

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: Sime Darby Plantation Berhad
Client Company Address: Level 5, Main Block, Plantation Tower, No 2, Jalan PJU 1A/7, Oasis Ara Damansara, 47301 Petaling Jaya, Selangor, Malaysia
Certification Unit: Strategic Operating Unit (SOU) 7- Bukit Kerayong Palm Oil Mill
Location of Certification Unit: Bukit Kerayong Road, 42200 Kapar, Klang, Selangor, Malaysia
Date of Final Report: 25/06/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Sime Darby Plantation Berhad		
RSPO Membership Number	1-0008-04-000-00	Membership Approval Date	07/09/2004
Address	Level 5, Main Block, Plantation Tower, No 2, Jalan PJU 1A/7, Oasis Ara Damansara, 47301 Petaling Jaya, Selangor, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Strategic Operating Unit (SOU) 7 – Bukit Kerayong Palm Oil Mill		
Location / Address	Bukit Kerayong Road, 42200 Kapar, Klang, Selangor, Malaysia		
Website	www.simedarbyplantation.com		
Management Representative	Mdm Shylaja Devi Vasudevan Nair Azlan Md Kambali (Mill Manager)	E-mail	Kks.bk.kerayong@simedarbyplantation.com
Telephone	018-987 7151	Facsimile	N/A

2. Certification Information			
Certificate Number	RSPO 550181	Certificate Start Date	15/04/2021
Date of First Certification	15/04/2011	Certificate Expiry Date	14/04/2026
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> - Determination of the conformity of the client's management system, or parts of it, with audit criteria. - Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2_2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	30 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or	<input checked="" type="checkbox"/> On-site audit (Option	<input type="checkbox"/> On-site audit (Option	<input type="checkbox"/> Remote audit (Option B)

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on-site audit	AI)	AII)	
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3. Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 714128	Production of certified CPO and PK using Mass Balance Module.	BSI Services Malaysia Sdn. Bhd	31/07/2024
MSPO 690368	MS 2530-3:2013 (MSPO Part 3) – General principles for oil palm plantations and organised smallholders		13/03/2023
MSPO 682049	MS 2530-4:2013 (MSPO Part 4) – General principles for palm oil mills		13/03/2023

4. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Bukit Kerayong Palm Oil Mill	Jalan Bukit Kerayong, 45600 Kapar, Selangor	3° 11' 11.94" N	101° 22' 25.21" E
Bukit Kerayong Estate	Jalan Bukit Kerayong, 45600 Kapar, Selangor	3° 10' 31.04" N	101° 20' 55.00" E
Bukit Cheraka Estate	Jalan Simpang 3, 45800 Jeram, Selangor	3° 13' 37.31" N	101° 21' 56.74" E

5. Description of Supply Base

New Planting Development	<input type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Bukit Cheraka Estate	3,400.65	55.52	194.45	3,650.62	93%
Bukit Kerayong Estate	2,325.85	3.00	211.30	2,540.15	91%
Total	5,726.50	58.52	405.75	6,190.77	92.5%

Note:

Bkt Kerayong Estate – A reduction of 159.13 ha due to the following: -

1. Land acquisition for Solar Project – 57.23 ha
2. Land sale to purchaser for industrial projects – 101.90 ha

Bkt Cheraka Estate – An addition of 11.95 ha compared to previous report.

1. As per hectare statement for 2019 – 2023, total planted area recorded as 3400.65 ha due to conversion from oil palm nursery

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Bukit Cheraka Estate	327.39	1,048.22	934.97	1,090.07	3,073.26	327.39
Bukit Kerayong Estate	0.00	1,398.00	927.85	0.00	2,325.85	0.00
Total (ha)	327.39	2,446.22	1,862.82	1,090.07	5,399.11	327.39

Note: *Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 22 – Mar 23)	Actual (Jan 2022 – Jan 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Jan 2022 – Mar 2022)	Current license period (Apr 2022 – Jan 2023)	
Bukit Cheraka Estate	75,410.56	8,011.56	19,958.66	64,442.00
Bukit Kerayong Estate	63,150.74	8,387.74	20,895.80	37,506.00
Total	138,561.30	57,253.76		101,948.00

Note:
The actual FFB production was relatively low compared to the certified volume (estimated last year) was due to low cropping trend and insufficient of workers especially skilled harvesters during the period due to most of the workers take opportunity to repatriated or take long leave after the borders open after closed due to COVID 19.
The estate forecasted the crop production based on previous year's crop production trend (5 – 10 years), palm age profile and hectrage. As for Bukit Kerayong estate, the hectrage is reducing and about ±40% of the area is at 15-25 years old the crop production forecasted low.

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 22 – Mar 23)	Actual (Jan 2022 – Jan 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Jan 2022 – Mar 2022)	Current license period (Apr 2022 – Jan 2023)	
Sungai Buloh Estate		0.00	863.56	
Bukit Talang Estate		0.00	531.03	
Tennamaram Estate		0.00	368.32	
Dusun Durian Estate		0.00	635.57	
West Estate		0.00	220.20	
Total		2,618.68		

Note:

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 22 – Mar 23)	Actual (Jan 2022 – Jan 2023)		Forecast (Apr 23 – Mar 24)
		Previous license period (Jan 2022 – Mar 2022)	Current license period (Apr 2022 – Jan 2023)	
Gan Estate Contractor Sdn. Bhd (Estate) – Bandar Bukit Raja		0.00	254.36	
Gan Estate Contractor Sdn. Bhd (Estate) – Bukit Lagong		0.00	798.31	
Clarity Crest Sdn.Bhd.(Estate)		186.75	305.50	
Eng Huat Latex Concentrate Sdn. Bhd. (Collection Center)		928.35	1518.66	
Gan Estate Contractor Sdn. Bhd(Estate) – Kota Elmina		0.00	429.56	
Meru Estate (1985) Sdn.Bhd.(Estate)		0.00	165.31	
Selamis Sawit Enterprise (Collection Center)		648.66	1061.13	
Gan Estate Contractor Sdn. Bhd (Estate) – Elmina West		0.00	72.01	
Rasa Dinamis Sdn Bhd		1295.58	2119.39	
Landta Rasmi Sdn Bhd		150.61	165.96	
Syarikat Chuan Soon		4878.97	8508.53	
Budi Sawit Enterprise		285.32	26.15	
Bakti Mas Bina Sdn Bhd		25.47	0.00	
Gan Estate Contractor Sdn. Bhd		1069.88	0.00	
Klangrealty		359.24	0.00	
Timah Jaharah		1637.69	3332.85	
Total		30,224.24		
Note:				

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9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	January 2022	4,090.09	3,497.04	7,587.13
2	February 2022	5,151.81	3,491.72	8,643.53
3	March 2022	7,157.40	4,477.76	11,635.16
4	April 2022	6,612.18	3,546.56	10,158.74
5	May 2022	5,325.27	2,948.50	8,273.77
6	June 2022	4,610.91	4,770.74	9,381.65
7	July 2022*	27.12	64.82	91.94
8	August 2022*	0.00	0.00	0.00
9	September 2022	5,334.30	1,035.17	6,369.47
10	October 2022	5,027.55	2,144.19	7,171.74
11	November 2022	3,874.32	1,576.46	5,450.78
12	December 2022	7,341.86	927.86	8,269.72
13	January 2023	5,319.63	1,743.42	7,063.05
TOTAL		59,872.44	30,224.24	90,096.68

Note: *The mill was closed for DOSH inspection in July and August 2022. The FFBs were diverted to other mill.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Apr 22 – Mar 23)	Actual (Jan 2022 – Jan 2023)		Forecast (Apr 23 – Mar 24)
	Previous license period (Jan 2022 – Mar 2022)	Current license period (Apr 2022 – Jan 2023)	
FFB	FFB		FFB
138,561.30 mt	16,399.30 mt	43,473.14 mt	101,948.00 mt
	TOTAL	59,872.44 mt	
CPO (OER: 20.50%)	CPO (OER:18.96%)		CPO (OER:19.90%)
28,405.07 mt	2,501.58 mt	8,849.80 mt	20,287.65 mt
	TOTAL	11,351.38 mt	
PK (KER:5.00%)	PK (KER:4.92 %)		PK (KER: 4.80%)
6,829.07 mt	927.12 mt	2,101.16 mt	4,077.92 mt
	TOTAL	3,028.28 mt	

10A. Monthly Records of Certified CPO & PK since the last audit

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No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	January 2022	1,034.81	219.49
2	February 2022	1,286.27	306.15
3	March 2022	180.50	401.48
4	April 2022	1,692.26	276.56
5	May 2022	1,036.03	231.07
6	June 2022	692.74	346.42
7	July 2022*	0.00	76.37
8	August 2022*	0.00	0.00
9	September 2022	697.18	280.79
10	October 2022	601.14	307.67
11	November 2022	922.91	127.52
12	December 2022	1,904.21	323.14
13	January 2023	1,303.33	131.62
TOTAL		11,351.38	3,028.28

Notes: *The mill was closed for DOSH inspection in July and August 2022. The crop were diverted to other mill.

11. Summary of Actual Volume sold

Current License period (Apr 2022 – Jan 2023)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	1,851.27	0.00	0.00	0.00	1,851.27
PK (MT)	1,803.53	0.00	0.00	0.00	1,803.53
Credits	9,500.00	0.00	0.00	0.00	9,500.00

Previous License period (Jan 2022 – Mar 2022)

CPO (MT)	0.00	0.00	0.00	0.00	0.00
PK (MT)	1,086.75	0.00	0.00	0.00	1,086.75
Credits	0.00	0.00	0.00	0.00	0.00

Note:
 Conventional is RSPO certified material but sold as non-RSPO.
 CSPK carry forward balance from Dec 2021 – 159.63 mt

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	AAA	TR-a5984595-8b8d TR-57b2b9bb-7335 TR-80db9e59-6ead TR-60f39169-4b15 TR-fd736409-5d7b TR-38697e53-96cc TR-c3dbb209-a330 TR-bc3decf6-23ce TR-308150b3-604d TR-71f50392-045d TR-262e4de7-f6a8 TR-225d3b1e-94bd TR-fa1647d3-841b TR-3b6abd02-f530 TR-e096f7b3-ee49 TR-4d5c733f-0d1a TR-c8076129-5ca2 TR-548861ab-e171 TR-41614389-c5bc TR-9683ddf0-37ff TR-b711a560-4705 TR-9cff978e-0dc4		2,890.28
2	BBB	TR-ac4810ec-2784	145.55	
3	CCC	TR-36ad7efd-4174	75.65	
4	DDD	TR-4cb8c873-d780 TR-520d9787-f5b1 TR-63ffcee8-e397 TR-ee638019-2ad6 TR-d650b2fc-f605 TR-d7b690c5-7f03	1,630.07	
TOTAL			1,851.27	2,890.28

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

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

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	EEE	ST-TR-f4913138-01e4	9,500.00
TOTAL			9,500.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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

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

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

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
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Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
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BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **13/02/2023-16/02/2023**. The approach to the audit was to treat the mill and supply basemill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on 28/03/2023. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

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

Tentative Date of Next Visit: February 13, 2024 - February 16, 2024

Total Number of Mandays: 10.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Muhammad Fadzli bin Masran (MFM)	Team Leader	<p>Education: Holds a Bachelor Degree in Forestry Science, University Putra Malaysia</p> <p>Work Experience: He has more than 10 years working experience in palm oil estate as Assistant Manager managing operations and sustainability implementation experience including workers’ welfare, workers’ occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. He involved in internal auditing on ISO9001 and ISO14001 standards.</p> <p>Training attended: He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, MSPO Lead Auditor Course, Endorsed RSPO Supply Chain Certification Lead Auditor Course, MSPO Supply Chain Certification System (SCCS) Auditor training Course, CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course, HCV and GIS Training, SMETA Requirements Training, RSPO Independent Smallholder (ISH) Auditor Training, and Endorsed RSPO P&C and SCCS refresher training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Economic management plan, mill best practices, estate best practices, Legal Requirements, land & Legal issue, Occupation Health Safety requirement, HIRARC, training, and RSPO supply chain requirements.</p>
Nor Halis bin Abu Zar (NHAZ)	Team Member	<p>Education: Holds a Bachelor of Science in Plantation Technology and Management, University Technology Mara</p>

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		<p>Work Experience: He has 6 years' experience in Oil Palm Estate Management with Kulim Plantations Sdn. Bhd. The last position held was Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He is a qualified Lead Auditor for MSPO and has accumulated more than 400 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed ISO IMS 9001 and 14001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor Course, ISO 45001 Lead Auditor Course, ISO 9001:2015 Lead Auditor Course, MSPO SCCS Auditor Course RSPO Independent Smallholder (ISH) Auditor Training, and SMETA Requirement Training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Environment responsibility, Environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, and HCV.</p>
<p>Hafriazhar bin Mohd Mokhtar (HMM)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 Lead Auditor Training, MSPO Lead Auditor Training, Endorsed RSPO SCCS Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Training, ISO 9001 Lead Auditor Training, ISO 50001 Lead Auditor Training, ISO 14001 Lead Auditor Training, RSPO Independent Smallholder (ISH) Auditor Training, and Endorsed RSPO P&C and SCCS refresher training.</p> <p>Language proficiency: Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Policy and commitment, Social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, and Stakeholder Consultation.</p>

Accompanying Persons:

Name	Role
N/A	N/A

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2.3 Assessment Plan

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

Onsite audit

Date	Time	Subjects	MFM	HMM	NHAZ
Sunday, 12/02/2023	PM	Auditors travel to Kuala Selangor.	√	√	√
Monday, 13/01/2023 Bukit Cheraka Estate	0900 - 0930	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation) 	√	√	√
	0930 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Lunch break	√	√	√
	1400 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630 - 1700	Interim closing briefing	√	√	√
Tuesday, 14/02/2023 Bukit Kerayong Estate	0900 - 1300	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Lunch break	√	√	√

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	1400 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630 - 1700	Interim closing briefing	√	√	√
Wednesday, 15/02/2023 Bukit Kerayong POM	0900 - 1300	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc. Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Lunch break	√	√	√
	1400 - 1600	Document Review P1 – P7: SOPs, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	1600 - 1630	Audit team discussion & preparation for closing meeting	√	√	√
	1630 - 1700	Closing Meeting	√	√	√
	Thursday, 16/02/2023 Bukit Kerayong POM	0900 - 1130	Mill SCCS: RSPO Supply Chain, General Custody of Chain, Rules on Market Communications & Claims etc.	√	
	1130 - 1200	Audit team discussion & preparation for closing meeting	√		
	1200 - 1230	Closing Meeting	√		

Major Non-Conformity Close Out Visit

Date	Time	Subjects	MFM
Monday 27/03/2023	PM	Auditor Travelling to Kuala Selangor	√
Tuesday 28/03/2023 Bukit Kerayong	09.00 – 09.15	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√

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POM	09.00 – 12.00	Verification on previous Major NC: 2311042-202302-M1 a. Site observation, workers interview (individual and group session) if necessary b. Document review – implemented evidence	✓
	12.00 – 13.00	Closing Meeting	✓
	13.00	Auditor travel back	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
<p>Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?</p>	<p>Yes. SDP TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan table.</p> <p>As at 16 Jan 2020, Sime Darby Plantation under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (SDP Liberia) to Mano Palm Oil Industries Ltd (MPOI):</p> <p>http://www.simedarbyplantation.com/media/press-releases/sime-darby-plantation-completes-divestment-of-its-liberia-operations</p>	<p>Complied</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>Generally all estates and mills excepted stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development has been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold 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.</p> <p>As the latest TBP approved by RSPO, all uncertified units were scheduled to be certified within before 30/06/2023 2023.</p> <p>SDP has submitted the latest TBP to be approved by RSPO Secretariat. As per reply from Deputy Director of Compliance, RSPO Secretariat on 26/01/2022, for RSPO membership date before 01/07/2018, the new TBP is before 30/06/2023. Since SDP TBP is within June 2023, no approval is required from RSPO Secretariat.</p>	<p>Complied</p>
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval</p>	<p>No. There is no new acquisitions as at latest TBP 2022.</p>	<p>Complied</p>

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<p>obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>		
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Although there are deviation has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.</p>	<p>Complied</p>
<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Yes. Indonesia - PT Swadaya Andika: Mill closed down and all the supply bases was transferred to Rantau Mill - PT Laguna Mandiri. The Selabak Est, Randi Est, Sangkoh Est, Lanting Est is currently under PT Laguna Mandiri - Rantau Factory certification. PT Mitral Austral Sejahtera: The properties was sold and currently Sime Darby Plantation Berhad have no control in the management. The property was disposed on 25/06/2019 and an official letter on disposal of PT MAS was sent to RSPO Secretariat on 27/06/2019. Malaysia - Pekaka Mill is being mothballed in year 2018 and all the certified supply base Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate has been transferred to SOU Lavang. Bintang Oil Mill: Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. As at 01/10/2018, the mill has completed the selling off transaction. Papua New Guinea - Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd: The Remediation and Compensation Process is at the submission of Compensation Plan. RSPO Main Assessment is planned on 10-14 March as public Notification letter: www.rspo.org/certification/public-announcement For Liberia operations: As at 16/01/2020, Sime Darby Plantation Berhad under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (Sime Darby Plantation Liberia) to Mano Palm Oil Industries Ltd (MPOI): www.simedarbyplantation.com/media/pressreleases/sime-darby-plantation-completesdivestment-of-its-liberia-operations. ACOP 2020 has been cross-referenced as below: www.rspo.org/members/29</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Although there lapses has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed</p>	<p>No fundamental failure. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) has been excluded in the latest</p>	<p>Complied</p>

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with implementation of the plan? If yes a Major non-compliance shall be raised	TBP as these 2 assets were disposed.	
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There was no changes from the previous audit based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>New plantings within Sime Darby Plantation Berhad that have completed NPP notification</p> <ol style="list-style-type: none"> 1. NBPOL (Poliamba Limited) 23/05/2020 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyplantation-berhad-nbpol-poliamba-limited 2. NBPOL (Guadalcanal Plain Palm Oil Ltd) 06/04/2018 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-a-subsiary-of-sime-darby-plantationbhd-guadalcanal-plain-palm-oil-ltd 3. NBPOL (Ragu Agri Industries Limited) 29/01/2018 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-ramuagri-industries-ltd 4. NBPOL (Ragu Agri Industries Limited) 02/09/2016 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd-ramu-agri-industries-limited 5. NBPOL (Higaturu Oil Palms) 21/06/2016 – no comments https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd-higaturu-oil-palms 6. NBPOL (Poliamba Limited – Lamawan) 07/04/2014 – no comments captured in RSPO Website https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-poliambalimited-lamawan-png 7. NBPOL (Poliamba Limited – Lamendauen) 07/04/2014 – no comments captured in RSPO Website https://rspo.org/certification/new-plantingprocedure/public-consultations/nbpol-poliambalimited-lamendauen-png 8. NBPOL (Roka Mini estate) 04/11/2013 – no 	Complied

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	<p>comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd.-roka-mini-estate</p> <p>9. NBPOL (J estate) 01/11/2013 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-ltd.-j-estate</p> <p>10. NBPOL (Higaturu Oil Palm) 14/12/2012 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/new-britainpalm-oil-limited-higaturu-oil-palm</p> <p>11. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc-new-planting-assessment</p> <p>12. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc.-new-planting-assessment1</p> <p>13. Sime Darby (Liberia) Plantation Inc 06/03/2012 – no comments captured in RSPO website https://rspo.org/certification/new-plantingprocedure/public-consultations/sime-darbyliberia-plantation-inc.-new-planting-assessment</p> <p>Management units for 11 – 13 above were disposed.</p>	
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No land conflicts. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) has been excluded in the latest TBP as both sites was disposed.</p> <p>The RaCP tracker was checked. There are 21 Management units that have potential liabilities. There are some discrepancy between RaCP tracker and actual scenario due possibility of assets disposal. As per the data audited, there are 19 management units for the Indonesia Operations that requires LUCA. All LUCAs were submitted but the review was delayed due to change of RSPO reviewer. As of June 2023, 16 LUCAs review completed with remaining 8 concept note required, 6 concept note approved by RSPO, 1 Concept note endorsed and 9 required Remediation plan.</p> <p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, all issues of are being resolved through a mutually agreed process, such as the</p>	<p>Complied</p>

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	<p>RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C.</p> <p>Based on verification in the media (i.e internet and newspaper) it was confirmed that no news or issue related land disputed were raised by any parties.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>Sime Darby Plantation Berhad have published Grievance mechanism that is applied to all management units. Disputes related to labor, stakeholders and communities are to be dealt using this mechanism.</p> <p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, no labor dispute issues were reported.</p> <p>Based on verification in the media (i.e internet and newspaper) it was confirmed that no news or issue related labour disputed were raised by any parties.</p>	<p>Complied</p>
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Sime Darby Plantation maintain corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country.</p> <p>As per Internal Audit conducted in 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022, the legal compliance is being addressed through measures consistent with the requirements of RSPO P&C.</p> <p>Based on verification in the media (i.e internet and newspaper) it was confirmed that no news or issue related legal compliance were raised by any parties.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes. The sustainability unit has conducted internal audits the uncertified units and updated in the compliance status of uncertified management unit. There is no replacement of primary forest or HCV area and no new planting after January 1st 2010. The issue are mainly awaiting for Land Titles. The last audit was conducted on 27 – 28/06/2022, 01 – 06/08/2022 and 23/10/2022. The Head of Sustainability has concluded in the uncertified unit compliance report that there is no land disputes and legal compliance is monitored during the internal audit as the positive assurance.</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>No any critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Respective sites maintained stakeholder engagements as part of the estates/mills operations especially in Indonesia, socialization of company</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

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

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
				Latitude	Longitude					
Manggala	Indonesia	Manggala Mill	Rokan Hilir District - Riau	1.521111	100.727778	13.836	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Manggala	Indonesia	Manggala -1 Estate	Rokan Hilir District - Riau	1.535278	100.730000	4.919	Certified	Not Applicable	23-Nov-10	19-20 July 2021
		Manggala -2 Estate		1.531667	100.643889	4.922	Certified	Not Applicable	23-Nov-10	19-20 July 2021
		Manggala -3 Estate		1.473056	100.758889	3.995	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Alur Dumai	Indonesia	Alur Dumai Mill	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	19-20 July 2021
Alur Dumai	Indonesia	Alur Dumai Estate	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	19-20 July 2021
Teluk Siak	Indonesia	Teluk Siak Mill	Siak District - Riau	0.591389	101.658889	11,555.31	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Siak	Indonesia	Teluk Siak Estate	Siak District - Riau	0.585833	101.616944	3,321.20	Certified	Not Applicable	11-Oct-11	19-20 July 2021
		Pinang Sebatang Estate		0.543056	101.575000	3,799.21	Certified	Not Applicable	11-Oct-11	19-20 July 2021
		Aneka Persada Estate		0.626389	101.655833	4,434.90	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	4.708333	97.840556	8,777.22	Certified	Not Applicable	3-May-13	19-20 July 2021
Blang Simpo	Indonesia	Blang Simpo -1 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.696944	97.837222	3,460.06	Certified	Not Applicable	3-May-13	19-20 July 2021
		Blang Simpo -2 Estate		4.685000	97.817500	2,677.83	Certified	Not Applicable	3-May-13	19-20 July 2021
		Tamiang (PT PPP) Estate		4.306667	98.026944	1,451.99	Certified	Not Applicable	3-May-13	19-20 July 2021
		Batang Ara (PT PSK) Estate		4.290000	98.013333	1,187.34	Certified	Not Applicable	3-May-13	19-20 July 2021

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Teluk Bakau	Indonesia	Teluk Bakau Mill	Indragiri Hilir District - Riau	0.256389	103.588889	13,317.81	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Teluk Bakau	Indonesia	Teluk Bakau Estate	Indragiri Hilir District - Riau	0.192500	103.596944	4,025.07	Certified	Not Applicable	11-Oct-11	19-20 July 2021
		Nusa Lestari Estate		0.185278	103.568056	3,456.74	Certified	Not Applicable	11-Oct-11	19-20 July 2021
		Nusa Perkasa Estate		0.117222	103.605278	5,836.00	Certified	Not Applicable	11-Oct-11	19-20 July 2021
Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	0.115833	103.549167	12,366.18	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Mandah	Indonesia	Mandah Estate	Indragiri Hilir District - Riau	0.135278	103.547500	5,053.18	Certified	Not Applicable	1-Apr-14	19-20 July 2021
		Rotan Semelur Estate		0.117778	103.604722	7,313.00	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	-2.984722	103.405833	6.513	Certified	Not Applicable	11-Sep-12	19-20 July 2021
Sungai Pinang	Indonesia	Sungai Pinang Estate	Musi Rawas District - South Sumatera	-2.986944	103.406944	3,374.42	Certified	Not Applicable	11-Sep-12	19-20 July 2021
		Sungai Pinang Estate		-2.986944	103.406944	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process.	Not Certified	June 2023		19-20 July 2021
		Bukit Pinang Estate		-2.987222	103.405556	3,138.58	Certified	Not Applicable	11-Sep-12	19-20 July 2021
		Bukit Pinang Estate		-2.987222	103.405556	Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process.	Not Certified	June 2023		19-20 July 2021

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Ladang Panjang	Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	-1.792500	103.793611	1,202.04	Certified	Not Applicable	9-Jul-12	19-20 July 2021
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	-1.794167	103.799444	1,202.04	Certified	Not Applicable	9-Jul-12	19-20 July 2021
		Ladang Panjang Estate		-1.794167	103.799444	Total Areas of Division 1 and 2 (1,796.19 ha) HGU still in process.	Not Certified	June 2023		
Rantau Panjang	Indonesia	Rantau Panjang Mill	Musi Banyuasin District - South Sumatera	-2.916389	103.747778	10,139.91	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau Panjang	Indonesia	Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	-2.922222	103.745278	2,679.74	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Bumi Ayu Estate		-2.896944	103.676944	2,960.98	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Karang Ringin Napal Estate		-2.859722	103.646944	4,359.74	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Mangun Jaya Estate		-2.853056	103.571111	139.45	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Sungai Jernih Estate		-2.979833	103.803500	851.57 ha under legalization process (proses Kadastral)	Not Certified	June 2023		19-20 July 2021
Angsana	Indonesia	Angsana Mill	Tanah Bumbu District – South Kalimantan	-3.613611	115.610556	15,151.19	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Angsana	Indonesia	Angsana Estate	Tanah Bumbu District – South Kalimantan	-3.532222	115.669722	3,250.06	Certified	Not Applicable	6-Jul-11	19-20 July 2021
		Gunung Sari Estate		-3.583056	115.687500	2,826.94	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District – South Kalimantan	-3.488611	115.738611	14,840.76	Certified	Not Applicable	3-Jul-13	19-20 July 2021
Mustika	Indonesia	Mustika Estate	Tanah Bumbu District –	-3.488889	115.716111	3,648.74	Certified	Not Applicable	3-Jul-13	19-20 July 2021

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		Pantai bonati Estate	South Kalimantan	-3.747500	115.577500	2,534.00	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District – South Kalimantan	-3.613611	115.610556	12,740.54	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Estate	Kotabaru District – South Kalimantan	-3.504167	116.163056	2,684.41	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Gunung Kemasan Estate		-3.530000	116.183333	3,511.36	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Laut Timur Estate		-3.596944	116.205000	3,207.28	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Pantai Timur Estate		-3.606667	116.223889	3,337.49	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Mill	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Estate	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Rantau	Indonesia	Rantau Mill	Kotabaru District – South Kalimantan	-2.439167	116.114167	24,169.56	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	-2.445000	116.111944	4,638.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Matalok Estate		-2.445556	116.111944	3,082.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Selabak Estate (PT SAA)		-2.442222	116.208056	3,757.67	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Randi Estate (PT SAA)		-2.438889	116.208611	2,882.98	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Sangkoh Estate (PT SAA)		-2.470556	116.237500	3,789.34	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Lanting Estate (PT LMR)		-2.463611	116.283611	3,249.27	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	-2.378611	116.205000	7,579.57	Certified	Not Applicable	1-Apr-14	19-20 July 2021

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Betung	Indonesia	Betung Estate	Kotabaru District – South Kalimantan	-2.356667	116.195833	4,266.00	Certified	Not Applicable	1-Apr-14	19-20 July 2021
		Sekayu Estate		-2.326111	116.182778	3,313.57	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	-2.373611	116.329722	14,274.77	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Bebunga Estate	Kotabaru District – South Kalimantan	-2.383611	116.334444	3,958.43	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Bakau Estate		-2.420556	116.328333	5,342.14	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Sungai Cengal Estate		-2.406111	116.363056	4,974.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	-2.459167	116.518889	15,876.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Estate	Kotabaru District – South Kalimantan	-2.412500	116.510000	3,569.53	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Binturung Estate		-2.440833	116.442222	4,072.01	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Rampa Estate		-2.452500	116.436389	3,656.20	Certified	Not Applicable	16-Mar-12	19-20 July 2021
		Sesulung Estate		-2.494444	116.510556	4,578.46	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Sekunyir	Indonesia	Sekunyir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	-2.444722	112.006944	7,734.59	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sekunyir	Indonesia	Sekunyir Estate	Seruyan and West Kotawaringin District – Central Kalimantan	-2.446667	112.008889	3,555.19	Certified	Not Applicable	23-Nov-10	19-20 July 2021
		Seruyan Estate		-2.407778	112.068056	4,179.40	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.057778	112.316944	14,779.92	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.065556	112.313333	3,936.56	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Sapiri Estate		-2.023889	112.347778	3,530.90	Certified	Not Applicable	5-Jul-11	19-20 July 2021

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		Baras Danum Estate		-2.080000	112.381111	3,664.60	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Kuala Kuayan Estate		-2.079444	112.352778	3,647.86	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pematang	Indonesia	Pematang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778	16,601.66	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pematang	Indonesia	Pematang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.158056	112.290556	3,857.91	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Kawan Batu Estate		-2.161111	112.385278	4,400.00	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Hatantiring Estate		-2.116111	112.293333	3,811.00	Certified	Not Applicable	5-Jul-11	19-20 July 2021
		Batang Garing Estate		-2.157778	112.420833	4,532.75	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	-2.168889	110.673889	9,409.07	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Lembiru Estate	Ketapang District – West Kalimantan	-2.164722	110.687778	4,929.49	Certified	Not Applicable	3-Jul-14	19-20 July 2021
		Awatan Estate		-2.215278	110.681944	3,476.79	Certified	Not Applicable	3-Jul-14	19-20 July 2021
		Pelanjau Estate (PT BAL)		-2.227778	110.621944	1,002.79	Certified	Not Applicable	3-Jul-19	19-20 July 2021
		Karya Palma Estate		-2.170592	110.726528	Pending confirmation from BPN on HGU document	Not Certified	June 2023		19-20 July 2021
		Beturus Estate (PT BAL)		-2.174444	110.659722	HGU was obtained however BPN never release the HGU to the company	Not Certified	June 2023		19-20 July 2021
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District –West Kalimantan	0.269444	110.482778	11,498.82	Certified	Not Applicable	18-Oct-10	19-20 July 2021

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Bukit Ajong	Indonesia	West Estate	Sanggau District –West Kalimantan	0.271667	110.405833	4,562.34	Certified	Not Applicable	18-Oct-10	19-20 July 2021
		East Estate		0.256111	110.502500	2,665.48	Certified	Not Applicable	18-Oct-10	19-20 July 2021
		East/Sei Mawang Estate		0.155224	110.532656	Land legalization process for East Estate for 6,123.7 ha under process	Not Certified	June 2023		19-20 July 2021
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	5.394734	100.710604	19,517.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Anak Kulim Estate	Karangan, Kedah	5.301731	100.589053	1,523.35	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Sungai Dingin Estate		5.374539	100.723497	4,244.03	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Somme Estate		5.247043	100.624650	941.56	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Bukit Selarong Estate		5.505948	100.608351	3,896.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Padang Buluh Estate		5.673433	100.543599	4,008.47	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Bukit Hijau Estate		5.600325	100.717128	2,725.00	Certified	Not Applicable	12-Aug-10	19-20 July 2021
		Jentayu Estate		5.772915	100.587191	2,178.59	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Chersonese	Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	4.978457	100.461902	11,099.36	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Chersonese Estate	Kuala Kurau, Perak	4.987886	100.456169	3,293.72	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Kalumpang Estate		4.957656	100.566418	2,716.80	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Tali Ayer Estate		5.081477	100.523402	3,756.10	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Holyrood Estate		5.139587	100.712109	1,332.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Elphil	Malaysia	Elphil Oil Mill	Sg Siput, Perak	4.890787	101.092768	6,814.60	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Kamuning Estate	Sg Siput, Perak	4.850552	101.031803	3,888.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021
		Elphil Estate		4.848728	101.102094	1,865.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021

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		Kinta Kellas Estate		4.459869	101.087714	1,060.74	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	3.928662	100.856590	11,226.23	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Flemington Estate	Teluk Intan, Perak	3.901745	100.905976	1,906.84	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Bagan Datoh Estate		3.987867	100.815889	3,781.86	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Sabak Bernam Estate		3.754999	101.014455	2,511.79	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Sg. Samak Estate		3.774142	101.158366	3,025.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	3.969097	100.985458	14,474.29	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Selaba Oil Mill	Teluk Intan, Perak	3.989699	101.081201	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan (+ Selaba) Estate	Teluk Intan, Perak	3.962735	101.016490	4,013.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Sabrang Estate		4.011192	100.960478	3,945.23	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Sogomana Estate		4.387616	100.701262	2,214.08	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Sg. Wangi Estate		4.280812	100.743135	2,226.66	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Bikam Estate		4.017065	101.317302	2,075.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Cluny (+ Bedford) Estate		3.857921	101.434059	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	3.396501	101.418491	10,706.26	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Estate	Bestari Jaya, Selangor	3.413960	101.416127	1,981.60	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Sungai Buluh Estate		3.318358	101.327095	5,152.22	Certified	Not Applicable	3-Mar-11	19-20 July 2021
		Bukit Talang Estate		3.401577	101.303102	3,572.44	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	3.188046	101.372775	6,346.90	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Estate	Kapar, Selangor	3.165246	101.371079	2,699.28	Certified	Not Applicable	15-Apr-11	19-20 July 2021
		Bukit Cheraka Estate		3.223053	101.357632	3,647.62	Certified	Not Applicable	15-Apr-11	19-20 July 2021

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East	Malaysia	East Oil Mill	Carey Island, Selangor	2.885355	101.436495	10,902.94	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	East Estate	Carey Island, Selangor	2.894306	101.402747	5,634.45	Certified	Not Applicable	19-May-10	19-20 July 2021
		Sepang Estate	Sepang, Selangor	2.692067	101.723500	2,092.28	Certified	Not Applicable	19-May-10	19-20 July 2021
		Dusun Durian Estate	Kuala Selangor, Selangor	2.810648	101.495017	3,176.21	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Oil Mill	Carey Island, Selangor	2.905704	101.360380	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Estate	Carey Island, Selangor	2.867693	101.338941	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	4.201447	101.862680	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Estate	Raub, Pahang	4.188357	101.864388	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdu	Malaysia	Kerdu Oil Mill	Temerloh, Pahang	3.569692	102.278807	13,781.50	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdu	Malaysia	Kerdu Estate	Temerloh, Pahang	3.582726	102.314266	5,683.04	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Mentakab Estate		3.488212	102.243800	3,266.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Chenor Estate		3.784343	102.615444	2,834.98	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Sg Mai Estate		3.847749	102.341727	1,996.99	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	3.960000	103.310000	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Estate	Kuantan, Pahang	3.958168	103.299484	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	2.750730	101.805038	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Labu	Malaysia	Labu Estate	Nilai, Negeri Sembilan	2.737380	101.816051	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	2.654368	101.792488	6,203.87	Certified	Not Applicable	19-May-10	19-20 July 2021
Tanah Merah	Malaysia	Tanah Merah Estate	Port Dickson, Negeri Sembilan	2.634776	101.798120	4,341.73	Certified	Not Applicable	19-May-10	19-20 July 2021
		Bukit Pelandok Estate		2.690570	101.773393	1,862.14	Certified	Not Applicable	19-May-10	19-20 July 2021
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	2.529158	101.894873	18,457.27	Certified	Not Applicable	18-Feb-14	19-20 July 2021

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Sua Betong	Malaysia	Sua Betong Estate	Port Dickson, Negeri Sembilan	2.503423	101.919182	2,870.75	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		Sengkang Estate		2.447583	101.962703	2,831.51	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		Bradwall Estate		2.564010	101.938966	3,828.34	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		PD Lukut Estate		2.535525	101.850486	1,523.79	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		Tampin Linggi Estate		2.523442	101.995888	2,106.71	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		Sg. Bahru Estate		2.439865	102.084904	1,427.31	Certified	Not Applicable	18-Feb-14	19-20 July 2021
		Salak Estate		2.572851	101.884647	3,868.86	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	2.784092	102.507537	14,852.64	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Muar River Estate	Bahau, Negeri Sembilan	2.592059	102.740421	1,584.62	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Sg. Senarut Estate + Sg Gemas Estate		2.556845	102.691147	2,958.38	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Kok Foh Estate		2.818025	102.516297	2,275.84	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Bukit Pilah Estate		2.718295	102.527980	3,667.31	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		St. Helier Estate		2.779462	102.374345	1,992.65	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Sungai Sabaling Estate		2.844046	102.474445	1,321.35	Certified	Not Applicable	7-Jul-11	19-20 July 2021
		Pertang Estate		2.969102	102.244214	1,052.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	2.243408	102.481607	11,828.51	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Kempas Estate	Jasin, Melaka	2.207737	102.441483	4,505.45	Certified	Not Applicable	20-May-10	19-20 July 2021
		Tangkah Estate		2.292917	102.602549	2,537.78	Certified	Not Applicable	20-May-10	19-20 July 2021
		Kemuning Estate		2.431024	102.297339	2,671.05	Certified	Not Applicable	20-May-10	19-20 July 2021
		Serkam Estate		2.250557	102.394318	2,114.23	Certified	Not Applicable	20-May-10	19-20 July 2021
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	2.324247	102.482843	7,356.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021

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Diamond Jubilee	Malaysia	Diamond Jubilee Estate	Jasin, Melaka	2.307499	102.439884	2,836.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Bukit Asahan Estate		2.417485	102.550615	3,072.18	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Welch Estate		2.459303	102.656758	1,447.82	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	2.077708	102.719062	7,418.59	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Pagoh Estate	Muar, Johor	2.078652	102.700463	2,325.93	Certified	Not Applicable	28-Jan-14	19-20 July 2021
		Lanadron Estate		2.199715	102.744380	1,964.44	Certified	Not Applicable	28-Jan-14	19-20 July 2021
		Pengkalan Bukit Estate		2.126414	102.772148	3,128.22	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Chaah	Malaysia	Chaah Oil Mill	Chaah, Johor	2.148569	102.973809	8,699.93	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	Chaah Estate	Chaah, Johor	2.148681	102.975656	2,795.36	Certified	Not Applicable	18-Nov-10	19-20 July 2021
		Sg. Simpang Kiri Estate		2.117737	102.990732	2,371.66	Certified	Not Applicable	18-Nov-10	19-20 July 2021
		North Labis Estate		2.383325	103.024507	3,532.91	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Oil Mill	Kluang, Johor	2.243769	103.138027	12,305.54	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Estate	Kluang, Johor	2.256176	103.128691	3,466.17	Certified	Not Applicable	19-May-10	19-20 July 2021
		Kempas Klebang Estate		2.217905	103.160775	2,473.06	Certified	Not Applicable	19-May-10	19-20 July 2021
		Bukit Paloh Estate		2.155149	103.180279	3,390.90	Certified	Not Applicable	19-May-10	19-20 July 2021
		Yong Peng Estate		2.063715	103.119119	2,975.41	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Oil Mill	Kluang, Johor	1.931143	103.347365	8,495.13	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Estate	Kluang, Johor	1.910217	103.336262	2,799.78	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		Lambak Elaieis Estate		1.965476	103.319840	3,740.16	Certified	Not Applicable	5-Oct-11	19-20 July 2021
		CEP Nyior Estate		2.090638	103.248932	1,955.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Oil Mill	Layang-layang, Johor	1.834433	103.462750	17,115.58	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Estate	Layang-layang, Johor	1.842329	103.479604	2,598.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021

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		Cenas Estate		1.926143	103.580014	1,974.06	Certified	Not Applicable	11-Apr-11	19-20 July 2021
		Bukit Badak Estate		1.873353	103.506986	3,234.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021
		Tun Dr. Ismail Estate		1.832710	103.359779	4,271.44	Certified	Not Applicable	11-Apr-11	19-20 July 2021
		Pekan Estate		1.846603	103.583208	3,258.70	Certified	Not Applicable	11-Apr-11	19-20 July 2021
		Sembrong Estate		1.878696	103.459400	1,778.88	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Hadapan	Malaysia	Hadapan Oil Mill	Layang-layang, Johor	1.762310	103.448013	11,371.82	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Sri Pulai Estate	Layang-layang, Johor	1.617621	103.493465	2,049.87	Certified	Not Applicable	29-Mar-11	19-20 July 2021
		Kulai Estate		1.661084	103.570639	3,023.42	Certified	Not Applicable	29-Mar-11	19-20 July 2021
		Layang Estate		1.788781	103.451095	3,258.90	Certified	Not Applicable	29-Mar-11	19-20 July 2021
		CEP Renggam Estate		1.874883	103.377487	3,039.63	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	Sandakan, Sabah	5.640834	118.166631	16,764.34	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tun Tan Siew Sin Estate	Sandakan, Sabah	5.649754	118.188772	3,125.60	Certified	Not Applicable	1-Oct-08	19-20 July 2021
		Tunku Estate		5.695778	118.205194	3,199.05	Certified	Not Applicable	1-Oct-08	19-20 July 2021
		Tigowis Estate		5.745396	118.216785	2,074.02	Certified	Not Applicable	1-Oct-08	19-20 July 2021
		Sentosa Estate		5.599561	118.178923	3,545.54	Certified	Not Applicable	1-Oct-08	19-20 July 2021
		Segaliud Estate		5.707622	117.753884	4,820.13	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Melalap	Malaysia	Melalap Oil Mill	Tenom, Sabah	5.233156	115.986648	5246.18	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Melalap	Malaysia	Melalap Estate	Tenom, Sabah	5.223404	115.992040	2,096.73	Certified	Not Applicable	21-Jan-11	19-20 July 2021
		Sapong Estate		5.045466	115.930091	3,149.45	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	4.704700	118.060210	11,659.58	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Binuang Estate	Kunak, Sabah	4.687893	118.049997	3,271.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021

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		Sungang Estate		4.658950	118.121355	3,407.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Tingkayu Estate		4.716962	118.077638	1,881.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Jeleta Bumi Estate		4.709414	117.977971	3,099.44	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	4.586585	118.193448	8,345.02	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Giram Estate	Kunak, Sabah	4.575846	118.206571	4,166.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Mostyn Estate		4.670009	118.169029	4,178.04	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	4.373961	117.808354	11,545.71	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Estate	Tawau, Sabah	4.390278	117.808586	3,052.66	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Imam Estate		4.341017	117.894636	3,773.56	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Tiger Estate		4.409715	117.840613	2,497.86	Certified	Not Applicable	16-Jan-09	19-20 July 2021
		Table Estate		4.365974	117.868354	2,221.63	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	3.431669	113.598862	24,836.54	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang Estate	Bintulu, Sarawak	3.427129	113.586935	4,363.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Rasan Estate		3.405057	113.635653	3,454.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Belian Estate		3.369111	113.560310	2,847.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Kelida Estate		3.364892	113.624465	2,460.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Lavang (Special) Estate		3.400634	113.593633	included under Lavang Estate Ha	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Pekaka Estate		3.481090	113.641821	2,626.14	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Ruai Estate		3.449198	113.624477	2,460.96	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Dulang Estate		3.460195	113.677984	2,548.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Charquest Estate		3.490618	113.602270	1,448.71	Certified	Not Applicable	30-Dec-11	19-20 July 2021

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		Paroh Estate		3.463913	113.734106	2,627.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	3.373177	113.400308	14,104.45	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Estate	Bintulu, Sarawak	3.394716	113.426263	6,087.27	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Samudera Estate		3.502793	113.412122	3,308.60	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Semarak Estate		3.373453	113.375595	2,248.68	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Bayu Estate		3.503470	113.374145	2,459.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	3.390463	113.348888	9,528.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Estate	Bintulu, Sarawak	3.412304	113.359221	2,490.79	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Sahua Estate		3.462224	113.366926	2,644.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Takau Estate		3.387069	113.329626	2,107.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
		Damai Estate		3.440639	113.400749	2,287.04	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Oil Mill	Guadalcanal Province, Solomon Islands	9.442703	160.219366	9025.69	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Islands	Tetere Estate	Guadalcanal Province, Solomon Islands	9.449012	160.218796	2947.79	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Ngalimbiu Estate		9.463400	160.146900	2498.65	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Mbalisuna Estate		9.447400	160.255700	2868.47	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Smallholders – West Zone (83)		9.450278	160.140000	245.50	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Smallholders – Central Zone (53)		9.460000	160.210000	181.71	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Smallholders – MBA East Zone (59)		9.468056	160.253889	180.80	Certified	Not Applicable	18-Mar-11	19-20 July 2021
		Smallholders – MBE		9.484167	160.322222	102.77	Certified	Not Applicable	18-Mar-11	19-20 July 2021

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		East Zone (37)								
Milne Bay Estates (MBE)	Papua New Guinea (PNG)	Hagita Oil Mill	Milne Bay Province, Papua New Guinea	-10.315733	150.286233	16508.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Milne Bay Estates (MBE)	PNG	Giligili Estate	Milne Bay Province, Papua New Guinea	-10.300139	150.358361	1095.47	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Hagita Estate		-10.310944	150.281028	2450.02	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Waigani Estate		-10.309389	150.259639	2341.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Sagarai Estate		-10.432861	150.190917	2864.55	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Padipadi Estate		-10.405083	150.024361	4517.67	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Mariawatte Estate		-10.405083	149.892333	1680.14	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Smallholders - East Gurney Estate (259)		From - 10.327639 to - 10.290528	From 150.284944 to 150.389556	450.59	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Smallholders - West Gurney Estate (231)		From - 10.307500 to - 10.408056	From 150.284944 to 150.664944	479.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021
		Smallholders - East Sagarai Estate (156)		From - 10.431250 to - 10.290530	From 150.269220 to 150.300220	283.93	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Smallholders - West Sagarai Estate (212)	From - 10.450830 to - 10.405810	From 150.047890 to 150.047890	345.96	Certified	Not Applicable	15-Feb-13	19-20 July 2021			
Poliamba (POL)	PNG	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	-2.874720	151.276390	10720.53	Certified	Not Applicable	19-Mar-12	19-20 July 2021

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Poliamba (POL)	PNG	Kara Estate	New Ireland Province, Papua New Guinea	From - 2.706390 to -2.811000	From 151.028330 to 151.184970	1032.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Nalik Estate		From - 2.870550 to -2.932500	From 151.214990 to 151.429720	2666.75	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		West Coast Estate		From - 2.813720 to -2.98220	From 151.214990 to 151.292970	627.60	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Noatsi Estate		From - 2.960550 to -3.109720	From 151.456390 to 151.705280	2064.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Madak Estate		From - 3.143060 to -3.259720	From 151.755830 to 152.041100	1517.11	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Smallholders -North Division (615)		From - 2.683880 to -2.880000	From 150.950000 to 150.256600	1022.12	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Smallholders- South Division (866)		From - 2.871100 to -3.188060	From 151.286110 to 151.835500	1257.21	Certified	Not Applicable	19-Mar-12	19-20 July 2021
		Smallholders -West Division (309)		from - 2.809440 to -2.992770	From 151.028330 to 151.345280	533.54	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	PNG	Gusap Mill	Morobe Province, Papua New Guinea	-6.088989	145.006104	14606.08	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd	PNG	Gusap East (Gusap) Estate	Morobe Province, Papua New Guinea	-6.088556	146.00600	2856.45	Certified	Not Applicable	5-Aug-10	19-20 July 2021

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(RAIL)		Gusap West (Paddox) Estate		-6.049400	145.99390	3019.09	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		Surinam Estate		-5.900300	145.783600	2154.14	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		Dumpu Estate		-5.855700	145.730400	2254.36	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		Ngaru Estate		-6.139300	146.623100	854.33	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		J Estate (Jephcott) Estate		-6.056200	145.933000	2824.01	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		Smallholders - Madang VOPs (71)		-5.462500	145.344600	360.00	Certified	Not Applicable	5-Aug-10	19-20 July 2021
		Smallholders - Morobe VOPs (253)		-6.762000	146.130400	283.70	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Higaturu Oil Palm (HOP)	PNG	Sangara Oil Mill	Oro Bay Province, Papua New Guinea	-8.743400	148.198700		Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	PNG	Mamba Oil Mill	Oro Bay Province, Papua New Guinea	-8.854700	147.707000		Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	PNG	Embi Estate	Oro Bay Province, Papua New Guinea	-8.850600	148.429200	1737.78	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Ambogo Estate		-8.712500	148.233600	2040.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Sangara Estate		-8.742800	148.181700	1780.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Sumbiripa Estate		-8.751700	148.963100	2545.00	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Mamba Estate		-8.848100	147.715000	4013.10	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Sambogo Estate		-8.799700	148.340000	2637.85	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Scheme Smallholder Sorovi Division (2019)		-8.758600	148.312800	3940.21	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Scheme Smallholder Saiho Division (842)		-8.847500	148.050800	1493.06	Certified	Not Applicable	1-Feb-13	19-20 July 2021

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		Scheme Smallholder Aeka Division (911)		-8.673900	148.017800	1474.23	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Scheme Smallholder Igora Division (1367)		-8.717500	148.135000	2940.15	Certified	Not Applicable	1-Feb-13	19-20 July 2021
		Scheme Smallholder Ilimo Division (671)		-8.893600	147.857800	1063.66	Certified	Not Applicable	1-Feb-13	19-20 July 2021
West New Britain (WNB)	PNG	Mosa Oil Mill	Kimbe, West New Britain, Papua New Guinea	5.622481	150.245278		Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Kumbango Oil Mill		5.591944	150.211944		Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Kapiura Mill		5.623611	150.684167		Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Numundo Mill		5.233333	150.033611		Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Waraston Mill		5.483889	150.086667		Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	PNG	Bebere Estate	Kimbe, West New Britain, Papua New Guinea	5.614081	150.251000	2226.71	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Kumbango Estate		5.605300	150.196950	2610.80	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Togulo Estate		5.667369	150.186389	1509.20	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Dami Estate		5.514181	150.452058	1507.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Waisisi Estate		5.512966	150.454435	1090.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Kautu Estate		5.521269	150.055125	4280.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Karausu Estate		5.520800	150.752600	2387.64	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Moroa Estate		5.520962	150.752590	848.16	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Bilomi Estate		5.617497	150.677997	2011.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Loata Estate		5.653739	150.666787	562.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Haella Estate		5.521269	150.048760	4220.30	Certified	Not Applicable	10-Sep-08	19-20 July 2021
		Garu Estate		5.512894	149.992978	3709.60	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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	Daliavu Estate	5.569761	150.022617	2484.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Sapuri Estate	5.569761	149.992978	2180.90	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Malilimi Estate	5.657400	150.441497	3837.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Rigula Estate	5.619300	150.792100	3720.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Nomundo Estate	5.499700	150.086600	2645.17	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Navarai / Karato ME /KDC EU Estate	5.359989	150.035939	1103.77	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Volupai / Lotomgam / Natupi / Goruru Estate	5.264997	150.009500	1992.59	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Lolokoru Estate	5.114500	150.058797	2453.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Ove Estate	5.580100	149.694400	3541.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Tamare Estate	5.625800	149.735300	1362.70	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders LSS Mosa (1822)	5.594119	150.226439	5008.53	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders VOP East (1817)	5.469011	150.452478	5324.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders VOP Central (1964)	5.593700	150.310900	5756.57	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders VOP West (1279)	5.280369	150.006219	2804.10	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders LSS Kapiura (551)	5.556645	150.850221	551.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders VOP Kapiura (850)	5.548892	150.868508	847.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
	Smallholders	5.650939	150.022897	700.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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		Kaulong/Akami/Pushiki/Repamira/Sakapei (20)								
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	PNG	Erap Mill	Markham Farms	-6.580870	146.642220	5399.40	Certified	Not Applicable	27-Mar-20	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	PNG	Munum Estate	Markham Farms	-6.542150	146.816230	1734.57	Certified	Not Applicable	27-Mar-20	19-20 July 2021
		Maralumi Estate		-6.542150	146.674450	2427.15	Certified	Not Applicable	27-Mar-20	19-20 July 2021
		Erap Estate		-6.573910	146.648240	1237.68	Certified	Not Applicable	27-Mar-20	19-20 July 2021

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were (1) Critical; (0) Minor nonconformities and (0) Opportunity For Improvement raised. The Sime Darby Plantations SOU 7 Bukit Kerayong Palm Oil Mill & Supply Base Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2311042-202302-M1	Issued Date	16/02/2023
Due Date	17/05/2023	Closure Date	28/03/2023
Indicator & Category (Critical / Minor)	3.6.2 (Major)		
Statement of Nonconformity:	The monitoring of implementation of the Safety and Health Plan was not effective.		
Requirement Reference:	The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>Bukit Cheraka Estate</p> <p>As per report PRO/JAN/22 (LBC/25) JKPP/2021/11-04/00029, from 25 workers went for test, 1 workers were found with abnormal results and recommended the estate management to appoint OHD to conduct proper medical examination and follow up. However, there is no evidence that the worker were send for examination with OHD.</p> <p>Bukit Kerayong POM</p> <p>During site visit at the Empty Fruit Bunch yard, sighted two pesticides containers inside the shovel cockpit. Noted during interview with the driver, the containers were used to store diesel for shovel fuel. There is no labelling of diesel on the containers.</p> <p>During site visit at CPO Despatch Bay, Bukit Kerayong POM, It was found that there is one unit of IBC Tank containing CPO was placed on the ground and sighted there are leakages oil on the ground. This could lead to potential safety hazards such as slip and fall.</p> <p>The safety issues were not addressed by the management and was not captured during workplace inspection.</p>		
Corrections:	<p>Bukit Cheraka Estate</p> <p>The affected employee has been sent for next Audiometric Assessment. To send the affected employees from Audiometric Assessment Report result to Occupational Health Doctor as per recommendation by the report.</p> <p>Bukit Kerayong POM</p>		

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	<ol style="list-style-type: none"> 1. To instruct and ensure the contractor to remove the diesel container from their shovel immediately. To immediately conduct briefing session to contractor on chemical handling. 2. Mill to immediately clean up the leakages on the ground at the IBC tank area and to relocate the IBC tank to proper designated area with safety signage.
<p>Root Cause Analysis:</p>	<p>Bukit Cheraka Estate</p> <p>No proper communication or handover of pending task for action discussed in OSH Plan when changes in management personal i.e: resigned or transfer of Assistant.</p> <p>Bukit Kerayong POM</p> <ol style="list-style-type: none"> 1. Contractor is unaware on the requirement of chemical storage as previously, the loading of EFB was carried out by Mill's vehicle, and diesel for heavy machinery was stored inside Mill's skid tank. The current contractor was newly appointed, and no briefing was conducted related to the requirement of chemical storage, especially on diesel. 2. The safety issues were not addressed by the management and was not captured during workplace inspection because no specific checklist for that particular process step.
<p>Corrective Actions:</p>	<p>Bukit Cheraka Estate</p> <ol style="list-style-type: none"> i. Management will assign Medical Assistant and an Assistant Manager to monitor and follow up any upcoming result from Audiometric Assessment Report. ii. To ensure communication with the PIC assign on any handover of pending task to avoid any lapses in future. iii. To include the schedule of Audiometric Assessment and follow up schedule in OSH plan. iv. To ensure the effectiveness of OSH plan implementation by discuss during OSH Meeting. <p>Bukit Kerayong Mill</p> <ol style="list-style-type: none"> i. To provide chemical handling training to contractor before any start work. The contractor will bring their own diesel container with proper labelling directly from their workshop to refuel their vehicle at the mill. After refueling, the diesel container will be brought back to the contractor's workshop. ii. To include monitoring of contractor's compliance on chemical handling during workplace inspection. iii. To discuss the effectiveness of workplace inspection on contractor's chemical handling in the OSH Meeting' i. To assess the activity under HIRARC and to include IBC tank as part as workplace inspection. ii. To ensure the effectiveness of OSH plan implementation by discuss during OSH Meeting.
<p>Assessment Conclusion:</p>	<p>Major NC Close Out verification.</p>

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Sighted and reviewed the evidence as follows:

Bukit Cheraka Estate

1. Audiometric test

- a. The affected employee has been send for medical examination by OHD with DOSH reg. no. HQ/17/DOC/00/0043 on 22/03/2023. The report will be submitted within one month after the medical examination.
- b. The estate has appointed the Asst. Manager and Medical Asst. as person responsible to monitor the results of any Risk Assessment, Audiometric Test and Medical Surveillance as per appointment letter dated 30/12/2022 and acknowledge by the person responsible on 05/01/2023 and 10/01/2023 respectively.
- c. The estate has established Handing/Taking over notes to communicate any pending task to avoid any lapses during changes of person responsible.
- d. The estate has included Audiometric test and audiometric retest results monitoring in the Safety and Health Plan FY 2023. Reviewed the Safety and Health Plan dated 01/03/2023.
- d. The estate includes the results of any Risk Assessment, Audiometric Test and Medical Surveillance and recommendation implementation in the Safety and Health Committee meeting agenda. Reviewed the minutes meeting dated 26/01/2023.

Bukit Kerayong POM

1. Chemical container in contractor shovel

- a. The mill has removed chemical container from the shovel. for current practice the contractor refuel their vehicle at the mill. After refueling, the diesel container will be brought back to the contractor's workshop located outside the mill premise. Sighted during site visit, there is no diesel/ lubricant stored in the shovel.
- b. The mill has conducted training on Safety Chemical Handling to the Contractor and the Contractors' workers. Reviewed the training attendance and training materials dated 01/03/2023.
- c. The mill has established Daily Vehicle Inspection checklist which included item no. 21. No Chemical Container in Cockpit. Reviewed the inspection records dated 24/03/2023, 25/03/2023 and 27/03/2023. Sighted during site visit, the conditions was consistent with the report.
- d. The mill also included the monitoring in e-SIME+ system. The system is using QR Code scanning to reports any Unsafe Condition in the mill
- e. The contractors compliance and Daily Vehicle Inspection results has been included in the Safety and Health committee meeting agenda. Reviewed the minutes meeting dated 09/03/2023.

2. IBC tank for CPO storage

- a. Sighted during site visit, the mill has cleanup and removed the soil at the surrounding area of the IBC tank. The mill has constructed containment bund complete with steps for the IBC tank to ensure ease the filling up process and prevent spillage to the area and cause hazard such as slippery floor. Safety signage "Caution: Slippery Floor" has been displayed at the area.

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	<p>b. The mill has reviewed the HIRARC for CPO and Kernel Storage and Dispatch Station on 09/03/2023 with addition on Transfer/ Sampling CPO from tanker to IBC tank process with risk level recorded at 4.</p> <p>c. The mill has included the IBC tank area in the Workplace Inspection Checklist under section 15: Dispatch Bay. Reviewed the latest workplace inspection reports dated 07/03/2023.</p> <p>d. The mill also included the monitoring in e-SIME+ system. The system is using QR Code scanning to reports any Unsafe Condition in the mill.</p> <p>e. The HIRARC review and Workplace Inspection results has been included in the Safety and Health committee meeting agenda. Reviewed the minutes meeting dated 09/03/2023.</p> <p>The evidences found adequate to address the Major Non-Conformity. Thus, the major NC were effectively closed on 28/03/2023.</p>
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Opportunity for Improvements	
OFI #	Description
OFI 1	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation given to the audit team by site and HQ team
PF 2	Good comment and feedbacks from stakeholder as per consultation.

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2156242-202201-M1	Issued Date	28/01/202
Due Date	27/04/2022	Closure Date	25/04/2022
Indicator & Category (Critical / Minor)	2.1.1 (Critical)		
Statement of Nonconformity:	Bukit Kerayong Palm Oil Mill has not conducted Noise Risk Assessment and found no evidence of compliance established after revision of the related Regulations in 2019		
Requirement Reference:	The Unit of Certification complies with legal requirements		
Objective Evidence:	Noise Risk Assessment under newly revised Occupational Safety and Health (Noise Exposure) Regulations 2019, was not conducted yet as required.		
Corrections:	NRA has been conducted on 7th February 2022		
Root Cause Analysis:	Monitoring of legal compliance is not effectively establish		
Corrective Actions:	Site Safety & Sustainability Officer is task to monitor any legal compliance in SOU		

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Assessment Conclusion:	<p>Due to the nature of Major NC CAP able to verify off-site, all evidences were requested to submit for off-line verification. Documented evidences received as following:</p> <ul style="list-style-type: none"> - Initial Noise Risk Assessment Report Bukit Kerayong Palm Oil Mill; Assessment Date: 7th February 2022; Prepared by: Mohd. Rashid Bin Haji Gelamdin; DOSH Reg. # HQ/94/PEB/00/08; Procoma Environmental (M) Sdn. Bhd. - Job description revision of Site Safety & Sustainability Officer include task to monitor legal compliance in SOU 7 <p>Based on the documented evidences provided, the CAP verified to be sufficient to address the Major NC. Hence, Major NC closed on 25/4/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>The mill has conducted the noise risk assessment on 07/02/2022 by assessor with DOSH reg. no. HQ/94/PEB/00/08. The mill has conducted the NRA report review on 05/10/2022.</p> <p>As per recommendation by Noise Risk Assessment, the estate conducted audiometric test on annually basis. Latest audiometric was conducted on 19/01/2022 and 15/12/2022 by OHD with reg. no. HQ/16/DOC/00/454 and HQ/17/DOC/00/000426. Refer report no. PRO/JAN/22 (LBC/25) JKKP/2021/11-04/00029 and PRO/NOV/22(SDPBLBC/27) JKKP/2021/11-04/00030.</p> <p>Verification of evidence confirmed that the CAP implemented effectively to address the nonconformity. Hence, Major NC remain closed</p>

Non-conformity			
NCR Ref #	2156242-202201-M2	Issued Date	28/01/202
Due Date	27/04/2022	Closure Date	25/04/2022
Indicator & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	The environmental management plan was not effectively implemented.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Bukit Kerayong POM:</p> <p>Sighted during site visit, there was a mini tractor park in front of the scheduled waste store with engine leakage without any appropriate attendance. This was against the Environmental Improvement Plan/Pollution Prevention Plan FY 2021 dated 02/01/2021.</p> <p>Bukit Kerayong Estate:</p> <p>The estate disposed the clinical waste (SW 404) through VMO. The VMO didn't acquired any written permission/approval from DOE to transport the scheduled waste to his facilities.</p>		
Corrections:	<p>Bukit Kerayong POM:</p> <p>To provide tray to contain any leakages from the parking tractor.</p>		

	<p>Bukit Kerayong Estate (BKE):</p> <p>BKE have communicated with Kualiti Alam on clinical waste disposal arrangement on 26/1/2022. All the clinical waste will be disposed by Kualiti Alam effective January 2022.</p>
Root Cause Analysis:	Environmental management plan is not being communicated well
Corrective Actions:	Briefing on management plan implementation awareness to the workers and staff by the management
Assessment Conclusion:	<p>Due to the nature of Major NC CAP able to be verified off-site, all evidences were requested to be submitted for off-line verification. Documented evidences received as following:</p> <ul style="list-style-type: none"> - Photo of containment tray provided at tractor parking - Email communications record with Kualiti Alam on clinical waste disposal arrangement on 26/1/2022 <p>Based on the documented evidences provided, the CAP verified to be sufficient to address the Major NC. Hence, Major NC closed on 25/4/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verified during site visit at workshop, all tractor was equipped with tray at parking. There is no spillage sighted at parking bay area.</p> <p>Visit at clinic found clinical waste has been store in the designated bin with SW label. Verified record of E-SWISS, inventory was maintained as at January 2023. Disposal of SW404 was conducted on 14/12/2022 with consignment reference number 2022121912NWTLEM.</p> <p>Training on Schedule waste management pan has been conducted at Bukit Kerayong Estate, Bukit Cheraka Estate and Bukit Kerayong POM dated 17/11/2022. Interview conducted with Medical Assistant and Person In Charge on Schedule waste found they have good awareness.</p>

Non-conformity			
NCR Ref #	2156242-202201-M3	Issued Date	28/01/202
Due Date	27/04/2022	Closure Date	25/04/2022
Indicator & Category (Critical / Minor)	6.2.4 (Critical)		
Statement of Nonconformity:	The area surrounding the workers' housing is not fully maintained in a clean and sanitary condition as per weekly inspection of workers' housing requirements 23.(1)(a) of Workers' Minimum Standards of Housing and Amenities Act.		
Requirement Reference:	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.		
Objective Evidence:	During housing inspection visit in Bukit Cherakah Estate, it was found that there are rubbish being dumped without proper bin and collection along the fence near house # 53 in Main Division. In Braunston division, it was found that a septic tank		

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	<p>near house # 14 cover was broken exposing the tank that also filled with rubbish. Trailing with the records of latest Housing Inspection (EWR) dated 21/12/2022 and the Housing Complex / Nest / Community Hall Inspections checklist dated 22/1/2022 indicated good condition of inspected areas which not reflective of its actual conditions sighted above.</p>
<p>Corrections:</p>	<ul style="list-style-type: none"> - Arrangement has been made with KDEB waste management for domestic waste collection three days in a week effective February 2022. The management has place roro bin at all division for rubbish collection. - To ensure that weekly line site inspection do thorough check on cleanliness, sanitation and waste management. - Broken septic tank have been identified and repair work already been carried out in February 2022
<p>Root Cause Analysis:</p>	<p>Worker awareness on good sanitation practices is still need to be improved</p>
<p>Corrective Actions:</p>	<ul style="list-style-type: none"> - To educate worker to make sure use of RoRo bin so that no domestic waste visible outside line site area. - To educate worker on good sanitation practices and inform the management if their surrounding area is not well maintaining. - To educate / instill awareness to the worker to be more alert to their surroundings area and make report for repairs and betterment.
<p>Assessment Conclusion:</p>	<p>Due to the nature of Major NC CAP able to be verified off-site, all evidences were requested to be submitted for off-line verification. Documented evidences received as following:</p> <ul style="list-style-type: none"> - Records of email communication between Bukit Cheraka Estate with rubbish disposal contractor KDEB Waste Management dated 27/1/2022 - Photos of damaged septic tank been repaired - Records of awareness training to workers dated 27/1/2022 <p>Based on the documented evidences provided, the CAP verified to be sufficient to address the Major NC. Hence, Major NC closed on 25/4/2022.</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>All estates and mill within SOU 7 provide adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities based on the requirements of Act 446 Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 and Workers' Minimum Standards of Housing and Act A1604 Amenities (Amendment) Act 2019. These were demonstrated based on the sample records of latest Bukit Cheraka VMO visit was conducted on 9/2/2023 by Dr. Kxxx from #Klinik Kxxx. Latest Housing Complex/Nest/ Community Hall Weekly Inspetion (PIOA) was conducted on 10/2/2023 by Bukit Cheraka Clinic Medical Assistant. Latest Quarterly Housing Complex/Nest/Community Hall Inspections (EWC) was conducted on 27/1/2023 by Estate Welfare Committee member personnel.</p> <p>Sighted too the records of Bukit Kerayong Estate's housing repair request system Oil Palm Pal (OPP) summary as at 11/2/2023:</p> <ul style="list-style-type: none"> - Total requests received: 744 - Void requests: 61 - Valid requests: 683 - Completed repair: 679 - In-progress: 4

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	<p>Visit to the workers quarters in all operating units found the area are kept clean with mowed grass, empty dustbin and clear drains. Interview conducted with sampled workers confirmed that no issue staying in company's provided accommodation with basic furniture provided and generously subsidized water and electricity for workers.</p> <p>No recurrence of issue hence, Major NC remained closed.</p>
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Non-conformity			
NCR Ref #	2156242-202201-N1	Issued Date	28/01/2022
Due Date	ASA 2-2	Closure Date	16/02/2023
Indicator & Category (Critical / Minor)	3.7.3 (Minor)		
Statement of Nonconformity:	Bukit Kerayong Palm Oil Mill has not established evidence of appropriate training is provided for workers as per Training Matrix for Supply Chain Certification Standard (SCCS) and no record available as requested.		
Requirement Reference:	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.		
Objective Evidence:	<p>- No Training record available as requested for Supply Chain Certification Standard (SCCS) in Bukit Kerayong Palm Oil Mill.</p> <p>- A Training Matrix FY2022 for SOU7 Bukit Kerayong POM covering all levels of employees and types of Training Requirements for Operational Unit. Training of RSPO Supply Chain is required for Mill Manager, Mill Sr. Assistant, Mill Assistant, QA, Process Supervisor, Store Clerk, Chargemen.</p>		
Corrections:	To conduct SCCS training to all related personnel specified in SCCS SOP by RSQM/GSD on 25th February 2022.		
Root Cause Analysis:	The training conducted is not comprehensive.		
Corrective Actions:	To review training matrix according to SCCS SOP dated April 2019 and assign QA to monitor training plan.		
Assessment Conclusion:	<p>The mill has identified the personnel involve in the Supply Chain Certification System in the mill.</p> <p>The mill has reviewed the training matrix FY 2022 and 2023 included the SCCS training in the training matrix. The QA has been appointed as PIC to review and ensure the training was conducted.</p> <p>The mill has conducted training on SCCS to personnel involve. Reviewed the training records dated 25/02/2022, 02/11/2022 and 04/01/2023.</p> <p>Verification of evidence confirmed that the CAP implemented effectively to address the nonconformity. Hence, Minor NC effectively closed.</p>		
Effectiveness Closure (for previous audit closed Critical NC):	N/A		

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Non-conformity			
NCR Ref #	2156242-202201-N2	Issued Date	28/1/2022
Due Date	16/02/2023	Closure Date	16/02/2023
Indicator & Category (Critical / Minor)	7.3.1 (Minor)		
Statement of Nonconformity:	The waste identifications was not covering all waste generated in the estate.		
Requirement Reference:	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.		
Objective Evidence:	<p>Bukit Cherakah Estate</p> <p>The waste such as spent lubricant/hydraulic oil, contaminated rags, contaminated PPE, contaminated spill kit, used batteries, used tyre and others were not identified in the waste identification. Thus, the management plan was not covering the unidentified waste.</p>		
Corrections:	To identify and include all waste generated in the estate and update waste management plan accordingly.		
Root Cause Analysis:	Waste identification was not updated effectively.		
Corrective Actions:	Training on scheduled waste management by RSQM personnel and monitoring of waste management plan by SSSO.		
Assessment Conclusion:	<p>All waste has been identified in the waste management plan. Verified E-SWISS record January 2023 found all potential Schedule waste has been registered. Training on schedule waste management has been conducted on 17/11/2022. Verified through site visit at schedule waste store there is no unidentified schedule waste compare with latest Inventory dated February 2023.</p> <p>Verified during site visit at workshop, all tractor was equipped with tray at parking. There is no spillage sighted at parking bay area.</p> <p>Visit at clinic found clinical waste has been store in the designated bin with SW label. Verified record of E-SWISS, inventory was maintained as at January 2023. Disposal of SW404 was conducted on 14/12/2022 with consignment reference number 2022121912NWTLEM.</p> <p>Training on Schedule waste management pan has been conducted at Bukit Kerayong Estate, Bukit Cheraka Estate and Bukit Kerayong POM dated 17/11/2022. Interview conducted with Medical Assistant and Person In Charge on Schedule waste found they have good awareness.</p> <p>Verification of evidence confirmed that the CAP implemented effectively to address the nonconformity. Hence, Minor NC effectively closed.</p>		
Effectiveness Closure (for previous audit closed Critical NC):	N/A		

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 2156242- 202201-I1</p> <p>Indicator 3.6.1</p> <p>In Chemical Store the risk of exposure or incidental spill of chemicals to body parts such as eye and skin in as stated in sampled SDS of Glyphosate and Glufosinate Ammonium that required immediate plenty use of water such as emergency shower and eye wash to be further enhanced with adequate facility.</p> <p>Verification / Follow-up actions:</p> <p>The estates has installed emergency shower and eye wash near the chemical store and premixing area. Tested the equipment was function adequately. Additionally, for field operations, the chemical application mandore were provided with portable emergency eyewash and clean water.</p>
OFI 2	<p>OFI Statement: 2156242- 202201-I2</p> <p>Indicator 6.2.2</p> <p>The terminology written in contractor's workers' pay slips such as "others" for the workers' salary deduction could be made clear further.</p> <p>Verification / Follow-up actions:</p> <p>All the workers are under direct employment and some electrical works are under contractor workers. The pay slip has included basic income, allowance pay, working days, medical leave, deduction of salary and etc. as per employment contract in compliance with requirements of latest referenced (2019 & 2020) expired collective agreements, in absence of revised agreements between MAPA and NUPW.</p> <p>Work agreements also in compliance with Permit of Salary Deduction under Section 24 Employment Act 1955 for Electricity Bill payment; Ref. # BHG.PU/9/129 JLD 33 (53); Date: 6/7/2017.</p> <p>Explanations given as per sample latest explanation by management through briefing on piece rate pay for harvester conducted on 30/3/2022 by Bukit Kerayong Estate management to harvesters.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1874552-202001-M1	Critical	6.2.3	24/01/2020	10/04/2020
1874552-202001-M2	Critical	3.6.1	24/01/2020	10/04/2020
1874552-202001-N1	Minor	4.2.3	24/01/2020	Closed on 07/01/2021
1874552-202001-N2	Minor	2.2.2	24/01/2020	Escalated to Major NC
1874552-202001-N3	Minor	7.12.7	24/01/2020	Closed on 07/01/2021
1874552-202001-N4	Minor	3.3.2	24/01/2020	Escalated to Major NC
1874552-202001-N5	Minor	6.7.2	24/01/2020	Escalated to Major NC
2007911-202101-M1	Critical	2.2.2	07/01/2021	Closed on 06/04/2021
2007911-202101-M2	Critical	6.7.2	07/01/2021	Closed on 06/04/2021

2007911-202101-M3	Critical	3.3.2	07/01/2021	Closed on 06/04/2021
2007911-202101-M4	Critical	6.7.3	07/01/2021	Closed on 06/04/2021
2007911-202101-N1	Minor	3.4.2	07/01/2021	Closed on 24/01/2022
2007911-202101-N2	Minor	3.5.2	07/01/2021	Closed on 24/01/2022
2007911-202101-N3	Minor	2.1.2	07/01/2021	Closed on 24/01/2022
2156242-202201-M1	Critical	2.1.1	28/01/2022	Closed on 25/04/2022
2156242-202201-M2	Critical	3.4.3	28/01/2022	Closed on 25/04/2022
2156242-202201-M3	Critical	6.2.4	28/01/2022	Closed on 25/04/2022
2156242-202201-N1	Minor	3.7.3	28/01/2022	Closed on 16/02/2023
2156242-202201-N2	Minor	7.3.1	28/01/2022	Closed on 16/02/2023
2311042-202302-M1	Critical	3.6.2	16/02/2023	Closed on 28/03/2023

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Sime Darby Plantations SOU 7 Bukit Kerayong Palm Oil Mill & Supply Base Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

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

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Local authorities’ representatives	#PDxxx	Face to face interview
School teachers/representatives	- #SMxxx - #SJxxx	Face to face interview
Vendors (Contractors & Suppliers)	- #BMxxx - #RAxxx	Face to face interview
Estate Clinic Medical Assistant	#MAxxx	Face to face interview
Gender committee representatives	#GCxxx	Face to face interview

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Estate NUPW representative	#Nxxx	Face to face interview
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Stakeholders comment	
1	<p>Feedbacks: Local authorities' representatives Appreciate good relationship and cooperation given by company management mainly in security aspect coverage by police. Company's Auxiliary Police (AP) consistently assuring security of company's property which greatly reducing #Pxxx's intervention. No major issues reported and occurred within estates since 2022.</p> <p>Audit Team verification and response: No further issue.</p>
2	<p>Feedbacks: School teachers/representatives Both schools located nearby estates area. Estates contributed a lot for school programs and events despite not many school children coming from estate and mill workers' children. Estate and mill operation not affected school and school children.</p> <p>Audit Team verification and response: No further issue.</p>
3	<p>Feedbacks: Vendors (Contractors & Suppliers) Most vendors are local service providers resided within Kapar and/or Kuala Selangor area nearby Bukit Kerayong mill and estates. Priority given to long service local vendors for both direct award and tendering works. Fair price given with complete documentation of work award or contract agreement. On-time payment made for each completed work invoiced. Company's management always critical on safety matters of work awarded to ensure safe work delivered.</p> <p>Audit Team verification and response: No further issue.</p>
4	<p>Feedbacks: Estate Clinic Medical Assistant Last COVID-19 positive case occurred in January 2023 in estate involved local workers. Workers went on self-quarantine for 5 days within company's accommodation with full-paid daily wage. Prior to returned to work, workers were swab-tested to ensure negative COVID-19 condition. Workers' housing inspected on weekly basis and VMO visits once in every 2 weeks.</p> <p>Audit Team verification and response: No further issue.</p>
5	<p>Feedbacks: Gender committee representatives All women employees are entitled to 98 days maternity leave as per new amendments to Malaysia's Employment Act 1955 effective on 1/1/2023. No enforcement by management on women employees to undertake pregnancy test. No pregnant women or new mothers allowed to work as chemical handlers. No sexual harassment case reported since last audit.</p> <p>Audit Team verification and response:</p>

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	No further issue.
6	<p>Feedbacks: Estate NUPW representative All workers are given freedom to join NUPW as members with company sponsoring a part of the monthly fee and insurance subscription. NUPW representatives in mill and estates are selected via election by all members without management’s involvement. Workers aware of all complaints and/or grievances channels established by company such as Suara Kami, Workers Helpline and Whistleblowing. Workers appreciate the use of electronic housing repair request system i.e. Oil Palm Pal which responded very fast and very well by management.</p> <p>Audit Team verification and response: No further issue.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable as the estates have undergone 2nd cycle of replanting.					

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

3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Sime Darby Plantations SOU 7 Bukit Kerayong Palm Oil Mill & Supply Base has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Sime Darby Plantations SOU 7 Bukit Kerayong Palm Oil Mill & Supply Base is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Muhammad Fadzli Masran	Name: Shylaja Devi Vasudevan Nair
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Sime Darby Plantation Bhd
Title: Client Manager	Title: Head, Sustainability Compliance Unit, GSD
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 30/03/2023	Date: 13/04/2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the Estate Quality Management System; Sub-Section 5.5 Management Responsibility; Appendix 5.5.3.2 Procedure for External Communication; Version 1; Issue date: 1/1/2008, documents specified for mill and all estates within SOU 7 Certification Unit made available as per sample as following:</p> <ul style="list-style-type: none"> - Land titles/user rights - Occupational health and safety plans - Plans and impact assessments relating to environmental and social impacts - HCV documentation - Pollution prevention and reduction plans - Details of complaints and grievances - Continuous improvement plans - Public summary of certification assessment report - Group Sustainability Policy - Record of contributions to community development 	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>As a group of company, Sime Darby has established communication to continue to use the internet to disseminate public information relating to land titles, safety and health plans, pollution prevention plans and the procedure for complaints and</p>	Complied

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		<p>grievances. Information also available via website address at - http://www.simedarbyplantation.com/.</p> <p>SOU 7 provided information in Malay and English languages and accessible to relevant stakeholders upon request and during stakeholder consultation meetings.</p> <p>Interview conducted on-site with sampled internal and external stakeholders confirmed that the information provided in appropriate languages and accessible to them.</p> <p>Latest meeting with External Stakeholders was conducted on 07/02/2023 at Bukit Cheraka Estate Community Hall. Managements from all operating units within SOU 7 combined to organize the meeting that was attended by local community representatives among neighboring resident area, schools, mosque, temple, vendors and authorities (#Pxxx). The minutes of meeting records indicated that most of feedbacks from stakeholders during previous meeting have been addressed and updated to relevant stakeholders.</p>	
1.1.3	<p>(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -</p>	<p>SOU 7 maintained records of request for information and responses. Request by stakeholders were conducted through stakeholders meeting, visitor books, letter and forms. The operating units maintain records of all request and response.</p> <p>Annual face to face session with external stakeholder was carried out on 07/02/2023 for SOU 7.</p> <p>The operating units has implemented visitor book, complaint book and inspection book to record any requests from the stakeholders.</p> <p>As to date, no request form external stakeholder for information from the operating units except for Government Department such as DOE and DOSH. The requests were recorded in their respective visit logbook or field citation form. The visit logbooks were</p>	Complied

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		<p>available for review at the office.</p> <p>Other than information related to RSPO implementation by SOU 7, communications of information included issues as per sample sighted as following:</p> <ul style="list-style-type: none"> - Bukit Kerayong POM: Request by #Txxx to take 1kg palm oil ash dated on 7/10/2021 responded immediately by mill allowing the request. - Bukit Kerayong Estate: Workers housing repair request recorded on 16/8/2021. - Bukit Cherakah Estate: Request by #Sxxx for school field grass cutting; Letter ref. # SJKTLBC 400-6/2/1 (18); Date: 21/10/2021 <p>All requests found to be responded within short time by respective recipients.</p>	
<p>1.1.4</p>	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>Consultation and communication procedure documented as the Sustainable Plantation Management System Appendix 5 (Flowchart and Procedures on handling Social Issues) dated 01/11/2008 for handling communication regarding social issues. Additionally, there's Mill Quality Management System Standard Operation Manual dated 01/11/2008 documented the process for Procedure for External Communication (sub-section 5.5, Appendix 5.5.3.2).</p> <p>Procedures were briefed to external stakeholders during the consultation meeting and to all workers during workers meeting and assembly sessions from time to time.</p> <p>Bukit Kerayong POM Procedure as per Flowchart for External Communication. Sample communication as per records of Communication and Complain Logbook by Stakeholder and Workers.</p>	<p>Complied</p>
<p>1.1.5</p>	<p>There is a current list of contact and details of stakeholders and their</p>	<p>The latest Stakeholders Lists for all operating units within SOU 7</p>	<p>Complied</p>

	<p>nominated representatives. - Minor compliance -</p>	<p>sighted available as updated on December 2022. Information of stakeholders' details available included person in charge, address, e-mail and contact number for various stakeholders' category among internal and external stakeholders including local communities, authorities, vendors and neighbours etc.</p>	
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
<p>1.2.1</p>	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -</p>	<p>Sime Darby has established Code of Business Conduct where the company implemented the attitude of fair, integrity and ethic during any business process. The company is strictly prohibited to have any bribery related in the business processes. The code established in Bahasa Malaysia and English.</p> <p>Sime Darby DPB's Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 also includes the clause 'promoting good governance and transparency: abiding by the Group Policies & Authorities (GPA) and the Code of Business Conduct (COBC).</p> <p>Besides, policies were briefed to external stakeholders during the stakeholder meeting conducted on 7/2/2023 at SOU level and through ethical code of conduct and vendor integrity pledge signed by vendor prior to contract work agreement for sample as following:</p> <ul style="list-style-type: none"> - #Bxxx (EFB Transporter); Date: 10/10/2021 - #Kxxx (FFB Transporter); Date: 21/3/2022 - #Mxxx (OCP Supplier); Date: 24/5/2022 - #Rxxx (OCP Supplier); Date: 24/5/2022 - #Mxxx (OCP Supplier); Date: 24/5/2022 <p>In recruitment, SOU 7 implemented Sime Darby Plantation Responsible Recruitment Policy which specify the following:</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - No Recruitment fees – SDP core principle of zero-cost means no worker should pay for a job. Sime Darby Plantation shall bear all the costs of recruitment. The Group has reimbursed most of its foreign workers currently within its employ who may have paid recruitment fees to secure employment with the Group. - No retention of documents – SDP do not withhold or detain workers' passports or personal documents. - No contract substitution – Workers' agreements to the terms and conditions of recruitment and employment is voluntary and free from deception or coercion. - Appoint ethical recruitment agents and protect workers from any form of coercion, intimidation or deception in the process of seeking employment in SDP. - Historic recruitment fees (unreported payments charged by agents, sub-agents or other third parties to SDP's foreign workers in countries of origin, in contravention of SDP's zero recruitment fee policy) reimbursed to current and former workers. <p>Recruitment policies, processes and practices have effective due diligence systems in place to ensure ethical recruitment. All workers are in possession of their own personal documents and have individual, secure lockers within their own accommodation to keep them.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>A system is in place to monitor compliance and the implementation through internal audit as following:</p> <ul style="list-style-type: none"> - Bukit Kerayong POM on 7/11/2022 - Bukit Kerayong Estate on 8/11/2022 - Bukit Cherakah Estate on 9/11/2022 <p>Additionally, SOU 7 conducted assessment for all contractors in</p>	Complied

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		<p>each operating units as per sample Contractors' Workers Assessment Report of Bukit Kerayong Estate as following:</p> <ul style="list-style-type: none"> - Contractors: #Kxxx, #Bxxx & #Yxxx - Assessment month: December 2022; Assessment report date: 30/1/2023; Review date: 7/2/2023 - Assessment scope: Employment Contract/Work Agreement, Payslip, Wages Calculation, SOCSO & EPF Contribution <p>The assessment was conducted by Site Safety & Sustainability Officer (SSSO) of SOU 7 and Reviewed by Regional Sustainability and Quality Management (RSQM) personnel.</p>	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>The operating units continued to comply with the legal requirements.</p> <p>Among the evidence of legal compliance as follows:</p> <p>Bukit Cheraka Estate</p> <ol style="list-style-type: none"> 1. MPOB License for sell and move FFB no. 526188002000 valid till 31/01/2024 2. MPOB License for nursery no. 589377011000 valid till 30/00/2023 3. Permit for Scheduled Controlled Goods, Petrol and Diesel Purchase and Storage permit no. SL/KSL/01/21/SK and SL/KSL/02/21/SK valid till 08/12/2025 4. Air Compressor Certificate of Fitness no. <ol style="list-style-type: none"> i. PMT-SL/22 303290 valid till 24/11/2023 ii. PMT-SL/22 303291 valid till 24/11/2023 iii. PMT-SL/22 303292 valid till 24/11/2023 	Complied

		<p>New planting in the estate conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. No changes in the applicable legal and other requirement in the estates</p> <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. MPOB License for sell and move FFB no. 52557200200 valid till 31/12/2023 2. Permit for Scheduled Controlled Goods, Diesel Purchase and Storage permit no. B.PGK.SEL/0533 valid till 08/12/2025 3. Air Compressor Certificate of Fitness no. PMT-SL/22 288743 valid till 29/08/2023 <p>Bukit Kerayong POM</p> <ol style="list-style-type: none"> 1. MPOB License no. 562906004000 valid till 31/07/2023 2. License for private Installation no. 2022/02241 valid till 05/07/2023 3. DOE License no. 003124 with compliance schedule no. AS(B)31/152/000/067 valid till 30/06/2023 4. Water Abstraction License no. GWAL (P10) 000312 valid till 31/07/2023 5. Machinery certificate of fitness <ol style="list-style-type: none"> i. SL PMT 85955 valid till 08/11/2023 ii. PMA 3075 valid till 08/11/2023 iii. PMA 3076 valid till 08/11/2023 iv. SL PMT 24262 valid till 08/11/2023 	
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<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Documented procedure was established and implemented; refer to Estate/Mill Quality Management System, Level 2: Standard Operating Manual, Appendix 5.2.4: Procedure for Legal and Other Requirements dated 10 December 2008. A mechanism to ensure compliance to legal and other requirement has been documented in EQMS & MQMS (Estate & Mill Quality Management System) under Standard Operation Manual distributed to all operating units. GSQM Department and respective operating units will undertake the responsibility of identifying, managing, updating and tracking the legal requirement as well as monitoring the status of legal compliance.</p> <p>All operating units have Legal & Other Requirements Register (LORR) covering all the necessary regulatory requirements. Refer to legal register dated January 2023 with addition to applicable laws as follows:</p> <ol style="list-style-type: none"> 1. Minimum Wages Order 2022 2. Fire Service Act 1988 (Act 341) Amendment 2020 3. Human Resources Development Act 2001 4. Anti-Sexual Harassment Act 2021 5. Employees' Social Security (Amendment) Act 2022 6. Employees' Insurance System (EIS) (Amendment) Act 2022 7. Control of Supplies Act 1961 8. Employment (Amendment) Act 2022 	<p>Complied</p>
<p>2.1.3</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained as per verification during site visit. Whenever the land boundaries are adjacent with third party (smallholders, villages, other oil palm companies, etc.) the normal practice of sample estate to indicate the legal boundaries are through construction of trenches and parameter road. This was confirmed through the</p>	<p>Complied</p>

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		<p>field visit at Bukit Cheraka Estate and Bukit Kerayong Estate found practiced was clearly visible. Boundary and monthly patrolling record was verified.</p> <p>Bukit Cheraka Estate</p> <p>Sighted boundary at P17A and P13D neighbouring with Smallholders. Verified that there is no planting beyond these legal or authorised boundaries.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved planting beyond these legal or authorised boundaries.</p> <p>Bukit Kerayong Estate</p> <p>Sighted boundary at P14C and P14D neighbouring with Smallholders. Verified that there is no planting beyond these legal or authorised boundaries.</p>	
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The operating units has listed all contracted parties and documented in Stakeholder List 2023. In the list includes internal stakeholders such as employee and workers union and external stakeholders such as suppliers, contractors, transporters, products buyers, head of local communities and other interested parties such as government department. Hospitals, schools and etc. the list was reviewed and updated on annually basis.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p>	<p>All contracts including FFB supplier, contain clauses on specific clauses on meeting applicable legal requirements and demonstrated by the third party. Refer Section 5(A) compliance with applicable Laws and Guidelines. Sighted evidence of legal due diligence of all contractors. Detailed in the Letter Of Award to the contractors. Sighted evidence of Contact agreement, employees contract agreement, payslip has been documented and verified.</p>	Complied

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	<p>- Minor compliance -</p>	<p>Reviewed the sampled contracts as follows:</p> <ul style="list-style-type: none"> • Bukit Cheraka Estate – Kxx Exxxxxxx Sdn Bhd, Type of work: FFB Transportation Services for Sime Darby Plantation Berhad’s Estates dated 01/01/2023. • Bukit Kerayong Estate – Xxx Yxxx Txxxxxxx Exxxx Wxxxx, Type of work: Supply Backhoe dated 04/03/2022. • Bukit Kerayong POM – Lxxxx Txx Exxxxxxx, Type of work: Supply Contract Labour For Preventive Maintenance and Corrective maintenance at KKS Bukit Kerayong. <p>Vendor Integrity Pledge with commitment to comply with legal requirements included labour and human rights, EHS, ethics and management practices was available for each contract agreement. Letter contained requirements for contractor of estate and mill of Sime Darby Plantation to ensure no withholding of employee passport, paid with minimum wage was verified. Further sampling on contract agreement found contains term such as job specification, wages, working hours, holiday and rest day, Requirements to comply with RSPO and policies of clients or workplace included Employment Act 1955.</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Verified the contractor’s agreement contains “Kod Etika Kerja Vendor dated 26/08/2020”. Refer Section 5.7 stated, forced and trafficked labour and 5.8 stated, disallowing child labour and where young workers are employed, the contracts include a clause for their protection”.</p>	Complied

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.

2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill maintain the information of all direct sourced of FFB suppliers such as information of geolocation, MPOB license, MSPO certificate and etc. Reviewed the sampled information of outside FFB supplier as follows:</p> <table border="1" data-bbox="1137 507 1926 893"> <thead> <tr> <th>Supplier Name</th> <th>MPOB license no.</th> <th>Geo-location</th> </tr> </thead> <tbody> <tr> <td>Cxxxxxxx Cxxxx Sd. Bhd.</td> <td>502xxxxx2000</td> <td>3° 33' 26.93" N, 101° 34' 55.60" E</td> </tr> <tr> <td>Sxxxxxx Sxxxx Enterprise</td> <td>576xxxxx5000</td> <td>3° 12' 40.52" N, 101° 24' 24.95" E</td> </tr> <tr> <td>Gxx Exxxxx Cxxxxxxxxx Sdn. Bhd.</td> <td>619xxxxx2000</td> <td>3° 8' 9.53" N, 101° 24' 0.36" E</td> </tr> </tbody> </table>	Supplier Name	MPOB license no.	Geo-location	Cxxxxxxx Cxxxx Sd. Bhd.	502xxxxx2000	3° 33' 26.93" N, 101° 34' 55.60" E	Sxxxxxx Sxxxx Enterprise	576xxxxx5000	3° 12' 40.52" N, 101° 24' 24.95" E	Gxx Exxxxx Cxxxxxxxxx Sdn. Bhd.	619xxxxx2000	3° 8' 9.53" N, 101° 24' 0.36" E	Complied
Supplier Name	MPOB license no.	Geo-location													
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Gxx Exxxxx Cxxxxxxxxx Sdn. Bhd.	619xxxxx2000	3° 8' 9.53" N, 101° 24' 0.36" E													
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>As per RSPO Announcement dated 15 February 2022 on Interim Measure for Fulfilment of Indicator 2.3.2 of the 2018 RSPO Principles & Criteria — On Legality of Indirect FFB Supplies, Sime Darby Plantation has submitted the Indicator 2.3.2 Case Register to RSPO as per communication email dated 11/11/2022 and acknowledge and registered into the system by RSPO as per communication email dated 24/11/2022. Sime Darby Plantation targeted to fulfil the requirement by November 2023 as per Stepwise Plan for Compliance to Indicator 2.3.2 established.</p>	Complied												
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>															
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>															
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed</p>	<p>SOU 7 has continued its commitment to long term sustainability and improvements through a capital expenditure program. The</p>	Complied												

	<p>business case for Scheme Smallholders. - Critical (Major) compliance -</p>	<p>management has forecasted 5 years business plan from FY 2023 – FY 2027</p> <p>Annual business plan in the form of annual budget and the projection for 5 years prepared as guidance for future planning. Sighted the annual budget FY 2023 and business plan FY 2023 – FY 2027</p> <p>In the 5 years business plan include items as follows:</p> <ul style="list-style-type: none"> a. Palm oil mill <ul style="list-style-type: none"> i. Mill intake – FFB input ii. Production of CPO iii. Production of PK iv. Total Palm Oil Extraction v. Total Palm Kernel Extraction vi. Mill cost b. Oil Palm Estate <ul style="list-style-type: none"> i. Total crop projection and yield potential ii. Activity direct cost <ul style="list-style-type: none"> a. Mature upkeep b. Manuring c. Harvesting and collection d. Transportation e. Nursery iii. Estate administration <ul style="list-style-type: none"> a. Admin Cost iv. Labour overhead 	
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		<p>v. Road and bridges vi. Cost of production.</p> <p>The budget plan was reviewed annually with both actual and forecasted amount for 5 years (up to 2027) and well documented upon request.</p>																			
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>SOU 7 have long range replanting program until FY 2026. Replanting planned for the palm older than 25 years, non-performance field (yield) and ganoderma infected palm. Observed the replanting program for the next financial year as follows in hectare:</p> <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Bukit Kerayong</td> <td>0.00</td> <td>97.23</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Bukit Cheraka</td> <td>65.40</td> <td>95.19</td> <td>71.80</td> <td>150.02</td> <td>204.83</td> </tr> </tbody> </table>		2023	2024	2025	2026	2027	Bukit Kerayong	0.00	97.23	0.00	0.00	0.00	Bukit Cheraka	65.40	95.19	71.80	150.02	204.83	Complied
	2023	2024	2025	2026	2027																
Bukit Kerayong	0.00	97.23	0.00	0.00	0.00																
Bukit Cheraka	65.40	95.19	71.80	150.02	204.83																
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>Sime Darby has established SOP on Management Review documented in SOM, Section 5, and Management responsibility version 2, issued in 2015.</p> <p>Management review was conducted on annually basis by Operating Unit as per SOP established. Among the agenda discussed in the meeting as follows:</p> <ol style="list-style-type: none"> 1. Results of internal audits covering MSPO/RSPO/SCCS 2. Customer feedback 3. Status of preventive and corrective actions 4. Follow up action from management review 5. Changes that could affect the management system 6. Recommendation for improvement 	Complied																		

		<p>7. Improvement of effectiveness of the management system and process</p> <p>8. Resources needs</p> <p>Latest management review meeting was conducted at each operating units as follows:</p> <table border="1" data-bbox="1167 547 1895 746"> <thead> <tr> <th>Operating Unit</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Bukit Kerayong POM</td> <td>06/01/2023</td> </tr> <tr> <td>Bukit Kerayong Estate</td> <td>13/12/2022</td> </tr> <tr> <td>Bukit Cheraka Estate</td> <td>23/12/2022</td> </tr> </tbody> </table>	Operating Unit	Date	Bukit Kerayong POM	06/01/2023	Bukit Kerayong Estate	13/12/2022	Bukit Cheraka Estate	23/12/2022	
Operating Unit	Date										
Bukit Kerayong POM	06/01/2023										
Bukit Kerayong Estate	13/12/2022										
Bukit Cheraka Estate	23/12/2022										
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>											
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The operating units has established continuous improvement plan in consideration of social and environmental impacts. Among the plan established as follows:</p> <ol style="list-style-type: none"> 1. To plant beneficial plant to reduce the usage of chemical such as Cyphermetrin and Acephate 2. To increase ratio of barn owl box at 1:10 ha as per ARM recommendation to reduce population of rat 3. To prevent rhinoceros beetle breeding and depress weed growth by planting LCC 4. To conduct grass cutting gradually on path to reduce chemical usage. 5. Housing complex overall maintenance and cleanliness. 6. Organize more social activities such as family day. 7. Continuous housing inspection (weekly PIOA & quarterly EWC) conducted as per legal requirement to ensure housing 	<p>Complied</p>								

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		<p>condition in compliance with legal requirements.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018.</p> <p>The SEIA together with its management and monitoring plan were continuously reviewed and updated with participation of affected stakeholders among both internal among employees and external stakeholders with latest external stakeholder consultation meeting conducted on 07/02/2023.</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>Verified the data in the RSPO metrics template found consistent with data onsite.</p>	Complied
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedures (SOPs) for the estate and mill has been prepared. Sime Darby SOP issued 2/1/2008 and Agricultural reference Manual, Sustainability Plantation Management System and EQMS (Estate Quality Management System) were distributed to all operating units under SOU 7 as a guidance document to conduct estate operation. The estates also hold the Safety Work Procedure. The SOP covers land preparation, planting material,</p>	Complied

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		<p>upkeep, harvesting, FFB transportation and etc.</p> <p>Palm Oil Mill holds two SOPs: sustainability Plantation Management System (MQMS/SOM/08 v.1 dated 1/11/2008) includes mill SOP and Mill Quality Management Manual v.1 2008/MQMS/QMM/08 as a guidance document to operate the mill.</p> <p>For Health, Safety and Environment, both mill and estates, Sime Darby has issued Health, Safety and Environment (HSE) Management System and Standard Operating Procedures. Sime Darby continuously updated the SOP established. Among the updated SOP FY 2022/2023 as follows:</p> <ol style="list-style-type: none"> 1. UM HSE Management System Manual, UM/HSE/MS/01 2. First Aid in Workplace Procedure, UM/HSE/OCP/01 3. Safety Harvesting Procedure, UM/HSE/OCP/02 4. Personal Protective Equipment Procedure, UM/HSE/OCP/03 5. Chemical Safety Management Procedure, UM/HSE/OCP/04 6. Permit to Work (PTW) Procedure, UM/HSE/OCP/05 7. OSH Risk Management Procedure, UM/HSE/SE/01 <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p>	
<p>3.3.2</p>	<p>A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -</p>	<p>A mechanism on checking the consistency of estate and mill implementation of their procedures is in place. Among the mechanism such as Mill/Plantation Advisor Visit, Performance Monitoring Visit, Structured Oil Recovery Assessment (SORA) (for Mill) / Structured Crop Recovery Assessment (SCRA) visit,</p>	<p>Complied</p>

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		<p>Agronomist visit and Internal Audit.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018 by Group Sustainability Department. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p>	
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The operating units maintain all the records of monitoring and actions taken for all issues raised during the visit. Reviewed the monitoring records as follows:</p> <p>Bukit Cheraka Estate</p> <ol style="list-style-type: none"> 1. Performance Monitoring Visit Summary dated 27/10/2022. 2. Estate Structured Crop Recovery Assessment Report dated 14/11/2022. 3. Internal Audit Report dated 09/11/2022. <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. Performance Monitoring Visit Summary dated 26/10/2022. 2. Estate Structured Crop Recovery Assessment Report dated 11/11/2022. 3. Internal Audit Report dated 08/11/2022. <p>Bukit Kerayong POM</p> <ol style="list-style-type: none"> 1. Structured Oil Recovery Assessment (SORA) dated 07-11/11/2022. 2. Internal Audit Report dated 07/11/2022. 	<p>Complied</p>

<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Environmental Impact Assessment was established FY2022/2023 to identify the environmental aspect in all estate activities and documented in Environmental Aspects Impacts Identification form and Environmental Impacts Evaluation form. The assessment covers all activities in the estates and mill. The assessment was conducted based on SOP established. Refer SOP Standard Operation Manual; subsection 5.4; Planning and Appendix 5.4.1b: Environmental aspect/impacts evaluation procedure.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018 by Group Sustainability Department.</p> <p>For ongoing operations, the Baseline Social Impact Assessment (SIA) was conducted on May – June 2009 as per report of Baseline Social Impact Assessment (SIA) Selangor Zone SOU 7 and the actions documented the Continual Improvement Plan as per Bukit Kerayong POM SOU 7 Management Plan on Social Impact Assessment with areas of concerns/key findings:</p> <ul style="list-style-type: none"> - Working Condition: Understanding of workers benefits entitlement - Housing Condition/Living Improvement: <ul style="list-style-type: none"> ▪ Housing complex overall maintenance and cleanliness ▪ Organize more social activities such as family day ▪ Organize meeting with stakeholder 	Complied
3.4.2	For the unit of certification, a SEIA is available and social and	Sighted Environmental management plan FY2022/2023. Details	Complied

<p>environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>tabulated in the table below.</p> <table border="1" data-bbox="1151 402 1921 1010"> <thead> <tr> <th>Management plan</th> <th>Action plans</th> </tr> </thead> <tbody> <tr> <td>Env Risk Management</td> <td>Review EIA / EIE for any changes in the operation</td> </tr> <tr> <td>Waste Management (Domestic)</td> <td>Domestic waste was disposed through MDKL</td> </tr> <tr> <td>Waste Management (Sewage)</td> <td>Engagement with licensed contractors for sewage management</td> </tr> <tr> <td>Schedule waste</td> <td>Maintain inventory and disposal of Schedule waste</td> </tr> <tr> <td>Recyclable waste</td> <td>Dispose off through registered purchaser and check frequently</td> </tr> <tr> <td>Water Management</td> <td>To carry out immediately repair of broken pipelines and identify any leakages</td> </tr> </tbody> </table> <p>For ongoing operations, the Baseline Social Impact Assessment (SIA) was conducted in May – June 2009 as per report of Baseline Social Impact Assessment (SIA) Selangor Zone SOU 7 and the actions documented the Continual Improvement Plan as per Bukit Kerayong POM SOU 7 Management Plan on Social Impact Assessment with areas of concerns/key findings:</p> <ul style="list-style-type: none"> - Working Condition: Understanding of workers benefits entitlement - Housing Condition/Living Improvement: <ul style="list-style-type: none"> ▪ Housing complex overall maintenance and cleanliness 	Management plan	Action plans	Env Risk Management	Review EIA / EIE for any changes in the operation	Waste Management (Domestic)	Domestic waste was disposed through MDKL	Waste Management (Sewage)	Engagement with licensed contractors for sewage management	Schedule waste	Maintain inventory and disposal of Schedule waste	Recyclable waste	Dispose off through registered purchaser and check frequently	Water Management	To carry out immediately repair of broken pipelines and identify any leakages	
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		<ul style="list-style-type: none"> ▪ Organize more social activities such as family day ▪ Organize meeting with stakeholder <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018 by Group Sustainability Department.</p> <p>The SEIA together with its management and monitoring plan were continuously reviewed and updated with participation of affected stakeholders among both internal among employees and external stakeholders with latest external stakeholder consultation meeting conducted on 07/02/2023.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018 by Group Sustainability Department.</p> <p>The management plan established base on operation with significant impact to the environment. The management plan was reviewed annually. The management plan stated the environmental issue, mitigation actions, monitoring plan and person responsible for monitoring implementation.</p> <p>The social management plan established based on the Baseline Social Impact Assessment (SIA) that was conducted on May – June 2009 as per report of Baseline Social Impact Assessment (SIA) Selangor Zone SOU 7. The actions documented the Continual Improvement Plan as per Bukit Kerayong POM SOU 7 Management Plan on Social Impact Assessment with areas if concerns/key findings:</p> <p>- Working Condition: Understanding of workers benefits</p>	Complied

		<p>entitlement.</p> <ul style="list-style-type: none"> - Housing Condition/Living Improvement: <ul style="list-style-type: none"> ▪ Housing complex overall maintenance and cleanliness ▪ Organize more social activities such as family day. ▪ Organize meeting with stakeholder. <p>The SEIA together with its management and monitoring plan were continuously reviewed and updated with participation of affected stakeholders among both internal among employees and external stakeholders with latest external stakeholder consultation meeting conducted on 07/02/2023. Among social management plan continuously implemented and monitored including the following:</p> <ul style="list-style-type: none"> • Provision workers decent accommodation including basic furniture such as bed, mattress and cupboard etc. – continuous housing inspection (weekly PIOA & quarterly EWC) conducted as per legal requirement to ensure housing condition in compliance with legal requirements. • Monitoring of minimum wages according to legal requirements for both own checkroll and contractor’s workers • Contribution towards external stakeholders development among local communities such as school donations, priority employment among local communities and business providers etc. <p>The estate visited has established environmental management plan base on aspect and impacts analysis conducted.</p> <p>The environmental management plan was established based on Environmental Aspect Impact Identification and Environmental Impact Evaluation conducted and documented in Pollution Prevention Plan. The EAI/EIE was reviewed by the estate</p>	
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		<p>management team.</p> <p>The EAI/EIE and management plan was reviewed on annually basis. Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. Sighted the river bufferzone for Sg. Tambak Jawa in field P09B and Sg. Sembilang in field P12A at Bukit Kerayong Estate. No evidence of chemical applications along the buffer zone. The river were desilt on annual basis by the Department Irrigation and Drainage. The estate conducted river water sampling on annually basis. 2. There is no opportunity for the estates to capitalize the utilisation of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. <table border="1" data-bbox="1211 863 1870 963"> <thead> <tr> <th>Fiber, MT</th> <th>Shell, MT</th> <th>Usage / FFB (MT)</th> </tr> </thead> <tbody> <tr> <td>9,844.21</td> <td>4,101.75</td> <td>0.91</td> </tr> </tbody> </table> <ol style="list-style-type: none"> 3. The estate applied EFB in the field as nutrient cycle program. Reviewed the application records FY 2022 as follows: <table border="1" data-bbox="1173 1054 1908 1259"> <thead> <tr> <th>Estate</th> <th>EFB Transported for Field Application (MT)</th> </tr> </thead> <tbody> <tr> <td>Bukit Cheraka Estate</td> <td>P2009B, P2009A, P2013C, P2009C</td> </tr> <tr> <td>Bukit Kerayong Estate</td> <td>P2011A, P2009C, P2022A</td> </tr> </tbody> </table> <ol style="list-style-type: none"> 4. The estate continuously promoted the reduce, reuse and recycle program to the workers. Sighted during site visit at the linesite, office compound, recycle bin were placed at designated places. Noted during interview with the workers, 	Fiber, MT	Shell, MT	Usage / FFB (MT)	9,844.21	4,101.75	0.91	Estate	EFB Transported for Field Application (MT)	Bukit Cheraka Estate	P2009B, P2009A, P2013C, P2009C	Bukit Kerayong Estate	P2011A, P2009C, P2022A	
Fiber, MT	Shell, MT	Usage / FFB (MT)													
9,844.21	4,101.75	0.91													
Estate	EFB Transported for Field Application (MT)														
Bukit Cheraka Estate	P2009B, P2009A, P2013C, P2009C														
Bukit Kerayong Estate	P2011A, P2009C, P2022A														

		the awareness on the 3R program were satisfactory.	
Criterion 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. - Minor Compliance -	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented as the SOP for workforce management unit (Doc no: WMU/TOC-SOPP/March 2016) dated 30/03/2016 for foreign worker while for locals, the employment recruitment included liaison and recruitment, documentation and processing (Doc no: WMU/DP SOPP/JAN2016/R1), workforce management unit (WMU), Careline and estate are available upon request. Additionally, there's Bukit Kerayong POM recruitment procedures as per Standard Operating Procedure Title: Hiring of Local Workers; Doc. # 01-12-19; Effective date: 1/12/2019; Rev. # 1. These procedures are made available in the office upon requests by workers.	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	Employment procedures are well implemented with records well maintained application form for employment, interview form, medical check-up report, photocopied of identification card, employment contract and induction training record were sighted for new recruited employees.	Complied
Criterion 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. - Critical (Major) compliance -	Sime Darby has established Group HSE Policy dated 15/05/2022 signed by the Group Managing Director. In the policy stated the company commitment to the well-being of its employee, providing safe and healthy working environment, pre-emptively preventing our employees and external parties in the operations from injury and ill health as well as operating in an environmentally responsible manner at global operating sites.	Complied

		<p>Policy also stated the commitment to comply with statutory requirements, inculcating the culture of safety and health, improving the management of occupational safety, health related and environmental matters eliminating or minimizing any potential adverse effect on the environment arising from or business activities and to educate and encourage stakeholders in maintaining and enhancing the quality of the health, safety and environment.</p> <p>The policy has been communicated to the workers through induction training for new workers, morning briefing and displayed at various notice board within the mill and estate.</p> <p>Sime Darby has established SOP for OSH Risk management. Refer UM HSE Management System, OSH Risk Management Procedure ver. 1, effective date 09/03/2021. Under section 10. Monitoring and Overview stated the review conducted when:</p> <ol style="list-style-type: none"> 1. Significant changes in work activity, process, practices or procedures 2. Change in working environment including changes in organization structure and personnel changes 3. Evidences that control measures are not working as intended e.g accidents, incidents, equipment's failure hazard reports and etc. 4. When directed by the Director General DOSH <p>The operating units have conducted assessment for risk covers all main operations and support operations. The HIRARC was reviewed at minimum once a year, if accident occur or changes on the operation.</p> <p>Reviewed the risk assessment as follows: Bukit Cheraka Estate</p>	
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		<ol style="list-style-type: none"> 1. The estate has conducted noise risk assessment on 27/10/2021 by assessor with reg. no. SL/19/04/139757. Refer report no. HQ/10/PEB/00/112 – 182/2021. 2. The estate has conducted chemical health risk assessment On 06/11/2020 by assessor with reg. no. HQ/09/ass/00/124. Refer report no. HQ/09/ass/00/124 – 2020/0044. 3. The estate has established HIRARC register covering all main estate operation and support operation. Latest review was conducted on 01/02/2023. The review was conducted area with accident cases in December 2022 and January 2023 <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. The estate has conducted noise risk assessment on 27/10/2021 by assessor with reg. no. SL/19/04/196. Refer report no. HQ/10/PEB/00/112 – 176/2021 2. The estate has conducted chemical health risk assessment On 24/08/2020 by assessor with reg. no. HQ/09/ass/00/124. Refer report no. HQ/09/ass/00/124 – 2020/0042. 3. The estate has established HIRARC register covering all main estate operation and support operation. Latest review was conducted on 01/02/2023. The review was conducted area with accident cases dated 14/01/2023 and 21/01/2023. <p>Bukit Kerayong POM</p> <ol style="list-style-type: none"> 1. The mill has conducted chemical health risk assessment on 04/11/2020 by assessor with DOSH reg. no. HQ/09/ass/00/124. Refer report no. HQ/09/ass/00/124 – 2020/0048. 2. The mill has established OSH Risk Assessment Register 	
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		<p>covering all mill operation. The risk assessment was reviewed as per SOP established. Latest review was conducted on 17/12/2022</p> <p>3. The mill has conducted the noise risk assessment on 07/02/2022 by assessor with DOSH reg. no. HQ/94/PEB/00/08. The mill has conducted the NRA report review on 05/10/2022.</p>	
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>The operating units has established and monitored Occupational Safety and Health Plan 2022 and 2023. Reviewed the implementation of the management plan FY 2022 as follows: Bukit Cheraka Estate</p> <ol style="list-style-type: none"> 1. The estate conducted fire extinguisher inspection and services by fire department on monthly basis. Reviewed the inspection reports no. AP3111391182 dated 07/12/2022. 2. The estate conducted PPE inspection for chemical handlers on daily basis. Reviewed the PPE daily inspection records dated 20/01/2023, 19/01/2023, 11/01/2023 and 07/01/2023. Sighted during site visit and interview with workers, the PPE were in good condition. 3. As per recommendation by Noise Risk Assessment, the estate conducted audiometric test on annually basis. Latest audiometric was conducted on 19/01/2022 and 15/12/2022 by OHD with reg. no. HQ/16/DOC/00/454 and HQ/17/DOC/00/000426. Refer report no. PRO/JAN/22 (LBC/25) JKKP/2021/11-04/00029 and PRO/NOV/22(SDPBLBC/27) JKKP/2021/11-04/00030. <p>As per report PRO/JAN/22 (LBC/25) JKKP/2021/11-04/00029, from 25 workers went for test, 1 workers were found with abnormal results and recommended the estate management to appoint OHD to conduct proper medical examination and</p>	<p>Non-compliance</p>

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		<p>follow up. However, there is no evidence that the worker were send for examination with OHD.</p> <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. The estate conducted the workplace inspection on quarterly basis prior to safety and health committee meeting. Reviewed the inspection records dated 23/12/2022, 02/09/2022, 02/06/2022 and 02/03/2022. 2. As per recommendation in NRA report, the estate conducted Audiometric Test on annually basis. FY 2022, the audiometric test was conducted on 20/01/2022 by assessor with DOSH reg. no. HQ/16/DOC/00/454. Refer report no. PRO/JAN/22 (SDBKE/34) JKKP/2021/11/00030. 34 workers were send for test and 2 workers were found 2 abnormal results. Audiometric retest were conducted on 20/04/2022. 1 workers were found with hearing impairment and JKKP 7 were submitted to DOSH through MyKKP on 17/06/2022. 3. The estate conducted medical surveillance on annually basis. Latest surveillance was conducted on 28/12/2022 by OHD with DOSH reg. no. HQ/17/DOC/00/00042. Refer report dated 21/01/2023. 4 workers were send for surveillance and found fit to work as chemical handlers. <p>Bukit Kerayong POM</p> <ol style="list-style-type: none"> 1. As per recommendation in NRA report, the estate conducted Audiometric Test on annually basis. FY 2022, the audiometric test was conducted on 04/08/2022 by assessor with DOSH reg. no. HQ/16/DOC/00/454. Refer report no. PRO/AUG/22 (BKPOM/59) JKKP/2021/11-04/00030. From 54 workers send for test, 5 workers were found with abnormal results and to 	
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		<p>be referred to OHD. The mill has communicated with OHD for arrangement as per communication email dated 23/11/2022, 29/11/2022, 14/12/2022 and 02/02/2023.</p> <ol style="list-style-type: none"> 2. The mill conducted workplace inspection on monthly basis. Reviewed the inspection records dated 03/12/2022, 30/11/2022, 20/10/2022 and 27/09/2022. 3. As per NRA recommendation, the mill has conducted briefing on the results of the Audiometric test within 14 days after received the reports. Reviewed the briefing records dated 19/07/2022 4. The mill updated the Chemical Register on annually basis. Reviewed the Chemical Register dated 10/02/2023. <p>During site visit at the Empty Fruit Bunch yard, sighted two pesticides containers inside the shovel cockpit. Noted during interview with the driver, the containers were used to store diesel for shovel fuel. There is no labelling of diesel on the containers.</p> <p>During site visit at CPO Despatch Bay, Bukit Kerayong POM, It was found that there is one unit of IBC Tank containing CPO was placed on the ground and sighted there are leakages oil on the ground. This could lead to potential safety hazards such as slip and fall.</p> <p>The safety issues were not addressed by the management and was not captured during workplace inspection.</p>	
<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes</p>	<p>All operation units within SOU 7 established and documented a training plan base on training need analysis conducted on annual basis. Sighted Training Schedule FY 2022 and 2023 which covers all job designation including the contractors. The training</p>	Complied

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	assessments of training. - Critical (Major) compliance -	program covers areas such as Safety, Environment and Management Systems. No scheme smallholders and out-growers within SOU 7.	
3.7.2	Records of training are maintained. - Minor Compliance -	<p>The operating units maintained the training records conducted. Reviewed the training records as follows:</p> <p>Bukit Cheraka Estate</p> <ol style="list-style-type: none"> 1. Wages and overtime calculation briefing dated 10/02/2023 and 23/01/2023 2. Hearing conservation program dated 03/02/2023 3. ESWISS and scheduled waste training dated 17/11/2022 4. Maintenance and usage of Inter pump training dated 10/05/2022 and 15/12/2022 5. Noise and PPE (earmuff/earplug) training dated 12/02/2022 6. First aid training dated 17/10/2022 7. Fire drill and ERP training dated 02/12/2022 8. Pruning SOP training dated 09/11/2022 9. Harvesting SOP training dated 25/10/2022 10. IPM of bagworm and nettle caterpillar in Oil Palm Plantation training 14/12/2021 11. HCV training dated 22/02/2022 <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. Chemical handling and spillage training dated 20/01/2023 2. Safety procedure on spraying activity training dated 21/07/2022 3. Environmental and HCV training dated 13/07/2022 	Complied

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		<ul style="list-style-type: none"> 4. Hearing conservation program/training dated 10/01/2023 5. SOP harvesting training dated 05/11/2022 6. SOP for bagworm treatment training dated 08/04/2022 7. Sexual Harassment Awareness training dated 11/03/2022 8. Scheduled Waste management training dated 17/11/2022 9. Chemical awareness to storekeeper training 26/01/2022 <p>Bukit Kerayong POM</p> <ul style="list-style-type: none"> 1. SCCS Standard Operating procedure training dated 04/01/2023 2. RSPO, MSPO and SCCS training dated 02/11/2022 3. ESWISS and scheduled waste training dated 17/11/2022 4. NALCO boiler water analysis training dated 28/09/2022 5. Permit to work training dated 19/07/2022 6. Lockout Tag out training dated 19/07/2022 7. Induction and COBC training dated 06/04/2022 8. Firefighting and ERP training dated 13/02/2023 9. First aid kit training dated 14/11/2022 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified personnel involved in supply chain certification and established committee as per appointment letter signed by the Mill Manager. The identified personnel and committee members includes Asst. Managers, Weighbridges Clerks, Operation Supervisors, Laboratory analyst, FFB grader and Axillary Police.</p> <p>The management has conducted training to all workers to ensure the understanding and awareness on the supply chain certification system. Among the training reviewed as follows:</p>	Complied

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		<ol style="list-style-type: none"> 1. SCCS Standard Operating procedure training dated 04/01/2023 2. RSPO, MSPO and SCCS training dated 02/11/2022 	
<p>Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C). However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section Glossary stated the meaning of RSPO Identity preserved as supply chain model assured that the RSPO certified oil palm product delivered to the end user uniquely identifiable to a single RSPO certified supply base. Refer document no. SD/SDP/GSD/SCCS/0522/01. The mill received FFB from uncertified source and adapt the Mass Balance Module. Thus, the criteria is not applicable.</p>	Not Applicable
3.8.2	<p>Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section Glossary stated the meaning of RSPO Mass Balance as supply chain model that allows certified claim to be transferred from one palm oil products to another through physical blending or administratively under strictly control circumstances. Refer document no. SD/SDP/GSD/SCCS/0522/01.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK)</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>	Complied

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	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.																										
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>The mill license available at PalmTrace as following:</p> <table border="1" data-bbox="1153 517 1921 1262"> <tr> <td>License ID</td> <td>CB134195 (Active)</td> </tr> <tr> <td>Member Name</td> <td>Strategic Operating Unit (SOU) 7 – Bukit Kerayong Palm Oil Mill</td> </tr> <tr> <td>Member ID</td> <td>RSPO_PO1000000155</td> </tr> <tr> <td>RSPO Membership Number</td> <td>1-0008-04-000-00 (Sime Darby Plantation Berhad)</td> </tr> <tr> <td>Type of Business</td> <td>Oil mill</td> </tr> <tr> <td>Issued On</td> <td>22-06-2022</td> </tr> <tr> <td>Issued By</td> <td>BSI Services Malaysia Sdn Bhd.</td> </tr> <tr> <td>Start Date</td> <td>28-06-2022</td> </tr> <tr> <td>End Date</td> <td>14-04-2023</td> </tr> <tr> <td>Certificate Holder Type</td> <td>Multi-Site</td> </tr> <tr> <td>Number of Sites</td> <td>2</td> </tr> <tr> <td>Total Certified Area (Ha)</td> <td>6346.9</td> </tr> </table>	License ID	CB134195 (Active)	Member Name	Strategic Operating Unit (SOU) 7 – Bukit Kerayong Palm Oil Mill	Member ID	RSPO_PO1000000155	RSPO Membership Number	1-0008-04-000-00 (Sime Darby Plantation Berhad)	Type of Business	Oil mill	Issued On	22-06-2022	Issued By	BSI Services Malaysia Sdn Bhd.	Start Date	28-06-2022	End Date	14-04-2023	Certificate Holder Type	Multi-Site	Number of Sites	2	Total Certified Area (Ha)	6346.9	Complied
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Total Certified Area (Ha)	6346.9																										
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable</p>	Sime Darby Plantation has develop Standard Operating Procedure (SOP) entitled Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 to ensure the handling of incoming FFB and outgoing CPO and PK are carried	Complied																								

	<p>supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>out in a proper manner to meet the sustainability requirements for traceability and mass balance. The following subjects were included in the procedure:</p> <ul style="list-style-type: none"> 4.0 Responsibilities 5.0 Control of Documents & Records 6.0 Delivery of FFB from the Estate 7.0 Receiving FFB at the Mill 9.0 Process Monitoring 10.0 Products Despatch 11.0 Non-conforming Products and/ or Documents 12.0 Product Claims 13.0 Outsourced Contractor 14.0 Training 15.0 Reclassification of Mill’s Supply Chain Model 16.0 Production Volume 17.0 Conversion Factors 18.0 Internal Audit 19.0 Complaints 20.0 Management Review <p>The mill management has appointed the Sr. Assistants Manager as person responsible to implement Supply Chain certification System in the mill as per appointment letter dated 15/02/2022 signed by the Mill Manager.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: 	<p>The internal audit was conducted as per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section 18.0 Internal Audit. Based on the procedure, the internal audit is to be conducted annually as per Internal</p>	Complied

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	<p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Audit Procedure. Refer SOP ref. no. SD/SDP/PSQM/IAP.</p> <p>Latest Internal Audit was conducted on 07/11/2022 by Executive from Group Sustainability Compliance. During the audit 1 non-conformity on SCCS were raised. The mill has submitted the corrective action and evidence of implementation to auditor team on 10/12/2022 and accepted by the lead auditor on 12/12/2023.</p>											
<p>3.8.7</p>	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Addressed in the Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 6.0 Delivery FFB from Estate and 7.0 Receiving FFB at the mill.</p> <p>Daily records are prepared at the entry point at the weighbridge. Daily summary and monthly summary documented for all FFB received. Records were available at the office for verification.</p> <p>The mill have a system to verify at the weighbridge. Information for RSPO certified FFB were recorded in FFB Consignment notes and weighbridge tickets. Reviewed the sampled delivery off FFB as follows:</p> <p>Sample of own certified unit FFB received ticket:</p> <table border="1" data-bbox="1153 1141 1926 1372"> <tr> <td>a) Supplier: E-Bukit Kerayong</td> <td>a) Supplier: E-Bukit Cheraka</td> </tr> <tr> <td>b) Product ID: FFB A Crop</td> <td>b) Product ID: FFB A Crop</td> </tr> <tr> <td>c) Nett weight: 5,580 kg</td> <td>c) Nett weight: 12,080 kg</td> </tr> <tr> <td>d) Delivery date: 30/11/2022</td> <td>d) Delivery date: 30/11/2022</td> </tr> <tr> <td>e) Weighbridge ticket no.: 178425</td> <td>e) Weighbridge ticket no.: 178414</td> </tr> </table>	a) Supplier: E-Bukit Kerayong	a) Supplier: E-Bukit Cheraka	b) Product ID: FFB A Crop	b) Product ID: FFB A Crop	c) Nett weight: 5,580 kg	c) Nett weight: 12,080 kg	d) Delivery date: 30/11/2022	d) Delivery date: 30/11/2022	e) Weighbridge ticket no.: 178425	e) Weighbridge ticket no.: 178414	<p>Complied</p>
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		f) D.O. no.: 040714 g) RSPO certificate no.: RSPO 550181	f) D.O. no.: 53941 g) RSPO certificate no.: RSPO 550181	
		a) Supplier: E-Bukit Cheraka b) Product ID: FFB A Crop c) Nett weight: 10,620 kg d) Delivery date: 23/12/2022 e) Weighbridge ticket no.: 179158 f) D.O. no.: 54246 g) RSPO certificate no.: RSPO 550181	a) Supplier: E-Bukit Kerayong b) Product ID: FFB A Crop c) Nett weight: 9,680 kg d) Delivery date: 23/12/2022 e) Weighbridge ticket no.: 179143 f) D.O. no.: 041898 a) RSPO certificate no.: RSPO 550181	
		a) Supplier: E-Sg. Buloh b) Product ID: FFB B Crop c) Nett weight: 9,280 kg d) Delivery date: 07/12/2022 e) Weighbridge ticket no.: 178658 f) D.O. no.: 38600 g) RSPO certificate no.: RSPO PC00108	a) Supplier: E-Sg. Buloh b) Product ID: FFB A Crop c) Nett weight: 9,050 kg d) Delivery date: 07/12/2022 e) Weighbridge ticket no.: 178682 f) D.O. no.: 38604 g) RSPO certificate no.: RSPO PC00108	
3.8.8	Sales and Goods Out The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and	Sampled of the sales and goods out delivery records as below: CSPO <div style="border: 1px solid black; padding: 5px;"> a. The name and address of the buyer: Sxxx Nxxx Edible Oil b. The name and address of the seller: Bukit Kerayong POM </div>		Complied

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<p>specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<table border="1"> <tr> <td data-bbox="1137 359 1937 774"> <ul style="list-style-type: none"> c. The loading or shipment / delivery date: 11/11/2022 d. The date on which the documents were issued: 11/11/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO- RSPO MB g. The quantity of the products delivered: 41,040 kg h. Any related transport documentation: Weighbridge Ticket no. 0014539 i. A unique identification number: Contract Ref.: S/PSD/2111/CPO0029E </td> <td data-bbox="1937 359 2150 1364"></td> </tr> <tr> <td data-bbox="1137 774 1937 1276"> <ul style="list-style-type: none"> a. The name and address of the buyer: Sxxx Nxxx Edible Oil b. The name and address of the seller: Bukit Kerayong POM c. The loading or shipment / delivery date: 09/11/2022 d. The date on which the documents were issued: 09/11/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO- RSPO MB g. The quantity of the products delivered: 41,010 kg h. Any related transport documentation: Weighbridge Ticket no. 0014537 i. A unique identification number: Contract Ref.: S/PSD/2111/CPO0029E </td> <td data-bbox="1937 359 2150 1364"></td> </tr> </table>	<ul style="list-style-type: none"> c. The loading or shipment / delivery date: 11/11/2022 d. The date on which the documents were issued: 11/11/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO- RSPO MB g. The quantity of the products delivered: 41,040 kg h. Any related transport documentation: Weighbridge Ticket no. 0014539 i. A unique identification number: Contract Ref.: S/PSD/2111/CPO0029E 		<ul style="list-style-type: none"> a. The name and address of the buyer: Sxxx Nxxx Edible Oil b. The name and address of the seller: Bukit Kerayong POM c. The loading or shipment / delivery date: 09/11/2022 d. The date on which the documents were issued: 09/11/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): CPO- RSPO MB g. The quantity of the products delivered: 41,010 kg h. Any related transport documentation: Weighbridge Ticket no. 0014537 i. A unique identification number: Contract Ref.: S/PSD/2111/CPO0029E 	
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	<p>CSPK</p>				

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		<ul style="list-style-type: none"> a. The name and address of the buyer: Sxx Cxxxx Ixxxx KCP (CI) b. The name and address of the seller: Bukit Kerayong POM c. The loading or shipment / delivery date: 22/09/2022 d. The date on which the documents were issued: 22/09/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO MB g. The quantity of the products delivered: 18,320 kg h. Any related transport documentation: Weighbridge Ticket no. 014463 i. A unique identification number: Contract Ref.: S/PSD/2207/PK0093 and S/PSD/2209/PK0097 	
		<ul style="list-style-type: none"> a. The name and address of the buyer: Sxx Cxxxx Ixxxx KCP (CI) b. The name and address of the seller: Bukit Kerayong POM c. The loading or shipment / delivery date: 20/09/2022 d. The date on which the documents were issued: 20/09/2022 e. RSPO certificate number: RSPO 550181 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO MB g. The quantity of the products delivered: 19,690 kg h. Any related transport documentation: Weighbridge Ticket no. 014456 i. A unique identification number: Contract Ref.: 	

		S/PSD/2207/PK0093	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>As per Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section 13.0: Outsourced Contractors.</p> <p>In the SOP under subsection 13.1 stated that CPO Mill cannot outsourced processing activities like refining or crushing.</p> <p>The mill has listed the outsource contractors in the List of Stakeholders for SCCS 2022. For the mill, the outsourcing activity was only involve CPO transportation.</p> <p>Reviewed the contracts between The Sime Darby Plantation Bhd. with Fxx Txxxxxxxxt Sxxxxxs Sdn. Bhd. dated 12/12/2020. Refer letter of award no. T/SDPB/PEN/CPO/0720/003.</p>	Complied
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>Stated in the contracts between The Sime Darby Plantation Bhd. with Fxx Txxxxxxxxt Sxxxxxs Sdn. Bhd. dated 12/12/2020. Refer letter of award no. T/SDPB/PEN/CPO/0720/003.under section 5. The Transporter’s undertakings, obligations and covenants under subsection. (a) General Obligations, Covenants and Undertakings</p>	Complied

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3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Stated in the contracts between The Sime Darby Plantation Bhd. with Fxx Txxxxxxx Sxxxxs Sdn. Bhd. dated 12/12/2020. Refer letter of award no. T/SDPB/PEN/CPO/0720/003.under section 5. The Transporter’s undertakings, obligations and covenants under subsection. (d) Roundtable on Sustainable Palm Oil (RSPO) and Malaysian Sustainable Palm Oil (MSPO) Supply Chain Certification Standards.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock. 	<ul style="list-style-type: none"> i. Sime Darby has established Standard Operating Procedure to maintain all records of evidence on the implementation of SCCS. The SOP was documented in Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 5.0: Control of Documents and Records. ii. As stated in SOP for Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 5.0: Control of Documents and Records, all traceability records should be maintained at minimum period of 3 years. iii. Bukit Kerayong POM receives and process from certified and uncertified FFB. Therefore, it uses Mass Balance supply chain system and module. iv. <ul style="list-style-type: none"> a. Bukit Kerayong POM has established the SCCS Mass balance sheet document to records and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. b. All volumes of certified CPO and PK that were delivered were deducted from the material accounting system according to conversion ratios of OER and KER as per sample records of Mill production report January 2022 – 	Complied

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		<p>December 2022 and January 2023.</p> <p>c. Positive stock deliveries maintained through the SCCS Mass balance sheet document to records and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. No short selling made by Bukit Kerayong POM. As at 31/01/2023 surplus of stock available after despatched.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Addressed in the Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 17.0 Conversion Factor.</p> <p>Extraction rates were derived from actual production output that were measured daily by the mill and recorded in the daily production report. Actual rates for the period since last audit were available in the Mill production report January 2022 – December 2022 and January 2023.</p> <p>Volume estimates for next period were based on historical extractions and FFB projection from estates.</p>	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Extraction rates updated daily based on actual measurement of production output. Projected rates were based on historical extractions and FFB projection from estates.</p>	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>Addressed in the Sustainable Supply Chain and Traceability for Upstream Malaysia ver. 01, dated May 2022 under section under section 7.0 receiving FFB at the mill and 9.0 Process Monitoring.</p> <p>Bukit Kerayong POM received from certified and uncertified FFB. Therefore, it uses Mass Balance supply 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.</p>	Complied

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3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>Based on the downloaded transactions register from the certification unit's Palmtrace, the company was able to demonstrate that it has registered its transactions in the Palmtrace accordingly. The registration of PalmTrace is carried out by the Sime Darby's Global Trade Marketing Department, HQ. Based on the announcement (transaction) summary, all the registrations were found to be in order.</p> <p>RSPO certified volumes sold under different scheme or as conventional were not registered in the RSPO PalmTrace</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>The Sime Darby Plantation website was reviewed and confirm that the communication made did no explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ol style="list-style-type: none"> Display its RSPO membership status Display the RSPO web address (www.rspo.org) State that the member supports the work of the RSPO State the member's history with regard to the RSPO. Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in</p>	<p>The Sime Darby Plantation website was reviewed and confirm that the communication made did no explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil.</p> <p>The website had not displayed the RSPO website and had not display any RSPO Trademark.</p>	Complied

	digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	The Sime Darby Plantation website was reviewed and confirm the communications are mainly on the efforts and commitments of SDP towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and performances of such implementation. The website did not specifically publish its product as RSPO certified product.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No evidence of RSPO corporate logo used by Bukit Kerayong POM and verified through document and site review (notice board, business card, shipping documentation, etc.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication was demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	As per interview with weighbridge operator, she said that the weighbridge ticket will be stated the info i.e: product/commodity with SCC model (Crude Palm Oil RSPO IP) and will stamp the RSPO certificate number. Verified the documents found that the supply chain model and certificate number were stated on the ticket.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may	Bukit Kerayong POM was not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

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	<p>only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	Oil palm content is 100% CPO and claim as RSPO MB-certified.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	Non-certified FFB is come from external crop and since Bukit Kerayong POM is using Mass Balance module, the non-certified volume is covered in the Mass Balance sheet.	Complied
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. 	Bukit Kerayong POM is producing crude palm product and does not involved in any labelling of end product.	Complied

	<ul style="list-style-type: none"> • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>Bukit Kerayong POM is producing crude palm product and does not involve in any labelling of end product.</p>	<p>Complied</p>

Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 7 has implemented the Sime Darby’s Human Rights Charter where they committed to recognizing the role of Human Rights Defenders in accordance with the United Nations declaration on Human Rights Defender.</p> <p>Awareness and training to all workers for them to understand their responsibility in respect of human rights were conducted from time to time during daily morning muster assembly briefing and specific meetings between the workers and management with latest as following:</p> <ul style="list-style-type: none"> - Bukit Cherakah Estate dated on 02/05/2022. - Bukit Kerayong POM dated on 03/08/2022. <p>Communications to external stakeholders including FFB suppliers and local communities were made during external stakeholder consultation meeting with latest conducted on 07/02/2023.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>Based on the interview of internal stakeholders among workers as well relevant external stakeholders, the mill and estates within SOU 7 do not instigate violence or use any form of harassment in their operations.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018 by Group Sustainability Department.</p> <p>Consultation with sample external stakeholders conducted during on-site assessment also confirmed no violence or use of any form of harassment in the operations of both mill and estates within</p>	Complied

		SOU 7.	
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Addressed in Human Rights Charter last revised 2020 where they believe everyone has the responsibility to promote human rights, safeguard democracy and its institutions and not violate the rights of others. They recognise the important role Human Rights Defenders, whistle blowers, complainants and community spokespersons play by lodging complaints in confidence.</p> <p>Based on the records of complaints and grievances no issue of whistle-blowing that requires anonymity of complainants and/or grievance parties. Interview conducted with internal stakeholders among workers and relevant external stakeholders also confirmed the information.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>The Standard Operation Manual dated 01/11/2008 documented the process for Procedure for External Communication (sub-section 5.5, Appendix 5.5.3.2).</p> <p>The Sustainable Plantation Management System Appendix 5 (Flowchart and Procedures on handling Social Issues) dated 01/11/2008 documented the process for handling communication regarding social issues.</p> <p>Under Sime Darby website, there is Whistleblowing e-form provide a mechanism for reporting, investigating and remedying any wrongdoing.</p> <p>Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the involvement of disputed parties, zone heads, third parties and stakeholders.</p> <p>SDPB implemented has various channel platform to internal and</p>	Complied

		<p>external stakeholders to communicate grievances to managements as following:</p> <ol style="list-style-type: none"> 1. Whistleblowing Channels where the e-Form, email address and toll free number/ hotline can be found via website link: https://www.simedarbyplantation.com/corporate/whistleblowing. 2. 'Suara Kami' a platform for the workers to raise any issue. The workers were briefed on the complaint mechanism during morning muster. 3. The latest initiative introduced (Workers Helpline) effective from August 2021. <p>Onsite interviewed with the internal and external stakeholders informed they have been briefed on the complaint mechanism includes Suara Kami, Workers Helpline and stakeholders meeting as platform for complaints channel which currently implement by the company.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Neither any complaints nor land dispute occurred in the SOU 7 Certification Unit since the last audit.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>The Sustainable Plantation Management System Appendix 5 (Flowchart and Procedures on handling Social Issues) dated 01/11/2008 documented the process for handling communication regarding social issues. The negotiation process involving the estate management, representatives from the disputed parties, zone heads, third parties and stakeholders shall be carried out. Upon failure of the negotiation process, legal proceedings may follow.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

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4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Contributions made as per latest by Bukit Cherakah Estate for the Joint-Venture Program with Pusat Kesihatan Daerah PEKA B40 Health Campaign and Eye Inspections for all employees; Date: 29/11/2022.</p>	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>SOU 7 able to demonstrate the evidence of legal ownership if its lands through possession of land title documents showing legal ownership available as following:</p> <ul style="list-style-type: none"> - Bukit Kerayong POM located within Bukit Kerayong Estate area within Lot 2894 as per land title # xxx; Lot # yyy; Area: 11.7106 ha; District: Kuala Selangor; Sub-district: Mukim Jeram - Bukit Kerayong Estate for sample land title # xxx; Lot # yyy; District: Kuala Selangor; Sub-district: Mukim Jeram; Title area: 11.71 ha; Total titles: 21 (3,368.5 ha) <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond these legal or authorised boundaries.</p> <p>No land issue related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities.</p> <p>Onsite visit to boundary area, sighted boundary stone and trenches were available to demarcate the boundary of land.</p> <p>Onsite interviewed with the neighbouring villagers confirmed that no encroachment of land by the company</p>	Complied

4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	Complied
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. - Minor compliance -	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	Complied
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.	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the	Complied

	- Minor compliance -	Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>No changes since the last assessment to the estate perimeters as per boundary maps available for all estates within SOU 7 clearly demarcating estate area with location and coordinate of boundary stone and pegs as per sample as follows:</p> <p>Bukit Cheraka Estate Bukit Cheraka, Bk Cloh, Bk Panjong & Braunston Div. GPS Surveyed Map (Boundary Stone Map); Data Source: GPS Surveyed; Projection Universal Transverse Mercator 47N; Datum: WGS 1984; Print Scale: A3; Prepared by: R&D – Precision Agriculture Unit (NHM) May 2019.</p> <p>Bukit Kerayong Estate Bukit Kerayong, Jalan Akob and Sg. Kapar Div. GPS Surveyed Map (Boundary Stone Map); Data Source: GPS Surveyed; Vertical References Height Above Elipsed; Print Scale: A3; Prepared by: R&D – Precision Agriculture Unit (SBMH) 29/04/2016.</p> <p>Other boundaries are clearly indicated in boundary maps and sighted during sample field visits in the form of either boundary stones, boundary pegs or boundary drains.</p> <p>There is no land dispute recorded since last audit. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.</p>	Complied
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the	Complied

	- Minor compliance -	information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	No issues of land dispute issue occur in all estates within SOU 7 that requires FPIC process since the last audit. Consultation with relevant stakeholders conducted on-site confirmed the information. In order to deal with future arising land dispute (if applicable), the Sustainable Plantation Management System (SPMS) Appendix 3 dated 01/11/2008 documented the process in handling boundaries disputes. New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries. Since the new planting was conducted within estate own certified	Complied

		area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.	
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries. Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries. Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.	Complied
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	New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating	Complied

	<p>local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	<p>Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>It has been verified during documentation review, interviews held with management and field observations, that there is no evidence of any new planting within SOU 7. The estate lands are legally owned by Sime Darby Plantation Berhad. The existing estates are not encumbered by any legal, customary and user rights. Land titles and ownerships of the lands were available.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>It has been verified during documentation review, interviews held with management and field observations, that there is no evidence of any new planting within SOU 7. The estate lands are legally owned by Sime Darby Plantation Berhad. The existing estates are not encumbered by any legal, customary and user rights. Land titles and ownerships of the lands were available.</p>	Complied
4.5.6	<p>Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p> <p>- Minor compliance -</p>	<p>It has been verified during documentation review, interviews held with management and field observations, that there is no evidence of any new planting within SOU 7. The estate lands are legally owned by Sime Darby Plantation Berhad. The existing estates are not encumbered by any legal, customary and user rights. Land titles and ownerships of the lands were available.</p>	Complied
4.5.7	<p>New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>	<p>It has been verified during documentation review, interviews held with management and field observations, that there is no evidence of any new planting within SOU 7. The estate lands are legally owned by Sime Darby Plantation Berhad. The existing estates are not encumbered by any legal, customary and user rights. Land titles and ownerships of the lands were available.</p>	Complied

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4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>It has been verified during documentation review, interviews held with management and field observations, that there is no evidence of any new planting within SOU 7. The estate lands are legally owned by Sime Darby Plantation Berhad. The existing estates are not encumbered by any legal, customary and user rights. Land titles and ownerships of the lands were available.</p>	Complied
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the</p>	<p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated</p>	Complied

	participation of affected parties, and made publicly available to them. - Minor compliance -	agreements through FPIC need to be implemented.	
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<p>Sime Darby Plantation Berhad has been established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented</p>	Complied
4.7.2	(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. - Critical (Major) compliance -	<p>Sime Darby Plantation Berhad has been established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p>	Complied

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4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation Berhad has been established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p>	Complied
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation Berhad has established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	Complied
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties</p>	<p>Sime Darby Plantation Berhad has established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as</p>	Complied

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	<p>involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated agreements through FPIC need to be implemented.</p>	
<p>4.8.3</p>	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>Sime Darby Plantation Berhad has established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well.</p> <p>There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established and does not involved planting beyond existing legal or authorised boundaries.</p> <p>Since the new planting was conducted within estate own certified area and not affecting any external parties, hence no negotiated</p>	<p>Complied</p>

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		agreements through FPIC need to be implemented.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	Sime Darby Plantation Berhad has established Flowchart and Procedures on Handling Land Disputes dated 1/11/2008. Compensation procedure has clearly stated in the procedure as well. There have been no issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	FFB price was displayed at the weighbridge notice board. Verified that price was according to MPOB. It was publicly available for FFB Supplier. Bukit Kerayong POM does not receives directly source FFB from smallholders. Mill purchased from outside FFB either from independent estates or dealers or collection centres. The FFB purchasing prices are stated in the FFB purchasing contract. The pricing is calculated following the MPOB price.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Training to FFB supplier has been given during stakeholders meeting and signing contract process. Refer Stakeholder meeting dated 07/02/2023. Bukit Kerayong POM did not directly source FFB from independent smallholders. Mill purchased from outside FFB either from independent estates, dealers, or collection centres. The pricing mechanism is available in the FFB purchasing contract.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Verified that piece was according to MPOB. It was publicly available for smallholders. Bukit Kerayong POM does not receives directly source FFB from smallholders. Mill purchased from outside FFB either from independent estates or dealers or collection	Complied

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		centres. The FFB purchasing prices are stated in the FFB purchasing contract. The pricing is calculated following the MPOB price.	
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	Bukit Kerayong POM does not purchase FFB directly from independent smallholders. Hence this indicator is not applicable.	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Sighted sampled of agreement for FFB Supplier:</p> <p>i) Mxxx Estate (1985) Sdn Bhd – Agreement No: P/P/0122/FFB03xxxL: FFB Supplier dated 01/01/2022. Refer extension letter valid until 31/12/2023.</p> <p>ii) Claxxxx Crxxx Sdn Bhd – Agreement No: P/P/1221/FFB03xxxL: FFB Supplier dated 01/01/2022. Refer extension letter valid until 31/12/2023.</p> <p>The contents are fair, legal, and transparent and with agreed time frame. Agreement was signed by both parties.</p> <p>Additional on legal requirement was attached in the agreement. Details were:</p> <p>i) Vendor Integrity Pledge</p> <p>ii) Vendor COBC</p> <p>iii) Sustainability compliance units</p>	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Refer payment term in the section 9 (First Schedule) states on Advance payments 70% and Final payments were settled before 10th day of the following month. Sample payment was verified.</p> <ul style="list-style-type: none"> • Mxxx Estate (1985) Sdn Bhd – Agreement No: 	Complied

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		<p>P/P/0122/FFB03xxxL: FFB Supplier dated 01/01/2022. Refer extension letter valid until 31/12/2023.</p> <ul style="list-style-type: none"> Claxxxx Crxxx Sdn Bhd – Agreement No: P/P/1221/FFB03xxxL: FFB Supplier dated 01/01/2022. Refer extension letter valid until 31/12/2023. <p>Verified evidence of payments from invoice and payments voucher. Payments was handled by HQ level. Details of payments documents (Weighbridge tickets) was sighted and payment process found according with agreed agreement.</p>	
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weighbridges used for determining payment to FFB suppliers was verified by an independent third party (DE Metrology Sdn Bhd) on yearly basis. Sighted latest inspection dated 02/11/2022 with reference number B844688377 with Safety sticker DE18-011658.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>Bukit Kerayong POM did not directly source FFB from independent smallholders. Mill purchased from outside FFB either from independent estates, dealers, or collection centres. Outside Crop Purchaser (OCP) upstream are responsible to source potential external suppliers. As part of Sime Darby Plantation Responsible Sourcing Guidelines (RSG), potential supplier will be assessed to ensure no deforestation after 2010, no planting of peat area after 2010; have valid land title (valid ownership sample suppliers of dealers) and have valid MPOB license for their oil palm planting, transport and selling of FFB</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>Grievance’s mechanism has been established. Refer Grievance Response Standard Operating Procedure dated 18/07/2022. Bukit Kerayong POM did not directly source FFB from independent smallholders.</p>	Complied
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			

5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	There are no smallholders program within the Unit of Certification. Therefore, this indicator is not applicable.	Not Applicable
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	There are no smallholders program within the Unit of Certification. Therefore, this indicator is not applicable.	Not Applicable
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	There are no smallholders program within the Unit of Certification. However, Sime Darby Plantation has developed and implement the Responsible Sourcing Guidelines to promote legality FFB production of smallholders which the traders or collection centres source from the work program developed by SDP is to evaluate smallholders attached to the traders or collection centres annual.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The mill received no crop from smallholders. The outside crop suppliers being invited in the stakeholders' meetings and briefing cum training are made in these sessions. Details as per minutes of meeting with the stakeholders dated 22/09/2022.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	There are no smallholders program within the Unit of Certification. Therefore, this indicator is not applicable.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy	Since the last assessment, SOU 7 has continuously implemented	Complied

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	<p>is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>Group Sustainability & Quality Policy Statement signed by Group Managing Director on 2nd December 2019. The policy shall be guided by the commitments spelt out in the Company's in Human Rights Charter (HRC) where the management is committed to treat all employees fairly in terms of recruitment, progression, terms and conditions of work and representation regardless of race, caste, nationality, gender, sexual orientation, union membership, political view, religion and/or age.</p> <p>Noted during interview with the workers from various country of origin and gender confirmed that non-discrimination and equal opportunity policy has been implemented effectively in SOU 7.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.</p> <p>- Critical (Major) compliance -</p>	<p>Reviewed the latest records of employments and interview conducted on-site with sampled internal and external stakeholders includes the workers from various country of origin and gender confirmed that the workers and groups including local communities, women, and migrant workers have not been discriminated against</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>No discrimination based on religion, gender, nationality and etc. during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary and etc. This was confirmed from job vacancy advertisement and sample recruitment sighted.</p> <p>Noted during interview with the workers from various country of origin and gender confirmed that the jobs recruitment selection is based on skills and capabilities. The new workers will also undergo the probation period.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p>	<p>Since last assessment, pregnancy testing was conducted only for women employee involved in chemical handling work to ensure no pregnant women working with the risk of chemical exposure. All women employees involved in chemical handling work within SOU</p>	Complied

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	- Minor compliance -	7 continuously underwent Urine Pregnancy Test (UPT) conducted by respective estate's Hospital Assistant upon request only. Noted during the interview with woman workers representative, noted that the understanding on the purpose of pregnancy test was satisfactory. They also understand their responsibility to notify the employer if they were pregnant.	
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	The Group Sustainability Policy covers the commitment facilitating the opportunity for advancement of women at all levels in our organisation and ensuring their protection. The policy was communicated through the Gender Committee meeting conducted quarterly and through Gender Committee Handbook, First Edition 2014 which developed by Plantation Sustainability & Quality Management (PSQM) Department. It explained the types of gender-based violence & grievance procedures. Meetings were conducted quarterly according to the handbook. Gender Committee were established by the mill and estates management. The latest meeting was conducted as per records of Latest Gender Committee Meeting for Bukit Cheraka Estate dated on 8/2/2023. No sexual harassment case been reported since the last audit. Noted during the interview with woman workers representative, noted that the understanding of the purpose of gender committee is satisfactory. The woman workers aware of the grievances/ reports channel if there is any issue such as domestic violence or sexual harassment occur in the operating units.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	No discrimination based on religion, gender, nationality and etc. during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary and etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting.	Complied

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		<p>Sighted the job description of each workers mention the same regardless of skin colour, religion, race and caste. Evidence of equal pay sighted based on passports & work permit, work agreement, payslip, attendance & checkroll and Socso 8A form of March 2022, May 2022 & December 2022 for sample female and male employees as following:</p> <p>Bukit Kerayong POM:</p> <ul style="list-style-type: none"> - Employee ID # 136302; F; Date joined: 29/8/2017 - Employee ID # 64307; M; Date joined: 9/4/2011 - Employee ID # 152134; F; Date joined: 1/7/2019 - Employee ID # 159741; M; Date joined: 3/9/2020 - Employee ID # 163844; F; Date joined: 24/6/2021 - Employee ID # 166035; M; Date joined: 8/11/2021 - Employee ID # 176111; M; Date joined: 10/2/2023 - Employee ID # 136302; F; Date joined: 29/8/2017 - Employee ID # 097974; M; Date joined: 16/12/2013 - Employee ID # 159777; M; Date joined: 10/9/2020 - Employee ID # 141122; M; Date joined: 20/3/2018 <p>Bukit Kerayong Estate:</p> <ul style="list-style-type: none"> - Employee ID # 110435; F; Date joined: 3/1/2000 - Employee ID # 165743; F; Date joined: 20/10/2021 - Employee ID # 169767; M; Date joined: 20/6/2022 - Employee ID # 173844; M; Date joined: 29/11/2022 - Employee ID # 101996; M; Date joined: 4/6/2014 - Employee ID # 153259; M; Date joined: 8/8/2019 	
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		<ul style="list-style-type: none"> - Employee ID # 141255; M; Date joined: 1/11/2022 - Employee ID # 154979; M; Date joined: 14/9/2019 - Employee ID # 171529; M; Date joined: 20/9/2022 - Employee ID # 107957; M; Date joined: 22/11/2014 - Employee ID # 88444; F; Date joined: 1/3/2013 - Employee ID # 172632; M; Date joined: 26/10/2022 <p>Bukit Cheraiah Estate:</p> <ul style="list-style-type: none"> - Employee ID # 3926; F; Date joined: 18/11/1991 - Employee ID # 3932; F; Date joined: 5/10/1995 - Employee ID # 5317; F; Date joined: 1/9/1995 - Employee ID # 13003; F; Date joined: 1/6/2009 - Employee ID # 87400; M; Date joined: 1/2/2013 - Employee ID # 128494; M; Date joined: 28/11/2016 - Employee ID # 75836; M; Date joined: 1/12/2011 - Employee ID # 100699; M; Date joined: 15/3/2014 - Employee ID # 125655; M; Date joined: 14/9/2016 - Employee ID # 144986; M; Date joined: 20/8/2018 - Employee ID # 172656; M; Date joined: 26/10/2022 - Employee ID # 111800; F; Date joined: 9/3/2015 - Employee ID # 98165; F; Date joined: 1/1/2014 - Employee ID # 156885; M; Date joined: 14/12/2019 - Employee ID # 5318; F; Date joined: 1/8/1998 	
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Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).

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<p>6.2.1</p>	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -</p>	<p>All the workers are under direct employment and some electrical works are under contractor workers. The pay slip has included basic income, allowance pay, working days, medical leave, deduction of salary and etc. As per employment contract in compliance with requirements of latest referenced (2019 & 2020) expired collective agreements, in absence of revised agreements between MAPA and NUPW. As of the audit date, no new collective agreements been sign by MAPA and NUPW yet. Notwithstanding, the latest (2022) minimum wages requirements of the CA are still followed in-line with legal requirement.</p> <p>Work agreements also in compliance with Permit of Salary Deduction under Section 24 Employment Act 1955 for Electricity Bill payment; Ref. # BHG.PU/9/129 JLD 33 (53); Date: 6/7/2017.</p> <p>Explanations given as per sample, latest explanation by management through briefing on piece rate pay for harvester conducted on 30/3/2022 by Bukit Kerayong Estate management to harvesters.</p>	<p>Complied</p>
<p>6.2.2</p>	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members. - Critical (Major) compliance -</p>	<p>All workers work agreement were still based on latest referenced (2019 & 2020) expired collective agreements, in absence of revised agreements between MAPA and NUPW. Workers are paid as per Minimum Wages Order 2022 (MWO 2022) where the order provides for the minimum wages rates payable to an employee who works in a place of employment in any City Council or Municipal Council area as specified in the schedule.</p> <p>Reviewed the employment contracts for workers as follows: Bukit Kerayong POM: - Employee ID # 136302; F; Date joined: 29/8/2017 - Employee ID # 64307; M; Date joined: 9/4/2011 - Employee ID # 152134; F; Date joined: 1/7/2019</p>	<p>OFI</p>

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		<ul style="list-style-type: none"> - Employee ID # 159741; M; Date joined: 3/9/2020 - Employee ID # 163844; F; Date joined: 24/6/2021 - Employee ID # 166035; M; Date joined: 8/11/2021 - Employee ID # 176111; M; Date joined: 10/2/2023 - Employee ID # 136302; F; Date joined: 29/8/2017 - Employee ID # 097974; M; Date joined: 16/12/2013 - Employee ID # 159777; M; Date joined: 10/9/2020 - Employee ID # 141122; M; Date joined: 20/3/2018 <p>Bukit Kerayong Estate:</p> <ul style="list-style-type: none"> - Employee ID # 110435; F; Date joined: 3/1/2000 - Employee ID # 165743; F; Date joined: 20/10/2021 - Employee ID # 169767; M; Date joined: 20/6/2022 - Employee ID # 173844; M; Date joined: 29/11/2022 - Employee ID # 101996; M; Date joined: 4/6/2014 - Employee ID # 153259; M; Date joined: 8/8/2019 - Employee ID # 141255; M; Date joined: 1/11/2022 - Employee ID # 154979; M; Date joined: 14/9/2019 - Employee ID # 171529; M; Date joined: 20/9/2022 - Employee ID # 107957; M; Date joined: 22/11/2014 - Employee ID # 88444; F; Date joined: 1/3/2013 - Employee ID # 172632; M; Date joined: 26/10/2022 <p>Bukit Cherakah Estate:</p> <ul style="list-style-type: none"> - Employee ID # 3926; F; Date joined: 18/11/1991 	
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		<ul style="list-style-type: none"> - Employee ID # 3932; F; Date joined: 5/10/1995 - Employee ID # 5317; F; Date joined: 1/9/1995 - Employee ID # 13003; F; Date joined: 1/6/2009 - Employee ID # 87400; M; Date joined: 1/2/2013 - Employee ID # 128494; M; Date joined: 28/11/2016 - Employee ID # 75836; M; Date joined: 1/12/2011 - Employee ID # 100699; M; Date joined: 15/3/2014 - Employee ID # 125655; M; Date joined: 14/9/2016 - Employee ID # 144986; M; Date joined: 20/8/2018 - Employee ID # 172656; M; Date joined: 26/10/2022 - Employee ID # 111800; F; Date joined: 9/3/2015 - Employee ID # 98165; F; Date joined: 1/1/2014 - Employee ID # 156885; M; Date joined: 14/12/2019 - Employee ID # 5318; F; Date joined: 1/8/1998 	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>Records of payslip and check-roll documents available to the workers for sample employees sighted as per indicator 6.1.6 above.</p> <p>Records shown all relevant legal compliance requirements were met by SOU 7.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p>	<p>All estates and mill within SOU 7 provide adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities based on the requirements of Act 446 Employees’ Minimum Standards of Housing, Accommodations and Amenities Act 1990 and Workers’ Minimum Standards of Housing and Act A1604 Amenities (Amendment) Act 2019. These were demonstrated based on the sample records of latest Bukit Cherakah VMO visit was conducted on 9/2/2023 by Dr.</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>Karanakaran from Klinik Kapar. Latest Housing Complex/Nest/Community Hall Weekly Inspection (PIOA) was conducted on 10/2/2023 by Bukit Cherakah Clinic Medical Assistant. Latest Quarterly Housing Complex/Nest/Community Hall Inspections (EWC) was conducted on 27/1/2023 by Estate Welfare Committee member personnel.</p> <p>Sighted too the records of Bukit Kerayong Estate’s housing repair request system Oil Palm Pal (OPP) summary as at 11/2/2023:</p> <ul style="list-style-type: none"> - Total requests received: 744 - Void requests: 61 - Valid requests: 683 - Completed repair: 679 - In-progress: 4 <p>Visit to the workers quarters at all operating units found the area are kept clean with mowed grass, empty dustbin and clear drains. Interview conducted with sampled workers confirmed that no issue staying in company’s provided accommodation with basic furniture provided and generously subsidized water and electricity for workers.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>The mill and estates within SOU 7 ensured affordable food for its employee through canteen food price monitoring as part of terms in the Mill Canteen Tenancy/Rental Agreement for canteen/sundry shop operators. Visit to the canteen/sundry found that prices were clearly displayed for goods been sold. Consultation with workers also indicated they have no issue with food pricing.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING</p>	<p>SOU 7 conducted the Prevailing Wage Assessment and calculated individual local and foreign workers current salary including non-monetary benefit given average mill and estate based on Jan-Dec 2022 salary for SOU 1 operating units as following:</p>	Complied

<p>INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits 	<ul style="list-style-type: none"> - Denominator of total headcount: workforce: 578; local: 180; foreign: 321 - Total received per month local workers: RM 1,987.37 - Total received per month foreign workers: RM 2,163.09 	
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	<ul style="list-style-type: none"> • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.2 above. No casual, temporary and day labour employed within all operating units within SOU 7.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>The Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 includes as below: 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"> - Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. - Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively. <p>Company respects the rights of all personnel to form and join trade unions of their choice to bargain collectively and the workers have their freedom to join the NUPW/MAPA union.</p>	Complied

		These statements were available on notice boards within office area and were explained to workers from time to time by management during daily morning muster sessions.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	The mill and estates within SOU 7 established the Employee Welfare Committee at operating unit level collective bargaining medium. Sighted the records of latest minutes of meeting available for meeting between the NUPW representatives and operating unit management as following: - Bukit Cherakah Estate dated on 2/5/2022 - Bukit Kerayong POM dated on 3/8/2022	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Interview with workers union representatives (NUPW Chairman & NUPW Secretary) confirmed that they were independently elected as the NUPW by all members of NUPW among mill and estate workers via an election without interference by the management.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	The Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 includes as below: 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: - Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. - Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively. - Ensuring Favourable Working Conditions: We ensure decent living and working conditions for all our employees. We strive to	Complied

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		<p>provide a fair wage and access to basic needs for all our employees and workers in our operations.</p> <ul style="list-style-type: none"> - Enhancing Safety and Health: We provide a safe and healthy working environment for our employees and workers in our operations and support the wellbeing of our communities. - Respecting Community Rights and the Rights of Indigenous People: We uphold the process of Free, Prior and Informed Consent and recognise that the local communities have the right to give or withhold their consent to proposed projects that may affect the lands they own, occupy or otherwise use. - Protecting the Rights of Vulnerable People: We respect the rights of vulnerable people such as marginalised groups, persons of different abilities and refugees. - 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. <p>Verification of workers master list confirmed that there is no child labour hired.</p> <p>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.</p>	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>The screening procedure was included as per SOP Hiring of locals dated 01/11/2019 by the assistant operating unit while for foreign workers, the Workforce Management Unit Liaison & Recruitment SOPP (WMU/LR-SOPP/March 2016) dated 30/03/2016 under clause procedures recruitment team shall be guided by approved requirement; Age 18-45 years old).</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work,</p>	<p>Based on the interview and employees master lists data, no young</p>	Complied

	with protective restrictions in place for that work. - Critical (Major) compliance -	person below 18 years old employed within all operating units within SOU 7.	
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. - Minor compliance -	Interview conducted on-site with sampled internal and external stakeholders confirmed that the information on no child labour policy and the negative effects of child labour were provided in appropriate languages and accessible to them.	Complied
Criterion 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. - Critical (Major) compliance -	The Group Sustainability & Quality Policy Statement signed by Group Managing Director on 02/12/2019 includes as below: 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: - Eliminating Violence and Sexual Harassment: We seek to promote an environment where all forms of harassment and abuse are eliminated and to provide support for victims. - Eradicating any form of Exploitation: We endeavour to eradicate any form of forced or bonded labour, slavery, human trafficking and sexual exploitation. The policy was communicated through the Gender Committee meeting conducted quarterly. Latest communication on policy related to sexual harassment awareness, intimidation, threats & isolation was conducted on 11/3/2022.	Complied
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. - Critical (Major) compliance -	SOU 7 has implemented Social Policy, Gender Policy and Social & Humanity Management Policy dated January 2015 where the management is committed to develop and apply a policy to prevent sexual harassment and other forms of violence against women and to protect their reproductive rights. The policy was	Complied

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		displayed on the notice board which was accessible by the workers. Briefing of the policies was conducted during morning muster and the policies was displayed at the notice board outside the office.	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	As verified during on-site interview with relevant stakeholders, management of mill and estates within SOU 7 conducted the assessment of new mothers in consultation with new mothers and taken actions to address their needs.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	Interview conducted on-site with sampled internal stakeholders among all workforce confirmed that the information on grievance mechanism, which respects anonymity and protects complainants where requested, is established and communicated to them. No grievance issues that requires the implementation of the mechanism occurs in all operating units within SOU 7 since the last audit.	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage 	Employment of foreign workers are implemented as per by Sime Darby Plantation Responsible Recruitment Policy which specify the following: <ul style="list-style-type: none"> - No Recruitment fees – SDP core principle of zero-cost means no worker should pay for a job. Sime Darby Plantation shall bear all the costs of recruitment. The Group has reimbursed most of its foreign workers currently within its employ who may have paid recruitment fees to secure employment with the Group. - No retention of documents – SDP do not withhold or detain workers' passports or personal documents. - No contract substitution – Workers' agreements to the terms and conditions of recruitment and employment is voluntary and free 	Complied

	<ul style="list-style-type: none"> • Withholding of wages - Critical (Major) compliance - 	<p>from deception or coercion.</p> <ul style="list-style-type: none"> - We appoint ethical recruitment agents and protect workers from any form of coercion, intimidation or deception in the process of seeking employment in SDP. - Historic recruitment fees (unreported payments charged by agents, sub-agents or other third parties to SDP’s foreign workers in countries of origin, in contravention of SDP’s zero recruitment fee policy) reimbursed to current and former workers. - Recruitment policies, processes and practices have effective due diligence systems in place to ensure ethical recruitment. All workers are in possession of their own personal documents and have individual, secure lockers within their own accommodation to keep them. 	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>SOU 7 has implemented a Sime Darby’s Human Rights Charter on where they committed as below:</p> <ol style="list-style-type: none"> a. Providing equal opportunity b. Respecting freedom of association c. Eradicating any form of exploitation d. Ensuring favourable working conditions e. Enhancing Safety and Health <p>They also provided awareness and training to all the foreign workers in order for them to understand their responsibility in respect of human rights.</p>	Complied
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			

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<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The respective Sr. Managers/ Managers in Operating Unit in SOU 7 has been appointed as Person Responsible / Chairman for Safety and Health in the estate as per appointment letter signed by the Regional CEO, Central East Region and Safety and Health Committee Procedures, ver. 0 dated 17/11/2021 under section 4. Roles & Responsibilities and section 6. Composition of Safety and Health Committee under subsection 6.2. Appointment of Chairman, Secretary and Other Members. Refer doc. No. UM/HSE/OCP/08.</p> <p>The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training.</p> <p>The operating units conducted safety and health committee meeting as per Safety and Health Committee Procedures, ver. 0 dated 17/11/2021 under section 7. Meetings of Safety and health Committee under subsection 7.1. Frequency of Meetings of Committee. Reviewed the latest 4 minutes meeting conducted for every operating units as follows:</p> <table border="1" data-bbox="1137 1139 1926 1375"> <thead> <tr> <th></th> <th>01/2023</th> <th>04/2022</th> <th>03/2022</th> <th>02/2022</th> <th>01/2022</th> </tr> </thead> <tbody> <tr> <td>Bukit Kerayong POM</td> <td>TBC</td> <td>03/12/2022</td> <td>09/09/2022</td> <td>10/06/2022</td> <td>10/03/2022</td> </tr> <tr> <td>Bukit Cheraka</td> <td>26/01/</td> <td>28/10/</td> <td>25/07/</td> <td>21/04/</td> <td>N/A</td> </tr> </tbody> </table>		01/2023	04/2022	03/2022	02/2022	01/2022	Bukit Kerayong POM	TBC	03/12/2022	09/09/2022	10/06/2022	10/03/2022	Bukit Cheraka	26/01/	28/10/	25/07/	21/04/	N/A	<p>Complied</p>
	01/2023	04/2022	03/2022	02/2022	01/2022																
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		Estate	2023	2022	2022	2022		
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	Bukit Kerayong Estate	TBC	27/12/2022	27/09/2022	16/06/2022	08/03/2022	Complied
		<p>Sime Darby plantation has established Accident and emergency procedures under procedure as follows:</p> <ol style="list-style-type: none"> 1. Incidents, Accidents and Non-compliance Management Procedures, ver. 1, dated 01/06/2022. Refer doc. no. UM/HSE/SP/03 2. Emergency Preparedness Response Procedure, ver. 0, dated 17/11/2021. Refer doc. no. UM/HSE/SP/02 3. First Aid in Workplace Procedure, ver. 0, dated 09/03/2021. Refer doc. No. UM/HSE/OCP/01 <p>The operating units maintain the records of accidents including JKKP 6 forms reported to DOE, medical leaves certificates, accidents investigations reports and HIRARC review. The accidents occurrence were reported to the Headquarters through Rapid 4 systems and DOSH by submitting the JKKP 6 form through MyKKP system.</p> <p>Bukit Cheraka Estate</p> <p>The estate has reported the accident cases occur to the headquarters in Rapid 4 system. Reviewed accident report in</p>						

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		<p>Rapid 4 dated 27/12/2022, 30/12/2022 and 07/02/2023.</p> <p>The estate has established the ERP Team lead by the Estate Manager as Safety Commander. The team was divided into Fire Fighting and Chemical Spill Team, Rescue Team and First Aid Team.</p> <p>The estate has provided first aid boxes at the estates and placed in designated places or handled by trained first aider. The estate continuously provided training to ensure the understating on first aid usage to the first aider. Reviewed the training records conducted on 17/10/2022. The first aid was monitored on monthly basis. Reviewed the monitoring records dated 02/10/2022, 16/11/2022, 09/12/2022, 03/01/2023 and 01/02/2023.</p> <p>The estate conducted firefighting training on annually basis. Reviewed the training records dated 02/12/2022. Noted during interview with workers, the understanding to use firefighting equipment was satisfactory.</p> <p>Bukit Kerayong Estate</p> <p>The estate report the accident occur to headquarters through Rapid 4 System. Reviewed the accident report in Rapid 4 system dated 11/01/2023 and 26/01/2023.</p> <p>The estate has provided 19 first aid box in the estate and placed at designated place and handled by trained first aider. Latest first aider training was conducted on 21/07/2022. Reviewed the training attendance and training material. The estate Medical Asst. conducted first aid kit inspection and monitoring on monthly basis. Reviewed the inspection records for the month of October, November and December 2022.</p> <p>The estate has established ERP Team lead by the Estate Manager as Emergency Response Commander and assist by Sr. Asst. as</p>	
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		<p>Second Command of Emergency Response. The ERP Team was divided into First Aiders, Fire Fighters and Search, Rescue and Security. The estate continuously conducted training on Emergency Response Plan to the workers to ensure awareness on ERP. Reviewed the latest training records dated 06/12/2022</p> <p>Bukit Kerayong Palm Oil Mill</p> <p>The mill has established the Emergency Response Team lead by the Mill manager as Emergency Commander and assist by Asst. Manager as Emergency Coordinator. The ERT was divided into 3 teams such as First Aider, Search and Rescue and Firefighting. The mill continuously provided training to the workers to ensure safety awareness on the ERP. Reviewed the training records dated 13/02/2023. The mill conducted inspection and monitoring on the firefighting equipment to ensure all in good conditions. Noted during site visit, the fire extinguisher expiry date recorded at 22/07/2023.</p> <p>The mill has provided first aid kit and placed at designated place and handled by trained first aider. Latest first aider training was conducted on 14/11/2022. Reviewed the training attendance and training material. The mill conducted first aid kit inspection and monitoring on monthly basis recorded in the first aid usage and inspection book. Reviewed the inspection records for the month of October, November and December 2022.</p> <p>The estate report the accident occur to headquarters through Rapid 4 System. Reviewed the accident report in Rapid 4 system dated 26/02/2022 and 05/04/2022. For cases with LTA more than 4 days, the mill notify to DOSH through JKPP 6 for in MyKKP System. Reviewed the JKPP 6 form for accident and near miss incident cases dated 26/02/2022, 05/04/2022 and 11/11/2022.</p>	
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6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per CHRA report, HIRARC and Pictorial Safety Standard (PSS) dated 17/3/2008.</p> <p>All workers in the operating units have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge.</p> <p>During the field visit to the Spraying Gang, Harvesting Gang and Manuring Gang at the estate and Laboratory, Boiler Station and Workshop at the mill, it was sighted that all required appropriate PPEs were worn by the personals. The understanding on importance of PPE were acceptable among the workers.</p> <p>The estates has well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard.</p> <p>The estate conducted PPE inspection periodically to ensure the workers wear the PPE provided. Reviewed the PPE inspection records conducted during morning muster at all estates visited</p>	Complied
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>Medical care is provided to all the employees. Reviewed on workers profile records found that all workers are covered by the accident insurances.</p> <p>Local and foreign workers covered by SOCSO or Perkeso (Pertubuhan Keselamatan Sosial). Reviewed the form 8A, "Jadual Caruman" for the month of October, November and December 2022</p> <p>For accident eligible for SOCSO claim, the operating units has made claim to SOCSO.</p>	Complied

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records of all accidents are kept. Accident incidences are reviewed during the safety meetings. Records on Lost Time Accident (LTA) metrics was maintained. Accident records are found to be updated. JKKP 8 form were submitted to DOE through MyKKP systems. Sighted the samples of accident statistic FY 2022 as reported to DOSH as follows: <table border="1" data-bbox="1137 571 1921 901"> <thead> <tr> <th>Operating units</th> <th>Accident Cases</th> <th>LTA</th> <th>Ref. no.</th> </tr> </thead> <tbody> <tr> <td>Bukit Kerayong POM</td> <td>2</td> <td>15</td> <td>JKKP 8/125753/2022</td> </tr> <tr> <td>Bukit Cheraka Estate</td> <td>13</td> <td>277</td> <td>JKKP 8/114920/2022</td> </tr> <tr> <td>Bukit Kerayong Estate</td> <td>15</td> <td>40</td> <td>JKKP 8/120216/2022</td> </tr> </tbody> </table>	Operating units	Accident Cases	LTA	Ref. no.	Bukit Kerayong POM	2	15	JKKP 8/125753/2022	Bukit Cheraka Estate	13	277	JKKP 8/114920/2022	Bukit Kerayong Estate	15	40	JKKP 8/120216/2022	Complied
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Principle 7: Protect, conserve and enhance ecosystems and the environment

Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	The estates has established IPM plans to ensure effective pest control and reduce the usage of chemical usage. Among the plan established as follows: Bukit Cheraka Estate <ol style="list-style-type: none"> 1. Intensive planting of beneficial plants in immature area 2. IPM planting of beneficial plant area prone to bagworm attack 3. IPM bagworm refreshment training 4. Fixing barn owl box achieve target ration 1:10 ha 	Complied
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		<p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. Calendar baiting religiously follow as per programmed 2. Carry out rat damage census in immature areas. Treatment commence at 5% fresh damage 3. To increase owl population by increasing barn owl boxes to 1:10 ha 4. Monitoring of owl population through census at every 6 months 5. To expedite establishment of beneficial plants for integrated pest management <p>The estates monitor the implementation of the management plan as follows:</p> <p>Bukit Cheraka Estate</p> <ol style="list-style-type: none"> 1. The estate conducted bagworm census on monthly basis. Reviewed the census records for the month of November and December 2022 and January 2023. 2. The estate continuously planting the beneficial plant at area prone to bagworm attack. Sighted the planting of <i>Antigonan leptopus</i> at field P13B. <p>Bukit Kerayong Estate</p> <ol style="list-style-type: none"> 1. The estate conducted barn owl census twice a year. Reviewed the latest census records with occupancy recorded at 69%. 2. The estate has increase the barn owl box ratio at 1:8 ha 3. The estate continuously planting the beneficial plant at area 	
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		prone to bagworm attack. The estate continuously planting the beneficial plant at area prone to bagworm attack. Target beneficial plant planting at the estate FY 2023 was at 210m. Reviewed the beneficial plant planting maps FY 2022 at field P09B, P14C, P14D, P03A and P08D. Sighted during site visit at P08D, the beneficial plant was well established.	
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. - Minor compliance -	This is not practiced in the estates visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM. In SOU 7, 3 plant species were used for IPM such as <i>Tunera subulata</i> , <i>Cassia cobanensis</i> , and <i>Antigonan leptopus</i> .	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	No evidence and records of fire usage for pest control at all estate visited. Addressed in the Sime Darby Planation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on 02/12/2019 and Responsible Agriculture Charter under section 3.2: Protect and enhance forest: "We will seek to protect and enhance forest and wildlife, and minimise carbon emission from land use change through: ix. Zero tolerance of the use of fire within our land boundaries and conservation areas, and the establishment of effective monitoring and prevention systems, as well as protective firefighting measures in and around our operation."	Complied
Criterion 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 prioritised. - Critical (Major) compliance -	The written justification in Standard Operating Procedure (SOP) of all agrochemical are available the Agricultural Reference Manual (ARM), SOP and in the Safety Pictorial Book prepared by Sime Darby Plantation Sdn. Bhd. Refer to Sime Darby Agricultural Reference Manual, issue:1 version:3 dated 01.07.2011. Selected	Complied

		products are specific to the target pest, weed and disease.																																								
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides used (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications) is maintained by the estate and submitted to the Head Quarters on a monthly basis. Sampled the a.i/ha for chemicals used in 2022 as below: -</p> <table border="1"> <thead> <tr> <th>Operating Unit</th> <th>Bukit Cheraka Estate</th> <th>Bukit Kerayong Estate</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>0.8017</td> <td>0.0302</td> </tr> <tr> <td>Feb 2022</td> <td>1.1616</td> <td>0.0724</td> </tr> <tr> <td>Mar 2022</td> <td>0.0994</td> <td>0.0665</td> </tr> <tr> <td>Apr 2022</td> <td>1.3053</td> <td>0.1169</td> </tr> <tr> <td>May 2022</td> <td>2.0737</td> <td>0.0701</td> </tr> <tr> <td>Jun 2022</td> <td>0.8401</td> <td>0.0236</td> </tr> <tr> <td>Jul 2022</td> <td>1.0655</td> <td>0.0264</td> </tr> <tr> <td>Aug 2022</td> <td>0.6865</td> <td>0.0404</td> </tr> <tr> <td>Sep 2022</td> <td>0.9883</td> <td>0.0051</td> </tr> <tr> <td>Oct 2022</td> <td>0.7054</td> <td>0.0224</td> </tr> <tr> <td>Nov 2022</td> <td>0.2695</td> <td>0.0001</td> </tr> <tr> <td>Dec 2022</td> <td>0.7478</td> <td>0.0025</td> </tr> </tbody> </table>	Operating Unit	Bukit Cheraka Estate	Bukit Kerayong Estate	Jan 2022	0.8017	0.0302	Feb 2022	1.1616	0.0724	Mar 2022	0.0994	0.0665	Apr 2022	1.3053	0.1169	May 2022	2.0737	0.0701	Jun 2022	0.8401	0.0236	Jul 2022	1.0655	0.0264	Aug 2022	0.6865	0.0404	Sep 2022	0.9883	0.0051	Oct 2022	0.7054	0.0224	Nov 2022	0.2695	0.0001	Dec 2022	0.7478	0.0025	Complied
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7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p>	Complied																																							

		Sighted during the site visit at the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead. Monocrotophos was eliminated and in its place Acephate is used.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no evidence of prophylactic use of pesticides in the estates.	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -	Sighted in the Chemical Registers showed that only class III & IV chemicals were used at the estates. During the site visit to the chemical store it was justified that there were only class II, III and IV chemicals being used. Paraquat was eliminated. In its place, alternatives such as Glyphosate was used instead. Monocrotophos was eliminated and in its place, Acephate is used. Reviewed the chemical register for Bukit Cheraka Estate dated 01/01/2023 and Bukit Kerayong Estate dated 02/01/2022 For purchasing Acephate, the estates obtain the authorization to purchase pesticides is highly toxic/limited from Department of Agriculture. Reviewed the approval letter for Bukit Cheraka Estate for purchasing of 1000 kg of Acephate from 03/02/2023 – 23/02/2023 dated 03/02/2023 and approval letter for Bukit Kerayong Estate for purchasing of 600 kg of Acephate from 17/06/2022 – 07/07/2022 dated 17/06/2022.	Complied
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 Criteria 3.6). Personnel applying pesticides must show evidence of regular	Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with	Complied

	updates on the knowledge about the activity they carry out. - Critical (Major) compliance -	workers in the estate. The estate keep the training records as per criteria 3.7.2.	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	Pesticides were found stored in the mill and estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.	Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Empty pesticides container were identified as recycle waste. All empty pesticides containers were triple rinse, puncture and stored at designated stored before disposed to licensed contractors. The pesticides containers were disposed as Scheduled Waste under SW 409 or recycled waste base on availability of waste disposal contractors. Bukit Ceraka Estate Reviewed the SW 409 inventory in ESWISS and disposal records as per consignment note no. 2022111711ZVIQSU dated 17/11/2022 for Bukit Cheraka Estate. Bukit Kerayong Estate The estate maintain the records inventory of empty chemical containers in Empty Container records book. Reviewed the records	Complied

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		of inventory FY 2022. The empty containers were collected and stored at designated store and disposed through approved contractors SS Setia Teknologi Enterprise. Reviewed the disposal records as per official receipt no. 2260 dated 02/02/2023.	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	Aerial spraying is not a practice in SOU 7	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The estates conducted health screening for all chemical handlers on monthly basis. The estates also send the chemical handlers for medical surveillance to ensure all workers are fit to works as chemical handlers.</p> <p>Bukit Cheraka Estate</p> <p>Latest medical surveillance was conducted 14/12/2022 by OHD with reg. no. HQ/17/DOC/00/00042. 26 workers were send for surveillance and all were found fit to works as chemical handlers.</p> <p>Bukit Kerayong Estate</p> <p>The estate conducted medical surveillance on annually basis. Latest surveillance was conducted on 28/12/2022 by OHD with DOSH reg. no. HQ/17/DOC/00/00042. Refer report dated 21/01/2023. 4 workers were send for surveillance and found fit to work as chemical handlers.</p>	Complied
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical</p>	Addressed in the Sime Darby Planation Group Sustainability and Quality Policy Statement signed by the Group Managing Director	Complied

	<p>restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>on 2/12/2019 and Human Rights Charter under section 3.2 Respect and Uphold Labour Rights stated as follows:</p> <p>“3.2.3 Providing a safe and healthy working environment by delivering accident prevention training, risk minimisation focused training, and providing appropriate protective equipment.”</p> <p>“3.2.5 Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. We will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.”</p> <p>It was sighted during the visit to the stores there were signage stating that pregnant and breast-feeding women are not allowed to enter the chemical stores.</p> <p>There were no female workers assigned for chemical related works in the three estates visited.</p>	
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Addressed in the Waste Management Procedure for Estates & Mill dated May 2022 with reference number SD/SDH/GSD/HSE/0522/01. Waste management were based on their categorization which is:</p> <ul style="list-style-type: none"> i) Scheduled Waste ii) Hazardous waste iii) Non-Hazardous waste iv) Industrial waste v) Construction waste 	Complied

		vi) Agricultural waste vii) Office waste viii) General waste	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Procedure of Schedule waste management has been established. Refer Waste Management Procedure for Estates & Mill dated May 2022 with reference number SD/SDH/GSD/HSE/0522/01. Other reference made was Guidelines for Packaging, Labelling and Storage of Scheduled Wastes In Malaysia.</p> <p>Awareness training on Schedule waste has been conducted as per date below:</p> <ul style="list-style-type: none"> • Bukit Cheraka Estate: 17/11/2022 • Bukit Kerayong Estate: 17/11/2022 • Bukit Kerayong POM: 17/11/2022 <p>Interview to person in charge and workers showed they have good awareness on Schedule waste management.</p> <p>Record of Inventory of Schedule Waste and Disposal Record as per details below:</p> <p>Bukit Cheraka Estate</p> <p>Inventory</p> <ul style="list-style-type: none"> • File reference Number: (B)B11/123/000/016 • Date Reporting: 17/01/2023 • Waste Generated: SW102, SW305, SW404, SW409, SW410. <p>Disposal</p> <p>Sample 1</p> <ul style="list-style-type: none"> • Disposal consignment note: 2022113010IH5Y1U • Date Disposal: 30/11/2022 	Complied

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		<ul style="list-style-type: none"> • SW404 – Clinical waste: 0.0030 MT by Future NRG Sdn Bhd <p>Sample 2</p> <ul style="list-style-type: none"> • Disposal consignment note: 2022061912N3TDK0 • Date Disposal: 15/06/2022 • SW307 – Spent Mineral Oil – water emulsion: 0.068 MT by 5E Resources Sdn Bhd <p>Bukit Kerayong Estate</p> <p>Inventory</p> <ul style="list-style-type: none"> • File reference Number: (B)B11/123/000/017 • Date Reporting: 10/02/2023 • Waste Generated: SW102, SW305, SW404, SW409, SW410. <p>Disposal</p> <p>Sample 1</p> <ul style="list-style-type: none"> • Disposal consignment note: 2022111412ZUHSMR • Date Disposal: 14/11/2022 • SW305 – Spent Lubricating Oil: 4.500 MT by Pentas Flora Sdn Bhd <p>Sample 2</p> <ul style="list-style-type: none"> • Disposal consignment note: 2022121912NWTLEM • Date Disposal: 14/12/2022 • SW404 – Clinical waste – 0.0100 MT by Kualiti Alam Sdn Bhd <p>Bukit Kerayong POM</p> <p>Inventory</p> <ul style="list-style-type: none"> • File reference Number: JAS.BHQ.600-3/1/10 	
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		<ul style="list-style-type: none"> Date Reporting: 31/01/2023 Waste Generated: SW305, SW322, SW409, SW410. <p>Disposal Sample 1</p> <ul style="list-style-type: none"> Disposal consignment note: 2022123018ARIGNL Date Disposal: 30/12/2022 SW410 – Filters: 0.4243 MT by Kualiti Alam Sdn Bhd 	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	There was no evidence of fire used for waste disposal in all estates visited. Domestic waste was collected by municipal, MPKS and disposed at the municipal landfill.	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	SOP on managing soil fertility for optimize yield and minimize environmental impacts has been established. The sustaining of the soil fertility is guided by the organization SOPs content among others as stated in sections of the following documents; <ul style="list-style-type: none"> EQMS chapter B8 - Leguminous Cover Crops EQMS chapter B14 – Manuring ARM Section 8 – Manuring 	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Foliar and soil sampling was carried out by Research and Development Department prior to the fertilizer recommendation for the next financial year. Leaf and soil nutrient analysis are commonly used in the diagnosis of fertilizer requirements in oil palms. The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals. Reviewed the sampling records as follows: Bukit Cheraka Estate	Complied

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		<p>Latest Soil Sampling was conducted from 04/08/2022. Refer report no. S57/2022 dated 07/10/2022. Latest leaf sampling was conducted in 19/07/2022. Refer report no. P407/2022 dated 02/09/2022.</p> <p>Bukit Kerayong Estate</p> <p>Latest Soil Sampling was conducted from 24/04/2018. Refer report no. S33/2018 dated 11/06/2018. Latest leaf sampling was conducted in 19/07/2022. Refer report no. P408/2022 dated 02/09/2022.</p>							
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The mill disposed EFB by send to neighbouring sister estate as nutrient recycle program. Reviewed the EFB disposal records FY 2022 as follows:</p> <p>The following practices are applied in the estates in relation to the nutrient recycling strategy;</p> <ol style="list-style-type: none"> 1. EFB application in designated fields at dosage of 35 mt/ha applied in inter rows subject to Agronomist recommendations. 2. Cut frond are stacked in between the palm’s rows left to discompose. <p>The estate has established EFB and Bio-Compost application program FY 2022. Reviewed the application records as to date December 2022 as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>EFB Transported for Field Application (MT)</th> </tr> </thead> <tbody> <tr> <td>Bukit Cheraka Estate</td> <td>P2009B, P2009A, P2013C, P2009C</td> </tr> <tr> <td>Bukit Kerayong Estate</td> <td>P2011A, P2009C, P2022A</td> </tr> </tbody> </table>	Estate	EFB Transported for Field Application (MT)	Bukit Cheraka Estate	P2009B, P2009A, P2013C, P2009C	Bukit Kerayong Estate	P2011A, P2009C, P2022A	Complied
Estate	EFB Transported for Field Application (MT)								
Bukit Cheraka Estate	P2009B, P2009A, P2013C, P2009C								
Bukit Kerayong Estate	P2011A, P2009C, P2022A								
7.4.4	Records of fertiliser inputs are maintained.	The fertiliser application was conducted as per recommendation by	Complied						

	- Minor compliance -	agronomist base on foliar sampling conducted. The fertiliser application records were available at the estate visited for review. The estate reported the fertilised application to the Research and Development Carey Island. Refer 2022 Fertiliser Programme and Application Record.	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Soil maps were available at all estates identifying the type of soil series and its area percentage in the estate. There were no marginal and fragile soils identified at the assessed estates. During field visit at the estates, it was sighted there was no oil palm planting on steep terrains as well.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>There is no new planting conducted on oil palm on steep terrain. Verification through site visit at field, interview and document verification.</p>	Complied
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Addressed in the Sime Darby Plantation Group Sustainability and Quality Policy Statement signed by the Group Managing Director on 2/12/2019 and Responsible Agriculture Charter under section 3.1 Protect and conserve biodiversity and ecosystems stated as follows:</p> <p>"3.1.2 - Management of erosion by protection of steep slopes and river reserves within our operations and promote restoration programs."</p>	Complied
7.5.3	There is no new planting of oil palm on steep terrain.	New planting in Bukit Cheraka Estate has been conducted in 2019,	Complied

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	<p>- Minor compliance -</p>	<p>conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>There is no new planting conducted on oil palm on steep terrain. Verification through site visit at field, interview and document verification.</p>							
<p>Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>									
<p>7.6.1</p>	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Sighted Soil series and topography map at sampled estates. No fragile soil categorized in the estates sampled. The estate has taken into account the land terrain, drainage and road systems in planning for replanting. Refer table below on soil series identified for estates:</p> <table border="1" data-bbox="1137 906 1926 1153"> <thead> <tr> <th>Estate</th> <th>Series</th> </tr> </thead> <tbody> <tr> <td>Bukit Cheraka Estate</td> <td>Bernam, Bungor, Colluvium, Local alluvium, Malacca, Munchong, Organic clay, Sedu, Selangor, Serdang, Tongkang, Unclassified</td> </tr> <tr> <td>Bukit Kerayong Estate</td> <td>Bernam, Jawa, Sedu, Selangor, Serdang, Tongkang, Bria, Kankong</td> </tr> </tbody> </table> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from</p>	Estate	Series	Bukit Cheraka Estate	Bernam, Bungor, Colluvium, Local alluvium, Malacca, Munchong, Organic clay, Sedu, Selangor, Serdang, Tongkang, Unclassified	Bukit Kerayong Estate	Bernam, Jawa, Sedu, Selangor, Serdang, Tongkang, Bria, Kankong	<p>Complied</p>
Estate	Series								
Bukit Cheraka Estate	Bernam, Bungor, Colluvium, Local alluvium, Malacca, Munchong, Organic clay, Sedu, Selangor, Serdang, Tongkang, Unclassified								
Bukit Kerayong Estate	Bernam, Jawa, Sedu, Selangor, Serdang, Tongkang, Bria, Kankong								

		nursery to Oil Palm does not involved planting on marginal and fragile soils.												
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	Soil series and topography map available for estate sampled. No fragile soil categorized in the estates sampled. The estate has taken into account the land terrain, drainage and road systems in planning for replanting. New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established. Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved planting on marginal and fragile soils.	Complied											
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The Agronomy Advisory and Services Department conducted assessment and provided the estates with topography maps. Sampled topography information at estates sited as follows: <table border="1" data-bbox="1137 1139 1928 1374"> <thead> <tr> <th rowspan="2">Degree</th> <th colspan="2">Percentage, %</th> </tr> <tr> <th>Bukit Cheraka Estate</th> <th>Bukit Kerayong Estate</th> </tr> </thead> <tbody> <tr> <td>0°-2° Flat</td> <td>89.81</td> <td>97.41</td> </tr> <tr> <td>2°-6° Undulating</td> <td>4.54</td> <td>2.11</td> </tr> </tbody> </table>	Degree	Percentage, %		Bukit Cheraka Estate	Bukit Kerayong Estate	0°-2° Flat	89.81	97.41	2°-6° Undulating	4.54	2.11	Complied
Degree	Percentage, %													
	Bukit Cheraka Estate	Bukit Kerayong Estate												
0°-2° Flat	89.81	97.41												
2°-6° Undulating	4.54	2.11												

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		<table border="1"> <tr> <td>6°-12° Rolling</td> <td>2.49</td> <td>0.35</td> </tr> <tr> <td>12°-20° Gentle Slope</td> <td>1.72</td> <td>0.10</td> </tr> <tr> <td>20°-25° Hilly</td> <td>0.87</td> <td>0.03</td> </tr> <tr> <td>>25° Steep</td> <td>0.57</td> <td>0.01</td> </tr> </table> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved planting on marginal and fragile soils or oil palm on steep terrain</p>	6°-12° Rolling	2.49	0.35	12°-20° Gentle Slope	1.72	0.10	20°-25° Hilly	0.87	0.03	>25° Steep	0.57	0.01	
6°-12° Rolling	2.49	0.35													
12°-20° Gentle Slope	1.72	0.10													
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>25° Steep	0.57	0.01													
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.															
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p>	Not Applicable												
7.7.2	Areas of peat within the managed areas are inventoried, documented	There is no peat soil identified at all estates visited in SOU 7.	Not Applicable												

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	<p>and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE:</p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	<p>Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable

7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Sime Darby has established SOP on Agricultural Reference Manual dated 01/07/2008 Section 10.4.1 titled Water Management in Coastal or Peat Planting. There is no new planting at sample estates. There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable						
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil identified at all estates visited in SOU 7. Verification through site visit, document checking, and interview confirmed that there is no new planting activity in the estate visited. Hence, the criteria was not applicable.</p>	Not Applicable						
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>									
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>A water management plan has been established at Bukit Cheraka Estate, Bukit Kerayong Estate and Bukit Kerayong POM. Plan was reviewed on yearly basis. Refer latest plan FY2022 and FY2023. Among the objectives and Action plan details as below:</p> <table border="1" data-bbox="1137 1085 1930 1361"> <thead> <tr> <th data-bbox="1137 1085 1532 1136">Objectives</th> <th data-bbox="1541 1085 1930 1136">Action plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1142 1532 1283">To monitor the quality water of main water inlet / outlet for pollutants from estate operation.</td> <td data-bbox="1541 1142 1930 1283">Water analysis results by R&D</td> </tr> <tr> <td data-bbox="1137 1289 1532 1361">Contingency during water shortage</td> <td data-bbox="1541 1289 1930 1361">Water supply purchased from SYABAS</td> </tr> </tbody> </table>	Objectives	Action plan	To monitor the quality water of main water inlet / outlet for pollutants from estate operation.	Water analysis results by R&D	Contingency during water shortage	Water supply purchased from SYABAS	Complied
Objectives	Action plan								
To monitor the quality water of main water inlet / outlet for pollutants from estate operation.	Water analysis results by R&D								
Contingency during water shortage	Water supply purchased from SYABAS								

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			Carry out treatment of polluted water with assistance from SYABAS						
			To carry out flushing during wet seasons						
			Maintain and monitor screw gates conditions to prevent salt water from entering field drains						
		Daily consumption	Awareness to workers on water consumption with care						
			Ensure water plug is always tightly closed to avoid water waste from water drip						
			To carry out immediately repair of broken pipelines and identify any leakages						
		Reuse / recycle water	Collect waste water in sump for re use for pre mixing						
			To do desludging as and when necessary						
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental</p>	<p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. Riparian buffer zones have been identified and demarcated. Signage has been placed. No chemicals and fertilizer application observed been used in their maintenance. In some areas Guatemala grass were planted along the riverbanks. Management of riparian zone is</p>	Complied						

	<p>deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>guided by River Reserve Management (Management of River Reserve in Sime Darby Plantation; dated April 2014). The widths of the buffer zones are guided by the following measurements:</p> <table border="1" data-bbox="1137 466 1908 831"> <thead> <tr> <th>River width (meter)</th> <th>Minimum width for river reserve (m) for peninsular Malaysia and Sarawak</th> </tr> </thead> <tbody> <tr> <td>1-5</td> <td>5</td> </tr> <tr> <td>5-10</td> <td>10</td> </tr> <tr> <td>10-20</td> <td>20</td> </tr> <tr> <td>20-40</td> <td>40</td> </tr> <tr> <td>>40</td> <td>50</td> </tr> </tbody> </table> <p>There is no river and natural waterways at Bukit Cheraka Estate. Sighted the river bufferzone for Sg. Tambak Jawa in field P09B and Sg. Sembilang in field P12A at Bukit Kerayong Estate. No evidence of chemical applications along the buffer zone. The river were desilt on annual basis by the Department Irrigation and Drainage. The estate conducted river water sampling on annually basis.</p> <p><u>Inlet & Outlet</u></p> <ul style="list-style-type: none"> • Date of report: 27/07/2022 • Report No: IE867/2022 • Date Tested: 21/06/2022 • Sample point: Sungai Sembilang Upstream and Downstream, Sungai Tambak Jawa Upstream and Downstream. 	River width (meter)	Minimum width for river reserve (m) for peninsular Malaysia and Sarawak	1-5	5	5-10	10	10-20	20	20-40	40	>40	50	
River width (meter)	Minimum width for river reserve (m) for peninsular Malaysia and Sarawak														
1-5	5														
5-10	10														
10-20	20														
20-40	40														
>40	50														
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen</p>	<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was</p>	Complied												

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	<p>Demand (BOD), is regularly monitored. - Minor compliance -</p>	<p>in accordance with standard operation procedure and legal requirements. No overflow was observed, and flow meter reading was recorded daily.</p> <p>Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is quarterly monitored as per OER. Effluent Analysis conducted by accredited laboratory, Sime Darby and submitted to DOE every 3 months through OER (Online Environmental Report) and in compliance with mill's compliance schedule for quarterly submission. Refer to the latest report for dated October 2022. Monthly analysis was done for final discharge point. Total of 8 parameters (pH, BOD3, COD, TS, SS, TN, AN and O&G) were tested. Latest analysis report for 1st, 2nd, 3rd 4th Quarter quarters of year 2022.</p> <table border="1" data-bbox="1137 798 1919 1337"> <thead> <tr> <th>Report Date</th> <th>Quarter/Week</th> <th>BOD (Limit=5000mg/L)</th> </tr> </thead> <tbody> <tr> <td rowspan="3">14/01/2023</td> <td>1stweek/1stmonth</td> <td>126.00</td> </tr> <tr> <td>5thweek/2ndMonth</td> <td>0.00</td> </tr> <tr> <td>9thweek/3rdMonth</td> <td>0.00</td> </tr> <tr> <td rowspan="3">13/10/2022</td> <td>1stweek/1stmonth</td> <td>0.00</td> </tr> <tr> <td>5thweek/2ndMonth</td> <td>0.00</td> </tr> <tr> <td>9thweek/3rdMonth</td> <td>663.00</td> </tr> <tr> <td rowspan="3">13/04/2022</td> <td>1stweek/1stmonth</td> <td>1,300.00</td> </tr> <tr> <td>5thweek/2ndMonth</td> <td>1,320.00</td> </tr> <tr> <td>9thweek/3rdMonth</td> <td>1,720.00</td> </tr> </tbody> </table> <p>For EFB sighted Disposal Inventory Record submitted to DOE.</p>	Report Date	Quarter/Week	BOD (Limit=5000mg/L)	14/01/2023	1 st week/1 st month	126.00	5 th week/2 nd Month	0.00	9 th week/3 rd Month	0.00	13/10/2022	1 st week/1 st month	0.00	5 th week/2 nd Month	0.00	9 th week/3 rd Month	663.00	13/04/2022	1 st week/1 st month	1,300.00	5 th week/2 nd Month	1,320.00	9 th week/3 rd Month	1,720.00	
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		Refer "Laporan Inventori Pelupusan Tandan Kosong Kelapa Sawit" for the month of January 2023 dated 01/02/2023 and November 2022 dared 02/12/2022.									
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>Mill has maintained monitoring of water usage for processing FFB which are recorded monthly. Water for processing is abstracted from water catchment by using pump. The trend of water usage is tandem with volume of FFB process. Refer Water Usage Record Bukit Kerayong POM. Average data as below:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>FFB Processed, MT</th> <th>Water/L</th> <th>Water/FFB</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>82,035.09</td> <td>138,334.00</td> <td>1.69</td> </tr> </tbody> </table>	Year	FFB Processed, MT	Water/L	Water/FFB	2022	82,035.09	138,334.00	1.69	Complied
Year	FFB Processed, MT	Water/L	Water/FFB								
2022	82,035.09	138,334.00	1.69								
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised											
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Management Plan 2022. The document was reviewed/updated on January 2022. Among the Energy Management Plan were:</p> <ul style="list-style-type: none"> i) Worker's housing inspection to ensure no illegal wiring ii) Preventive maintenance programme for estate vehicles iii) Training / Educate workers on fuel saving practices iv) Regular maintenance of transport @ machine as per recommendation <p>There is no opportunity for the estates to capitalize the utilisation of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation.</p>	Complied								

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		Estate / Mill	Fiber, MT	Shell, MT	Usage / FFB (MT)	
		Fiber, MT	9,844.21	4,101.75	0.91	
		The mill and estate monitored the diesel usage per ton FFB process/production on monthly basis. Reviewed the data FY 2022 as follows:				
		Estate / Mill	Diesel, (MT)	FFB, (MT)	Diesel / FFB (MT)	
		Bukit Cheraka Estate	79,529.00	49,558.15	1.60	
		Bukit Kerayong Estate	51,528.00	36,023.65	1.43	
		Bukit Kerayong POM	3,208.00	82,035.09	0.21	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.						
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>The GHG emissions are identified and assessed for the unit certification by sustainability team. RSPO GHG Calculator version 4 is used. The consumption of fertilisers and diesel were verified through Estates:</p> <ul style="list-style-type: none"> • FFB record book • Stock book • Monthly stock issue • Stock requisition note Mill • Mill Month End Production Report • Monthly production report • Flowmeter & running hours record book 				Complied

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		<ul style="list-style-type: none"> Bio-gas generation daily monitoring log sheet Effluent analysis report Based on the verification of records; all the sampled issuance was traceable <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>As per Carbon Stock Assessment and Protection of Major GHG Emission for New Planting Development Report, SOU 7, Bukit Cheraka Estate dated August 2019, the total net GHG emission from the new planting is at 4 tCO₂e.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Assessment of all polluting activities was conducted under Environmental Risk Assessment for identifying activities that contributes significant impact to environment including gaseous emission. Among the plan for pollution preventive action Plan FY 2022/2023 were:</p> <ul style="list-style-type: none"> To ensure the preventive maintenance vehicles checklist were in place. Regularly inspection is carried out to these vehicles. To place tray underneath the vehicles. <p>Implementation of plan is being monitored by appointed person in charge with target of time frame for completion.</p>	Complied

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		<p>As prescribed under DOE’s Compliance Schedule, the mill is obliged to conduct stack sampling minimum once a year. Below are the verified reports (Isokinetic Stack & Air Emission Monitoring Report):</p> <p><u>2nd Half 2022</u></p> <ul style="list-style-type: none"> • Report no.: ALM/SDPB/1022/7938 • Report date: 21/11/2022 • Result: Dust: 44.2 mg/m³ (B5) vs limit 150, CO: 9.2 mg/m³ vs limit 1000 @ 12% CO₂ <p><u>1st Half 2022</u></p> <ul style="list-style-type: none"> • Report no.: ALM/SDPB/0222/7277 • Report date: 28/02/2022 • Result: Dust: 35.7 mg/m³ (B5) vs limit 150, CO: 87.10 mg/m³ vs limit 1000 @ 12% CO₂ <p>For Air Pollution Control System, management use Electrostatic Precipitator (ESP) for monitoring. Continuous Emissions Monitoring System (CEMS) which link to the DOE on real time base were monitored.</p> <p>Sighted Online Environmental Reporting (OER) has been submitted to DOE on quarterly basis. The result within parameter as per “Jadual Pematuhan” no. AS(B)31/152/000/067 for DOE Licence No: 003124.</p> <p>Environmental audit by 3rd party has been conducted 2 times yearly by BRAXTUS Sdn Bhd dated 16/02/2022 and 23/12/2022.</p> <p>Latest DOE visit was sighted on 07/12/2022 with report reference number B0003063.</p>	
<p>Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area</p>			

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7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verification through document review, interview and site visit confirmed that there is no new planting or replanting prepared by burning. Refer Zero open burning policy as per SOP Section B2 - Felling/Land Clearing & Land Preparation dated November 2008. Management complying with the Malaysian environmental law – EQA and Regulations 1974. No open burning noted based on the records on the land clearing and felling for the replanting at visited estates. Method of land clearing and preparation was used such as felling & chipping, cambering/land forming and path construction.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -</p>	<p>Fire prevention measure has been established. Refer Emergency Preparedness and Response Procedures. Refer document no. UM/HSE/SP/02.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -</p>	<p>There is evidence that management has engaged with stakeholders regarding on fire prevention and control measures. Refer Stakeholder meeting dated 07/02/2023. Refer Section 6.0 item 6.3. stated details on Fire Prevention.</p> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA dated 28/11/2018, LUCA and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verification through document review, interview and site visit</p>	Complied

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		confirmed that there is no new planting or replanting prepared by burning.													
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.															
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA has been conducted on 28/11/2018, LUCA has been conducted in 13/03/2018 and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involve any clearing of primary forest or HCV area.</p>	Complied												
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>Refer HCV Re-Assessment For Selangor Central Zone: SOU 7 (Bukit Kerayong) by PSQM Department Sime Darby Plantation Sdn Bhd (Final Report Version II) dated December 2015. Addendum Report to HCV Re-Assessment for Selangor Central Zone: Strategic Operating Unit (SOU) 7 Bukit Kerayong, has been prepared by GSQM Department Sdn Bhd Sime Darby Plantation Berhad dated September 2019. Details of HCV/Conservation value as below:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Area</th> <th>Ha</th> <th>HCV</th> </tr> </thead> <tbody> <tr> <td>Bukit Cheraka</td> <td>Slope Area</td> <td>55.52</td> <td>4</td> </tr> <tr> <td>Bukit Kerayong</td> <td>Pond</td> <td>3.00</td> <td>4</td> </tr> </tbody> </table> <p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA has been conducted on 28/11/2018, LUCA has been conducted in 13/03/2018 and Carbon Stock Assessment has</p>	Estate	Area	Ha	HCV	Bukit Cheraka	Slope Area	55.52	4	Bukit Kerayong	Pond	3.00	4	Complied
Estate	Area	Ha	HCV												
Bukit Cheraka	Slope Area	55.52	4												
Bukit Kerayong	Pond	3.00	4												

		<p>been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved any clearing of primary forest or HCV area.</p> <p>Refer SEIA Report SOU 7 Bukit Cheraka estate dated December 2018 Section 3.6 Protection of Sensitive Area HCV within Bukit Cheraka estate: i) Slope area (P94A & P04B) "None of this HCV is located within a horizontal distance of 50 meters from the project site".</p>	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Management plan on HCV and Biodiversity has been established. Estates was focused on Education and awareness. There are several methods that details in the management plan which is:</p> <ul style="list-style-type: none"> • An education and awareness programme shall be carry out to train the SOU on biodiversity, flora/fauna and about biodiversity management • Communication through Sime Darby webpage • Establish fact sheet for internal and external (to increase the nature conservation awareness) • Encourage further research on specific biodiversity <p>Among the action plan were:</p> <ul style="list-style-type: none"> • To install signage No Fishing, No Hunting, No swimming, and Buffer Zone • Keep the employees aware about how important biodiversity to the earth is. <p>New planting in Bukit Cheraka Estate has been conducted in 2019,</p>	Complied

		<p>conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA has been conducted on 28/11/2018, LUCA has been conducted in 13/03/2018 and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved any clearing of primary forest or HCV area.</p> <p>Refer SEIA Report SOU 7 Bukit Cheraka estate dated December 2018 Section 3.6 Protection of Sensitive Area HCV within Bukit Cheraka estate: i) Slope area (P94A & P04B) "None of this HCV is located within a horizontal distance of 50 meters from the project site". There is no needed of HCV plan since the area does not involve the HCV area.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There is no HCV with existing rights of local communities was identified that needs to be set aside.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>	<p>Refer HCV Re-Assessment For Selangor Central Zone: SOU 7 (Bukit Kerayong) by PSQM Department Sime Darby Plantation Sdn Bhd (Final Report Version II) dated December 2015. Addendum Report to HCV Re-Assessment for Selangor Central Zone: Strategic Operating Unit (SOU) 7 Bukit Kerayong, has been prepared by GSQM Department Sdn Bhd Sime Darby Plantation Berhad dated September 2019 stated there is no RTE in the sampled estates.</p>	Complied

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	- Minor compliance -		
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>No RTE species were identified in the assessment conducted as per Addendum Report to HCV Re-Assessment for Selangor Central Zone: Strategic Operating Unit (SOU) 7 Bukit Kerayong, Final Report ver III dated December 2015 by Plantation Sustainability Quality Management (PSQM) Department, dated January 2020.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>New planting in Bukit Cheraka Estate has been conducted in 2019, conversion area of 11.95 ha from nursery to Oil Palm within the certified area. SEIA has been conducted on 28/11/2018, LUCA has been conducted in 13/03/2018 and Carbon Stock Assessment has been conducted in 2018. The new planting has been conducted as per company policies and Standard Operating Procedures established.</p> <p>Verified through site visit at conversion area of 11.95 ha from nursery to Oil Palm does not involved any clearing of primary forest or HCV area.</p> <p>The area within the land title area and does not involved on Remediation and Compensation Procedure (RaCP).</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Bukit Kerayong POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2022** for **Bukit Kerayong POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.43
PKO	0.00

Extraction	%
OER	18.71
KER	4.56

Production	t/yr
FFB Process	83,033.63
CPO Produced	15,532.86
PKO Produced	3,786.89

Land Use	Ha
OP Planted Area	15,798.46
OP Planted on peat	0.00
Conservation (forested)	55.52
Conservation (non-forested)	6.22
Total	15,580.22

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	34,161.20	0.67	877.47	0.57	0.00	0.00	35,038.67	0.67
CO ₂ Emission from fertilizer	31,58.26	0.06	95.53	0.06	0.00	0.00	3,253.7	0.06
NO ₂ Emission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fuel Consumption	13.32	0.00	0.54	0.00	0.00	0.00	13.86	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-32,380.28	-0.63	-817.36	-0.53	0.00	0.00	-33,197.64	-0.63
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	6,541.44	1.13	207.01	0.14	39,28.89	0.00	10,677.33	1.13

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	16,276.00	0.20
Fuel Consumption	0.55	0.00
Grid Electricity Utilization	595.09	0.01
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	16,871.64	0.20

Summary of Kernel Crusher Emission and Credit (if applicable)

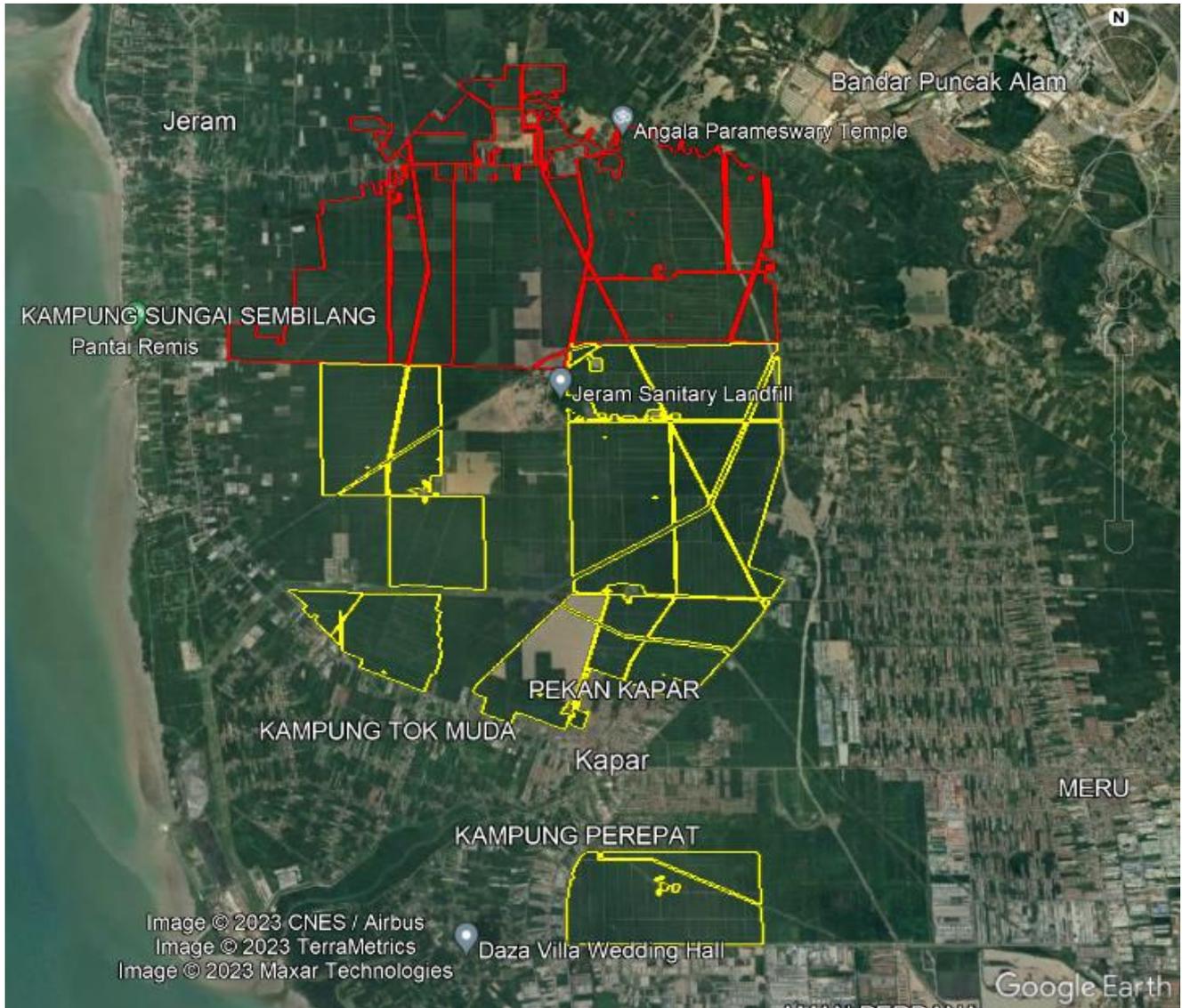
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

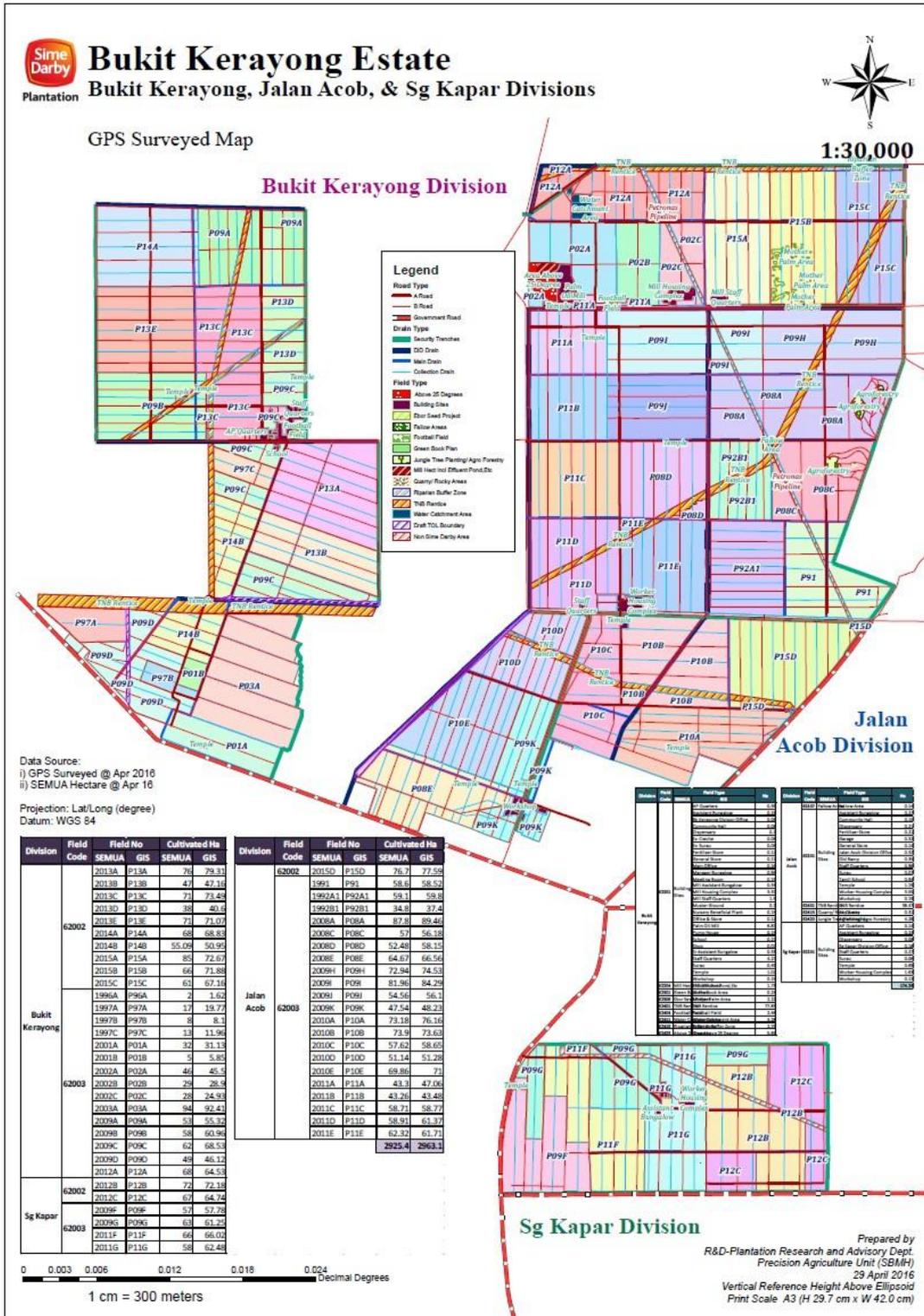
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

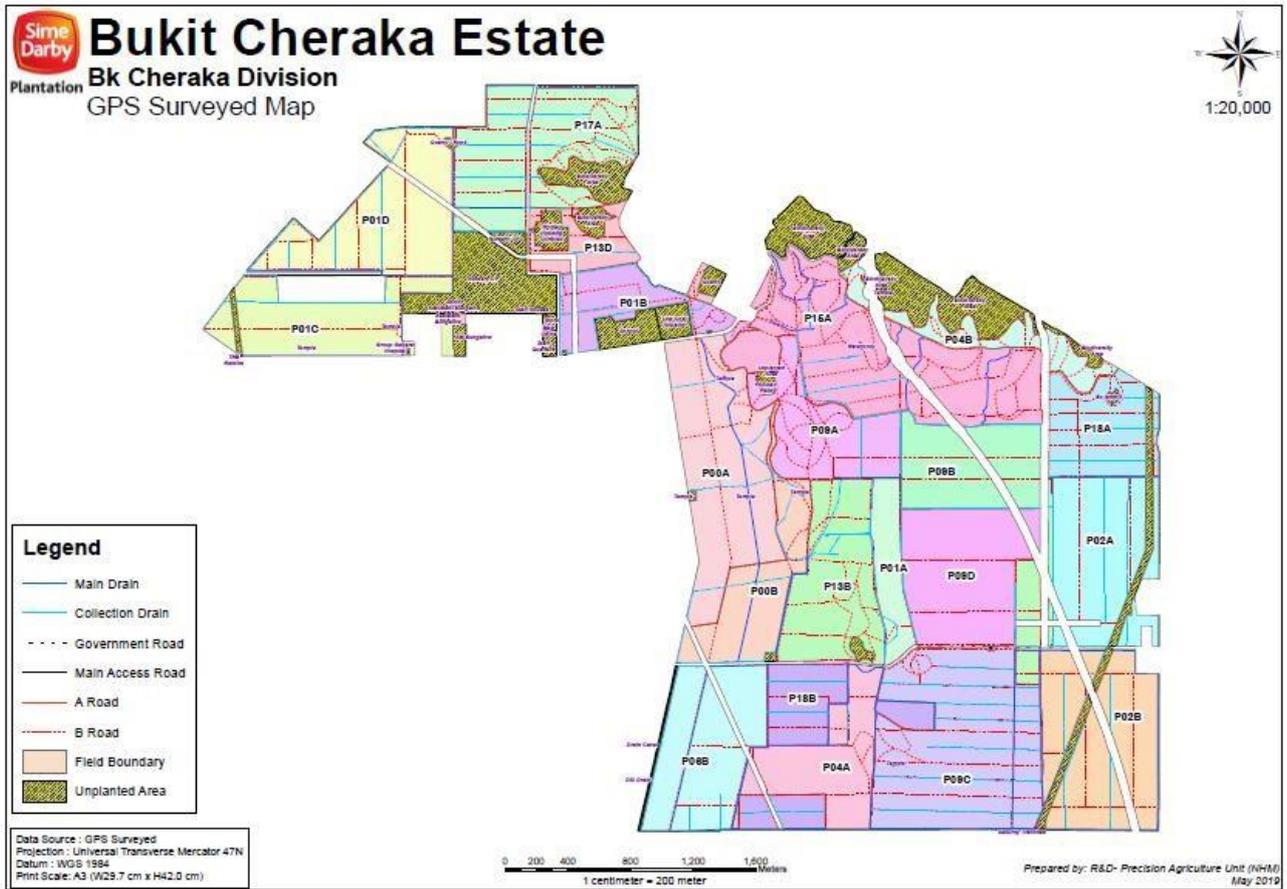
Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	N/A								
Total									

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure