



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

File Ref. : ES10170016

RSPO PUBLIC SUMMARY REPORT

CLIENT : SIME DARBY PLANTATION BERHAD – SOU 29 GIRAM

PARENT COMPANY : SIME DARBY PLANTATION BERHAD

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

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

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

Certification Unit	Mill and Supply Base	GPS Location		Location
		Latitude	Longitude	
SOU 29 – Giram	Giram POM	4° 35' N	118° 12' E	Kilang Kelapa Sawit Giram, 91207 Kunak, Sabah
	Giram Estate	4° 35' N	118° 12' E	Giram Estate, 91207 Kunak, Sabah
	Mostyn Estate	4° 39' N	118° 07' E	Mostyn Estate, 91207 Kunak, Sabah

MAP : See Attachment 1

AUDIT DATE : 29&31/05-1&2/06/2023

DURATION : 16 auditor days

TYPE OF AUDIT : ☒ Annual Surveillance Audit No. 3

☐ Recertification Audit

STANDARD : MYNI 2019 FOR RSPO PRINCIPLE & CRITERIA 2018

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

VALIDITY OF RSPO CERTIFICATE : 13th July 2020 to 12th July 2025

The following attachments form part of this report:

Non-conformity Report(s) ☒

List of additional site(s) ☐

Report by Audit Team Leader

Name : **MOHD RAZMAN SALIM**

Signature :

Date : **8/09/2023**

Acknowledgement by Client's Representative

Name : **Shylaja Devi Vasudevan Nair**

Signature :

Date : **19 /09/2023**

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SUMMARY OF AUDITS

Recertification audit				
On-site audit date	:	1 – 4 September 2020 (10 a.d) 27 – 28 April 2020 (4.0 a.d)	No. of auditor days :	14 Auditor Days
Audit team	:	Mohd Ab Raouf bin Asis (LA), Mohd Zulfakar bin Kamaruzaman (LA remote), Rozaimee bin Ab Rahman		
No. of major NCR	:	4	Indicator: 2.1.1, 3.4.3, 3.7.1, 6.1.5	Closing date : 24/11/2020
No. of minor NCR	:	3	Indicator : 2.1.3, 3.3.2, 4.3.1	
Indicate the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities
		X	N/A	X
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
		N/A	-	-
		Indigenous people	Contractor	Others (Please specify)
		N/A	N/A	
Supply base sampled	:	Mostyn Estate and Giram Estate		
Justification of audit planning	:	Total allocation of auditor days for Giram CU were: Mill = 3 days Mosty Estate and Giram Estate = 3.5 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV and GHG verification plus the verification of Land History and Land Title. Remote audit = 4 days.		
Name of peer reviewer	:			
Report approved by	:	Kamini Sooriamoorthy	Approval date : 24/12/2020	

Annual Surveillance Audit 1 (Remote Audit 30%)					
On-site audit date	:	21 – 23 July 2021		No. of auditor days: 5 auditor days	
Audit team	:	Dzulfiqar Azmi (LA), Mohd Zulfakar bin Kamaruzaman			
No. of major NCR	:	Nil	Indicator: NA	Closing date: NA	
No. of minor NCR	:	Nil	Indicator: NA		
Indicate by ticking the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
		Indigenous people NA	Contractor	Others (Please specify)	
Supply base sampled	:	Mostyn Estate and Giram Estate			
Changes since the last audit	:	Changes of planted areas due to replanting of field and resurvey by R&D Precision and Agriculture Unit (Ms. Vijaya) on March 2021.			
Justification of audit planning	:	Remote Audit (30%).			
Name of peer reviewer	:	NA			
Report approved by	:	Kamini Sooriamoorthy		Approval date : -	

Annual Surveillance Audit 2 (Combined Audit with SA1)			
On-site audit date	:	7th – 10th June 2022	No. of auditor days : 18 auditor days
Audit team	:	Dzulfiqar Azmi (LA), Rohazimi Mat Nawi, Mohd Zulfakar Kamaruzaman, Razman Salim, Amir Bahari, Ismail Adnan	
No. of major NCR	:	1	Indicator: 7.12.4
			Closing date: 9/09/2022
No. of minor NCR	:	3	Indicator: 5.2.1, 5.2.2, 7.3.1

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Indicate by ticking the stakeholders interviewed during the on-site audit :	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
	X		X	X
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
	Indigenous people	Contractor	Others (Please specify)	
		X		
Supply base sampled :	Mostyn Estate and Giram Estate			
Changes since the last audit :	Changes in planted ha is due to resurvey and updated GPS hectareage by R&D Precision and Agriculture Unit on March 2022. GPS team had conducted GPS mapping to update more accurate area statement in the SEMUA Field Master Data. The field hectareage has been updated in SAP system in March 2022 upon approval by Chief Executive Officer, Upstream Malaysia.			
Justification of audit planning :	Allocation of mandays during onsite: 6-man days balanced from remote audit ASA 1 and 12-man days ASA 2 to covers 1 POM and 2 estates. Combined audit ASA1-2021 & ASA 2-2022.			
Name of peer reviewer :	NA			
Report approved by :	Kamini Sooriamorthy		Approval date : 15/09/2022	

Annual Surveillance Audit 3				
On-site audit date :	29 May, 31 May, 1&2 June 2023		No. of auditor days :	16
Audit team :	Mohd Razman Salim, Rozaimie Ab. Rahman, Dzulfikar Azmi & Mohd Zulfakar Kamaruzaman			
No. of major NCR :	1	Indicator: 7.8.2		Closing date : 1/09/2023
No. of minor NCR :	1	Indicator : 3.3.2		
Indicate by ticking the stakeholders interviewed during the on-site audit :	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
	X	X	X	X
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
	X			X
	Indigenous people	Contractor	Others (Please specify)	
	NA	X		
Supply base sampled :	Giram POM, Giram Estate & Mostyn Estate			
Changes since the last audit :	No significant changes to the Certification Unit. Revised hectareage for Mostyn Estate.			
Justification of audit planning :	Total allocation of auditor days for Giram CU were: Mill = 5 days Mosty Estate and Giram Estate = 5.5 days each for verification of safety and health, environment, good agriculture best practices, Social, HCV and GHG verification plus the verification of Land History and Land Title.			
Name of peer reviewer :	NA			
Report approved by :	Kamini Sooriamorthy		Approval date : 8/09/2023	

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SUMMARY OF INFORMATION

TABLE 1

	RA	ASA 1	ASA 2	ASA 3	ASA 4
Projection Period / Reporting Period	Sep. 2020 to Aug. 2021	Sep. 2021 to April 2022	May 2022 – April 2023	May 2023 – April 2024	
Certified FFB Processed (MT)	130,685.67	90,967.00	113,386.45	97,824.57	
Production of Certified CPO (MT)	31,233.88	19,580.55	24,849.37	22,255.09	
Production of Certified PK (MT)	7,841.14	4,161.40	5,670.88	4,891.23	
Certified Areas (Ha)	8,345.02	8,345.02	8,345.02	**8,245.29	
Planted Areas (Ha)	7,471.32	*7,373.32	7,373.32	7,373.32	
Production Areas (Ha)	5,744.94	5,459.33	5,459.33	5,459.33	
HCV Areas / Conservation Areas (Ha)	89.39	89.39	89.39	89.39	
REMARKS	<p>*Changes in planted ha is due to resurvey and updated GPS hectareage by R&D Precision and Agriculture Unit on March 2022. GPS team had conducted GPS mapping to update more accurate area statement in the SEMUA Field Master Data. The field hectareage has been updated in SAP system in March 2022 upon approval by Chief Executive Officer, Upstream Malaysia.</p> <p>**Changes in Mostyn Estate land title hectareage (SEMUA system) as confirmed by the Land Management Department of Sime Darby Plantation Berhad. The planted area and production area are maintained without changes.</p>				

TABLE 2

	PO	PK
**Last years certified volume (MT)	24,849.37	5,670.88
Last years actual certified sold (MT)	0.00	2,836.39
Last years actual sold under other schemes (MT)	0.00	0.00
Last years sold conventional (MT)	17,786.00	1,417.49
Last year actual sold CSPO credits (where applicable)	12,500.00	0.00
New year certified volume (MT)	22,255.09	4,891.23

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1.0 AUDIT PROCESS

1.1 Certification Body

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

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

1.2 Qualification of audit team

Member of the Audit Team	Role/area of RSPO requirements	Qualifications
Mohd Razman Salim	Lead Auditor / Social External	Possessed B. Sc. Forestry from University Putra Malaysia. He is qualified in the auditing with experienced in RSPO P&C, MSPO, Forest Management schemes since 2013.
Rozaimiee Ab. Rahman	Auditor / Social Internal	Holds a B.Sc. of Agriculture from University Putra Malaysia. He had more than 5 years of working experience in the oil palm operation.
Dzulfiqar Azmi	Auditor / Safety & GAP	Holds a B. Sc. in Agriculture from University Teknologi Malaysia (UiTM). He had more than 6 years of working experience in the oil palm operation. He was qualified in the auditing line with experience in Sustainability, EMS, Supply Chain, MSPO and RSPO audit since 2019.
Mohd. Zulfakar Kamaruzaman	Auditor / Environmental, HCV & Supply Chain	Holds a B.Sc. Forestry. He had several years of working experience in the oil palm operation. He is a qualified RSPO P&C and RSPO Supply Chain Lead Auditor.

1.3 Audit methodology

The audit covered the Giram Palm Oil Mill, Giram Estate and Mostyn Estate of its supply base. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. All supply base covered during the audit are Giram Estate and Mostyn Estate. The audit included an on-site audit to the estates, mill and settlers' houses to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, contractors and other relevant stakeholders were also conducted during the audit.

1.4 Stakeholder Consultation

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

Stakeholders interviewed	Evidence from stakeholder consultation
1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male & female)	<p>The following were confirmed during the conduct of audit as there was no evidence to prove otherwise:</p> <ul style="list-style-type: none"> ▪ All workers signed the employment agreements with the estates/mill. They understood the contents of agreement, as these were prepared in origin language as the case may be. For those who couldn't read, the contents were explained to them in language they understood, usually by fellow countrymen who has worked in Malaysia longer. ▪ They are aware of their working hours (8 hours) and confirmed they were paid overtime for any work in excess of 8 hours. There was no forced overtime. ▪ They have been getting salaries above RM1,500 since May 2022. Salaries were paid before the 7th of every month. ▪ No abuse at work, and no sexual harassment. They understand what constitutes sexual harassment. ▪ No discrimination between migrant workers and local workers, between male and female workers. ▪ Comfortable housing with water and electricity provided by government (Subsidise Electricity). ▪ OPP System implemented as mechanism to repair house defect. ▪ Have access to affordable food from the canteen/sundry shops within the estate/mill premises. ▪ Entitled to free medical facilities at the estate clinic. ▪ Have representatives who attend regular meetings (Social Dialog & SPIEU) with the management where they can put forward any complaints and or raise any issues.
2) Settlers	Not applicable.
3) Villagers / Local communities (including women representatives, displaced communities)	Generally, the villagers have no issue. It was confirmed during interview session with auditor with head of village and villagers' representatives from Kg. Mostyn Lama, Kg. Seri Bahagia, Kg. Sg. Langgas, Kg. Simpang Empat during the audit.
4) Suppliers	No issue raised. Payments are received in time.
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Interview with contractor workers and documents reviewed, confirmed the employment contracts signed between the respective contractor on one hand, and their workers on the other. All workers been paid by pieced rated wages, daily rated and monthly rated. No abuse at work and force labour occurred for contractor workers. Salary paid via cash payment with payslip.

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6) Local & national NGOs	Not available for this audit.
7) Government agencies / Statutory bodies	No complaints received.
8) Independent growers / Smallholders	Consultations with representatives from independent growers and smallholders Able Plan, Ladang Cocoa Tasek Emas, Metun Enterprise, Sinar Khalis, Top Borneo Sdn Bhd and Maju Jaya, confirmed that they understood the salient points in the agreement, namely contract duration, rate of payment, their obligations under the contract, etc.
9) Indigenous people	No indigenous people lived nearby the CU. Not applicable. Only local community found as verified with head of village and villagers' representatives from Kg. Mostyn Lama, Kg. Seri Bahagia, Kg. Sg. Langgas, and Kg. Simpang Empat during the audit.
10) Contractor	No issues raised from the interviewed contractors during audit.
11) Previous land owner (if any)	<p>The legal ownership and the maps to indicate the boundary stone were sighted at Giram POM, Giram Estate and Mostyn Estate. The Land Title for all estates have been verified.</p> <p>The Land Titles initially originated from 11 Smallholders and sold to Harrisons Malaysian Plantations Sdn Bhd in 1984-1992. The record of transfer from the smallholders Harrisons Malaysian Plantations Sdn Bhd were sighted. The land was further sold to Golden Hope plantations in 1991 and after that, was merged by Sime Darby in 2008. As of to date, some land title has been approved and ownership changed under the name of Sime Darby Plantation (Sabah) Sdn Bhd, however, some are still pending on the ownership name change due to cost restriction.</p> <p>The interviewed head of village and representatives from Kg. Mostyn Lama, Kg. Seri Bahagia, Kg. Sg. Langgas, and Kg. Simpang Empat there was no issue on land dispute at SOU Giram.</p>
12) Others (please specify)	SDPB have good commitment in providing facilities for continuous learning for children of estate workers mainly foreigners. CLC facilities well maintained and no issue to support and assist CLC programs.

1.5	Audit plan : Refer to Attachment 2
1.6	Date of next audit : The next surveillance audit will be conducted within 12 months but not sooner than 9 months from this audit. (For RA, the next RA will be conducted at least 4 months prior to expiry date of the certificate)

2.0 SCOPE OF CERTIFICATION AUDIT

2.1 Description of the certification unit

The Giram Certification Unit (Giram CU) is one of the Strategic Operating Unit (SOU) of Sime Darby Plantation Sdn. Bhd. (SDPSB). Located in Kunak, Sabah, East Malaysia, the CU is also known as SOU 29. The CU was certified by SIRIM QAS International Sdn Bhd on 13th July 2015.

The Giram CU comprises of the Giram Palm Oil Mill (Giram POM) and two supply bases i.e., the Giram Estate and Mostyn Estate. All the estates are owned by SDPB. The Giram POM has a mill capacity of 60 mt/hour. All the estates have been fully developed before 2005.

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

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

The FFB sourced from company owned estates that are certified and a small proportion from third party suppliers. Details of the FFB contribution from each source to the Giram Palm Oil Mill were as follow:

Details of the FFB actual and projected contribution from each source to the mill are shown in the following tables.

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

Estates	FFB Production	
	Tonnes	Percentage (%)
Giram Estate	42,212.75	31.02
Mostyn Estate	44,778.76	32.91
Total Supply Bases	86,991.51	64.93
Segaliud Estate (certified)	96.37	0.07
Total Certified RSPO FFB Production	87,087.88	64.00
Third Party OCP (non-certified)	48,997.30	36.00
Overall Total FFB Production	136,085.18	100.00

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

CU own estates	FFB Contribution	
	Tonnes	Percentage (%)
Giram Estate	34,797.77	24.89
Mostyn Estate	63,026.80	45.06
Total	97,824.57	69.95
Third parties (non-certified)	42,000.00	30.05
Grand Total	139,824.57	100.00

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

RSPO Supply Chain Model: Mass Balance	Total (MT)
FFB Received	136,085.18
FFB Processed	136,085.18
Certified FFB Processed	87,087.88
Non-certified FFB Processed	48,997.30
Crude Palm Oil (CPO)	
Overall CPO Production	27,770.18
Certified CPO Production	17,786.00
Certified CPO delivered as RSPO	0.00
Certified CPO delivered as non-RSPO	17,786.00
Certified CPO delivered under other sustainable schemes	0.00
Credits traded through Books and Claim	12,500.00
Palm Kernel (PK)	
Overall PK Production	6,630.38
Certified PK Production	4,253.88
Certified PK delivered as RSPO	2,836.39
Certified PK delivered as non-RSPO	1,417.49
Certified CPO delivered under other sustainable schemes	0.00
Credit traded under Book & Claim	0.00

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

RSPO Supply Chain Model: Mass Balance	Total (MT)
Certified FFB Processed	97,824.570
Certified CPO Production	22,255.09
Certified PK Production	4,891.23

Table 5 Planted and certified area of the CU

Estate	Planted (ha)	Certified (ha)
Giram Estate	3,884.42	4,166.98
Mostyn Estate	3,488.90	4,078.31
Total	7,373.32	8,245.29

Table 6 Planting profile for Giram CU

Estate	Year of planting	Planting Cycle	Mature >3 years (Ha)	Immature < 3 years(Ha)	Planted area	% of planted area mature	% of planted area immature
Giram Estate	1995	1st	256.43	0.00	256.43		
	1996	1st	423.13	0.00	423.13		
	1999	1st	310.61	0.00	310.61		
	2009	2nd	174.20	0.00	174.20		
	2011	2nd	350.30	0.00	350.30		
	2012	2nd	186.13	0.00	186.13		
	2013	2nd	176.71	0.00	176.71		
	2014	2nd	75.20	0.00	75.20		
	2015	2nd	147.71	0.00	147.71		
	2016	2nd	168.63	0.00	168.63		

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	2018	2nd	458.32	0.00	458.32		
	2019	2nd	0.00	217.72	217.72		
	2020	2nd	0.00	302.88	302.88		
	2021	2nd	0.00	331.96	331.96		
	2022	2nd	0.00	304.49	304.49		
Total Giram Estate			2727.37	1157.05	3884.42	70.21	29.79
Mostyn Estate	1957	1st	1.88	0.00	1.88		
	1994	1st	68.74	0.00	68.74		
	1995	1st	20.82	0.00	20.82		
	1996	1st	253.54	0.00	253.54		
	1997	1st	273.06	0.00	273.06		
	2002	1st	261.82	0.00	261.82		
	2003	1st	156.61	0.00	156.61		
	2005	1st	68.96	0.00	68.96		
	2007	2nd	13.52	0.00	13.52		
	2009	2nd	194.00	0.00	194.00		
	2010	2nd	211.82	0.00	211.82		
	2011	2nd	195.21	0.00	195.21		
	2013	2nd	206.86	0.00	206.86		
	2014	2nd	148.27	0.00	148.27		
	2015	2nd	107.65	0.00	107.65		
	2016	2nd	138.07	0.00	138.07		
	2017	2nd	123.62	0.00	123.62		
	2018	2nd	287.51	0.00	287.51		
	2019	2nd	0.00	180.13	180.13		
	2020	2nd	0.00	285.19	285.19		
	2021	2nd	0.00	200.6	200.6		
	2022	2nd	0.00	91.02	91.02		
Total Mostyn Estate			2731.96	756.94	3488.90	78.30	21.70
Total			5459.33	1913.99	7373.32	74.04	25.96

2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

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

3.0 AUDIT FINDINGS

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

No changes to certified products.

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

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

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

Details issues related to these were covered in the section - RSPO Certifications Systems for P&C and RISS, Nov 2020 in this report.

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

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

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

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

If no, please state reasons NA

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

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

No changes during the audit.

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3.4 Status of previous non-conformities *

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

☒ Closed

☐ Not closed*

3.5. Complaint received from stakeholder (if any)

No negative feedback or comment was received during onsite audit.

4.0 DETAILS OF NON-CONFORMITY REPORT

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

Total no. of minor NCR(s): 1 List : RAR 01 2023

Total no. of major NCR(s): 1 List : MZK 01 2023

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

Total no. of minor NCR(s) List :

Total no. of major NCR(s) List :

5.0 AUDIT CONCLUSION

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

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6.0 RECOMMENDATION

☐

No NCR recorded. Recommended to continue certification.

☒

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

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

☒

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

☒

Recommended to continue certification.

☐

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

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

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

Audit Team Leader :

MOHD RAZMAN SALIM



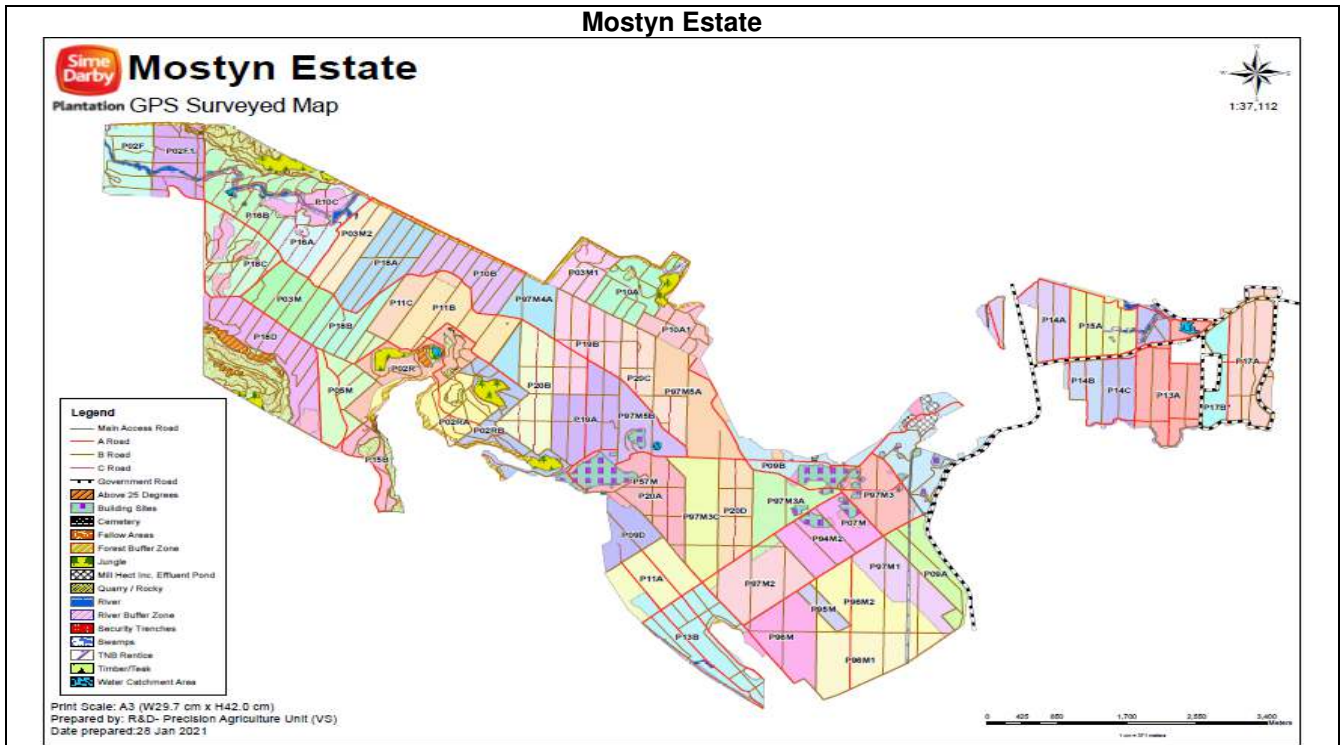
1/09/2023

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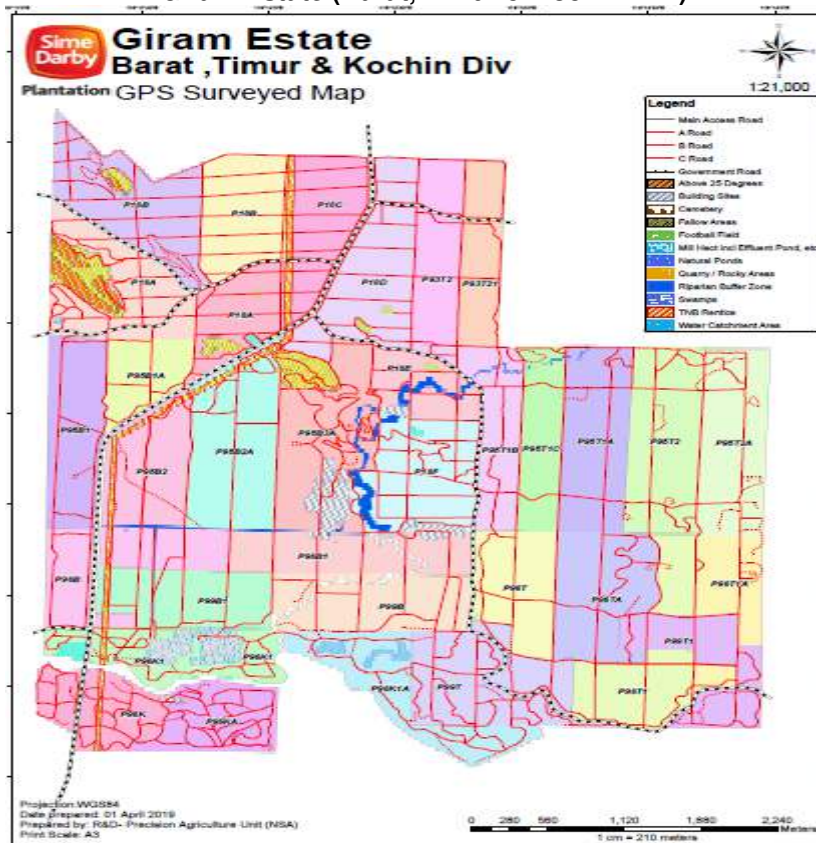
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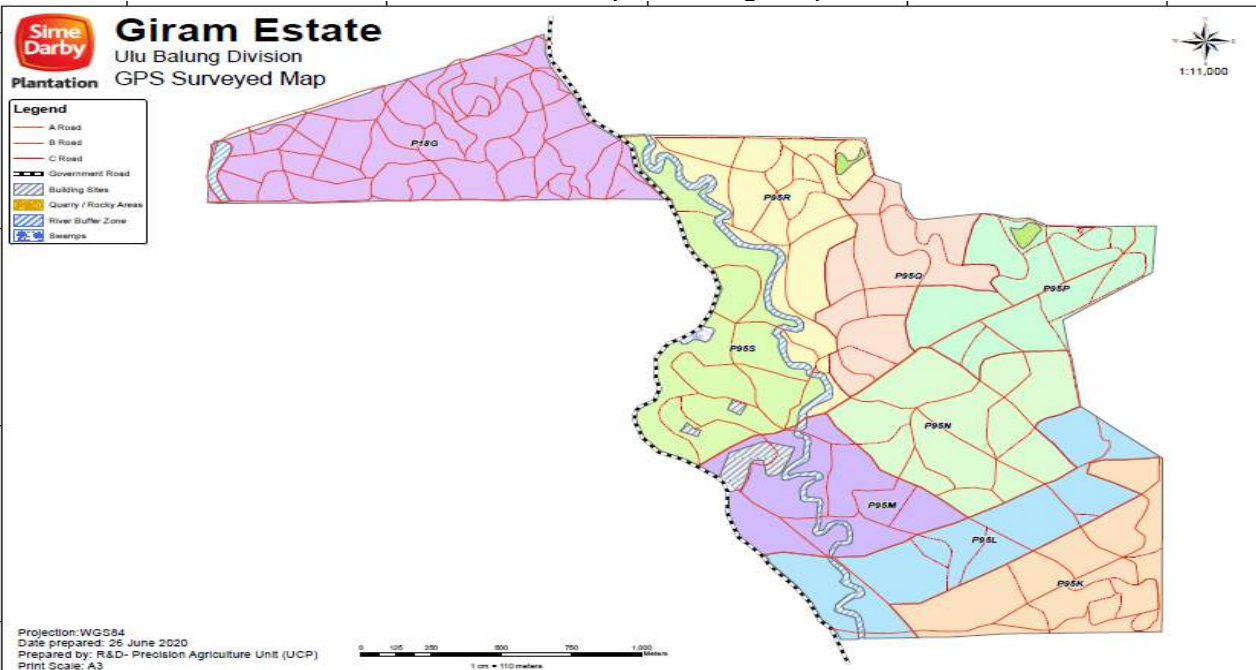
Map SOU 29 GIRAM

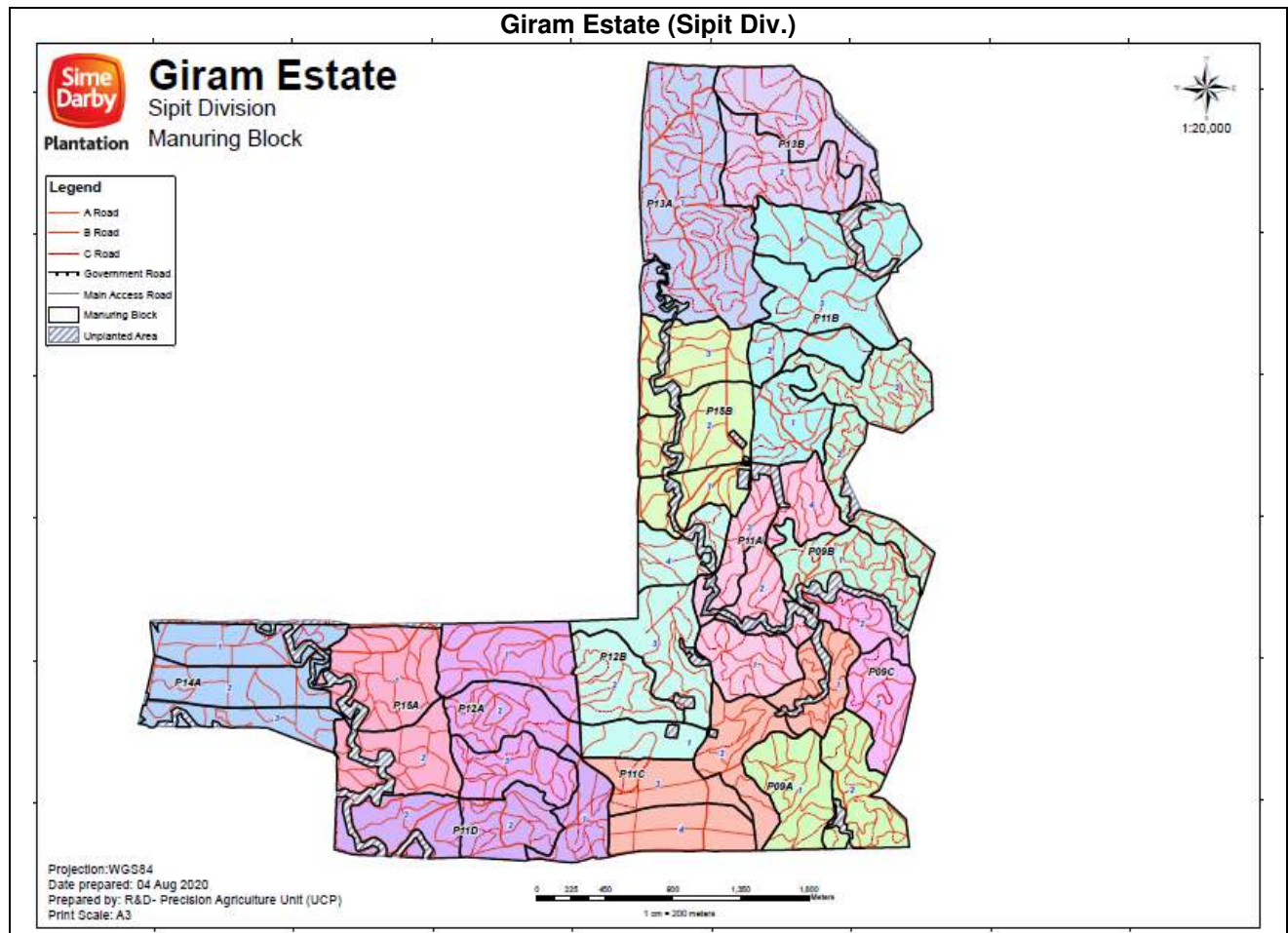


Giram Estate (Barat, Timur & Kochin Div.)



Giram Estate (Ulu Balung Div.)





ANNUAL SURVEILLANCE AUDIT PLAN

1. Objectives

The objectives of the audit are as follows:

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

2. **Date of assessment** : 29th May 2023, 31 May 2023 and 1 & 2 June 2023

3. **Site of assessment** : SOU 29 Giram CU:
1) Giram POM
2) Giram Estate
3) Mostyn Estate

4. Reference Standard:

- a. MYNI 2019 of RSPO P&C 2018 / RSPO Independent Smallholder Standard, Nov 2019 / RSPO Management System Requirements and Guidance for Group Certification of FFB Production, March 2018
- b. MSPO 2530-3 & MSPO2530-4; MSPO SSCCS
- c. RSPO Certification System Documents
- d. Company's audit criteria including Company's Manual/Procedures

5. Assessment Team

Lead Auditor : Mohd Razman Salim (Social – External, TBP & Metric Template)

Auditor :
1) Rozaimiee Ab Rahman (Social - Internal)
2) Mohd Zulfakar Kamaruzaman (Environment, HCV & SCCS)
3) Dzulfikar Azmi (Safety & GAP)

Observer : N.A.

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

7. Audit Method

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

8. Audit Findings

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

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

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

9. Confidentiality Requirements

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

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

10. Working Language : English and Bahasa Malaysia

11. Reporting

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

12. Facilities Required

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

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

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

The updated Metrics Template (as attached, the version 2.0) will be enforced from 1 August 2021. All audits conducted from 1 August 2021 onwards must use the updated Metrics Template (version 2.0).

14. Assessment Programme Details : As below

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Day One: 29/05/2023 (Monday)

Time	Activities / areas to be visited				Auditee
9.00 am	Opening Meeting for Sime Darby Plantation Berhad – SOU 29 Giram . Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader.				All CU
9.20 am	Briefing on the organization background and implementation of RSPO at CU (including actions taken to address previous audit findings) by company Management Representative.				Management Representative
9.30 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Mostyn Estate				Management Representative
9.45 am	To assign each audit team members – site and the P&C requirements				
	Razman Mostyn Estate	Rozaimiee Mostyn Estate	Zulfakar Mostyn Estate	Dzulfiqar Mostyn Estate	
	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:	
	<ul style="list-style-type: none"> Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land use Follow up from previous assessment findings. Laws and regulations Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. Interview with external stakeholders i.e. local communities, NGO, contractors, supplier, etc. Consultation with relevant government agencies Local sustainable development Support smallholder inclusion Complaints and grievances External stakeholders issues & welfare Training and skill development programs Continuous improvement 	<ul style="list-style-type: none"> Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.) Follow up from previous assessment findings. Laws and regulations Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. Interview with Union/workers representatives Interview with gender committee, worker representative, contractors, supplier, etc Workers Issues & welfare Complaints and grievances Training and skill development programs Continuous improvement 	<ul style="list-style-type: none"> Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.). Follow up from previous assessment findings. Laws and regulations Waste management including disposal site Aspects/impacts of estate management Pollution mitigating plans Management and disposal of waste including pesticides containers River system and Effluent Treatment/Discharge Buffer/Riparian Zones HCV/RTE and action plan Training and skill development programs Continuous improvement 	<ul style="list-style-type: none"> Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.). Follow up from previous assessment findings. Laws and regulations Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area & etc. Follow up from previous assessment findings. Laws and regulations Safety & Health practice – witness activities at site Hazard identification and Risk Management Safety & Health practice – witness activities at site Controlled/open burning Good Agriculture Practices Continuous improvement 	
	Other area identified during the assessment.	Other area identified during the assessment.	Other area identified during the assessment.	Other area identified during the assessment.	

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12.30 pm	LUNCH BREAK & ZUHUR PRAYER
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records
5.00 pm	Audit team discussion / Interim closing / End of Day 1 audit
9.00pm	Discussion LA and teams on potential NCRs

Day Two: 31/05/2023 (Wednesday)

Time	Activities / areas to be visited				Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Giram Estate				Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements				
	Razman Giram Estate	Rozaimie Giram Estate	Zulfakar Giram Estate	Dzulfiqar Giram Estate	
	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: <ul style="list-style-type: none">Site visit at HCV, Mill/Estate Boundary, adjacent and neighbouring land useFollow up from previous assessment findings.Laws and regulationsDiscussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.Interview with external stakeholders i.e. local communities, NGO, contractors, supplier, etc.Consultation with relevant government agenciesLocal sustainable developmentSupport smallholder inclusionComplaints and grievancesExternal stakeholders issues & welfareTraining and skill development programsContinuous improvement Other area identified during the assessment.	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: <ul style="list-style-type: none">Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc.Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.)Follow up from previous assessment findings.Laws and regulationsDiscussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.Interview with Union/workers representativesInterview with gender committee, worker representative, contractors, supplier, etcWorkers Issues & welfareComplaints and grievancesTraining and skill development programs	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: <ul style="list-style-type: none">Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.).Follow up from previous assessment findings.Laws and regulationsWaste management including disposal siteAspects/impacts of estate managementPollution mitigating plansManagement and disposal of waste including pesticides containersRiver system and Effluent Treatment/DischargeBuffer/Riparian ZonesHCV/RTE and action planTraining and skill development programsContinuous improvement Other area identified during the assessment.	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: <ul style="list-style-type: none">Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc.).Follow up from previous assessment findings.Laws and regulationsFacilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area & etc.Follow up from previous assessment findings.Laws and regulationsSafety & Health practice – witness activities at siteHazard identification and Risk ManagementSafety & Health practice – witness activities at siteControlled/open burningGood Agriculture Practices	

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	<ul style="list-style-type: none"> Continuous improvement <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> Continuous improvement <p>Other area identified during the assessment.</p>
12.30 pm	LUNCH BREAK & ZUHUR PRAYER	
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records	
5.00 pm	Audit team discussion / Interim closing / End of Day 2 audit	
9.00pm	Discussion LA and teams on potential NCRs	

Day Three: 01/06/2023 (Thursday)

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

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	<ul style="list-style-type: none"> Training and skill development programs Continuous improvement <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> worker representative, contractors, supplier, etc Workers Issues & welfare Complaints and grievances Training and skill development programs Continuous improvement <p>Other area identified during the assessment.</p>	Other area identified during the assessment.	<ul style="list-style-type: none"> activities at site Controlled/open burning Continuous improvement <p>Other area identified during the assessment.</p>
12.30 pm	LUNCH BREAK & ZUHUR PRAYER			
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
5.00 pm	Audit team discussion / Interim closing / End of Day 3 audit			
9.00pm	Discussion LA and teams on potential NCRs			

Day Four: 02/06/2023 (Friday)

Time	Activities / areas to be visited				Auditee
9.00 am	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records.				Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements				
	Razman Unfinished area	Rozaimie Unfinished area	Zulfakar Giram POM	Dzulfiqar Unfinished area	
	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records	Site visit and assessment on Supply Chain Implementation including the: <ul style="list-style-type: none"> Model used General Chain of Custody System Requirements for the supply chain Documented procedures Purchasing and goods in Outsourcing activity Sales and goods out Processing Records keeping Registration Training Claims 	Coverage of assessment: P1, P2, P3, P4, P5, P6, P7: Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records	

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12.00 pm	LUNCH BREAK & FIRDAY PRAYER			
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
3.00 pm	Discussion and acceptance on assessment findings with Management Representative and visited site Plantation / Scheme Manager			
5.00 pm	Closing meeting at the CU / End of audit			

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

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Attachment 3

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

Principle 1: Behave ethically and transparently

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

Clause	Indicators	Comply Yes/No	Findings
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1 (C) Documents that are specified in the RSPO P&C are made available to the public.	Yes	SOU 29 Giram CU continued to use the internet to disseminate public information relating to company policies, land titles, human rights, FPIC, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The SDPB website address is https://simerdarbyplantation.com/ . For social programmes on education, environment, community and health, etc, Yayasan Sime Darby as the Foundation has expanded its wings from offering scholarships to outstanding and deserving individuals to funding impactful conservation, outreach and development programmes. The SDPB website address http://www.yayasansimerdarby.com/ .
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	Yes	Giram CU has conducted a meeting with the stakeholder to share any new information on RSPO certification, environmental, social, safety and legal requirement applied to all operating units. All the stakeholders have raised some issues and discussed them with the management during the meeting. The stakeholder feedback was recorded in the SIA and EIA action plans. Furthermore, SOU 29 Giram CU continued to use the internet to disseminate public information in appropriate language relating to land titles, human rights, FPIC, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The SDPB website address is https://simerdarbyplantation.com/ .
	1.1.3 (C) Records of requests for information and responses are maintained.	Yes	The Giram CU continued to maintain the records of requests for information and responses are maintained which included the government agencies/ regulatory bodies, local communities, etc. Requests for information and responses were maintained accordingly through the inspections book and letters in the mill and supply bases.
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and	Yes	The Stakeholder Consultation Procedure is another document which identifies impacts of the Company's operations on its stakeholders based on interview, consultation, discussion and meetings with its stakeholders. The Company also has a Communication Procedure for external and internal stakeholders to lodge complaints or grievances on

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Clause	Indicators	Comply Yes/No	Findings
	explained to all relevant stakeholders by nominated representative.		matters related to safety, health, cleanliness, environmental, disputes, thefts, and others. These procedures have been communicated to workers during muster briefings. Workers who were interviewed confirmed that they understand the communication procedures.
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	Yes	Stakeholder list FY2023 was established at mill and estates. Stakeholders such as internal stakeholder i.e., workers leader, women leader, ethnic leader and external stakeholders i.e., local communities, authorities, contractors, suppliers, FFB suppliers and NGOs were included in the list. Nominated representatives with contact number and address were sighted.
1.2 The unit of certification commits to ethical conduct in all business operations and transactions.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	Yes	Code of Business Conduct established by Sime Darby was verified implemented in all business operations and transactions, including recruitment and contracts.
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	Yes	Among the system in place to monitor compliance with of the COBC include internal audits conducted by the Group Integrity Governance Assurance Department, tender awards to be decided by tender committee to ensure independence and transparency; and vendor COBC developed to outline the standards of behaviour required by Sime Darby Berhad's vendors which includes expectation to uphold human rights. The Vendor COBC applies to all its suppliers, consultants, agents, contractors /service providers who have direct dealings with the Group. All vendors are required to declare their compliance through the Sime Darby Berhad Vendor Integrity Pledge which includes a declaration to eradicate all forms of exploitation, including but not limited to modern day slavery and human trafficking.

Principle 2: Operate legally and respect rights

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

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	Yes	It was evident that Giram CU continues to compliance with all applicable local, national and ratified international laws and regulations.
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws	Yes	Giram CU has documented the Legal & Other Requirements Register (LORR) covering all the necessary regulatory requirements. Lists of applicable legal and other requirements were made available during the assessment. Various sources were referred in obtaining information about the updates of legal requirements. This includes checking with the

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Clause	Indicators	Comply Yes/No	Findings
	and regulations.		industrial association (e.g., MPOA, EMPA, SECA, etc.), attending seminar/conference, refer at government agencies websites, etc. Changes to the law and regulation are monitored by the Group Sustainability Department (GSD).
	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	Yes	It has been confirmed during the site visit to Giram & Mostyn Estate that the boundary stone between the estates and forest reserve area was clearly demarcated and maintained with adequate signages.
2.2 All contractors providing operational services and supplying labour and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.	2.2.1 A list of contracted parties is maintained.	Yes	The list of contracted parties is available in the stakeholder lists and duly updated with latest updated on May 2023. They include harvesting contractors, suppliers, transporters, replanting contractors, etc.
	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, is available.	Yes	There is evidence that agreements with third parties contain clauses on meeting applicable requirements. Evidence of legal due diligence carried out include getting the vendors to sign the Vendor Integrity Pledge where they undertake to comply with rules relating to labour and human rights, company ethics and management practices, and would comply with all laws and regulations relating to anti-bribery, fraud and corruption.
	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.	Yes	All contracts signed with contractors contain clause on compliance with employment laws, which would include laws related to employment of children and young persons. Contractors also signed the Vendor Integrity Pledge in which vendors will comply with the Vendor COBC. The Vendor COBC in turn, contains provisions which state that Vendors shall not employ anyone under the age of 18 or the applicable minimum legal age in the countries they operate, unless in vocational and/ or formal and structured apprenticeship, educational and training programmes. Based on records verification, interviews and observations made during the audit, there was no evidence of any young persons employed within SOU Giram.
2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> Information on geo-location of FFB origins. Evidence of the ownership status or the right/claim to the land, or valid use 	Yes	It was evident that Giram POM has kept the following information for the directly source of FFB from its own supply base: <ul style="list-style-type: none"> a) Information on geo-location of FFB origins. b) Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder c) Valid MPOB license

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Clause	Indicators	Comply Yes/No	Findings
	of land by the grower/smallholder <ul style="list-style-type: none"> One or more supporting documents for claims Valid MPOB license 		
	2.3.2 For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.	Yes	The evidence of current documents in the 'Desktop Review Assessment for New OCP Suppliers'. At present the mill has kept information of geo-location of FFB origins, valid MPOB licenses and OCP Land Title for all the indirectly source FFB.

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

Implement plans, procedures and systems for continuous improvement.

Clause	Indicators	Comply Yes/No	Findings
3.1 There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.	3.1.1 (C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.	Yes	Giram POM and supply bases have established and implemented its commitment to long-term sustainability and financial viability through an operating expenditure/capital expenditure planning. The five years planning horizon 2023-2027 is available.
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	Yes	The replanting programs until 2027 were sighted for the estates. This program is reviewed once a year and incorporated in the annual financial budget.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	Yes	Management review was planned to be conducted in yearly basis. Sighted latest management review meeting (combine RSPO and MSPO) discuss issues on audit findings, estate and mill operations. RSPO Internal Audit at Giram CU was conducted in March 2023 and the report was made available to the management for their review. Management has transparently addressed the continuous suitability, adequacy, and effectiveness of the requirements for effective implementation of RSPO.
3.2 The unit of certification regularly monitors and reviews their	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental	Yes	Continuous Improvement Plan dated January 2023 was implemented. The improvement plan outlined issues highlighted as per in the EAI, internal audit as well as external audit. Action Plan for continuous improvement can be seen from efforts carried out by SDPB to enhance workers' rights and welfare. Among them include the roll out of new communication plan at the Giram CU which commenced with distribution of video on grievance channel, <i>Suara Kami</i> poster with contact numbers and QR code for

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Clause	Indicators	Comply Yes/No	Findings
economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	impacts and opportunities of the unit of certification.		channelling grievances pasted at workers' housing, <i>Suara Kami</i> card distribution to all workers, commencement of Social Dialogues involving management and workers' representatives on workers' welfare, etc.
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	Yes	The monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template before the audit started. The auditor already verified and checked the data and figure given was tele with their database system.
3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3.1 (C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	Yes	SOU Giram adopted the following manuals and Standard Operating Procedures (SOPs) for the day to day operations of the estates and mill. It includes the operation activities in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security. Field inspection and interviews with the workers confirmed that the SOPs had been implemented and they understood the requirements of the SOPs. The SOPs included the operation activities in the estates and the mills from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and dispatch of CPO & PK and security in the CU.
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	No	<p>The estates and the mill had established mechanisms to perform checking to ensure consistent implementation of procedures. The Agronomy and Agricultural Services Department, Group Sustainability Department, Plantation Head and relevant Head Office personnel including the Regional CEO/GM inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements. However, the audit team has found that mechanism to check consistent implementation on Contractor & Vendor Management (CVM) Procedure, not consistently implemented as below:</p> <p><u>Giram Estate</u> <u>Contractor A</u> i. Based on interview with 1 FFB Driver, it was found that all of them claimed that the salary was paid based on pieced rated allowance which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated. ii. Employment contract and payslip was not fully comprehensive. Based on payslip verification, sighted there was no indication to show how much per unit/mt should be paid to the workers. No record information of payment method, outturn of working, annual leave, sick leave, work on rest day, etc.</p> <p><u>Contractor B</u> i. During the interview with Driver stated the received the salary on the 18th of every month. Contract agreement stated salary payment between 12-20th for each month. ii. Safety shoes are not provided to driver.</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p><u>Mostyn estate Contractor C</u></p> <p>Based on interview with 1 FFB Driver found that all of them claimed that the salary was paid based on pieced rated allowance which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated. Thus, Minor NCR 01 2023 was raised.</p>
	3.3.3 Records of monitoring and any actions taken are maintained and available.	Yes	The implementation of SOPs is monitored daily by the field staff and Assistant Managers with an overall overview by the Managers. The monitoring is done via supervision and records maintenance.
<p>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 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.	Yes	<p>There was no new planting in Giram CU. Based on hectarage statement provided and through checking the Google Maps, global forest watch website, Estate Maps, interview with estate management and relevant stakeholders, also through verification on hectarage statement there were no new planting or new development of areas at the estates.</p> <p>The Social Impact Assessment (SIA) for SOU 29 Giram was carried out in September 2013 and was updated in May & Dec 2022. Records of all consultation meetings were documented and sighted by the auditor. Based on the sighted SIA report and the stakeholder consultations/meetings attendance records available, there is evidence that the SIA was carried out with the participation of the affected parties. The stakeholder consultations/meetings were attended by local communities, mandores, workers (harvesters, loaders, drivers, loose fruit collectors, watchmen, manurers, sprayers, and security personnel). In the SIA and the ensuing reports for Giram CU, all issues from internal and external stakeholders (including workers) had been identified and resolved as verified from the evidence sighted.</p> <p>Identification and evaluation of environmental impact (EIA) was done for all activities and processes related to the mill operation. Among the most significant environmental receptors are the boiler stack emission which associated with air emission, palm oil mill effluent (POME) discharge and land contamination which related to managing the schedule waste and general waste. For the estate operation, all activities from harvesting, pest and disease, upkeep programme until delivery to mill has been identified.</p>
	3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.	Yes	For SOU Giram, in its agenda a discussion on issues has been highlighted during social dialog in May 2023 and gender committee in March-May 2023. It was also noted that there was no negative comment received from external stakeholder (stakeholder meeting in May 2023). As for the estates, there was evidence that the assessment was done with the participation of affected parties. Their attendance in stakeholder consultation meetings were documented on attendance sheets and these were sighted during the audit. The issues discussed were also documented in the SIA Report which was carried out from Dec 2022 to May 2023 (stakeholder meeting & addendum of SIA related to replanting activities).

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Clause	Indicators	Comply Yes/No	Findings																												
			<p>The EAI as detailed in the estates register covers all estates activities/operations. The significant environmental aspects related to the estate operation among others include the following.</p> <table border="1"> <thead> <tr> <th></th><th>Areas/Activities (Mill)</th><th></th><th>Areas /Activities (Estate)</th></tr> </thead> <tbody> <tr> <td>1</td><td>FFB transportation to the mill.</td><td>7</td><td>Workshop/maintenance activities</td></tr> <tr> <td>2</td><td>Movement of vehicles .in the estates</td><td>8</td><td>Transportation of estates machines/ tractors.</td></tr> <tr> <td>3</td><td>Herbicide/pesticides spraying</td><td>9</td><td>harvesting, pest and disease,</td></tr> <tr> <td>4</td><td>Anti-malaria fogging</td><td>10</td><td>upkeep programme</td></tr> <tr> <td>5</td><td>Road resurfacing & grading</td><td>11</td><td>nursery / replanting</td></tr> <tr> <td>6</td><td>Grass cutting</td><td>12</td><td>construction activities</td></tr> </tbody> </table>		Areas/Activities (Mill)		Areas /Activities (Estate)	1	FFB transportation to the mill.	7	Workshop/maintenance activities	2	Movement of vehicles .in the estates	8	Transportation of estates machines/ tractors.	3	Herbicide/pesticides spraying	9	harvesting, pest and disease,	4	Anti-malaria fogging	10	upkeep programme	5	Road resurfacing & grading	11	nursery / replanting	6	Grass cutting	12	construction activities
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	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	Yes	<p>The organization has established and updated Environmental Management programme, Environmental Pollution Prevention Plan, Reduction of Natural resource plan and management and prevention of waterways in year 2023. Among the actions been implemented were training, signages and demarcation, engineering control and timely inspection. Sighted during site visit at mill and estates, the control and mitigation action such as in workshop, store, boiler areas, monsoon drain and etc were well control by the operating units.</p> <p>As for the social management plan, the Auditor had verified evidence that the Action Plans for each estate and mill are reviewed (annually or earlier), implemented and updated in a participatory way. Some samples of issues discussed were stray dogs and transfer of land title from Mostyn Estate to Kementerian Pelajaran Malaysia.</p>																												
3.5 A system for managing human resources is in place.	3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.	Yes	<p>Employment procedures for recruitment, selection, hiring, are documented. For locals, the procedures are in SOP on Hiring of Local workers. This procedure was confirmed by a newly recruited worker at the visited mill and estates and verified through the worker's personal file as reported at indicators 6.2.1 and 6.2.2. For migrant worker, the employment procedures are contained in Migrant Worker Responsible Recruitment Procedure.</p> <p>Employment procedures for retirement and termination are available in the local workers' employment contracts. Similarly, migrant workers' contracts also contain provision for mutual termination. Retirement procedure is not applicable to migrant workers. Promotion procedures are also stated in the procedure, but they are subject to annual performance indicator. The procedures were briefed to the workers during their induction course, and also during muster briefings.</p>																												
	3.5.2 Employment procedures are implemented, and records are maintained.	Yes	Evidence of implementation is available in the workers' files such as application form, interview, medical test and issuance of offer letter.																												
3.6 An occupational health and safety	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures	Yes	The Health, Safety & Environment (HSE) Policy Statement by Upstream Malaysia was revised and signed by the CEO and is available in Bahasa Malaysia and English language. The policy was communicated to all employees through briefings. Hardcopies of policies were seen displayed at the estates and mill notice																												

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Clause	Indicators	Comply Yes/No	Findings
(H&S) plan is documented, effectively communicated and implemented.	are documented and implemented.		boards. Based on interviews with mill workers, harvesters, spraying and manuring operator, observed they are aware and understood regarding occupational health and safety matters. The hazard identification, risk assessment and risk control (HIRARC) procedure were established. Giram CU have conducted the risk assessment on all its operations as well as determining their control measures. DOSH HIRARC Guideline 2008 was used by the SDPB with input from respective Assistant Manager (Estate and Mill) to guide them in developing the registers. Besides HIRARC, CHRA and, associated mitigation plans, the use of PTW, valid Certificated Equipment and Machineries, employment of Competent Person and for those entering confined space health clearance certificate from DOSH-Registered OHD were undertaken by the Operating Unit.
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people are monitored.	Yes	Occupational health and safety (OHS) management plan for Giram CU was established. The OHS management plan sighted addressed issues related to hazards and risks, legal register and its requirements for compliance, OSH awareness and training program, accident and emergency procedures, audiometric test, use of PPE, OSH Committee meetings, etc. Generally, the OSH plans 2023 were acceptable. Besides that, the effectiveness of the H&S plan to address health and safety risks to people are monitored by estate management. Furthermore, Group Sustainability Department (GSD) have carried out the internal audit with yearly frequency regarding safety and health requirement and regulation based on the implementation. Other than that, the workplace inspection was done on a monthly basis to ensure all H&S plan was done effectively. Reports produced from each visit by the assigned party were verified available and comments for correction or corrective action and improvement were noted actioned accordingly by the OU.
3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.	3.7.1 (C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.	Yes	Formal training programmes for FY2023 covered all aspects of the RSPO Principles and Criteria. Regular assessments of training needs were presented to auditors by the Giram CU. Training needs identification matrix has been established with target dates for the training to be conducted.
	3.7.2 Records of training are maintained, where appropriate on an individual basis.	Yes	The CU visited has established training plan base on the training need analysis conducted. The training plan covers all job designation including the contractors. Training records were reviewed during the audit.

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Clause	Indicators	Comply Yes/No	Findings
	3.7.3 Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	Yes	Appropriate training was conducted for personnel that implementing the Supply Chain Certification Standard (SCCS). Last training for PIC in charge of SCCS was conducted in Jan 2023. RSPO and MSPO SCCS Training for transporter and internal RSPO SCCS refresher training conduct in May 2023. Training focus on relevant Supply Chain related procedures and record. Training material was found to be adequate in addressing the standard requirements.

SUPPLY CHAIN REQUIREMENTS FOR MILLS

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.1	Identity Preserved Module A mill is deemed to be IP is the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO P&C, or against a Group Certification Scheme Certification for the CPO mills is necessary to verify the volumes and sourced of certified FFB entering the mill, the implementation of any processing control as and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, the inly MB Module is applicable.	Yes	Not applicable since this mill is Mass Balance.
3.8.2	Mass balance Module A mill is deemed to be MB is the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3 rd party certified supply base.	Yes	Giram POM received certified FFB from its owned estates (Giram Estate and Mostyn Estate), and uncertified FFB from surrounding smallgrowers and smallholders known as OCP. Thus, Giram POM has qualified for the Mass Balance chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products. Details as in the Table 3 of this report.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	Yes	Refer at Table 4 of this report.
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organisation (RSPO IT platform).	Yes	The mill has met registration and reporting requirements for supply chain through the RSPO Palm Trace. The registration information were: Name: Giram Oil Mill - Sime Darby Country: Malaysia. Member Category: Oil Mil Core product: Palm Oil Copy of Shipping Announcement was provided during the audit as evident of compliance to reporting requirement as listed by the standard.
3.8.5	The site shall have written procedures and/or work instructions to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: <ul style="list-style-type: none"> Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including 	Yes	Giram POM had revised their documented procedure title 'Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia'. The procedure described the following: Clause 4.0 ~ the responsibility of for the implementation of RSPO SCC i.e. head of operating unit Clause 5.0 ~ Control of document & records such as weighbridge tickets, consignment note, training record & contracts. Record retention for 10 years. Define the critical control point (CCP) :estate – weighbridge, mill – weighbridge, admin office, ramp, CPO despatch area, CPO storage tank. Kernel silos. Clause 6.0 ~ Delivery of FFB from the estate – relevant record involved, flowchart for crop diversion, list of mill and their supply chain model i.e. IP or MB Clause 7.0 ~ Receiving FFB at the mill – list of supply base, rules for determining diverted FFB destination, relevant record Clause 8.0 ~ Production of ISCC certified Waste/Residues – Follow SOP Separate Oil Recovery System Clause 9.0 ~ process monitoring – for IP model mill need to ensure no mixing of RSPO certified and non-certified Clause 10.0 ~ Products despatch – [Clause 9.1] all delivery of CPO and PK shall be in

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>training records).</p> <ul style="list-style-type: none"> Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the organisation's procedures for the implementation of this standard. <p>The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</p>		<p>accordance with the contract allocated by Global Trading department. [Clause 9.2] Outgoing document for CPO and PK 9e.g. contract, weighbridge ticket / despatch note) shall specify the following information which can be either presented in single document or across a range of document Trade name / RSPO IP, RSPO certificate no. : RSPO 0025,</p> <p>Clause 11.0 ~ Non-conforming material / product – requirement to downgrade the RSPO Product</p> <p>Clause 12.0 ~ product claim – shall follow RSPO rules on market communication & claim</p> <p>Clause 13.0 ~ Outsourced contractor - the mill has established list of outsourced contractor. Sighted list of transporter for CPO and PK.</p> <p>Clause 14.0 ~ Training – the mill shall provide training for relevant personnel carrying the task at tech critical control point (CCP).</p> <p>Clause 15.0 ~ Reclassification of mill's supply chain model - Reclassification of mill's supply chain model may be determined by GTM/ PSQM. CB shall be notified. All communicated shall be recorded.</p> <p>Clause 16.0 ~ Production volume</p> <p>Clause 17.0 ~ Conversion Factors</p> <p>Clause 18.0 ~ Internal Audit</p> <p>Clause 19.0 ~ Complaints</p> <p>Clause 20.0 ~ Management Review</p> <p>The procedure was kept in file RSPO Supply Chain and Traceability. Appropriate changes were also made in the change to include the Latest RSPO SCCS Requirement. The last training for PIC in charge of SCCS was conducted internally. Training focus on relevant Supply Chain related procedures and record. Training material was found adequate in addressing the standard requirements. Appointment letter for the PICs were evident.</p> <p>Giram POM continued to implement the procedures it had on receiving and processing of RSPO certified and non- certified FFBs. (Refer para. 7.0 of the SOP - Receiving FFB at the Mill) it has described how Giram POM manages the FFB from certified source. No issue regarding receiving Non-certified FFB as this mill is a MB Mill.</p>
3.8.6	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organisation;</p> <ul style="list-style-type: none"> Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. Effectively implements and maintains the standard requirements within its organisation. 	Yes	<p>As describe under para 18.0 SOP Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia', Giram POM refer to Internal Audit Procedure which is following the RSPO Supply Chain Certification Standard Revision 2020 requirements. Audit report made available. The audit was conducted against the RSPO Supply Chain Certification Standard Revision 2020 requirements.</p> <p>RSPO internal audit was conducted in March 2023 by internal auditor team. The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. One (1) Major NCR was raised by auditors. Audit findings, corrective action and root cause were submitted to the internal auditor. Audit attendance sheet, audit plan, audit notes, were sighted by auditor. Management review meeting was conducted in Apr 2023.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<ul style="list-style-type: none"> Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non- conformities shall be subject to management review at least annually. The organisation shall be able to maintain the internal audit records and reports. 		
3.8.7	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	Yes	<p>Giram POM had continued to receive certified FFB from own estates which are Giram Estate, and Mostyn Estate. Uncertified FFB from surrounding smallgrowers and smallholders which is 30 suppliers. The validity of the certificate from the supplier has been checked accordingly. Sighted sample FFB consignment note for Giram Estate, and Mostyn Estate and 30 Outsider Supplier for the month of April 2022 – May 2023. Among the information available on the FFB consignment note are estate name, delivery date, no of FFB bunches, FFB weight, quantity, unique identification number. Monitoring records titled as “<i>RSPO & MSPO Mass Balancing Records for Oil Mills</i>” has recorded the tonnage of certified FFB and its supplying estate. Verified the Giram POM weighing system called ‘Sime Weigh’.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The leading 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 (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 	Yes	<p>The procedure in handling of sales and delivery was sighted and found adequate. Sales activities are usually handled by Sime Darby Plantations Berhad and Global Trading (HQ) on behalf of Giram POM. Sample deliveries documents were sighted during the audit and it was found all related information was adequate. Giram POM's RSPO certificate number and product name together with model used were stated in the delivery documents.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.9	<p>Outsourcing Activities</p> <p>(i) The mill shall not outsource its milling activities. In cases where the mill outsourced activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO SC Certification.</p> <p>(ii) The mill shall ensure the following:</p> <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance. 	Yes	<p>There is 1 outsource company CPO transporter. The agreement document was available and communication on the RSPO supply chain requirement was communicated to them. There is a clause regarding Supply chain in the 'annexure 5' of agreement. Record of training dated Jan 2023 for transporter contractor was sighted by the auditor.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.10	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	Yes	List of contact person for transporter was made available and up-to-date in the stakeholder list.
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.	Yes	No new contractor used and will be used in the future for the processing or production of RSPO certified materials.
3.8.12	The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.	Yes	Sighted CPO and PK delivery note, weighbridge ticket, production data, internal audit and management review records were found up-to-date.
	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Yes	
	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.	N/A	Not applicable since this mill is MB Mill.
	iv) For Mass Balance Module, the mill: 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	Yes	Giram POM has maintained the Real Time basis accounting system to record RSPO certified FFB and deliveries of RSPO certified CPO and PK. Record titled as "RSPO & MSPO Mass Balancing Record for Oil Mills", was reviewed during the conduct of audit. From June 2022 to May 2023, CPO & PK deliveries were evident, and the records of the volume purchased (input) and claimed (output) over a period of 12 months was updated accordingly in the above-mentioned record i.e., 'RSPO & MSPO Mass Balancing Records for Oil Mill'.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	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).		
3.8.13	Extraction rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.	Yes	Giram POM process all the received certified crop & their processing output will be based on their actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). The figures were monitored on daily & monthly basis by the mill using the prepared template (e.g. Monthly Production Report – Physical Movement) to ensure their accuracy as well as monitoring of their ongoing performance.
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Yes	Extraction rates has been updated monthly as per stated in Monthly Production Report (Physical Movement).
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	N/A	Not applicable since this mill is MB Mill
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not	Yes	Documented procedures related to sales and goods out were sighted and found adequate. The requirement of sales & goods out especially on notation of applicable Supply Chain model & Certificate number is being complied with as it was indicated in the weighbridge dispatch ticket. The registration of transaction is being carried out by Group Plantation Marketing subordinate and the Mill received copy of transaction input to the system on monthly basis based on contract summary (buyer weight being put in). As of the audit, no Remove transaction has been verified during actual period June 2022 to May 2023. The

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>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>		practice of the company is to remove the stock at the end of the license period.
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>	Yes	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. Giram POM has not used RSPO corporate logo as well as trademark logo.

Principle 4: Respect community and human rights and deliver benefits

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

Clause	Indicators	Comply Yes/No	Findings
4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.	4.1.1 (C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders, is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.	Yes	The policy to respect human rights was documented in the Sime Darby Plantation's Human Right Charter Policy. This Policy states among others, that it will develop its businesses with a sense of humanity, ensuring that they are socially beneficial and do not infringe basic human rights. The Policy was communicated to stakeholders which included FFB suppliers during stakeholder meeting in May 2023. The Group has established a specific Policy titled 'Sime Darby Human Rights Charter'.
	4.1.2 The unit of certification does not instigate violence or use any form of harassment in their operations.	Yes	There is no evidence that SOU 29 Giram instigates any violence or uses any form of harassment in its operations. This was confirmed by interviews conducted with its employees from all levels (staff, workers, security personnel).

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Clause	Indicators	Comply Yes/No	Findings
4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	4.2.1 (C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	Yes	The system used by the SOU 29 Giram in resolving disputes and grievances exists in the procedure called "Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan", and "Procedures for handling Social Issues" dated 1 Nov 2010. The Mill and Estates within SOU 29 each have its own Internal Complaint Book and External Communication Book. The Internal Complaint Book was used for employees to lodge complaint pertaining to their houses, and there is evidence that the complaints were resolved in a timely and appropriate manner. The external book was reviewed and found no complaints against the CU. Anonymity of complainants and whistleblowers are ensured under the Sime Darby Code of Business Conduct which provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ.
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	Yes	The documented system in dealing with complaints and grievances for internal stakeholders (staff & workers) is through the procedure called "Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan", and "Procedures for Handling Social Issues" were briefed during muster briefing. To ensure that illiterate parties also understand the procedures, verbal briefings are given and translated into the language the affected parties understand. This was confirmed with local and migrant workers (Indonesian) interviewed at the estates and mill.
	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	Yes	There is evidence that parties to a grievance (workers) are kept informed of the progress of the complaints. Actions taken following complaints on house defects were informed to the complainants and the repair update was acknowledged by the complainant on the same date.
	4.2.4 The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	Yes	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 are included in the conflict resolution mechanism. Paragraph 7 of Appendix 5 Sustainable Plantation Management System, Flowchart and Procedure on Handling Social Issues states upon failure of negotiation process involving estate management, representatives from the disputed parties, zone heads, third parties and stakeholders, legal proceedings may follow. Paragraph 8 of Appendix 3 of the same document on procedures Handling Land Disputes states that "further negotiation processes may involve independent third parties such as representatives from the Land Office or from other NGOs." Therefore, the conflict resolution mechanism includes options to access independent legal and technical advice.
4.3 The unit of certification	4.3.1 Contributions to community development that are based on the results of consultation with local	Yes	Estates and mill management have identified and conduct stakeholder meeting in May 2023 with all villages representative to discuss contributions required specifically on local communities' sustainable development. It was confirmed during interview session with auditor with villages

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Clause	Indicators	Comply Yes/No	Findings
contributes to local sustainable development as agreed by local communities.	communities are demonstrated.		representatives from Kg. Mostyn Lama, Kg. Seri Bahagia, Kg. Sg. Langgas, Kg. Simpang Empat during the audit. They had been explained by the CU on CSR contribution relevant to sustainable development during the stakeholder meetings above.
4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.	4.4.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and/or the actual legal or customary use of the land are available.	Yes	Land titles for Giram Estate and Mostyn Estate are available. Giram POM is located within the land title of Giram Estate. The Land Titles for both estates were verified. The Land Titles initially originated from 11 Smallholders and sold to Harrisons Malaysian Plantations Sdn Bhd in 1984-1992. The record of transfer from the smallholders Harrisons Malaysian Plantations Sdn Bhd were sighted. The land was further sold to Golden Hope plantations in 1991 and after that, was merged by Sime Darby in 2008. The ownership and acquirement of the land titles under Sime Darby are still in progress (verified through the official letter from the Lands and Surveys Department of Sabah dated in June 2015) on the issue. As of to date, some land title has been approved and ownership changed under the name of Sime Darby Plantation (Sabah) Sdn Bhd, however, some are still pending on the ownership name change due to cost restriction.
	4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by SOU Giram since 1984-1992. The audit team had confirmed that there were no land issues related to previous owners.
	4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	Yes	
	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	Yes	

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Clause	Indicators	Comply Yes/No	Findings
	decisions were taken.		
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Yes	
	4.4.3 (C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighboring communities where applicable, and relevant authorities).	Yes	
	4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram from 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy of the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighboring estate. Therefore, map requirement is not applicable.
	4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	Yes	This requirement in this indicator does not apply to SOU Giram
	4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	Yes	This requirement in this indicator does not apply to SOU Giram

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Clause	Indicators	Comply Yes/No	Findings
<p>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.</p>	4.5.1 (C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.	Yes	This requirement in this indicator does not apply to SOU Giram
	4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There was no issue regarding land with villagers, local community and neighbouring estate.
	4.5.3 Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There was no issue regarding land with villagers, local community and neighbouring estate.
	4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy of the estate was

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Clause	Indicators	Comply Yes/No	Findings
	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.		verified by the auditor. There was no issue regarding land with villagers, local community and neighbouring estate.
	4.5.5 Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There was no issue regarding land with villagers, local community and neighbouring estate.
	4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There was no issue regarding land with villagers, local community and neighbouring estate.
	4.5.7 New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations.	Yes	There were no new lands acquired for plantation and mills after 15/11/2018. The current operation area including mill and estates as per stated in the land title.
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru a documented	4.6.1 (C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	Yes	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.

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Clause	Indicators	Comply Yes/No	Findings
system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	Yes	Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with the Head of Village/Representative from the surrounding area. From the interviews, it was concluded that there is no evidence of any land dispute at SOU Giram.
	4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	Yes	There were no scheme small holdings at SOU Giram. The Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO and surrounding Smallholder which is not bound to Sime Darby and the Smallholder can send their FFB to another mill.
	4.6.4 The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.	Yes	There was no issue on process and no outcomes of any negotiated agreements, compensation and payments to any affected parties. However, there was no issue/case related to this indicator as verified by audit team during consultation with the Head of Village/Representative from the surrounding area. From the interviews, it was concluded that there is no evidence of any land dispute at SOU Giram.
4.7 For new planting, where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.	4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.	Yes	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy of the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate. And there was no issue of compensation (monetary or otherwise) with villagers, local community and neighbouring estate.

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Clause	Indicators	Comply Yes/No	Findings
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Giram since 1984-1992. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.	4.8.1 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	Yes	
	4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.	Yes	
	4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant reqs.	Yes	There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations. The audit team has interviewed relevant stakeholders to confirm that there was no evidence of any land dispute at SOU Giram.

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Clause	Indicators	Comply Yes/No	Findings
	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.	Yes	There was no conflict or dispute over the land. It was confirmed through interviewing relevant stakeholders.

Principle 5: Support smallholder inclusion

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

Clause	Indicators	Comply Yes/No	Findings
5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.	5.1.1 Current and previous period prices paid for FFB are publicly available and accessible by smallholders.	Yes	Giram POM has displayed the current prices paid for FFB at the mill's weighbridge counter.
	5.1.2 (C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	Yes	There is evidence that SOU Giram regularly explains the FFB Pricing to Smallholders surrounding. Latest Training/briefing were conducted at Giram POM in Jan 2023. The stakeholder information briefing concerned to FFB qualities, FFB grading, calculation payment by MPOB, oil extraction rate (OER). The calculation method of pricing was made known and given to the Smallholders. Field days were organised monthly by the mill to all the small holders from the supplying list.
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	Yes	In Giram POM Price for FFB adopted the MPOB Pricing.
	5.1.4 (C) Evidence is available that all parties, including women and independent representative organizations 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 applic.	Yes	There is no bound contract for FFB outside supplier sending crops to the Giram POM. The Suppliers are freely to choose the mill choice of theirs

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Clause	Indicators	Comply Yes/No	Findings
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	Yes	Interviews were conducted with the independent growers and smallholders and confirmed that they understood the salient points in the agreement, namely contract duration, rate of payment, their obligations under the contract, etc. They also confirmed that the contracts entered into are valid, fair and transparent as the terms of payment are being negotiated upon prior to signing. Contract with FFB suppliers were in the English language, which is understood by the suppliers, as verified during interviews.
	5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	Yes	Interviews were conducted with the independent growers and smallholders confirmed that payments were received within a reasonable timeframe which is 7-10 days after submission of invoice. And receipts contain specifying price, weight, deductions and amount paid are given.
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	Yes	Weighing Equipment in SOU Giram has been calibrated on a yearly basis by an appointed third party.
	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	Yes	Sime Darby SOU Giram supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted that latest Stakeholder Meeting in May 2023 to promote on RSPO certification. The Growers and smallholders were not in favor of the implementation RSPO certification due to high cost. They had expressed their plan to focus and maintain MSPO certification.
	5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	Yes	There is a document namely "Flowchart and Procedures on Handling Land Disputes", Flowchart and Procedure on Handling Social Issues. Additionally, there is also the "Whistle Blowing Channel" and Human Rights charter. The Dispute and Resolution Procedure commences with the receipt of complaint from any party, its investigation, proposed solutions and acceptance of the solutions or otherwise. If the proposed solution was rejected, the dispute will be brought for third party arbitration. Grievance or dissatisfaction and request for services on the part of the smallholder can be conveyed through the "Borang Aduan (Complaints Form)"- and the "Borang Permohonan (Request Form)". Sime Darby Whistleblowing Policy ensures anonymity. The Policy contains the Whistle Blower Complaint Response where the complainant has the option of remaining anonymous by not revealing his/her identity.
5.2 The unit of certification supports	5.2.1 The unit of certification consults with interested smallholders (irrespective of	Yes	Sime Darby SOU Giram 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,

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Clause	Indicators	Comply Yes/No	Findings
improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.		and who holds and sells the certified material.
	5.2.2 The unit of certification develops and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	Yes	Sighted Records of RSPO briefing with interested Smallholders during the Stakeholder meeting in Jan & May 2023 at SOU Giram on development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). Among the sharing knowledge shared during the meeting: 1) ILO / Forced Labour 2) OER pricing 3) Chemical handling
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	Yes	Sime Darby SOU Giram supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted that latest Stakeholder Meeting on in May 2023 to consults with interested smallholders including women or other partners in their supply base to assess their needs for support to improve their livelihoods and to promote legality of FFB production and on RSPO certification.
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Yes	Training on pesticide and chemical handling titled 'Keselamatan dan Pengendalian Bahan Kimia kepada Para Pekebun Kecil (Smallholders & OCP) SOU 29' was conducted in Feb 2023 by the supplier to smallholders.
	5.2.5 The unit of certification regularly reviews publicly reports on the progress of the smallholder support programme.	Yes	Sime Darby SOU Giram has annually monitored the smallholder support program. Briefing with interested Smallholders during the Stakeholder meeting on 30/01/2023 was conducted at SOU Giram on development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).

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Principle 6: Respect workers' rights and conditions

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

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	Yes	The policy of Group Sustainability and Quality Policy Statement has been approved by the Group Managing Director. The policy shall be guided by the commitments spelt out in the company's: <ul style="list-style-type: none"> • Responsible Agriculture Charter (RAC) • Human Rights Charter (HRC) • Innovation & Productivity Charter (IPC) Para 3.2.5 in the HRC clearly stated promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for migrant workers.	Yes	Apart from the indicator 6.1.1 policy which states that all employees shall be treated equally, there is also no evidence that there has been any form of discrimination against any employee, or group of employees. As confirmed by the workers during interviews and field observation, payment of wages/salaries, provision of housing and access to benefits and amenities is fair based on observation, review of pay checks, contracts of employment, including charging of recruitment fees for migrant workers.
	6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	Yes	For requirement, SDPB has established the Hiring of Local Workers procedure and Workforce Management Unit Liaison & Recruitment procedure to explain the recruitment processes for both local and foreign workers. There is no discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessities etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting. Sighted, the job description of each worker mentions the same regardless of skin color, religion, race or caste.
	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	Yes	As of the date of the audit, it was confirmed by the worker during the interview, there is no evidence that pregnancy testing was carried out in a discriminatory manner. The pregnancy test was done with the free will from worker. If there is any case of pregnancy, the female worker will be assigned for light general work.

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Clause	Indicators	Comply Yes/No	Findings
	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	Yes	Gender Committee was established in Giram CU, and the appointment letters of the committee was sighted. Gender Committee meetings were held on a regular basis. The Chairman of Gender Committee confirmed that she is aware and understood the roles and purpose of the committee. Furthermore, there is no case of sexual harassment or violence reported. Among the activities carried out by the Gender Committee include training on sexual harassment, reproductive rights and opportunities to improve members' income.
	6.1.6 There is evidence of equal pay for the same work scope.	Yes	Comparisons were made of sampled employment contracts and payslips of workers. Evidence is available that sampled workers received equal pay for equal work.
6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	6.2.1 (C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.	Yes	Contracts for local workers and Indonesian workers at the Giram SOU were sampled and confirmed that all workers and the management signed a dated contract of employment. The terms and conditions of employment are contained in the employment contracts which include duration of employment, place of work, salary, working hours, medical benefits, annual leave, sick leave, termination of service, and other benefits provided (housing, employment cost, etc.). The contract was available in both languages (English and Bahasa Malaysia). Each paragraph in the contract was explained to the workers by the mill and estate management prior to signing. For the Giram SOU documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Labour laws, union and/or other collective agreements detailing payments and other conditions, were made available in the languages understood by the workers and explained to them by a management during induction. Each pay slip documents the name of employee, month of pay, income (basic, overtime, reimbursement, allowances), deductions (statutory such as EPF, SOCSO, EIS,), net salary, annual leave and medical leave taken, etc.
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.	Yes	Employment contracts signed between the estate/mill management contain employment and payment terms and provisions covering duration of employment, place of work, salary, working hours, medical, accommodation, SOCSO, transportation, public holidays, sick leave, annual leave, mutual termination of service, etc. The pay slip is the document that give accurate information on compensation for all work performed. It contains the following information: employee name, IC/passport, gang, month of pay, pay description, (basic, price bonus, productivity incentive, allowances, deductions for SOCSO, EIS, KSWP, total income for the month, total deductions, net pay. None of the workers have family members working to help them with their work. Contracts and conditions of employment are contained in employment contracts signed between the Giram SOU on one hand, and their workers on the other. The employment contracts sampled were prepared in either Bahasa Malaysia/Indonesia or in dual-

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Clause	Indicators	Comply Yes/No	Findings
			language, namely English and the language commonly used in the worker's country of origin.
	6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.	Yes	The Giram SOU has complied with legal requirements and Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) on regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.
	6.2.4 (C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.	Yes	The Giram SOU has provided adequate housing, water supplies, medical, educational and welfare amenities. These were found to be in accordance with the Workers' Minimum Standard of Housing Standard of Housing and Amenities Act 1990 (Act 446). Workers' housing inspection was carried out weekly as per Section 23(2) of the Workers' Minimum Standards of Housing & Amenities Act 1990 (Act 446). All of the drinking water samples recorded of None Detected E. coli and Total coliform. Domestic waste systems at the linesites were collected once a week as per sighted in "Rubbish Collection Programme" presented. The domestic waste is disposed through landfill area. The clinic is managed a Medical Assistant aided by two (2) personnel. A Visiting Medical Officer visits the clinic twice a month to review cases, provide guidance to the medical assistant and to check the conditions at the workers' housing area. Children of workers' (both local and foreign workers) are given free transportation to the nearest schools. Children of Indonesian workers attend the CLC (Community Learning Centre) school where Indonesian school curriculum was taught. Pre-school children of workers were provided creche facilities.
	6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	Yes	All units have its own canteen and grocery store which sells basic items such as eggs, flour, rice, vegetables, frozen food such as fish, meat, onions, etc. Items seen in the stores are adequate, clearly labelled and within its expiry period. Workers interviewed informed that they purchase items from these stores, but also since the estates and mill are easily accessible to the nearest town, they also go out to the towns. Workers could either pay in cash, or on credit.
	6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.	Yes	All sampled workers received at least minimum wages based on Minimum Wages Order 2022. The new Minimum Wages Order 2022 gazette in May 2022 and came into effect on 1 May 2022. Giram POM, Giram Estate and Mostyn Estate had calculated the prevailing wages and in-kind benefits for their workers. The calculation included housing, electricity, water, transport to work, sports and recreation facilities, education, childcare and healthcare.

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Clause	Indicators	Comply Yes/No	Findings						
	<p>PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a “decent living wage” is in place. The implementation plan with specific targets, and a phased implementation process will be in place, including the following:</p> <ul style="list-style-type: none">• An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers.• There is annual progress on the implementation of living wages• Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment.• The unit of certification may choose to implement the “living wage” payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before an eventual scale-up of the living wage implementation <p>Until such time where the Malaysian version of “decent living wage” has been endorsed by RSPO and implemented by the unit of certification, the Malaysian minimum wage has to be paid.</p>		<table><tr><td>Giram CU</td><td>Local worker (RM)</td><td>Foreign worker (RM)</td></tr><tr><td>Prevailing wages</td><td>2126.36</td><td>2202.20</td></tr></table> <p>The auditor had verified the calculation. The calculation was in line with RSPO Guidance on Calculation Prevailing Wages.</p>	Giram CU	Local worker (RM)	Foreign worker (RM)	Prevailing wages	2126.36	2202.20
Giram CU	Local worker (RM)	Foreign worker (RM)							
Prevailing wages	2126.36	2202.20							
	6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	Yes	All the estates and mill employ full-time employees. Foreign workers are full-time employees but have a contractual duration which is stipulated in their employment contracts which is 2 years for Indonesians and 3 years for other nationalities. This contract duration can be mutually extended subject to the annual work permit from the Malaysian Immigration Department.						

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Clause	Indicators	Comply Yes/No	Findings
6.3 The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.	Yes	Recognition of freedom of association is available in the Sime Darby Plantation Human Right Charter (HRC) Policy revised 2020. The policy states that the company respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. This HRC Policy was applicable throughout all operating units and was printed and translated in Bahasa Malaysia and displayed on all notice boards throughout the CU. Briefing to the workers were also done during policy trainings.
	6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.	Yes	Recently, Social Dialog was introduced and implemented at Giram SOU. Worker representatives who have been elected by the workers themselves as a communication channel between management and workers. The interval meeting was carried out by forth rightly basis. This has been implemented due to impact assessment. Main reason to gather the information such as feedback from the workers in terms of Social, Safety, Environmental, Welfare issues, etc. All the feedback was highlighted in the minutes meeting and Social Dialog Online Tracker (SDTS) for tracking system and action plan.
	6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.	Yes	Based on the workers' and management interview, the selection of representative workers was from the election among the members without management interference. Foreign worker's nationality included in the committee formation and appointment letter sighted. Sampled appointment letter at Giram SOU, all workers appointed dated in Jan 2022 by RCEO Sabah Region. The selection is also based on the election via (QR Code) SMS and sent to HQ for nomination. This is further confirmed by the interview session during the audit.
6.4 Children are not employed or exploited.	6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	Yes	The formal Policy on protection of children and non-employment of children is contained in the Sime Darby Plantation Human Right Charter (HRC) Policy revised 2020. This undertaking to not hire child labour is included in all service contracts and supplier agreements. In addition, para 3.3 of the Human Right Charter respects the to the children rights whereby company did not take any person/children below 18 years old.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.	Yes	Based on interviews, documentation review and observations in the field, evidence is available that minimum age requirements are met throughout SOU 29 Giram.

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Clause	Indicators	Comply Yes/No	Findings
	6.4.3 (C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.	Yes	There was no evidence that any young persons were employed in any of the units at SOU 29 Giram as evidenced from documentation review, field observations and interviews.
	6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	Yes	Based on the documents signed, communication about its no Child Labour Policy was communicated to all levels of employees as evidenced from training records for training in Jan 2023. The training was also given to external stakeholders during the stakeholder meeting held in May 2023.
6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	Yes	SDPB develop Human Rights Charter Policy revised 2020, para 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. The company will facilitate opportunities for advancement for our employees, especially women by removing barriers to progress and respecting reproductive and maternal rights. In addition, para 3.2.1 of the Human Rights Charter on prevent any sexual exploitation.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	Yes	In addition, SDPB develop Human Rights Charter revised 2020, para 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. The company will facilitate opportunities for advancement for our employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	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.	Yes	During visit at Mostyn Estate there has been evidence of 1 new mother, based on interview conducted with the Gender Committee members and pregnant worker was confirmed, her needs were attended to which included a private room where she could express milk and a fridge for storage were made available at NEST and maternity leaves has been paid until 3 months of her rest days. At Giram Estate there has been no evidence of any new mothers while, at Giram POM Gender committee is in place as a channel where expecting mothers and new mothers are consulted and advised on actions to be taken. No new mothers were available on Giram POM.
	6.5.4 A grievance mechanism, which respects anonymity and protects	Yes	SOU Giram has established and implemented the Flowchart and Procedure on Handling Social Issues, called Procedure for external communication. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak

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Clause	Indicators	Comply Yes/No	Findings
	complainants where requested, is established, implemented and communicated to all levels of the workforce.		of issue which the involvement of disputed parties, zone heads, third parties and stakeholders. Besides, the company has implemented Whistleblowing Channels where an e-Form, email address and toll-free number / hotline can be found in https://sime-darbyplantation.com/sustainability/human-rights-statement/ . Additionally, SDPB has also established Suara Kami. According to the SOP for Suara Kami Helpline, this is an alternative independent third-party worker grievance channel with multi-languages and multi-interfaces (toll-free number, SMS and facebook) that assures worker confidentiality unless personal details are required, where in such situations, consent will be sought by the system receiver. All workers across our operations are given access to enquiry channels and grievance mechanisms to raise their concerns.
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 to the workers for termination of employment Debt bondage Withholding of wages 	Yes	Collective evidence is available that all sampled workers have entered into employment voluntarily. This is based on the following: <ol style="list-style-type: none"> review of sampled employment contracts which contain mutually agreed termination clause. interview with foreign workers who confirmed they keep their own passport. review of recruitment agency contract between Sime Darby Plantation Berhad and the recruitment agency. records of punch cards and workers confirmation that overtime work is mutually agreeable and not forced on them. confirmation from the foreign workers that they received accurate briefing in their home country on the job they would be doing in Malaysia. and confirmation from the workers that there is no debt bondage or withholding of wages.
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	Yes	The SOU 29 Giram adopts the Sime Darby Plantation Human Rights Charter Revised 2020, Paragraph 3.2: Respect and Uphold Labour Rights which states that "All employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work and representation race, caste, nationality". There is also a procedure entitled "Sourcing Process for Foreign Workers". Based on observations and interviews of foreign workers (harvesters, sprayers, mill workers), there is no evidence of contract substitution and no discriminatory practices against foreign workers. A post-arrival briefing is also given, in particular on the contents of their employment contracts, safety, benefits, etc.

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Clause	Indicators	Comply Yes/No	Findings
6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	Yes	Estate / Mill Managers were appointed as responsible person(s) for safety and health issues and chairman for OSH Committee. The Manager subsequently assigned duties of ESH coordinator to the Assistants or healthcare assistant for the downline implementation of ESH practices in the estate and mill. All identified Executives were officially given a letter for such an appointment. The OSH committee organization chart was available. Records of regular meetings between the responsible person and workers to discuss health and safety have been maintain. OSH Committee meetings are held once in three months. Minutes of the meeting reviewed. OSH Committee meetings confirmed that among the agenda discussed, included the following: <ul style="list-style-type: none"> ▪ Passing of previous minutes and arising matters. ▪ Accident report (Monthly Data of Mill/Estate Safety Performance) ▪ Workplace inspection ▪ Safety report and programme
	6.7.2 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.	Yes	Procedures for accidents and emergencies have been established. There is formation of ERP Team & ERP for all the identified incidences. Besides that, the procedures have been summarized in a chart flow form and displayed for information of all employees in the estate. They include emergencies relating to earthquakes, fire, chemical spillage, flood, animal attack/poison, and accident at workplace. During site inspection at estate and mill, it was sighted Emergency Response Plan was available at Boiler Station, Sterilizer Station, Chemical Store, Workshop, Lubricant Store etc. During interviews with workers, it was noted that all workers understand ERP. Fire drill training was conducted to all estates and POM to create awareness and ERP to all workers. Sighted latest training was conducted in May 2023. Accident/injury records were recorded using Lost Time Accident (LTA) metrics. A quarterly review on accident cases had been carried out during the quarterly OSH committee meeting.
	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.	Yes	All staff and workers such as the mill workers/operators, storekeepers, harvesters and sprayers/manurers were continuously trained in safe working practices including SSOP for PPE related to their job function. Appropriate PPEs were given to workers based on HIRARC and SSOP recommendations suitable for the job position or hazardous operation undertaken. During site visit at Harvesting Operation, Selective Weeding, Circle Spraying Operation and Manuring Operation Block, sighted they were seen to wearing PPE such as face masks respirators, goggles, harvesting shoes, rubber boots, nitrile/cotton gloves, apron and hard hat, straw head to cover all potentially hazardous operations. The condition of each PPE item and their validity lifespan were found good. Records of PPE issued, and acknowledgement of receipt are maintained individually for all category of workers at mill and estates. Sighted common PPE issued included face

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Clause	Indicators	Comply Yes/No	Findings
			masks respirators, goggles, safety shoes, harvesting shoes, rubber boots, nitrile/cotton gloves, apron and hard hat. In addition to basic PPE, special PPE are also provided for workers assigned to dangerous operation such as work at height and in confined space. All workers were provided with appropriate PPE where the cost is bared by the management. Interviews conducted during the site visit at the Mill and Estate showed understanding and approval from the workers that the management bares the cost of all PPEs, and the workers are entitled to valid PPE, the importance of using required PPE at all times during work and proper storage and disposal methods of PPE.
	6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.	Yes	Medical care and accident insurance is provided to all employees, both Local and Foreign workers under Employees' Social Security Act 1969 (Act 4).
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	Yes	Occupational injuries are recorded using Lost Time Accident (LTA) metrics via Rapid4 System. Sighted the Giram CU has maintained and updated the LTA Summary on a monthly basis. Sighted accident investigation report has been conducted by OSH committee immediately after the relevant cases occur. Sighted an action to establish the SSOP and HIRARC has been revised.

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

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

Clause	Indicators	Comply Yes/No	Findings
7.1 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.	7.1.1 (C) IPM plans are implemented and monitored to ensure effective pest control.	Yes	SOU 29 Giram CU continued to implement Integrated Pest Management (IPM) in both estates and continue to manage pests, disease, weeds and invasive introduced species using appropriate IPM techniques guided by the Agricultural Reference Manual (ARM) Section 15 – Plant Protection. The IPM program among others includes pest management of rats, bagworms, nettle caterpillars, rhinoceros beetles and ganoderma. For bagworm control the program includes the planting of beneficial plants such as <i>Cassia cobanensis</i> , <i>Antigonon leptopus</i> and <i>Turnera subulata</i> and for rhinoceros beetles is by using pheromone traps. SOU 29 Giram CU carried out census on rat damage and diseases like Ganoderma. The IPM technique to control rats includes rearing Barn owls (<i>Tyto alba</i>) and rat baiting was by calendar baiting at 1 campaign per year. Rat baiting would continue until bait acceptance fell below 20%. The procedure referred was in the Agricultural Reference Manual (ARM) Section 15 - Plant Protection.

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Clause	Indicators	Comply Yes/No	Findings
	7.1.2 Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.	Yes	This is not practiced in both estates. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM.
	7.1.3 There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	Yes	Giram CU continued complied with the Agricultural Reference Manual (ARM) policy - no open burning. As advocated, both estates practised zero burning thus no use of fire for pest control. In the 2021, 2022 and 2023 replants visited during the audit in both estates, it was evident that all palms were felled, shredded, windrowed and left to decompose.
7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.	7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.	Yes	Written justification in Standard Operating Procedure (SOP) of all agrochemicals was available in Section 15 and 16 of the Agricultural Reference Manual and in the Safety Pictorial Book prepared by Sime Darby Plantation Bhd. The use of selective products that are specific to the target pest, weed or disease were demonstrated in the Agricultural Reference Manual (ARM). Chemical registers indicate the purpose of usage (intended target), hazards signage, trade and generic names. Giram CU continued to use agrochemicals based on its Agricultural Reference Manual (ARM) Section 15 and 16, SSOP and Pictorial Safety Standard Book (PSS) where written justifications had been provided for various fields operations. The Manual has included a chemical register list which indicates the use of selective products that are specific to the target pest, weed or disease.
	7.2.2 (C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.	Yes	Giram CU had records to show the types of pesticides used with active ingredients and their LD50, where these pesticides had been used, the total quantity, number of applications and active ingredients (ai) per ha. Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field-cost books and in progress reports. Both estates had documented programs for spraying pesticides and for rat baiting. Records of pesticides used were available for verification.
	7.2.3 (C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	Yes	Giram CU was committed to minimize the usage of agrochemicals by implementing Integrated Pest Management (IPM) plans. Blanket spraying was not practiced by the SOU and soft grasses maintained in the field. It had also been the practice that pesticides are used only after a threshold level has been exceeded as per the Agricultural Reference Manual (ARM) Section 15 – Plant Protection and that no prophylactic use of such pesticides would be permitted. Barn owls were encouraged, as indicated by Barn Owl census records, to reduce the use of rat baits. As part of the IPM plans, the management of both estates had established beneficial plants (<i>Cassia cobanensis</i> , <i>Antigonon leptopus</i> , and <i>Turnera subulata</i>) nurseries for continuous planting in order to attract natural predators and thus

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Clause	Indicators	Comply Yes/No	Findings
			reducing the use of pesticides. EFB applied at replants was applied in single layers and is not dumped in large amounts to prevent breeding of Rhinoceros Beetles.
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	Yes	Both estates only used pesticides that were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with USECHH Reg. 2000. There was no evidence of pesticides that are categorised as World Health Organisation Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used. We found from records and interviews with workers, staff and estate assistants, that they were trained, all precautions taken, and all legal requirements met. There was no evidence of prophylactic use of pesticides in Giram CU except in immature and young fields, where prophylactic spraying using diluted cypermethrin are still practiced for the Pest and Diseases management such as control of Rhinoceros Beetle as per SOP.
	7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:	Yes	Giram CU only used pesticides that were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with USECHH Regulations 2000. From the review of the chemical register, it was noted that all pesticides used are of class II, III & IV. The use of paraquat had been banned in all Sime Darby Plantation Berhad estates since 2006.
	7.2.5a Judgment of the threat and verify why this is a major threat.	Yes	
	7.2.5b Why there is no other alternative which can be used.	Yes	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Yes	
	7.2.5d What is the process to limit the negative impacts of the application.	Yes	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Yes	
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed	Yes	Both estates and mill have the SSOP for use of PPE during working. All workers involved in pesticide application were provided with appropriate PPE and replaced when damaged.

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Clause	Indicators	Comply Yes/No	Findings
	the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.		PPE issue and replacements records were verified by the auditors. Observed during site visit, the PPE provided to the operators such as google, face respirator, nitrile hand glove, rubber boot and apron. Additionally, the operators have been given training regarding the usage safety and health issue and proper way for chemical application by the plantation executives, manager, and asst. manager and chemical supplier with knowledge on chemical handling and applications.
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	Yes	Pesticides selected for use were those officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with OSH USECHH Regulations (2000). At all visited mills and estates the storage of pesticides was in accordance with recognized best practices. They were stored in accordance to the Occupational Safety and Health Act 1994 (Act 514) and Regulations and Orders and Pesticides Act 1974 (Act 149) and Regulations. All information regarding the chemicals affixed as product label and the accompanying Safety Data Sheet (see OHS CLASS 2013 Regulations) with details of its usage, hazards, trade and generic names were found available in Bahasa Malaysia language understood by workers or explained carefully to them by a plantation management official at operating unit level. A proper premixing area with eye wash facilities and bathing area is available near to the chemical stores. The wastewater from the washing of empty chemical containers and PPE, and chemical mixing was pumped to a storage tank for reuse in chemical mixing. This is to avoid any contamination of chemicals in the ground. Triple rinsing activities continued to be implemented for empty pesticide containers. The detailed procedure for this purpose is available in SOP for Scheduled Wastes Management and SOP for Triple Rinsing.
	7.2.8 All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	Yes	Empty pesticide containers were punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health. Inventory and consignment documents verified for confirmation of proper management and disposal.
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected	Yes	Aerial spraying is not a practice in Giram CU. There was no evidence to show that such a method being used on both estates. This was also supported through interviews with executives, field staff and workers. No such activities being witnessed during the site/field visit.

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Clause	Indicators	Comply Yes/No	Findings												
	local communities at least 48 hours prior to application of aerial spraying.														
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	Yes	Specific annual medical surveillance for pesticide operators and documented action to treat related health conditions was carried out annually. From the result, all workers fit to handle chemical.												
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	Yes	Giram CU continued to comply with as per SSOP Chemical Spraying / P&D dated 01/11/2021 where no work with pesticides was given to persons under the age of 18, pregnant or breast-feeding women. List workers involved with pesticides were maintained by the estate and mill. Identification of pregnancy was done at the estate's clinics during the monthly medical check-up and interview with female workers. Pregnancy test was conducted on doubtful cases.												
7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.	Yes	The organization had maintained waste management plan for year 2021 & 2022. The details as per table below:												
			<table><tr><th>Type of waste</th><th>Location</th><th>Action</th></tr><tr><td>Scheduled waste such as Spent Lubricants, Spent hydraulic, used filters, spent chemicals, empty pesticides container, clinical waste and etc.</td><td>Workshop, Engine room, Chemical mixing area, Clinic</td><td>As stipulated in SOP handling of Scheduled waste, SOP of triple rinsing & SOP on disposing Empty pesticides Container.</td></tr><tr><td>Domestic waste such as rubbish and sewage.</td><td>Line site, office, mill plant</td><td>Allocate landfill away from waterways, recycle programmes and awareness to employees.</td></tr><tr><td>Industrial waste such as POME, EFB, Boiler ash, Decanter cake, scrap metal.</td><td>ETP, EFB station, Boiler station, workshop.</td><td>Monitoring of POME & sell to third party</td></tr></table>	Type of waste	Location	Action	Scheduled waste such as Spent Lubricants, Spent hydraulic, used filters, spent chemicals, empty pesticides container, clinical waste and etc.	Workshop, Engine room, Chemical mixing area, Clinic	As stipulated in SOP handling of Scheduled waste, SOP of triple rinsing & SOP on disposing Empty pesticides Container.	Domestic waste such as rubbish and sewage.	Line site, office, mill plant	Allocate landfill away from waterways, recycle programmes and awareness to employees.	Industrial waste such as POME, EFB, Boiler ash, Decanter cake, scrap metal.	ETP, EFB station, Boiler station, workshop.	Monitoring of POME & sell to third party
			Type of waste	Location	Action										
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Industrial waste such as POME, EFB, Boiler ash, Decanter cake, scrap metal.	ETP, EFB station, Boiler station, workshop.	Monitoring of POME & sell to third party													
7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	Yes	The procedure PSQM Operational Control Procedure–Scheduled Wastes (Hazardous Waste) Management has been established. The implementation of the schedule wastes management has been carried out accordingly.													
7.3.3 The unit of certification does not use open fire for waste disposal.	Yes	Based site inspection, the unit of certification does not use open fire for waste disposal. Method of waste disposal is through landfill.													
7.4 Practices maintain soil fertility at, or	7.4.1 Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and	Yes	Both estates and mill operations were guided through the manuals and SOP. The procedures as documented in the Agriculture Reference Manual were disseminated to the staff/workers through morning briefings and training. The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. The ARM												

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Clause	Indicators	Comply Yes/No	Findings
where improve soil fertility to, a level that ensures optimal and sustained yield.	minimise environmental impacts.		included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security. Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.
	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	Yes	Periodic tissue and soil sampling were carried out in the estates to monitor changes in nutrient status and its results formed the basis for the fertilizers input recommendation. The soil analysis provided an indication of soil health and monitors the changes in the organic carbon and total nitrogen. For all 2 estates Agronomic assessment and fertiliser recommendation was conducted by Sime Darby Research Plant Nutrition & Protection Unit PNP Sabah Region to formulate the 2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been carried out in all estates, latest in 2022. Soil analysis for PH, Org C, Total N, Total P, Avail P, Exch K, Exch Ca & Exch Mg was carried out on a 5-year cycle basis.
	7.4.3 A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	Yes	The estates visited had a nutrient recycling strategy in place which included stacking pruned fronds in the respective fields to decompose, grass cutting harvesters paths and letting the cut mass to decompose in the field and EFB mulching. In addition, during replanting, palms were felled, chipped, windowed and left to decompose.
	7.4.4 Records of fertiliser inputs are maintained.	Yes	The fertilizer application program was monitored using records like program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc. Records of programs and applications of fertilizers were reviewed by auditors. Review of the records revealed that the actual fertilizers applied in 2022/23 were in line with the program. The following fertilizers were applied in both the estates subject to the recommendation by the Agronomist.
7.5 Practices minimise and control erosion and degradation of soils.	7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.	Yes	Maps of any soil categories available at all visited operating units. Soil map prepared by R&D – Precision Agriculture Unit.
	7.5.2 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°) larger than 25 Ha within the Unit of Certification.	Yes	There was no replanting on steep slopes at the sampled estates. Generally, the areas with slopes above 25 degrees were left unplanted, and regeneration of plants growth was observed.
	7.5.3 There is no new planting of oil palm	Yes	No new planting at all the sampled estates.

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Clause	Indicators	Comply Yes/No	Findings
	on steep terrain.		
7.6 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.	7.6.1 (C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.	Yes	There is no peat soil or soil categorized as marginal or fragile soil at both the estates visited.
	7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	Yes	There is no peat soil or soil categorized as marginal or fragile soil at both the estates.
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Yes	Soil surveys are done and available in a soil map at the estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estates.
7.7 No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.	7.7.1 (C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	Yes	There is no peat soil or soil categorized as marginal or fragile soil at both the estates. The auditor verified there is no new planting activity in the estates visited. Hence, the criteria are not applicable.
	7.7.2 Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peat land Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).	Yes	There is no peat soil or soil categorized as marginal or fragile soil at both the Estates. The auditor verified there is no new planting activity in the estate visited. Hence, the criteria are not applicable.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	Yes	There is no peat soil or soil categorized as marginal or fragile soil at both the Estates. The auditor verified there is no new planting activity in the estates visited. Hence, the criteria are not applicable.
	7.7.4 (C) A documented water and ground cover management programme is in place.	Yes	The water and ground cover management programme are documented in the Sime Darby Agricultural Reference Manual (Water Management in Coastal and Peat lands. Details are described in 7.8.1. Individual estates and mill had their respective water management plan

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Clause	Indicators	Comply Yes/No	Findings
			<p>mainly to monitor among others the following;</p> <ul style="list-style-type: none"> a) Monitor the quality of main water inlet/outlet for pollutants from estate's operations. b) Contingency during water shortage. c) Field water management - side pit construction d) Adequate field drains e) Reuse/recycle wastewater. f) Peat soil water management
	<p>7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p>	Yes	There is no peat soil or soil categorized as marginal or fragile soil in both the estates.
	<p>7.7.6 (C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.</p>	Yes	There is no peat soil or soil categorized as marginal or fragile soil in both the estates.

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Clause	Indicators	Comply Yes/No	Findings		
	7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2018) and associated audit guidance.	Yes	There is no peat soil or soil categorized as marginal or fragile soil in both the estates.		
7.8 Practices maintain the quality and availability of surface and groundwater.	7.8.1 A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:	Yes	The organization had established water management plan for year 2023. Among the action been initiated by operating units were:		
			Operating Unit	Action Plan	Status
			Giram POM	Rain water harvesting for cleaning and washing	On going
				Re stream from sterilizer condensate pit for dilution	On going
			All Estates	Rain water harvesting for cleaning and washing	On going
				Rain water harvesting for watering at nursery	On going
				To identified natural waterways in the estates and comply with JPS guideline on minimum width for river reserve.	Completed
				To place awareness signages	Completed
	To maintain soft grasses in mature plantings at the inter row, field & collection drains edges and roadsides.	On going			
	7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.	Yes	Monitoring of river water quality has been conducted by operating units. Sighted the pesticide analysis test report and water analysis test report during the conduct of audit. Overall, no sign of pollution from estate operation concludes by external lab.		
7.8.1b Workers have adequate access to clean water.	Yes	Both estates and mill owned a water treatment plant and been supply to domestic used. Result of microbiology water samples & water analysis were reviewed during audit. Results were within limit.			
7.8.2 (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with ‘RSPO Manual on BMPs for the management and rehabilitation of riparian reserves’ (April	No	The estates continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The estates adopted the existing SDPB policy to maintain the buffer by restricting agrochemical application and left undeveloped during replanting. However, during site inspection at Ulu Balung Division of Giram Estate, sighted traces of chemical spraying activities were carried out close to the water edge at the artificial drainage and waterways that directly channel to riparian reserve.			

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Clause	Indicators	Comply Yes/No	Findings						
	2017).		Thus, Major NCR MZK 01 2023 has been raised against the indicator.						
	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical OBOD), is regularly monitored.	Yes	The organization had regularly monitored and reported effluent parameters to DOE. Results were all within limit.						
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	Yes	The monitoring of mill water usage was conducted and recorded at 1.44m3/MT FFB as of Apr 2023.						
7.9 Efficiency of fossil fuel use and the use of renewable energy is optimised.	7.9.1 A plan for efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and documented.	Yes	The organization had maintained and established Fossil Fuel Reduction Plan with latest updated in April 2023. Among the strategies been plan and executed by the operating units were: 1.Scheduled maintenance for machinery and vehicles. 2.Awareness to employee on reduce fuel usage 3.Ensure nozzle is always locked to avoid unauthorized diesel filling						
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.	7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	Yes	SOU Giram used RSPO Palm GHG version 4.0 Calculator as a tool to calculate the GHG emissions. For input FY 2022, the report is sent to RSPO in June 2023. The input data was verified, and the following were determined:						
			<table><tr><th>Description</th><th>tCO₂e/tProduct</th></tr><tr><td>CPO</td><td>1.58</td></tr><tr><td>PK</td><td>1.58</td></tr></table>	Description	tCO ₂ e/tProduct	CPO	1.58	PK	1.58
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			CPO	1.58					
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			<table><tr><th>Production</th><th>t/yr</th></tr><tr><td>FFB Processed</td><td>127,783.79</td></tr><tr><td>CPO Processed</td><td>26,426.78</td></tr></table>	Production	t/yr	FFB Processed	127,783.79	CPO Processed	26,426.78
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Clause	Indicators	Comply Yes/No	Findings																																																		
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Clause	Indicators	Comply Yes/No	Findings																					
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	7.10.2 (C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (guided by the RSPO GHG Assessment Procedure for New Development).	Yes	Auditor has verified through checking the www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to the sampled estates areas. Based on the observation during the audit, it is confirmed that there was no new planting or new development of areas at Giram CU. Hence, RSPO GHG Assessment Procedure for New Development was not applicable.																					
	7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.	Yes	<p>For Giram POM, significant pollutants been addressed by the management. Sighted the progress of mitigating measures been monitored as per table below:</p> <table><tr><td>Environmental Issue</td><td>Mitigating Measures</td><td>Status</td></tr><tr><td>Black Smoke emission</td><td>ESP under construction with new boiler</td><td>On going</td></tr><tr><td>Effluent discharge</td><td>Tertiary plant treatment</td><td>On going</td></tr><tr><td>Scheduled waste</td><td>Sending it to authorize waste collector for disposal</td><td>On going</td></tr></table> <p>For Mostyn and Giram estates identified significant pollutants been addressed by the management. Sighted the progress of mitigating measures been monitored as per table below:</p> <table><tr><td>Environmental Issue</td><td>Mitigating Measures</td><td>Status</td></tr><tr><td>Oil/pesticide leakage discharge to the land</td><td>Used of secondary tray and oil trap</td><td>On going</td></tr><tr><td>Contamination of</td><td>Signages of restriction of spraying activities at</td><td>On going</td></tr></table>	Environmental Issue	Mitigating Measures	Status	Black Smoke emission	ESP under construction with new boiler	On going	Effluent discharge	Tertiary plant treatment	On going	Scheduled waste	Sending it to authorize waste collector for disposal	On going	Environmental Issue	Mitigating Measures	Status	Oil/pesticide leakage discharge to the land	Used of secondary tray and oil trap	On going	Contamination of	Signages of restriction of spraying activities at	On going
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Clause	Indicators	Comply Yes/No	Findings		
			natural watercourse	buffer zone Continuous training & awareness	
			Air pollution from vehicle	Frequently maintenance on the vehicle used for complete combustion	On going
			Scheduled waste	Sending it to authorize collector for disposal	On going
7.11 Fire is not used for preparing land and is prevented in the managed area.	7.11.1 (C) Land for new planting or replanting is not prepared by burning.	Yes	Guided by SDPB ARM, preparation of replanting using fire is not allowed. Based on site visit at SOU Giram estates, there was no trace of burning observed. Palm trunks were chipped and windrowed at estates conducting replanting.		
	7.11.2 The unit of certification establishes fire prevention and control measures for the areas under its direct management.	Yes	The fire prevention and control measures are established in SDPB group level and operating unit level. For Group level, Zero Burning Policy, Responsible Agriculture Charter has been established and monitoring of Hotspot using the PLATINUM platform. The monitoring was established in November 2013. The system monitors any possible occurrence of fire within or nearby the concession areas throughout Sime Darby Plantation Upstream operation globally. At the estates level, there are fire prevention teams established. Among the mechanisms to prevent fire are training on firefighting for the ERT, preparing the fire-fighting facilities such as tractor mounted with water bowser and submersible water pump.		
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	Yes	During external stakeholder meeting dated in May 2023 that was carried out at Giram CU, all stakeholders including neighbor was briefed on fire prevention and control measures.		
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	Yes	No new land clearing since Nov 2015 available at SOU Giram, thus this Indicator is not applicable.		
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	Yes	A report titled 'HCV Re-Assessment for Strategic Operating Unit (SOU) Sabah Central – South Zone – Jan 2014 (Version II)' was available and verified. The assessment had covered all the High Conservation Value (HCV) within and adjacent to their estates. The SOU Giram had identified the significant HCV as reported in the assessment report as 89.39 Ha. There was no RTE observed present in the SOU in the Reassessment exercise.		
	7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-	Yes			

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Clause	Indicators	Comply Yes/No	Findings
enhanced.	approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.		
	7.12.2b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.	Yes	
	7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations.	Yes	The CU had a regular programme to educate its employees pertaining to the protection of the RTE as well as the protection of buffer zone and all protected areas. The CU has conducted a regular patrol of HCV areas, access and boundary of estates in its monitoring programme. Signage, such as "HCV attributes", "No Hunting", "No Fishing", "Buffer Zone" was erected on sites. No use of chemicals had been applied in the buffer zone as prohibited by the CU. In general, the action plan has been implemented accordingly as per detailed of action plan concerning HCV contained in the report section The action plan for these HCVs had been incorporated in the HCV report section Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited by the CU. Training on HCV, RTE species and Biodiversity was provided to workers of both Estates and Mill were conducted.
	7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and	Yes	HCV Re-Assessment has been done on April 2014, but no rights of local communities have been identified in HCV areas. Thus, the indicator was not applicable.

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Clause	Indicators	Comply Yes/No	Findings
	management of these conservation areas.		
	7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate 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.	Yes	The CU has regularly educated its employees via morning muster briefing about the need to protect the RTE species. Appropriate disciplinary measures will be taken if found violated. Information pertaining to RTE and relevant CU policies was displayed at the morning muster station. Auditor has verified HCV training records dated in Apr 2023 titled 'Taklimat HCV' which was conducted for Mostyn Estate and HCV Training for Giram.
	7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.	Yes	The CU had continued to monitor its HCV areas and presence of RTE. On-going monitoring of the HCV area at Mostyn Estate and Giram Estate was conducted accordingly.
	7.12.8 (C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.	Yes	Not applicable since there is no new land clearing.

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

Clause	Indicators		Comply Yes/No	Findings
<p>5.5.2 Time-bound plan</p> <p>A time-bound plan for certifying all its management units and/or entities, including the units where the organization has mgmt. control and/or minor shareholding, is submitted to the CB during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.</p>	(a)	As a minimum, all estates and mills shall be certified within 5 years after obtaining RSPO membership. Any new acquisitions shall be certified within a 3-year timeframe. Any deviations from these maximum periods requires approval by the RSPO Secretariat.	Yes	SDPB is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills.
	(b)	Progress towards this plan shall be verified and reported on in subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;	Yes	Sime Darby Plantation Berhad TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan Table in September 2022. On 16/01/2020, Sime Darby Plantation Berhad under its subsidiary Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (Sime Darby Plantation – Liberia) to Mano Palm Oil Industries Ltd (MPOI). Generally, all estates and mills except those stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development have been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.
	(c)	Any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent);	Yes	As the latest TBP in September 2022, all units will be certified in 2023. SDPB has submitted the latest TBP to be approved by RSPO Secretariat. As per reply from Deputy Director of Compliance, RSPO Secretariat on 26/01/2022, for RSPO membership date before 1st July 2018, the new TBP is before 30th June 2023. Since SDPB TBP is within June 2023, no approval is required from RSPO Secretariat. Although there is deviation has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.
	(d)	Where there are isolated lapses in	Yes	All operating units in Malaysia, Papua New Guinea and Solomon Island have been certified. Except for Indonesian, only 7 operating units yet to be certified:

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		implementation of a time-bound plan, a minor non-compliance shall be raised. Where there is evidence of fundamental failure to proceed with implementation of the plan, a major non-compliance shall be raised.		<ol style="list-style-type: none"> 1) Ladang Panjang Estate – Total Areas of Division 1 and 2 (1,796.19 ha) “Hak Guna Usaha” (HGU) still in process. 2) Sungai Jernih Estate – 851.57 ha under legalization process (proses Kadastral) 3) Bukit Pinang Estate – Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process. 4) Sungai Pinang Estate – Land legalisation process for 308.35 ha (Div 1 Bukit Pinang & Div 3 Sungai Pinang) is still in process. 5) East Estate/Sei Mawang Estate – Land legalization process for East Estate for 6123.7 ha under process. 6) Karya Plama Estate – Pending confirmation from BPN on HGU document 7) Beturus Estate – HGU was obtained however BPN never release the HGU to the company.
5.5.3 Requirements for uncertified management units:	(a)	No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since 1 st January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB;	Yes	Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units.
	(b)	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8;	Yes	Regular discussion was ongoing between Sime Darby Plantation and the group of community (PAC) through bi-monthly Tim Kerja Perwakilan Petani (TKPP) meeting since November 2012. In October 2013, representatives from two of nine villages (Kerunang and Entapang) left TKPP. These two villagers are supported by and working with TuK and OXFAM. They have then requested SDPB to enter into Dispute Settlement Facility (DSF) in June 2014. Hence, there were two groups of communities: The TKPP (7 of 9 villages) and the Kerunang &

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				<p>Entapang team (2 of 9 villages).</p> <p>21 TKPP meetings have been conducted. The most recent one was held on 2/11/2016. Issues related to the 14 demands made by TKPP were closed except for two.</p> <p>As per current status (23/01/2019) SDPB and affected parties will be resolved all the issues to proceed with legal review. https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</p> <p>However, sighted as at June 2019 PT Mitra Austral Sejahtera has been sold to PT Inti Nusa Sejahtera <u>Refer letter dated 27 June 2019 to RSPO Secretariat and announcement at Bursa Malaysia</u> http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965</p>
	(c)	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2;	Yes	Based on the internal audit report dated 27-28/06/2022, 01-06/08/2022 & 23/10/2022, there were no labour dispute that were not being resolved yet through an agreed process for all uncertified units for all 7 uncertified units of Sime Darby Plantation Sdn Bhd – Indonesia as of September 2022.

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

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		the classification of critical and non-critical is as stated in the RSPO P&C. If a non-compliance against a critical indicator in a non-certified management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless it is actively addressed. Evidence of active engagement with RSPO in resolving the non-compliance shall be available.		criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.
	(g)	Failure to address any outstanding non-compliances within uncertified unit(s) as defined in 5.5.3 (f) above may lead to suspension of certificate of the certified unit(s), in accordance with the provisions of these Certification Systems.	Yes	

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

DETAILS OF NON-CONFORMITIES AND CORRECTIVE ACTIONS TAKEN

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Root Cause & Corrective Action Taken by the CU	Verification Statement by Auditors
3.3.2 RAR 01 2023	Minor	<p>Requirement: 3.3.2 A mechanism to check consistent implementation of procedures is in place</p> <p>Finding: Mechanism to check consistent implementation on Contractor & Vendor Management (CVM) Procedure, date 17/11/2021 was not consistently implemented.</p> <p>Objective evidence: (Giram Estate) Contractor A</p> <ul style="list-style-type: none"> Based on interview with 1 FFB Driver found that all of them claimed that the salary was paid based on pieced rated allowance which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated. Employment contract and payslip was not fully comprehensive. Based on payslip verification, sighted that there was no indication to show how much per unit/mt should be paid to the workers. No record information of payment method, outturn of working, annual leave, sick leave, work on rest day, etc. <p>Contractor B</p> <ul style="list-style-type: none"> During the interview with Driver, received the salary on the 18th of every month. Contract agreement stated salary payment between 12-20th for each month. Safety shoes are not provided to driver. <p>(Mostyn estate) Contractor C</p> <ul style="list-style-type: none"> Based on interview with 1 FFB Driver found that all of them claimed that the salary was paid based on pieced rated allowance which contradicted with the contract agreement. The contract agreement stated the salary was paid via monthly rated. 	<p>Root cause:</p> <ol style="list-style-type: none"> Inadequate monitoring of contractors' compliance with legal requirements by Estate Management. There is no cross-checking between documents i.e. employment contract and payslip submitted to Estate Management by contractor with the employees of the contractor. The current mechanism i.e. quarterly cross SOU validation to confirm the compliance is ineffective. Inefficient and inadequate training for the contractors regarding legal compliance, contract agreement, pay slip & PPE resulting in in compliance to practices and payments. <p>Corrective Action: Correction:</p> <ol style="list-style-type: none"> Immediately organized a meeting with contractor to discuss issues raised and documents to be provided to ensure future compliances Immediately ensure that the driver is provided with safety shoes. Immediately conducted refresher training on Payslip Details, Salary Payment, Contract Agreement involving the Contractor and their workers and to avoid future misunderstanding. <p>Corrective action:</p> <ol style="list-style-type: none"> Estate Management to perform monthly document checking as well as 	<p>Received root cause & corrective action plan. The Audit team accepted the corrective action plan.</p> <p>Status: Implementation and effectiveness of the corrective action plan will be verified during next audit.</p>

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			<p>cross checking with the sampled contractors' employees on the compliance to employment contract terms and conditions and salary payment and PPE issuance.</p> <p>2. To include training to contractors on compliance to legal requirements on employment of workers e.g. salary payment, employment contract etc. into Estate training plan and program (at least twice a year)</p>	
7.8.2 MZK 01 2023	Major	<p>Requirement: 7.8.2 (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>Finding: Water courses and wetlands were not protected, including maintaining and restoring appropriate riparian and other buffer zones was not in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>Objective evidence: During site inspection at Ulu Balung Division of Giram Estate, sighted traces of chemical spraying activities carried out close to the water edge at the artificial drainage and waterways that directly channel to riparian reserve.</p>	<p>Root cause: 1. Inadequate monitoring of spraying activity by Estate Management which resulted in spraying done close to the water edge at artificial drainage and waterways that directly channel to riparian reserve.</p> <p>2. Ineffective training of sprayers by Estate Management to ensure that drainage and waterways are protected from chemical activities.</p> <p>Corrective Action: Correction: Immediately conducted a briefing to chemical sprayers, mandore and staff involved to remind them that no chemical activities allowed near water edge at artificial drainage.</p> <p>Corrective action: 1. To monitor and discuss this matter quarterly during management meetings.</p> <p>2. To organize refresher training for all workers regarding riparian reserve, buffer zones and chemical handling (theory and on-site training) at least twice a year and</p>	<p>The root cause & the corrective action plan were accepted.</p> <p>In terms of the execution of the corrective action plan, Giram Estate management has discussed the NCR raised, action plan and effectiveness of implementation during 'Sustainability Management Review Meeting (SMRM/02/2023)' on 3/6/2023. The issue will be monitored during the management meeting on quarterly basis.</p> <p>'Training Needs and Plan FY2023' record was revised and includes the training on 'Refresher Bio-D & HCV + Riparian Reserve' that will be conducted every July and December 2023.</p> <p>Verified refresher training to all workers regarding to riparian reserve, buffer zones and chemical handling (theory and on-site training) which was conducted on 26/06/2023 'Laporan Latihan Pengurusan dan Penggunaan Bahan Kimia serta Larangan Meracun/Membaja di</p>

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			included in training plan.	<p>Kawasan Rizab Riparian dan Laluan Air Buatan'.</p> <p>Training record on 'Laporan Latihan Pengurusan Rizab Riparian (Riparian Reserve) di dalam Kawasan Ladang' for training at Giram Estate on 25 – 27/07/2023 was provided for review and the slide presentation titled Riparian Reserves Management was verified.</p> <p>Status: Closed</p>
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STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification by Assessor
7.12.4 ISMA 01 2022	Major	<p>Finding: An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas was not fully implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan was not 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>Objective evidence: The integrated management plan/HCV Action Plan 2022 was not developed in collaboration with other stakeholders. Evidence of attempted collaboration efforts was not documented and available. Besides that, RTE Identification was incomplete:</p> <ol style="list-style-type: none"> 1) An inventory of RTE species in Giram CU was incomplete. Presence of RTE species was evidenced by the following: <ol style="list-style-type: none"> a. During site visit to Mostyn Estate by the auditor, a group of <i>Macaca nemestrina</i> (Pigtail Macaque) was sighted in the field 97M3A. This species is classified as endangered under IUCN Red List and listed under Appendix II under CITES. b. Review of the HCV Monitoring records (2022 and 2021) for Giram Estate showed Hornbill (<i>Enggang</i>), Muntjac (<i>Kijang</i>), Deer (<i>Rusa</i>), Crocodile (<i>Buaya</i>) were sighted and recorded. The sighting was in areas in proximity of boundary between Giram Estate (Block 95R, 2013B, 2009B and 2014A) and Ulu Balung Forest Reserve. These species are protected under the Wildlife Conservation Enactment 1997 for Sabah and CITES for protection. 2) Action Plan to manage RTE species in Giram CU was not comprehensive such as no collaboration with other stakeholders i.e., Wildlife Department, local communities, etc. 	<p>For Mostyn Estate, the 'HCV Action Plan (Continuous)' was updated on 4/1/23. For Giram Estate, the HCV Action Plan was updated on 4/1/23 after consultation with Wildlife Department on 16/6/2022 and also during stakeholder meeting (local communities) on 26/05/2023. Sighted both action plans have highlighted action to monitor the presence of RTE species such as Hornbill (<i>Enggang</i>), Muntjac (<i>Kijang</i>), Deer (<i>Rusa</i>), Crocodile (<i>Buaya</i>) and <i>Macaca nemestrina</i> (Pigtail Macaque). The action plan also highlighted the responsible measures to resolve human-wildlife conflicts.</p> <p>Status: Closed</p>

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		Responsible measures to resolve human-wildlife conflicts was not developed.	
5.2.1	Minor	<p>Finding: SOU Giram did not consult with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>Objective evidence: Sighted Records of RSPO briefing with interested Smallholders during the Stakeholder meeting dated 13/5/2022 at SOU Giram, however no records of consultations with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p>	<p>Records of consultation for smallholders during Stakeholder meeting on 30/01/2023 and 19/5/2023 at SOU Giram was conducted with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and to promote on RSPO certification.</p> <p>Status: Closed</p>
5.2.2	Minor	<p>Finding: SOU Giram did not develop and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>Objective evidence: Sighted Records of RSPO briefing with interested Smallholders during the Stakeholder meeting dated 13/5/2022 at SOU Giram, however no records of development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p>	<p>Sighted Records of RSPO briefing with interested Smallholders during the Stakeholder meeting on 30/01/2023 and 19/5/2023 at SOU Giram on development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). Among the sharing knowledge shared during the meeting:</p> <ol style="list-style-type: none"> 1) ILO / Forced Labour 2) OER pricing 3) Chemical handling <p>Status: Closed</p>
7.3.1	Minor	<p>Finding: The waste management plans were not effectively implemented.</p> <p>Objective evidence: 1) Sighted at Mostyn Estate water treatment plant store found that hazardous waste such as Used Chemical sacks (PAC), electrical waste (DB board) and damaged knapsack pump were left unattended. 2) Sighted at Giram Estate landfill (Block 2013A) hazardous waste were found dumped inside such as used oil filters, empty paint container and empty lubricant drums.</p>	<p>Sighted during site visit at Mostyn Estate water treatment plant store, all hazardous waste was managed and disposed accordingly. And no more any hazardous waste were left unattended. The area keep clean and well maintained. Sighted also at Giram Estate landfill (Block 2013A) the waste has been segregated first before dumped into the landfill. There was no traces of hazardous chemical at landfill area. Used oil filter, empty container and empty lubricant drums were managed and stored at the scheduled waste store.</p> <p>Status: Closed</p>

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ATTACHMENT 6 – Timebound Plan (Received in March 2023)

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

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

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

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Mustika	Indonesia	Pantai bonati Estate	Tanah Bumbu District – South Kalimantan	Certified	Not Applicable	6-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Aru Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Gunung Kemas Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Laut Timur Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Gunung Aru	Indonesia	Pantai Timur Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Mill	Morowali District – Sulawesi Tengah	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Ungkaya	Indonesia	Ungkaya Estate	Morowali District – Sulawesi Tengah	Certified	Not Applicable	10-Jul-12	19-20 July 2021
Rantau	Indonesia	Rantau Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Matalok Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rantau	Indonesia	Selabak Estate (PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Randi Estate (PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Sangkoh Estate (PT SAA)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Rantau	Indonesia	Lanting Estate (PT LMR)	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Betung	Indonesia	Betung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Betung	Indonesia	Sekayu Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	1-Apr-14	19-20 July 2021
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Bebunga Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Bakau Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Bebunga	Indonesia	Sungai Cengal Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Pondok Labu Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Binturung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Rampa Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Pondok Labu	Indonesia	Sesulung Estate	Kotabaru District – South Kalimantan	Certified	Not Applicable	16-Mar-12	19-20 July 2021
Sekunyir	Indonesia	Sekunyir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021

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Sekunyir	Indonesia	Sekunyir Estate	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sekunyir	Indonesia	Seruyan Estate	Seruyan and West Kotawaringin District – Central Kalimantan	Certified	Not Applicable	23-Nov-10	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Sukamandang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Sapiri Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Baras Danum Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Sukamandang	Indonesia	Kuala Kuayan Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Pemantang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Pemantang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Kawan Batu Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Hatantiring Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Pemantang	Indonesia	Batang Garing Estate	Seruyan and East Kotawaringin District – Central Kalimantan	Certified	Not Applicable	5-Jul-11	19-20 July 2021
Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Lembiru Estate	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Awatan Estate	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-14	19-20 July 2021
Lembiru	Indonesia	Pelanjau Estate (PT BAL)	Ketapang District – West Kalimantan	Certified	Not Applicable	3-Jul-19	19-20 July 2021
Lembiru	Indonesia	Karya Palma Estate	Ketapang District – West Kalimantan	Not Certified	2023		19-20 July 2021
Lembiru	Indonesia	Beturus Estate (PT BAL)	Ketapang District – West Kalimantan	Not Certified	2023		19-20 July 2021
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District – West Kalimantan	Certified	Not Applicable	18-Oct-10	19-20 July 2021

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

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Seri Intan/Selaba	Malaysia	Sabrang Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sogomana Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sg. Wangi Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Bikam Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Cluny (+ Bedford) Estate	Teluk Intan, Perak	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Sungai Buluh Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Bukit Talang Estate	Bestari Jaya, Selangor	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Estate	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Cheraka Estate	Kapar, Selangor	Certified	Not Applicable	15-Apr-11	19-20 July 2021
East	Malaysia	East Oil Mill	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	East Estate	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Sepang Estate	Sepang, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Dusun Durian Estate	Kuala Selangor, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Oil Mill	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Estate	Carey Island, Selangor	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Estate	Raub, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Oil Mill	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Mentakab Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Chenor Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Sg Mai Estate	Temerloh, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Estate	Kuantan, Pahang	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	Certified	Not Applicable	30-Dec-11	19-20 July 2021

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

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

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

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Lavang	Malaysia	Kelida Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang (Special) Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Pekaka Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Ruai Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Dulang Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Charquest Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Paroh Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Samudera Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Semarak Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Bayu Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Sahua Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Takau Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Damai Estate	Bintulu, Sarawak	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Tetere Oil Mill	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Tetere Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)		Ngalimbiu Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Mbalisuna Estate	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Smallholders – West Zone (83)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Island	Smallholders – Central Zone (53)	Guadalcanal Province, Solomon Islands	Certified	Not Applicable	18-Mar-11	19-20 July 2021

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

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

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

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

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

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