback or comment was received during onsite audit.

## 4.0 DETAILS OF NON-CONFORMITY REPORT

### 4.1 For P&C (Details checklist refer to Attachment 3) :

Total no. of minor NCR(s)                      List :                      3.3.2, 3.4.2

Total no. of major NCR(s)                      List :                      6.2.2

### 4.2 For SC (Details checklist refer to Attachment 3) :

Total no. of minor NCR(s)                      List : Not applicable

Total no. of major NCR(s)                      List : Not applicable

## 5.0 AUDIT CONCLUSION

The audit team concludes that the organization has established and maintained its management system in line with the RSPO P&C requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.

## RSPO PUBLIC SUMMARY

### 6.0 RECOMMENDATION

☐

No NCR recorded. Recommended to continue certification.

☒

Minor NCR(s) recorded. Corrective action plan has been accepted. Verification of the NCR(s) to be carried out in the next audit.

*Note: Minor NCRs raised in the audit which are not addressed in the subsequent audit shall be upgraded to major NCRs .*

☒

Major NCR(s) recorded. Evidence of implementation of the corrective actions have been provided and accepted by the audit team. The NCR(s) have been satisfactorily closed out.

☒

Recommended to continue certification.

Major NCR(s) recorded. Evidence of implementation of the corrective actions have been provided but not fully accepted by the audit team. NCR(s)..... have not been satisfactorily closed out within 90 days of the audit. Recommended for suspension of the certificate.

*Note: Major NCRs which are not addressed within a further 90 days shall result in the certificate being withdrawn.*

**7.0 IT IS CONFIRMED THAT ALL CORRECTIVE ACTIONS TAKEN ON MAJOR NON CONFORMITIES HAVE BEEN SATISFACTORILY REVIEWED, ACCEPTED AND VERIFIED AND ALL CORRECTIVE ACTIONS PLANS PROVIDED ON MINOR NON CONFORMITIES HAVE BEEN SATISFACTORILY REVIEWED AND ACCEPTED. RECOMMENDED FOR CONTINUATION OF RSPO P & C CERTIFICATION.**

Audit Team Leader :

DZULFIQAR AZMI

(Name)



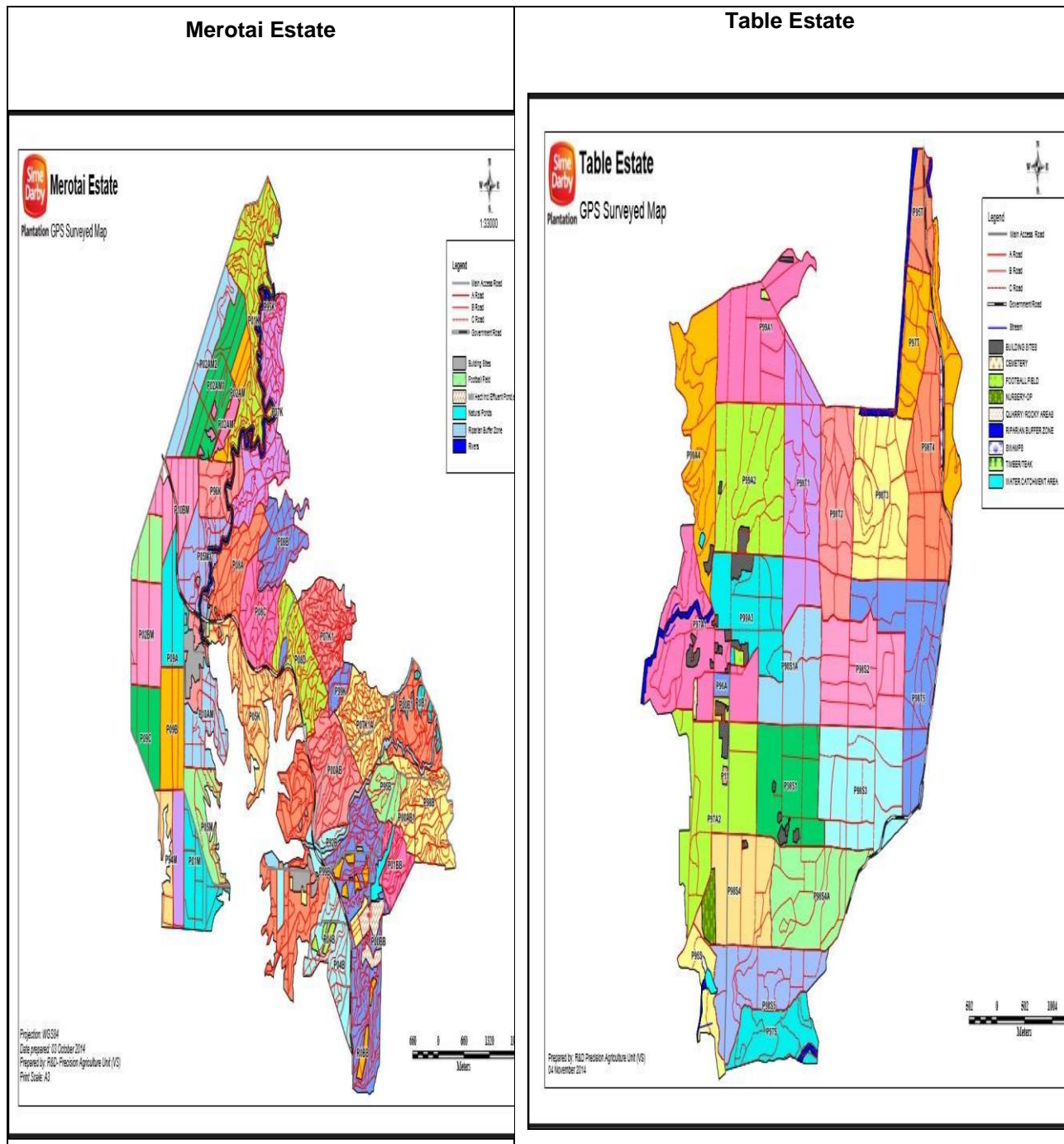
(Signature)

11/08/2023

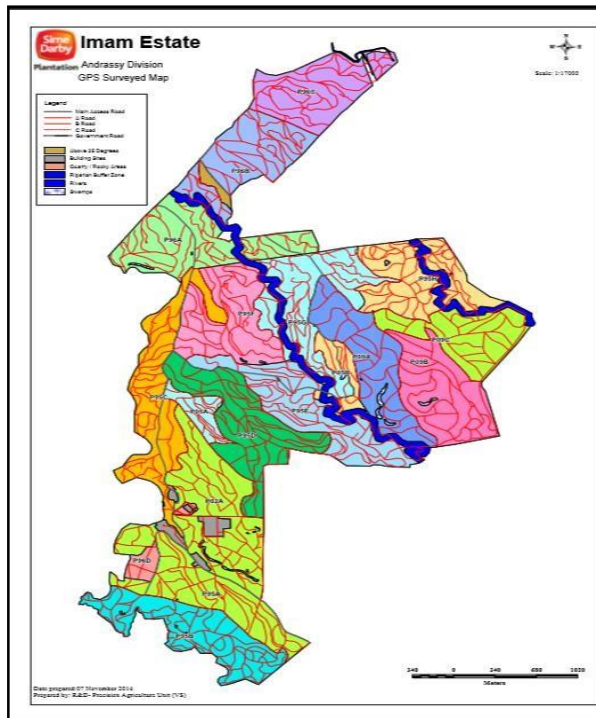
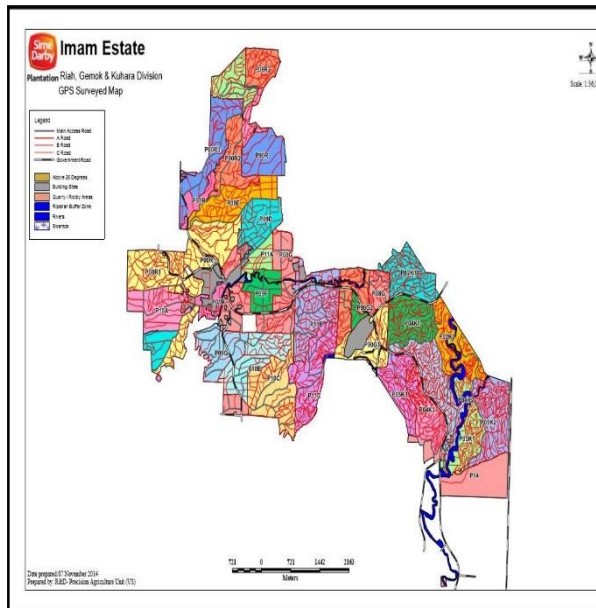
(Date)



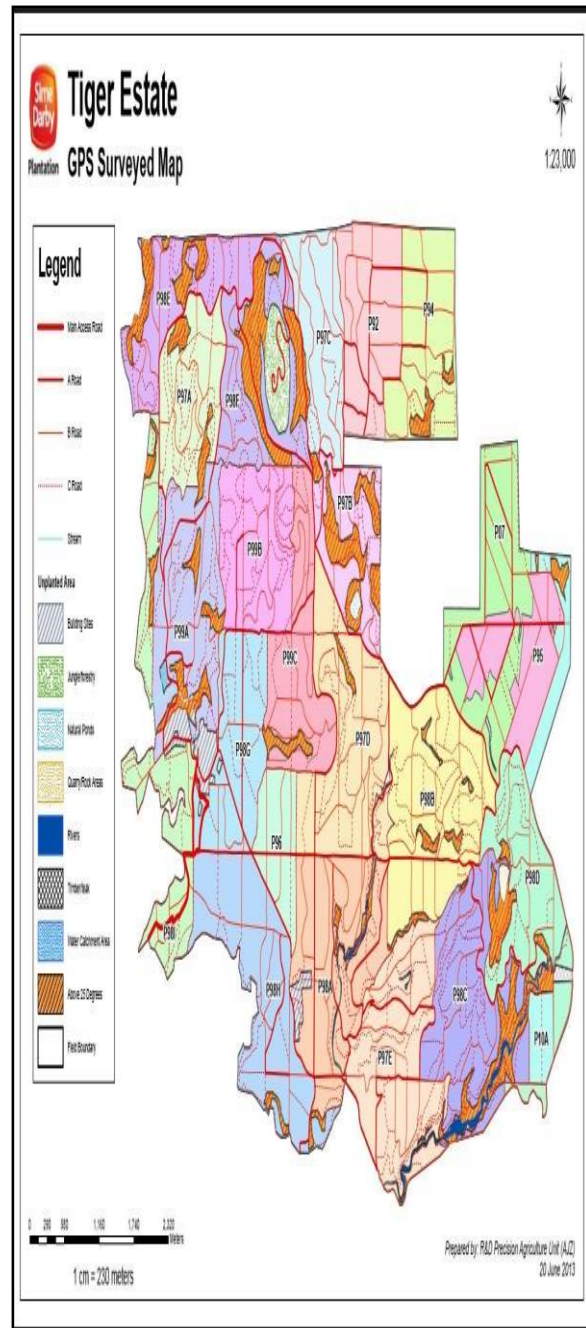
Attachment 1 - Map



### Imam Estate



### Tiger Estate



**Attachment 2 – Audit Plan**

**1. Objectives**

The objectives of the audit are as follows:

- (i) To determine Certification Unit conformance against the relevant certification standards.
- (ii) To verify the effective implementation of corrective actions arising from the findings of last audit.
- (iii) To make appropriate recommendations based on the audit findings.

**2. Date of assessment** : 8th to 12th May 2023

**3. Site of assessment** : SOU 30 Merotai CU:  
 1) Merotai POM  
 2) Merotai Estate  
 3) Tiger Estate  
 4) Table Estate  
 5) Imam Estate

**4. Reference Standard:**

- a. MYNI 2019 of RSPO P&C 2018 / RSPO Independent Smallholder Standard, Nov 2019 / RSPO Management System Requirements and Guidance for Group Certification of FFB Production, March 2018
- b. RSPO Certification System Documents
- c. Company's audit criteria including Company's Manual/Procedures

**5. Assessment Team**

Lead Auditor : Dzulfikar Azmi (Social – Internal, TPB, Metric Template)

Auditor :  
 1) Mohd Razman Salim (Safety & Environment)  
 2) Rozaimie Ab Rahman (SCCS, Environmental, GHG)  
 3) Mohd Zulfakar Kamaruzaman (GAP, Social – External)  
 4) Khairul Najwan Ahmad Jahari (HCV)

Observer : N.A.

*If there is any objection to the proposed audit team, the organization is required to inform the Lead Auditor/RSPO Section Manager.*

**7. Audit Method**

Site audits or field checks including observation of practices, interviews with internal and external stakeholders and interested parties (employees, nearby population, etc.), documentation review and evaluation of records.

**8. Audit Findings**

Audit findings shall be classified as major and/or minor. Major nonconformities shall be addressed within 90 days or else the certificate shall be suspended.

If the major nonconformities are still not addressed within another 90 days, the certificate shall be terminated. If there are five or more major non-compliances within one Principle found during the audit, immediate suspension of RSPO certification shall be recommended.

For minor nonconformities raised in the surveillance audit, corrective action shall be verified in the next audit. These shall be upgraded to major nonconformities if the corrective actions are not satisfactorily implemented in the next audit.

**9. Confidentiality Requirements**

SIRIM QAS International shall not disclose any information concerning the company regarding all matters arising or coming to its attention with the conduct of the programme, which is of confidential in nature other than information, which is in the public domain.

In the event that there be any legal requirements for disclosing any information concerning the organization, SIRIM QAS International shall inform the organization of the information to be disclosed.

**10. Working Language** : English and Bahasa Malaysia

**11. Reporting**

- a) Language : English
- b) Format : Verbal and written
- c) Expected date of issue : 2 weeks after the closure of the Major NC / or if only minor NC, 30 days from the last day of this audit.

**12. Facilities Required**

- a) Room for discussion
- b) Relevant document and record
- c) Personnel protective equipment if required
- d) Photocopy facilities
- e) A guide for each group

**13. RSPO 2018 Principles and Criteria (P&C) Metrics Template**

The RSPO 2018 Principles and Criteria (P&C) Metrics Template outlines a set of strategic outcome-based metrics relating directly to the RSPO P&C and is aligned with the RSPO Theory of Change. This Metrics Template comes into effect on 1 June 2021 and all audits against the 2018 P&C or the relevant National Interpretation conducted from 1 June 2021 onwards shall prepare and submit this Metrics Template for the audit team to review during audit. Please submit the Metrics Template to Lead Auditor according to this period. The updated Metrics Template (as attached, the version 2.0) will be enforced from 1 August 2021. All audits conducted from 1 August 2021 onwards must use the updated Metrics Template (version 2.0).

**14. Assessment Programmed Details** : As below

## RSPO PUBLIC SUMMARY

**Day One: 08/05/2023 (Monday)**

Time	Activities / areas to be visited				Auditee
9.00 am	Opening Meeting for <b>Sime Darby Plantation Berhad – Sou 30 Merotai</b> . Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader.				All CU
9.20 am	Briefing on the organization background and implementation of RSPO at CU (including actions taken to address previous audit findings) by company Management Representative.				Management Representative
9.30 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Imam Estate</b>				Management Representative
9.45 am	To assign each audit team members – site and the P&C requirements				
	<b>Dzul Imam Estate</b>	<b>Rozaimie Imam Estate</b>	<b>Zulfakar Imam Estate</b>	<b>Razman Imam Estate</b>	
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li><li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Training and skill development programs</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Interview with Union/workers representatives</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li><li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Waste management including disposal site</li><li>Aspects/impacts of estate management</li><li>Pollution mitigating plans</li><li>Management and disposal of waste including pesticides containers</li><li>River system and Effluent Treatment/Discharge</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.).</li><li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li><li>Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Safety &amp; Health practice – witness activities at site</li><li>Controlled/open burning</li><li>Good Agriculture Practices</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Safety &amp; Health practice – witness activities at site</li><li>Hazard identification and Risk Management</li><li>Chemical management</li><li>Training and skill development programs</li><li>Continuous improvement</li></ul> <p>Other area identified during the assessment.</p>	

## RSPO PUBLIC SUMMARY

	<ul style="list-style-type: none"> <li>▪ Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Buffer/Riparian Zones</li> <li>▪ Controlled/open burning</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Interview with external stakeholders i.e. local communities, contractors, supplier, etc.</li> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local communities and stakeholders</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ HCV/RTE and action plan</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	
12.30 pm	<b>LUNCH BREAK &amp; ZUHUR PRAYER</b>			
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
5.00 pm	Audit team discussion / Interim closing / End of Day 1 audit			
9.00pm	Discussion LA and teams on potential NCRs			



## RSPO PUBLIC SUMMARY

**Day Two: 09/05/2023 (Tuesday)**

Time	Activities / areas to be visited				Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Merotai Estate</b>				Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements				
	<b>Dzul Merotai Estate</b>	<b>Rozaimée Merotai Estate</b>	<b>Zulfakar Merotai Estate</b>	<b>Razman Merotai Estate</b>	
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Training and skill development programs</li> <li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>Interview with Union/workers representatives</li> <li>Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>Workers Issues &amp; welfare</li> <li>Continuous improvement</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Waste management including disposal site</li> <li>Aspects/impacts of estate management</li> <li>Pollution mitigating plans</li> <li>Management and disposal of waste including pesticides containers</li> <li>River system and Effluent Treatment/Discharge</li> <li>Buffer/Riparian Zones</li> <li>Controlled/open burning</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.).</li> <li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li> <li>Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Safety &amp; Health practice – witness activities at site</li> <li>Controlled/open burning</li> <li>Good Agriculture Practices</li> <li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>Interview with external stakeholders i.e. local communities, contractors, supplier, etc.</li> <li>Consultation with relevant government agencies</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Safety &amp; Health practice – witness activities at site</li> <li>Hazard identification and Risk Management</li> <li>Chemical management</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	

## RSPO PUBLIC SUMMARY

	Other area identified during the assessment.	Other area identified during the assessment.	<ul style="list-style-type: none"> <li>▪ Local communities and stakeholders</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ HCV/RTE and action plan</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	
12.30 pm	<b>LUNCH BREAK &amp; ZUHUR PRAYER</b>			
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
5.00 pm	Audit team discussion / Interim closing / End of Day 2 audit			
9.00pm	Discussion LA and teams on potential NCRs			



## RSPO PUBLIC SUMMARY

### Day Three: 10/05/2023 (Wednesday)

Time	Activities / areas to be visited					Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Tiger Estate</b>					Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements					
	Dzul Tiger Estate	Rozaimiee Tiger Estate	Zulfakar Tiger Estate	Razman Tiger Estate	Najwan Tiger Estate	
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li><li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Training and skill development programs</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Interview with Union/workers representatives</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li><li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Waste management including disposal site</li><li>Aspects/impacts of estate management</li><li>Pollution mitigating plans</li><li>Management and disposal of waste including pesticides containers</li><li>River system and Effluent Treatment/Discharge</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.).</li><li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Safety &amp; Health practice – witness activities at site</li><li>Controlled/open burning</li><li>Good Agriculture Practices</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Interview with external stakeholders i.e. local communities, contractors, supplier, etc.</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Safety &amp; Health practice – witness activities at site</li><li>Hazard identification and Risk Management</li><li>Chemical management</li><li>Training and skill development programs</li><li>Continuous improvement</li></ul> <p>Other area identified during the assessment.</p>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li><li>Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Consultation with relevant government agencies</li><li>HCV/RTE and action plan</li><li>Training and skill development programs</li><li>Continuous improvement</li></ul> <p>Other area identified during the assessment.</p>	

## RSPO PUBLIC SUMMARY

	<ul style="list-style-type: none"> <li>▪ Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Buffer/Riparian Zones</li> <li>▪ Controlled/open burning</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local communities and stakeholders</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>		
12.30 pm	<b>LUNCH BREAK &amp; ZUHUR PRAYER</b>				
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
5.00 pm	Audit team discussion / Interim closing / End of Day 3 audit				
9.00pm	Discussion LA and teams on potential NCRs				

## RSPO PUBLIC SUMMARY

**Day Four: 10/05/2023 (Thursday)**

Time	Activities / areas to be visited					Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Table Estate</b>					Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements					
	<b>Dzul Table Estate</b>	<b>Rozaimie Table Estate</b>	<b>Zulfakar Table Estate</b>	<b>Razman Table Estate</b>	<b>Najwan Table Estate</b>	
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Training and skill development programs</li> <li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>Interview with Union/workers representatives</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Waste management including disposal site</li> <li>Aspects/impacts of estate management</li> <li>Pollution mitigating plans</li> <li>Management and disposal of waste including pesticides containers</li> <li>River system and Effluent Treatment/Discharge</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.).</li> <li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Safety &amp; Health practice – witness activities at site</li> <li>Controlled/open burning</li> <li>Good Agriculture Practices</li> <li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>Interview with external stakeholders i.e. local communities, contractors, supplier, etc.</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Safety &amp; Health practice – witness activities at site</li> <li>Hazard identification and Risk Management</li> <li>Chemical management</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li> <li>Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use</li> <li>Follow up from previous assessment findings.</li> <li>Laws and regulations</li> <li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>Consultation with relevant government agencies</li> <li>HCV/RTE and action plan</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	

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	<ul style="list-style-type: none"> <li>▪ Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Buffer/Riparian Zones</li> <li>▪ Controlled/open burning</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local communities and stakeholders</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>		
12.30 pm	<b>LUNCH BREAK &amp; ZUHUR PRAYER</b>				
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
5.00 pm	Audit team discussion / Interim closing / End of Day 4 audit				
9.00pm	Discussion LA and teams on potential NCRs				

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**Day Five: 11/05/2023 (Friday)**

Time	Activities / areas to be visited					Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Merotai POM &amp; Merotai Estate</b>					Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements					
	Dzul Merotai POM	Rozaimie Merotai POM	Zulfakar Merotai POM	Razman Merotai POM	Najwan Merotai Estate	
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li><li>Production area – interview with workers at production area (work station, loading ramp, toilet &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Training and skill development programs</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Interview with Union/workers representatives</li><li>Interview with gender committee, worker</li></ul>	<b>Site visit and assessment on Supply Chain Implementation including the:</b> <ul style="list-style-type: none"><li>Model used</li><li>General Chain of Custody</li><li>System Requirements for the supply chain</li><li>Documented procedures</li><li>Purchasing and goods in</li><li>Outsourcing activity</li><li>Sales and goods out</li><li>Processing</li><li>Records keeping</li><li>Registration</li><li>Training</li><li>Claims</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Interview with external stakeholders i.e. local communities, contractors, supplier, etc.</li><li>Consultation with relevant government agencies</li><li>Local communities and stakeholders</li><li>Local sustainable development</li><li>Support smallholder inclusion</li><li>Complaints and grievances</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li><li>Production area field inspections (work station, FFB loading ramp, effluent pond, biogas &amp; etc.)</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Safety &amp; Health practice – witness activities at site</li><li>Hazard identification and Risk Management</li><li>Chemical management</li><li>Waste management including disposal site</li><li>Aspects/impacts of estate management</li><li>Pollution mitigating plans</li><li>Management and disposal of waste including pesticides containers</li><li>River system and Effluent Treatment/Discharge</li></ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"><li>Interview with external stakeholders i.e. local communities, NGO, smallholders, etc.</li><li>Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use</li><li>Follow up from previous assessment findings.</li><li>Laws and regulations</li><li>Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li><li>Consultation with relevant government agencies</li><li>HCV/RTE and action plan</li><li>Training and skill development programs</li><li>Continuous improvement</li></ul> Other area identified during the assessment.	

## RSPO PUBLIC SUMMARY

	representative, contractors, supplier, etc <ul style="list-style-type: none"> <li>Workers Issues &amp; welfare</li> <li>Continuous improvement</li> </ul> Other area identified during the assessment.		<ul style="list-style-type: none"> <li>External stakeholders issues &amp; welfare</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul> Other area identified during the assessment.	<ul style="list-style-type: none"> <li>Controlled/open burning</li> <li>Mill Best Practices</li> <li>Training and skill development programs</li> <li>Continuous improvement</li> </ul> Other area identified during the assessment.	
12.00 pm	<b>LUNCH BREAK &amp; FIRDAY PRAYER</b>				
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
3.00 pm	Discussion and acceptance on assessment findings with Management Representative and visited site Plantation / Scheme Manager				
5.00 pm	Closing meeting at the CU / End of audit				

*Note: This audit plan is subject to change whenever necessary, and the Client's representative will be informed of any*

## RSPO PUBLIC SUMMARY

Attachment 3

### RSPO P&C AUDIT CHECKLIST AND FINDINGS (MYNI 2019 FOR RSPO P&C 2018)

#### **Principle 1: Behave ethically and transparently**

Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.

Clause	Indicators	Comply Yes/No	Findings
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 (C) Documents that are specified in the RSPO P&C are made available to the public.	YES	SOU 30 Merotai CU continued to use the internet to disseminate public information relating to company policies, land titles, human rights, FPIC, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The SDPB website address is <a href="https://sime-darbyplantation.com/">https://sime-darbyplantation.com/</a> For social programmes on education, environment, community and health, etc, Yayasan Sime Darby as the Foundation has expanded its wings from offering scholarships to outstanding and deserving individuals to funding impactful conservation, outreach and development programmes. The SDPB website address <a href="http://www.yayasansime-darby.com/">http://www.yayasansime-darby.com/</a> Figures of gender distribution within all workers categorised by management, administrative staff and workers (both permanent casual workers, piece rate workers) were made available at estate and mill office with record titled " <i>Regional Office, Estate and Mill/Factory Manpower Tracking by Country</i> ".
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	YES	Information available in appropriate languages (English/Bahasa) and accessible to relevant stakeholders through sample meeting latest conducted at each specific operating unit. Sampled SOU 30 Merotai CU has conducted a meeting with the stakeholder to share any new information on RSPO certification, environmental, social, safety and legal requirements applied to all operating units. All the stakeholders have raised some issues and discussed them with the management during the meeting.
	1.1.3 (C) Records of requests for information and responses are maintained.	YES	SOU 30 Merotai CU has conducted a meeting with the stakeholder to share any new information on RSPO certification, environmental, social, safety and legal requirements applied to all operating units. Issues raised by stakeholders were discussed with the management during the meeting. Records were maintained.
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.	YES	Sime Darby Plantation Berhad has developed an SOP known as Consultation and Communications procedures documented in the Standard Operating Manual entitled "Procedure for External Communications" and Sime Darby also have a new Grievance Response Standard Operating Procedure.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	YES	Stakeholder list FY 2023 was established in both mill and estate. Stakeholder such as internal stakeholder i.e., workers representative from Social Dialog, workers leader, women leader, ethnic leader and external stakeholders i.e., local communities, authorities, contractors, suppliers, FFB suppliers and NGOs were included in the list. Nominated representative with contact number and address was sighted.
1.2 The unit of certification commits to ethical conduct in all business operations and transactions.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	YES	SOU 30 Merotai CU is subjected to Sime Darby Plantation Code of Business Conduct (COBC). It contains, among others, the following aspects of business conduct: <ul style="list-style-type: none"> <li>• Equal opportunity and non-discrimination</li> <li>• Criminal activities</li> <li>• Harassment and violence</li> <li>• Avoiding conflicts of interests</li> <li>• Guarding against bribery and corruption</li> <li>• How to report a violation.</li> <li>• Anti-money laundering and Counter Financing of Terrorism</li> </ul>
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	YES	Among the system in place to monitor compliance with of the COBC include internal audits conducted by the Group Integrity Governance Assurance Department, tender awards to be decided by tender committee to ensure independence and transparency; and vendor COBC developed to outline the standards of behavior required by Sime Darby Berhad's vendors which includes expectation to uphold human rights. The Vendor COBC applies to all its suppliers, consultants, agents, contractors /service providers who have direct dealings with the Group. All vendors are required to declare their compliance through the Sime Darby Berhad Vendor Integrity Pledge which includes a declaration to eradicate all forms of exploitation, including but not limited to modern day slavery and human trafficking.

### **Principle 2: Operate legally and respect rights**

Implement legal requirements as the basic principles of operation in any jurisdiction.

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	YES	SOU 30 had continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and GSD team.
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.	YES	The CU continued to implement and maintain the established documented system for identifying, accessing, tracking and monitoring compliance with the legal requirements that were applicable to them.
	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained,	YES	Boundary stones / markers along the legal boundaries observed visibly maintained by the CU. Auditor has verified the boundary stone and pegs at Merotai Estate, Imam Estate,



## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	and there is no planting beyond these legal or authorised boundaries.		Table Estate and Tiger Estate. The boundary pegs were visible along the boundary adjacent to another plantation area. All the physical markers/Boundary stones along the legal boundaries between was visibly available.
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.	YES	The list of contracted parties is available in the stakeholder lists of all units within SOU 30 Merotai, and duly updated when necessary. They include harvesting contractors, suppliers, transporters, replanting contractors, etc.
	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, is available.	YES	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements as verified through Online Vendor Registration (OVR) and the Vendor Code of Business Conduct (VCOBC) which apply to all contractors for due diligence and meeting legal requirements.
	2.2.3 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.	YES	All contracts signed with contractors contain a clause on compliance with employment laws, which would include laws related to employment of children and young persons. Contractors also sign the Vendor Integrity Pledge in which Vendors undertake to comply with the Vendor COBC. The Vendor COBC in turn, contains provisions which state that Vendors shall not employ anyone under the age of 18 or the applicable minimum legal age in the countries they operate, unless in vocational and/ or formal and structured apprenticeship, educational and training programmes. Based on records available, interviews conducted, and observations made during the audit, there was no evidence of any young persons employed within SOU 30 Merotai.
2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> <li>Information on geo-location of FFB origins.</li> <li>Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>One or more supporting documents for claims</li> <li>Valid MPOB license</li> </ul>	YES	Merotai POM is currently established for the following for the directly source of FFB: <ol style="list-style-type: none"> <li>Information on geo-location of FFB origins.</li> <li>Evidence of the ownership status or the right/claim to the land,</li> <li>or valid use of land by the grower/smallholder/Valid MPOB License</li> </ol> The evidence of the current document in the 'Desktop Review Assessment for New OCP Suppliers'. At present the mill possesses the Information on geo-location of FFB origins, valid MPOB licenses and OCP Land Title for all the directly source FFB as verified by the auditor.
	2.3.2 For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other	YES	Currently Sime Darby is in the middle of establishing data collection for the indirectly source of FFB into Sime's CU. Sighted the email dated 11 November 2022 from PIC-GSD, Sime

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Clause	Indicators	Comply Yes/No	Findings
	intermediaries, the evidence as listed in Indicator 2.3.1.		Darby to RSPO to get the extension until November 2023 RSPO ( <a href="mailto:certification@rspo.org">certification@rspo.org</a> ) has approved the request on 24 November 2022.

### **Principle 3: Optimise productivity, efficiency, positive impacts and resilience**

Implement plans, procedures and systems for continuous improvement.

Clause	Indicators	Comply Yes/No	Findings
3.1 There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.	3.1.1 (C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.	YES	Information in the documents were sighted and briefed by the Estates/Mill Managers. Generally, the estates business plan was towards sustainable business and prepared in a 3-to-5-year horizon. The components of the business plan are presented in a budget format comprising of the following. a) Crop yielding area b) Yield statement oil palm c) Total upkeep & cultivation d) Labour statement/Allocation of wages/Labour benefit summary e) Summary of vehicle and running schedule/Job allocation for vehicles f) Summary of workshop running schedule g) Summary of general charges h) Summary cost/ha & cost/mt FFB i) CAPEX
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	YES	The long-range replanting program (LRRP) until 2027 was sighted for all the estates. This program is reviewed once a year and incorporated into their annual financial budget. The program for the next 5 years was reviewed during the audit.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	YES	Management review conducted in March-April 2023 for all the estates and among of issues has been highlighted as per below: <ul style="list-style-type: none"> <li>• Opening remark</li> <li>• Matters arising from previous meeting.</li> <li>• Changes in regulations, standards, policies &amp; procedures in relations to sustainability management system</li> <li>• Review on operation performance &amp; product conformity</li> <li>• Review on management's plans</li> <li>• Results from system audit &amp; assessments</li> <li>• Internal audit RSPO &amp; MSPO</li> <li>• Stakeholder feedback and complaints</li> <li>• Resources for system implementation</li> <li>• Continual improvement plan</li> </ul>

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Clause	Indicators	Comply Yes/No	Findings
3.2 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.	YES	The action plan for continuous improvement was implemented, based on consideration of the main social impacts and opportunities of the unit of certification. Mainly improvement for this and next year were focusing on workers housing.
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	YES	The monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template before the audit started. The auditor already verified and checked the data and figure given was tele with their database system.
3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3.1 (C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	YES	All estates and the mill had an established mechanism to perform checking to ensure consistent implementation of procedures, are in place.
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	NO	<p>All the estates and the mill had an established mechanism to perform checking to ensure consistent implementation of procedures. The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional CEO/GM inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements.</p> <p>However, the mechanism to check consistent implementation of procedures on workshop Contractor – Syarikat Wawasan Merotai was not evident. During Site visit at Table Estate, it was sighted that:</p> <ul style="list-style-type: none"> <li>• Oxy tank – no flashback arrestor, no safety chain, were left on the ground.</li> <li>• Air compressor – certificate of fitness not available</li> <li>• moving part and rotating machine at air compressor were not properly covered.</li> <li>• lubricant / hydraulic spillage was not managed accordingly.</li> <li>• Domestic waste management – bottle &amp; plastic waste was not managed accordingly.</li> <li>• The secondary container was not available at the lubricant store.</li> </ul> <p><b>Therefore, Minor NCR RAR 01 2023 was issued.</b></p>
	3.3.3 Records of monitoring and any actions taken are maintained and available.	YES	The implementation of SOP is monitored on a daily basis by the field staffs and Assistant Managers with overall overview by the Managers. The monitoring is done via supervision and records maintenance. Records of follow up action, if any, are retained where necessary.

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Clause	Indicators	Comply Yes/No	Findings
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/outgrower scheme, is documented.	YES	There was no new planting in Merotai CU. Environmental Aspect and Impact Assessment (EAI) and Social Impact Assessment (SIA) was conducted internally considering activities associated to estate and mill operations. Thus, this indicator is not applicable.
	3.4.2 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.	NO	<p>Environmental Aspect and Impact Assessment (EAI), Management Action Plans and Pollution Preventive Plan which covers form upstream activities such as FFB reception until downstream processes were sighted during assessment. Note the latest review was in Jan 2023.</p> <p>Social Impact Assessment (SIA) Report for SOU 30 Merotai CU was verified. The assessment was carried out at SOU Merotai in September 2013 (Merotai POM, Merotai Estate, Imam Estate, Tiger Estate and Table Estate). The SIA was done by Social &amp; Environmental Project Unit, GSD. Internal and external stakeholders were consulted during the assessment. The assessments were used methodology of interview workers based on mill workstation, harvesters, sprayers, worker representatives, gender committee, contractor, supplier, local community, neighbouring estate/smallholders, government agencies, school. The SIA Report also included the baseline for socio economic data of all estates and mills and the social profile, as well as their stakeholders. The report also contained the estates' and mill's background information, labour policies, grievance procedures (internal and external), sexual harassment, facilities and amenities offered by the estates, and the social impact assessment procedures and results. The secondary data collection – document review/file checking has also been done. The report includes both positive and negative impact and its recommendation.</p> <p>However, having said the above, it was also noted that the social management and monitoring plan for replanting activities was not fully implemented and developed with participation of affected stakeholders. The addendum of SIA for replanting activities dated 09/09/2022 was not effectively conducted at Imam Estate. The assessment involved limited to harvesters only. Other workers such as non-union/non representative workers, gender, races, job scopes and etc was not involved during the assessment. Gathering of negative and positive impact was conducted during morning master call. Additionally, no consultation with neighbouring local communities from Kg. Nipah Bombalai and Kg. Pengkalan. Besides, no consultation with affected neighbouring government agencies such as SK Bombalai and Balai Polis Bombalai.</p> <p>Furthermore, external stakeholder consultation method was not effective. Sighted two sessions of consultation i.e., SOU basis stakeholders' consultation was conducted on 16/12/2022 and 07/03/2023. A review of the minutes of meeting, found there were no</p>

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Clause	Indicators	Comply Yes/No	Findings
			specific issues related to revising of SIA Management Plan such as discussion about main activities such as replanting. The minutes of meeting only highlighted on awareness of RSPO and MSPO and open issues with guidance to specific topic needed to be addressed. <b>As a result, Minor NCR DA 01 2023 was raised.</b>
	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	YES	Sighted the latest external stakeholders' minutes meeting for whole SOU 30 Merotai was conducted in March 2023. The consultation was carried out to external and internal stakeholders i.e., government agencies, school, villagers, suppliers and private sectors (contractors and neighboring estates). Evidence of the above stakeholder consultation conducted are available and the stakeholder feedback were recorded in the SIA and EAI action plan.
3.5 A system for managing human resources is in place.	3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.	YES	The recruitment process was clearly stated in the procedure where the recruitment was based age, medical fitness and etc. There is no discrimination based on religion, gender, nationality etc. during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary and etc. Meanwhile, for promotion process are available for the local & foreign workers in the amended procedures under "Title: Career Progression for Workers Level".
	3.5.2 Employment procedures are implemented, and records are maintained.	YES	For local workers, application form, employment interview assessment form, medical check-up report and employment contract was sighted for new recruited employees. This was evident based on the latest recruitment of local workers in Merotai & Imam Estate in Feb & Apr 2023, respectively. Foreign workers managed by Workforce Management Unit (WMU). SDPB mechanism on responsible migrant workers recruitment that includes monitoring and due diligence of the recruitment agency. SDPB have committed to the policy of no recruitment fees.
3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	YES	The estates had identified and reviewed significant hazards and risks and determined appropriate control measures. The hazard identification, risk assessment and risk control (HIRARC) records, as well as CHRA reports were verified during the assessment. HIRARC is subject for a review in event of the following; <ul style="list-style-type: none"> <li>a) Change in work process</li> <li>b) Revision/changes in legislative requirement</li> <li>c) Occurrence of accidents</li> </ul> HIRARC for the mill was formalized on in 2008 with review made annually. The significant and routine activities for mill were adequately covered. Appropriate risk control measures were determined and implemented for the respective activities and operation. Most of the moving parts and rotating machinery were installed with machine guarding and properly covered. Appropriate administrative controls such as safety signage were displayed at all workstations in the mill and estate office and workshop. In general, the control measures were appropriate to the identified risks.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings																											
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people are monitored.	YES	<div>The implementation of OSH plan was monitored by internal audits conducted by OSH officers from Group Sustainability Department, as follows.</div> <table><tr><th>No</th><th>Task</th><th>Activity</th></tr><tr><td>1</td><td>OSH Legal Compliance</td><td>Review all relevant legal compliance</td></tr><tr><td rowspan="3">2</td><td rowspan="3">Emergency Response Plan</td><td>ERP Training</td></tr><tr><td>Fire drill</td></tr><tr><td>Enforcement Visit</td></tr><tr><td>3</td><td>OSH Management System</td><td>Review documentation</td></tr><tr><td></td><td></td><td>HIRARC review</td></tr><tr><td rowspan="3">4</td><td rowspan="3">Risk Management</td><td>Identify High Risk Area</td></tr><tr><td>maintenance</td></tr><tr><td>Hygiene Tech</td></tr><tr><td rowspan="3">5</td><td rowspan="3">Accident Investigation/ Reporting</td><td>Accident Investigation</td></tr><tr><td>JKKP 8/6 submission</td></tr><tr><td>Chemical Register</td></tr></table>	No	Task	Activity	1	OSH Legal Compliance	Review all relevant legal compliance	2	Emergency Response Plan	ERP Training	Fire drill	Enforcement Visit	3	OSH Management System	Review documentation			HIRARC review	4	Risk Management	Identify High Risk Area	maintenance	Hygiene Tech	5	Accident Investigation/ Reporting	Accident Investigation	JKKP 8/6 submission	Chemical Register
No	Task	Activity																												
1	OSH Legal Compliance	Review all relevant legal compliance																												
2	Emergency Response Plan	ERP Training																												
		Fire drill																												
		Enforcement Visit																												
3	OSH Management System	Review documentation																												
		HIRARC review																												
4	Risk Management	Identify High Risk Area																												
		maintenance																												
		Hygiene Tech																												
5	Accident Investigation/ Reporting	Accident Investigation																												
		JKKP 8/6 submission																												
		Chemical Register																												
3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.	3.7.1 (C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.	YES	The training program for 2023 covering all aspects of the RSPO Principles and Criteria and other essential operations activities has been established. Regular assessments of training needs were available and verified. The training needs identification matrix has been established with target dates for implementation. The estates and mill will have local adjustment to tailor with individual needs for training program.																											
	3.7.2 Records of training are maintained, where appropriate, on an individual basis.	YES	SOU 30 Merotai had trained their staff, workers and records of training were kept in the RSPO training file. The records included information on the title of the training, name and signature of the attendees, name of the trainer, time and venue, were reviewed during audit. The training was evident.																											
	3.7.3 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.	YES	Training RSPO & MSPO Supply Chain Certification were conducted in March 2023. Training conducted for relevant personal carrying out the task critical such as clerk, driver, management, contractor transporter, weighbridge operator, AP, ramp attendant, etc.																											

## RSPO PUBLIC SUMMARY

### **SUPPLY CHAIN REQUIREMENTS FOR MILLS**

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&amp;C, or against a Group Certification Scheme</p> <p>Certification for the CPO mills is necessary to verify the volumes and sourced of certified FFB entering the mill, the implementation of any processing control as and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, the inly MB Module is applicable.</p>	YES	Not applicable since this mill is Mass Balance.
3.8.2	<p>Mass balance Module</p> <p>A mill is deemed to be MB is 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 3<sup>rd</sup> party certified supply base.</p>	YES	Merotai POM received certified FFB from own Estate Which is Merotai Estate, Table Estate, Tiger Estate and Imam Estate and non-certified FFB from Surrounding Smallgrower and Small holder total up to 25 suppliers. Thus, Merotai POM has qualifies for the Mass Balance chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products. Details as in Table 3 of this report.
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 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.	YES	Amount of Projection as reported in Table 4 of this report.
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization (RSPO IT platform).	YES	The mill observed to have met registration and reporting requirements for supply chain through the RSPO Palm Trace.
3.8.5	<p>The site shall have written procedures and/or work instructions to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>- Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> </ul>	YES	'Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia', approved in May 2022 and effective 1 Jun 2022.

## RSPO PUBLIC SUMMARY

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<ul style="list-style-type: none"> <li>- Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>- 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 organisation's procedures for the implementation of this standard.</li> <li>- The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</li> </ul>		<p>The procedure described the following:</p> <p>Clause 3.0 ~ Scope</p> <p>Clause 4.0 ~ The responsibility of for the implementation of RSPO SCC i.e. head of operating unit</p> <p>Clause 5.0 ~ Control of document &amp; records such as weighbridge tickets, consignment note, training record &amp; contracts. Record retention for 10 years. Define the critical control point (CCP): estate – weighbridge, mill – weighbridge, admin office, ramp, CPO despatch area, CPO storage tank. Kernel silos.</p> <p>Clause 6.0 ~ Delivery of FFB from the estate – relevant record involved, flowchart for crop diversion, list of mill and their supply chain model i.e. IP or MB</p> <p>Clause 7.0 ~ Receiving FFB at the mill – list of supply base, rules for determining diverted FFB destination, relevant record.</p> <p>Clause 8.0 ~ ISCC Compliant waste / residues materials</p> <p>Clause 9.0 ~ Process monitoring – for IP model mill need to ensure no mixing of RSPO certified and non-certified and MB model</p> <p>Clause 10.0 ~ CPO and PK despatch – [Clause 9.1] all delivery of CPO and PK shall be in accordance with the contract allocated by Global Trading &amp; Marketing (GTM) department</p> <p>Clause 11.0 ~ Non-conforming material / product – requirement to downgrade the RSPO Product</p> <p>Clause 12.0 ~ Product claim – shall follow RSPO rules on market communication &amp; claim.</p> <p>Clause 13.0 ~ Outsourced contractor - the mill has established list of outsourced contractors. Sighted list of transporters for CPO and PK.</p> <p>Clause 14.0 ~ Training – the mill shall provide training for relevant personnel carrying the task at tech critical control point (CCP).</p> <p>Clause 15.0 ~ Reclassification of mill's supply chain model - Reclassification of mill's supply chain model may be determined by GTM/ GSD. CB shall be notified. All communicated shall be recorded.</p> <p>Clause 16.0 ~ Production volume</p> <p>Clause 17.0 ~ Conversion Factors</p> <p>Clause 18.0 ~ Internal Audit</p> <p>Clause 19.0 ~ Complaints</p> <p>Clause 20.0 ~ Management Review</p> <p>The procedure was kept in file RSPO Supply Chain Manual (SCM/RSPO/SD) Appropriate changes were also made in the change to include the new clause Production of ISCC certified waste/residues materials at the mill. Appropriate</p>



## RSPO PUBLIC SUMMARY

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
			<p>training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) was conducted in March 2023 attended by relevant PICs and, together with the transporter contractor too.</p> <p>The Mill Senior Assistant Manager has overall responsibility and authority over the implementation of RSPO supply chain requirement in RSPO Merotai POM. Interview with sustainability committee member, mill manager, assistant mill manager &amp; weighbridge operator confirmed they understand the supply chain requirements.</p> <p>MPOM had continued to implement the procedures it had on receiving and processing of RSPO certified and non- certified FFBs. No issue regarding receiving Noncertified FFB as this mill is a MB Mill.</p>
3.8.6	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organisation;</p> <ul style="list-style-type: none"> <li>i. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>ii. Effectively implements and maintains the standard requirements within its organisation.</li> <li>iii. Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non- conformities shall be subject to management review at least annually. The organisation shall be able to maintain the internal audit records and reports.</li> </ul>	YES	<p>RSPO internal audit was conducted in March 2023 by internal auditor team. The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard- RSPO MYNI 2019 and the RSPO Market Communications and Claims Documents. There are 2 major NCR raised by auditor. Audit Attendance sheet, audit plan, audit notes, was sighted by auditor. The internal audit results were reported during the management review.</p>
3.8.7	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	YES	<p>MPOM had continued to receive certified FFB from own Estate Which is Merotai Estate, Table Estate, Tiger Estate and Imam Estate and non-certified FFB from Surrounding Smallgrower and Small holder which is 25 suppliers. The validity of the certificate of the supplier has been checked accordingly. Among the information available on the FFB consignment note are estate name, delivery date, no of FFB bunches, FFB weight, quantity, unique identification number. Monitoring records titled as “<i>RSPO &amp; MSPO Mass Balancing Records for Oil Mills</i>” has recorded the tonnage of certified FFB and its supplying estate. Based on documentation review on Mass Balance template, period April 2022 – May 2023, there was no over production of FFB, CSPO, &amp; CSPK production.</p>

## RSPO PUBLIC SUMMARY

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
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-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ul style="list-style-type: none"> <li>a) The name and address of buyer;</li> <li>a) The name and address of the seller</li> <li>b) The leading or shipment/delivery date;</li> <li>c) The date on which the documents were issued;</li> <li>d) RSPO certificate number;</li> <li>e) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations);</li> <li>f) The quantity of the products delivered;</li> <li>g) Any related transport documentation</li> <li>h) A unique identification number</li> </ul>	YES	<p>The procedure in handling of sales and delivery was sighted and found adequate. Sales activities are usually handled by Sime Darby Plantations Berhad and Global Trade Marketing Department (HQ) on behalf of Merotai POM.</p> <p>Sample deliveries document were sighted during the audit and it was found all related information was adequate. Merotai POM's RSPO certificate number and product name together with model used were stated in the delivery documents.</p>
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> <li>i. The mill shall not outsource its milling activities. In cases where the mill outsourced 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 SC Certification.</li> <li>ii. The mill shall ensure the following: <ul style="list-style-type: none"> <li>iii. The mill has legal ownership of all input material to be included in outsourced processes</li> <li>iv. 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 CB has access to the outsourcing contractor or operation if an audit is deemed necessary.</li> <li>v. The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</li> <li>vi. The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</li> </ul> </li> </ul>	YES	<p>There is 1 outsource company for CPO and PK transporter. The agreement document was available and communication on the RSPO supply chain requirement was communicated to them. There is a clause regarding Supply chain in the 'annexure 5' of agreement. Record of training dated in March 2023 for transporter contractor was sighted by the auditor.</p>

## RSPO PUBLIC SUMMARY

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.10	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	YES	List of stakeholders updated in April 2023 has detailed in all contractors applicable.
3.8.11	The mill shall inform its CB in advance prior to conducting its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	YES	No new contractors used and will be used in the future for the processing or production of RSPO certified materials.
3.8.12	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.	YES	Sighted CPO and PK delivery note, weighbridge ticket, production data, internal audit and management review records were found up to date.
	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	YES	Relevant record was maintained for more than 2 years as per Standard operating procedure for "Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia".
	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.	YES	Not applicable as the POM is certified under Mass Balance Module.
	For Mass Balance Module, the mill: <ul style="list-style-type: none"> <li>shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</li> <li>All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</li> <li>The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)</li> </ul>	YES	The records of of the volume purchased (input) and claimed (output) over a period of 12 months was updated in 'RSPO&MSPO Mass Balancing Records for Oil Mill'.
3.8.13	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.	YES	Merotai POM processes all the received certified & noncertified crops & their processing output will be based on their actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). These figures were monitored on a daily & monthly basis by the mill using the prepared template (e.g., Monthly Production Report – Physical Movement) to ensure their accuracy as well as monitoring of their ongoing performance. Extraction rates has been updated monthly as per stated in Monthly Production Report (Physical Movement).

## RSPO PUBLIC SUMMARY

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	YES	Not applicable as the POM is certified under Mass Balance Module.
3.8.16	Registration of Transactions 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.  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	YES	Documented procedures related to sales and goods out were sighted and found adequate. The requirement of sales & goods out especially on notation of applicable Supply Chain model & Certificate number being complied by indicating in weighbridge dispatch ticket.  It has been confirmed that Merotai CU has removed their certified volumes sold as conventional and at the same time, there was no overproduction during the reporting period.
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	YES	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. Merotai POM does not use the RSPO corporate logo as well as trademark logo.

## RSPO PUBLIC SUMMARY

### **Principle 4: Respect community and human rights and deliver benefits**

Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.

Clause	Indicators	Comply Yes/No	Findings
4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.	4.1.1 (C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders, 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.	YES	Policy to respect human rights is available and documented in the Sime Darby Plantations Human Rights Charter. Training on the Human Rights Charter was given at Merotai CU accordingly. The Policy was communicated to stakeholders which included FFB suppliers during stakeholder meeting in March 2023. The Group has also established a specific Policy, the Human Right Defender. In addition, social dialog comprising POM/estate management and worker representatives who have been elected by the workers themselves as a communication channel between management and workers. The interval meeting was carried out on a forthrightly basis. This platform is also used to briefings and engagements regularly regarding HRC implementation.
	4.1.2 The unit of certification does not instigate violence or use any form of harassment in their operations.	YES	There is no evidence that SOU 30 Merotai instigates any violence or uses any form of harassment in its operations.
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.	YES	The system used by the SOU 30 Merotai in resolving disputes and grievances exists in the procedure called "Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan", "Procedures for handling Social Issues", and "Procedure for Handling Boundaries Disputes". There is also Grievance Response Standard Operating Procedure. The Mill and Estates within SOU 30 each have its own Internal Complaint Book and External Communication Book. The Internal Complaint Book was used for employees to lodge complaint pertaining to their houses, and there is evidence that the complaints were resolved in a timely and appropriate manner. The external book was reviewed and found no complaints against the CU. Anonymity of complainants and whistleblowers are ensured under the Sime Darby Code of Business Conduct which provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ.
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	YES	The documented system in dealing with complaints and grievances are briefed during muster briefing. To ensure that illiterate parties also understand the procedures, verbal briefings are given are translated into the language the affected parties understand. This was confirmed by foreign workers interviewed at the estates and mill. Besides, the company has implemented "Suara Kami Helpline" as a platform for the workers to raise any issue. Verified the SOP for "Suara Kami Helpline" 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.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	YES	Sime Darby has developed its own online complaint platform called Oil Palm Pal. OPP: for workers to make complaints on housing, and the complaints will then be registered and monitored in an online platform. Social Dialogue: a meeting between management and workers' representatives to discuss other issues, and the issues raised will be registered in a tracking system called Social Dialogue Online Tracking System (SDOTS).
	4.2.4 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.	YES	Paragraph 7 of Appendix 5 Sustainable Plantation Management System, Flowchart and Procedure On Handling Social Issues, states upon failure of negotiation process involving estate management, representatives from the disputed parties, zone heads, third parties and stakeholders, legal proceedings may follow. Paragraph 8 of Appendix 3 of the same document on procedures Handling Land Disputes states that "further negotiation processes may involve independent third parties such as representatives from the Land Office or from other NGOs." Therefore, the conflict resolution mechanism includes options to access independent legal and technical advice.
4.3 The unit of certification contributes to local sustainable development as agreed by local communities.	4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.	YES	There is evidence that contributions to community development was provided based on consultations. At Imam Estate, the Estate has been provided water to the Kampung Nipah Bombalai since past 10 years without fee, at Merotai POM There is also approval record from SOU Merotai Management to allow surrounding villagers to open night market inside the workers quarters without fee. There is also a donation to the surrounding schools, Mosque and Government agencies. The most important thing is 92% of the staff and non-clerical staff are from surrounding villagers which is the main Contributions to community development.
4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.	4.4.1 (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/or the actual legal or customary use of the land are available.	YES	The legal ownership and the maps to indicate the boundary stone were sighted at Merotai, Table, Imam and Tiger Estate. The Land Title for All Estate has been verified, for all Estate (Merotai, Table, Imam, Tiger and POM), all the land title is originally from Borneo Abaca Limited and company has change their names to Bal Estates Sdn Bhd on 13/8/1985. The company has bought the land from Colony of North Borneo (Sabah Govt) on 4 <sup>th</sup> January 1937. The company then merge with Golden Hope Plantations (Sabah) Sdn Bhd on 14/11/1996. And soon after that, Golden Hope has merge with Sime Darby on 1/7/2008.
	4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by SOU Merotai since 1951. The audit team had confirmed that there were no land issues related to previous owners.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by SOU Merotai since 1951. The audit team had confirmed that there were no land issues related to previous owners.
	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.	YES	
	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.	YES	
	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 neighboring communities where applicable, and relevant authorities).	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU 30 Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighboring estate, hence the evidence required under this clause was not available.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	YES	This requirement in this indicator does not apply to SOU Merotai.
	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.	YES	This requirement in this indicator does not apply to SOU Merotai.
	4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	YES	This requirement in this indicator does not apply to SOU Merotai.
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.	YES	Based on Social Impact Assessment (SIA) Report for SOU Merotai and land title, there were no new plantings are established on local peoples' land. It has been verified that the land is legitimately owned by Sime Darby SOU 30 Merotai since 1951. The audit team had confirmed that there were no land issues related to previous owners.
	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.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.



## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	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.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
	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.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
	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.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
	4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the	YES	As reported in 4.4.1 of this checklists, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was

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Clause	Indicators	Comply Yes/No	Findings
	operations prior to the issuance of a new concession or land title to the operator.		verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
	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.	YES	There were no new lands acquired for plantation and mills after 15/11/2018. The current operation area including mill and estates as per stated in the land title.
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru 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.	YES	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document issued entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	YES	In accordance with the 'Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan' Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with staff and workers at mill and visited estates.
	4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	YES	There were no scheme small holdings at SOU Merotai. The Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO and surrounding Smallholder which is not bound to Sime Darby and the Smallholder can send their FFB to another mill.
	4.6.4 The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the	YES	There was no process and outcomes of any negotiated agreements, compensation and payments to any affected parties.

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Clause	Indicators	Comply Yes/No	Findings
	participation of affected parties, and made publicly available to them.		
4.7 For new planting, 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.	YES	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document issued (Version 1) entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	YES	There was no issue regarding compensation (monetary or otherwise) with villagers, local community and neighbouring estate.
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	YES	As reported in 4.4.1 of these checklists, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.  The audit team has also interviewed relevant stakeholders such as the Kg Sungai Imam, Kg Pengkalan Bombalai, Kg Seri Bombalai, Kg Nipah Bombalai, Kampung Simpang Tiga, Kg Gudang 4, Kg Pitas, Kg Karito, Kg. Hj. Matahir, Kg Merotai Kecil, Kg Beruang, Kg Burut, Kg Haji Razak. From the interviews, it can be concluded that there was no evidence of any land dispute at SOU Merotai, hence the evidence required under this clause was not available.
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,	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	YES	As reported in 4.4.1 of these checklists, it has been verified that the land is now legitimately owned by Sime Darby SOU Merotai since 1951. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
customary, or user rights.	following a documented process of FPIC.		
	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.	YES	Land conflict is not present in the area of the unit of certification. The audit team has also interviewed relevant stakeholders such as the Kg Sungai Imam, Kg Sungai Imam, Kg Pengkalan Bombalai, Kg Seri Bombalai, Kg Nipah Bombalai, Kampung Simpang Tiga, Kg Gudang 4, Kg Pitas, Kg Karito, Kg. Hj. Matahir, Kg Merotai Kecil, Kg Beruang, Kg Burut, Kg Haji Razak. From the interviews, it can be concluded that there was no evidence of any land dispute at SOU Merotai, hence the evidence required under this clause was not available.
	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 reqs. (Indicators 4.4.2, 4.4.3 and 4.4.4).	YES	There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations.
	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 neighboring communities where applicable).	YES	There was no conflict or dispute over the land.

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### **Principle 5: Support smallholder inclusion**

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Clause	Indicators	Comply Yes/No	Findings
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.	YES	Merotai POM has displayed the current prices paid for FFB at the mill's weighbridge counter.
	5.1.2 (C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	YES	There is evidence that SOU Merotai regularly explains the FFB Pricing to Smallholders surrounding. Latest Training/briefing were conducted i.e., at Merotai POM on 12/10/2022 & 7/3/23. The stakeholder information briefing concerned to FFB qualities, FFB grading, calculation payment by MPOB, oil extraction rate (OER). The calculation method of pricing was made known and given to the Smallholders. Field days were organised monthly by the mill to all the small holders from the supplying list.
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	YES	In Merotai POM Price for FFB adopted the MPOB Pricing. All prices are calculated by the MPOB, and the mill takes the price and follows what MPOB guided.
	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 repayments through FFB price reductions for replanting and or other support mechanisms where applicable.	YES	There is no bound contract for FFB outside supplier sending crop to the Merotai POM. The Suppliers are freely to choose the mill choice of theirs. Except contract for payment rate, Quality of crop, and how payment has been made and it was found that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contract.
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	YES	There is no bound contract for FFB outside supplier sending crop to the Merotai POM. The Suppliers are free to choose the mill choice of theirs. However, with listed FFB suppliers, the contracts are found to be fair, legal and transparent, with an agreed timeframe. The contract were drafted in the English language, which is understood by the suppliers, as verified during interviews.
	5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	YES	All contractors confirmed that payments were received within a reasonable timeframe, which is 7-10 days after submission of invoice. And receipts contain specifying price, weight, deductions, and amount paid are given.

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Clause	Indicators	Comply Yes/No	Findings
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	YES	Weighing Equipment in SOU Merotai has been calibrated on a yearly basis using Teras Integrasi Sdn Bhd.
	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	YES	Sime Darby SOU Merotai 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. Sighted that latest Stakeholder to promote on RSPO certification. However, currently the Growers and villagers were not in favor of the implementation due to high cost. Their only focus for MSPO first.
	5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	YES	There is a document namely "Flowchart and Procedures on Handling Land Disputes", Flowchart and Procedure on Handling Social Issues. Additionally, there is also the "Whistle Blowing Channel" and Human Rights charter which was revised in 2020. The Dispute and Resolution Procedure commences with the receipt of complaint from any party, its investigation, proposed solutions and acceptance of the solutions or otherwise. If the proposed solution was rejected, the dispute will be brought for third party arbitration. Grievance or dissatisfaction and request for services on the part of the smallholder can be conveyed through the "Borang Aduan (Complaints Form)"- and the "Borang Permohonan (Request Form)". Lastly, the Sime Darby Whistleblowing Policy ensures anonymity. The Policy contains the WhistleBlower Complaint Response where the complainant has the option of remaining anonymous by not revealing his/her identity.
5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) 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.	YES	Sime Darby SOU Merotai 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. Sighted that latest Stakeholder Meeting and (Pengenalan SDP Polisi, Persijilan RSPO dan MSPO, Petunjuk Buruh Paksa (ILO), & Latihan Semula Cara Penggredan BTS serta Latihan Pengendalian Bahan Kimia (Aktiviti Meracun) Kepada pihak Pekebun Kecil / Smallholder SOU 30) meeting in March 2023 to consults with interested smallholders including women or other partners in their supply base to assess their needs for support to improve their livelihoods and to promote on RSPO certification.
	5.2.2 The unit of certification develops and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of	YES	Aa above. At Imam Estate, it was evident that there is a development of smallholder support program to improve smallholder (Kampung Nipah Bombalai) livelihood by supplying the treated water to their villages without fee charges to them.

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Clause	Indicators	Comply Yes/No	Findings
	RSPO certification (including the RSPO Standard for Independent Smallholder).		
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	YES	Sighted that latest Stakeholder Meeting, promoted the FFB legality and the conduct of pesticide handling training. However, the Growers and villagers were not in favor of the implementation due to high cost. Their only focus for MSPO first.
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	YES	
	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	YES	Currently Sime Darby SOU Merotai has created a system to trace their stakeholders around their estates. But so far growers and smallholders in Sabah are willing to join the WAGS to get certification but smallholders in Sabah don't want to get involved because of financial restriction. But Sime Darby SOU Merotai does have a report and it was made publicly available on their website.

### **Principle 6: Respect workers' rights and conditions**

Protect workers' rights and ensure safe and decent working conditions.

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	YES	SDPB have implemented Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/09/2019. The policy shall be guided by the commitments spelt out in the Company's in Human Rights Charter (HRC) where stated 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. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights. The interview session was conducted with local and foreign workers, and it was found that the workers were aware of the policy communicated during muster briefing and placed publicly in the notice board at housing area and office. It is also being explained during the induction course for the newly arrived workers. In addition, social dialog comprising POM/estate management and worker representatives who have been elected by the workers themselves as a communication channel between management and workers. The interval meeting was carried out on a fortnightly basis. This platform is also used for briefings and engagements regularly regarding HRC implementation.

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Clause	Indicators	Comply Yes/No	Findings
	6.1.2 (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 migrant workers.	YES	Apart from the indicator 6.1.1 policy which states that all employees shall be treated equally, there is also no evidence that there has been any form of discrimination against any employee, or group of employees. As confirmed by the workers during interviews and field observation, payment of wages/salaries, provision of housing and access to benefits and amenities is fair based on observation, review of pay checks, contracts of employment, including charging of recruitment fees for migrant workers. At the same time, SDPB has also committed to the policy of no recruitment fees.
	6.1.3 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.	YES	SDPB has established the Career Progression for Workers Level (both local and foreign workers), where the promotion of workers is based on the work performance, suitability and the leadership quality of the worker. For requirement, SDPB has established the Hiring of Local Workers procedure and Workforce Management Unit Liaison & Recruitment procedure to explain the recruitment processes for both local workers. There is no discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting. Sighted, the job description of each worker mentions the same regardless of skin colour, religion, race or caste.
	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.	YES	Based on interviews with female workers, Estate Medical Assistant, there was no evidence that pregnancy tests are being conducted as a discriminatory measure. Should a worker whose job encounters chemicals, e.g., sprayers, or lab assistants become pregnant, she would immediately be reassigned to an alternative job employment that doesn't involve contact with chemicals.
	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.	YES	The Group Sustainability Policy covers the commitment facilitating the opportunity for advancement of women at all levels in our organization and ensuring their protection. The policy was communicated through the Gender Committee meeting conducted quarterly. SDPB has introduced the new Terms of Reference (TOR) for Gender Representatives and Gender Committee. Meetings or activities to be conducted on a 2-months basis according to the new TOR. The Chairman is from Imam Estate. The Chairman has assigned duties of Gender Committee coordinator to the secretary from Tiger Estate for the down line implementation. Meetings were conducted accordingly. Based on minutes sighted they have raised awareness, identified and addressed issues of concern, as well as opportunities and improvements for women. There was no sexual harassment case reported.
	6.1.6 There is evidence of equal pay for the same work scope.	YES	The equal opportunities policy is contained within the policy of Group Sustainability and Quality Policy Statement, which states that all employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work regardless of race, caste, nationality, gender, physique, sexual orientation, union membership, political view, religion and age. The Policy of



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Clause	Indicators	Comply Yes/No	Findings
			<p>Group Sustainability and Quality Policy Statement was displayed on notice boards in both Bahasa Malaysia and English.</p> <p>Interview with workers local female/male and migrant male (Indonesian and Philippine), they agreed that they have received equal pay for the work given. For example, the sprayer gang has been paid by daily rated and the same gang also receives the daily rated pay. For harvesters also they received the same rate for all harvesters in the estates. Any differences for the pay rate will be for tall palm and the short palm. For mill and estates general workers they receive daily payment as per Minimum Wages Order 2022. Based on interview and documentation records, there is evidence that equal pay for the same scope of the job.</p>
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.	YES	<p>The Merotai CU has complied with legal requirements and Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) from 01/01/2020 to 31/12/2022 on regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>The Merotai CU documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Labour laws, union and/or other collective agreements detailing payments and other conditions, was made available in the languages understood by the workers and explained to them by a management during induction.</p> <p>Each pay slip documents the name of employee, month of pay, income (basic, overtime, reimbursement, allowances), deductions (statutory such as EPF, SOCSO, EIS), net salary, annual leave and medical leave taken, etc.</p>
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.	NO	<p>Contracts and conditions of employment are contained in employment contracts signed between the Merotai CU on one hand, and their workers on the other. The employment contracts sampled were prepared in either Bahasa Malaysia/Indonesia or in dual-language, namely English and the language commonly used in the worker's country of origin.</p> <p>Among others, the contracts defined the regular working hours, deductions, overtime, EPF/SOCSO contribution, sick leave, holiday entitlement, maternity leave, notice of termination of contract &amp; time of payment of wages, etc. in compliance with Employment Act, 1955 and Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) from 01/01/2020 to 31/12/2022. The sampled contracts sighted during the audit were as indicator 6.2.1.</p> <p>Payroll documents, namely the payslip, also give accurate information on compensation for all work done. This includes those who receive daily-rated wages, piece rated wages, payment for any overtime work done, and public holiday pay. Also confirmed via sampled payslips that wages were paid in compliance with national legal requirements. Salary deductions and overtime were in accordance with the relevant laws (SOCSO, EPF, EIS) and Labour Office permits. None of the sampled workers had any family members performing work.</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>However, employment contracts and related documents detailing payments and conditions of employment for contractor vendor management were not in compliance with national legal requirements, for the following cases:</p> <ol style="list-style-type: none"> <li>1) Discrepancies noted in data documentation between contractor and their workers on employment contracts and related documents detailing payments. Based on interview with 3 sampled FFB Driver found that all of them claimed that the salary was paid based on pieced rated which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated @ RM1500. In addition, the interview with 3 sampled drivers reveals that all of them were aware and acknowledge methods of salary payment (pieced rated) being implemented to charge to them.</li> <li>2) The detailed payments in the payslip were not fully comprehensive. Based on payslip of Dec. 2022 until April 2023 verification, sighted there was no indication to show how much per unit/mt should be paid to the workers, no record information of payment method to show that payment during on work on rest day (Sunday) been paid to the workers.</li> <li>3) There is no mechanism or evidence to check consistent implementation of monthly and yearly of outturn of working, annual leave, sick leave, etc.</li> <li>4) There is no evidence to show that workers' salaries have been paid on time (not later than seven days after the expiration of the wage period in respect of which they are due). The salary was paid via cash payment. During the interview with Driver 1 and the owner mentioned salary was paid on 3rd or 4th each month. Meanwhile, interview with Driver 2 and Driver 3 mention salary was paid on 9th or 10th each month.</li> </ol> <p><i>As a result Major NCR DA 02 2023 was raised.</i></p>
	6.2.3 (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.	YES	<p>The Merotai CU has complied with legal requirements and Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) from 01/01/2020 to 31/12/2022 on regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>The working hours as per SPIEU Agreement were, working hours at 48 hours per week. For overtime, it has been mutually agreed upon between the management and workers and met the legal requirements. Overtime will be offered when there is additional job and no discrimination observed.</p> <p>Estate Health Assistants/Medical Assistant interviewed during the audit also confirmed that workers with medical certificates are given a paid medical leave, and female workers are given 3 months paid maternity leave. There is no evidence of termination, and so compliance with reasons for dismissal and period of notice could not be verified during this audit.</p> <p>During site inspection at harvesting area, observed harvesting areas have proper rest areas for harvesters. Harvesters have their break time after 3 or 4 hours continuously worked. Based on pay slips, checkroll book and checkroll system via SAP System, all data entries into the system related to workers' attendance, leave and productivity was accurate and same as pay</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>slip and this confirmed by sampled workers via interview session. In addition, they are allowed to leave work despite having achieved the minimum target set by the management.</p> <p>Almost all interviewed workers understand their entitlement for annual leave as stipulated in the workers agreement. All of them know the number of days entitlement for annual leave and know how to use it. They will inform the field staff and assistant manager if they want to take a day off, salary will not pay for that day. The company only pays the annual leave pay (ALP) at the end of the year.</p>
	<p>6.2.4 (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 (5 years) is allowed to upgrade the infrastructure.</p>	YES	<p>The Merotai CU provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to all workers stipulated with Workers Housing Management Procedure. Workers quarters inspection was conducted weekly by the PIOA (inspection by Medical Assistant) and using the Housing Complex/ Nest/ Community Hall Weekly Inspection Checklists. This inspection will be followed up by Estate Welfare Committee using Housing Unit Inspection via three months once. Any issues found during the inspection was remarked in the checklist and action will be taken accordingly.</p> <p>During the workers quarters inspection at Merotai CU, the cleanliness and up-keeping of the housing compound and workers' house are found satisfactory. The houses were all in good conditions, and each house has between 2 – 3 bedrooms. Among the facilities provided are creche (NEST), CLC school, clinic where medical treatment and facilities are provided for free, sundry shops selling daily necessities such as rice, flour, sugar, cooking oil, etc. The workers' housing areas also have a mosque, a community hall, a football field, and badminton/volleyball court. Workers interviewed confirmed that the houses and amenities provided are adequate, comfortable and requests for repairs were attended to in a timely manner. All houses have constant water supply and electricity which are provided free of charge. Even if the water and electricity supply is not continuous daily, this is not seen as an inconvenience because each house has its own water storage tank. The water catchment for Merotai Mill CU was treated for drinking water and supplied to all workers' quarters. The continued availability of water sources and to avoid negative impacts on other users in the catchment or watercourse have been concluded and monitored by water sampling by the management. The frequency sampling was carried out at 1 month interval. Water quality has been monitored by Sime Darby Plantation Research Sdn. Bhd. Based on the result, water quality monitoring is generally within Class IIB of NWQSM at all monitoring points.</p> <p>The clinic is managed a Medical Assistant aided by two (2) personnel. A Visiting Medical Officer visits the clinic twice a month to review cases, provide guidance to the medical assistant and to check the conditions at the workers' housing area. Children of workers' (both local and foreign workers) are given free transportation to the nearest schools. Children of Indonesian workers attend the CLC (Community Learning Centre) school where Indonesian school curriculum was taught. Pre-school children of workers were provided Creche (NEST) and Tabika facilities.</p>

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Clause	Indicators	Comply Yes/No	Findings
	6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	YES	All the workers have been provided with 10kg of rice once every two months as per the company's policy. Interviewed with the workers confirmed that they are easily access to adequate, sufficient and affordable foods where the estates sundry shop.
	<p>6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a "decent living wage" is in place. The implementation plan with specific targets, and a phased implementation process will be in place, including the following:</p> <ul style="list-style-type: none"> <li>• An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers.</li> <li>• There is annual progress on the implementation of living wages</li> <li>• Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment.</li> <li>• The unit of certification 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 an</li> </ul>	YES	Merotai CU has followed the Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) which is payment of the wages following the Minimum Wages Order 2022. As per current situation in Malaysia, all workers in Merotai CU have been paid by following the Minimum Wages Order 2022. Prevailing wages per months calculations based on SOU basis. The total received per month for Local Workers is RM 2,281.88 and for Migrant Workers RM 2,242.19.

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Clause	Indicators	Comply Yes/No	Findings
	<p>eventual scale-up of the living wage implementation</p> <p>Until such time where the Malaysian version of “decent living wage” has been endorsed by RSPO and implemented by the unit of certification, the Malaysian minimum wage has to be paid.</p>		
	6.2.7 Permanent, full-time employment 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.	YES	Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.1 above. No casual, temporary and day labour employed within all operating units within Merotai CU.
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.	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.	YES	<p>The Group Sustainability &amp; Quality Policy stated that - We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination.</li> <li>• Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively in national languages (English and/or Bahasa Malaysia).</li> </ul> <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 this right is limited, they will provide alternative means of employee engagement and grievance redressal.</p> <p>The policy was explained to all workers during morning muster and demonstrably implemented in the Social Dialog. The Social Dialog implemented for the employees to speak freely, and the meeting will be conducted on a forthright basis. Interviews with workers they are aware of their workers' representatives.</p>
	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.	YES	<p>The Sabah Plantation Industry Employees Union (SPIEU) is the union that represents workers of Merotai CU. Union membership is open to both local and foreign workers and the workers' representative elected by the SPIEU itself, which is an independent party.</p> <p>At Merotai CU, the latest meeting minutes between SPIEU members and employer was reviewed. It was attended by management representatives, SPIEU representative and workers representative, etc. Interview with sampled chairman SPIEU, confirmed that the company respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively.</p>

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
			The Social Dialog was introduced and implemented at Merotai CU to comprise POM/estate management and worker representatives who have been elected by the workers themselves as a communication channel between management and workers. The interval meeting was carried out on a forthright basis. This has also been implemented due to impact assessment. Main reason to gather the information such as feedback from the workers in term of Social, Safety, Environmental, Welfare issues, etc. All the feedback was highlighted in the minutes meeting and Social Dialog Online Tracker (SDTS) for tracking system and action plan. Based on an interview session with workers representative, confirmed issues have been raised have been resolved. Issues are typically resolved between 3 – 7 days depending on the type of issue raised. Issues requiring changes in policy or capital expenditure are referred to the regional management/HQ as it will take longer to resolve. The intent of the social dialogue platform to ensure issues are expediently discussed and addressed. For example, when it comes to housing repairs, there are dedicated handymen in all operating units and thus, there are no protracted delays in resolving such issues. The housing repairs & maintenance policy has been enhanced to include clear timelines for various categories of repairs. Site management are monitored based on these timelines.
	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.	YES	Interview with sampled workers union representatives (SPIEU Chairman/SPIEU Secretary) and workers representative from Social Dialog confirmed that they were independently elected as the SPIEU/Social Dialog by all members of among mill and estates workers via an election without interference by the management.
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.	YES	The Group Sustainability & Quality Policy Statement stated that: Protecting the Rights of Children: We seek to promote the wellbeing of children and safeguard them from any form of maltreatment or exploitation, including child sex tourism, child trafficking, child labour and child pornography. Verification of workers master list confirmed that there is no child labour hired. For contractors, the abolishment of child labour & protecting the rights of children available in the Vendor COBC clause 5.8, Human Rights Charter-protecting the rights of children.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.	YES	There was no evidence that the estates and the mill at Merotai CU has employed anyone below the age of 18 years. Auditor also verified through the contractors in the Merotai CU and confirmed there was no contractor workers below the age of 18 years available in the estate and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers and dates of birth are available. Interviews with workers and staff, as well as observations made during field visits confirm that only those above 18 are employed.

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Clause	Indicators	Comply Yes/No	Findings
	6.4.3 (C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.	YES	There was no evidence that the estates and the mill at Merotai CU has employed anyone below the age of 18 years. Auditor also verified through the contractors in the Merotai CU and confirmed there was no contractor workers below the age of 18 years available in the estates and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers and dates of birth are available. Interviews with workers and staff, as well as observations made during field visits confirm that only those above 18 are employed.
	6.4.4 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.	YES	The management has communicated to the stakeholders regarding the Human Rights Charter and emphasized that the risk of child labour to the stakeholders.
6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation 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 and HRC were communicated through the morning muster briefing to all workers. The interview session was conducted with local and foreign workers, and it was found that the workers were aware on the policy communicated during muster briefing and placed publicly in the notice board at housing area and office. It is also being explained during the induction course for the newly arrived workers. In addition, the policy to prevent sexual and all other forms of harassment and violence was implemented via gender committee.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation 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 facilitate opportunities for advancement for their employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights. The policy and HRC were communicated through the morning muster briefing to all workers. The interview session was conducted with local and foreign workers, and it was found that the workers were aware on the policy communicated during muster briefing and placed publicly in the notice board at housing area and office. It is also being explained during the induction course for the newly arrived workers.
	6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are	YES	Assessment for new mothers (with infants under 24 months) was conducted by each operating unit medical/hospital assistants. Management has assessed the needs of new mothers and consultation with the new mothers. The Gender Committee has supported the assessment. Based on verification of the assessment report and interviews, there were no specific needs

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Clause	Indicators	Comply Yes/No	Findings
	taken to address the needs that have been identified.		reported as the babies are taken care of in the nurseries. The actions are taken to address the needs that have been identified. Adequate space and paid breaks were provided to enable mothers with infants 24 months or younger to breastfeed or express and store breast milk with privacy.
	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.	YES	<p>Sime Darby Plantation Berhad has maintained the Terms of Reference for Gender Representative and Gender Committee dated March 2021 where the committee will be on SOU 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 once in two months. Apart from that, flowchart and Procedure on Handling Social Issues, was implemented as well. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the involvement of disputed parties, zone heads, third parties and stakeholders. Besides, the company has implemented "Suara Kami Helpline" as a platform for the workers to raise any issue. Verified the SOP for "Suara Kami Helpline", that explains the procedure of the helpline. The workers have been communicating about the platform through morning muster and display on notice boards.</p> <p>In addition, the company has implemented Whistleblowing Channels where the eForm, email address and toll-free number/ hotline can be found in <a href="http://www.simedarbyplantation.com/corporate/governance/whistleblowing">http://www.simedarbyplantation.com/corporate/governance/whistleblowing</a>. Furthermore, the company developed Policy on Protection of Human Rights Defenders (HRDs) where if the complaint cannot be solved through this manner, HRDs can be provided legal remedies such as litigation or alternate dispute resolution options including mediation and arbitration in situations where complaints cannot be resolved internally.</p>
6.6 No forms of forced or trafficked labour are used.	<p>6.6.1 (C) All workers have entered into employment voluntarily, and the following are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> </ul>	YES	<p>Interviewed with the foreign and local workers confirmed that there was no forced and trafficked labor in Merotai CU. The terms and conditions offered by the company were similar in their home country and when arrived at the plantations. No contract substitution has occurred. Passports are kept by each worker and no longer kept in the office or passport locker. No charging to the workers for recruitment fees for new Pekerja Migrant Indonesia (PMI) which recruited latest in February/March 2023. Overtime was monitored by the company and the workers are given freedom to choose to work overtime and resign. There was no penalty for termination of employment if they wish to terminate the contract earlier as per the employment contract signed. If the workers in the mill want to work overtime, they will need to fill in the Overtime Details form. Those who worked on rest day and public holiday are required to fill in the application form. Approval from the Supervisor and Assistant is required.</p>



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Clause	Indicators	Comply Yes/No	Findings
	<ul style="list-style-type: none"> <li>• Penalty to the workers for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul>		
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	YES	<p>SDPB has implemented a Sime Darby's Human Rights Charter and can be easily access via <a href="http://www.simedarbyplantation.com">www.simedarbyplantation.com</a> where they committed as below:</p> <ol style="list-style-type: none"> <li>Providing equal opportunity.</li> <li>Respecting freedom of association</li> <li>Eradicating any form of exploitation</li> <li>Ensuring favourable working conditions</li> <li>Enhancing Safety and Health</li> </ol> <p>All the local and foreign workers will be provided with induction training prior to work. Besides, they were provided with decent living condition and free from any discrimination. The workers informed that they were treated equally without any discrimination. No contract substitution has occurred through interviewed with the workers.</p>
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 (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.	YES	<p>All the Estates / Mill Managers were appointed as the Chairman of the ESH committee. The letter of appointment for the Managers signed by the Regional CEO was sighted. The Managers subsequently assigned duties of ESH coordinator to the Assistants for the implementation of ESH practices in the estates. Similar appointment was made for all the estates and the mill. All identified Executives were officially given a letter for such an appointment. The estates and the mill management conduct regular two-way communication with their employees through the quarterly ESH meeting.</p> <p>Workers during the meeting participated in the discussion mainly on housing and safety. All units adopted the agenda as released by the Group Sustainability Department. The agenda as discussed during the meeting among others includes the following;</p> <ol style="list-style-type: none"> <li>Laporan Pemakaian PPE</li> <li>Laporan Prestasi ESH/Kesehatan</li> <li>Laporan Latihan &amp; SOP/HIRARC</li> <li>Laporan Pematuhan Undang-Undang</li> <li>Laporan Pematuhan Oleh Kontraktor</li> <li>Laporan Audit GCAD ESH ISCC RSPO</li> <li>Laporan Kemalangan</li> <li>Laporan Pemeriksaan Tempat Kerja</li> <li>Laporan Kesehatan &amp; Kawasan</li> </ol>
	6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by	YES	<p>The accident and emergency procedures are available in adherence to the SDPB policy on 'The trained personnel for the First Aid were among the employees working in the mill on shift and the estates staff/mandores. The first aid boxes were available at various points in the mill complex including laboratory, office, workshop, process control room etc. Similarly, the estates</p>

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Clause	Indicators	Comply Yes/No	Findings
	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.		distributed the first aid box to the mandores and brought along to the field during operations. In addition, there are also first aid boxes kept in the office, store and workshops. Sighted distribution of First Aid Box recorded at all estates. Procedures guidelines were issued by Group Sustainability Department and amended to tailor to the situation differences in the estates and mills. ERT members will receive training and practice in emergency procedures appropriate to their respective workplace and degree of risk. The training are conducted by an accredited or qualified organisation who can demonstrate their suitability to provide training. The trained personnel for the First Aid were among the employees working in the mill on shift and the estates staff/mandores. The first aid boxes were available at various points in the mill complex including laboratory, office, workshop, process control room etc. Similarly, the estates distributed the first aid box to the mandores and brought along to the field during operations. In addition, there are also first aid boxes kept in the office, store and workshops.
	6.7.3 (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.	YES	Training and briefings on the operations were provided for workers to educate them on safe working practices to ensure applicable precautions are adhered to. Training for employees is conducted from time to time based on needs through various method such as on the job training, briefings, meetings, etc. The staff and workers such as the storekeepers, Mill workers, harvesters, pruners, field workers, sprayers, fertilizer and rat bait workers were trained, and they had understood the hazards involved and how the chemicals should be used in a safe manner. Based on the HIRARC carried out at the estates and mill the PPE types for the various activities have been identified and implemented. Monitoring via Personal Protective Equipment Card and verified. Bulk of the mill training is organized during the daily briefing prior to work commencement of each shift. Mainly the issues discussed / briefed were related to mill process operations and safety compliance. These training records are maintained in a separate book and were sighted during the audit. And all the estates and the mill and maintained records of PPE issuance to their employees.
	6.7.4 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.	YES	SOU Merotai provides medical care to Group Estate workers with Klinik Ladang established within the premises. In addition, all workers are covered by SOCSO, verified through 'Jadual Caruman Bulanan', for Mill & Estates. The 'Health Care' is managed by the respective estates. Merotai Estate which is 1 km away provides medical facilities and services for Merotai Palm Oil Mill's employees.
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	YES	Accident statistics are being maintained and periodically reviewed (quarterly basis) during 'Health and Safety' committee meeting – minutes reviewed. The accidents were summarized and recorded appropriately. All incidences were investigated by the respective OU safety committee with JKKP 6 submitted respectively. Documentation for all cases was sighted and

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Clause	Indicators	Comply Yes/No	Findings
			verified. All units submitted the JKPP 8 for incidences in year 2022 respectively complying with the DOSH statutory requirement.

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

Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.

Clause	Indicators	Comply Yes/No	Findings												
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.	YES	Merotai SOU 30 continued to implement Integrated Pest Management (IPM) in all the 4 estates and continue to manage pests, disease, weeds and invasive introduced species using appropriate IPM techniques guided by the Agricultural Reference Manual (ARM) Section 15 - Plant Protection. The IPM program among others includes pest management of rats, bagworms, nettle caterpillars, rhinoceros beetles and ganoderma. For bagworm control the program includes the planting of beneficial plants such as <i>Cassia cobanensis</i> , <i>Antigonon leptopus</i> and <i>Turnera subulata</i> and for rhinoceros beetles is by using pheromone traps.												
			IPM Plan for year 2023 was established to identified area to coverage and action plan taken as per below:												
			<table><tr><td></td><td>Area</td><td>Action plan</td></tr><tr><td>1.</td><td>Rat in estate</td><td>Establishment BOB Carry out rat baiting every 6 months interval</td></tr><tr><td>2.</td><td>RB in estate</td><td>Placement of EFB in single layer Insecticide spraying at shoot and basal palm at 14 days interval</td></tr><tr><td>3.</td><td>Bagworm</td><td>Establishment of beneficial plant at field Regularly census at affected areas</td></tr></table>		Area	Action plan	1.	Rat in estate	Establishment BOB Carry out rat baiting every 6 months interval	2.	RB in estate	Placement of EFB in single layer Insecticide spraying at shoot and basal palm at 14 days interval	3.	Bagworm	Establishment of beneficial plant at field Regularly census at affected areas
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3.	Bagworm	Establishment of beneficial plant at field Regularly census at affected areas													
	7.1.2 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.	YES	Species referenced in the Global Invasive Species Database and CABI.org. were used in managed areas of the 4 estates. Such as antigonon species for attarack predator to control population of bagworm. The spread of plant was under control of management of estate. <ul style="list-style-type: none"><li>• Antigonon leptopus (Beneficial Plant) – information on the species' invasiveness specifically in Malaysia is not available on CABI.org and GISD websites.</li><li>• Cassia coboanensis (Beneficial Plant) – species is not available on GISD and CABI.org websites.</li><li>• Turnera subulata (Beneficial Plant) - species is not available on GISD and CABI.org websites.</li></ul>												
	7.1.3 There is no use of fire for pest control unless in exceptional	YES	Merotai SOU 30 continued to use the Agricultural Reference Manual (ARM) policy of no open burning. As advocated, all 4 estates practised Zero burning thus no use of fire for pest control.												

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Clause	Indicators	Comply Yes/No	Findings																																				
	circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.		In the 2021 and 2022 replants visited during the audit in the estates, it was evident that all palms were felled, shredded, windrowed and left to decompose																																				
7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.	7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.	YES	<p>All the 4 estates confined 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>a) The review of the chemical register concluded that all pesticides used were of Class II, III &amp; IV. The use of <i>paraquat</i> had been prohibited in all SDPB estates.</p> <p>b) 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.</p> <p>The chemical used in the estate captured from the chemical register updated on 13/01/2023. Among others as listed below;</p> <table><tr><th></th><th>Chemical name</th><th>Class</th><th></th><th>Chemical name</th><th>Class</th></tr><tr><td>1</td><td>Glyphosate isopropylamine</td><td>III</td><td>6</td><td>Triclopyr butoxy e/ester</td><td>III</td></tr><tr><td>2</td><td>Glufosinate ammonium</td><td>III</td><td>7</td><td>Canyon 20G</td><td>IV</td></tr><tr><td>3</td><td>Triclopyr butoxy</td><td>III</td><td>8</td><td>Bayfolan</td><td>III</td></tr><tr><td>4</td><td>Metsulfuron methy 20% w/w</td><td>III</td><td>9</td><td>Propined</td><td>III</td></tr><tr><td>5</td><td>Cypermethrin</td><td>III</td><td>10</td><td>3-(alpha acetonylbenzyl)-hydroxycoumarin</td><td>IV</td></tr></table>		Chemical name	Class		Chemical name	Class	1	Glyphosate isopropylamine	III	6	Triclopyr butoxy e/ester	III	2	Glufosinate ammonium	III	7	Canyon 20G	IV	3	Triclopyr butoxy	III	8	Bayfolan	III	4	Metsulfuron methy 20% w/w	III	9	Propined	III	5	Cypermethrin	III	10	3-(alpha acetonylbenzyl)-hydroxycoumarin	IV
	Chemical name	Class		Chemical name	Class																																		
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5	Cypermethrin	III	10	3-(alpha acetonylbenzyl)-hydroxycoumarin	IV																																		
	7.2.2 (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.	YES	All 4 Estates, Merotai Estate, Table Estate, Tiger Estate and Imam Estate had records to show the types of pesticides used with active ingredients and their LD50 and where these pesticides had been used, the total quantity, number of applications and Ai/Ha. Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field cost books and in progress reports. all estates had documented programs for spraying pesticides and for rat baiting.																																				
	7.2.3 (C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	YES	<p>As part of the IPM plans, the quantity of pesticides required for various field conditions are documented and justified in Sime Darby Plantation Berhad Agriculture Reference Manual (ARM) Section 16.5. The implementation in the field were consistent with the ARM and the following practices were adopted by the estates.</p> <p>a) Established growth of beneficial plants (<i>Cassia cobanensis</i>, <i>Antigonon leptopus</i> and <i>Tunera subulata</i>) to attract natural predators and reduce use of insecticides. During the site visit the auditor observed notable quantity of beneficial plants been planted at average rate of 5.0m/ha.</p> <p>b) The estates in order to reduce the use of pesticides to control rats, Barn Owls (<i>Tyto alba</i>) was encouraged, as indicated by Barn Owl census records..</p> <p>c) In replants of 2021 and 2022 prophylactic spraying using diluted Cypermethrin for immature palms was carried out against Rhinoceros Beetles as per SOP and the EFB</p>																																				

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Clause	Indicators	Comply Yes/No	Findings
			were applied in single layers and is not dumped in large amounts to prevent breeding of Rhinoceros Beetles.
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	YES	There was no evidence of prophylactic use of pesticides in Merotai SOU 30 except in immature and young fields, where prophylactic spraying using diluted Cypermethrin are still practised for the pest and diseases management such as control of Rhinoceros Beetle as per SOP and MPOB guidelines.
	7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:	YES	Merotai SOU 30 only used pesticides that were officially registered under the Pesticides Act. From the review of the chemical register, it was noted that all pesticides used were of Class II, III & IV. The use of paraquat had been banned in all Sime Darby Plantation Berhad Estates since 07/11/2006. There was no evidence of pesticides that are categorised as World Health Organisation Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used. From records and interviews with workers, staff and estate assistants, found that they were trained, all precautions taken, and all legal requirements met.
	7.2.5a Judgment of the threat and verify why this is a major threat.	YES	As mentioned above in 7.2.5 of this check list and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had not been used. Hence, the need for a judgment of the threat assessment does not apply on the Merotai SOU 30.
	7.2.5b Why there is no other alternative which can be used.		
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.		
	7.2.5d What is the process to limit the negative impacts of the application.		
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.		
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying	YES	The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained, and they understood the hazards involved and how the chemicals should be used in a safe manner. The trade and generic names of the chemicals were made known to the workers through the SDS training. It was also noted that SDS are available at all sites during the audit. Training on pesticide handling were available in all the visited estates. The training included the safety aspects and usage of PPE when handling pesticides.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	pesticides must show evidence of regular updates on the knowledge about the activity they carry out.		
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	YES	The storage of pesticides at Merotai SOU 30 was found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149) and Regulations. The chemical and fertiliser stores (with cemented floors and roofing) are locked & handled only by authorized personnel i.e. storekeeper. The stores in estate and mill were ventilated (equipped with exhaust fans). All the chemicals were arranged/segreated according to the type. Triple rinsing activities continued to be implemented for empty pesticide containers. The detailed procedure for this purpose is available in SOP for Scheduled Wastes Management and SOP for Triple Rinsing.
	7.2.8 All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	YES	Empty pesticide containers were punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. Inventory and consignment documents verified for confirmation of proper management and disposal.
	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.	YES	Aerial spraying is not a practice in Merotai SOU 30. There was no evidence to show that such a method being used in the 4 Estates. This was also supported through interviews with executives, field staff and workers. No such activities being witnessed during the site/field visit.
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	YES	Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions was demonstrated. From the results, all workers fit to handle chemical.
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	YES	All estates complied with procedure and guidelines provided the Standard Operating Procedure adopted by the Organisation whereby no work with pesticides is given to pregnant or breast-feeding women. <i>Tidak dibenarkan pekerja wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan</i> ). During site visits there was no breastfeeding women and under age of 18 workers involved in chemical applications.  All estates maintained the list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.	YES	The organization had established yearly waste management plan with latest updated in February 2023. Sighted during site visit, all waste identified had been manage accordance to company plan.
	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	YES	<u>MILL</u> The organization had established Procedure for Handling of Domestic Waste, and Scheduled Waste and Energy Conservation. Sighted record of latest disposal which was well documented and maintained.  <u>ESTATE</u> Standard Operating Procedure Scheduled Waste Disposal of empty pesticide containers were carried out as per established procedures. Triple rinsing procedures was continually implemented for empty pesticide containers. The rinsed containers were then pierced and stored prior disposal. Records on usage and disposal were well recorded and documented. It was found that scheduled waste generated at all estates stored not more than 180 days. The last disposal was made via DOE licensed contractor. Inventory (5 <sup>th</sup> schedule) was up-to-date and tally with the physical stock at the storage area. The 5 <sup>th</sup> schedule was updated and reported through e-SWIS.
	7.3.3 The unit of certification does not use open fire for waste disposal.	YES	During site visit at all estates, there was no evidence of open fire has been used for waste disposal. All domestic wastes (household and food waste only) at Merotai CU have been disposed via local municipal council.
7.4 Practices maintain soil fertility at, or where 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.	YES	Fertilizer applications, which were of paramount importance for maintenance of soil fertility, were carried out based on the recommendation made by the Principle Agronomist II Plant Nutrition & Protection.
	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	YES	Fertilizer applications, which were of paramount importance for maintenance of soil fertility, were carried out based on the recommendation made by the Principle Agronomist II Plant Nutrition & Protection. Fertilizer recommendations were made based on annual foliar sampling done in 2022 while soil samplings were carried out on a 5 year cycle basis last carried out in 2020-2021 by Sime Darby Research Sdn. Bhd. The recommendations by the Agronomist were also available during the inspection and the application of fertilizers had been carried out as recommended and scheduled. Fertiliser application program was monitored using records like program sheets, bin cards, Field Cost book and Manuring Structured Block Supervision (MSBS) forms
	7.4.3 A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill	YES	Nutrient recycling was implementing at Merotai SOU by left all the replanting palms to decomposed onsite, Empty fresh bunches (EFB) were used as an additional nutrient to the soils.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings																																																								
	Effluent (POME), palm residues and optimal use of inorganic fertilisers.																																																										
	7.4.4 Records of fertiliser inputs are maintained.	YES	Records of fertiliser inputs are maintained and recorded accordingly.																																																								
7.5 Practices minimise and control erosion and degradation of soils.	7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.	YES	<p>During the field visit and the soil map provided it was observed that there were no fragile or marginal soils in Merotai SOU 30 The Soil maps are prepared by SDP <i>Research and Advisory Dept (Precision Agriculture Unit)</i> updated on 05 January 2023.</p> <p>The soil series for the 4 estates comprises of the following.</p> <table><tr><th>Table Estate</th><th>Merotai Estate</th><th>Tiger Estate</th><th>Imam Estate</th></tr><tr><td>Table</td><td>Kinabutan</td><td>Table</td><td>Brantian</td></tr><tr><td>Mai</td><td>Mai</td><td>Bombalai</td><td>Weston</td></tr><tr><td>Apas</td><td>Table</td><td>Kg Pusu</td><td>Apas</td></tr><tr><td>Kinabutan</td><td>Kechor</td><td>Tiger</td><td>Dagat</td></tr><tr><td>Dagat</td><td>Dagat</td><td>Kinabatun</td><td>Table</td></tr><tr><td>Bombalai</td><td>Lubok Kiat</td><td>Kechor</td><td>Kinabatangan</td></tr><tr><td>Kawa</td><td>Jarangan</td><td></td><td>Sapi</td></tr><tr><td></td><td>Gong chenak</td><td></td><td>Kinabutan</td></tr><tr><td></td><td>Bukit Tuku</td><td></td><td></td></tr><tr><td></td><td>Tebok</td><td></td><td></td></tr><tr><td></td><td>Apas</td><td></td><td></td></tr><tr><td></td><td>Bombalai</td><td></td><td></td></tr><tr><td></td><td>Rasau</td><td></td><td></td></tr></table>	Table Estate	Merotai Estate	Tiger Estate	Imam Estate	Table	Kinabutan	Table	Brantian	Mai	Mai	Bombalai	Weston	Apas	Table	Kg Pusu	Apas	Kinabutan	Kechor	Tiger	Dagat	Dagat	Dagat	Kinabatun	Table	Bombalai	Lubok Kiat	Kechor	Kinabatangan	Kawa	Jarangan		Sapi		Gong chenak		Kinabutan		Bukit Tuku				Tebok				Apas				Bombalai				Rasau		
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	7.5.2 No replanting on steep slopes (above 25 degress) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25°) larger than 25 Ha within the Unit of Certification.	YES	It was observed that practices to minimise and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction of terraces, road maintenance and maintenance of soft vegetation in interlines. Cover crops were planted in the replants and in some mature areas. The cover crop <i>Mucuna bracteata</i> had been planted along some slopes by management. Large areas with <i>Nephrolepis biserrata</i> in the inter rows were sighted during the visit.																																																								
	7.5.3 There is no new planting of oil palm on steep terrain.	YES	Merotai SOU 30 had a management strategy for planting on slopes to minimise and control erosion and degradation of soils. It was observed that there is no new planting of oil palm on steep terrain.																																																								



## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
7.6 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.	7.6.1 (C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.	YES	Merotai SOU 30 had a management strategy for palm oil cultivation, taking into account the soil maps and surveys identifying marginal and fragile soils, including steep terrain for the palm oil long term suitability. Soils maps prepared in Jan 2011 and updated on 05 January 2023 by the Precision Agriculture Unit of Sime Darby Research unit shows that there are no fragile soils in all Estates. During the field visit and the soil maps provided and reviewed by the auditors it was observed that no fragile or marginal soils were found in Merotai SOU 30.
	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.	YES	The Soils maps prepared in Jan 2011 and updated on 05 January 2023 by the Precision Agriculture Unit of Sime Darby Research unit shows that there are no fragile soils in all Estates in Merotai SOU 30. Hence, the extensive planting on marginal and fragile soils, does not apply on the Merotai SOU 30.
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	YES	The management of all Estates in Merotai SOU 30 continued to use Soil surveys and topographic information guide in the planning of drainage and irrigation systems, roads and other infrastructure. Soils maps prepared in Jan 2011 and updated on 05 January 2023 by Precision Agriculture Unit of Sime Darby Research unit were used. On all Estates in Merotai SOU 30 and Slope Maps prepared by the R&D – Precision Agriculture Unit (VS) dated 19 April 2018 were available. The slopes were classified as 0° - 2°, 2° - 6°, 6° - 12°, 12° - 20°, 20° - 25° and > 25°.
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.	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is 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: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peat land Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable. It has been confirmed that SOU Merotai did not have peat land. It is consistent with the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. Hence, this requirement is not applicable.

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Clause	Indicators	Comply Yes/No	Findings
	7.7.4 (C) A documented water and ground cover management programme is in place.	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable.
	7.7.5 (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. This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable.
	7.7.6 (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 (2018) and associated audit guidance.	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable.
	7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas";	YES	Based on the soils maps dated January 2011 and updated on 05 January 2023 prepared by the R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates. Hence, this requirement is not applicable.

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	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 (2018) and associated audit guidance.		
7.8 Practices maintain the quality and availability of surface and groundwater.	7.8.1 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:	YES	Water management plan at all the sampled mill and estates were in place and implemented as verified through records of Water Management Plan FY 2023. Generally, the plan was established to focus on minimizing waste and pollution prevention of water sources. Among the action plans are rainwater harvesting, monitoring of pipeline leakage, and establishment of buffer zones at rivers and other water bodies. Workers of all the sampled estates have adequate access to clean water which was supplied through water treatment plant.
	7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.	YES	<u>MILL</u> River water (Natural Waterways) analysis Report conducted by Sime Darby Research Sdn Bhd for Sungai Merotai Kecil sighted. Based on the ECR, 3 water sampling point were selected (upstream and downstream of Sg. Merotai Kecil). Based on the result, water quality monitoring is generally within Class IIB of NWQSM at all monitoring points. <u>ESTATE</u> The continued availability of water sources and to avoid negative impacts on other users in the catchment has been concluded as in the Environmental Compliance Report (ECR), conducted by Chemsain Konsultant Sdn. Bhd.
	7.8.1b Workers have adequate access to clean water.	YES	In order to ensure supply of clean drinking water to workers treated water sampling was carried out on a monthly basis. Drinking water quality has been monitored by Sime Darby Plantation Research Sdn. Bhd. Results from analysis showed all the parameters within the limits. Based on the result, water quality monitoring is generally within Class IIB of NWQSM at all monitoring points.
	7.8.2 (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).	YES	During site inspection at buffer zone area, Imam Estate (block P00R1), Merotai Estate (Block 22A), Table Estate (Block 21C), and Tiger Estate (Block 22C & 23A), no trace of agrochemicals activities were carried out at the area. Artificial drainage and waterways channels directly to watercourse was maintained the natural grasses along the drainage and waterways bank, the best practices have been enhanced by planting natural indigenous trees species (collaboration with nestle) and according to RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings										
	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially BOD, is regularly monitored.	YES	The organization had regularly monitored and reported effluent parameters to DOE. The BODs recorded were within allowable limit.										
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	YES	<div>The monitoring of mill water usage been conducted and figure as per table below:<table><tr><td>Operating unit</td><td>2022</td></tr><tr><td>MPOM</td><td>1.25 M³/Mt FFB</td></tr></table></div>	Operating unit	2022	MPOM	1.25 M³/Mt FFB						
Operating unit	2022												
MPOM	1.25 M³/Mt FFB												
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 in place, monitored and documented.	YES	<div>The organization had maintained and established Fossil Fuel Reduction Plan with latest updated in Jan 2023. Among the strategies been plan and executed by the operating units were: 1.Frequent tractor service, maintenance and monitoring for machinery and vehicles. 2.Awareness to employee on savings energy usage. 3.Install &amp; replace energy savings bulbs at housing quarters. 3.Ensure nozzle is always locked to avoid unauthorized diesel filling 4.Monitoring of diesel consumption</div>										
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.	7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	YES	<div>The CU used RSPO Palm GHG version 4.0 Calculator as a tool to calculate the GHG emissions. For input FY 2021, the report is sent to RSPO on 08/05/2023. The input data was verified, and the following were determined:</div> <table><tr><td>Description</td><td>tCO<sub>2</sub>e/tProduct</td></tr><tr><td>CPO</td><td>0.86</td></tr><tr><td>PK</td><td>0.86</td></tr></table>	Description	tCO <sub>2</sub> e/tProduct	CPO	0.86	PK	0.86				
			Description	tCO <sub>2</sub> e/tProduct									
			CPO	0.86									
			PK	0.86									
			Production	t/yr									
FFB Processed	153,667.86												
CPO Processed	32,202.97												
			<table><tr><td>Land Use</td><td>Ha</td></tr><tr><td>OP Planted on Mineral Soil</td><td>10,495.54</td></tr><tr><td>OP Planted on Peat Soil</td><td>0.00</td></tr><tr><td>Total oil palm planted area</td><td>10,495.54</td></tr><tr><td>Conservation (forested)</td><td>23.72</td></tr></table>	Land Use	Ha	OP Planted on Mineral Soil	10,495.54	OP Planted on Peat Soil	0.00	Total oil palm planted area	10,495.54	Conservation (forested)	23.72
Land Use	Ha												
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Total oil palm planted area	10,495.54												
Conservation (forested)	23.72												

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings			
			Conservation (non-forested)		0.00	
			Milling extraction rate:			
			OER	20.96		
			KER	4.82		
			Mill Emission			
			Emission source	tCO2e	tCO2e/tFFB	
			POME	0.00	0.00	
			Fuel consumption	15.07	0.00	
			Grid electricity utilisation	0.00	0.00	
			Credits			
			Export of excess electricity to housing & grid	0.00	0.00	
			Sale of PKS	0.00	0.00	
			Sale of EFB	0.00	0.00	
			Total	15.07	0.00	
			Plantation / field emission			
					Own	
			Emission sources	tCO2e	tCO2e/ha	tCO2e/FFB
			Land Conversion	103660.55	9.88	0.64
			CO2 Emissions from Fertiliser	9461.19	0.93	0.06
			N2O Emissions from Peat	0.00	0.00	0.00
			N2O Emissions from Fertiliser	5077.36	0.53	0.03
			Fuel Consumption	184.92	0.17	0.01
			Peat Oxidation	0.00	0.00	0.00
			Sinks			
			Crop Sequestration	-95766.32	-9.32	-0.61
			Conservation Sequestration	0.00	0.00	0.00
			Total	22617.70	2.15	0.21
Palm Oil Mill Effluent (POME) Treatment						
Diverted to compost			0%			

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings								
			<table><tr><td>Diverted to anaerobic digestion</td><td>100%</td></tr></table> <div>Diverted to Anaerobic Digestion</div> <table><tr><td>Diverted to anaerobic pond</td><td>0%</td></tr><tr><td>Diverted to methane capture (flaring)</td><td>17.36%</td></tr><tr><td>Diverted to methane capture (electricity generation)</td><td>82.64%</td></tr></table>	Diverted to anaerobic digestion	100%	Diverted to anaerobic pond	0%	Diverted to methane capture (flaring)	17.36%	Diverted to methane capture (electricity generation)	82.64%
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	7.10.2 (C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (guided by the RSPO GHG Assessment Procedure for New Development).	YES	Auditor has verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to the sampled estates areas. Based on the observation during the audit, it is confirmed that there were no new planting or new development of areas at Merotai CU. Hence, RSPO GHG Assessment Procedure for New Development was not applicable.								
	7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.	YES	An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records which covers estates and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations. Merotai Mill conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS was found to be in functional condition. Data from the stack is connected online to DOE's office. Boiler smoke emission data are within the DOE limit. An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent. 'Pollution prevention plan and waste management action plan" is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly.								
7.11 Fire is not used for preparing land and is	7.11.1 (C) Land for new planting or replanting is not prepared by burning.	YES	Merotai CU fulfilled the strict Zero Burning in the Group Health, Safety and Environment Policy Statement. It was observed that all palms were felled, shredded, windrowed and left to decomposed.								

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
prevented in the managed area.	7.11.2 The unit of certification establishes fire prevention and control measures for the areas under its direct management.	YES	The fire prevention and control measures is established in SDPB group level and operating unit level. For Group level, Zero Burning Policy has been established and monitoring of Hotspot using the PLATINUM platform. The monitoring was established in November 2013. The system monitors any possible occurrence of fire within or nearby the concession areas throughout Sime Darby Plantation Upstream operation globally. At the estates level, there are fire prevention teams established. Among the mechanisms to prevent fire are training on firefighting for the ERT, preparing the fire-fighting facilities such as tractor mounted with water bowser and submersible water pump.
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	YES	During the external stakeholder meeting in March 2023 that was carried out at Merotai CU, all stakeholders including neighbour was briefed on fire prevention and control measures.
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	YES	No new land clearing since Nov 2015 in SOU 30 Merotai CU. Thus, this Indicator was not Applicable.
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	YES	The HCV report titled "HCV Re-Assessment for Strategic Operating Unit (SOU) Sabah Central – South Zone" prepared by the Group Sustainability Department was available to the audit team. The report was completed in January 2014 and the addendum dated April 2023 had covered all the High Conservation Value (HCV) within and adjacent to the SOU 30 Merotai CU. The HCV assessment had identified 4 potential HCV in the SOU 30 Merotai CU. The SOU 30 Merotai CU has maintained its identified HCVs, i.e., Natural Pond or Water Catchment (Merotai Estate, Tiger Estate, Table Estate) and the remnant of forest ("Bukit Tiger" in Tiger Estate). However, there was no HCV area found in the Imam Estate. The total Conservation area, now incorporating the HCV area, stands at 161.23 hectares.
	7.12.2a 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.	YES	
	7.12.2b: 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	YES	

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	account wider landscape-level considerations.		
	7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once 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).	YES	<p>The integrated management plan to protect and/or enhance HCVs was made available in the HCV Report, Table 13: Recommendation for Management [pg.38]. The Rare, Threaten and Endangered species (RTE) observed were present in the SOU Merotai as stated in Table 9: Common Wildlife found in Sabah Central – South Zone of assessment report [pg.30], e.g., Oriental Magpie Robin (Protected [WCE 1997]), Intermediate Egret (Protected [WCE 1997]), Borneo Pygmy Elephant (Endangered [IUCN] and Totally Protected [WCE 1997]) Oriental Pied Hornbill (Protected [WCE 1997])</p> <p>The integrated management plan is reviewed at least once every five years. The HCV report was reviewed in 2014. The report was reviewed in April 2023 as an addendum to the report.</p> <p>The SOU 30 Merotai CU had a regular programme to educate its employees pertaining to the protection of the RTE as well as the protection of buffer zone. The CU has conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as “No Hunting”, “No Fishing”, “Buffer Zone” were available. There was no use of chemicals observed been applied in the buffer zone during site visit to Tiger Estate, Table Estate and Merotai Estate during the audit. In general, the HCV action plan has been implemented accordingly, as contained in the “Biodiversity Management Programme for Financial Year 2023”.</p>
	7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland 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.	YES	A review of the HCV report found that none of the biologically sensitive or sacred areas or traditional rituals have been found in the SOU 30 Merotai CU, as stated in Clause 2.1.3 Social & Cultural Values [pg.18]. The SOU 30 Merotai CU has five villages neighbouring their estates and mill, i.e., Kg. Gudang 4, Kg. Hj. Matahir, Kg.Sg. Imam, Kg. Pitas and Kg. Karito, as stated in Table 6: Demographic Data of neighbouring Villagers of the HCV Report [pg.19].
	7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate	YES	The CU has regularly educated its employees via morning muster briefing about the need to protect the RTE species. Appropriate disciplinary measures will be taken if found violated. Information on RTE and relevant CU policies was displayed at the morning muster station. SOU Merotai management will notify the relevant authorities immediately if any individual working for the company is found to capture, harm, collect or kill these species. This training and implementation will further verify during the on-site audit. The audit found no disciplinary.



## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.		A review of the monitoring report " <i>Laporan Rondaan AP di kawasan HCV Ladang Tiger</i> " found no encroachment recorded. Thus, records on disciplinary were not available.
	7.12.7 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.	YES	The SOU 30 Merotai CU continued to monitor its HCV areas and the presence of RTE. During the field audit, there was no presence of RTE in the areas found and the monitoring records also confirmed that no significant outcomes were discovered. On-going monitoring of the HCV area at Merotai Estate, Tiger Estate, Table Estate and Imam Estate was conducted as an action plan.
	7.12.8 (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.	YES	Not applicable since there is no new land clearing

## RSPO PUBLIC SUMMARY

### RSPO Certifications Systems for P&C and RISS, Nov 2020

Clause	Indicators		Comply Yes/No	Findings
<b>5.5.2</b> <b>Time-bound plan</b>  A time-bound plan for certifying all its management units and/or entities, including the units where the organization has mgmt. control and/or minor shareholding, is submitted to the CB during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.	(a)	As a minimum, all estates and mills shall be certified within 5 years after obtaining RSPO membership. Any new acquisitions shall be certified within a 3-year timeframe. Any deviations from these maximum periods requires approval by the RSPO Secretariat.	YES	SDPB is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills.  Sime Darby Plantation Berhad TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan Table in September 2022. 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).
	(b)	Progress towards this plan shall be verified and reported on in subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;	YES	Generally, all estates and mills except those stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development have been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.
	(c)	Any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent);	YES	As the latest TBP in September 2022, all units will be certified in 2023. SDPB 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 SDPB TBP is within June 2023, no approval is required from RSPO Secretariat.  Although there is deviation at the Indonesia management units, it has been noted that these units are still awaiting to receive land titles.

## RSPO PUBLIC SUMMARY

	(d)	Where there are isolated lapses in implementation of a time-bound plan, a minor non-compliance shall be raised. Where there is evidence of fundamental failure to proceed with implementation of the plan, a major non-compliance shall be raised.	YES	<p>All operating units in Malaysia, Papua New Guinea and Solomon Island have been certified. Except for Indonesian, only 7 operating units yet to be certified:</p> <ol style="list-style-type: none"> <li>1) Ladang Panjang Estate – Total Areas of Division 1 and 2 (1,796.19 ha) “Hak Guna Usaha” (HGU) still in process.</li> <li>2) Sungai Jernih Estate – 851.57 ha under legalization process (proses Kadastral)</li> <li>3) Bukit Pinang Estate – Land legalisation process for 308.35 ha (Div 1 Bukit Pinang &amp; Div 3 Sungai Pinang) is still in process.</li> <li>4) Sungai Pinang Estate – Land legalisation process for 308.35 ha (Div 1 Bukit Pinang &amp; Div 3 Sungai Pinang) is still in process.</li> <li>5) East Estate/Sei Mawang Estate – Land legalization process for East Estate for 6123.7 ha under process.</li> <li>6) Karya Plama Estate – Pending confirmation from BPN on HGU document</li> <li>7) Beturus Estate – HGU was obtained however BPN never release the HGU to the company.</li> </ol>
5.5.3 Requirements for uncertified management units:	(a)	No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since 1 <sup>st</sup> January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB;	YES	Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units.
	(b)	Land conflicts, if any, are being resolved through a mutually agreed process, such as the 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;	YES	<p>Regular discussion was ongoing between Sime Darby Plantation and the group of community (PAC) through bi-monthly Tim Kerja Perwakilan Petani (TKPP) meeting since November 2012.</p> <p>In October 2013, representatives from two of nine villages (Kerunang and Entapang) left TKPP. These two villagers are supported by and working with TuK and OXFAM. They have then requested SDPB to enter into Dispute Settlement Facility (DSF) in June 2014. Hence, there were two groups of communities: The TKPP (7 of 9 villages) and the Kerunang &amp; Entapang team (2 of 9 villages).</p>

## RSPO PUBLIC SUMMARY

				<p>21 TKPP meetings have been conducted. The most recent one was held on 2/11/2016. Issues related to the 14 demands made by TKPP were closed except for two.</p> <p>As per current status (23/01/2019) SDPB and affected parties will be resolved all the issues to proceed with legal review.  <a href="https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail">https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</a></p> <p>However, sighted as at June 2019 PT Mitra Austral Sejahtera has been sold to PT Inti Nusa Sejahtera Refer letter dated 27 June 2019 to RSPO Secretariat and announcement at Bursa Malaysia  <a href="http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965">http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965</a></p>
	(c)	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2;	YES	Based on the internal audit report dated 27-28/06/2022, 01-06/08/2022 & 23/10/2022, there were no labour dispute that were not being resolved yet through an agreed process for all uncertified units for all 7 uncertified units of Sime Darby Plantation Sdn Bhd – Indonesia as at September 2022.

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	(d)	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1;	YES	Sime Darby Plantation maintains corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country.
	(e)	The audit team shall assess compliance with these rules at each assessment of any of the applicable management units. Assessment of compliance with requirements 5.5.3 (a) – (d) above by the audit team based on self- declarations only by the company,	YES	Yes. The sustainability unit has conducted internal audits of the uncertified units and updated the compliance status of uncertified management unit. The last internal audit was conducted in June, August, and October 2022. There is no replacement of primary forest or HCV Area and no new planting after 01/01/2010. The issues are mainly awaiting for Land Titles. 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.
		with no other supporting documentation, shall not be acceptable. Verification of compliance shall be based on the following approach:		
		<ul style="list-style-type: none"> <li>A positive assurance statement is made, based upon self-assessment (i.e. internal audit) by organization. This would require evidence of the self-assessment against each requirement;</li> </ul>		
		<ul style="list-style-type: none"> <li>Targeted stakeholder consultation, including consultation with the relevant NGO's will be carried out by the audit team.</li> </ul>		
		<ul style="list-style-type: none"> <li>Desktop study e.g. web check on relevant complaints</li> </ul>		
		<ul style="list-style-type: none"> <li>If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements.</li> </ul>		

## RSPO PUBLIC SUMMARY

	(f)	For requirements 5.5.3 (a)-(d) above, the classification of critical and non-critical is as stated in the RSPO P&C. If a non-compliance against a critical indicator in a non-certified management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless it is actively addressed. Evidence of active engagement with RSPO in resolving the non-compliance shall be available.	YES	No 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.
	(g)	Failure to address any outstanding non-compliances within uncertified unit(s) as defined in 5.5.3 (f) above may lead to suspension of certificate of the certified unit(s), in accordance with the provisions of these Certification Systems.		

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<p>5.6.6</p> <p>The CB shall review whether oil palm operations have been established in areas which were previously owned by users and/or are subject to customary rights of local communities and indigenous peoples. If applicable, the CB shall consult directly with all of these parties to assess whether land transfers and/or land use agreements have been developed with their free, prior and informed consent and check compliance with the specific terms of such agreements.</p> <p>The CB shall have a mechanism in place to identify the interested parties and ensure a represented samples size of the interested parties are consulted in each audit.</p> <p>The CB shall keep track which party that has been interviewed in the previous audits to ensure proper coverage of the parties throughout the certification cycle.</p>		No additional indicators	YES	<p>As it has been mentioned in 4.4.1 of this checklists. The legal ownership and the maps to indicate the boundary stone were sighted at Merotai, Table, Imam and Tiger Estate. The Land Title for All Estate has been verified, for all Estate (Merotai, Table, Imam, Tiger and POM), all the land title is originally from Borneo Abaca Limited and company has change their names to Bal Estates Sdn Bhd on 13/8/1985. The company has bought the land from Colony of North Borneo (Sabah Govt) on 4<sup>th</sup> January 1937. The company then merge with Golden Hope Plantations (Sabah) Sdn Bhd on 14/11/1996. And soon after that, Golden Hope has merge with Sime Darby on 1/7/2008.</p>
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## RSPO PUBLIC SUMMARY

### ATTACHMENT 4

#### DETAILS OF NON-CONFORMITIES AND CORRECTIVE ACTIONS TAKEN

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Root Cause & Corrective Action Taken by the CU	Verification Statement by Auditors
3.3.2  RAR 01 2023	Minor	<p>Finding: Mechanism to check consistent implementation of procedures on workshop Contractor – Syarikat Wawasan Merotai was not complied with.</p> <p>Objective evidence: During Site visit at Table Estate (Contractor Workshop– Syarikat Wawasan Merotai) it was sighted that there were noncompliance against the best workshop practices as below:</p> <ul style="list-style-type: none"> <li>• Oxy tank – no flashback arrestor, no safety chain, were left on the ground.</li> <li>• Air compressor – certificate of fitness not available</li> <li>• moving part and rotating machine at air compressor were not properly covered.</li> <li>• lubricant / hydraulic spillage was not managed accordingly.</li> <li>• Domestic waste management – bottle &amp; plastic waste was not managed accordingly.</li> <li>• Secondary container was not available at lubricant store.</li> </ul>	<p>Root cause:</p> <ol style="list-style-type: none"> <li>1) Inadequate monitoring of contractors' activities within Estate compound as the workshop was not included in any workplace inspection by Estate Management.</li> <li>2) Lack of awareness and understanding regarding workshop management by contractor due to inadequate training given by the Estate Management. The workshop operators were not included in training plan and program to ensure compliance to applicable requirements and laws.</li> </ol> <p>Correction: Estate Management organized a spot check and ensured issues raised during external audit are addressed (flash back arrestors and safety chains are installed on oxy tank, ceased air compressor operation until certificate of fitness is made available, moving part and rotating machines are covered, cleaned up the lubricant / hydraulic spillage and disposed as scheduled wastes, domestic wastes are collected and disposed accordingly and provided secondary container at lubricant store).</p> <p>Corrective action: 1) To include contractor's workshop in the workplace inspection done by Estate Management and the outcomes will be discussed during OSH quarterly meeting.</p>	<p>Root cause accepted. Corrective action plan has been reviewed and found adequate to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.</p> <p><b>Status: Open</b></p>



## RSPO PUBLIC SUMMARY

			2) To communicate with SQM department to assist and provide training to the contractor regarding workshop management for better understanding and to create awareness.	
3.4.2 DA 01 2023	Minor	<p>Finding: The social management and monitoring plan for replanting activities was not fully implemented and developed with participation of affected stakeholders.</p> <p>Objective evidence: The addendum of SIA for replanting activities dated 09/09/2022 was not effectively conducted at Imam Estate. The assessment involved was limited to harvesters only. Other workers such as non-union/non representative workers, gender, races, job scopes and etc was not involved during the assessment. Gathering of negative and positive impact was conducted during morning master call. Additionally, no consultation with neighbouring local communities from Kg. Nipah Bombalai and Kg. Pengkalan. Besides, no consultation with affected neighbouring government agencies such as SK Bombalai and Balai Polis Bombalai. Interviews with representative from Kg. Nipah Bombalai, received complained regarding movement of heavy machineries causing dusty road conditions, road damage, and road safety issues. Moreover, impact on contractors, vendors and suppliers also have not been communicated.</p> <p>Furthermore, external stakeholder consultation method was not effective. Sighted two sessions of consultation i.e., SOU basis stakeholders' consultation was conducted on 16/12/2022 and 07/03/2023. A review of the minutes of meeting, found there were no specific issues related to revising of SIA Management Plan such as discussion about main activities such as replanting. The minutes of meeting only highlighted on awareness of RSPO and MSPO and open issues with guidance to specific topic needed to be addressed.</p>	<p>Root cause: 1) Review of the risk affecting group of stakeholders due to the replanting was not included in the planning stage of the SEIA. 2) No fixed scope of review on SIA management plan during management discussions/meetings at the OU level.</p> <p>Correction: Organized consultation and gathered feedback of impacts from replanting activities from other stakeholders apart from harvesters and document it in a minute of meeting/form/list with attendance list provided.</p> <p>Corrective action: 1) Action plans on the complaints / request received from neighboring stakeholders and workers have been documented and followed up progressively by Estate Representative. 2) To include planning on SEIA for replanting in quarterly management discussion/meeting.</p>	<p>Root cause accepted. Corrective action plan has been reviewed and found adequate to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.</p> <p><b>Status: Open</b></p>

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<p>6.2.2</p> <p>DA 02 2023</p>	<p>Major</p>	<p>Finding: Employment contracts and related documents detailing payments and conditions of employment for contractor vendor management were not in compliance with national legal requirements.</p> <p>Objective evidence:</p> <p><b>Contractor/Vendor: Syarikat Wawasan Merotai (Imam Estate &amp; Table Estate)</b></p> <ol style="list-style-type: none"> <li>1) Discrepancies noted in data documentation between contractor and their workers on employment contracts and related documents detailing payments. Based on interview with 3 sampled FFB Driver found that all of them claimed that the salary was paid based on pieced rated which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated @ RM1500. In addition, the interview with 3 sampled drivers, reveal that all of them didn't aware and acknowledge methods of salary payment (pieced rated) being implemented to charge to them.</li> <li>2) The detailing payments in the payslip was not fully comprehensive. Based on payslip of Dec. 2022 until April 2023 verification, sighted there was no indication to show how much per unit/mt should be paid to the workers, no record information of payment method to show that payment during on work on rest day (Sunday) been paid to the workers.</li> <li>3) There is no mechanism or evidence to check consistent implementation of monthly and yearly of outturn of working, annual leave, sick leave, etc.</li> <li>4) There is no evidence to show that workers' salary been paid on time (not later than seven days after the expiration of the wage period in respect of which they are due). The salary was paid via cash payment. During the interview with Driver 1 and the owner mentioned salary was paid on 3rd or 4th each month. Meanwhile, interview with Driver 2 and Driver 3 mention salary was paid on 9th or 10th each month.</li> </ol> <p><b>Contractor/Vendor: Syarikat Satria (Merotai Estate)</b></p> <ol style="list-style-type: none"> <li>1) Discrepancies noted in data documentation between contractor and their workers on employment contracts and related documents detailing payments. All documentation needs to be clear and transparent. Based on interview with 2 sampled FFB Driver found that all of them claimed that</li> </ol>	<p>Root cause:</p> <ol style="list-style-type: none"> <li>1) Inadequate monitoring of contractors' compliance with legal requirements by Estate Management. There is no cross-checking between documents i.e. employment contract and payslip submitted to Estate Management by contractor with the employees of the contractor. Current mechanism i.e. quarterly cross SOU validation to confirm the compliance is ineffective.</li> <li>2) Inefficient and inadequate training for the contractors regarding legal compliance, contract agreement and pay slip resulting in incompliance to practices and payments.</li> </ol> <p>Correction:</p> <ol style="list-style-type: none"> <li>1) Immediately organized a meeting with contractor to discuss issues raised and documents to be provided to ensure future compliances.</li> <li>2) Immediately conducted refresher training on Payslip Details, Salary Payment, Contract Agreement (Leave Details i.e Rest Day, Sick Leave and Annual Leave) involving the Contractor and their workers to avoid future misunderstanding and produce the evidence of payslip and employment contract that have been amended for monitoring purpose.</li> </ol> <p>Corrective action:</p> <ol style="list-style-type: none"> <li>1) Estate Management to perform monthly document checking as well as cross checking with the sampled contractors' employees on the compliance with employment contract terms and conditions and on-time salary payment.</li> <li>2) To include training to contractors on compliance to legal requirements on</li> </ol>	<p>Root cause accepted.</p> <p>Auditor had verified evidence attached for the training material such as pictures of the training carried out and the attendances list. The training related to contract agreement &amp; payslip to SOU 30 Contract Vendor was conducted on 03/08/2023 by Senior Assistant Manager.</p> <p>In addition, the amended format pay slip implemented in July 2023 was sighted for both contractors' employees. The pay slip of July 2023 describes an indication of total unit and the total production workers been paid according to the newly amended employment contract dated 01/08/2023. It also includes payment for work on rest day (Sunday), daily of outturn of working, annual leave, sick leave, etc. Furthermore, there was evidence of acknowledgment from workers that the salary has been paid on time (not later than seven days after the expiration of the wage period in respect of which they are due).</p> <p>The implementation of employment contracts and related documents detailing payments and conditions of employment for contractor vendor management has complied with the requirement as in Sabah Labor Ordinance. All documents considered to be adequate to address the findings.</p> <p><b>Status: Closed</b></p>
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		<p>the salary was paid based on pieced rated which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated @ RM1500. In addition, the interview with 2 sampled drivers, reveal that all of them didn't aware and acknowledge methods of salary payment (pieced rated) being implemented to charge to them.</p> <p>2) The detailing payments in the payslip was not fully comprehensive. Based on payslip of Dec. 2022 until April 2023 verification, sighted there was no indication to show how much per unit/mt should be paid to the workers, no record information of payment method to show that payment during on work on rest day (Sunday) been paid to the workers.</p> <p>3) There is no mechanism or evidence to check consistent implementation of monthly and yearly of outturn of working, annual leave, sick leave, etc.</p> <p>4) There is no evidence to show that workers salary been paid on time (not later than seven days after the expiration of the wage period in respect of which they are due). The salary was paid via cash payment. During interview with Driver 1, Driver 2 and the owner mention salary was paid on more than 7th.</p>	<p>employment of workers e.g. salary payment, employment contract etc. into Estate training plan and program (at least twice a year).</p>	
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## RSPO PUBLIC SUMMARY

### ATTACHMENT 5

#### STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification Statement by Auditors												
MAR 01 2022 3.8.7	Major	<p>Finding: The site did not inform the CB on projected overproduction of certified tonnage for FFB production at KKS Merotai.</p> <p>Objective evidence: Based on documentation review on Mass Balance template, period Aug 2020 – May 2022, there was over production of FFB production as follows:</p> <p>Projected FFB : 268,916.48 Mt Actual FFB : 273, 747.50 Mt Variace : + 4,831.02 Mt</p>	<p>Based on documentation review on Mass Balance template, period April 2022 – May 2023, there was no over production of FFB, CSPO, &amp; CSPK production as follows:</p> <table><tr><th></th><th>Projected (mt)</th><th>Actual (mt)</th></tr><tr><td>FFB</td><td>187,655.00</td><td>148606.75</td></tr><tr><td>CPO</td><td>41,940.900</td><td>30,882.302</td></tr><tr><td>PK</td><td>9,082.50</td><td>7134.878</td></tr></table> <p><b>Status: Closed</b></p>		Projected (mt)	Actual (mt)	FFB	187,655.00	148606.75	CPO	41,940.900	30,882.302	PK	9,082.50	7134.878
	Projected (mt)	Actual (mt)													
FFB	187,655.00	148606.75													
CPO	41,940.900	30,882.302													
PK	9,082.50	7134.878													
DA 01 2022 7.8.2	Major	<p>Finding: Water courses and wetlands was not protected, including not maintaining appropriate riparian and other buffer zones.</p> <p>Objective evidence:</p> <p>During site inspection at buffer zone area, Merotai Estate (Block P19C between P07K) and Tiger Estate (Block P21C), sighted trace of spraying of agrochemicals was carried out at the area.</p>	<p>During site inspection at buffer zone area, Imam Estate (block P00R1), Merotai Estate (Block 22A), Table Estate (Block 21C), and Tiger Estate (Block 22C &amp; 23A), sighted no trace of agrochemicals activities were carried out at the area.</p> <p>Artificial drainage and waterways channels directly to watercourse was maintained the natural grasses along the drainage and waterways bank, the best practices have been enhanced by planting natural indigenous trees species (collaboration with nestle) and according to RSPO Manual on BMPs for the management and rehabilitation of riparian reserves’ (April 2017).</p> <p><b>Status: Closed</b></p>												
MZK 01 2022 5.2.1	Minor	<p>Finding: SOU Merotai did not consult with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>Objective evidence:</p> <p>Sighted Records of RSPO briefing with interested smallholders during the Stakeholder meeting dated 29/12/21 at SOU Merotai, However no records of consultations with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to</p>	<p>Sime Darby SOU Merotai 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. Sighted that latest Stakeholder Meeting and (Pengenalan SDP Polisi, Persijilan RSPO dan MSPO, Petunjuk Buruh Paksa (ILO), &amp; Latihan Semula Cara Penggredan BTS serta Latihan Pengendalian Bahan Kimia (Aktiviti Meracun) Kepada pihak Pekebun Kecil / Smallholder SOU 30) meeting on 7/3/23 to consults with interested smallholders including women or other partners in their supply base to assess their needs for support to improve their livelihoods and to promote on RSPO certification.</p> <p><b>Status: Closed</b></p>												

## RSPO PUBLIC SUMMARY

		improve their livelihoods and their interest in RSPO certification.	
MZK 02 2022 5.2.2	Minor	<p>Finding: SOU Merotai did not develop and implements smallholder support program 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 Standard for Independent Smallholder).</p> <p>Objective evidence: Sighted Records of RSPO briefing with interested smallholders during the Stakeholder meeting dated 29/12/21 at SOU Merotai, However no records of development and implementation smallholder support program 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 Standard for Independent Smallholder).</p>	<p>Sime Darby SOU Merotai 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. Sighted that latest Stakeholder Meeting and (Pengenalan SDP Polisi, Persijilan RSPO dan MSPO, Petunjuk Buruh Paksa (ILO), &amp; Latihan Semula Cara Penggredan BTS serta Latihan Pengendalian Bahan Kimia (Aktiviti Meracun) Kepada pihak Pekebun Kecil / Smallholder SOU 30) meeting on 7/3/23 to consults with interested smallholders including women or other partners in their supply base to assess their needs for support to improve their livelihoods and to promote on RSPO certification.</p> <p><b>Status: Closed</b></p>

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### ATTACHMENT 6 – Timebound Plan (Received in March 2023)

#### Timebound Plan for Sime Darby Plantation Berhad updated as of September 2022

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
Manggala	Indonesia	Manggala Mill	Rokan Hilir District - Riau	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Manggala	Indonesia	Manggala -1 Estate	Rokan Hilir District - Riau	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Manggala	Indonesia	Manggala -2 Estate	Rokan Hilir District - Riau	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Manggala	Indonesia	Manggala -3 Estate	Rokan Hilir District - Riau	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Alur Dumai	Indonesia	Alur Dumai Mill	Rokan Hilir District - Riau	Certified	Not Applicable	16-Jan-12	19-20 July 2021
Alur Dumai	Indonesia	Alur Dumai Estate	Rokan Hilir District - Riau	Certified	Not Applicable	16-Jan-12	19-20 July 2021
Teluk Siak	Indonesia	Teluk Siak Mill	Siak District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Siak	Indonesia	Teluk Siak Estate	Siak District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Siak	Indonesia	Pinang Sebatang Estate	Siak District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Siak	Indonesia	Aneka Persada Estate	Siak District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Blang Simpo	Indonesia	Blang Simpo Mill	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	Not Applicable	3-May-13	19-20 July 2021
Blang Simpo	Indonesia	Blang Simpo -1 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	Not Applicable	3-May-13	19-20 July 2021
Blang Simpo	Indonesia	Blang Simpo -2 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	Not Applicable	3-May-13	19-20 July 2021
Blang Simpo	Indonesia	Tamiang (PT PPP) Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	Not Applicable	3-May-13	19-20 July 2021
Blang Simpo	Indonesia	Batang Ara (PT PSK) Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	Not Applicable	3-May-13	19-20 July 2021
Teluk Bakau	Indonesia	Teluk Bakau Mill	Indragiri Hilir District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021

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Teluk Bakau	Indonesia	Teluk Bakau Estate	Indragiri Hilir District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Bakau	Indonesia	Nusa Lestari Estate	Indragiri Hilir District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Bakau	Indonesia	Nusa Perkasa Estate	Indragiri Hilir District - Riau	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Mandah	Indonesia	Mandah Estate	Indragiri Hilir District - Riau	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Mandah	Indonesia	Rotan Semelur Estate	Indragiri Hilir District - Riau	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	Certified	Not Applicable	11-Sep-12	19-20 July 2021
Sungai Pinang	Indonesia	Sungai Pinang Estate	Musi Rawas District - South Sumatera	Certified	Not Applicable	11-Sep-12	19-20 July 2021
	Indonesia	Sungai Pinang Estate	Musi Rawas District - South Sumatera	Not Certified	2023		19-20 July 2021
Sungai Pinang	Indonesia	Bukit Pinang Estate	Musi Rawas District - South Sumatera	Certified	Not Applicable	11-Sep-12	19-20 July 2021
Sungai Pinang	Indonesia	Bukit Pinang Estate	Musi Rawas District - South Sumatera	Not Certified	2023		19-20 July 2021
Ladang Panjang	Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	Certified	Not Applicable	9-Jul-12	19-20 July 2021
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	Certified	Not Applicable	9-Jul-12	19-20 July 2021
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	Not Certified	2023		
Rantau Panjang	Indonesia	Rantau Panjang Mill	Musi Banyuasin District - South Sumatera	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Bumi Ayu Estate	Musi Banyuasin District - South Sumatera	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Karang Ringin Napal Estate	Musi Banyuasin District - South Sumatera	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Mangun Jaya Estate	Musi Banyuasin District - South Sumatera	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Sungai Jernih Estate	Musi Banyuasin District - South Sumatera	Not Certified	2023		19-20 July 2021
Angsana	Indonesia	Angsana Mill	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Angsana	Indonesia	Angsana Estate	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Angsana	Indonesia	Gunung Sari Estate	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	3-Jul-13	19-20 July 2021

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Mustika	Indonesia	Mustika Estate	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	3-Jul-13	19-20 July 2021
Mustika	Indonesia	Pantai bonati Estate	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Kemas Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Laut Timur Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Pantai Timur Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Mill	Morowali District – Sulawesi Tengah	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Estate	Morowali District – Sulawesi Tengah	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Rantau	Indonesia	Rantau Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Matalok Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Selabak Estate ( PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Randi Estate (PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Sangkoh Estate (PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Lanting Estate (PT LMR)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Betung	Indonesia	Betung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Betung	Indonesia	Sekayu Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Bebunga Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Bakau Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Sungai Cengal Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Binturung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Rampa Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Sesulung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021



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Sekunyir	Indonesia	Sekunyir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sekunyir	Indonesia	Sekunyir Estate	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sekunyir	Indonesia	Seruyan Estate	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Sapiri Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Baras Danum Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Kuala Kuayan Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Pemantang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Pemantang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Kawan Batu Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Hataniring Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Batang Garing Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Lembiru Estate	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Awatan Estate	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Pelanjau Estate (PT BAL)	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-19	19-20 July 2021
Lembiru	Indonesia	Karya Palma Estate	Ketapang District – West Kalimantan	Not Certified	2023		19-20 July 2021

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Lembiru	Indonesia	Beturus Estate (PT BAL)	Ketapang District – West Kalimantan	Not Certified	2023		19-20 July 2021
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District –West Kalimantan	Certified	Not Applicable	18-Oct-10	19-20 July 2021
Bukit Ajong	Indonesia	West Estate	Sanggau District –West Kalimantan	Certified	Not Applicable	18-Oct-10	19-20 July 2021
Bukit Ajong	Indonesia	East Estate	Sanggau District –West Kalimantan	Certified	Not Applicable	18-Oct-10	19-20 July 2021
Bukit Ajong	Indonesia	East/Sei Mawang Estate	Sanggau District –West Kalimantan	Not Certified	2023		19-20 July 2021
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Anak Kulim Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Sungai Dingin Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Somme Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Bukit Selarong Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Padang Buluh Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Bukit Hijau Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Jentayu Estate	Karangan, Kedah	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Chersonese	Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Chersonese Estate	Kuala Kurau, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Kalumpong Estate	Kuala Kurau, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Tali Ayer Estate	Kuala Kurau, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Holyrood Estate	Kuala Kurau, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Elphil	Malaysia	Elphil Oil Mill	Sg Siput, Perak	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Kamuning Estate	Sg Siput, Perak	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Elphil Estate	Sg Siput, Perak	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Kinta Kellas Estate	Sg Siput, Perak	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Flemington Estate	Teluk Intan, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Bagan Datoh Estate	Teluk Intan, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Sabak Bernam Estate	Teluk Intan, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Sg. Samak Estate	Teluk Intan, Perak	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021

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Seri Intan/Selaba	Malaysia	Selaba Oil Mill	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan (+ Selaba) Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sabrang Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sogomana Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sg. Wangi Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Bikam Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Cluny (+ Bedford) Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Sungai Buluh Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Bukit Talang Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Estate	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Cheraka Estate	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
East	Malaysia	East Oil Mill	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	East Estate	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Sepang Estate	Sepang, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Dusun Durian Estate	Kuala Selangor, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Oil Mill	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Estate	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Estate	Raub, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Oil Mill	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Mentakab Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Chenor Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Sg Mai Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021

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Jabor	Malaysia	Jabor Estate	Kuantan, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Labu	Malaysia	Labu Estate	Nilai, Negeri Sembilan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	Certified	Not Applicable	19-May-10	19-20 July 2021
Tanah Merah	Malaysia	Tanah Merah Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	19-May-10	19-20 July 2021
Tanah Merah	Malaysia	Bukit Pelandok Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	19-May-10	19-20 July 2021
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sua Betong Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sengkang Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Bradwall Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	PD Lukut Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Tampin Linggi Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sg. Bahru Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Salak Estate	Port Dickson, Negeri Sembilan	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Muar River Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Sg. Senarut Estate + Sg Gemas Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Kok Foh Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Bukit Pilah Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	St. Helier Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Sungai Sabaling Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Pertang Estate	Bahau, Negeri Sembilan	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Kempas Estate	Jasin, Melaka	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Tangkah Estate	Jasin, Melaka	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Kemuning Estate	Jasin, Melaka	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Serkam Estate	Jasin, Melaka	Certified	Not Applicable	20-May-10	19-20 July 2021
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	Certified	Not Applicable	5-Oct-11	19-20 July 2021

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Diamond Jubilee	Malaysia	Diamond Jubilee Estate	Jasin, Melaka	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Diamond Jubilee	Malaysia	Bukit Asahan Estate	Jasin, Melaka	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Diamond Jubilee	Malaysia	Welch Estate	Jasin, Melaka	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Pagoh Estate	Muar, Johor	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Lanadron Estate	Muar, Johor	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Pengkalan Bukit Estate	Muar, Johor	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Chaah	Malaysia	Chaah Oil Mill	Chaah, Johor	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	Chaah Estate	Chaah, Johor	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	Sg. Simpang Kiri Estate	Chaah, Johor	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	North Labis Estate	Chaah, Johor	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Oil Mill	Kluang, Johor	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Estate	Kluang, Johor	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Kempas Klebang Estate	Kluang, Johor	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Bukit Paloh Estate	Kluang, Johor	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Yong Peng Estate	Kluang, Johor	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Oil Mill	Kluang, Johor	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Estate	Kluang, Johor	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	Lambak Elaeis Estate	Kluang, Johor	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	CEP Nyior Estate	Kluang, Johor	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Oil Mill	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Cenas Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Bukit Badak Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Tun Dr. Ismail Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Pekan Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Sembrong Estate	Layang-layang, Johor	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Hadapan	Malaysia	Hadapan Oil Mill	Layang-layang, Johor	Certified	Not Applicable	29-Mar-11	19-20 July 2021

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Hadapan	Malaysia	Sri Pulau Estate	Layang-layang, Johor	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Kulai Estate	Layang-layang, Johor	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Layang Estate	Layang-layang, Johor	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	CEP Renggam Estate	Layang-layang, Johor	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tun Tan Siew Sin Estate	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tunku Estate	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tigowis Estate	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Sentosa Estate	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Segaliud Estate	Sandakan, Sabah	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Melalap	Malaysia	Melalap Oil Mill	Tenom, Sabah	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Melalap	Malaysia	Melalap Estate	Tenom, Sabah	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Melalap	Malaysia	Sapong Estate	Tenom, Sabah	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Binuang Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Sungang Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Tingkayu Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Jeleta Bumi Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Giram Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Mostyn Estate	Kunak, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Estate	Tawau, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Imam Estate	Tawau, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Tiger Estate	Tawau, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Table Estate	Tawau, Sabah	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021

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Lavang	Malaysia	Rasan Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Belian Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Kelida Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang (Special) Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Pekaka Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Ruai Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Dulang Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Charquest Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Paroh Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Samudera Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Semarak Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Bayu Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Sahua Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Takau Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Damai Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Tetere Oil Mill	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Tetere Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Ngalimbiu Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Mbalisuna Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Smallholders – West Zone (83)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021

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Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Smallholders – Central Zone (53)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Smallholders – MBA East Zone (59)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Smallholders – MBE East Zone (37)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Hagita Oil Mill	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Giligili Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Hagita Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Waigani Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Sagarai Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Padipadi Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Mariawatte Estate	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Smallholders - East Gurney Estate (259)	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Smallholders - West Gurney Estate (231)	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Smallholders - East Sagarai Estate (156)	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	Papua New Guinea	Smallholders - West Sagarai Estate (212)	Milne Bay Province, Papua New Guinea	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021



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Poliamba (POL)	Papua New Guinea	Kara Estate	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Nalik Estate	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	West Coast Estate	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Noatsi Estate	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Madak Estate	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Smallholders -North Division (615)	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Smallholders- South Division (866)	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Smallholders -West Division (309)	New Ireland Province, Papua New Guinea	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap Mill	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap East (Gusap) Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap West (Paddock) Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021

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Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Surinam Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Dumpu Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Ngaru Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	J Estate (Jephcott) Estate	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Smallholders - Madang VOPs (71)	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Smallholders - Morobe VOPs (253)	Morobe Province, Papua New Guinea	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Sangara Oil Mill	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Mamba Oil Mill	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Embi Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Ambogo Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Sangara Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Sumbiripa Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Mamba Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021

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Higaturu Oil Palm (HOP)	Papua New Guinea	Sambogo Estate	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Scheme Smallholder Sorovi Division(2019)	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Scheme Smallholder Saiho Division(842)	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Scheme Smallholder Aeka Division (911)	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Scheme Smallholder Igora Division (1367)	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Scheme Smallholder Ilimo Division (671)	Oro Bay Province, Papua New Guinea	Certified	Not Applicable	1-Feb-13	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Mosa Oil Mill	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Kumbango Oil Mill	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Kapiura Mill	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Numundo Mill	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Waraston Mill	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Bebere Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Kumbango Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Togulo Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Dami Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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West New Britain (WNB)	Papua New Guinea	Waisisi Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Kautu Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Karaisu Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Moroa Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Bilomi Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Loata Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Haella Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Garu Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Daliavu Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Sapuri Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Malilimi Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Rigula Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Nomundo Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Navarai / Karato ME /KDC EU Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Volupai / Lotomgam / Natupi / Goruru Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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West New Britain (WNB)	Papua New Guinea	Lolokoru Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Ove Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Tamare Estate	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders LSS Mosa (1822)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders VOP East (1817)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders VOP Central (1964)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders VOP West (1279)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders LSS Kapiura (551)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders VOP Kapiura (850)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Smallholders Kaulong/Akami/Pushiki/Repamira/Sakapei (20)	Kimbe, West New Britain, Papua New Guinea	Certified	Not Applicable	10-Sep-08	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Erap Mill	Markham Farms	Certified	Not Applicable	27-Mar-20	19-20 July 2021
		Munum Estate	Markham Farms	Certified	Not Applicable	27-Mar-20	19-20 July 2021
		Maralumi Estate	Markham Farms	Certified	Not Applicable	27-Mar-20	19-20 July 2021
		Erap Estate	Markham Farms	Certified	Not Applicable	27-Mar-20	19-20 July 2021