

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

File Ref. : ES10170012

**RSPO PUBLIC SUMMARY REPORT**

**CLIENT : SIME DARBY PLANTATION BERHAD – SOU 5A SELABA**

**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	
SELABA Strategic Operating Unit (SOU 5A)	Selaba Oil Mill	3° 59' 20.3" N	101° 04' 52.6" E	36000 Teluk Intan, Perak
	Cluny Estate	3° 50' 32.7" N	101° 26' 13.8" E	35800 Slim River, Perak

**MAP :** See Attachment 1

**AUDIT DATE :** 12-15/12/2023

**DURATION :** 13 auditor days

**TYPE OF AUDIT :**

Annual Surveillance Audit  
No. 3

Recertification Audit

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

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

**VALIDITY OF RSPO CERTIFICATE :** 03 March 2021 - 02 March 2026

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

Non-conformity Report(s)



List of additional site(s)



**Report by Audit Team Leader**

**Acknowledgement by Client's Representative**

Name : **Mohd Razman Salim**

Name : Shylaja Devi Vasudevan Nair

Signature :

Signature :

Date : **22 January 2024**

Date : 16 February 2024

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**SUMMARY OF AUDITS**

<b>Stage 2 audit / Recertification audit</b>				
On-site audit date :	28-31 December 2020	No. of auditor days :	12 auditor days	
Audit team :	Mohd Zulfakar Kamaruzaman (LA), Rozaimiee Ab Rahman, Rahayu Zulkifli			
No. of major NCR :	4	3.4.3, 3.8.7, 7.2.10, 6.2.3	Closing date : 30/3/2021	
No. of minor NCR :	1	3.3.3		
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
	√		√	√
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
	√	√		√
	Indigenous people	Contractors	Others (Please specify)	
	√	√		
Supply base sampled :	Selaba POM, Cluny Estate.			
Changes since the last audit :	The Certified and planted Ha had been reduced due to Transfer of 1 Supply Base (Bikam Estate) to SOU Seri Intan. Currently only 1 Supply base Remaining which is Cluny Estate			
Justification of audit planning :	Selaba POM – 6 mandays has been located to cover all RSPO P&C MYNI including 2 mandays for SCCS Cluny Estate – 6 mandays for each estate to cover all relevant RSPO indicator such as verification of safety and health, environment, good agriculture best practices, Social, HCV TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.			
Name of peer reviewer :	Prof. Emeritus Dr. Jalani Sukaimi			
Report approved by :	Kamini Sooriamorthy	Approval date : 23/04/2021		

<b>Annual Surveillance Audit 1</b>				
On-site audit date :	25 <sup>th</sup> to 28 <sup>th</sup> January 2022	No. of auditor days :	12	
Audit team :	Selvasingam T. Kandiah (LA), Mohd Zulfakar Kamaruzaman, Mohd Ab Raouf Asis			
No. of major NCR :	-	Indicator: Nil	Closing date : NA	
No. of minor NCR :	-	Indicator : Nil		
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
	√	√		√
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
	√			√
	Indigenous people	Contractors	Others (Please specify)	
	√	√		
Supply base sampled :	Cluny Estate.			
Changes since the last audit :	The Manager of Cluny Estate Mr. Fazlysham Bin Abdul Majid has been transferred out and replaced by Mr. Ikram Bin Mohd Safian. The contact person is now the Senior Manager of Sabrang Estate, Mr. Francis Ng. He replaced the Mill Manager Mr. Mohd Asid Bin Mamat.			
Justification of audit planning :	Selaba POM – 3 mandays has been located to cover all RSPO P&C MYNI and 1 mandays for SCCS Cluny Estate – 8 mandays for the estate to cover all relevant RSPO indicator such as verification of safety and health, environment, good agriculture best practices, Social, HCV TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.			
Name of peer reviewer :	-			
Report approved by :	Kamini Sooriamorthy	Approval date : 21/2/2022		

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<b>Annual Surveillance Audit 2</b>				
On-site audit date	: 20-23/12/2022	No. of auditor days	: 12 days	
Audit team	: Rozaimée Ab Rahman, Mohd Zulfakar Kamaruzaman, Dzulfiqar Azmi			
No. of major NCR	: 1	Indicator: 7.12.4	Closing date:	: 20/03/23
No. of minor NCR	: 0	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	Contractor	Others (Please specify)	
	√	√		
Supply base sampled	: Cluny Estate			
Changes since the last audit	: NA			
Justification of audit planning	: Selaba POM – 5 mandays has been located to cover all RSPO P&C MYNI and 1 mandays for SCCS Cluny Estate – 6 mandays for the estate to cover all relevant RSPO indicator such as verification of safety and health, environment, good agriculture best practices, Social, HCV TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.			
Name of peer reviewer	: NA			
Report approved by	: Kamini Sooriamorthy	Approval date	: 27/03/2023	

<b>Annual Surveillance Audit 3</b>				
On-site audit date	: 12-15/12/2023	No. of auditor days	: 13	
Audit team	: Mohd Razman Salim (LA), Rozaimée Ab Rahman, Selvasingam T. Kandiah, Mohd Zulfakar Kamaruzaman,			
No. of major NCR	: NA	Indicator: NA	Closing date	: NA
No. of minor NCR	: 1	Indicator : 7.3.2		
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	Contractor	Others (Please specify): NA	
	√	√		
Supply base sampled	: Cluny Estate			
Changes since the last audit	: NA			
Justification of audit planning	: Selaba POM – 6 mandays has been located to cover all RSPO P&C MYNI and 1 mandays for SCCS Cluny Estate – 6 mandays for the estate to cover all relevant RSPO indicator such as verification of safety and health, environment, good agriculture best practices, Social, HCV TBP, Partial Certification and GHG verification plus the verification of Land History and Land Title.			
Name of peer reviewer	: NA			
Report approved by	: Kamini Sooriamorthy	Approval date	: 13/2/2024	

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**SUMMARY OF INFORMATION**

**TABLE 1**

	<b>STAGE 2 / RA</b>	<b>ASA 1</b>	<b>ASA 2</b>	<b>ASA 3</b>	<b>ASA 4</b>
<b>Projection Period / Reporting Period*</b>	Dec 2020 - Nov 2021	Dec 2021 - Nov 2022	Dec 2022 – Nov 2023	Dec 2023 – Nov 2024	
<b>Certified FFB Processed (MT)</b>	2,075.85	20,325.00	19,383.40	21,643.08	
<b>Production of Certified CPO (MT)</b>	434.06	4,079.23	4,070.51	4,609.97	
<b>Production of Certified PK (MT)</b>	103.79	1,006.09	969.17	1,082.15	
<b>Certified Areas (Ha)</b>	1,549.75	1,549.75	1,549.75	1,549.75	
<b>Planted Areas (Ha)</b>	1,282.00	1,282.00	1,282.00	1,282.00	
<b>Production Areas (Ha)</b>	1,085.28	983.14	1,091.62	1,184.51	
<b>HCV Areas / Conservation Areas (Ha)</b>	6.49	6.49	6.49	6.49	
<b>REMARKS</b>	-				

**TABLE 2**

	<b>PO</b>	<b>PK</b>
<b>**Last years certified volume (MT)</b>	**12,256.04	**3,466.81
<b>Last years actual certified sold (MT)</b>	674.4	680.82
<b>Last years actual sold under other schemes (MT)</b>	0.00	0.00
<b>Last years sold conventional (MT)</b>	3,395.10	280.10
<b>Last year actual sold CSPO credits (where applicable)</b>	0.00	0.00
<b>New year certified volume (MT)</b>	4,609.97	1,082.15

*\*\*Extension of volume applied and approved by RSPO in Sept 2023*

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**1.0 AUDIT PROCESS**

**1.1 Certification Body**

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

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

**1.2 Qualification of audit team**

<b>Member of the Audit Team</b>	<b>Role/area of RSPO requirements</b>	<b>Qualifications</b>
Mohd Razman Salim	Lead Auditor / Social External / Time Bound Plan / Metrics Template	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.
Selvasingam T Kandiah	Auditor Good Agricultural Practices / Safety & Health	Holds a B. Sc. (Hons) in Agriculture. He had worked as a planter with Kumpulan Guthrie Berhad before retiring including in Liberia. He is a qualified auditor for RSPO P&C & MSPO.
Rozaimée Ab. Rahman	Auditor / Environment / Social Internal	Holds a B. Sc. of Agriculture from UPM. He had 7 years of working experience in the oil palm operation. He is a qualified Lead Auditor for RSPO P&C and MSPO.
Mohd Zulfakar Kamaruzaman	Auditor / Supply Chain / HCV	Holds a B.Sc. Forestry from UPM. He had 5 years of working experience in the oil palm operation. He is a qualified RSPO P&C, RSPO Supply Chain and MSPO Lead Auditor.

**1.3 Audit methodology**

The audit covered the Selaba palm oil mill and its one (1) supply base. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. The sole supply base covered during the audit is Cluny 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.

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**1.4 Stakeholder Consultation**

In summary, the stakeholders interviewed during the audit and the evidence from the stakeholder consultation carried out were as tabulated below.

<b>Stakeholders interviewed</b>	<b>Evidence from stakeholder consultation</b>
<p>1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male &amp; female)</p>	<p>Details of employee interview refer to indicator 6.2.1.</p> <p>The following were confirmed during the conduct of audit as there was no evidence to prove otherwise:</p> <ul style="list-style-type: none"> <li>• All workers signed the employment agreements with the estates/mill. They understood the contents of agreement, as these were prepared in origin language as the case may be. For those who couldn't read, the contents were explained to them in language they understood, usually by fellow countrymen who has worked in Malaysia longer.</li> <li>• They are aware of their working hours (7.5 hours) and confirmed they were paid overtime for any work in excess of 7.5 hours. There was no forced overtime.</li> <li>• They have been getting salaries above RM1,500 since May 2022. Salaries were paid before the 7th of every month.</li> <li>• No abuse at work, and no sexual harassment. They understand what constitutes sexual harassment.</li> <li>• No discrimination between migrant workers and local workers, between male and female worker.</li> <li>• Comfortable housing with water and electricity provided by government (subsidise electricity).</li> <li>• OPP System implemented as mechanism to repair house defect.</li> <li>• Have access to affordable food from the canteen/sundry shops within the estate/mill premises.</li> <li>• Entitled to free medical facilities at the estate clinic.</li> <li>• Have representatives who attend regular meetings (Social Dialog &amp; NUPW) with the management where they can put forward any complaints and or raise any issues. They are aware of the complaints form. They have used them to complaint about house defects.</li> <li>• They knew the types of work offered at Selaba CU (mill &amp; estate) when they were in their countries of origin.</li> </ul>

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	<ul style="list-style-type: none"> <li>• All migrant workers keep their own passports.</li> <li>• Shuttle services FOC upon request for workers go to nearest town.</li> <li>• Monthly recognition for workers i.e. highest harvesting productivity and housing cleanness</li> <li>• Alternate Sunday/Rest Work</li> <li>• Complaint channel via various platform i.e. OPP, Social Dialogue, Suara Kami (Platform by third party Elevate), Whistleblowing (HQ).</li> <li>• Freedom Decision Movement by worker for medical access and leaving of workplace during rest or public holiday via implemented the Guideline Medical Access Procedure &amp; Guideline of Leaving of Workplace.</li> </ul>
2) Settlers	NA
3) Villagers / Local communities (including women representatives, displaced communities)	Interview with head of village/Chairman of Jawatankuasa Pengurusan Komuniti Kampung (JPKK) from Kg Gloucester Batu 6, Kampung Selabak Dalam, Kg. Pekan Trolak, Tok Batin Kg. Rasau, Tok Batin Kg. Kuala Bil and Tok Batin Kg. Sg. Bil.
4) Suppliers	Auditor has called recruitment agent from Indonesia - recruitment agent from Indonesia - PT Wira Karitas and PT Dian Yogya Perdana. Interview with new workers at Cluny Estate confirmed these workers also understanding that they need to do all the above to go to Malaysia, and the agent also already explained to them regarding the work they should get in Malaysia which is in oil palm plantation.
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Interviews with foreign contractor workers and documents reviewed, confirmed the employment contracts and conditions of employment for contractor workers contained in employment contracts signed between the respective contractor on one hand, and their workers on the other. All workers been paid by pieced rated wages. Workers are provided with comfortable housing with free water and electricity at the estate. No abuse at work and force labour occurred for contractor workers. Salary paid via cash payment with payment voucher provided along with detailing as payslip. The workers have been paid the entitlement as per Employment Act 1955 such as work on rest day, public holiday, annual leave, medical leave, etc.
6) Local & national NGOs	NA
7) Government agencies / Statutory bodies	NA
8) Independent growers / Smallholders	<u>Selaba POM</u> Interview with Macro Sawit Sdn Bhd (collection center), Perniagaan Sinaran Mewah (collection



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	center), Setia Station Enterprise (independent grower) <u>Cluny Estate</u> Independent smallholders from Orang Asli Kuala Bil.
9) Indigenous people	Tok Batin from Kg. Kuala Bil, Kg. Sg. Bil and Kg. Rasau.
10) Contractor	<u>Selaba POM</u> Perniagaan Sahul Hamid (excavator & shovel), MyTeam Engineering (maintenance), Hur Far Engineering (maintenance), and Mohd Hussam Mansor (grass cutter).  <u>Cluny Estate</u> Amusu Marketing Sdn Bhd and Ravi Motor.
11) Previous land owner (if any)	NA
12) Others (please specify)	NA

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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

Selaba POM has a processing capacity of 40 metric tons of FFB per hour. Cluny Estate is the only supply base under SOU 5A Selaba. Selaba POM depends on crop diverted from neighboring CU and outside crop. Cluny Estate has been fully developed before the year of 2005. Hence, there is no New Plantings in Cluny Estate. Selaba CU is also certified with MSPO and HACCP certifications.

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

The FFB sourced from company own estates that are certified and third parties which are not certified. 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  
(December 2022 to November 2023)

CU own estates	FFB Contribution	
	Tonnes	Percentage (%)
Diversion	0.00	0.00%
Seri Intan	15,332.89	38.58%
Sabrang	1,753.75	4.41%
Sg Wangi	1,515.94	3.81%
Cluny	15,974.49	40.19%
Bikam	3,131.88	7.88%
Flemington	0.00	0.00%
Sg Samak	604.01	1.52%
Kinta Kellas	0.00	0.00%
Sogomana	1,412.42	3.55%
Sabak Bernam	22.42	0.06%
<b>Total</b>	<b>39,747.80</b>	<b>100%</b>
<b>Other Supply Bases - Third parties (non-certified)</b>		
Bagan Pasir	8,321.78	11.05%
Budi Sawit	0.00	0.00%
Felcra Chgkt Jong	0.00	0.00%
Green Agro	325.71	0.43%
KPSM	0.00	0.00%
Kuala Perak	1,295.62	1.72%
Ladang Moccis	13,794.67	18.32%
Law & Yap	0.00	0.00%
Liang Pang	4,074.36	5.41%
Macro Sawit	2,587.42	3.44%
Nona Commodities	66.66	0.09%
Sawit Berkat	6,676.78	8.87%
Sawit Berkat (Langkap)	5,101.27	6.77%
Sawit Teluk Baru	16,760.24	22.25%
Setia Station	7,379.90	9.80%
Sinaran Mewah	8,066.97	10.71%
Sykt Chuan Soon	862.83	1.15%
<b>Grand Total</b>	<b>75,314.21</b>	<b>100%</b>

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

CU own estates	FFB Contribution	
	Tonnes	Percentage (%)
Cluny Estate	21,643.08	100
<b>Grand Total</b>	<b>21,643.08</b>	<b>100</b>

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

Supply Chain Model : MB	Total (MT)
FFB Received	115,062.01
FFB Processed	115,062.01
Internal FFB Processed	39,747.80
Outsider FFB Processed	75,314.21
Crude Palm Oil (CPO)	
Overall CPO Production	22,969.733
Certified CPO Production	7,934.82
CPO delivered as RSPO	674.40
CPO delivered as MSPO	0.00
CPO delivered as conventional	3,395.10
CPO delivered as Credit	0.00
Palm Kernel (PK)	
Overall PK Production	5,734.991
Certified PK Production	1,981.13
PK delivered as RSPO	680.82
PK delivered as MSPO	0.00
PK delivered as conventional	280.10
PK delivered as Credit	0.00

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

Supply Chain Model : MB	Total (MT)
FFB Received	115,535.00
FFB Processed	115,535.00
Certified FFB Processed	21,643.08
Non-certified FFB Processed	93,891.92
Crude Palm Oil (CPO)	
Overall CPO Production	24,407.29
Certified CPO Production	4,609.97
Palm Kernel (PK)	
Overall PK Production	5,780.51
Certified PK Production	1,082.15

Table 5 Planted and certified area of the CU

Estate	Planted (ha)	Certified (ha)
Cluny Estate	1,282.00	1,549.75
<b>Total</b>	<b>1,282.00</b>	<b>1,549.75</b>

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Table 6 Planting profile for *Cluny Estate* CU

<u>Estate</u>	<u>Year of planting (2023)</u>	<u>Planting Cycle</u>	<u>Mature</u>	<u>Immature</u>	<u>Planted area</u>	<u>% of planted area mature</u>	<u>% of planted area immature</u>
Cluny Estate	2000	1	59.68	-	00	5	-
	2000	1	41.06	-	00A	3	-
	2000	1	44.69	-	00F	4	-
	2005	1	31.45	-	05D	3	-
	2008	2	71.28	-	08	6	-
	2012	2	12.89	-	12A	1	-
	2012	2	16.44	-	12B	1	-
	2012	2	39.66	-	12C	3	-
	2013	2	31.72	-	13A	3	-
	2013	2	19.07	-	13B	2	-
	2013	2	26.06	-	13C	2	-
	2015	2	58.65	-	15A	5	-
	2015	2	41.05	-	15B	3	-
	2016	2	35.61	-	16A	3	-
	2016	2	52.23	-	16B	4	-
	2016	2	24.98	-	16C	2	-
	2017	2	36.81	-	17A	3	-
	2017	2	78.33	-	17B	6	-
	2008	2	13.19	-	08H	1	-
	2001	1	37.18	-	01H	4	-
	1998	1	28.65	-	98H	2	-
	1999	1	29.30	-	99H1	2	-
	2019	2	44.49	-	19A	4	-
	2019	2	44.83	-	19B	4	-
	2019	2	71.9	-	19C	6	-
	2019	2	43.76	-	19D	4	-
	2020	2	41.54	-	20A	3	-
	2020	2	41.35	-	20B	4	-
	2022	2	-	57.47	22A	-	59
	2022	2	-	40.02	22B	-	41
	2000	1	38.82	-	00E	3	-
	1999	1	27.84	-	99H	2	-
	<b>Total</b>		<b>1,184.51</b>	<b>97.49</b>		<b>100</b>	<b>100</b>

### 2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

Name	:	Francis Ng
Position	:	Senior Manager
Address	:	Sabrang Estate 36009 Teluk Intan, Perak
Phone no.	:	05-6221422 / 019-7129030
Fax no.	:	05-6216834
Email	:	Ldg.sabrang@simedarby.plantation.com

**3.0 AUDIT FINDINGS**

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

None

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 for Principles & Criteria, in this report

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

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

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

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

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

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

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

None.

3.4 Status of previous non-conformities \*  Closed  Not closed\*

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

3.5. Complaint received from stakeholder (if any)

No significant complaints from stakeholders were observed.

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4.0 DETAILS OF NON-CONFORMITY REPORT

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

Total no. of minor NCR(s) List : 7.3.2

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

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

Total no. of minor NCR(s) List : NA

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

5.0 AUDIT CONCLUSION

The audit team concludes that the organization has / ~~has not~~\* 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.

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

19/1/2024

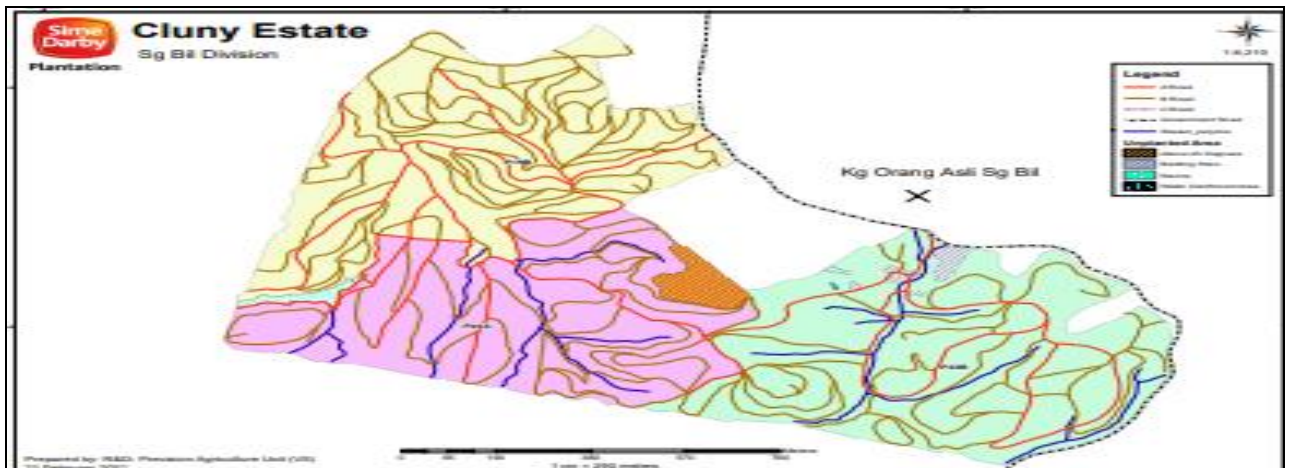
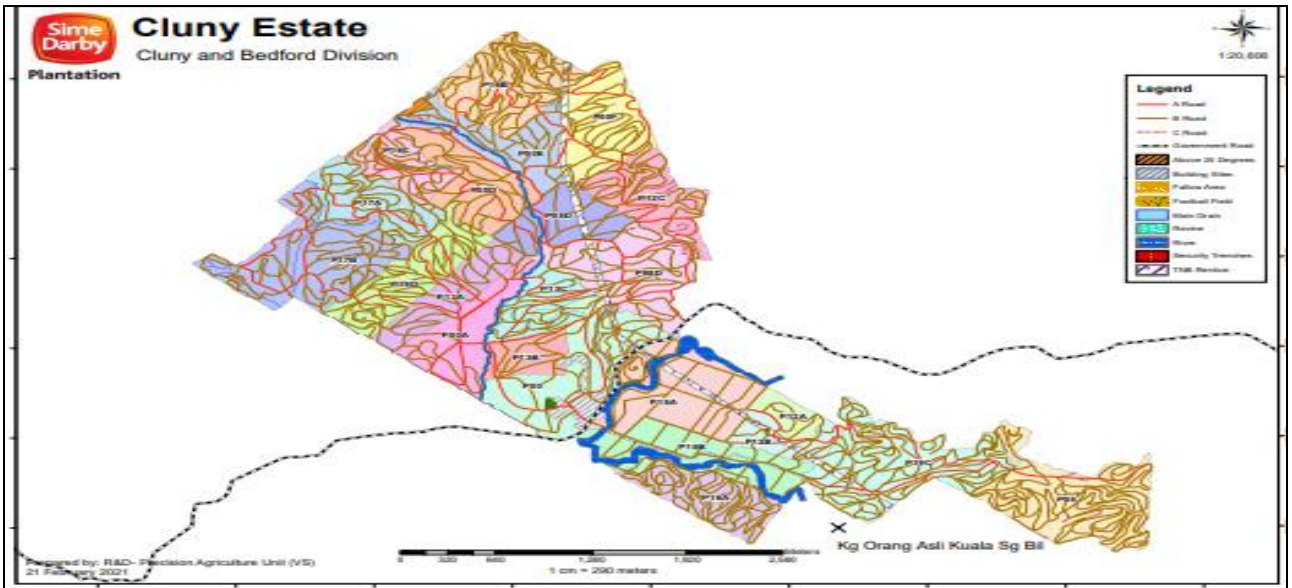
(Name)

(Signature)

(Date)

Attachment 1 - SOU Map & Indigenous People Mapping

Map of SOU 5A Selaba



**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** : 12 - 15 December 2023

**3. Site of assessment** : SOU 5A Selaba:  
1) Selaba POM  
2) Cluny 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) Rozaimie Ab Rahman (Environment & Social - Internal)  
2) Selvasingam T Kandiah (Safety & GAP)  
3) Mohd Zulfakar Kamaruzaman (SCCS, GHG & HCV)

Observer : N.A.

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

**7. Audit Method**

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



**8. Audit Findings**

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

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

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

**RSPO PUBLIC SUMMARY**

**Day One: 12/12/2023 (Tuesday)**

Time	Activities / areas to be visited		Auditee
9.00 am	Opening Meeting for <b>Sime Darby Plantation Berhad – SOU 5A Selaba</b> . Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader.		All CU
9.20 am	Briefing on the organization background and implementation of RSPO at CU (including actions taken to address previous audit findings) by company Management Representative.		Management Representative
9.30 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Selaba POM</b>		Management Representative
9.45 am	To assign each audit team members – site and the P&C requirements		
	<b>Razman Selaba POM</b>	<b>Rozaimiee Selaba POM</b>	
	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ RSPO Metric Template verification</li> <li>▪ Time bound plan and uncertified management units</li> <li>▪ Site visit at mill boundary, adjacent and neighbouring land use</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>▪ Interview with external stakeholders i.e. local communities, NGO, contractors, supplier, etc.</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with contractors, supplier, etc</li> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>▪ Production area – interview with workers at mill operation area</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li> <li>▪ Waste management including disposal site</li> <li>▪ Aspects/impacts of estate management</li> <li>▪ Pollution mitigating plans</li> <li>▪ Management and disposal of waste including pesticides containers</li> <li>▪ River system and Effluent Treatment/Discharge</li> <li>▪ Buffer/Riparian Zones</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with gender committee, worker representative, etc</li> <li>▪ Complaints and grievances</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	

**RSPO PUBLIC SUMMARY**

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

**Day Two: 13/12/2023 (Wednesday)**

<b>Time</b>	<b>Activities / areas to be visited</b>		<b>Auditee</b>
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Selaba POM</b>		Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements		
	<b>Razman Selaba POM</b>	<b>Rozaimiee Selaba POM</b>	<b>Selvasingam Selaba POM</b>
	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>▪ RSPO Metric Template verification</li> <li>▪ Time bound plan and uncertified management units</li> <li>▪ Site visit at mill boundary, adjacent and neighbouring land use</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>▪ Interview with external stakeholders i.e. local communities, NGO, contractors, supplier, etc.</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with contractors, supplier, etc</li> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> </ul>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>▪ Production area – interview with workers at mill operation area</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with gender committee, worker representative, etc</li> <li>▪ Complaints and grievances</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b> <ul style="list-style-type: none"> <li>▪ Production area – interview with workers at mill operation area</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Safety &amp; Health practice – witness activities at site</li> <li>▪ Hazard identification and Risk Management</li> <li>▪ Safety &amp; Health practice – witness activities at site</li> <li>▪ Controlled/open burning</li> <li>▪ Good Milling Practices</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>

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

**Day Three: 14/12/2023 (Thursday)**

Time	Activities / areas to be visited				Auditee
9.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at <b>Cluny Estate / Selaba POM</b>				Management Representative
9.15 am	To assign each audit team members – site and the P&C requirements				
	<b>Razman Cluny Estate</b>	<b>Rozaimée Cluny Estate</b>	<b>Selvasingam Cluny Estate</b>	<b>Zulfakar Selaba POM</b>	
	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ RSPO Metric Template verification</li> <li>▪ Time bound plan and uncertified management units</li> <li>▪ Site visit at Estate Boundary, adjacent and neighbouring land use</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>▪ Interview with external stakeholders</li> </ul>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop &amp; etc.</li> <li>▪ Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li> </ul>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.).</li> <li>▪ Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Safety &amp; Health practice – witness activities at site</li> </ul>	<p><b>Site visit and assessment on Supply Chain Implementation including the:</b></p> <ul style="list-style-type: none"> <li>• Model used</li> <li>• General Chain of Custody</li> <li>• System Requirements for the supply chain</li> <li>• Documented procedures</li> <li>• Purchasing and goods in</li> <li>• Outsourcing activity</li> <li>• Sales and goods out</li> <li>• Processing</li> <li>• Records keeping</li> <li>• Registration</li> <li>• Training</li> <li>• Claims</li> </ul>	

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	<p>i.e. local communities, NGO, contractors, supplier, etc.</p> <ul style="list-style-type: none"> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Complaints and grievances</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ Hazard identification and Risk Management</li> <li>▪ Safety &amp; Health practice – witness activities at site</li> <li>▪ Controlled/open burning</li> <li>▪ Good Agriculture Practices</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<p>Interview with PIC SCCS, contractors, etc.</p>
12.30 pm	<b>LUNCH BREAK &amp; ZUHUR PRAYER</b>			
1.30 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
5.00 pm	Audit team discussion / Interim closing / End of Day 3 audit			
9.00pm	Discussion LA and teams on potential NCRs			

### Day Four: 15/12/2023 (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				
	<b>Razman Cluny Estate</b>	<b>Rozaimie Cluny Estate</b>	<b>Selvasingam Cluny Estate</b>	<b>Zulfakar Cluny Estate</b>	
	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ RSPO Metric Template verification</li> <li>▪ Time bound plan and uncertified management units</li> </ul>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center,</li> </ul>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Production area field inspections (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp;</li> </ul>	<p><b>Coverage of assessment: P1, P2, P3, P4, P5, P6, P7:</b></p> <ul style="list-style-type: none"> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> </ul>	

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	<ul style="list-style-type: none"> <li>▪ Site visit at Estate Boundary, adjacent and neighbouring land use</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans.</li> <li>▪ Interview with external stakeholders i.e. local communities, NGO, contractors, supplier, etc.</li> <li>▪ Consultation with relevant government agencies</li> <li>▪ Local sustainable development</li> <li>▪ Support smallholder inclusion</li> <li>▪ Complaints and grievances</li> <li>▪ External stakeholders issues &amp; welfare</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<p>School/GLC, Humana/Crèche, provision shop &amp; etc.</p> <ul style="list-style-type: none"> <li>▪ Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Workers Issues &amp; welfare</li> <li>▪ Complaints and grievances</li> <li>▪ Interview with Union/workers representatives</li> <li>▪ Interview with gender committee, worker representative, contractors, supplier, etc</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<p>etc.).</p> <ul style="list-style-type: none"> <li>▪ Production area – interview with workers at production area (harvesting, spraying, manuring, OP nursery, replanting area, peat area &amp; etc.)</li> <li>▪ Follow up from previous assessment findings.</li> <li>▪ Laws and regulations</li> <li>▪ Facilities at workplace inspection (water treatment plant, clinic, stores, workshop, landfill area &amp; etc.</li> <li>▪ Waste management including disposal site</li> <li>▪ Aspects/impacts of estate management</li> <li>▪ Pollution mitigating plans</li> <li>▪ Management and disposal of waste including pesticides containers</li> <li>▪ River system and Effluent Treatment/Discharge</li> <li>▪ Buffer/Riparian Zones</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>	<ul style="list-style-type: none"> <li>▪ HCV/RTE action plan</li> <li>▪ GHG</li> <li>▪ Waste management including disposal site</li> <li>▪ Aspects/impacts of estate management</li> <li>▪ Pollution mitigating plans</li> <li>▪ Management and disposal of waste including pesticides containers</li> <li>▪ River system and Effluent Treatment/Discharge</li> <li>▪ Buffer/Riparian Zones</li> <li>▪ Training and skill development programs</li> <li>▪ Continuous improvement</li> </ul> <p>Other area identified during the assessment.</p>
12.00 pm	<b>LUNCH BREAK &amp; FRIDAY PRAYER</b>			
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
3.00 pm	Discussion and acceptance on assessment findings with Management Representative and visited site Plantation / Scheme Manager			
5.00 pm	Closing meeting at the CU / End of audit			

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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	Selaba POM and Cluny Estate made available documents specified in the RSPO P&C to the public. These documents are either available via the Company's website <a href="http://www.simedarbyplantation.com">www.simedarbyplantation.com</a> , or available at the office, or can be accessible at each operating unit.
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	YES	The CU continued to maintain stakeholders for contractors, vendors/suppliers, government agencies, schools, local communities, etc. It was noted that Sime Darby Plantations has revised their website, <a href="http://www.simedarbyplantation.com">www.simedarbyplantation.com</a> to include all management documents relating to the unit's environmental, social and legal issues demonstrating commitment towards compliance to RSPO criteria via Sime Darby Plantation Sustainability Report. Sighted also Internal Stakeholder meeting has been conducted in social dialogue, which is carried out by once in a month to cater the internal issues with last conducted on via progress meetings as evidenced via meeting with NUPW, Gender Committee and AMESU meeting with management.
	1.1.3 (C) Records of requests for information and responses are maintained.	YES	The CU had identified personnel responsible for handling complaints. Records of communication were identified and maintained in different files, internal & external communication, depending on the stakeholder. Among the records inspected were correspondences with the authorities, local communities and employees.
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.	YES	The CU has established a procedure in order to comply with the requirement and it describe the procedures and mechanism to be taken should any stakeholders (either external or internal) wish to communicate with the company on any issues concerning their interest.
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	YES	Reviewed during the audit were stakeholder lists for Selaba POM (updated in Sept 2023) and Cluny Estate (updated in Jan 2023). These stakeholders include the employee reps, suppliers, contractors, service providers, transporters, list of CPO and PKO buyers, government agencies such as Dept of Safety and Health, SOCSO Labour Department, Indonesian Consulate, nearby schools, neighbouring plantations, etc.
1.2 The unit of	1.2.1 A policy for ethical conduct is in place and implemented in all business	YES	The SOU 5A Selaba subscribe to the Sime Darby Plantations Group's Code of Business Conduct (COBC) dated March 2018. This code applies to all its employees, counterparts,



## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
certification commits to ethical conduct in all business operations and transactions.	operations and transactions, including recruitment and contracts.		business partners, affiliates and associates to comply with Labour & Human Rights, Environment, Safety & Health, and Ethics and Management Practices. Among the contents of the VCOBC include avoiding conflict of interest, guarding against bribery and corruption, ethics on gifts and corporate hospitality, donations and sponsorships, dealing with counterparts and business partners, government agencies and public officials. All levels of employees are required to sign a COBC personal pledge.
	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: <ol style="list-style-type: none"> <li>1. Internal audits conducted by Group Integrity Governance Assurance Department;</li> <li>2. Tender awards to be decided by tender committee to ensure independence and transparency;</li> <li>3. OPEX tender single source justification, where at least 3 quotations must be obtained.</li> </ol>

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

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

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	YES	SOU 5A Selaba has continued to comply with all applicable local, national and ratified international laws and regulations. The last update of legal register was in July 2023.
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.	YES	SOU 5A Selaba have identified, documented and maintained their legal register with written information on legal requirements which related to their operation in legal register entitled "Legal Requirement Register", certification & compliance units were responsible to track changes and the information was disseminated to all its plantations and Mill department.
	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	<u>Selaba POM</u> Selaba POM is located within the Seri Intan Estate (Selaba Division). The boundary is demarcated with chain link fence. <u>Cluny Estate</u> Audit team has verified that the boundary stones/marks are located and visibly maintained between the main road and estate of the Main Division at Cluny Division.
2.2 All contractors	2.2.1 A list of contracted parties is maintained.	YES	List of stakeholders of SOU 5A Selaba are maintained and made available during the audit. Records of communications are documented and filed.

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<b>Clause</b>	<b>Indicators</b>	<b>Comply Yes/No</b>	<b>Findings</b>
providing operational services and supplying labour and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, is available.	YES	All contracts, including those for FFB supplier, contain specific clauses on meeting applicable legal requirements as verified through Online Vendor Registration (OVR) and the Vendor Code of Business Conduct (VCOBC) which apply to all contractors for due diligence and meeting legal requirements. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, were clearly stated in the contracts.
	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 sampled contracts contain a provision which refers to compliance with Sime Darby's Policies which include its Human Rights Charter Revised 2020 (HRC 2020), states its respect for rights of workers, by eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking. 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.
2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> <li>Information on geo-location of FFB origins.</li> <li>Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>One or more supporting documents for claims</li> <li>Valid MPOB license</li> </ul>	YES	Selaba POM has monitored all the FFB supplies outside the unit of certification are from legal sources: <ul style="list-style-type: none"> <li>a) Information on geo-location of FFB origins.</li> <li>b) Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>c) MPOB License</li> </ul> The evidence of documents/records are available in the 'Responsible Sourcing Guideline (RSG) Baseline Assessment Report' and 'Desktop Assessment for New OCP Suppliers' for all the directly source FFB also verified by the auditor. Selaba POM also had copies of valid land title and MPOB licenses of all their outsider FFB suppliers.
	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 current document is available in the RESPONSIBLE SOURCING GUIDELINE (RSG) BASELINE ASSESSMENT REPORT and Desktop Assessment for New OCP Suppliers for all the directly source FFB also verified by the auditor. The land title and MPOB license for all their indirectly source FFB supplier was kept by the Procurement Department, Sime Darby Headquarters (online system).

## RSPO PUBLIC SUMMARY

### **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	The Selaba SOU 5A continued to be commitment to long-term economic and financial viability. The annual budgets for 2023 to 2027 which includes Capital and Operating Expenditures had vin in addition FFB yield/Ha, OER and CPO were sighted. The budget provisions cover activities for machinery and plant upkeep, expenditure for mature and immature oil palm upkeep, harvesting and evacuation, welfare, capital expenditure and RSPO compliance.
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	YES	On Cluny Estate a long-range replanting programme (LRRP) until 2027 was sighted. The programme is reviewed once a year and is incorporated in the estate's annual financial budget. The program for the next 5 years was sighted during the audit.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	YES	The management review meetings for SOU 5A Selaba were held at the respective sites, in Sept 2023. The meetings were chaired by the respective Managers and attended by their executives and staff. The management had highlighted the positive and negative impact based on internal audit conducted.
3.2 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.	YES	Selaba certification unit continued to regularly monitor and review their social and environmental performance. A continuous improvement plan has been established and reviewed dirng the audit.
	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 tally 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 5A Selaba continued to use the documents established by the Sime Darby Plantation Berhad among others as follows; <ul style="list-style-type: none"> <li>a) Plantations / Mill Quality Management System (PQMS / MQMS) Manual</li> <li>b) PQMS / MQMS Standard Operating Manual and Procedures (SOP)</li> <li>c) Sustainable Plantation Management System (SPMS) Manual</li> <li>d) RSPO Supply Chain Manual</li> <li>e) ESH Management System Manual</li> <li>f) Occupational Safety and Health Manual</li> </ul>

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Clause	Indicators	Comply Yes/No	Findings
			g) Pictorial Safety Standards h) Laboratory Process Control Manual i) Security Guidelines. j) SOP for recruitment, selection and hiring of foreign workers i.e. SOPP Workforce Management Unit k) SOP for hiring and selection of local workers l) SOP for promotion of workers m) SOP of Suara Kami Helpline 2020
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	YES	The mechanisms in place are as the Regional Chief Engineer Mill visit, Structured Oil Recovery Assessment (SORA), Structured Estate Performance Assessment Unit (SEPA) and the Agronomist visit.
	3.3.3 Records of monitoring and any actions taken are maintained and available.	YES	Records of monitoring and the actions taken by the estate continued to be maintained and kept for a minimum of 12 months. Monthly Progress, Monthly Costing and Annual Reports on monitoring of all activities were made available during the audit as well as official monthly reporting to MPOB. Among those records sighted at the estate included the Monthly Chemical consumption, Daily worker's activity, rainfall data, pest census, agrochemicals usage and Programme sheets for Fertiliser Application, Field upkeep, etc
3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.	3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.	YES	There is no new planting in Selaba CU. Environmental Aspect and Impact Assessment (EAI) and Social Impact Assessment (SIA) was conducted internally considering activities associated to estate and mill operations.
	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	As mentioned above, the Environmental Aspect and Impact Assessment (EAI) and Social Impact Assessment (SIA) was conducted internally considering activities associated to estate and mill operations. Social Impact Assessment (SIA) Report for Selaba CU (SOU 5 Seri Intan/Selaba) was verified. The assessment was carried out at SOU Seri Intan/Selaba in 2014 (Selaba POM, Seri Intan Estate, Sabrang Estate, Cluny Estate, Bikam Estate, Sogomana Estate and Sungai Wangi Estate). The SIA was done by Social & Environmental Project Unit, GSD Department. The internal and external stakeholders were consulted during the assessment. The assessments were used methodology of interview workers based on workstation, harvesters, sprayers, worker representatives/NUPW, gender committee, contractor, supplier, local community, neighbouring estate/smallholders, government agencies, school. The SIA Report also included the baseline for socio economic data of all estates and mills and the social profile, as well as their stakeholders. The report also contained the estates and mill's background information, labour policies, grievance

**RSPO PUBLIC SUMMARY**

Clause	Indicators	Comply Yes/No	Findings
			<p>procedures (internal and external), sexual harassment policies, facilities and amenities offered by the estates, and the social impact assessment procedures and results. The secondary data collection – document review/file checking has also been done. The report includes both positive and negative impact and its recommendation.</p> <p>The Addendum SIA on Replanting Activity was carried out at Cluny Estate in February 2022. The addendum SIA was carried out comprehensively and has been developed with participation of affected stakeholders such as workers representative, non-workers representative, local communities such as representatives from Kg. Rasau, Kg. Orang Asli Kuala Bil, and SJKT Ladang Cluny.</p>
	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 social management action plans are being reviewed and updated on an annual basis at SOU 5A Selaba. This takes into account inputs from external stakeholder meetings, Social Dialog, NUPW meetings, OSH Committee meetings, as well as Women &amp; Children Committee meetings. Among the social issues for management and monitoring were replanting activities, school issues, canteen prices, wild dog, road maintenance, safety issues related to heavy machineries passing by the workers' housing, making sure PPE replacement is always available. All issues were reviewed with stakeholders' participation during stakeholders meeting by reviewing previous meeting minutes. The reviews done involved respective managers, assistants and Sustainability Team with external stakeholders such as from Govt. agencies, neighbouring estates, local communities, suppliers and contractors.</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>The recruitment process was clearly stated in the procedure where the recruitment was based on age, medical fitness and etc. There is no discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary and etc. Meanwhile, promotion process is available for the local &amp; foreign workers in the amended procedures under "Title: Career Progression for Workers Level". It has been noted that the workers interviewed understand the above-mentioned procedure.</p>
	3.5.2 Employment procedures are implemented, and records are maintained.	YES	<p>For local workers, application form, employment interview assessment form, medical check-up report and employment contract was sighted for new recruited employees. A copy of the identification card was kept as a record. Interviewed with the clerk confirmed that if there is any job vacancy available, they will publish a job vacancy advertisement at the places nearby the villages. For foreign workers managed by Workforce Management Unit (WMU).</p>
3.6 An occupational health and safety (H&S) plan is documented, effectively	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	YES	<p>All routine activities at mill and estate were adequately risked assessed. It covered operations like chemical usage, boiler operation, FFB sterilization, kernel extraction and oil extraction and clarification in the mill. Appropriate risk control measures had been determined and implemented for the respective activities and operation in the mill. As for mitigation, all the moving parts and rotating machinery were installed with machine guards and properly covered. Appropriate administrative control was sighted with safety</p>

## RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
communicated and implemented.			signages displayed at all workstations including mill office and workshop. In general, performance of OSH administrative controls as well as risk control measures were adequate. A PIC was assigned to monitor the implementation of the control measures during field and site assessment.
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people are monitored.	YES	Effectiveness of implementation of health & safety plan was monitored by daily basis. All the precaution i.e. safety signboard, pictorial safety standards, PPE, etc has been published and displayed at workplace areas (notice board, muster call, etc). The CU also monitored risk in workplace operations on monthly basis.
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	Annual training programme for year 2023 covered all aspects of the RSPO Principles and Criteria, with regular assessments of training needs were presented to auditors by both Cluny Estate and mill. The training programmes were also extended to contractors and suppliers. Trainings were either conducted internally by its own staff or by other department within the Sime Darby Group or consultant.
	3.7.2 Records of training are maintained, where appropriate on an individual basis.	YES	Records of training are maintained, reviewed during the audit.
	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 is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) was communicated to all contractors by SCCS in-charge at Selaba POM in July 2023. The training was attended by 22 person including contractor driver, store keeper, AP, lab attendant, boiler operator, foremen, etc. Attendance list & photograph were verified. Internal training also was conducted by PIC Selaba to all staff that handling of SCCS in Oct 2023. During the interview with PIC, the weighbridge operator confirmed that he understood the critical points during receiving FFB.

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**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 Selaba POM is MB.																								
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 <sup>rd</sup> party certified supply base.	YES	<p>Selaba POM decided to maintain the MB model for their supply chain system. Selaba POM obtained certified FFB from both certified and non- certified supply base (sample as listed below). Selaba POM also found to be aware of the downgrading procedure.</p> <table border="1" data-bbox="869 997 1845 1267"> <thead> <tr> <th data-bbox="869 997 1196 1023">List of certified supply base</th> <th colspan="2" data-bbox="1196 997 1845 1023">List of non- certified supply base</th> </tr> </thead> <tbody> <tr> <td data-bbox="869 1023 1196 1048">Bikam Estate</td> <td data-bbox="1196 1023 1518 1048">Sawit Berkat</td> <td data-bbox="1518 1023 1845 1048">Perniagaan sinaran mewah</td> </tr> <tr> <td data-bbox="869 1048 1196 1074">Cluny Estate</td> <td data-bbox="1196 1048 1518 1074">Setia station enterprise</td> <td data-bbox="1518 1048 1845 1074">Sawit Teluk Baru</td> </tr> <tr> <td data-bbox="869 1074 1196 1129">Seri Intan Estate (Selaba Division)</td> <td data-bbox="1196 1074 1518 1129">Macro Sawit Sdn Bhd</td> <td data-bbox="1518 1074 1845 1129">National land (Bagan Pasir)</td> </tr> <tr> <td data-bbox="869 1129 1196 1185"></td> <td data-bbox="1196 1129 1518 1185">National Land (Kuala Perak)</td> <td data-bbox="1518 1129 1845 1185">Liang Pang &amp; Son</td> </tr> <tr> <td data-bbox="869 1185 1196 1211"></td> <td data-bbox="1196 1185 1518 1211">Syarikat Chuan Soon</td> <td data-bbox="1518 1185 1845 1211">Law &amp; Yap Sawit</td> </tr> <tr> <td data-bbox="869 1211 1196 1236"></td> <td data-bbox="1196 1211 1518 1236">Green Agro Pyramid</td> <td data-bbox="1518 1211 1845 1236">Budi Sawit Enterprise</td> </tr> <tr> <td data-bbox="869 1236 1196 1262"></td> <td data-bbox="1196 1236 1518 1262">Ladang Moccis</td> <td data-bbox="1518 1236 1845 1262"></td> </tr> </tbody> </table> <p data-bbox="869 1267 1234 1292">Details as in Table 3 of this report.</p>	List of certified supply base	List of non- certified supply base		Bikam Estate	Sawit Berkat	Perniagaan sinaran mewah	Cluny Estate	Setia station enterprise	Sawit Teluk Baru	Seri Intan Estate (Selaba Division)	Macro Sawit Sdn Bhd	National land (Bagan Pasir)		National Land (Kuala Perak)	Liang Pang & Son		Syarikat Chuan Soon	Law & Yap Sawit		Green Agro Pyramid	Budi Sawit Enterprise		Ladang Moccis	
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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	This has been made available, as in Table 4 of this report.
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organisation (RSPO IT platform).	YES	<b>Member Name</b> Member Name : Selaba Oil Mill Holding Name: SIME DARBY FUTURES TRDNG SDN BHD GPS Coordinates (Latitude, Longitude) : 3.983333, 101.066667 <b>License Information</b> Commodity : Palm Oil RSPO Membership Number : 1-0008-04-000-00 Type of Busines: Oil mill



**RSPO PUBLIC SUMMARY**

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.5	<p>The site shall have written procedures and/or work instructions to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>• Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>• Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>• Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This</li> </ul>	YES	<p>Selaba POM had revised their documented procedure title "Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia". The procedure described the following:</p> <ul style="list-style-type: none"> <li>• Clause 3.0 ~ Scope</li> <li>• Clause 4.0 ~ The responsibility of for the implementation of MSPO/ RSPO SCC i.e. head of operating unit</li> <li>• Clause 5.0 ~ Control of document &amp; records such as weighbridge tickets, consignment note, training record &amp; contracts. Record retention for 10 years. Define the critical control point (CCP): estate – weighbridge, mill – weighbridge, admin office, ramp, CPO despatch area, CPO storage tank. Kernel silos.</li> <li>• 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</li> <li>• Clause 7.0 ~ Receiving FFB at the mill – list of supply base, rules for determining diverted FFB destination, relevant record</li> <li>• Clause 8.0 ~ ISCC Compliant waste / residues materials</li> <li>• Clause 9.0 ~ Process monitoring – for IP model mill need to ensure no mixing of RSPO certified and non-certified and MB model</li> <li>• Clause 10.0 ~ CPO and PK despatch – [Clause 9.1] all delivery of CPO and PK shall be in accordance with the contract allocated by Global Trading &amp; Marketing (GTM) department</li> <li>• Clause 11.0 ~ Non-conforming material / product – requirement to downgrade the RSPO Product</li> <li>• Clause 12.0 ~ Product claim – shall follow RSPO rules on market communication &amp; claim</li> <li>• Clause 13.0 ~ Outsourced contractor - the mill has established list of outsourced contractor.</li> <li>• Clause 14.0 ~ Training – the mill shall provide training for relevant personnel carrying the task at tech critical control point (CCP).</li> <li>• Clause 15.0 ~ Reclassification of mill's supply chain model - Reclassification of mill's supply chain model may be determined by GTM/ GSD. CB shall be notified. All communicated shall be recorded.</li> <li>• Clause 16.0 ~ Production volume</li> <li>• Clause 17.0 ~ Conversion Factors</li> <li>• Clause 18.0 ~ Internal Audit</li> <li>• Clause 19.0 ~ Complaints</li> <li>• Clause 20.0 ~ Management Review</li> </ul> <p>The procedure was kept in file Supply Chain. Appropriate changes were also made in the change to include the new clause Production of ISCC Certified Waste/Residue Materials at the Mill. There is no evidence that Selaba POM seeking certification outsources activities to independent third parties. The procedure was kept in file RSPO Selaba POM (E9) Appropriate changes were also made in the change to include the new clause Production of ISCC certified waste/residues materials at the mill.</p> <p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS has been communicated to all contractors and SCCS Incharge</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>person shall be able to demonstrate awareness of the organisation's procedures for the implementation of this standard.</p> <ul style="list-style-type: none"> <li>The site shall have documented procedures for receiving and processing certified and non-certified FFBs.</li> </ul>		<p>by Selaba POM on 12/7/23 attended by 22 person including contractor driver, store keeper, AP, lab attendant, boiler operator, foremen, etc. Attendance list &amp; photograph was seen. Internal training also has been conducted by PIC Selaba to all staff handling SCCS on 6/10/23. During interview with PIC, the weighbridge operator confirmed that he understood the critical points during received the FFB.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.6	<p>The site shall have a written procedure to conduct annual internal audit to determine whether the organisation;</p> <ul style="list-style-type: none"> <li>• Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</li> <li>• Effectively implements and maintains the standard requirements within its organisation.</li> <li>• Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The organisation shall be able to maintain the internal audit records and reports.</li> </ul>	YES	<p>As describe under para 18.0 SOP for Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia issue no 5 dated 1 June 2022, Selaba POM refer to this procedure which is follow the RSPO Supply Chain Certification Standard Revision 2022 requirements. Audit report has also been established. The audit was conducted against the RSPO Supply Chain Certification Standard Revision 2020 requirements. The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard. There was 1 NCR raised by auditor related to stamping, audit attendance sheet, audit plan, and audit notes. Selaba POM has taken the necessary action to improve the comments and NCR from auditor.</p> <p>.</p> <p>Documented procedure has defined management review will be conducted once a year. Management review meeting was conducted on 27/9/2023 (combined RSPO, RSPO SCCS and MSPO)</p> <ul style="list-style-type: none"> <li>• Internal audit: 1 NCR (SCCS only)</li> <li>• Customer feedback: data analysis shows result from customer survey (i.e. RSPO-CSPO related to meeting the contract volume, timely delivery, dispatch documentation) result achieved.</li> <li>• Previous meeting was highlighted</li> <li>• Changes: There was no significant change.</li> <li>• Recommendation for improvement: improve the established system</li> </ul>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
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>Selaba POM followed the Sime Darby SOP namely title "<i>Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia</i>" document, approved in May 2022 and effective 1 Jun 2022. in Clause 7.0 ~ Receiving FFB at the mill. The established procedure has addressed the following:</p> <ul style="list-style-type: none"> <li>• The name and address of the seller/buyer;</li> <li>• Product(s) identification including the applicable supply chain models (mass balance, segregation);</li> <li>• The quantity of the products delivered;</li> <li>• The loading or delivery date;</li> <li>• Related transportation documentation with a unique identification number;</li> <li>• RSPO / MSPO certificate number; and</li> <li>• MSPO certificate validity.</li> </ul>

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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"> <li>a) The name and address of buyer;</li> <li>b) The name and address of the seller</li> <li>c) The leading or shipment/delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation</li> <li>i) A unique identification number</li> </ul>	YES	<p>Procedures in handling of sale and delivery was sighted and found adequate. Sales activities usually handled by Sime Darby Plantations Berhad and Global Trade Marketing Department (HQ) on behalf of Selaba POM. Documented procedures related to sales and goods out were sighted and found adequate.</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> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.</p>	YES	<p>There is 1 outsource company CPO transporter i.e. Mayxxx Bayxxxx Sdn Bhd (agreement sign on 12/12/2020). The agreement document was available and communication on the RSPO supply chain requirement was communicated to them. Record of training dated 5/11/2020 for transport contractor was sighted by the auditor.</p> <p>b) There is a contract document between Selaba POM and the transporters. At clause 5 (d) in the agreement stated that the contractor permit the certification bodies (CBs) appointed by the Company to conduct audit on its or its sub-contractor operations and provide access to all relevant systems, documents and records when requested by the CB.</p> <p>c) The RSPO Supply Chain procedure has described on Para 13.0 Outsource Contractor and briefed to the contractor on date 12/7/23 attended by 22 person including contractor driver, store keeper, AP, lab attendant, boiler operator, foremen, etc. Attendance list &amp; photograph was seen.</p>

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<b>Ref. in RSPO SCCS</b>	<b>Indicators</b>	<b>Comply Yes/No</b>	<b>Findings</b>
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 people for transporters were made available and up-to-date in the stakeholder list on 1 September 2023.
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	Relevant record was maintained for more than 3 years as per Standard Operating Procedure for Sustainability Supply Chain and Traceability.
	iii ) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.	YES	NA- since Selaba POM using MB model

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> <li>a. shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</li> <li>b. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</li> <li>c. The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</li> </ul>	YES	<p>Selaba 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 Records for Oil Mills”.</p> <p>From Dec 2022 to Nov 2023, Selaba POM had delivered 674.40 mt of CPO MB to 1 buyer (Sime Nuri) From same date 680.82 MT of PK MB to 1 buyer (Sime Nuri). Records of the volume purchased (input) and claimed (output) over a period of 12 months was updated in ‘RSPO Records for Oil Mill’.</p>
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	YES	Selaba POM process all certified and non-certified crop. The processing output will be based on the actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). OER & KER has been updated by daily basis and monthly summary has been used as guidance.



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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	consistently.		
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	YES	
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	YES	Not applicable 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 more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of	YES	Documented procedures related to sales and goods out were sighted and found adequate. The requirement of sales & goods out especially on notation of applicable Supply Chain model & Certificate number being complied by indicating in weighbridge dispatch ticket. The registration of transaction being carried out by Group Plantation Marketing subordinate. Mill received copy of transaction input from the system on monthly basis based on contract summary (buyer weight being put in). Following sample of shipping announcement had been verified during the audit. No removal of stock has been carried out yet.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	underproduction, loss or damage shall be removed in the RSPO IT platform		
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	YES	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. Selaba 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	Policy to respect human rights available in the Sime Darby Plantation's Human Rights Charter Revised 2020 (HRC 2020). The scope of this HRC 2020 encompasses workers (men, women, migrant, trans-migrant, contract and casual), employees (all levels of the organisation) and parties and communities surrounding SDPB operations. The commitments under the HRC 2020 include engaging and empowering local communities, respect and uphold labour rights, respect and uphold children's rights, protection of human rights defenders, whistle blowers, complainants, and community spokespersons. Among others, the HRC 2020 is states the Company's commitment to safeguarding the confidentiality of those involved. The HRC 2020 was communicated to all levels of the workforce, operations, FFB suppliers, contractors, and local communities.
	4.1.2 The unit of certification does not	YES	There is no evidence that SOU 5A Selaba instigates any violence or uses any form of harassment within the certification unit. This was confirmed by interviews conducted with its employees from all

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<b>Clause</b>	<b>Indicators</b>	<b>Comply Yes/No</b>	<b>Findings</b>
	instigate violence or use any form of harassment in their operations.		levels (staff, workers, security personnel).
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	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. Additionally, SDPB has established Suara Kami Helpline. Suara Kami 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.
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	YES	To ensure that illiterate parties also understand the procedures, verbal, practical demonstration and pictorial briefings are given are translated into the language the affected parties understand. This was confirmed during interview with workers at Selaba POM and Cluny Estate, they were satisfied with the channel provided by Sime Darby Management as outcome through this channel is fast and effective.
	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 complainants were kept informed of the progress of the complaints. This was communicated to all workforce, and external stakeholders (e.g FFB suppliers, contractors, and local communities).
	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 Sustainable Plantation Management System, Flowchart and Procedure On Handling Social Issues Version 1, states upon failure of negotiation process involving estate management, representatives from the disputed parties, zone heads, third parties and stakeholders, legal proceedings may follow. 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."
4.3 The unit of certification contributes to local sustainable development as	4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.	YES	The main contribution to community development for SOU 5A Selaba is the employment opportunities accorded to the surrounding communities, including the indigenous peoples, the Orang Asli.

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Clause	Indicators	Comply Yes/No	Findings
agreed by local communities.			
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	Evidence of legal ownership of the land including history of land tenure was verified during this audit. The land was previously owned by Golden Hope and after merged with Sime Darby, the Land Title was transferred under the name of Sime Darby Plantation Berhad. Each estate had legal use of the land through an Ownership signed by the Director of Lands and Surveys of Perak following the payment of premium and land fee.
	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, it has been verified that the land is legitimately owned by SOU 5A Selaba since 1985. Therefore, no land issue 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 decisions were taken.	YES	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations	YES	

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Clause	Indicators	Comply Yes/No	Findings
	<p>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.</p>		
	<p>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).</p>	<p>YES</p>	<p>It has been verified that the land is legitimately owned by SOU 5A Selaba since 1985. 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.</p>
	<p>4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p>	<p>YES</p>	<p>There was no land encumbered by customary rights or dispute from any stakeholder at SOU 5A Selaba.</p>
	<p>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.</p>	<p>YES</p>	
	<p>4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p>	<p>YES</p>	
<p>4.5 No new plantings are established on local peoples' land where it can be</p>	<p>4.5.1 (C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>YES</p>	<p>Based on Social Impact Assessment (SIA) Report for SOU 5A Selaba and land title, there was no new plantings are established on local peoples' land. It has been verified that the land is legitimately owned by SOU 5A Selaba.</p>

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Clause	Indicators	Comply Yes/No	Findings
<p>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>	<p>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.</p>	<p>YES</p>	<p>As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU 5A Selaba. 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.</p>
	<p>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.</p>	<p>YES</p>	
	<p>4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land</p>	<p>YES</p>	

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Clause	Indicators	Comply Yes/No	Findings
	allocation process.		As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU 5A Selaba. 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.
	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	
	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	
	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	
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru a documented system that enables indigenous peoples, local communities and other stakeholders to	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	Procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document (Version 1) entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and	YES	Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. From the interviews with relevant stakeholders, it can be concluded that there was evidence of agreement-making process at SOU 5A Selaba.

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<b>Clause</b>	<b>Indicators</b>	<b>Comply Yes/No</b>	<b>Findings</b>
express their views through their own representative institutions.	evaluated in a participatory way, and corrective actions taken as a result of this evaluation.		
	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 is no scheme small holdings at SOU 5A Selaba. The Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO, uncertified growers and collection centers (FFB received from smallholders) which is not bound to Sime Darby. These Outsider Crop Supplier (OCP) including smallholder can send their FFB to other 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.
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	Procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document (Version 1) entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU 5A Selaba. 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. There was no issue of compensation (monetary or otherwise) with villagers, local community and neighbouring estate.
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	YES	
4.8 The right to use the land is demonstrated and is not legitimately	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,	YES	



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Clause	Indicators	Comply Yes/No	Findings
<p>contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	<p>customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p>		
	<p>4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	<p>YES</p>	<p>Land conflict is not present in the area of the unit of certification. The audit team has interviewed relevant stakeholders such as head of village/Chairman of Jawatankuasa Pengurusan Komuniti Kampung (JPKK) from Kg Gloucester Batu 6, Kampung Selabak Dalam, and Kg. Pekan Trolak. Auditor has also consulted Tok Batin Orang Asli Kg. Rasau. However, phone call with Tok Batin Orang Asli Kg. Kuala Bil and Tok Batin Orang Asli Kg. Sg. Bil were not reachable due to communication limit at remote area. From the interviews, it was concluded that there is no evidence of any land dispute at SOU 5A Selaba.</p>
	<p>4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant reqs. (Indicators 4.4.2, 4.4.3 and 4.4.4).</p>	<p>YES</p>	<p>There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations. As above.</p>
	<p>4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighboring communities where applicable).</p>	<p>YES</p>	<p>There was no conflict or dispute over the land. As above.</p>

## RSPO PUBLIC SUMMARY

### **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	Selaba POM has displayed the current prices paid for FFB at the mill's weighbridge counter. Growers and collection center agrees with price because the price is followed by the guidelines by MPOB. The Guideline for Price is printed from MPOB web site.
	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 5A Selaba regularly explains the FFB Pricing to growers and collection centers. Collection center received FFB from smallholders. The collection centers then send the FFB to Selaba POM. No direct transport of FFB from smallholders to Selaba POM.
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	YES	In Selaba POM, price for FFB adopted the MPOB Pricing. All prices are calculated by the MPOB. The mill takes the price and follows what MPOB guided.
	5.1.4 (C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.	YES	There is no bound contract for FFB outside supplier sending crop to the Selaba POM. The Suppliers are freely to choose the mill choice of theirs. Except contract for payment rate, Quality of crop, and how payment has been made and it was found that all parties are involved in decision-making processes and understand the contracts. Fair pricing, including premium pricing, is agreed with collection centers and growers. They agree with price because the price is followed by the MPOB Pricing Mechanism.
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	YES	Interviews conducted confirmed that they understood the salient points in the agreement, namely contract duration, rate of payment, their obligations under the contract, etc. There is no contract for outsider FFB but only terms and agreement about payments. 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	There is no contract for outsider FFB but only terms and agreement about payments. Payments were received within a reasonable timeframe which is 7-10 days after submission of invoice. And receipts contain specifying price, weight, deductions and amount paid are given.

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Clause	Indicators	Comply Yes/No	Findings
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	YES	The weighing equipment in SOU 5A Selaba has been calibrated on a yearly basis.
	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 5A Selaba 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.
	5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	YES	There is a document namely “Flowchart and Procedures on Handling Land Disputes”, Flowchart and Procedure on Handling Social Issues. Additionally, there is also the “Whistle Blowing Channel” and Human Rights charter which was revised in 2020. The Dispute and Resolution Procedure commences with the receipt of complaint from any party, its investigation, proposed solutions and acceptance of the solutions or otherwise. If the proposed solution was rejected, the dispute will be brought for third party arbitration. Grievance or dissatisfaction and request for services on the part of the smallholder can be conveyed through the “Borang Aduan (Complaints Form)”- and the “Borang Permohonan (Request Form)”. 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 improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	YES	Sime Darby SOU 5A Selaba supports Independent Smallholders including women or other partners in their supply base 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.
	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	Sime Darby Plantation Berhad supports Independent Smallholders including women or other partners in their supply base with certification and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organizational and managerial competencies, and specific elements of RSPO certification. Among the sharing knowledge shared during the meeting: <ol style="list-style-type: none"> <li>1) ILO / Forced Labour</li> <li>2) OER pricing</li> <li>3) Chemical handling</li> <li>4) Replanting / upkeep and harvesting works</li> <li>5) Environment and safety</li> </ol>

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Clause	Indicators	Comply Yes/No	Findings
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	YES	Sime Darby SOU 5A Selaba 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. Sime Darby SOU 5A Selaba encouraged the growers and smallholders to certify with RSPO and provides support to smallholders to promote legality of FFB production, but smallholder don't want to join due to financial constraint.
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	YES	There are no scheme smallholders related to the SOU 5A Selaba.
	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	YES	Sime Darby SOU 5A Selaba has annually monitored support programs and review reports on the progress of any smallholder who want to join the RSPO. Briefing with interested smallholders during the stakeholder meeting 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).

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

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

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	YES	SDPB has implemented Group Sustainability & Quality Policy Statement signed by Group Managing Director. The policy shall be guided by the commitments spelt out in the Company's in Human Rights Charter 2020 (HRC) where stated promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not	YES	HRC 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,

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Clause	Indicators	Comply Yes/No	Findings
	<p>been discriminated against including charging of recruitment fees for migrant workers.</p>		<p>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.</p> <p>Sime Darby Plantation Berhad has focuses primarily on the following main aspects of Responsible Recruitment:</p> <ul style="list-style-type: none"> <li>a) No charging of recruitment fees and related costs</li> <li>b) Clear and transparent terms and conditions of employment</li> <li>c) No withholding of passports or personal documents</li> <li>d) Non-discrimination</li> </ul> <p>SDPB does not commission and/or authorize any parties to collect any recruitment fees and related costs from potential candidates as condition for work. SDPB shall not pay for all recruitment costs from the point of offer by the company and acceptance by the worker to the point of return (repatriation upon completion of contract).</p> <p>Furthermore, SDPB already established new SOP Migrant Worker responsible Recruitment Procedure dated in Aug 2021 as mechanism and guidelines to ensure no charging of recruitment fees.</p>
	<p>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.</p>	<p>YES</p>	<p>SDPB has established the Career Progression for Workers Level (both local and foreign workers), where the promotion of workers is based on the work performance, suitability and the leadership quality of the worker. For requirement, SDPB has established the Hiring of Local Workers procedure and Workforce Management Unit Liaison &amp; Recruitment procedure to explain the recruitment processes for both local workers.</p> <p>There is no discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting. Sighted the job description of each workers mention the same regardless of skin colour, religion, race or caste.</p>
	<p>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.</p>	<p>YES</p>	<p>Based on interviews with female workers, Estate Medical Assistant, there was no evidence that pregnancy tests are being conducted as a discriminatory measure. Should a worker whose job comes into contact with chemicals, e.g., sprayers, or lab assistants become pregnant, she would immediately be re-assigned to an alternative job employment that doesn't involve contact with chemicals.</p> <p>Members of the gender committee and other female workers interviewed during this surveillance audit confirmed their understanding that the health screening and UPT are done for safety and health purposes and would only be carried out with their written consent.</p>
	<p>6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as</p>	<p>YES</p>	<p>The Group Sustainability Policy covers the commitment facilitating the opportunity for advancement of women at all levels in our organization and ensuring their protection. The policy was communicated through the Gender Committee meeting conducted quarterly. SDPB has introduced the new Terms of Reference (TOR) for Gender Representatives. In</p>

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Clause	Indicators	Comply Yes/No	Findings
	opportunities and improvements for women.		this new TOR, more definitive roles, and responsibilities as well as governance structure and programs were added in. Members of the gender committee were interviewed, and meeting minutes were reviewed during the audit. All members understood the roles of the members, potential issues of concern that women have such as sexual harassment and harassment at workplace, domestic violence, and reproductive rights. They were aware of the grievance mechanism for addressing issues of concern, and they can also provide feedback to management on any social impacts they may encounter. It was also verified that the description on the website mentioned above is correct and implemented.
	6.1.6 There is evidence of equal pay for the same work scope.	YES	The equal opportunities policy is contained within the the policy of Group Sustainability and Quality Policy Statement, which states that all employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work regardless of race, caste, nationality, gender, physique, sexual orientation, union membership, political view, religion and age. The Policy of Group Sustainability and Quality Policy Statement was displayed on notice boards in both Bahasa Malaysia and English. Interview with workers local female/male and migrant male (India, Bangladesh and Indonesia), they agreed that they have received equal pay for the work given. For example, sprayer gang has been paid by piece rate and the same gang also receive the piece rate pay. For harvesters, they received the same rate for all harvesters in the estate. Any differences for the pay rate will be for tall palm and the short palm. For mill and estate general workers they receive daily payment as per Minimum Wages Order 2022. Based on interview and documentation records, there are evidence that equal pay for the same scope of the job.
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	Each foreign worker signed an employment contract, and local workers signed a job offer letter. It was verified during the audit that each contract was prepared in accordance with the language the workers are familiar with. For example, Bengali was used for Bangladeshi workers, Hindi for Indian workers, and Bahasa Indonesia for Indonesian workers. During audit interviews, all sampled workers confirmed that they understood the contents of their contracts. In addition, the workers also confirmed that the contracts were explained to them by their respective worker representatives. Workers' documentation of pay is available in their monthly pay slips. Both the employment contracts and letters of job offer are given to the workers for their record and safekeeping.
	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.	YES	Sampled during the audit were employment contracts and monthly payslips as per Indicator 6.2.1 above. The payslips were sampled based on months with the highest, lowest and median crop production in order to get a clear representation of the workers' wages. Employment contracts for all workers clearly detail out payments and conditions of employment, such as daily working hours, contract duration, overtime pay, statutory

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Clause	Indicators	Comply Yes/No	Findings
	<p>in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p>		<p>deductions (EPF, SOCSO, EIS), non-statutory deductions (union), annual/medical leave, public holiday, mutual termination, maternity entitlement, etc. The contracts were all found to be valid, duly signed and are still in force. It was verified that the sampled payslips gave accurate information on compensation for work done. This included number of days offered and number of days worked in a month, overtime hours carried out, public holiday pay, maternity leave taken, allowances and incentives the workers were entitled to.</p>
	<p>6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p>	<p>YES</p>	<p>The Selaba CU has complied with legal requirements and Collective Agreement under MAPA/NUPW Agreement on the Wages of Harvesters, Harvesting Kanganies, Loaders and Other Loaders on Oil Palm Estates 2019, MAPA/NUPW Field and Other General Employees and Fringe Benefit Agreement 2019 and MAPA/NUPW Palm Oil Mill Employees Agreement 2019. The agreement shall be deemed to have come into force with effect from 1<sup>st</sup> January 2019 and shall remain in force for a continuous period of three (3) years.</p> <p>On regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>The working hours as per MAPA/NUPW Agreement were, working hours at 45 hours per week. For overtime, it has been mutually agreed upon between the management and workers and met the legal requirements. Overtime will be offered when there is additional job and no discrimination observed. Estate Medical Assistant interviewed during the audit also confirmed that workers with medical certificates are given a paid medical leave, and female workers are given 98 days paid maternity leave. There is no evidence of termination, and so compliance with reasons for dismissal and period of notice could not be verified during this audit.</p>
	<p>6.2.4 (C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p>	<p>YES</p>	<p>Workers of Selaba SOU are being provided with adequate housing, sanitation facilities, water and electricity supplies, medical and welfare amenities free of charge. Other amenities available included a surau, futsal court, sundry shop and canteen. Visits to the workers' housing confirmed that workers' houses were generally kept in good and well-maintained condition. This was further confirmed by workers interviewed during the audit. Grasses are kept short, and rubbish disposed of regularly. Perimeter drains were kept in a clean condition that permitted free flow of water. Treated water at Selaba Palm Oil Mill and Clunny Estate housing were obtained through Lembaga Air Perak. The Selaba CU provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to all workers stipulated with Workers Housing Management Procedure.</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>During the linesite inspection at Cluny Estate and POM, the cleanliness and up-keeping of the housing compound and workers' houses are found satisfactory. For workers with family, each will be given a house while for single workers, it will be given shared house of 2 or 3 people per house. For all workers will be given a starter kit which includes basis amenities (e.g. mattress, cooking utilizes) and FOC for repairing house. Other amenities such as community hall, place of worship sport facilities are provided. Government schools are available within or nearby the estate complex while crèche (NEST) is made available in the estate. Seen the Budget for housing repairs, sanitation, garden upkeep and CAPEX &amp; OPEX from all operating units.</p>
	<p>6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p>	<p>YES</p>	<p>Selaba SOU was able to demonstrate that efforts were made to improve workers' access to adequate, sufficient and affordable food. Apart from each operating unit having its own canteen and sundry near the workers' housing, workers were also allocated areas near their houses for vegetable cultivation. To monitor the price of items sold at the sundry shop, price comparisons were made with other shops nearby or those in Teluk Intan and Tanjung Malim and from website KPDNKK. Transportation costs were also taken into account to determine the price reasonableness. For example, prices of items sold at Cluny Estate were compared to nearby Supermarket in Mualim and Tanjung Malim areas. Meanwhile POM price comparison and satisfaction has been monitored through surveys or interview from customers (POM employees) related to affordable food price. Meetings between the mill management and their respective canteen operator were also sighted. At a meeting at Cluny Estate, the sundry shop owner was instructed to display a price list at his shop. Free van transport was also provided by SOU Selaba, upon request for workers to purchase groceries at Teluk Intan and nearest town. All the workers have been provided with 10kg of rice once every two months as per the company's policy. Interviewed with the workers confirmed that they are easily access to adequate, sufficient and affordable foods where the estate sundry shop.</p>
	<p>6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a "decent living wage" is in place. The implementation plan with specific targets, and a phased implementation</p>	<p>YES</p>	<p>As per current situation in Malaysia, all workers in Selaba CU have been paid by following the Minimum Wages Order 2022. Prevailing wages per months calculations based on SOU basis. The total received per months for Local Workers is RM 1,990.49 and for Migrant Workers RM 2,363.18.</p>



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Clause	Indicators	Comply Yes/No	Findings
	<p>process will be in place, including the following:</p> <ul style="list-style-type: none"> <li>• An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers.</li> <li>• There is annual progress on the implementation of living wages</li> <li>• Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment.</li> <li>• The unit of certification may choose to implement the “living wage” payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before an eventual scale-up of the living wage implementation</li> </ul> <p>Until such time where the Malaysian version of “decent living wage” has been endorsed by RSPO and implemented by the unit of certification, the Malaysian minimum wage has to be paid.</p>		
	6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	YES	Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.1 above. No casual, temporary and day labour employed within all operating units within Selaba CU.
6.3 The unit of certification respects the rights of all personnel to form and join trade unions	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	YES	Recognition of freedom of association is available in SDPB’s Human Rights Charter 2020. Paragraph 3.2.4 states commitment to respect freedom of association, respecting the rights of employees to form and join unions and bargain collectively. The company respects the rights of all personnel to form and join trade unions of their choice to bargain collectively and the workers have their freedom to join the NUPW/MAPA union.

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Clause	Indicators	Comply Yes/No	Findings
<p>of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>	<p>understand, and is demonstrably implemented.</p>		<p>During the interview with workers, there is no evidence received that there is restriction from the company to allow workers to join trade union. The workers have their freedom to join the union. Sighted the evidence of employee of Selaba POM for foreign and local workers were joined National Union Plantation Workers (NUPW). Meanwhile at Cluny Estate, sighted the evidence of employee of Selaba POM for foreign and local workers were joined National Union Plantation Workers (NUPW).</p>
	<p>6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p>	<p>YES</p>	<p>The National Union Plantation Workers (NUPW) is the union that represents workers of Selaba CU. Union membership is open to both local and foreign workers and the workers' representative elected by the NUPW/MAPA itself, which is an independent party. At Selaba CU, the latest meeting minutes between AMESU, NUPW members and gender was conducted and verified during audit. It was attended by management representatives, NUPW representative and workers representative, etc.</p>
	<p>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.</p>	<p>YES</p>	<p>Interview with workers union representatives (NUPW Chairman &amp; NUPW Secretary) and workers representative from Social Dialog confirmed that they were independently elected as the NUPW/Social Dialog by all members of NUPW/Social Dialog among mill and estates workers via an election without interference by the management.</p>
<p>6.4 Children are not employed or exploited.</p>	<p>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.</p>	<p>YES</p>	<p>The Group Sustainability &amp; Quality Policy Statement includes as below: We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to:</p> <ul style="list-style-type: none"> <li>▪ Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination.</li> <li>▪ Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively.</li> <li>▪ Ensuring Favorable Working Conditions: We ensure decent living and working conditions for all our employees. We strive to provide a fair wage and access to basic needs for all our employees and workers in our operations.</li> <li>▪ Enhancing Safety and Health: We provide a safe and healthy working environment for our employees and workers in our operations and support the wellbeing of our communities.</li> <li>▪ Respecting Community Rights and the Rights of Indigenous People: We uphold the process of Free, Prior and Informed Consent and recognise that the local communities have the right to give or withhold their consent to proposed projects that may affect the lands they own, occupy or otherwise use.</li> <li>▪ Protecting the Rights of Vulnerable People: We respect the rights of vulnerable people such as marginalised groups, persons of different abilities and refugees.</li> <li>▪ Protecting the Rights of Children: We seek to promote the wellbeing of children and safeguard them from any form of maltreatment or exploitation, including child sex</li> </ul>

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Clause	Indicators	Comply Yes/No	Findings
			tourism, child trafficking, child labour and child pornography.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.	YES	There was no evidence that the estate and the mill at Selaba CU has employed anyone below the age of 18 years. Auditor also verified through the contractors in the Selaba CU and confirmed there was no contractor workers below the age of 18 years available in the estate and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers and dates of birth are available. Interviews with workers and staff, as well as observations made during field visits confirm that only those above 18 are employed. These documents were used to screen age of the workers when they applied for the job.
	6.4.3 (C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.	YES	There was no evidence that the estate and the mill at Selaba CU has employed anyone below the age of 18 years. Auditor verified through the contractors in the Selaba CU and confirmed there was no contractor workers below the age of 18 years available in the estate and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers and dates of birth are available. Interviews with workers and staff, as well as observations made during field visits confirm that only those above 18 are employed.
	6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	YES	The management has communicated to the stakeholders regarding the Human Rights Charter 2020 and emphasized the risk of child labour to the stakeholders. Interviews with local workers also confirmed their understanding that they are not allowed to bring their children to assist with work in the field.
6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation Berhad has developed Human Rights Charter where they create a working environment with zero tolerance for sexual harassment and abuse, and in which violence is never used to resolve issues or conflict. The interview session was conducted with local and foreign workers, and it was found that the workers were aware of the policy communicated during muster briefing and placed publicly in the notice board at housing area and office. It is also being explained during the induction course for the newly arrived workers.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation Berhad has developed Human Rights Charter last revised 2020 where they have a responsibility to respect, support and uphold fundamental human rights as expressed, amongst others, in the Universal Declaration for Human Rights and the United Nations Guiding Principles on Business and Human Rights. They facilitate opportunities for advancement for their employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.

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Clause	Indicators	Comply Yes/No	Findings
	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	As verified during on-site interview with relevant stakeholders, management of mill and estates within SOU 5A conducted the assessment in consultation with new mothers and taken actions to address their needs.
	6.5.4 A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.	YES	A grievance mechanism which respects anonymity and protects complainants is in place at the CU as per the whistle blowing Charter & procedures, February 2023 refer to website <a href="https://simedarbyplantation.com/sustainability/human-rights-statement/">https://simedarbyplantation.com/sustainability/human-rights-statement/</a> . SDPB has also established Suara Kami. According to the SOP for Suara Kami Helpline, 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. The system has been managed, monitored, take an action, and follow up by third party "ELEVATE". Additionally, SDPB also established Social Dialogue Tool Kit for workers to communicate what workers want to say to management and also communicate management messages to the rest of the workers and to collaborate with management to discuss and take action to resolved workplace issues, and to monitored the progress of workplace improvement that are agreed during social dialogue and ask feedback from other workers whether the action taken has been up to their satisfaction.
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"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees</li> <li>• Contract substitution</li> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty to the workers for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul>	YES	At Selaba POM, sighted also evidence that Workers Agent agreement with Sime Darby Plantation Berhad for Indonesia agencies, the agreement has been listing detail as per above and has been borne by SDPB. Interviewed with Indonesia workers also they were confirmed that all the cost of recruitment was borne by CU. Interviewed with Indonesia workers also they understand regarding these charges, and they satisfied with them. During the audit period, there are only Indonesian workers recruitments was carried out. Furthermore, SDPB already established a new SOP Migrant Worker responsible Recruitment Procedure as mechanism and guidelines to ensure no charging of recruitment fees.

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Clause	Indicators	Comply Yes/No	Findings
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	YES	SDPB has implemented a Sime Darby's Human Rights Charter and can be easily access via <a href="https://simedarbyplantation.com/sustainability/human-rights-statement/">https://simedarbyplantation.com/sustainability/human-rights-statement/</a> and <a href="https://simedarbyplantation.com/sustainability/reports-policies-and-statements/">https://simedarbyplantation.com/sustainability/reports-policies-and-statements/</a> where they committed as below: a. Providing equal opportunity. b. Respecting freedom of association c. Eradicating any form of exploitation d. Ensuring favourable working conditions e. Enhancing Safety and Health All the local and foreign workers will be provided with induction training prior to work. Besides, they were provided with decent living condition and free from any discrimination. The workers informed that they were treated equally without any discrimination. No contract substitution has occurred through interviewed with the workers.
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	The Mill Manager then appointed his committee: 2 Executives (mill engineers), Secretary (QA Supervisor) and 8 Staff, 9 Workers and 3 other Representatives. All appointments were valid for a 1-year term. The communication forum used in Selaba CU is through the safety meeting (mesyuarat j/kuasa keselamatan & kesihatan pekerjaan) and other dialogue sessions and briefings carried out during the weekly gathering. The agenda discussed follows the guidelines provided by regional sustainability unit. Both employer and employees actively participated in the discussions and minutes recorded. Additional issues when deemed important by the committee were included in the discussion. The agenda discussed in the safety meeting among others are: a) Workplace inspection (workplace inspection are conducted 1 week prior the safety meeting) b) Previous meeting issues c) Line site visit report d) Accident statistics/report e) Unsafe act f) Legislative requirement / update g) SORA/GIGA/ Audit highlight h) Safety & Health Program. i) Environmental j) Report on compliance by Contractors / Employees k) Training The agenda discussed in the safety meetings are adequate to address the issue relating to OSH and also to update the new legislative requirement for compliance.
	6.7.2 Accident and emergency procedures are in place and instructions are clearly	YES	The classification of accident and emergency procedures are available in adherence to the SPSB policy "Standard Operating Procedure of Incidents, Accidents & Non-Compliance Management" by Group Sustainability – Health, Safety & Environment

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Clause	Indicators	Comply Yes/No	Findings
	<p>understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>		<p>Department. The estate and mill had established Emergency Preparedness &amp; Response Procedures provided by Health Safety Environment, Upstream Malaysia department. The procedures were available in both Bahasa and English. ERP Teams &amp; ERP for all the identified incidences were available.</p> <p>The organizational charts for each established ERP team were displayed on notice boards at the offices, line sites, muster grounds &amp; etc, for the information of the employees. Important telephone contact numbers of the Police Station, Fire Brigade, Immigration Department, Hospitals etc were also provided therein. In addition the procedures have been summarised in a chart flow form and displayed for information of all employees.</p> <p>In the mill emergencies relating to the following were available:</p> <ul style="list-style-type: none"> <li>• Confined Space</li> <li>• Collapse of structures/machinery</li> <li>• Electrical short circuit</li> <li>• Chemical/oil spillage</li> <li>• Explosion/fire</li> <li>• Covid 19</li> <li>• Environmental Emergency Response for Oil, chemical, Effluent &amp; leachate from EFB</li> <li>• Lightning</li> </ul> <p>The Emergency Response Team for 2023 had been established. The commander was the Mill manager. The manager then appointed his team - Coordinator the Senior Assistant Manager and teams for Workplace Inspection, Accident Investigation, Fire Fighting/ERT/Oil Spillage and Search and Rescue/ First Aid.</p>
	<p>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.</p>	<p>YES</p>	<p>All workers involved in potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting were provided with appropriate PPEs and replaced when damaged. PPEs issue and replacements records were verified by the auditors. From interviews conducted with workers and staff in the field and stores clerks it was established that they had been trained and were aware of safe handling procedures. Sanitation facilities for spraying and manuring operators were available at the store area with facilities such as shower room, washing machine, PPE rack, soap, etc. All the workers are understood and aware related to SOP after chemical application.</p>
	<p>6.7.4 All workers are provided with medical care and covered by accident insurance.</p>	<p>YES</p>	<p>All workers had been provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in</p>

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Clause	Indicators	Comply Yes/No	Findings
	Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.		accordance with Malaysian law. All Local and Foreign workers were covered by SOCSO.
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	YES	Records of all accidents are kept and filed in the Mill and Estate for a minimum period of 10 years. All occupational injuries were recorded using LTA (Lost Time Accident). Cases if any are reviewed during safety meetings. The incidences were summarized in the mandatory JKPP 6, JKPP 7 & JKPP 8 forms. The JKPP 8 form a It is also a mandatory requirement that the JKPP 8 form be submitted to DOSH by January of the subsequent year. Records are kept in the office.

### **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	It had been the practice that insecticides 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 were introduced in Cluny Estate. Total number of barn owl boxes has been installed in the estate was 129 (103 in good condition) boxes with an occupancy ratio of 80.00%. As part of the IPM plans, the management of the estate had established beneficial plants ( <i>Cassia coganensis</i> , <i>Antigonon leptopus</i> , and <i>Turnera subulata</i> ) nurseries for continuous planting to attract natural predators and thus reduce the use of insecticides. EFB applied at replants was applied in single layers and is not dumped in large amounts to prevent breeding of Rhinoceros Beetles. However, in replants prophylactic spraying using diluted cypermethrin for immature palms in zero burning of oil palm to oil palm replanting was carried out against Rhinoceros Beetles as per SOP. 1 round rat baiting using a single placement with 3 baits per palm had been carried out in Nov – Dec 2023.
	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	There was evidence that species referenced in the Global Invasive Species Database and CABI.org are used in managed areas, as per site visited and document review. Management had documented invasive species in the integrated pest management (IPM) plan. Among the invasive species that had been introduced as per CABI.org was <i>Tyto Alba</i> . It has been brought to the estate to control rat population. However, the species was not harmful to the local species. In Malaysia barn owls has been accepted and has been used for control pest in plantation even in township areas.

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Clause	Indicators	Comply Yes/No	Findings
	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 gov. authorities.	YES	Selaba SOU continued to use the Sime Darby Plantation Berhad's policy of no open burning. Item 3.2.5 of the Responsible Agriculture Charter Revision 2020 states as follows: "Zero use of fire for land preparation and establish effective monitoring and prevention as well as proactive firefighting measures within a reasonable radius beyond our operational boundaries". As advocated, the Estate practised Zero burning. Thus, there was no use of fire for pest control. In the 2022 replanting program visited during the audit in the estate, it was evident that all palms were felled, shredded, windrowed and left to decompose. Furthermore, there had been no serious outbreak of pest attacks on the Estate.
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	Cluny Estate 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 targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estate continued to use pesticides as per the SOPs.
	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	Cluny Estate 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. 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	Cluny estate was committed to minimise the usage of agrochemicals by implementing IPM. Blanket spraying was not practised by the Estate and soft grasses maintained in the field. It had also been the practice that insecticides 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. As part of the IPM plans, the management of all the estate had established beneficial plants ( <i>Cassia cobanensis</i> , <i>Antigonan leptopus</i> , and <i>Turmeric subulata</i> ) nurseries for continuous planting in order to attract natural predators and thus reducing the use of insecticides. EFB applied at immature & mature areas was applied in single layers and is not dumped in large amounts to prevent breeding of Rhinoceros Beetles. However, in immature areas prophylactic spraying using diluted cypermethrin for immature palms in zero burning of oil palm to oil palm replanting was carried out against Rhinoceros Beetles as per SOP.
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	YES	There was no evidence of any prophylactic use of pesticides in mature oil palm areas.



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Clause	Indicators	Comply Yes/No	Findings
	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	<p>Cluny Estate only used pesticides that are officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision Pesticides Act 1974 (Act 149) (Section 53A); and in accordance with USECHH Regulations (2000). There was no evidence of pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, had been used. The chemical store and chemical list indicated that the estate had none of the chemicals. The use of paraquat was banned in all SDPB estates. Most pesticides used were class III &amp; class IV.</p> <p>a) The review of the chemical register concluded that all pesticides used were of Class III &amp; Class IV. The use of <i>paraquat</i> had been prohibited in all SDPB estates.</p> <p>b) There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used.</p> <p>c) Sighted from records and interviews with workers, staff and estate assistants, concluded that trainings were held with all precautions being taken and all legal requirements</p> <p>The chemicals used in the estate were recorded in chemical register which were updated on 04/12/2023</p>
	7.2.5a Judgment of the threat and verify why this is a major threat.	YES	As mentioned above in indicator 7.2.5 and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. The Estate had only used Class III and Class IV chemicals. Hence, the need for a judgment of the threat assessment does not apply to Cluny estate.
	7.2.5b Why there is no other alternative which can be used.	YES	As mentioned above in indicator 7.2.5 and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, the need for other alternatives does not arise.
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	YES	As mentioned above in indicator 7.2.5 and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, the need as to which process was applied to verify why there is no other less hazardous alternative is not required.
	7.2.5d What is the process to limit the negative impacts of the application.	YES	As mentioned above in indicator 7.2.5 and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, the need to limit the negative impacts of the application does not arise.
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	YES	As mentioned above in indicator 7.2.5 and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, estimation of the timescale of the application and steps taken to limit application to the specific outbreak does not arise.
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed	YES	Records showed that pesticides were handled and applied by trained persons and as per the SDS of the pesticide. The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers had been trained and they had understood the hazards involved and how the chemicals should be used in a

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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.		safe manner. The trade and generic names of the chemicals were made known to the workers through the MSDS training. It was also noted that SDS are available at all sites during the audit. The chemical store in the estate was found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149). a) Records of purchase, storage and use were maintained. b) All store buildings were equipped with exhaust fans with the door was secured. c) Only authorized personnel are assigned to handle the chemicals. d) All the chemicals were segregated in storage accordingly. Empty pesticides containers were triple rinsed, holes punched and stored separately in the scheduled wastes store. Thereafter disposal arrangement will follow accordingly as per procedures. All workers involved in pesticide application were provided with appropriate PPE and replaced when damaged. PPE issuance and replacement records were verified by the auditors. Workers observed carrying out spot spraying in Field 2022A were using all required PPE as per the recommendations in the CHRA. Personnel such as the storekeepers, sprayers, fertilizers and rat bait handlers were trained and were known to the potential hazards and methods the chemicals should be used in a safe manner.
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	YES	The chemical store was found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149). <ul style="list-style-type: none"> <li>• Records of purchase, storage and use were maintained.</li> <li>• All store buildings were equipped with exhaust fans with the door secured.</li> <li>• Only authorized personnel are assigned to handle the chemicals.</li> <li>• All the chemicals were segregated in storage accordingly.</li> </ul> Empty pesticides containers were triple rinsed, holes punched and stored separately in the scheduled wastes store. Thereafter disposal arrangement will follow accordingly as per procedures.
	7.2.8 All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	YES	All wastes were managed in accordance with the procedure including the pesticide containers, which were properly disposed.
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at	YES	Aerial spraying was not practiced by Cluny Estate. This was also confirmed by interviewed workers.

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Clause	Indicators	Comply Yes/No	Findings
	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	Medical surveillance for operators including pesticide operators was carried out by an Occupational Health Doctor from Klinik K.S.Tan. Results from the assessment show all the employees were fit.
	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	No work with pesticides is given to pregnant or breast-feeding women and persons under the age of 18. This was confirmed by interviewed sprayers in 2022A replant. Further, as per the Master list of workers, there was no workers under the age of 18 years. During site visits there was no breastfeeding women and underage workers involved in chemical applications. The Estate maintained a list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up. Field interviews with the lady workers confirmed that such a regulation is a standard practice in the estate and in compliance.
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	Selaba SOU has identified all wastes and sources of pollution. The Waste Management Action Plan FY 2023 had been established to mitigate and control the identified wastes and source of pollution. The most significant environmental receptors for the estate and mill operations were: <ul style="list-style-type: none"> <li>•Air – sources from boiler stack (smoke and particulate), vehicle &amp; generator (smoke and gases), anaerobic processes (ETP, EFB dumping – biogas emission) – GHG.</li> <li>•Water – cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) &amp; boiler quenching water and blowdown.</li> <li>•Land – scheduled waste, clinical waste, Industrial waste, domestic waste and industrial/process waste.</li> </ul> Action taken: <ul style="list-style-type: none"> <li>•Air emission has been controlled by mill by installed the ESP to captured particulate emission from boiler emission</li> <li>•Final discharge water has been monitored by monthly basis by accredited laboratory and reported to DOE.</li> <li>•SW has been disposed through DOE contractor and domestic waste has been disposed to majlis pemandaran land fill area.</li> </ul>
	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	NO	On Selaba CU waste disposal of both Scheduled and Domestic waste were disposed according to established procedures that were understood by all (confirmed at interviews). The procedures for handling used chemicals classified under Environment Quality Regulation (Scheduled Waste) 2005, Environmental Quality Act, 1974 are available prepared on Group level by certification & compliance unit. The document is Scheduled Wastes (Hazardous Waste) Management and is implemented in all SBPB estates and mills for all the applicable practices. The operational control procedures for the scheduled

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Clause	Indicators	Comply Yes/No	Findings
			<p>wastes management provides guidelines as follows.</p> <ol style="list-style-type: none"> <li>a) Management of class 1 chemical containers</li> <li>b) Management of class 2 (and higher) chemical containers</li> <li>c) Management of fertilizer bags</li> </ol> <p>Interviewed staff and workers confirmed understanding of procedures. Management had conducted trainings and briefings on Domestic and schedule waste handling and disposal. All domestic waste had been disposed to government approved landfills: for Cluny Estate in Tapak Pelupusan Sampah Kg. Penderas and Mill at Majlis Pemandaran Teluk Intan Changkat Jong</p> <p>However, it was found that proper disposal of waste material according to the procedure 'Waste Management Procedures for Upstream Malaysia' is not fully demonstrated. Field inspection at Field 2000c, Cluny Estate found that the domestic waste at the collection point was strewn around with rubbish instead of being dump into the allocated transit bin. Furthermore, the leachate from the rubbish was foul smelling. Thus, Minor NCR STK01/2023 against Indicator 7.3.2 was raised.</p>
	7.3.3 The unit of certification does not use open fire for waste disposal.	YES	During site visit at all units of certification, there was no evidence of open burning had been used for waste disposal. Records showed that Domestic Waste was disposed to government approved landfills: for Cluny Estate in Tapak Perlupusan Sampah Kg. Penderas and Mill at Majlis Pemandaran Teluk Intan Changkat Jong.
7.4 Practices maintain soil fertility at, or where improve soil fertility to, a level that ensures optimal and sustained yield.	7.4.1 Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.	YES	<p>Selaba SOU practiced the maintenance of long-term soil fertility by annual application of fertilizers based on periodic foliar and soil analysis, biomass retention (pruned fronds left to decompose in the fields) and some EFB and compost application, water management and by maintaining soft weeds within interlines. The SOP for manuring was in Section 8 of the Agricultural Reference Manual and Section 14 of the EQMS.</p> <p>Fertilizer application, which was of paramount importance for maintenance of soil fertility, was carried out based on the recommendation made by the agronomist from Sime Darby Research Sdn. Bhd. The recommendation by the Agronomist was also available during the inspection and the application of fertilizers had been carried out as recommended and scheduled. Annual fertilizer recommendations were made based on annual foliar sampling.</p> <p>Soil sampling was carried out on a 5-year cycle basis last carried out in Feb 2023 at Cluny Estate by Sime Darby Research Sdn. Bhd.</p>
	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	YES	<p>Agronomist visit has been carried out in Sept 2023 by Plant Nutrition &amp; Protection Unit (PNP) for monitored:</p> <ul style="list-style-type: none"> <li>• Rainfall distribution &amp; yield impact</li> <li>• Yield &amp; age profile distribution</li> <li>• Palm nutritional status</li> <li>• Field observation &amp; agronomic matters</li> <li>• Manuring history</li> <li>• Fertilizer recommendation</li> </ul>

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Clause	Indicators	Comply Yes/No	Findings																				
			Foliar sampling for the nutrients N, P, K, Mg, Ca & B had been carried out. The results of these samplings will form the basis for the fertilizers input recommendation to maintain and improve soil fertility for 2024. The soil analysis provided an indication of soil health and monitored the changes in the organic carbon and total nitrogen. Soil sampling was carried out on a 5-year cycle basis, last being in Feb 2023. The agronomist assessment and fertiliser recommendation were conducted by Sime Darby Research Sdn. Bhd. to formulate the manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Soil maps were made available and reviewed by the auditors.																				
	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	Cluny Estate continued to have a nutrient recycling strategy in place which included stacking of 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. For EFB application on the estate, priority was given for application in young mature areas and replants. <u>EFB Application</u> Less applied in 2023 as EFB from the mill was sent to other estate with new replants.																				
	7.4.4 Records of fertiliser inputs are maintained.	YES	Record fertilizer input was maintained accordingly and reviewed during the audit.																				
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 identifying marginal and fragile soils, including steep terrain, are available on Cluny Estate. Auditors verified the Soil Map prepared by R & D -RSGA Precision Agriculture Unit (NHS). There are no marginal and fragile soils on Cluny Estate. The soils series were as follows: <table border="1" data-bbox="929 858 1444 1152"> <thead> <tr> <th>Type</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Muchong</td> <td>33.22</td> </tr> <tr> <td>Seramban/Muchong</td> <td>26.70</td> </tr> <tr> <td>Seremban</td> <td>18.72</td> </tr> <tr> <td>Trlemong / Local Alluvium</td> <td>8.83</td> </tr> <tr> <td>Gajah Mati</td> <td>4.40</td> </tr> <tr> <td>Rasau</td> <td>3.93</td> </tr> <tr> <td>Alluvium / Colivium</td> <td>3.05</td> </tr> <tr> <td>Serdang</td> <td>0.86</td> </tr> <tr> <td>Unclassified</td> <td>0.29</td> </tr> </tbody> </table>	Type	%	Muchong	33.22	Seramban/Muchong	26.70	Seremban	18.72	Trlemong / Local Alluvium	8.83	Gajah Mati	4.40	Rasau	3.93	Alluvium / Colivium	3.05	Serdang	0.86	Unclassified	0.29
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Clause	Indicators	Comply Yes/No	Findings
	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	<p>Cluny Estate had a management strategy for planting on slopes to minimise and control erosion and degradation of soils. The plantings on slopes between 9 and 25 degrees was guided by:</p> <ul style="list-style-type: none"> <li>• Gradiation of soils the planting on slopes 9 and 25 degrees was guided by Group Sustainability &amp; Quality Policy Statement and the protection of slope is stated under SDPB's Responsible Agriculture Charter clause 3.1.2</li> <li>• Buffer Zone &amp; 25degree slope and in item 8 Section 4</li> <li>• Land Preparation for Terracing in ARM Manual.</li> </ul> <p>It was observed that there was no replanting of any individual, contiguous area of steep terrain (greater than 25°) larger than 25 Ha within the SOU. It was also observed that practices to minimise and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in interlines. Cover crops were planted in the immature and in some mature areas. The cover crop <i>Mucuna bracteata</i> had been planted along some slopes by management. Large areas with <i>Neprolepis biserrata</i> in the inter rows were sighted during the visit.</p>
	7.5.3 There is no new planting of oil palm on steep terrain.	YES	It was observed that there was no new planting of oil palm 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	Cluny Estate had a management strategy for palm oil cultivation, taking into account the soil maps and surveys identifying marginal and fragile soils, including steep terrain for the palm oil long term suitability. The soil maps were provided and reviewed by the auditors it was observed that no fragile or marginal soils were found in the estate.
	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	Auditors verified the Soil Map prepared by R & D -RSGA Precision Agriculture Unit (NHS) dated in 2015. There are no marginal and fragile soils on Cluny Estate.
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	YES	The management of Cluny Estate continued to use soil surveys and topographic information guide in the planning of drainage and irrigation systems, roads and other infrastructure. Soil Map prepared by R & D -RSGA Precision Agriculture Unit (NHS) and Slope Map prepared by R & D -RSGA Precision Agriculture Unit (NHS) were used.

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Clause	Indicators	Comply Yes/No	Findings
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	Auditors have verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to estate. Based on the audit findings, it is confirmed that there was no new planting or new development of areas at Cluny Estate. Furthermore, as per the soil maps and site visits there are no peat soils on estate.
	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	Auditors have verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to estate. Based on the audit findings, it is confirmed that there was no new planting or new development of areas at Cluny Estate. Furthermore, as per the soil maps and site visits there are no peat soils on estate.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	YES	Auditors have verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to estate. Based on the audit findings, it is confirmed that there was no new planting or new development of areas at Cluny Estate. Furthermore, as per the soil maps and site visits there are no peat soils on estate.
	7.7.4 (C) A documented water and ground cover management programme is in place.	YES	Auditors have verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to estate. Based on the audit findings, it is confirmed that there was no new planting or new development of areas at Cluny Estate. Furthermore, as per the soil maps and site visits there are no peat soils on estate.
	7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO	YES	Auditors have verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to estate. Based on the audit findings, it is confirmed that there was no new planting or new development of areas at Cluny Estate. Furthermore, as per the soil maps and site visits there are no peat soils on estate.

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Clause	Indicators	Comply Yes/No	Findings
	<p>recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p>		
	<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>	<p align="center">YES</p>	<p>Based on site visits and the Soil Map prepared by R &amp; D -RSGA Precision Agriculture Unit (NHS) and site visits there are no peat soils on Cluny estate.</p>
	<p>7.7.7 (C) All areas of unplanted and set-aside</p>	<p align="center">YES</p>	<p>Based on site visits and the Soil Map prepared by R &amp; D -RSGA Precision Agriculture Unit (NHS) and site visits there are no peat soils on Cluny estate.</p>



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	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.																
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	<p>Cluny estate had in place and implemented water management plans. Plans for 2022 and 2023 were sighted. The water management plans were tailored towards how to reduce rainwater collection, to Improve user awareness and domestic use. The water management plans details are as follows:</p> <table border="1"> <thead> <tr> <th>Area / Incident</th> <th>Action Steps</th> </tr> </thead> <tbody> <tr> <td>Water Shortage/Dry Spell</td> <td>to purchase water from Lembaga Air Perak to train staff/workers to conserve water</td> </tr> <tr> <td>Severe water pollution/contamination</td> <td>water to be purchased from Lembaga Air Perak to perform treatment of polluted water with assistance from Lembaga Air Perak</td> </tr> <tr> <td>Rain water collection</td> <td>Large containers placed at strategic locations Rain water used for washing vehicles</td> </tr> <tr> <td>Monitoring water usage</td> <td>Monitoring water consumption</td> </tr> <tr> <td>Prevent leakages</td> <td>Regular checking of pipes and water meters</td> </tr> <tr> <td>Recycle waste water form washings of spraying pumps, PPE and chemical mixing areas</td> <td>Recycle waste water for chemical mixing/spraying</td> </tr> </tbody> </table> <p>Water analysis at Cluny Estate Water analysis has been conducted by quarterly basis latest analysis has been carried out in Dec 2023 at 12 sampling point. Results from assessment were indicated all the parameters such as pH Suspend solid, biological oxygen demand, chemical oxygen demand, ammoniacal nitrogen, pesticide residue, phosphorus were below permissible level.</p>	Area / Incident	Action Steps	Water Shortage/Dry Spell	to purchase water from Lembaga Air Perak to train staff/workers to conserve water	Severe water pollution/contamination	water to be purchased from Lembaga Air Perak to perform treatment of polluted water with assistance from Lembaga Air Perak	Rain water collection	Large containers placed at strategic locations Rain water used for washing vehicles	Monitoring water usage	Monitoring water consumption	Prevent leakages	Regular checking of pipes and water meters	Recycle waste water form washings of spraying pumps, PPE and chemical mixing areas	Recycle waste water for chemical mixing/spraying
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7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.	YES																
7.8.1b Workers have adequate access to clean water.	YES																

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Clause	Indicators	Comply Yes/No	Findings												
			Based on stakeholder consultation with local communities and field visit, there was evidence that the CU does not restrict access to clean water or contribute to pollution of water used by communities. As verified at SOU facilities such as water tank, toiletries, etc was provided for workers and through interview with workers, all workers have obtained adequate access to clean water via Syarikat Lembaga Air Perak.												
	7.8.2 (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).	YES	<p>SOU 5A Selaba continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The estate adopted the existing SDPB policy to maintain the buffer by restricting agrochemicals application and left undeveloped during replanting. Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the River Reserve Management. The buffer zones established are as follows:</p> <table border="1"> <thead> <tr> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>&gt; 40 meters</td> <td>50 meters</td> </tr> <tr> <td>20 - 40 meters</td> <td>40 meters</td> </tr> <tr> <td>10 - 20 meters</td> <td>20 meters</td> </tr> <tr> <td>5 - 10 meters</td> <td>10 meters</td> </tr> <tr> <td>&lt; 5 meters</td> <td>5 meters</td> </tr> </tbody> </table>	River width	Buffer zone	> 40 meters	50 meters	20 - 40 meters	40 meters	10 - 20 meters	20 meters	5 - 10 meters	10 meters	< 5 meters	5 meters
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	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially BOD, is regularly monitored.	YES	Effluent analysis tests for final discharge were carried out on a monthly basis through internal accredited lab from Sime Darby Research Sdn Bhd, Carey Island. The results were within the limit. The last test was carried out in Dec 2023.												
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	YES	Processed water is obtained from water catchments near the mill. The water usage per tonne of fresh fruit bunches (FFB) continued to be monitored on a monthly basis.												
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	<p>The plan for efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and documented. Record on energy consumption for both renewable and non-renewable sources were kept and documented. It is monitored to optimise use of renewable energy. Data is being compiled for comparison and control for future improvement. Among the plan for improving fossil fuel are:</p> <ul style="list-style-type: none"> <li>▪ Avoid purchasing second grade diesel from unauthorized dealers that contain high sulphur content</li> <li>▪ Maintain and monitor diesel usage of vehicles and diesel genset effectively to reduce greenhouse gases emission</li> <li>▪ To record the usage of diesel by vehicles, genset and their respective maintenance history.</li> <li>▪ To conduct regular preventive maintenance and services of tractors and diesel genset to maximize engine.</li> </ul>												

**RSPO PUBLIC SUMMARY**

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			<p>Monitoring of diesel fuel consumption was done by all the visited operating units. The data was then used for GHG calculating by using the RSPO GHG Calculator. A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for FY 2023, identified in the following</p> <ul style="list-style-type: none"> <li>i) Environmental Aspect Identification Summary FY 2023 reviewed accordingly.</li> <li>ii) Environmental Impact Evaluation Summary FY 2023 reviewed accordingly.</li> <li>iii) Fossil fuel Reduction Plan for Financial Year 2023</li> </ul>																								
<p>7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>	<p>7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p>	<p align="center">YES</p>	<p>GHG emission has been identified and assessed to the estate and mill through list of waste products, EIA, pollution prevention plan, etc. for year 2022/2023. CU calculated the emission through RSPO Palm GHG calculator version 4 (data as table below). CU also submitted GHG footprint report to the RSPO and RSPO annual communication of progress (ACOP) (publicly available report) Below table is for year 2022 calculation,</p> <p><b><u>Summary of net GHG emissions from PalmGHG calculator</u></b></p> <p><b>Summary of Emissions</b></p> <table border="1" data-bbox="927 772 1673 922"> <thead> <tr> <th>Description</th> <th>tCO<sub>2</sub>e/tProduct</th> <th>Extraction Rate</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>CPO</td> <td align="center">1.53</td> <td align="center">OER</td> <td align="center">19.47</td> </tr> <tr> <td>PK</td> <td align="center">1.53</td> <td align="center">KER</td> <td align="center">5.00</td> </tr> </tbody> </table> <table border="1" data-bbox="927 952 1684 1291"> <thead> <tr> <th>Land Use</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>OP Planted on mineral soil</td> <td align="center">21925.13</td> </tr> <tr> <td>OP Planted on Peat</td> <td align="center">0</td> </tr> <tr> <td>Conservation (forested)</td> <td align="center">0</td> </tr> <tr> <td>Conservation (non-forested)</td> <td align="center">0</td> </tr> <tr> <td><b>Total</b></td> <td align="center">21925.13</td> </tr> </tbody> </table>	Description	tCO <sub>2</sub> e/tProduct	Extraction Rate	%	CPO	1.53	OER	19.47	PK	1.53	KER	5.00	Land Use	Ha	OP Planted on mineral soil	21925.13	OP Planted on Peat	0	Conservation (forested)	0	Conservation (non-forested)	0	<b>Total</b>	21925.13
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## RSPO PUBLIC SUMMARY

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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	Auditors has verified through checking the <a href="http://www.globalforestwatch.com">www.globalforestwatch.com</a> , Google Maps, Estate Maps and also through site visit to the sampled estate areas. Based on the observation during the audit, it is confirmed that there were no new planting or new development of areas at SOU 5A Selaba 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	Cluny Estate had established the <i>Pollution Prevention Plan 2022/2023</i> among others addressing the following environmental issues: <table border="1"> <thead> <tr> <th></th> <th>Issues</th> <th>Mitigation measures</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Leakage of pesticide during chemical mixing</td> <td>to recollect water used at chemical mixing area to be recycled during mixing to construct containment sum at chemical mixing area to contain leakages</td> </tr> <tr> <td>2</td> <td>Contaminated ground /</td> <td>to replace tray whenever tractors / machines under repairing</td> </tr> </tbody> </table>				Issues	Mitigation measures	1	Leakage of pesticide during chemical mixing	to recollect water used at chemical mixing area to be recycled during mixing to construct containment sum at chemical mixing area to contain leakages	2	Contaminated ground /	to replace tray whenever tractors / machines under repairing	
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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	<p data-bbox="925 940 2045 1046">Cluny Estate complied to the strict Zero Burning Replanting Technique practiced in relation to all new plantings, replanting or other development which published in their website <a href="http://www.simedarbyplantation.com/sustainability/beliefs-progress/practices-key-initiatives/good-agricultural-practices/zero-burning-replanting-technique">http://www.simedarbyplantation.com/sustainability/beliefs-progress/practices-key-initiatives/good-agricultural-practices/zero-burning-replanting-technique</a>.</p> <p data-bbox="925 1046 2045 1129">There was no evidence to show that fire had been used for preparing land for replanting. In the 2023 areas. during the audit in the estate, it was evident that all palms were felled, shredded, windrowed and left to decompose.</p>																	
	7.11.2 The unit of certification establishes fire prevention and control measures for the areas under its direct management.	YES	<p data-bbox="925 1166 2045 1249">Selaba SOU had established fire prevention and control measures for the areas under its direct management. The estate had established Emergency Response Team for fire fighting and had the necessary equipment to fight fires. Each Estate had Tractor drawn water tanks with pumps and hoses.</p> <p data-bbox="925 1278 2045 1329">On Cluny Estate the ER Team comprised of Commander Senior Manager, Coordinator Assistant Manager and a team for firefighting.</p>																	

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Clause	Indicators	Comply Yes/No	Findings
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	YES	Selaba SOU had engaged adjacent stakeholders on fire prevention and control measures via stakeholder meetings. Minutes showed that a Stakeholders meeting was held on Nov 2023 at Selaba POM. Series of stakeholder meetings were conducted from July to Sept 2023 for orang asli and other stakeholders. One of the topics discussed was the 5 KM Radius Zero burning Commitment under Fire Prevention and control measure. The points were: <ul style="list-style-type: none"> <li>• We extend our zero Burning Policy to our neighbours.</li> <li>• help them to improve to monitor fire occurrences we will help to put out the fires as soon as we are alerted to prevent further damage.</li> </ul>
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	YES	There was no new land clearing since Nov 2005 in Cluny Estate, thus this indicator was not applicable.
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	YES	SOU 5A Selaba has reviewed their HCV with new assessment conducted in December 2015. The new HCV assessment titled 'HCV Re-Assessment for SOU 5 – Seri Intan / Selaba' which included both the planted area and relevant wider landscape-level considerations with villages and forest reserved. The total area of HCV area for SOU 5A Selaba is 6.49ha HCV area.
	7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.	YES	
	7.12.2b: Any new land	YES	

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Clause	Indicators	Comply Yes/No	Findings
	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.		
	7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).	YES	Progress of implementation of the action plans 'Action Plan Biodiversity of Sime Plantations Cluny Estate' were reviewed and verified on the ground. The action Plan contains monitoring requirements and updated every year, for Cluny Estate HCV Plan including monitoring programmed was updated on 27 January 2023. Some of action highlighted in the plan are: <ul style="list-style-type: none"> <li>- Planted the Signage</li> <li>- Enrichment Planting of Specific Tree Species to attract wildlife</li> <li>- Training</li> <li>- Continuous monitoring</li> <li>- Training</li> <li>- No Chemical Interventions and Manuring</li> <li>- Establish Soft Grasses</li> <li>- Rehabilitation Buffer zones by planting a beneficial plant</li> </ul>
	7.12.5 Where rights of local	YES	HCV Re Assessment has been done on December 2015, but no rights of local communities have been



**RSPO PUBLIC SUMMARY**

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	<p>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 thru FPIC, encouraging their involvement in the maintenance and mgmt of these conservation areas.</p>		<p>identified in HCV areas. Thus, this indicator was not applicable.</p>
	<p>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.</p>	<p align="center">YES</p>	<p>Although there was no RTE species found in the CU, SOU Selaba still conduct programme to regularly educate the workforce about the status of RTE species in Malaysia, for all workers. Sime Darby also still established their own disciplinary measures if any of their staff or workers found to capture, harm, collect or kill the RTE species. If found any activities to capture, harm, collect or kill RTE species, the estate will make a report to the Wildlife Department immediately.</p>
	<p>7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored.</p>	<p align="center">YES</p>	<p>Progress of implementation of the action plans 'Action Plan Biodiversity of Sime Plantations Cluny Estate' were reviewed and verified on the ground. Cluny Estate has conducted an on-going monitoring of their HCV4 the latest conduct by quarterly basis. Noted the CU had continued to implement planned actions such as awareness to the staffs and public on enhancing biodiversity, posting of relevant information in the Sime Darby webpage and erection of signage at strategically locations. The outcomes of monitoring will be feedback into the next year action</p>

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Clause	Indicators	Comply Yes/No	Findings
	Outcomes of this monitoring are fed back into the management plan.		plan.
	7.12.8 (C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.	YES	Not applicable since there is no new land clearing
<b>AUDITORS' GUIDE IN REPORTING ORANG ASLI MATTERS</b>			
No specific clause – Information related to Orang Asli / Indigenous People:	<p><u>To include details on Orang Asli</u></p> <p>1. To report the name of their kampung and placement (penempatan). No. of the residents of Orang Asli.</p> <p>2. Where they are located (radius within 5km from the CU). Check the estate map and estate boundary on neighboring Orang Asli villages.</p> <p>3. Verify the stakeholders list on neighboring Orang Asli community with the CU.</p> <p>4. Read the SIA or SEIA and HCV or HCV-HCSA reports if these assessments had identified potential Orang Asli village(s) that may be affected by the CU operation. If yes, what the issues and recommended mitigation action.</p> <p>5. Verify if any of estate activities may affected the Orang Asli through consultation with auditor. Get the information from head of village (local &amp; Orang Asli) how they started the village (origin,</p>	YES	<ol style="list-style-type: none"> <li>1. Kg. Sg. Bil (More Than 50 Family and 100 over resident) and Kg. Kuala Bil (More than 40 Family and 100 over residence)</li> <li>2. There are 4 Orang Asli villages nearby to the Cluny Estate (main division and Trolak Division and Sg. Bil Division) which are Kg. Kuala Bil, Kg. Sg. Bil, Kg. Rasau and Kg. Sg. Jentung.</li> <li>3. There are updated stakeholder list inclusive of the 4 villages orang asli.</li> <li>4. The SEIA dated 24 Feb – 4 Mar 2014 and addendum has been in placed dated 14 February 2022 already identified these villages. During the assessment, assessor has interviewed with Tok Batin from Kg. Kuala Bil and Kg. Rasau. There is no significant issue since Cluny Estate always helping them in case of anything. They also depend on JAKOA if they have an issue since JAKOA always helping them. For Kg. Kuala Bil, the assessors are trying to reach the Kamarudin (Tok Batin Kuala Bil) but can't reach Tok Batin since he has a meeting with JAKOA.</li> <li>5. There was no conflict or dispute over the land. Auditor has also consulted Tok Batin from Kg. Kuala Bil and Tok Batin Kg. Rasau. However, phone call with Tok Batin Kg. Sg. Bil was not reachable due to communication limit at remote area. From the interviews, it was concluded that there was no evidence of any land dispute at SOU 5A Selaba.</li> <li>6. Assessor also verify the latest stakeholder meeting dated 31/7/2023, no issues has been highlighted by Tok Batin from Kg. Kuala Bil, Kg. Sg. Bil and Kg. Rasau. Consultation with Mr. Siran - Tok Batin Kg. Kuala Bil, and Yeok Wahab - Tok Batin Kg. Rasau. There was no significant issue since Cluny Estate always helping them in case of anything. Tok Batin also said that he will reach the estate Manager and Assistant Manager. They also depend on JAKOA if they have an issue since JAKOA always helping them. However for Kg. Sg. Bil, the assessor couldn't reach the Tok Batin due to communication limitation at remote area.</li> <li>7. No FPIC needed as no issues related to the land and their daily needs, roaming area, sacred area, grave, food source since they freely to go all around the estate for fishing and hunting. No issues with</li> </ol>

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Clause	Indicators	Comply Yes/No	Findings
	<p><i>nomad, or separation from other orang asli village), their daily needs, roaming area, sacred area, grave, food source, supply of clean water, where they work, and education for their children.</i></p> <p><i>6.Evidence of FPIC had been implemented by the CU and consent given by the Orang Asli communities.</i></p> <p><i>7.What are the CSR from the CU to Orang Asli. Significant CSR for long term development for Orang Asli? Any specific request/needs from Orang Asli from the CU?</i></p> <p><i>8.Consult DFO of Forestry Department and PERHILITAN for any issues related to the Orang Asli.</i></p> <p><i>9.Provide the specific names of Orang Asli representatives sampled during every audit.</i></p>		<p>their education for children since JAKOA are helping them through transportation to school and some of their parents are send their children by themselves to school. Currently, Kg. Sg. Bil and Kg. Kuala Bil Orang Asli villagers are working at Cluny Estate as FFB Collector, Mandore and Sprayer.</p> <p>8. CSR from Cluny Estate is to offer job opportunity to the nearby Orang Asli community.</p> <p>9. Consultation with Perak District Forest Department ranger and Wildlife Department (PERHILITAN), there is no issue related to Orang Asli.</p>
	<p><u>Common social issues on Orang Asli</u></p> <p>1.Accessibility for Orang Asli from their village to the estate and/or roaming area.</p> <p>2.Protection of cemetery of Orang Asli which located within the estate.</p> <p>3.Opportunity for employment – male &amp; female.</p> <p>4.Do they understand the employment procedures and agreement?</p> <p>5.Are their employment contract complying with the RSPO P&amp;C MYNI 2019?</p> <p>6.Did they receive appropriate trainings &amp; briefings and other necessities (PPE) to work as other local/foreign workers?</p>	<p align="center">YES</p>	<p>1. No issues related to accessibility and their daily needs, roaming area, sacred area, grave, food source since they freely to go all around the estate for fishing and hunting. No issues with their education for children since JAKOA are helping them through transportation to school and some of their parents sent their children by themselves to school.</p> <p>2. Kg. Sg. Bil and Kuala Bil Orang Asli villagers are working at Cluny Estate as FFB Collector, Mandore and Sprayer.</p> <p>3. No issues of protection of cemetery of Orang Asli since no cemetery in the estate.</p> <p>4. All Orang Asli here are educated and they understand the employment procedure and agreement since all their agreement in Bahasa Malaysia.</p> <p>5. All their agreement is complied with the RSPO P&amp;C MYNI.</p> <p>6. They received the same treatment with all the workers in Cluny Estate, inclusive of training/ briefing and PPE.</p> <p>7. There is no issue related to replanting with Orang Asli community from Kg. Kuala Bil, Kg. Sg. Bil and Kg. Rasau.</p> <p>8. They received water at their villages from Lembaga Air Perak. And nearby river is for their fishing needs.</p> <p>9. For hunting in the estate, there is no issue since Cluny Estate are allowed them to freely roaming surrounding the estate.</p> <p>10.No issues with their education for children since JAKOA are helping them through transportation to</p>

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Clause	Indicators	Comply Yes/No	Findings
	7.Replanting activity that may affected the Orang Asli community. 8.Accessibility for clean water from nearby river or water scarcity. 9.Hunting of wild boar/monkey/fish/birds within estate area or at the estate boundary. 10.Education for the Orang Asli children.		school and some of their parents send their children by themselves to school.
	<u>What CU needs to do to address the issues</u> 1.FPIC with the affected Orang Asli communities on the estate operation. 2.Annual external stakeholder consultation with Orang Asli representative. 3.Stakeholder consultation with the community had been conducted during initial SIA assessment. 4.Review social action plan with participatory of affected Orang Asli. 5.Brief and circulate grievances/ disputes mechanism/procedure. 6.To offer job opportunity to Orang Asli – male & female. 7.Protection of Orang Asli sacred area or grave. 8.CSR to Orang Asli - grass cutting, LF collection, nursery, road/bridge maintenance, food donation, transport services for Orang Asli children to go to school, etc.	YES	<ol style="list-style-type: none"> <li>1. No FPIC needed as no issues related to the land and their daily needs, roaming area, sacred area, grave, food source since they freely to go all around the estate for fishing and hunting. No issues with their education for children since JAKOA are helping them through transportation to school and some of their parents are send their children by themselves to the school. Currenty, Sungai Bil and Kuala Bil villagers are working with Cluny Estate as FFB Collector, Mandore and Sprayer. Assessor also verify through latest stakeholder meeting dated 31/7/2023 no issue highlighted by Tok Batin. Consultation with Tok Batin from Kg. Kuala Bil and Kg. Rasau found that there is no significant issue since Cluny Estate always helping them in case of anything, Tok Batin said that he will reach to the manager and assistant manager. They also depend on JAKOA if they have an issue since JAKOA always helping them. Tok Batin also highlighted that besides the annual meeting there is also frequently unofficial meeting by the manager. The estate has given 5kg rice for Orang Asli workers once in 2 months. However, phone call with Tok Batin Kg. Sg. Bil was not reachable due to communication limit at remote area. From the interviews, it was concluded that there was no evidence of any land dispute at SOU 5A Selaba.</li> <li>2. The SEIA dated 24 Feb – 4 Mar 2014 and addendum has been in placed dated 14 February 2022 already identified all of Orang Asli villages and during the assessment, assessor has interviewed with all Tok Batin from all Orang Asli villages. There was no significant issue since Cluny Estate always helping them in case of anything. They also depend on JAKOA if they have an issue since JAKOA always helping them.</li> <li>3. The SEIA plan titled 'Action Plan Social Assessment FY2023' dated 30/9/2023 has updated with orang Asli as verify through stakeholder meeting dated 31/7/2023 and no issue has been highlighted.</li> <li>4. As of the explanation above, grievances, dispute mechanism procedure are already in place and clearly explain to them. They also seek clarification and complaints if anything to the Cluny Estate office, but as of to date no issue has been highlighted during interview with them.</li> </ol>

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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	<p>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).</p> <p>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 &amp; Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.</p>
	(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	<p>As the latest TBP in 13th July 2023, all units will be certified in 2024. SDPB has submitted the latest TBP to be approved by RSPO Secretariat. As per reply from Deputy Director of Compliance, RSPO Secretariat on 13th July 2023, RSPO have approved SDPB new TBP where new certification date for uncertified unit to be postponed to year 2024.</p> <p>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.</p>
	(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 8 operating units yet to

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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.		<p>be certified:</p> <ol style="list-style-type: none"> <li>1. Ladang Panjang Estate – Total Areas of Divison 1 and 2 (1,796.19 ha) “Hak Guna Usaha” (HGU) still in process.</li> <li>2. Sungai Jernih Estate – 851.57 ha under legalization process (proses Kadastral)</li> <li>3. West Estate/East Estate/Sei Mawang Estate – Land legalization process for 1452.93 ha (West and East Estate) is still in process.</li> <li>4. Karya Plama Estate – Pending confirmation from BPN on HGU document Land legalization process for 476.70 ha is still in process.</li> <li>5. Pelanjau Estate (PT BAL) and Beturus Estate – HGU was obtained however BPN never release the HGU to the company. Land legalization process for 4,071.76 Ha for Pelanjau &amp; Beturus Estate is still in process.</li> <li>6. Teluk Siak Estate - Land legalization process for 448 ha at Pinang Sebatang Estate is still in process.</li> <li>7. Rantau Panjang Estate - Land legalization process of 1843.73 ha for Rantau Panjang Estate, Napal Estate / Karang Ringin Estate is still in process.</li> <li>8. Mangun Jaya Estate - Land legalization process of 1398.55 ha is still in process.</li> </ol>
5.5.3 Requirements for uncertified management units:	(a)	No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since 1 <sup>st</sup> January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB;	YES	Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units.
	(b)	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8;	YES	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.  <a href="https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail">https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</a></p> <p>However, sighted as at June 2019 PT Mitra Austral Sejahtera has been sold to PT Inti Nusa Sejahtera Refer letter dated 27 June 2019 to RSPO Secretariat and announcement at Bursa Malaysia  <a href="http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965">http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965</a></p>
	(c)	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2;	YES	Based on the internal audit report dated 27-28/06/2022, 01-06/08/2022 & 23/10/2022, there were no labour dispute that were not being resolved yet through an agreed process for all uncertified units for all 8 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. 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"> <li>A positive assurance statement is made, based upon self-assessment (i.e. internal audit) by organization. This would require evidence of the self-assessment against each requirement;</li> </ul>	YES	
		<ul style="list-style-type: none"> <li>Targeted stakeholder consultation, including consultation with the relevant NGO's will be carried out by the audit team.</li> </ul>	YES	
		<ul style="list-style-type: none"> <li>Desktop study e.g. web check on relevant complaints</li> </ul>	YES	
		<ul style="list-style-type: none"> <li>If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements.</li> </ul>	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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		<p>the classification of critical and non-critical is as stated in the RSPO P&amp;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.</p>		<p>criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.</p>
	(g)	<p>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.</p>	<p>YES</p>	

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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>		<p>No additional indicators</p>	<p>YES</p>	<p>As it has been mentioned in 4.4.1 of this checklist. The land was previously owned by Golden Hope and after merged with Sime Darby, the Land Title was transferred under the name of Sime Darby Plantation Berhad. Each estate had legal use of the land through an Ownership signed by the Director of Lands and Surveys of Perak following the payment of premium and land fee.</p>
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**ATTACHMENT 4**

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

<b>P &amp; C Indicator</b>	<b>Specification Major/Minor</b>	<b>Detail Non-conformances</b>	<b>Root Cause &amp; Corrective Action Taken by the CU</b>	<b>Verification Statement by Auditors</b>
7.3.2  STK01/2023	Minor	<p>Requirement: Indicator 7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>Finding: Proper disposal of waste material according to the procedure 'Waste Management Procedures for Upstream Malaysia' is not fully demonstrated.</p> <p>Objective evidence: Field inspection at Field 2000c, Cluny Estate found that the domestic waste at the collection point was strewn around with rubbish instead of being dump into the allocated transit bin. Furthermore, the leachate from the rubbish was foul smelling.</p>	<p><b>Root cause:</b> There is no monitoring and no further actions by the estate management which caused waste at the collection bin was scattered.</p> <p><b>Corrective Action:</b> Correction: Estate has immediately cleared the scattered waste around the collection bin and disposed accordingly.</p> <p>Corrective action:</p> <ol style="list-style-type: none"> <li>1. Periodic briefing to be conducted to all workers on their responsibility to ensure proper waste disposal.</li> <li>2. One assistant &amp; medical assistant will be assigned to monitor waste collection before it reaches full capacity twice a week and the outcome of the findings will be discussed in the quarterly EWC meeting.</li> <li>3. Inform Assistant Manager to notify Majlis Daerah Tanjung Malim for the collection of waste once it is ready for dispatch.</li> </ol>	<p>Root cause and corrective action plan was received and accepted.</p> <p><b>Status: Implementation of action plan and its effectiveness will be verified during the next audit.</b></p>

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**ATTACHMENT 5**

**STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED**

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification by Assessor
7.12.4 MZK 01 2022	Major	<p>Finding: The integrated management plan was not reviewed at least once every five years in consultation with relevant stakeholders</p> <p>Objective evidence: HCV management Plan has been developed at Cluny Estate under SOU 5A Selaba with last conduct of Management Plan with participation of stakeholder is in December 2015. But the 2022 HCV integrated management plan is not reviewed at least once every five years in consultation with relevant stakeholders such as Wildlife Department to identify any relevant wider landscape level considerations.</p>	<p>During this assessment, consultation with Perak State Forestry Department, Wildlife Department and nearby 'Orang Asli' related to RTE found in the estate on 3/2/23 and Wildlife Department has given several action plan to include in the Estate Management plan and has been updated by Cluny Estate on 27/2/2023 into the HCV Management Plan, some of the plan are:</p> <ul style="list-style-type: none"> <li>- Raise awareness of HCV and RTE to the employees</li> <li>- Employee are taught not to disturb or hunt wildlife</li> <li>- In case of interface or sign wildlife enter the estate immediately reported to wildlife department</li> </ul> <p><b>Status : Closed</b></p>

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**ATTACHMENT 6 – Timebound Plan**

**Timebound Plan for Sime Darby Plantation Berhad updated as of July 2023**

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	Latitude	Longitude	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB
Manggala	Indonesia	Manggala Mill	Rokan Hilir District - Riau	1.521111	100.727778	13.836	Certified	Not Applicable	23-Nov-10	
Manggala	Indonesia	Manggala -1 Estate	Rokan Hilir District - Riau	1.535278	100.730000	4.919	Certified	Not Applicable	23-Nov-10	
Manggala	Indonesia	Manggala -2 Estate	Rokan Hilir District - Riau	1.531667	100.643889	4.922	Certified	Not Applicable	23-Nov-10	
Manggala	Indonesia	Manggala -3 Estate	Rokan Hilir District - Riau	1.473056	100.758889	3.995	Certified	Not Applicable	23-Nov-10	
Alur Dumai	Indonesia	Alur Dumai Mill	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	
Alur Dumai	Indonesia	Alur Dumai Estate	Rokan Hilir District - Riau	1.561111	100.541667	3.759	Certified	Not Applicable	16-Jan-12	
Teluk Siak	Indonesia	Teluk Siak Mill	Siak District - Riau	0.591389	101.658889	11,555.31	Certified	Not Applicable	11-Oct-11	
Teluk Siak	Indonesia	Teluk Siak Estate	Siak District - Riau	0.585833	101.616944	3,321.20	Certified	Not Applicable	11-Oct-11	
Teluk Siak	Indonesia	Pinang Sebatang Estate	Siak District - Riau	0.543056	101.575000	3,799.21	Certified	Not Applicable	11-Oct-11	
Teluk Siak	Indonesia	Pinang Sebatang Estate	Siak District - Riau	0.543056	101.575000	448.00	Not Certified	2023	NA	
Teluk Siak	Indonesia	Aneka Persada Estate	Siak District - Riau	0.626389	101.655833	4,434.90	Certified	Not Applicable	11-Oct-11	

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Blang Simpo	Indonesia	Blang Simpo Mill	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.708333	97.840556	8,777.22	Certified	Not Applicable	3-May-13	
Blang Simpo	Indonesia	Blang Simpo -1 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.696944	97.837222	3,460.06	Certified	Not Applicable	3-May-13	
Blang Simpo	Indonesia	Blang Simpo -2 Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.685000	97.817500	2,677.83	Certified	Not Applicable	3-May-13	
Blang Simpo	Indonesia	Tamiang (PT PPP) Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.306667	98.026944	1,451.99	Certified	Not Applicable	3-May-13	
Blang Simpo	Indonesia	Batang Ara (PT PSK) Estate	Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	4.290000	98.013333	1,187.34	Certified	Not Applicable	3-May-13	
Teluk Bakau	Indonesia	Teluk Bakau Mill	Indragiri Hilir District - Riau	0.256389	103.588889	13,317.81	Certified	Not Applicable	11-Oct-11	
Teluk Bakau	Indonesia	Teluk Bakau Estate	Indragiri Hilir District - Riau	0.192500	103.596944	4,025.07	Certified	Not Applicable	11-Oct-11	
Teluk Bakau	Indonesia	Nusa Lestari Estate	Indragiri Hilir District - Riau	0.185278	103.568056	3,456.74	Certified	Not Applicable	11-Oct-11	
Teluk Bakau	Indonesia	Nusa Perkasa Estate	Indragiri Hilir District - Riau	0.117222	103.605278	5,836.00	Certified	Not Applicable	11-Oct-11	
Mandah	Indonesia	Mandah Mill	Indragiri Hilir District - Riau	0.115833	103.549167	12,366.18	Certified	Not Applicable	1-Apr-14	
Mandah	Indonesia	Mandah Estate	Indragiri Hilir District - Riau	0.135278	103.547500	5,053.18	Certified	Not Applicable	1-Apr-14	
Mandah	Indonesia	Rotan Semelur Estate	Indragiri Hilir District - Riau	0.117778	103.604722	7,313.00	Certified	Not Applicable	1-Apr-14	
Sungai Pinang	Indonesia	Sungai Pinang Mill	Musi Rawas District - South Sumatera	-2.984722	103.405833	6.513	Certified	Not Applicable	11-Sep-12	

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Sungai Pinang	Indonesia	Sungai Pinang Estate	Musi Rawas District - South Sumatera	-2.986944	103.406944	3,374.42	Certified	Not Applicable	11-Sep-12	
Sungai Pinang	Indonesia	Bukit Pinang Estate	Musi Rawas District - South Sumatera	-2.987222	103.405556	3,138.58	Certified	Not Applicable	11-Sep-12	
Ladang Panjang	Indonesia	Ladang Panjang Mill	Muaro Jambi District - Jambi	-1.792500	103.793611	1,202.04	Certified	Not Applicable	9-Jul-12	
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	-1.794167	103.799444	1,202.04	Certified	Not Applicable	9-Jul-12	
Ladang Panjang	Indonesia	Ladang Panjang Estate	Muaro Jambi District - Jambi	-1.794167	103.799444	1,796.19	Not Certified	2023	NA	
Rantau Panjang	Indonesia	Rantau Panjang Mill	Musi Banyuasin District - South Sumatera	-2.916389	103.747778	10,139.91	Certified	Not Applicable	16-Mar-12	
Rantau Panjang	Indonesia	Bumi Ayu Estate	Musi Banyuasin District - South Sumatera	-2.896944	103.676944	2,960.98	Certified	Not Applicable	16-Mar-12	
Rantau Panjang	Indonesia	Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	-2.922222	103.745278	2,679.74	Certified	Not Applicable	16-Mar-12	
Rantau Panjang	Indonesia	Rantau Panjang Estate	Musi Banyuasin District - South Sumatera	-2.922222	103.745278	1,843.73	Not Certified	2023	NA	
Rantau Panjang	Indonesia	Napal Estate/Karang Ringin	Musi Banyuasin District - South Sumatera	-2.859722	103.646944	4,359.74	Certified	Not Applicable	16-Mar-12	
Rantau Panjang	Indonesia	Napal Estate/Karang Ringin	Musi Banyuasin District - South Sumatera	-2.859722	103.646944	1,843.73	Not Certified	2023	N/A	
Rantau Panjang	Indonesia	Mangun Jaya Estate	Musi Banyuasin District - South Sumatera	-2.853056	103.571111	139.45	Certified	Not Applicable	16-Mar-12	
Rantau Panjang	Indonesia	Mangun Jaya Estate	Musi Banyuasin District - South Sumatera	-2.853056	103.571111	1,398.55	Not Certified	2023	N/A	
Rantau Panjang	Indonesia	Sungai Jernih Estate	Musi Banyuasin District - South Sumatera	-2.979833	103.803500	851.57	Not Certified	2023	N/A	

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Angsana	Indonesia	Angsana Mill	Tanah Bumbu District – South Kalimantan	-3.613611	115.610556	15,151.19	Certified	Not Applicable	6-Jul-11	
Angsana	Indonesia	Angsana Estate	Tanah Bumbu District – South Kalimantan	-3.532222	115.669722	3,250.06	Certified	Not Applicable	6-Jul-11	
Angsana	Indonesia	Gunung Sari Estate	Tanah Bumbu District – South Kalimantan	-3.583056	115.687500	2,826.94	Certified	Not Applicable	6-Jul-11	
Mustika	Indonesia	Mustika Mill	Tanah Bumbu District – South Kalimantan	-3.488611	115.738611	14,840.76	Certified	Not Applicable	3-Jul-13	
Mustika	Indonesia	Mustika Estate	Tanah Bumbu District – South Kalimantan	-3.488889	115.716111	3,648.74	Certified	Not Applicable	3-Jul-13	
Mustika	Indonesia	Pantai bonati Estate	Tanah Bumbu District – South Kalimantan	-3.747500	115.577500	2,534.00	Certified	Not Applicable	6-Jul-11	
Gunung Aru	Indonesia	Gunung Aru Mill	Kotabaru District – South Kalimantan	-3.613611	115.610556	12,740.54	Certified	Not Applicable	5-Jul-11	
Gunung Aru	Indonesia	Gunung Aru Estate	Kotabaru District – South Kalimantan	-3.504167	116.163056	2,684.41	Certified	Not Applicable	5-Jul-11	
Gunung Aru	Indonesia	Gunung Kemas Estate	Kotabaru District – South Kalimantan	-3.530000	116.183333	3,511.36	Certified	Not Applicable	5-Jul-11	
Gunung Aru	Indonesia	Laut Timur Estate	Kotabaru District – South Kalimantan	-3.596944	116.205000	3,207.28	Certified	Not Applicable	5-Jul-11	
Gunung Aru	Indonesia	Pantai Timur Estate	Kotabaru District – South Kalimantan	-3.606667	116.223889	3,337.49	Certified	Not Applicable	5-Jul-11	
Ungkaya	Indonesia	Ungkaya Mill	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	
Ungkaya	Indonesia	Ungkaya Estate	Morowali District – Sulawesi Tengah	-2.222778	121.563611	4,145.00	Certified	Not Applicable	10-Jul-12	
Rantau	Indonesia	Rantau Mill	Kotabaru District – South Kalimantan	-2.439167	116.114167	24,169.56	Certified	Not Applicable	30-Dec-11	



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Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	-2.445000	116.111944	4,638.00	Certified	Not Applicable	30-Dec-11	
Rantau	Indonesia	Matalok Estate	Kotabaru District – South Kalimantan	-2.445556	116.111944	3,082.00	Certified	Not Applicable	30-Dec-11	
Rantau	Indonesia	Selabak Estate ( PT SAA)	Kotabaru District – South Kalimantan	-2.442222	116.208056	3,757.67	Certified	Not Applicable	16-Mar-12	
Rantau	Indonesia	Randi Estate (PT SAA)	Kotabaru District – South Kalimantan	-2.438889	116.208611	2,882.98	Certified	Not Applicable	16-Mar-12	
Rantau	Indonesia	Sangkoh Estate (PT SAA)	Kotabaru District – South Kalimantan	-2.470556	116.237500	3,789.34	Certified	Not Applicable	16-Mar-12	
Rantau	Indonesia	Lanting Estate (PT LMR)	Kotabaru District – South Kalimantan	-2.463611	116.283611	3,249.27	Certified	Not Applicable	16-Mar-12	
Betung	Indonesia	Betung Mill	Kotabaru District – South Kalimantan	-2.378611	116.205000	7,579.57	Certified	Not Applicable	1-Apr-14	
Betung	Indonesia	Betung Estate	Kotabaru District – South Kalimantan	-2.356667	116.195833	4,266.00	Certified	Not Applicable	1-Apr-14	
Betung	Indonesia	Sekayu Estate	Kotabaru District – South Kalimantan	-2.326111	116.182778	3,313.57	Certified	Not Applicable	1-Apr-14	
Bebunga	Indonesia	Bebunga Mill	Kotabaru District – South Kalimantan	-2.373611	116.329722	14,274.77	Certified	Not Applicable	16-Mar-12	
Bebunga	Indonesia	Bebunga Estate	Kotabaru District – South Kalimantan	-2.383611	116.334444	3,958.43	Certified	Not Applicable	16-Mar-12	
Bebunga	Indonesia	Bakau Estate	Kotabaru District – South Kalimantan	-2.420556	116.328333	5,342.14	Certified	Not Applicable	16-Mar-12	
Bebunga	Indonesia	Sungai Cengal Estate	Kotabaru District – South Kalimantan	-2.406111	116.363056	4,974.20	Certified	Not Applicable	16-Mar-12	
Pondok Labu	Indonesia	Pondok Labu Mill	Kotabaru District – South Kalimantan	-2.459167	116.518889	15,876.20	Certified	Not Applicable	16-Mar-12	

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Pondok Labu	Indonesia	Pondok Labu Estate	Kotabaru District – South Kalimantan	-2.412500	116.510000	3,569.53	Certified	Not Applicable	16-Mar-12	
Pondok Labu	Indonesia	Binturung Estate	Kotabaru District – South Kalimantan	-2.440833	116.442222	4,072.01	Certified	Not Applicable	16-Mar-12	
Pondok Labu	Indonesia	Rampa Estate	Kotabaru District – South Kalimantan	-2.452500	116.436389	3,656.20	Certified	Not Applicable	16-Mar-12	
Pondok Labu	Indonesia	Sesulung Estate	Kotabaru District – South Kalimantan	-2.494444	116.510556	4,578.46	Certified	Not Applicable	16-Mar-12	
Sekunyir	Indonesia	Sekunyir Mill	Seruyan and West Kotawaringin District – Central Kalimantan	-2.444722	112.006944	7,734.59	Certified	Not Applicable	23-Nov-10	
Sekunyir	Indonesia	Sekunyir Estate	Seruyan and West Kotawaringin District – Central Kalimantan	-2.446667	112.008889	3,555.19	Certified	Not Applicable	23-Nov-10	
Sekunyir	Indonesia	Seruyan Estate	Seruyan and West Kotawaringin District – Central Kalimantan	-2.407778	112.068056	4,179.40	Certified	Not Applicable	23-Nov-10	
Sukamandang	Indonesia	Sukamandang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.057778	112.316944	14,779.92	Certified	Not Applicable	5-Jul-11	
Sukamandang	Indonesia	Sukamandang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.065556	112.313333	3,936.56	Certified	Not Applicable	5-Jul-11	
Sukamandang	Indonesia	Sapiri Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.023889	112.347778	3,530.90	Certified	Not Applicable	5-Jul-11	
Sukamandang	Indonesia	Baras Danum Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.080000	112.381111	3,664.60	Certified	Not Applicable	5-Jul-11	
Sukamandang	Indonesia	Kuala Kuayan Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.079444	112.352778	3,647.86	Certified	Not Applicable	5-Jul-11	
Pemantang	Indonesia	Pemantang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778	16,601.66	Certified	Not Applicable	5-Jul-11	
Pemantang	Indonesia	Pemantang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.158056	112.290556	3,857.91	Certified	Not Applicable	5-Jul-11	

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Pematang	Indonesia	Kawan Batu Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.161111	112.385278	4,400.00	Certified	Not Applicable	5-Jul-11	
Pematang	Indonesia	Hatantiring Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.116111	112.293333	3,811.00	Certified	Not Applicable	5-Jul-11	
Pematang	Indonesia	Batang Garing Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.157778	112.420833	4,532.75	Certified	Not Applicable	5-Jul-11	
Lembiru	Indonesia	Lembiru Mill	Ketapang District – West Kalimantan	-2.168889	110.673889	9,409.07	Certified	Not Applicable	3-Jul-14	
Lembiru	Indonesia	Lembiru Estate	Ketapang District – West Kalimantan	-2.164722	110.687778	4,929.49	Certified	Not Applicable	3-Jul-14	
Lembiru	Indonesia	Awatan Estate	Ketapang District – West Kalimantan	-2.215278	110.681944	3,476.79	Certified	Not Applicable	3-Jul-14	
Lembiru	Indonesia	Pelanjau Estate (PT BAL)	Ketapang District – West Kalimantan	-2.227778	110.621944	1,002.79	Certified	Not Applicable	3-Jul-19	
Lembiru	Indonesia	Pelanjau Estate (PT BAL)	Ketapang District – West Kalimantan	-2.227778	110.621944	4,071.76	Not Certified	2023	N/A	
Lembiru	Indonesia	Beturus Estate (PT BAL)	Ketapang District – West Kalimantan	-2.174444	110.659722	4,071.76	Not Certified	2023	N/A	
Lembiru	Indonesia	Karya Palma Estate (PT SNP)	Ketapang District – West Kalimantan	-2.170592	110.726528	476.70	Not Certified	2023	N/A	
Bukit Ajong	Indonesia	Bukit Ajong Mill	Sanggau District – West Kalimantan	0.269444	110.482778	11,498.82	Certified	Not Applicable	18-Oct-10	
Bukit Ajong	Indonesia	West Estate	Sanggau District – West Kalimantan	0.271667	110.405833	4,562.34	Certified	Not Applicable	18-Oct-10	
Bukit Ajong	Indonesia	West Estate	Sanggau District – West Kalimantan	0.271667	110.405833	1,452.93	Not Certified	2023	N/A	
Bukit Ajong	Indonesia	East Estate	Sanggau District – West Kalimantan	0.256111	110.502500	2,665.48	Certified	Not Applicable	18-Oct-10	

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Bukit Ajong	Indonesia	East Estate/Sei Mawang	Sanggau District – West Kalimantan	0.155224	110.532656	1,452.93	Not Certified	2023	N/A	
Sg. Dingin	Malaysia	Sungai Dingin Oil Mill	Karangan, Kedah	5.394734	100.710604	19,517.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Anak Kulim Estate	Karangan, Kedah	5.301731	100.589053	1,523.35	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Sungai Dingin Estate	Karangan, Kedah	5.374539	100.723497	4,244.03	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Somme Estate	Karangan, Kedah	5.247043	100.624650	941.56	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Bukit Selarong Estate	Karangan, Kedah	5.505948	100.608351	3,896.17	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Padang Buluh Estate	Karangan, Kedah	5.673433	100.543599	4,008.47	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Bukit Hijau Estate	Karangan, Kedah	5.600325	100.717128	2,725.00	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Sg. Dingin	Malaysia	Jentayu Estate	Karangan, Kedah	5.772915	100.587191	2,178.59	Certified	Not Applicable	12-Aug-10	19-20 July 2021
Chersonese	Malaysia	Chersonese Oil Mill	Kuala Kurau, Perak	4.978457	100.461902	11,099.36	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Chersonese Estate	Kuala Kurau, Perak	4.987886	100.456169	3,293.72	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Kalumpong Estate	Kuala Kurau, Perak	4.957656	100.566418	2,716.80	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Tali Ayer Estate	Kuala Kurau, Perak	5.081477	100.523402	3,756.10	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Chersonese	Malaysia	Holyrood Estate	Kuala Kurau, Perak	5.139587	100.712109	1,332.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021

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Elphil	Malaysia	Elphil Oil Mill	Sg Siput, Perak	4.890787	101.092768	6,814.60	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Kamuning Estate	Sg Siput, Perak	4.850552	101.031803	3,888.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Elphil Estate	Sg Siput, Perak	4.848728	101.102094	1,865.43	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Elphil	Malaysia	Kinta Kellas Estate	Sg Siput, Perak	4.459869	101.087714	1,060.74	Certified	Not Applicable	18-Jun-11	19-20 July 2021
Flemington	Malaysia	Flemington Oil Mill	Teluk Intan, Perak	3.928662	100.856590	11,226.23	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Flemington Estate	Teluk Intan, Perak	3.901745	100.905976	1,906.84	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Bagan Datoh Estate	Teluk Intan, Perak	3.987867	100.815889	3,781.86	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Sabak Bernam Estate	Teluk Intan, Perak	3.754999	101.014455	2,511.79	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Flemington	Malaysia	Sg. Samak Estate	Teluk Intan, Perak	3.774142	101.158366	3,025.74	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan Oil Mill	Teluk Intan, Perak	3.969097	100.985458	14,474.29	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Selaba Oil Mill	Teluk Intan, Perak	3.989699	101.081201	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Seri Intan (+ Selaba) Estate	Teluk Intan, Perak	3.962735	101.016490	4,013.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sabrang Estate	Teluk Intan, Perak	4.011192	100.960478	3,945.23	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Sogomana Estate	Teluk Intan, Perak	4.387616	100.701262	2,214.08	Certified	Not Applicable	3-Mar-11	19-20 July 2021

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Seri Intan/Selaba	Malaysia	Sg. Wangi Estate	Teluk Intan, Perak	4.280812	100.743135	2,226.66	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Bikam Estate	Teluk Intan, Perak	4.017065	101.317302	2,075.16	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Seri Intan/Selaba	Malaysia	Cluny (+ Bedford) Estate	Teluk Intan, Perak	3.857921	101.434059	1,549.75	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Oil Mill	Bestari Jaya, Selangor	3.396501	101.418491	10,706.26	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Tennamaram Estate	Bestari Jaya, Selangor	3.413960	101.416127	1,981.60	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Sungai Buluh Estate	Bestari Jaya, Selangor	3.318358	101.327095	5,152.22	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Tennamaram	Malaysia	Bukit Talang Estate	Bestari Jaya, Selangor	3.401577	101.303102	3,572.44	Certified	Not Applicable	3-Mar-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Oil Mill	Kapar, Selangor	3.188046	101.372775	6,346.90	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Kerayong Estate	Kapar, Selangor	3.165246	101.371079	2,699.28	Certified	Not Applicable	15-Apr-11	19-20 July 2021
Bkt Kerayong	Malaysia	Bukit Cheraka Estate	Kapar, Selangor	3.223053	101.357632	3,647.62	Certified	Not Applicable	15-Apr-11	19-20 July 2021
East	Malaysia	East Oil Mill	Carey Island, Selangor	2.885355	101.436495	10,902.94	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	East Estate	Carey Island, Selangor	2.894306	101.402747	5,634.45	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Sepang Estate	Sepang, Selangor	2.692067	101.723500	2,092.28	Certified	Not Applicable	19-May-10	19-20 July 2021
East	Malaysia	Dusun Durian Estate	Kuala Selangor, Selangor	2.810648	101.495017	3,176.21	Certified	Not Applicable	19-May-10	19-20 July 2021

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West	Malaysia	West Oil Mill	Carey Island, Selangor	2.905704	101.360380	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021
West	Malaysia	West Estate	Carey Island, Selangor	2.867693	101.338941	5,912.69	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Oil Mill	Raub, Pahang	4.201447	101.862680	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Bukit Puteri	Malaysia	Bukit Puteri Estate	Raub, Pahang	4.188357	101.864388	3,875.80	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Oil Mill	Temerloh, Pahang	3.569692	102.278807	13,781.50	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Kerdau Estate	Temerloh, Pahang	3.582726	102.314266	5,683.04	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Mentakab Estate	Temerloh, Pahang	3.488212	102.243800	3,266.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Chenor Estate	Temerloh, Pahang	3.784343	102.615444	2,834.98	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kerdau	Malaysia	Sg Mai Estate	Temerloh, Pahang	3.847749	102.341727	1,996.99	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Oil Mill	Kuantan, Pahang	3.960000	103.310000	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Jabor	Malaysia	Jabor Estate	Kuantan, Pahang	3.958168	103.299484	2,332.92	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Labu	Malaysia	Labu Oil Mill	Nilai, Negeri Sembilan	2.750730	101.805038	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Labu	Malaysia	Labu Estate	Nilai, Negeri Sembilan	2.737380	101.816051	4,529.72	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Tanah Merah	Malaysia	Tanah Merah Oil Mill	Port Dickson, Negeri Sembilan	2.654368	101.792488	6,203.87	Certified	Not Applicable	19-May-10	19-20 July 2021

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Tanah Merah	Malaysia	Tanah Merah Estate	Port Dickson, Negeri Sembilan	2.634776	101.798120	4,341.73	Certified	Not Applicable	19-May-10	19-20 July 2021
Tanah Merah	Malaysia	Bukit Pelandok Estate	Port Dickson, Negeri Sembilan	2.690570	101.773393	1,862.14	Certified	Not Applicable	19-May-10	19-20 July 2021
Sua Betong	Malaysia	Sua Betong Oil Mill	Port Dickson, Negeri Sembilan	2.529158	101.894873	18,457.27	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sua Betong Estate	Port Dickson, Negeri Sembilan	2.503423	101.919182	2,870.75	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sengkang Estate	Port Dickson, Negeri Sembilan	2.447583	101.962703	2,831.51	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Bradwall Estate	Port Dickson, Negeri Sembilan	2.564010	101.938966	3,828.34	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	PD Lukut Estate	Port Dickson, Negeri Sembilan	2.535525	101.850486	1,523.79	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Tampin Linggi Estate	Port Dickson, Negeri Sembilan	2.523442	101.995888	2,106.71	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Sg. Bahru Estate	Port Dickson, Negeri Sembilan	2.439865	102.084904	1,427.31	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Sua Betong	Malaysia	Salak Estate	Port Dickson, Negeri Sembilan	2.572851	101.884647	3,868.86	Certified	Not Applicable	18-Feb-14	19-20 July 2021
Kok Foh	Malaysia	Kok Foh Oil Mill	Bahau, Negeri Sembilan	2.784092	102.507537	14,852.64	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Muar River Estate	Bahau, Negeri Sembilan	2.592059	102.740421	1,584.62	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Sg. Senarut Estate + Sg Gemas Estate	Bahau, Negeri Sembilan	2.556845	102.691147	2,958.38	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Kok Foh Estate	Bahau, Negeri Sembilan	2.818025	102.516297	2,275.84	Certified	Not Applicable	7-Jul-11	19-20 July 2021



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Kok Foh	Malaysia	Bukit Pilah Estate	Bahau, Negeri Sembilan	2.718295	102.527980	3,667.31	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	St. Helier Estate	Bahau, Negeri Sembilan	2.779462	102.374345	1,992.65	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Sungai Sabaling Estate	Bahau, Negeri Sembilan	2.844046	102.474445	1,321.35	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kok Foh	Malaysia	Pertang Estate	Bahau, Negeri Sembilan	2.969102	102.244214	1,052.49	Certified	Not Applicable	7-Jul-11	19-20 July 2021
Kempas	Malaysia	Kempas Oil Mill	Jasin, Melaka	2.243408	102.481607	11,828.51	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Kempas Estate	Jasin, Melaka	2.207737	102.441483	4,505.45	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Tangkah Estate	Jasin, Melaka	2.292917	102.602549	2,537.78	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Kemuning Estate	Jasin, Melaka	2.431024	102.297339	2,671.05	Certified	Not Applicable	20-May-10	19-20 July 2021
Kempas	Malaysia	Serkam Estate	Jasin, Melaka	2.250557	102.394318	2,114.23	Certified	Not Applicable	20-May-10	19-20 July 2021
Diamond Jubilee	Malaysia	Diamond Jubilee Palm Oil Mill	Jasin, Melaka	2.324247	102.482843	7,356.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Diamond Jubilee	Malaysia	Diamond Jubilee Estate	Jasin, Melaka	2.307499	102.439884	2,836.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Diamond Jubilee	Malaysia	Bukit Asahan Estate	Jasin, Melaka	2.417485	102.550615	3,072.18	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Diamond Jubilee	Malaysia	Welch Estate	Jasin, Melaka	2.459303	102.656758	1,447.82	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Pagoh	Malaysia	Pagoh Oil Mill	Muar, Johor	2.077708	102.719062	7,418.59	Certified	Not Applicable	28-Jan-14	19-20 July 2021

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Pagoh	Malaysia	Pagoh Estate	Muar, Johor	2.078652	102.700463	2,325.93	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Lanadron Estate	Muar, Johor	2.199715	102.744380	1,964.44	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Pagoh	Malaysia	Pengkalan Bukit Estate	Muar, Johor	2.126414	102.772148	3,128.22	Certified	Not Applicable	28-Jan-14	19-20 July 2021
Chaah	Malaysia	Chaah Oil Mill	Chaah, Johor	2.148569	102.973809	8,699.93	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	Chaah Estate	Chaah, Johor	2.148681	102.975656	2,795.36	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	Sg. Simpang Kiri Estate	Chaah, Johor	2.117737	102.990732	2,371.66	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Chaah	Malaysia	North Labis Estate	Chaah, Johor	2.383325	103.024507	3,532.91	Certified	Not Applicable	18-Nov-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Oil Mill	Kluang, Johor	2.243769	103.138027	12,305.54	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Gunung Mas Estate	Kluang, Johor	2.256176	103.128691	3,466.17	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Kempas Klebang Estate	Kluang, Johor	2.217905	103.160775	2,473.06	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Bukit Paloh Estate	Kluang, Johor	2.155149	103.180279	3,390.90	Certified	Not Applicable	19-May-10	19-20 July 2021
Gunung Mas	Malaysia	Yong Peng Estate	Kluang, Johor	2.063715	103.119119	2,975.41	Certified	Not Applicable	19-May-10	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Oil Mill	Kluang, Johor	1.931143	103.347365	8,495.13	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	Bukit Benut Estate	Kluang, Johor	1.910217	103.336262	2,799.78	Certified	Not Applicable	5-Oct-11	19-20 July 2021

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Bukit Benut	Malaysia	Lambak Elaeis Estate	Kluang, Johor	1.965476	103.319840	3,740.16	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Bukit Benut	Malaysia	CEP Nyior Estate	Kluang, Johor	2.090638	103.248932	1,955.19	Certified	Not Applicable	5-Oct-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Oil Mill	Layang-layang, Johor	1.834433	103.462750	17,115.58	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Ulu Remis Estate	Layang-layang, Johor	1.842329	103.479604	2,598.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Cenas Estate	Layang-layang, Johor	1.926143	103.580014	1,974.06	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Bukit Badak Estate	Layang-layang, Johor	1.873353	103.506986	3,234.25	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Tun Dr. Ismail Estate	Layang-layang, Johor	1.832710	103.359779	4,271.44	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Pekan Estate	Layang-layang, Johor	1.846603	103.583208	3,258.70	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Ulu Remis	Malaysia	Sembrong Estate	Layang-layang, Johor	1.878696	103.459400	1,778.88	Certified	Not Applicable	11-Apr-11	19-20 July 2021
Hadapan	Malaysia	Hadapan Oil Mill	Layang-layang, Johor	1.762310	103.448013	11,371.82	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Sri Pulai Estate	Layang-layang, Johor	1.617621	103.493465	2,049.87	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Kulai Estate	Layang-layang, Johor	1.661084	103.570639	3,023.42	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	Layang Estate	Layang-layang, Johor	1.788781	103.451095	3,258.90	Certified	Not Applicable	29-Mar-11	19-20 July 2021
Hadapan	Malaysia	CEP Renggam Estate	Layang-layang, Johor	1.874883	103.377487	3,039.63	Certified	Not Applicable	29-Mar-11	19-20 July 2021

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Sandakan Bay	Malaysia	Sandakan Bay Oil Mill	Sandakan, Sabah	5.640834	118.166631	16,764.34	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tun Tan Siew Sin Estate	Sandakan, Sabah	5.649754	118.188772	3,125.60	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tunku Estate	Sandakan, Sabah	5.695778	118.205194	3,199.05	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Tigowis Estate	Sandakan, Sabah	5.745396	118.216785	2,074.02	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Sentosa Estate	Sandakan, Sabah	5.599561	118.178923	3,545.54	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Sandakan Bay	Malaysia	Segaliud Estate	Sandakan, Sabah	5.707622	117.753884	4,820.13	Certified	Not Applicable	1-Oct-08	19-20 July 2021
Melalap	Malaysia	Melalap Oil Mill	Tenom, Sabah	5.233156	115.986648	5246.18	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Melalap	Malaysia	Melalap Estate	Tenom, Sabah	5.223404	115.992040	2,096.73	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Melalap	Malaysia	Sapong Estate	Tenom, Sabah	5.045466	115.930091	3,149.45	Certified	Not Applicable	21-Jan-11	19-20 July 2021
Binuang	Malaysia	Binuang Oil Mill	Kunak, Sabah	4.704700	118.060210	11,659.58	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Binuang Estate	Kunak, Sabah	4.687893	118.049997	3,271.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Sungang Estate	Kunak, Sabah	4.658950	118.121355	3,407.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Tingkayu Estate	Kunak, Sabah	4.716962	118.077638	1,881.08	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Binuang	Malaysia	Jeleta Bumi Estate	Kunak, Sabah	4.709414	117.977971	3,099.44	Certified	Not Applicable	16-Jan-09	19-20 July 2021

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Giram	Malaysia	Giram Oil Mill	Kunak, Sabah	4.586585	118.193448	8,345.02	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Giram Estate	Kunak, Sabah	4.575846	118.206571	4,166.98	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Giram	Malaysia	Mostyn Estate	Kunak, Sabah	4.670009	118.169029	4,178.04	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Oil Mill	Tawau, Sabah	4.373961	117.808354	11,545.71	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Merotai Estate	Tawau, Sabah	4.390278	117.808586	3,052.66	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Imam Estate	Tawau, Sabah	4.341017	117.894636	3,773.56	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Tiger Estate	Tawau, Sabah	4.409715	117.840613	2,497.86	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Merotai	Malaysia	Table Estate	Tawau, Sabah	4.365974	117.868354	2,221.63	Certified	Not Applicable	16-Jan-09	19-20 July 2021
Lavang	Malaysia	Lavang Oil Mill	Bintulu, Sarawak	3.431669	113.598862	24,836.54	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang Estate	Bintulu, Sarawak	3.427129	113.586935	4,363.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Rasan Estate	Bintulu, Sarawak	3.405057	113.635653	3,454.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Belian Estate	Bintulu, Sarawak	3.369111	113.560310	2,847.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Kelida Estate	Bintulu, Sarawak	3.364892	113.624465	2,460.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Lavang (Special) Estate	Bintulu, Sarawak	3.400634	113.593633	included under Lavang Estate Ha	Certified	Not Applicable	30-Dec-11	19-20 July 2021

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Lavang	Malaysia	Pekaka Estate	Bintulu, Sarawak	3.481090	113.641821	2,626.14	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Ruai Estate	Bintulu, Sarawak	3.449198	113.624477	2,460.96	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Dulang Estate	Bintulu, Sarawak	3.460195	113.677984	2,548.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Charquest Estate	Bintulu, Sarawak	3.490618	113.602270	1,448.71	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Lavang	Malaysia	Paroh Estate	Bintulu, Sarawak	3.463913	113.734106	2,627.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Oil Mill	Bintulu, Sarawak	3.373177	113.400308	14,104.45	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Rajawali Estate	Bintulu, Sarawak	3.394716	113.426263	6,087.27	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Samudera Estate	Bintulu, Sarawak	3.502793	113.412122	3,308.60	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Semarak Estate	Bintulu, Sarawak	3.373453	113.375595	2,248.68	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Rajawali	Malaysia	Bayu Estate	Bintulu, Sarawak	3.503470	113.374145	2,459.90	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Oil Mill	Bintulu, Sarawak	3.390463	113.348888	9,528.83	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Derawan Estate	Bintulu, Sarawak	3.412304	113.359221	2,490.79	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Sahua Estate	Bintulu, Sarawak	3.462224	113.366926	2,644.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021

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Derawan	Malaysia	Takau Estate	Bintulu, Sarawak	3.387069	113.329626	2,107.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Derawan	Malaysia	Damai Estate	Bintulu, Sarawak	3.440639	113.400749	2,287.04	Certified	Not Applicable	30-Dec-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Tetere Oil Mill	Guadalcanal Province, Solomon Islands	9.442703	160.219366	9025.69	Certified	Not Applicable	18-Mar-11	19-20 July 2021	
Guadalcanal Plains Palm Oil Limited (GPPOL)	Tetere Estate	Guadalcanal Province, Solomon Islands	9.449012	160.218796	2947.79	Certified	Not Applicable	18-Mar-11	19-20 July 2021	
Guadalcanal Plains Palm Oil Limited (GPPOL)	Ngalimbiu Estate	Guadalcanal Province, Solomon Islands	9.463400	160.146900	2498.65	Certified	Not Applicable	18-Mar-11	19-20 July 2021	
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Isalnds	Mbalisuna Estate	Guadalcanal Province, Solomon Islands	9.447400	160.255700	2868.47	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Isalnds	Smallholders – West Zone (83)	Guadalcanal Province, Solomon Islands	9.450278	160.140000	245.50	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Isalnds	Smallholders – Central Zone (53)	Guadalcanal Province, Solomon Islands	9.460000	160.210000	181.71	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Isalnds	Smallholders – MBA East Zone (59)	Guadalcanal Province, Solomon Islands	9.468056	160.253889	180.80	Certified	Not Applicable	18-Mar-11	19-20 July 2021
Guadalcanal Plains Palm Oil Limited (GPPOL)	Solomon Isalnds	Smallholders – MBE East Zone (37)	Guadalcanal Province, Solomon Islands	9.484167	160.322222	102.77	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	-10.315733	150.286233	16508.59	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	-10.300139	150.358361	1095.47	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	-10.310944	150.281028	2450.02	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	-10.309389	150.259639	2341.13	Certified	Not Applicable	15-Feb-13	19-20 July 2021

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Milne Bay Estates (MBE)	Papua New Guinea	Sagarai Estate	Milne Bay Province, Papua New Guinea	-10.432861	150.190917	2864.55	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	-10.405083	150.024361	4517.67	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	-10.405083	149.892333	1680.14	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	From - 10.327639 to -10.290528	From 150.284944 to 150.389556	450.59	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	From - 10.307500 to -10.408056	From 150.284944 to 150.664944	479.13	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	From - 10.431250 to -10.290528	From 150.269222 to 150.300222	283.93	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	From - 10.450833 to -10.405806	From 150.047889 to 150.047889	345.96	Certified	Not Applicable	15-Feb-13	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Poliamba Oil Mill	New Ireland Province, Papua New Guinea	-2.874722222	151.2763889	10720.53	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Kara Estate	New Ireland Province, Papua New Guinea	From - 2.706388 to -2.811	From 151.02833 to 151.1849722	1032.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Nalik Estate	New Ireland Province, Papua New Guinea	From - 2.87055 to -2.932499	From 151.21499 to 151.429722	2666.75	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	West Coast Estate	New Ireland Province, Papua New Guinea	From - 2.81372 to -2.9822	From 151.21499 to 151.292972	627.60	Certified	Not Applicable	19-Mar-12	19-20 July 2021
Poliamba (POL)	Papua New Guinea	Noatsi Estate	New Ireland Province, Papua New Guinea	From - 2.96055 to -3.109722	From 151.456388 to 151.705277	2064.10	Certified	Not Applicable	19-Mar-12	19-20 July 2021



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Poliamba (POL)	Papua New Guinea	Madak Estate	New Ireland Province, Papua New Guinea	From - 3.143055 to -3.259722	From 151.75583 to 152.0411	1517.11	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	From - 2.68388 to -2.88	From 150.95 to 150.2566	1022.12	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	From -2.8711 to -3.188055	From 151.28611 to 151.8355	1257.21	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	from -2.80944 to -2.99277	From 151.02833 to 151.345277	533.54	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	-6.088989	145.006104	14606.08	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	-6.088556	146.006	2856.45	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Gusap West (Paddox) Estate	Morobe Province, Papua New Guinea	-6.0494	145.9939	3019.09	Certified	Not Applicable	5-Aug-10	19-20 July 2021
Ramu Agricultural Industries Ltd (RAIL)	Papua New Guinea	Surinam Estate	Morobe Province, Papua New Guinea	-5.9003	145.7836	2154.14	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	-5.8557	145.7304	2254.36	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	-6.1393	146.6231	854.33	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	-6.0562	145.933	2824.01	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	-5.4625	145.3446	360.00	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	-6.7620	146.1304	283.70	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	-8.7434	148.1987		Certified	Not Applicable	1-Feb-13	19-20 July 2021

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Higaturu Oil Palm (HOP)	Papua New Guinea	Mamba Oil Mill	Oro Bay Province, Papua New Guinea	-8.8547	147.7070		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	-8.8506	148.4292	1737.78	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	-8.7125	148.2336	2040.00	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	-8.7428	148.1817	1780.00	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	-8.7517	148.9631	2545.00	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	-8.8481	147.7150	4013.10	Certified	Not Applicable	1-Feb-13	19-20 July 2021
Higaturu Oil Palm (HOP)	Papua New Guinea	Sambogo Estate	Oro Bay Province, Papua New Guinea	-8.7997	148.3400	2637.85	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	-8.7586	148.3128	3940.21	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	-8.8475	148.0508	1493.06	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	-8.6739	148.0178	1474.23	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	-8.7175	148.1350	2940.15	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	-8.8936	147.8578	1063.66	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	5.622481	150.245278		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	5.591944	150.211944		Certified	Not Applicable	10-Sep-08	19-20 July 2021

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West New Britain (WNB)	Papua New Guinea	Kapiura Mill	Kimbe, West New Britain, Papua New Guinea	5.623611	150.684167		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	5.233333	150.033611		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	5.483889	150.086667		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	5.614081	150.251000	2226.71	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	5.605300	150.196950	2610.80	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	5.667369	150.186389	1509.20	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	5.514181	150.452058	1507.00	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Waisisi Estate	Kimbe, West New Britain, Papua New Guinea	5.512966	150.454435	1090.00	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	5.521269	150.055125	4280.60	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	5.520800	150.752600	2387.64	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	5.520962	150.752590	848.16	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	5.617497	150.677997	2011.70	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	5.653739	150.666787	562.00	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	5.521269	150.048760	4220.30	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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West New Britain (WNB)	Papua New Guinea	Garu Estate	Kimbe, West New Britain, Papua New Guinea	5.512894	149.992978	3709.60	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	5.569761	150.022617	2484.10	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	5.569761	149.992978	2180.90	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	5.657400	150.441497	3837.00	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	5.619300	150.792100	3720.00	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	5.499700	150.086600	2645.17	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	5.359989	150.035939	1103.77	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	5.264997	150.009500	1992.59	Certified	Not Applicable	10-Sep-08	19-20 July 2021
West New Britain (WNB)	Papua New Guinea	Lolokoru Estate	Kimbe, West New Britain, Papua New Guinea	5.114500	150.058797	2453.10	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	5.580100	149.694400	3541.00	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	5.625800	149.735300	1362.70	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	5.594119	150.226439	5008.53	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	5.469011	150.452478	5324.37	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	5.593700	150.310900	5756.57	Certified	Not Applicable	10-Sep-08	19-20 July 2021

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West New Britain (WNB)	Papua New Guinea	Smallholders VOP West (1279)	Kimbe, West New Britain, Papua New Guinea	5.280369	150.006219	2804.10	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	5.556645	150.850221	551.00	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	5.548892	150.868508	847.00	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	5.650939	150.022897	700.37	Certified	Not Applicable	10-Sep-08	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Erap Mill	Markham Farms	-6.580870	146.642220	5399.40	Certified	Not Applicable	27-Mar-20	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Munum Estate	Markham Farms	-6.542150	146.816230	1734.57	Certified	Not Applicable	27-Mar-20	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Maralumi Estate	Markham Farms	-6.542150	146.674450	2427.15	Certified	Not Applicable	27-Mar-20	19-20 July 2021
Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Papua New Guinea	Erap Estate	Markham Farms	-6.573910	146.648240	1237.68	Certified	Not Applicable	27-Mar-20	19-20 July 2021