

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

File Ref. : ES10170013

RSPO PUBLIC SUMMARY REPORT

CLIENT : SIME DARBY PLANTATION BERHAD – SOU 5 SERI INTAN

PARENT COMPANY : SIME DARBY PLANTATION BERHAD

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

LOCATION OF THE CERTIFICATION UNIT (MILL AND THE SUPPLY BASE):
(In the case of multisite certification, list additional sites in attachments) :

Certification Unit	Mill and Supply Base	GPS Location		Location
		Latitude	Longitude	
SOU 5 – Seri Intan	Seri Intan POM	3°58'9.22" N	100°59'8.01" E	Kilang Kelapa Sawit Seri Intan, Bt.5 Jln. Maharaja Lela, 36009 Teluk Intan, Perak
	Seri Intan Estate	3°58'13.34" N	100°58'48.51" E	Seri Intan Estate, 36009 Teluk Intan
	Sabrang Estate	3°58'35.70" N	100°58'26.02" E	Sabrang Estate 36009, Teluk Intan
	Sungai Wangi Estate	4°14'33.2" N	100°42'50.6" E	Ladang Sungei Wangi, 32000 Sitiawan
	Sogomana Estate	4°23'29" N	100°41'40" E	Ladang Sogomana, 32500, Changkat Kruing
	Bikam Estate	4° 02'48.3"N	101° 17' 54.7"E	Bikam Estate, 35600 Sungkai

MAP : See Attachment 1

AUDIT DATE : 20 – 24 NOVEMBER 2023

DURATION : 20 auditor days

TYPE OF AUDIT : Annual Surveillance Audit No. 02 Recertification Audit

STANDARD : MYNI 2019 FOR RSPO PRINCIPLE & CRITERIA 2018

SCOPE OF CERTIFICATION : Production of Sustainable Crude Palm Oil and Palm Kernel Using Identity Preserved Supply Chain Model

VALIDITY OF RSPO CERTIFICATE : 28/01/2022 – 27/01/2027

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 ZULFAKAR KAMARUZAMAN**

Name : **Shylaja Devi Vasudevan Nair**

Signature :

Signature :

Date : **8/03/2024**

Date : **20/03/2024**

SUMMARY OF AUDITS

Stage 2 audit / Recertification audit			
On-site audit date	: 11 – 15 Oct 2021 (14 a.d.)	No. of auditor days	: 20 Auditor Days
Remote audit date	: 1 – 3 Feb 2021 (6.0 a.d.)		
Audit team	: Onsite: Mohd Zulfakar bin Kamaruzaman (LA), Mohd Ab Raouf bin Asis, Rohazimi Mat Nawi, Dzulfiqar Azmi (LA-remote), Rozaimie bin Ab Rahman, Rohazimi Mat Nawi (TA-remote)		
No. of major NCR	: 1	Indicator: 3.8.7 (SC)	Closing date : 7/1/2022
No. of minor NCR	: Nil	Indicator: N/A	
Indicate the stakeholders interviewed during the on-site audit	: Employees / Workers organizations	Settlers	Villagers / Local communities
	/	/	/
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
	Independent growers / Smallholders		
	Indigenous people	Contractor	Others (Please specify)
	/	/	/
Supply base sampled	: Seri Intan Estate, Sungai Wangi Estate, Sogomana Estate, Bikam Estate		
Justification of audit planning	: Mill = 3 mandays (2 day-safety, environment, GHG, Social + 1 day-supply chain) Seri Intan Estate = 3 mandays (safety, environment, GAP, Social, HCV) Sungai Wangi Estate = 3 mandays (safety, environment, GAP, Social, HCV) Sogomana Estate = 2 mandays (Documentation is in one office which is under Sungai Wangi Estate and partially covered during Sungai Wangi Estate) Bikam Estate = 3 mandays (safety, environment, GAP, Social, HCV)		
Name of peer reviewer	: Dr Dzolkhifli Omar		
Report approved by	: Kamini Sooriamoorthy	Approval date:	28/01/2022

Annual Surveillance Audit 1			
On-site audit date	: 7-11 November 2022	No. of auditor days	: 20
Audit team	: Mohd Ab Raouf bin Asis (LA), Mohd Razman bin Salim, Rozaimie bin Ab Rahman, Dzulfiqar bin Azmi, Ismail Adnan bin Abd Malek		
No. of major NCR	: 2	Indicator: 3.8.5 (SC), 3.7.1	Closing date : 7/02/2023
No. of minor NCR	: Nil	Indicator : N/A	
Indicate by ticking the stakeholders interviewed during the on-site audit	: Employees / Workers organizations	Settlers	Villagers / Local communities
	/	/	/
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
	Independent growers / Smallholders		
	Indigenous people	Contractor	Others (Please specify)
	NA	/	/
Supply base sampled	: Seri Intan Estate, Sungai Wangi Estate, Sabrang Estate, Bikam Estate		
Changes since the last audit	: Certified ha - reduce 27.78 Ha from Seri Intan Estate due land sold to GJH Cemerlang Sdn Bhd on Jan 22. Sighted email dated 21/10/2021 from Siti Hafsha Lokman on the sale and purchase of all that piece of freehold agricultural land under Geran 135803, Lot 23271, Mukim Durian Sebatang, Daerah Hilir Perak, Negeri Perak. Planted ha - reduce 57.80 Ha from planted area Seri Intan Estate due to latest GPS survey conducted on Feb 2022.		
Justification of audit planning	: Mill = 4 mandays (3 day-safety, environment, GHG, Social + 1 day-supply chain) Seri Intan Estate = 4 mandays (safety, environment, GAP, Social, HCV) Sungai Wangi Estate = 4 mandays (safety, environment, GAP, Social, HCV) Sabrang Estate = 4 mandays (Documentation is in one office which is under Sungai Wangi Estate and partially covered during Sungai Wangi Estate) Bikam Estate = 4 mandays (safety, environment, GAP, Social, HCV)		
Name of peer reviewer	: NA		
Report approved by	: Kamini Sooriamoorthy	Approval date :	10/2/2023

Annual Surveillance Audit 2					
On-site audit date	:	20-24 November 2023	No. of auditor days :	20 Auditor Days	
Audit team	:	Mohd Zulfakar Kamaruzaman (LA), Dzulfiqar Azmi, Ismail Adnan, Mohd Norddin Abd. Jalil, Selvasingam T. Kandiah.			
No. of major NCR	:	2	Indicator: 3.8.7, 6.7.3	Closing date: 23 Feb 2023	
No. of minor NCR	:	Nil	Indicator: N/A		
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	:	Seri Intan Estate, Sungai Wangi Estate, Sabrang Estate, Bikam Estate			
Changes since the last audit	:	Certified ha – Reduce 46.53 Ha from planted area Sungai Wangi Estate due to latest GPS survey conducted in Mar 2023. Reduce 88.68 Ha from planted area Bikam Estate due land acquisition by Ranhill Solar Sdn.Bhd on Feb 23.			
Justification of audit planning	:	Mill = 4 mandays (3 day-safety, environment, GHG, Social + 1 day-supply chain) Seri Intan Estate = 4 mandays (safety, environment, GAP, Social, HCV) Sungai Wangi Estate = 4 mandays (safety, environment, GAP, Social, HCV) Sabrang Estate = 4 mandays (Documentation is in one office which is under Sungai Wangi Estate and partially covered during Sungai Wangi Estate) Bikam Estate = 4 mandays (safety, environment, GAP, Social, HCV)			
Name of peer reviewer	:	NA			
Report approved by	:	Kamini Sooriamoorthy	Approval date : 8/3/2024		

SUMMARY OF INFORMATION

TABLE 1

	RA	ASA 1	ASA 2	ASA 3	ASA 4
Projection Period	Nov 2021 – Oct 2022	Nov 2022 – Oct 2023	Nov 2023 – Oct 2024		
Certified FFB Processed (MT)	206,068.21	200,997.20	198,837.55		
Production of Certified CPO (MT)	43,994.34	37,677.04	41,755.89		
Production of Certified PK (MT)	10,933.67	9,106.76	9,941.88		
Certified Areas (Ha)	14,474.29	*14,446.51	*14,446.51		
Planted Areas (Ha)	13,106.62	**13,048.82	***12,913.61		
Production Areas (Ha)	10,693.17	10,536.04	10,062.64		
HCV Areas / Conservation Areas (Ha)	39.04	39.04	39.04		
REMARKS	<p>*Reduction in hectareage from planted area Sungai Wangi Estate due to latest GPS survey conducted in March 2023.</p> <p>**Reduction in hectareage from planted area Seri Intan Estate due to latest GPS survey conducted in Feb 2022.</p> <p>***Reduction in hectareage from planted area Bikam Estate due land acquisition by Ranhill Solar Sdn.Bhd in Feb 2023.</p>				

TABLE 2

	PO	PK
Last years certified volume (MT)	****54,477.04	****13,106.76
Last years actual certified sold (MT)	21,196.29	5,386.71
Last years actual sold under other schemes (MT)	0	0
Last years sold conventional (MT)	16,909.52	2,488.86
Last year actual sold CSPO credits (where applicable)	0	0
New year certified volume (MT)	41,755.89	9,941.88

****Extension of volume applied and approved by RSPO in 30/11/2023 i.e., 16,800MT (CPO) & 4,000MT (PK)

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1.0 AUDIT PROCESS

1.1 Certification Body

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

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

1.2 Qualification of audit team

Member of the Audit Team	Role/area of RSPO requirements	Qualifications
Mohd Zulfakar Kamaruzaman	Lead Auditor / Social, TBP, Metrics template	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.
Ismail Adnan Abdul Malek	Auditor / Social (External) , HCV	Holds a Master of Forestry, University of British Columbia, Canada. experience as Sub Assistant Conservator, involved with Forest Administration/Management and Enforcement. seven years as Forest Officer/Logging Superintendent. Senior Lecturer, UPM. A qualified RSPO P & C Auditor with experience in Forest, Social and MSPO auditing.
Dzulfiqar Azmi	Auditor / Safety, Environment, GHG	Holds a B. Sc. in Agriculture from University Teknologi Malaysia (UiTM). He had more than 5 years of working experience in the oil palm operation. He has experience in auditing since 2018. He is trained as an RSPO Lead Auditor.
Selvasingam T. Kandiah	Auditor/ Good Agricultural Practices	Holds a B. Sc. (Hons) in Agriculture. He had worked as a planter for more than 30 years with Kumpulan Guthrie Berhad before retiring including in Liberia. He is a qualified auditor for RSPO P&C & MSPO.
Mohd Norddin Abd Jalil	Auditor / Good Agricultural Practices (GAP)	Holds a B.Sc.in Agriculture from Universiti Pertanian Malaysia. He has over 35 years working experience in the oil palm plantation operation.

1.3 Audit methodology

The audit covered the Seri Intan Palm Oil Mill and 4 of its supply base. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document. The 4 supply base covered during the audit are Seri Intan Estate, Sabrang Estate, Sungai Wangi Estate and Bikam Estate. The audit included an on-site audit to the estates, mill and settlers' houses to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, contractors and other relevant stakeholders were also conducted during the audit.

1.4 Stakeholder Consultation

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

Stakeholders interviewed	Evidence from stakeholder consultation
1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male & female)	<p>The following were confirmed during the conduct of audit as there was no evidence to prove otherwise:</p> <ul style="list-style-type: none"> ▪ All workers signed the employment agreements with the estates/mill. They understood the contents of agreement, as these were prepared in Hindi//English/Bahasa as the case may be. For those who couldn't read, the contents were explained to them in language they understood, usually by fellow countrymen who has worked in Malaysia longer. ▪ They are aware of their working hours (8 hours) and confirmed they were paid overtime for any work in excess of 8 hours. There was no forced overtime. ▪ They have been getting salaries above RM1,500 since May 2022. Salaries were paid before the 7th of every month. ▪ No abuse at work, and no sexual harassment. They understand what constitutes sexual harassment. ▪ No discrimination between migrant workers and local workers, between male and female workers. ▪ Comfortable housing with water and electricity provided. Local workers choose to stay in their houses in the nearby villages. ▪ Have access to affordable food from the canteen/sundry shops within the estate/mill premises. ▪ Entitled to free medical facilities at the estate clinic. ▪ Have representatives who attend regular meetings 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. ▪ They knew the types of work offered at mill & estate when they were in their own countries. ▪ All migrant workers keep their own passports.
2) Settlers	NA
3) Villagers / Local communities (including women representatives, displaced communities)	<p>Interviewed with representatives from Seri Intan POM - Kg. BXXXX RXXX and Taman DXX AXXX Seri Intan Estate - Kg. BXXXX RXXX and Taman DXX AXXX Sogomana Estate - Kg 4XXX RXXXXX Sabrang Estate – Kg. SXXX TXXX, Kg. Sg. RXXX. Bikam Estate – Kg BiXXXX confirmed no land dispute.</p>
4) Suppliers	NA
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Interview session with contractor workers who previously had grievances related to contractor management on documentation of pay and condition, employment contracts and related documents.
6) Local & national NGOs	NA

7) Government agencies / Statutory bodies	The Forestry Department at Rawang was consulted. No land claims/disputes and no social issues. There was harmonious co-existence.
8) Independent growers / Smallholders	There was no third-party FFBs sent to the mill. No contract involved with smallholder.
9) Indigenous people	No indigenous people living nearby to the SOU.
10) Contractor	Interviewed contractors from the pool of listed suppliers.
11) Previous land owner (if any)	Interviewed village representatives from Seri Intan POM - Kg. BXXXX RXXX and Taman DXX AXXX Seri Intan Estate - Kg. BXXXX RXXX and Taman DXX AXXX Sogomana Estate - Kg 4XXX RXXXXX Sabrang Estate – Kg. SXXX TXXX, Kg. Sg. RXXX. Bikam Estate – Kg BiXXXX confirmed no land dispute. Refer to indicator 4.4.1.
12) Others (please specify)	NA

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.

2.0 SCOPE OF CERTIFICATION AUDIT

2.1 Description of the certification unit

The Seri Intan Certification Unit (CU) is one of the Strategic Operating Unit (SOU) of Sime Darby Plantation Berhad (SDPB). Seri Intan Certification Unit is also known as SOU 5 Seri Intan. The SOU 5 Seri Intan comprises of the Seri Intan Palm Oil Mill (Seri Intan POM) and four supply bases; Seri Intan Estate, Sabrang Estate, Sungai Wangi Estate, and Sogomana Estate which are all owned by SDPB.

SOU 5 Seri Intan are located in Teluk Intan, state of Perak, Malaysia. It is operating under Strategic Operating Unit (SOU 5) which consists of one mill, namely Seri Intan Palm Oil Mill (POM), and four (4) contributing estates; Seri Intan Estate, Sabrang Estate, Sungai Wangi Estate and Sogomana Estate.

Seri Intan POM was previously known as Nova Scotia Palm Oil Mill, established in 1969. The Mill is situated beside Jalan Maharajalela, 3 kilometers from Teluk Intan town. After 31 years commissioning, the mill was upgraded to new technology POM and commissioned in July 2008 situated at the original mill area. The new mill was launched as Seri Intan Palm Oil Mill and rated at 60mt/hr. Daily FFB intake recorded at 800mt during normal period and 1,100mt during peak crop session.

The Seri Intan POM had a mill capacity of 60 MT/hr. The SOU did not have other management system certification besides RSPO P&C and Supply Chain.

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

The FFB sourced from company owned estates that are certified. Details of the FFB contribution from each source to the Seri Intan Palm Oil Mill are shown in the following tables.

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

Estates	FFB Production		Certifying CB
	Tonnes	Percentage (%)	
Seri Intan Estate	40,185.848	22.07	SIRIM
Sabrang Estate	39,531.216	21.71	SIRIM
Sg Wangi Estate	32,661.330	17.94	SIRIM
Cluny Estate	2,382.400	1.31	SIRIM
Bikam Estate	25,142.690	13.81	SIRIM
Bagan Datoh Estate	2,908.010	1.60	BSI
Flemington Estate	1,712.310	0.94	BSI
Sg Samak Estate	2,988.830	1.64	BSI
Sogomana Estate	32,034.570	17.59	BSI
Sabak Bernam Estate	2,529.320	1.39	BSI
Total	182,076.524	100	-

Table 2: Projected FFB production by supply base for the next reporting period (Nov 2023 – Oct 2024)

Estates	FFB Contribution	
	Tonnes	Percentage (%)
Seri Intan Estate	38,901.04	19.56
Sabrang Estate	58,844.80	29.59
Sg Wangi Estate	35,476.98	17.84
Bikam Estate	33,507.30	16.85
Sogomana Estate	32,107.43	16.15
Grand Total	198,837.55	100%

Table 3: Actual FFB received and CPO & PK dispatch by the Mill for the last reporting period (Nov 2022 to Oct 2023)

	Total (MT)
FFB Received	182,076.524
FFB Processed	182,076.524
CPO Production	38,105.81
PK Production	8,471.39
CPO delivered as IP	21,196.29
CPO delivered as non-RSPO certified	16,909.52
PK delivered as IP	5,386.71
PK delivered as non-RSPO certified	2,488.86
Product sold under Book & Claim	0

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

	Total (MT)
FFB Received	198,837.55
FFB Processed	198,837.55
CPO Production	41,755.89
PK Production	9,941.88

Table 5 Planted and certified area of the CU

Estate	Planted (ha)	Certified (ha)
Seri Intan Estate	3,418.36	3,985.38
Sungai Wangi Estate	1,956.06	2,226.66
Sogomana Estate	2,101.29	2,214.08
Sabrang Estate	3,696.22	3,945.23
Bikam Estate	1,741.68	2,075.16
Total	12,913.61	14,446.51

Remarks:

1. Reduce 46.53 Ha from planted area Sungai Wangi Estate due to latest GPS survey conducted in Mar 2023.
2. Reduce 88.68 Ha from planted area Bikam Estate due land acquisition by Ranhill Solar Sdn.Bhd on Feb 23.

Table 6: Planting profile for Seri Intan Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
2004	1st	Mature	222.03	6%
2005	1st	Mature	194.94	6%
2007	1st	Mature	444.62	13%
2008	1st	Mature	57.96	2%
2009	1st	Mature	345.78	10%
2013	2nd	Mature	193.70	6%
2015	2nd	Mature	170.89	5%
2016	2nd	Mature	148.82	4%
2017	2nd	Mature	376.28	11%
2018	2nd	Mature	162.17	5%
2019	2nd	Mature	136.90	4%
2020	3rd	Immature	116.55	3%
2021	3rd	Immature	231.46	7%
2022	3rd	Immature	396.45	12%
2023	3rd	Immature	219.81	6%
TOTAL			3,418.36	100.00

Table 7: Planting profile for Sungai Wangi Estate

Year of planting	Planting cycle (1 st , 2 nd , and 3 rd Generation)	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
1999	2nd Generation	Mature	250.79	13%
2000	2nd Generation	Mature	251.29	13%
2006	2nd Generation	Mature	18.27	1%
2012	3rd Generation	Mature	272.55	14%
2014	3rd Generation	Mature	79.64	4%
2017	3rd Generation	Mature	169.78	9%
2018	3rd Generation	Mature	281.32	14%
2018	1st Generation	Mature	21.46	1%
2019	3rd Generation	Mature	128.71	7%
2020	3rd Generation	Mature	119.73	6%
2022	3rd Generation	Immature	236.06	12%
2023	3rd Generation	Immature	126.46	6%
TOTAL			1,956.06	100

Remark : Reduce 46.53 Ha from planted area Sungai Wangi Estate due to latest GPS survey conducted in March 2023.

Table 8: Planting profile for Sogomana Estate

Year of planting	Planting cycle (1 st , 2 nd , and 3 rd Generation)	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
1998	2 nd Generation	Mature	456.85	21.78
1999	2 nd Generation	Mature	460.72	21.91
2014	3 rd Generation	Mature	202.37	9.63
2015	3 rd Generation	Mature	74.16	3.52
2016	3 rd Generation	Mature	137.97	6.57
2017	3 rd Generation	Mature	65.83	3.13
2018	3 rd Generation	Mature	220.30	10.48
2019	3 rd Generation	Mature	98.08	4.66
2020	3 rd Generation	Immature	67.1	3.19
2021	3 rd Generation	Immature	79.1	3.76
2022	3 rd Generation	Immature	238.81	11.37
TOTAL			2,101.29	100

Table 9: Planting profile for Sabrang Estate

Year of planting	Planting cycle (1 st , 2 nd , and 3 rd Generation)	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
2000	2 nd	Mature	53.13	1.44
2001	2 nd	Mature	133.67	3.62
2002	2 nd	Mature	95.21	2.58
2003	2 nd	Mature	84.49	2.29
2005	2 nd	Mature	106.28	2.88
2006	2 nd	Mature	188.94	5.11
2008	2 nd	Mature	134.14	3.63
2010	2 nd	Mature	270.08	7.31
2011	2 nd	Mature	98.11	2.65
2012	2 nd	Mature	96.29	2.61
2013	3 rd	Mature	238.30	6.45
2015	3 rd	Mature	357.43	9.67
2016	3 rd	Mature	266.05	7.20
2017	3 rd	Mature	313.33	8.48
2018	3 rd	Mature	212.27	5.74
2020	3 rd	Mature	508.81	13.77
2022	3 rd	Immature	349.4	9.45
2023	3 rd	Immature	190.29	5.15
TOTAL			3,696.22	100.00

Table 10: Planting profile for Bikam Estate

Year of planting	Planting cycle (1 st , 2 nd , and 3 rd Generation)	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
2002	1 st Generation	Mature	45.15	2.59
2003	1 st Generation	Mature	75.71	4.35
2005	1 st Generation	Mature	29.02	1.67
2007	2 rd Generation	Mature	132.20	7.59
2008	2 rd Generation	Mature	49.14	2.82
2010	2 rd Generation	Mature	241.88	13.89
2014	2 rd Generation	Mature	115.23	6.62
2016	2 rd Generation	Mature	170.71	9.80
2017	2 rd Generation	Mature	283.16	16.26
2019	2 rd Generation	Immature	161.91	9.30
2020	2 rd Generation	Immature	73.16	4.20
2022	2 rd Generation	Immature	126.93	7.29
TOTAL			1,741.68	100

Remark : Reduce 88.68 Ha from planted area Bikam Estate due land acquisition by Ranhill Solar Sdn.Bhd on Feb 23.

2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

Name	:	Azhanizan R. Deni
Position	:	Senior Mill Manager
Address	:	Kilang Kelapa Sawit Seri Intan Bt. 5 Jln. Maharaja Lela, 36009 Teluk Intan, Perak
Phone no.	:	05-6221911
Fax no.	:	05-6214091
Email	:	azhanizan.deni@simedarbyplantation.com

3.0 AUDIT FINDINGS

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

No change

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 :

As in the TBP (in Att. 6)

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?

Refer TBP (in Att. 6), RSPO has approved the TBP on 13th July 2023.

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.)

Certified Reduce 46.53 Ha from planted area Sungai Wangi Estate due to latest GPS survey conducted in March 2023. Reduce 88.68 Ha from planted area Bikam Estate due land acquisition by Ranhill Solar Sdn.Bhd on Feb 23.

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

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

3.5. Complaint received from stakeholder (if any)

No significant complaints from stakeholders were observed. Refer social criteria for more information.

4.0 DETAILS OF NON-CONFORMITY REPORT							
4.1	For P&C (Details checklist refer to Attachment 3) : <table> <tr> <td>Total no. of minor NCR(s)</td> <td>List :</td> <td>Nil</td> </tr> <tr> <td>Total no. of major NCR(s)</td> <td>List :</td> <td>MZK 01 2023 (3.8.7), DA 01 2023 (6.7.3)</td> </tr> </table>	Total no. of minor NCR(s)	List :	Nil	Total no. of major NCR(s)	List :	MZK 01 2023 (3.8.7), DA 01 2023 (6.7.3)
Total no. of minor NCR(s)	List :	Nil					
Total no. of major NCR(s)	List :	MZK 01 2023 (3.8.7), DA 01 2023 (6.7.3)					
4.2	For SC (Details checklist refer to Attachment 3) : <table> <tr> <td>Total no. of minor NCR(s)</td> <td>List :</td> <td>N/A</td> </tr> <tr> <td>Total no. of major NCR(s)</td> <td>List :</td> <td>N/A</td> </tr> </table>	Total no. of minor NCR(s)	List :	N/A	Total no. of major NCR(s)	List :	N/A
Total no. of minor NCR(s)	List :	N/A					
Total no. of major NCR(s)	List :	N/A					
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 <input type="checkbox"/> No NCR recorded. Recommended to continue certification. <input type="checkbox"/> Minor NCR(s) recorded. Corrective action plan has been accepted. Verification of the NCR(s) to be carried out in the next audit. <i>Note: Minor NCRs raised in the audit which are not addressed in the subsequent audit shall be upgraded to major NCRs .</i> <input checked="" type="checkbox"/> 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. <input checked="" type="checkbox"/> Recommended to continue certification. <input type="checkbox"/> 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. <i>Note: Major NCRs which are not addressed within a further 90 days shall result in the certificate being withdrawn.</i>							

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 ZULFAKAR
KAMARUZAMAN

(Name)

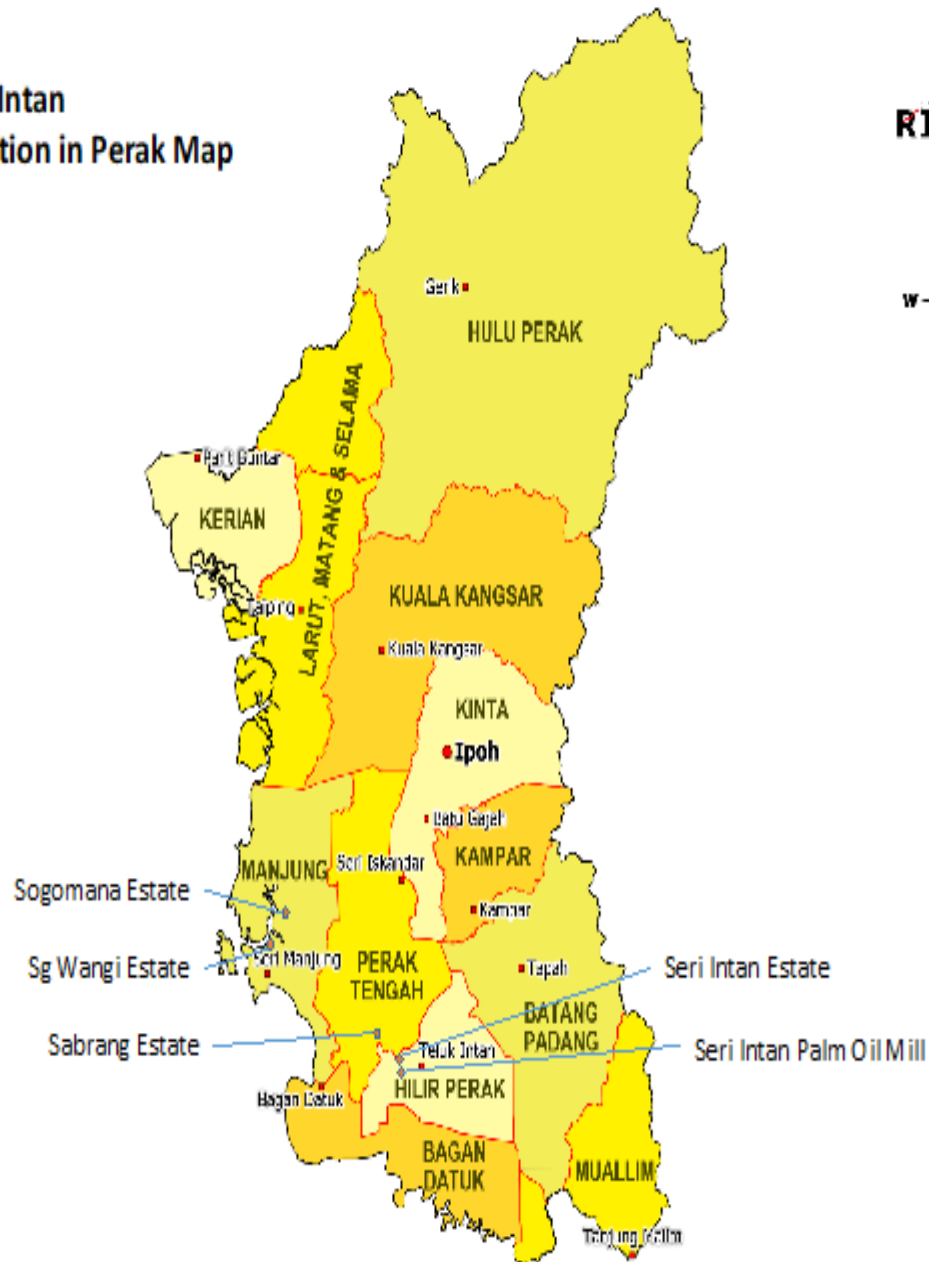


(Signature)

23/02/2024

(Date)

SOU 5 Seri Intan Estate Location in Perak Map



RSPO SURVEILLANCE AUDIT PLAN

1. Objectives

The objectives of the audit are as follows:

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

2. **Date of assessment** : 20 – 24 November 2023

3. **Site of assessment** : SOU 5 SERI INTAN

- 1) SERI INTAN POM
- 2) SERI INTAN ESTATE
- 3) SABRANG ESTATE
- 4) SOGOMANA ESTATE
- ~~5) SUNGAI WANGI ESTATE~~
- 6) BIKAM ESTATE

4. Reference Standard:

- a. MYNI 2019 of RSPO P&C 2018
- b. RSPO Certification System Documents
- c. Company's audit criteria including Company's Manual/Procedures

5. Assessment Team

Lead Auditor : Mohd Zulfakar Kamaruzaman (TBP, SCCS, Social – Internal (Estate))
 Auditor :

- 1) Dzulfiqar Azmi (Safety and Environment, GHG)
- 2) Selvasingam T. Kandiah (Safety, Metrics template)
- 3) Ismail Adnan (Social – Internal (Mill only) External (All), HCV)
- 4) Mohd Norddin Abdul Jalil (GAP, Safety Estate)

 Observer : -.

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

7. Audit Method

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

8. Audit Findings

Audit findings shall be classified as major and/or minor. Major nonconformities shall be addressed within 90 days or else the certificate shall be suspended. If the major nonconformities are still not addressed within another 90 days, the certificate shall be terminated.

If there are five or more major non-compliances within one Principle found during the audit, immediate suspension of RSPO certification shall be recommended.

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

9. Confidentiality Requirements

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

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

10. Working Language : English and Bahasa Malaysia

11. Reporting

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

12. Facilities Required

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

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

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

Please submit the Metrics Template to Lead Auditor according to this period:

- a) Reporting time frames for economic data are:
 - i. Calendar year (January to December): January 2022 to December 2022, and
 - ii. 12-month period counting up to two months before audit month: August 2022 to September 2023
- b) Reporting time frames for demographic data:
 - i. For mill and estate workers: as of 31 December 2022
 - ii. For smallholders and outgrowers: January 2022 to December 2022
- c) Reporting time frame for all other social and environmental data:
 - i. January 2022 to December 2022

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).

Assessment Programme Details : As below

RSPO PUBLIC SUMMARY

Day 1 20/11/23				
Time	Activities / areas to be visited			
8.00 am	Opening Meeting for SOU Seri Intan Audit team introduction and briefing on assessment objectives, scope, methodology, criteria and programmes by SIRIM QAS Audit Team Leader.			
8.20 am	Briefing on the organization background and implementation of RSPO at CU (including actions taken to address previous audit findings) by company Management Representative.			
8.30 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Seri Intan POM			
8.45 am	To assign each audit team members – site and the P&C requirements			
	Dzul	Zulfakar	Ismail	Selva
	Coverage of assessment: (Good Milling Practice, Environment) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, Final Discharge, water treatment plant, laboratory, landfill area & etc. ▪ Site inspection/interview at production area – FFB loading ramp, boiler, sterilizer, biogas & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Waste management including disposal site ▪ Aspects/impacts of mill management ▪ Pollution mitigating plans ▪ Management and disposal of waste including pesticides containers ▪ River system and Effluent Treatment/Discharge ▪ Training and skill development programs ▪ GHG Calculation ▪ Continuous improvement 	Coverage of assessment: (SCCS, Social – Internal) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Follow up from previous assessment findings. ▪ Workers Issues & welfare ▪ Timebound Plan, Metrics Template ▪ Training and skill development programs ▪ Continuous improvement Site visit and assessment on Supply Chain Implementation including the: <ul style="list-style-type: none"> ▪ Model used ▪ General Chain of Custody ▪ System Requirements ▪ for the supply chain ▪ Documented procedures ▪ Purchasing and goods in ▪ Outsourcing activity ▪ Sales and goods out ▪ Processing ▪ Records keeping ▪ Registration ▪ Training ▪ Claims 	Coverage of assessment: (Social – Internal & External) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Interview with mill workers – female, male, various nationality, various job scope, contractor workers, check roll workers ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) , Decent Living Wage, and view documentation such as SIA, assessment and management plans. ▪ Interview with Union/workers representatives ▪ Interview with gender committee, worker representative, contractors, supplier, etc ▪ Interview with Villagers : Kg. Batak Rabbit and Taman Desa Aman ▪ Workers Issues & welfare ▪ Training and skill development programs ▪ Continuous improvement ▪ Interview with Contractor (IA) and their workers (IA, DA) : <ul style="list-style-type: none"> ▪ Contractor: Alfa Meta Agencies, ▪ Contractor: Perniagaan Sahul Hamid 	Coverage of assessment: (Safety) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (laboratory, clinic, stores, workshop and. ▪ Site inspection/interview at production area – FFB loading ramp, boiler, sterilizer, biogas & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Controlled/open burning ▪ Safety & Health practice – witness activities at site ▪ Hazard identification and Risk Management ▪ Chemical management ▪ Training and skill development programs ▪ Continuous improvement
12.30 pm	LUNCH BREAK & ZUHUR PRAYER			
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records			
5.00 pm	Audit team discussion / Interim closing / End of Day 1 audit			
9.00pm	Discussion LA and teams on potential NCRs			

RSPO PUBLIC SUMMARY

Day 2 – 21/11/23					
Time	Activities / areas to be visited				
8.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Sogomana Estate				
8.45 am	To assign each audit team members – site and the P&C requirements				
	Dzul	Ismail Adnan	Zulfakar	Mohd Norddin	Selva
	Coverage of assessment: (Environment) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, , School, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Site visit at Sg. Beruas Division (Wallbrook Division)) ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Waste management including disposal site, GHG calculation, ▪ Aspects/impacts of estate management ▪ Pollution mitigating plans ▪ Management and disposal of waste including pesticides containers ▪ River system and Effluent Treatment/Discharge ▪ Buffer/Riparian Zones ▪ Controlled/open burning ▪ Landfill Verification. ▪ Chemical management ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – Internal) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at HCV area ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Interview with Union/workers representatives. ▪ Interview with gender committee, worker representative. ▪ Interview with Contractor: Alpha Meta Agencies, Contractor: Rajan Enterprise ▪ Interview with Villagers : Kg 40 Rantai ▪ Workers Issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – External & HCV) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Site visit at Sg. Beruas Division (Wallbrook Division) – harvesting, spraying, Loose Fruit Collector, replanting area, & etc. ▪ Interview with external stakeholders i.e. local communities, government agencies, etc. ▪ Site visit at HCV area ▪ HCV/RTE and action plan. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Local sustainable development ▪ Support smallholder inclusion ▪ Complaints and grievances ▪ External stakeholders issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (GAP) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at Mill/Estate Boundary, adjacent and neighbouring land use. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Check Documentation GAP Requirement, Water Management Plan, Business Plan, Replanting Plan, IPM Plans, Chemical Management, Storage, PPE Issuance. ▪ Training and skill development programs ▪ Continuous improvement <p>Other areas identified during the assessment</p>	Coverage of assessment: (Safety) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Wallbrook Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Safety & Health practice – witness activities at site ▪ Hazard identification and Risk Management ▪ Chemical management ▪ PPE ▪ Training and skill development programs ▪ Continuous improvement <p>Other areas identified during the assessment.</p>
12.30 pm	LUNCH BREAK & ZUHUR PRAYER				
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
5.00 pm	Audit team discussion / Interim closing / End of Day 2 audit				
9.00pm	Discussion LA and teams on potential NCRs				

RSPO PUBLIC SUMMARY

Day 3 – 22/11/23					
Time	Activities / areas to be visited				
8.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Seri Intan Estate				
8.45 am	To assign each audit team members – site and the P&C requirements				
	Dzul	Ismail Adnan	Zulfakar	Mohd Norddin	Selva
	Coverage of assessment: (Environment) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, , School, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Site visit at Selaba Division ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Waste management including disposal site, GHG calculation, ▪ Aspects/impacts of estate management ▪ Pollution mitigating plans ▪ Management and disposal of waste including pesticides containers ▪ River system and Effluent Treatment/Discharge ▪ Buffer/Riparian Zones ▪ Controlled/open burning ▪ Landfill Verification. ▪ Chemical management ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – Internal) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at HCV area ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Interview with Union/workers representatives. ▪ Interview with gender committee, worker representative. ▪ Interview with Contractor: Alpha Meta Agencies, Perniagaan Sahul Hamid. ▪ Interview with Villagers : Kg. Batak Rabit and Taman Desa Aman ▪ Workers Issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – External & HCV) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Site visit at Selaba Division – harvesting, spraying, Loose Fruit Collector, replanting area, & etc. ▪ Interview with external stakeholders i.e. local communities, government agencies, etc. ▪ Site visit at HCV area ▪ HCV/RTE and action plan. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Local sustainable development ▪ Support smallholder inclusion ▪ Complaints and grievances ▪ External stakeholders issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (GAP) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at Mill/Estate Boundary, adjacent and neighbouring land use. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Check Documentation GAP Requirement, Water Management Plan, Business Plan, Replanting Plan, IPM Plans, Chemical Management, Storage, PPE Issuance. ▪ Training and skill development programs ▪ Continuous improvement <p>Other areas identified during the assessment</p>	Coverage of assessment: (Safety) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Safety & Health practice – witness activities at site ▪ Hazard identification and Risk Management ▪ Chemical management ▪ PPE ▪ Training and skill development programs ▪ Continuous improvement <p>Other areas identified during the assessment.</p>
12.30 pm	LUNCH BREAK & ZUHUR PRAYER				
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
5.00 pm	Audit team discussion / Interim closing / End of Day 3 audit				
9.00pm	Discussion LA and teams on potential NCRs				

RSPO PUBLIC SUMMARY

Day 4 – 23/11/23					
Time	Activities / areas to be visited				
8.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Sabrang Estate				
8.45 am	To assign each audit team members – site and the P&C requirements				
	Dzul	Ismail Adnan	Zulfakar	Mohd Norddin	Selva
	Coverage of assessment: (Environment) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, , School, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Site visit at Rubana Division) ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Waste management including disposal site, GHG calculation, ▪ Aspects/impacts of estate management ▪ Pollution mitigating plans ▪ Management and disposal of waste including pesticides containers ▪ River system and Effluent Treatment/Discharge ▪ Buffer/Riparian Zones ▪ Controlled/open burning ▪ Landfill Verification. ▪ Chemical management ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – Internal) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at HCV area ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Interview with Union/workers representatives. ▪ Interview with gender committee, worker representative. ▪ Interview with Contractor: TK Sons Natures Sdn Bhd, Contractor: Vchitran Enteprise ▪ Interview with Villagers : Kg. Sarang Tiong, Kg. Sg. Rusa. ▪ Workers Issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – External & HCV) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Site visit at Rubana Division – harvesting, spraying, Loose Fruit Collector, replanting area, & etc. ▪ Interview with external stakeholders i.e. local communities, government agencies, etc. ▪ Site visit at HCV area ▪ HCV/RTE and action plan. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Local sustainable development ▪ Support smallholder inclusion ▪ Complaints and grievances ▪ External stakeholders issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment (GAP) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at Mill/Estate Boundary, adjacent and neighbouring land use. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Check Documentation GAP Requirement, Water Management Plan, Business Plan, Replanting Plan, IPM Plans, Chemical Management, Storage, PPE Issuance. ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Safety) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Safety & Health practice – witness activities at site ▪ Hazard identification and Risk Management ▪ Chemical management ▪ PPE ▪ Training and skill development programs ▪ Continuous improvement
12.30 pm	LUNCH BREAK & ZUHUR PRAYER				
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
5.00 pm	Audit team discussion / Interim closing / End of Day 4 audit				
9.00pm	Discussion LA and teams on potential NCRs				

RSPO PUBLIC SUMMARY

Day 5 – 24/11/23					
Time	Activities / areas to be visited				
8.00 am	Overview of current activities of CU by audit team & Logistics discussion to the sites to be visited at Bikam Estate				
8.45 am	To assign each audit team members – site and the P&C requirements				
	Dzul	Ismail Adnan	Zulfakar	Mohd Norddin	Selva
	Coverage of assessment: (Environment) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, , School, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Site visit at Bikam Division) ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Waste management including disposal site, GHG calculation, ▪ Aspects/impacts of estate management ▪ Pollution mitigating plans ▪ Management and disposal of waste including pesticides containers ▪ River system and Effluent Treatment/Discharge ▪ Buffer/Riparian Zones ▪ Controlled/open burning ▪ Landfill Verification. ▪ Chemical management ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – Internal) <ul style="list-style-type: none"> ▪ Facilities provided at line site inspection (i.e. worker quarters, mosque, surau, community center, School/CLC, Humana/Crèche, provision shop & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at HCV area ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Interview with Union/workers representatives. ▪ Interview with gender committee, worker representative. ▪ Interview with Villagers : Kg Bikam ▪ Workers Issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Social – External & HCV) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Site visit at Bikam Division – harvesting, spraying, Loose Fruit Collector, replanting area, & etc. ▪ Interview with external stakeholders i.e. local communities, government agencies, etc. ▪ Site visit at HCV area ▪ HCV/RTE and action plan. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Discussion with relevant management (CSR, community affairs) and view documentation such as SIA, assessment and management plans. ▪ Local sustainable development ▪ Support smallholder inclusion ▪ Complaints and grievances ▪ External stakeholders issues & welfare ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (GAP) <ul style="list-style-type: none"> ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Site visit at Mill/Estate Boundary, adjacent and neighbouring land use. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Check Documentation GAP Requirement, Water Management Plan, Business Plan, Replanting Plan, IPM Plans, Chemical Management, Storage, PPE Issuance. ▪ Training and skill development programs ▪ Continuous improvement 	Coverage of assessment: (Safety) <ul style="list-style-type: none"> ▪ Facilities at workplace inspection (worker quarters, water treatment plant, clinic, stores, workshop, landfill area & etc. ▪ Site inspection/interview at production area (Main Division) – harvesting, spraying, manuring, OP nursery, replanting area, peat area & etc. ▪ Follow up from previous assessment findings. ▪ Laws and regulations ▪ Safety & Health practice – witness activities at site ▪ Hazard identification and Risk Management ▪ Chemical management ▪ PPE ▪ Training and skill development programs ▪ Continuous improvement
12.30 pm	LUNCH BREAK & FRIDAY PRAYER				
2.00 pm	Continue assessment / Verification on outstanding issues / Auditor to inform auditee on the required document / records				
3.30 pm	Discussion and acceptance on assessment findings with Management Representative and visited site Plantation / Scheme Manager/CEO				
4.30pm	Closing meeting at the SOU Seri Intan (Places decided by Management) / End of audit				

Note: Please note that the Audit Plan merely serves as a guide and there may be changes as the audit progresses

RSPO PUBLIC SUMMARY

Attachment 3

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

Principle 1: Behave ethically and transparently

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

Clause	Indicators	Comply Yes/No	Findings
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1 (C) Documents that are specified in the RSPO P&C are made available to the public.	Yes	SDPSB continued to use the internet to disseminate public information relating to land titles, human rights, FPIC, safety and health plans, pollution prevention plans and the procedure for complaints and grievances. The SDPSB website address is http://www.simedarbyplantation.com/ .
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	Yes	The SDPSB website address is available in English at http://www.simedarbyplantation.com/ .
	1.1.3 (C) Records of requests for information and responses are maintained.	Yes	Records were properly maintained.
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.	Yes	SOU Seri Intan continued to implement the communication procedure and maintain records on requests for information. The procedure for responding to any communication is as outlined in 'Documentation and Communication Procedure – Manual Sustainable Plantation Management System'. The procedure was made available on the notice boards in the Estate and Mill offices and Muster Grounds.
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	Yes	All 4 Estates and Mill continued to maintain the stakeholder's information (address, contact number, nominated representatives) which including internal & external stakeholders such as, the contractors, vendors/suppliers, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, gender committee and union representative, etc.
1.2 The unit of certification commits to ethical conduct in all business operations and transactions.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	Yes	The Seri Intan CU subscribes to Sime Darby Plantations Sdn Bhd's Code of Business Conduct (COBC). For recruitment of foreign workers (through agents), the 'SOPP - Workforce Management Unit, WMU-SOPP', Online Vendor Registration (OVR) and the Vendor Code of Business Conduct (VCOBC) were applied.
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	Yes	In addition, SDPSB also has a Vendor COBC which has been developed to outline the standards of behaviour required by Sime Darby Plantation Berhad vendors which includes expectation to uphold human rights. The Vendor COBC applies to all its suppliers, consultants, agents, contractor's / service providers who have direct dealings with the Group. All vendors will be required to declare their compliance to the Vendor COBC

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Clause	Indicators	Comply Yes/No	Findings
			through the Sime Darby Berhad Vendor Integrity Pledge which includes a declaration to eradicate all forms of exploitation, including but not limited to modern day slavery and human trafficking.

Principle 2: Operate legally and respect rights

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

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	Yes	It was evident that Seri Intan CU continue to comply with the applicable laws and regulations
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.	Yes	Seri Intan CU documented the Legal & Other Requirements Register (LORR) covering all the necessary regulatory requirements. List of applicable legal and other requirements was made available during the assessment.
	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	Auditor has verified the boundary stone and pegs at Seri Intan Estate, Sabrang Estate, Bikam Estate and Sg. Wangi Estate. In all the Estates, the boundary pegs/trenching were evident and visible along the boundary adjacent to another plantation area or smallholder's plantation.
2.2 All contractors providing operational services and supplying labour and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.	2.2.1 A list of contracted parties is maintained.	Yes	The list of contracted parties available as per stakeholder list all the estates and the mill continued to maintain the stakeholders' information (address, contact number, nominated representatives) which included the contractors, vendors/suppliers, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, etc. The list of stakeholders has been established by the mill. The list was updated in Aug 2023 comprises of various parties, neighbouring communities and Government Agencies.
	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 contracted parties/vendors were required to signed Vendor Integrity Pledge (VIP) and to comply with all applicable laws and regulations related anti-bribery, fraud and corruption and Vendor Code of Business Conduct (VCOBC) such as labour and Human Rights.

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Clause	Indicators	Comply Yes/No	Findings
	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	The contract documents and Vendor Integrity Pledge (VIP) records dated February 2023 sighted in the indicator 2.2.2 above also contain clauses disallowing child, forced and trafficked labour. No young workers are employed by contractors and vendors.
2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1 (C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> Information on geo-location of FFB origins. Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license 	Yes	All Fresh Fruit Bunches are supplied from SOU 5 Seri Intan owned estates which are certified to RSPO. There is no third-party FFB sent to the Seri Intan POM.
	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	Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO. There is no third-party FFB sent to the mil.

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	SOU 5 Seri Intan maintained to have minimum 3 years' business plans for the 4 estates visited. The budget allocations at estates include activities for operating expenditure i.e. upkeep, cultivation, harvesting & evacuation, welfare, capital expenditure, and RSPO compliance. Attention was given to crop projection, cost of production, cost per ton and per hectare indicators to monitor the performance of each operating unit. The cost of production was reviewed and compared against expenditure each year with projections in place for future years.
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	Yes	SOU 5 Seri Intan had established and maintained replanting programme which was reviewed annually. Long range replanting was sighted until 2028.

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Clause	Indicators	Comply Yes/No	Findings
	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 SOU 5 Seri Intan holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken. It was chaired by the Estate/Mill Manager. Details were reviewed during audit, and the management reviews were carried out as follows, Sogomana Estate-27/08/2023, Seri Intan Estate-25/08/2023, Sabrang Estate-05/09/2023, and Bikam Estate-28/08/2023.
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	Continuous Improvement Plan has been implemented dated January 2023. The improvement plan outlined issues highlighted as per in the EAI as well as other reporting means i.e. internal audit as well as external audit. Example of the items outlined are as follows: Environment: 1) Compliance with legal requirement 2) Reduction usage of Pesticides 3) Environmental Impact 4) Waste reduction 5) Pollution and Greenhouse Gas (GHG): Social: a) Social Impact Assessment b) Management Plan on Social Impact Assessment – FY2023 c) CSR Records d) Stakeholders Meeting
	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 RSPO metrics template was submitted to auditors and was verified accordingly and accurately reported.
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 5 Seri Intan continued to use and implement SOPs for each of the processes. A brief version of the SOPs was displayed at the appropriate locations. Copies of the documented SOPs were presented to the audit team. It was observed that the activities involved were safety, health, environmental, quality, social and good agricultural practices had followed the established SOPs. Standard Operating Procedures (SOPs) for Seri Intan Palm Oil Mill have been established, documented and in place i.e., SDPB SOP for Palm Oil Mills, SDPB SOP Structured Oil Recovery Assessment (SORA), SDPB SOP Standard on Mill Housekeeping, SDPB SOP FFB Grading at Mill. Standard Operating Procedures (SOPs) for Estates had also been established, documented and in place i.e., Agriculture Reference Manual (ARM), Estate Quality Management System (EQMS) Manual, Health, Safety & Environment Management System (UM/HSE/MS/01), Sustainable Plantation Management System Manual (SPMS), “Guidelines on River Management” Manual, Occupational Safety and Health Manual, Pictorial Safety Standards, and Security Guidelines (PSS).

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Clause	Indicators	Comply Yes/No	Findings												
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	Yes	<p>The mechanism to check the consistent implementation of the SOP are made by all levels of the estate supervisory personnel. The records maintained are;</p> <ul style="list-style-type: none"> a) Daily production/work records for the core activities at the estates b) field cost book / chemical consumption record c) mature/immature field work program d) fertilizer application, e) herbicide spraying / rat baiting, f) Harvesting and collection of FFB. <p>In addition, the management adopted the following checks and balances through visit of the following departments superiors, such as Agronomic advisory report, Regional General Manager, and internal audit. The details of internal Audit conducted as per below:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Date Audit</th> <th>Estate</th> <th>Date Audit</th> </tr> </thead> <tbody> <tr> <td>Sogomana</td> <td>22/08/2023</td> <td>Seri Intan Estate</td> <td>25/08/2023</td> </tr> <tr> <td>Sabrang</td> <td>23/08/2023</td> <td>Bikam Estate</td> <td>24/08/2023</td> </tr> </tbody> </table>	Estate	Date Audit	Estate	Date Audit	Sogomana	22/08/2023	Seri Intan Estate	25/08/2023	Sabrang	23/08/2023	Bikam Estate	24/08/2023
Estate	Date Audit	Estate	Date Audit												
Sogomana	22/08/2023	Seri Intan Estate	25/08/2023												
Sabrang	23/08/2023	Bikam Estate	24/08/2023												
	3.3.3 Records of monitoring and any actions taken are maintained and available.	Yes	The implementation of SOPs are monitored on a daily basis by the field staff and Assistant Managers with overall overview by the Managers. The monitoring is done via supervision and records maintenance. The estates among others maintained the following records, work program, Field cost books, Bin cards, Harvesting Intervals, Monthly Estate Report and Account, Monthly rainfall, Pest and diseases monthly return, while the mill monitoring records maintained among others were related to; monitoring of effluent / black smoke, Processing & produce parameters, Dispatches / scheduled wastes, monitoring consistent implementation of procedures through internal audit and daily shift report for the process performance.												
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	3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.	Yes	There was no new planting in Seri Intan CU, hence no activities affecting the stakeholders. 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	Seri Intan POM and the supplying estates (Seri Intan Estate, Sabrang Estate, Sungai Wangi Estate, Sogomana Estate and Bikam Estate) have carried out Social Impact Assessment (SIA) on 24 Feb. to 04 Mar. 2014 for the estates and 23 to 25 Apr. 2013 for the mill by the Social & Environment Project Unit, PSQM Department. The methodology of the assessment was through field interview with workers, government authorities and local communities, site observation and documentation review. Feedback from the stakeholders was noted and recorded in the assessment report. Social profile such as social												

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Clause	Indicators	Comply Yes/No	Findings
in ongoing operations.			background of employees, background of local community, education, safety & health, living condition, stakeholder engagement and infrastructure and amenities were included. The assessment included participation of internal and external stakeholders, namely workers, union, contractors, suppliers, local community, local government and private entities. Records of the feedback from consultations with the relevant stakeholders were properly documented and verified by the Audit team. Auditor has verified the latest stakeholder's consultation for Seri Intan POM, Seri Intan Estate, Sogomana Estate, Sabrang Estate and Bikam Estate. Evidence of the above stakeholder meeting was conducted for year 2023, Seri Intan POM (27/9/2023), Seri Intan Estate (27/9/2023), Sogomana Estate (17/8/2023), Sabrang Estate (15/3/2023) and Bikam Estate (15/11/2023).
	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	Yes	Management plan on Social Impact Assessment was developed with issues reported during meetings, stakeholder's meetings and gender committee's meetings. The management plan has included the key findings of (1) Stakeholder, (2) Union/NUPW, (3) Gender Community, (4) Other issues. The plan has incorporated the action plan, status, person in charge and the completion date. So far, no negative impacts have been observed during the stakeholder's feedback or meeting. Significant environmental aspects and impact mitigation methods were implemented from Environmental Aspect & Impact (EAI) and Environmental Impact Evaluation (EIE). Those activities evaluated as significant were then monitored using the management control and mitigation measure established for each activity where the significant impacts occurred. The EAI/EIE assessments had included the identification of aspects and impacts resulting from the mill and estates operations.
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	Employment procedures for local and foreign workers, are documented and made available to the workers. Interviews with the workers confirm this.
	3.5.2 Employment procedures are implemented, and records are maintained.	Yes	The above procedures were implemented, and it is evident based on the records available from workers' files such as application form, interview, medical test and issuance of letter of offer.
3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	Yes	The mill had conducted risk assessment on all its operation as well as determining their control measures annually. Last review was on 07/11/2023 related to accident on 2/11/2023 – injured middle finger of right handwhile closing Store Door. On overall performance, OSH administrative controls implementation as well as engineering control equipment was found adequate during the assessment. For all estates, the hazard identification, risk assessment and risk control (HIRARC) procedure has been established. They have conducted the risk assessment on all its operation as well as determining their control measures. The estate had conducted risk assessment on all its operation as well as determining their control measures annually. Risk assessment been identified on activities such as

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Clause	Indicators	Comply Yes/No	Findings										
			<p>Replanting, Nursery, harvesting, spraying, manuring, fertilizer store, crèche, shop house, general & chemical store, workshop, Water treatment Plant, clinic, worker's quarters etc. have been carried out and control measures determined. Latest review was conducted as per table below.</p> <table border="1"> <thead> <tr> <th>Operating Unit</th> <th>Date Reviewed</th> </tr> </thead> <tbody> <tr> <td>Sogomana Estate</td> <td>31/05/2023</td> </tr> <tr> <td>Seri Intan Estate</td> <td>01/09/2023</td> </tr> <tr> <td>Sabrang Estate</td> <td>28/06/2023</td> </tr> <tr> <td>Bikam Estate</td> <td>17/11/2023</td> </tr> </tbody> </table>	Operating Unit	Date Reviewed	Sogomana Estate	31/05/2023	Seri Intan Estate	01/09/2023	Sabrang Estate	28/06/2023	Bikam Estate	17/11/2023
Operating Unit	Date Reviewed												
Sogomana Estate	31/05/2023												
Seri Intan Estate	01/09/2023												
Sabrang Estate	28/06/2023												
Bikam Estate	17/11/2023												
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people are monitored.	Yes	<p>Health, Safety and Environment Policy for Sime Darby Plantation Berhad have been established for The policy had been communicated to all levels of the organization through morning briefings and displayed prominently in Bahasa Malaysia and English languages on notice boards at mill and estates and Muster Grounds. During interviews with the foreign/local employees and staff during the site visit at field operations in estates, mill operations, workshops, office compounds, laboratory, engine room, boiler house revealed that the employees had been briefed and had understood the policy.</p> <p>At Seri Intan CU an OHS management plan has been established for 2023 to addressed issues related to hazards and risks, legal register and its requirements for compliance, incident reporting, ERP, chemical safety management, risk management, noise management, contractor safety management, communication, inspection, awareness and competency training, DOSH visit and inspection/audit, etc. Generally, the OSH plans were acceptable.</p>										
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	<p>Formal training programmes for FY 2022/2023 covered all aspects of the RSPO Principles and Criteria. Regular assessments of training needs were presented to auditors by the SOU Seri Intan. A training needs identification matrix has been established with target dates for the training to be conducted.</p>										
	3.7.2 Records of training are maintained, where appropriate on an individual basis.	Yes	<p>Records of training was maintained, where appropriate on an individual basis.</p>										
	3.7.3 Appropriate training is provided for personnel carrying out the tasks critical to the	Yes	<p>Appropriate training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) has been conducted in Oct 2023 by Regional Sustainability Quality Management (RSQM) attended by the Manager, PIC, Clerk, Assistant Engineer,</p>										

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Clause	Indicators	Comply Yes/No	Findings
	effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.		Staff, Weighbridge Operator and Attendance list & photograph was seen.

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	Seri Intan Palm Oil Mill (SIPOM) sourced for their FFB only from estates under the same SOU 5 which involve Seri Intan estate, Bikam estate, Sogomana estate, Sungai Wangi Estate, Sabrang Estate. They also receive diverted certified crop from SOU 4 & 6. The audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.
3.8.2	Mass balance Module A mill is deemed to be MB is the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3 rd party certified supply base.	Yes	Not applicable since SIPOM using IP model.
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.	Yes	As provided in the report above refer table 3 and 4.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	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.		
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	License Information Commodity: Palm Oil RSPO Membership Number: 1-0008-04-000-00 Type of Business: Oil mill Supply Chain Model: Identity Preserved Phone Number : +605 6221911

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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"> • Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. • Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). • Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the organisation's procedures for the implementation of this standard. • The site shall have documented procedures for receiving and processing certified and non-certified FFBs. 	Yes	<p>'Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia' document ID: SD/SDP/GSD/SCCS/0522/01, approved in May 2022 and effective 1 Jun 2022.</p> <p>The procedure was kept in file RSPO Supply Chain Manual (SCM/RSPO/SD) Appropriate changes were also made in the change to include the new clause Production of ISCC certified waste/residues materials at the mill. Appropriate training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) has been conducted in Oct 2023 by Regional Sustainability Quality Management (RSQM) attended by 9 person including Mill Manager, PIC, Clerk, Assistant Engineer, Staff, Weighbridge Operator and Attendance list & photograph was seen. Training for contractor transporter has been carried out in the same month. During interview with PIC handling weighbridge was confirmed he understand related to critical point during received the FFB</p> <p>Letter of Appointment as Person in Charge for Environmental/ Quality Management Systems (inclusive of RSPO SCCS) for the Assistant Manager was sighted and found adequate. He's being assisted by Second Clerk and other relevant mill personnel.</p> <p>- SIPOM had continued to implement the procedures it had on receiving and processing of RSPO certified and non- certified FFBs. (Refer para. 7.0 of the SOP - Receiving FFB at the Mill) it has described how SIPOM manages the FFB from certified source.</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"> • Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. • Effectively implements and maintains the standard requirements within its organisation. • 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. 	Yes	<p>RSPO internal audit was conducted on 21/08/20in Aug 2023 by the appointed internal auditors. The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. There are zero NCR for SCCS. Audit Attendance sheet, audit plan, audit notes, was sighted by auditor.</p> <p>Documented procedure has defined management review will be conducted once a year Management review meeting has been conducted in Nov 2023 (combine RSPO, RSPO SCCS and MSPO)</p> <ul style="list-style-type: none"> •Internal audit – 0 NCR (SCCS only) •Customer feedback – data analysis show result from customer survey (i.e. RSPO-CSPO related to meeting the contract volume, timely delivery, dispatch documentation) result achieved. •Previous meeting – was highlighted •Changes – There is no significant changes. •Recommendation for improvement – improve the established system.

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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>	NO	<p>Seri Intan Palm Oil Mill (SIPOM) sourced for their FFB only from estates under the same SOU 5 which involve Seri Intan estate, Bikam estate, Sogomana estate, Sungai Wangi Estate, Sabrang Estate. They also receive diverted certified crop from SOU 4 & 6. The validity of the certificate of the supplier has been checked accordingly. Sighted sample FFB consignment note for Estates for the month of November 2022 – October 2023. Among the information available on the FFB consignment note are estate name, delivery date, no of FFB bunches, FFB weight, quantity, unique identification number. Monitoring records titled as “RSPO & MSPO Mass Balancing Records for Oil Mills” has recorded the tonnage of certified FFB and its supplying estate. Verified through SIPOM weighing system called ‘Sime Weigh’ and random sample of weighbridge ticket from.</p> <p>However, sighted that, During the Assessment at Seri Intan POM sighted there is a overproduction of CPO and Seri Intan POM has yet to inform the CB regarding the Projected overproduction and apply extension to the RSPO. Thus, Major NCR MZK 01 2023 was raised.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 	Yes	<p>The procedure in handling of sale and delivery was sighted and found adequate. Sales activities are handled by Sime Darby Plantations Berhad and Global Trade Marketing Department (HQ) on behalf of 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 and the agreement document was available and communication on the RSPO supply chain requirement were communicated to them. There is a clause regarding Supply chain in the 'annexure 5' of agreement. Record of training in Oct 2023 for transporter contractor was sighted by the auditor.</p> <p>There is contract document between Seri Intan POM and the transporters. In clause (d) Roundtable Sustainable Palm Oil (RSPO) and Malaysia Sustainable Palm Oil (MSPO) Supply Chain Certification Standards in (iii) stated that the contractor agrees that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.10	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	Yes	List of contact person for transporters were made available and up to date in the stakeholder list and was updated in Sept 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 contractors used and will be used in the future for the processing or production of RSPO certified materials.
3.8.12	The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.	Yes	Sighted CPO and PK delivery note, weighbridge ticket, production data, internal audit and management review records were found up to date.
	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Yes	Relevant record was maintained for more than 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	Sighted record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.
	iv) For Mass Balance Module, the mill: a. shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.	Yes	Not applicable due to Seri Intan CU used IP model.

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>c. The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>		
3.8.13	<p>Extraction rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Yes	<p>SIPOM process all the received certified crop & their processing output will be based on their actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). OER & KER has been updated by daily basis and monthly summary has been used as guidance.</p>
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	Yes	
3.8.15	<p>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.</p>	Yes	<p>Marketing department responsible for the purchase and sell of raw material and finished product respectively. Relevant information will be provided to SIPOM for reference on site.</p> <p>The dispatch of the RSPO certified CPO/ PK to buyer by SIPOM were made based on agreement, as per noted in sales contract.</p> <p>The receiving pit, pipelines and tanks in SIPOM were thoroughly cleaned, swept and flushed before RSPO certified CPO was pumped in to avoid contamination. Dedicated tanks were used to store RSPO certified CPO from SIPOM. The same practice occurs for separate handling of certified palm kernel.</p> <p>For traceability of a specific batch of RSPO certified CPO back to the supplying POM, SIPOM kept the relevant documents such as the weighbridge ticket, CPO dispatch note, Dispatch oil quality ticket, Authorization from transporter, Borang MPOB L3, CPO dispatch authorization was issued by the POM.</p>
3.8.16	<p>Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the</p>	Yes	<p>Samples of shipping announcement had been verified during the audit. Based on verification through RSPO IT Platforms - Palm Trace transaction report -Certificate Allocation Log - there was no activity removed for RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform</p>		
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	Yes	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. SIPOM has not use 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	A policy to respect human rights was documented in the Human Rights Charter (Revised 2020) - http://www.simedarbyplantation.com/sustainability/human-rights-charter . This Policy states among others, that it will develop its businesses with a sense of humanity, ensuring that they are socially beneficial and do not infringe basic human rights. This policy was communicated to all levels of the workforce and operations while for all stakeholders and contractors including FFB suppliers, local communities, and contracted services were briefed on prohibition of intimidation and harassment by the unit of certification, the briefing was conducted during stakeholder meeting.
	4.1.2 The unit of certification does not instigate violence or use any form of	Yes	The audit team has interviews with villager representatives from: 1.Seri Intan POM - Kg. BXXXX RXXX and Taman DXX AXXX

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Clause	Indicators	Comply Yes/No	Findings
	harassment in their operations.		<p>2.Seri Intan Estate - Kg. BXXXX RXXX and Taman DXX AXXX 3.Sogomana Estate - Kg 4XXX RXXXXX 4.Sabrang Estate – Kg. SXXX TXXX, Kg. Sg. RXXX. 5.Bikam Estate – Kg BiXXXX</p> <p>From the interviews, it was confirmed that there is no evidence that the oil palm operations have instigated violence or used any form of harassment in maintaining peace and order in their current and planned operations.</p>
<p>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.</p>	<p>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.</p>	<p>Yes</p>	<p>The system used by the SOU 5 Seri Intan in resolving disputes and grievances exists in the procedure called Grievance Response Standard Operating Procedure 2022. The Mill and Estates within SOU 5 each has its own Internal Complaint Book and External Communication Book. The Internal Complaint Books are for employees to lodge complaint pertaining to their houses. The external book was reviewed and found no complaints against the CU.</p> <p>When ensuring anonymity of complainants, Human Rights Defenders (HRD), community spokesperson and whistleblowers, without risk of reprisal or intimidation, the Sime Darby Code of Business Conduct provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ.</p>
	<p>4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p>	<p>Yes</p>	<p>The audit team has interviews with villager representatives from: 1. The audit team has interviews with villager representatives from: 1.Seri Intan POM - Kg. BXXXX RXXX and Taman DXX AXXX 2.Seri Intan Estate - Kg. BXXXX RXXX and Taman DXX AXXX 3.Sogomana Estate- Kg 4XXX RXXXXX 4.Sabrang Estate – Kg. SXXX TXXX, Kg. Sg. RXXX. 5.Bikam Estate – Kg BiXXXX</p> <p>From the interviews, the system and procedure were understood by the affected parties, including the illiterate ones.</p>
	<p>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.</p>	<p>Yes</p>	<p>The system used by the SOU 5 Seri Intan in resolving disputes and grievances exists in the procedure called Grievance Response Standard Operating Procedure 2022. The Mill and Estates within SOU5 each has its own Internal Complaint Book and External Communication Book. Complainants were informed of its grievance progress, including the timeframe through the ‘Grievance’ system.</p> <p>When ensuring anonymity of complainants and whistleblowers, the Sime Darby Code of Business Conduct provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ. SDPB implemented initiatives with respect to complaints and grievances and ensuring anonymity of complainants such as web- based</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>SuaraKami. Whistleblowing and ‘OPP’ (for house repair complaints) . Suara Kami organized by SDPB itself in 2018 in which employees can lodge the complaint through hotline number 1-800-818-771. The details of SuaraKami can be found through the website https://www.simedarbyplantation.com/sustainability/programmes/human-rights-and-decent-work/grievance-mechanism.</p>
	<p>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.</p>	<p>Yes</p>	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice. The complainants may choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. When ensuring anonymity of complainants and whistleblowers, the Sime Darby Code of Business Conduct provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ.</p>
<p>4.3 The unit of certification contributes to local sustainable development as agreed by local communities.</p>	<p>4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>	<p>Yes</p>	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated. SOU 5 Seri Intan has taken effort to employ workers/staff from nearby villages and settlements as CSR through advertisement and ‘word of mouth’.</p>
<p>4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>	<p>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.</p>	<p>Yes</p>	<p>Evidence of legal ownership of the land including history of land tenure was verified during this audit. For Seri Intan Estate, Sabrang Estate, Sungai Wangi and Bikam Estate the land was previously owned by Kumpulan Guthrie Berhad and Golden Hope. It was then transferred to Sime Darby after the merger in 2007. Kumpulan Guthrie Berhad and Golden Hope had bought and leased the land from Perak State government since 8 March 1908. Each estate had legal use of the land through an Ownership signed by the Lands and Surveys of Perak following the payment of premium and Land fee.</p>
	<p>4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>Yes</p>	<p>As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. The audit team had confirmed that there were no land issues related to previous owners.</p>

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Clause	Indicators	Comply Yes/No	Findings
	4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	Yes	
	4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.	Yes	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	Yes	
	4.4.3 (C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighboring communities where applicable, and relevant authorities).	Yes	As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. The audit team had confirmed that there were no land issues related to previous owners.

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Clause	Indicators	Comply Yes/No	Findings
	4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	Yes	As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. The audit team had confirmed that there were no land issues related to previous owners.
	4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	Yes	This requirement in this indicator does not apply to SOU 5 Seri Intan
	4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.	Yes	
4.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.	4.5.1 (C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.	Yes	
	4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	Yes	Based on Social Impact Assessment (SIA) Report for SOU 5 Seri Intan and as reported in Indicator 3.4, there was no new plantings are established in this CU.

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Clause	Indicators	Comply Yes/No	Findings
	4.5.3 Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.	Yes	As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. The audit team had confirmed that there were no land issues related to previous owners.
	4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	Yes	As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighboring estate. Consultation with villager representatives JPKK Batak Rabbit, JPKK Taman Desa, JPKK Changkat Chermin, JPKK Paya Nibong, JPKK Taman Desa Aman, JPKK Paya Nibong, JPKK Teluk Rubiah, JPKK Sg Rubana, Kg 40 Rantai, JPKK Sarang Tiang, JPKK Sg Rusa, JPKK Sg Durian, JPKK Selat Masjid, JPKK Lubuk Keli, confirmed this.
	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	Yes	

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Clause	Indicators	Comply Yes/No	Findings
	issuance of a new concession or land title to the operator.		
	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	As reported in 4.4.1, it has been verified that the land is legitimately owned by SOU 5 Seri Intan. 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. New lands are not acquired for plantations and mills after 15 November 2018.
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	4.6.1 (C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	Yes	There were no new lands acquired for plantation and mills after 15 November 2018. The current operation area includes mill and estates as per stated in the land title.
	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	Yes	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System entitled "Procedures for Handling Boundaries Disputes" is available and sighted. 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.
	4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	Yes	In accordance with the Grievance Response Standard Operating Procedure 2022, the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with staff and workers at mill and visited estates.
	4.6.4 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 were no scheme small holdings at SOU 5 Seri Intan. The Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO.

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Clause	Indicators	Comply Yes/No	Findings
<p>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.</p>	<p>4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p>	<p>Yes</p>	<p>There was no process and outcomes of any negotiated agreements, compensation and payments to any affected parties are not applicable for Seri Intan CU.</p>
	<p>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.</p>	<p>Yes</p>	<p>There was no process and outcomes of any negotiated agreements, compensation and payments to any affected parties are not applicable for Seri Intan CU.</p>
	<p>4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>	<p>Yes</p>	<p>There was no issue regarding compensation (monetary or otherwise) with villagers, local community and neighbouring estate. The audit team has also interviewed representatives JPKK Batak Rabit, JPKK Taman Desa, JPKK Changkat Chermin, JPKK Paya Nibong, JPKK Taman Desa Aman, JPKK Paya Nibong, Kg 40 Rantai, JPKK Teluk Rubiah, JPKK Sg Rubana, JPKK Sarang Tiong, JPKK Sg Rusa, JPKK Sg Durian, JPKK Selat Masjid, JPKK Lubuk Keli, and confirmed this.</p>
<p>4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	<p>4.8.1 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p>	<p>Yes</p>	<p>It has been verified that the land is legitimately owned by SOU 5 Seri Intan since 8 March 1908. 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>Consultation with villager representatives JPKK Batak Rabit, JPKK Taman Desa, JPKK Changkat Chermin, JPKK Paya Nibong, JPKK Taman Desa Aman, Kg 40 Rantai, JPKK Paya Nibong, JPKK Teluk Rubiah, JPKK Sg Rubana, , JPKK Sarang Tiong, JPKK Sg Rusa, JPKK Sg Durian, JPKK Selat Masjid, JPKK Lubuk Keli found such issues does not occur in Seri Intan CU. All local communities had their own land title.</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</p>	<p>Yes</p>	

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Clause	Indicators	Comply Yes/No	Findings
	through appropriate conflict resolution mechanisms.		
	4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant reqs.	Yes	Land conflict is not present in the area of the unit of certification. Consultation with villager representatives JPKK Sg Wangi, JPKK Taman Desa, JPKK Pekan Gunung, JPKK Changkat Chermin, JPKK Paya Nibong, JPKK Telaga Nenas, JPKK 40 Rantai, JPKK Kg Teluk, JPKK Benting Luas, JPKK Gunung Tunggul, JPKK Kg Batak Rabbit, JPKK Kg Bikam RPT found such issues does not occurs in Seri Intan CU. All local communities had their own land title.
	4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighboring communities where applicable).	Yes	There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations. Consultation with villager representatives Consultation with villager representatives JPKK Batak Rabbit, JPKK Taman Desa, JPKK Changkat Chermin, JPKK Paya Nibong, JPKK Taman Desa Aman, JPKK Paya Nibong, JPKK Teluk Rubiah, JPKK Sg Rubana, , JPKK Sarang Tiong, Kg 40 Rantai, JPKK Sg Rusa, JPKK Sg Durian, JPKK Selat Masjid, JPKK Lubuk Keli found such issues does not occur in Seri Intan CU. All local communities had their own land title. found such issues does not occurs in Peninsular Malaysia. All local communities had their own land title.

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	Fresh Fruit Bunches were supplied from SDPB owned estates (Seri Intan, Sabrang, Bikam, Sg Wangi and Sogomana) which are certified to RSPO. There were no third-party FFB's sent to the mill. Thus, no contract involved with smallholder.
	5.1.2 (C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	Yes	
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	Yes	

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Clause	Indicators	Comply Yes/No	Findings
	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	Fresh Fruit Bunches were supplied from SDPB owned estates (Seri Intan, Sabrang, Bikam, Sg Wangi and Sogomana) which are certified to RSPO. There was no third-party FFB's sent to the mill. Thus, no contract involved with smallholder.
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	Yes	All contracted parties/vendors were required to signed Vendor Integrity Pledge (VIP) and to comply with all applicable laws and regulations related anti-bribery, fraud and corruption and Vendor Code of Business Conduct (VCOBC) such as labour and Human Rights. An interview has been made with the sampled contractor as follows. Payment are being made within 1 to 2 weeks from the invoice issued.
	5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	Yes	These contractors interviewed confirmed that payments are made in a timely manner, namely within 7 to 10 days of invoice. Audit team has verified the latest payments record for Alpha Meta on October 2023. All contractors interviewed (see Indicator 5.1.5 above) confirmed that payments are made in a timely manner, namely within 7 to 10 days of invoice. Fresh Fruit Bunches are supplied from SDPB owned estates (Seri Intan, Sungai Wangi, Sabrang and Sogomana) which are certified to RSPO. There is no third-party FFB sent to the mil, Thus, no contract involved with smallholder. The contractors and Suppliers are quite satisfied with the payment using MEX System.
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	Yes	Weighing equipment verified by Metreology Corporation Sdn Bhd, as in "Perakuan Penentuan Timbang dan Sukat".
	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 Plantation 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. SOU 5 Seri Intan has invited nearby smallholders to attend the Stakeholder meeting on 27/9/2023 at Seri Intan. Bikam Estate stakeholder meeting dated 24/10/23, Sogomana stakeholder meeting dated 17/8/23, Sabrang stakeholder meeting dated 15/11/23 and for Seri Intan POM stakeholder meeting 27/9/2023. SOU Seri Intan also encourage them to get the RSPO Certificate, however currently their preference only MSPO as this

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Clause	Indicators	Comply Yes/No	Findings
			certification is compulsory by the Government.
	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	A grievance mechanism which respects anonymity and protects complainants is in place at the SOU 5 Seri Intan as per the SOM Procedure for External Communication and as per SOP Carta Aliran Pengendalian Isu Sosial. The procedures have been communicated to all levels of workforce and to all contractors. As at to date there is no complaint by stakeholders.
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 Plantation 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. SOU 5 Seri Intan has invited nearby smallholders to attend the Stakeholder meeting and encourages them to get the RSPO Certificate, however currently their preference only MSPO as this certification is compulsory by the Government.
	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 supports Independent Smallholders to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification. SOU 5 Seri Intan has invited nearby smallholders to attend the Stakeholder meeting and encourages them to get the RSPO Certificate, however currently their preference only MSPO as this certification is compulsory by the Government. for the above-mentioned purpose.
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	Yes	SOU 5 Seri Intan has invited nearby smallholders to attend the Stakeholder meeting and encourages them to get the RSPO Certificate, however currently their preference only MSPO as this certification is compulsory by the Government to promote legality of FFB. SOU Seri Intan also encourages them to get the RSPO Certificate, however currently their preference only MSPO as this certification is compulsory by the Government
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	Yes	SOU 5 Seri Intan has invited nearby smallholders to attend the Stakeholder meeting and encourages them to get the RSPO Certificate, however currently their preference only MSPO as this certification is compulsory by the Government.
	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	Yes	It was evident that Sime Darby Plantation regularly reviews on updates which were publicly available on the progress of the smallholder support program.

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Principle 6: Respect workers' rights and conditions

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

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	Yes	SDPSB has implemented Group Sustainability & Quality Policy Statement. The policy shall be guided by the commitments spelt out in the Company's in Human Rights Charter (HRC) where the management is committed to treat all employees fairly in terms of recruitment, progression, terms and conditions of work and representation regardless of race, caste, nationality, gender, sexual orientation, union membership, political view, religion and/or age. Para 3.2.5 in the HRC clearly stated promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for migrant workers.	Yes	Based on interview conducted with sampled employees and Union representative at Sogomana Estate, Sabrang Estate, Seri Intan Estate, Seri Intan POM and Bikam Estate) (as per listed in 3.5.2 above), there was no claim or evidence that the employees have been discriminated, including charging of recruitment fees for migrant workers.
	6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	Yes	SDPB has developed Workforce Management Unit Liaison & Recruitment (LR) Procedure. The recruitment process was clearly stated in the procedure where the recruitment was based on age, medical fitness and others. 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. Based on interviews with the estate and mill management including documentation review (interview assessment and medical report), recruitment selection, hiring and promotion are based on suitable job vacancies, experience, qualification/skill and medical fitness appropriateness for the job. Interview of candidates will be done by Manager and the Assistant Managers where an evaluation form is filled up to determine the suitability of the candidate.
	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	Yes	Currently, there was no pregnant women at SOU Seri Intan as verified with medical assistant and during interview session with the women workers and Gender Committee chairwoman by the Auditor at the Estates/POM. If there are any pregnant women found by management or informed by staff and workers, the management of estate and mill will transfer the pregnant worker to do light job as per stated in the Group Sustainability & Quality Policy Statement which states that all employees shall be treated equally. There is

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Clause	Indicators	Comply Yes/No	Findings
			also no evidence of discrimination against any employee, or group of employees including pregnant women.
	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	Yes	A Gender Committee has been formed with appointed committee members at the POM/Estates. It was noted that the committee was formed in line with Sime Darby Manual on Implementation of the Gender Policy. The latest Gender Committee Meeting has been held in Nov 2023 for the SOU that covered Seri Intan POM, Seri Intan Estate (23/8/2023, 27/6/2023 at Sogomana Estate, Sabrang Estate(21/6/2023) and Bikam Estate. The meeting agenda covers, among other things, policy awareness, grievances procedures, newly appointed committee, functions of the Gender Committee, woman health and reproductive, and the activities for the year 2023. The minutes of meeting were verified by auditor and found that gender committee was in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women in Seri Intan CU
	6.1.6 There is evidence of equal pay for the same work scope.	Yes	Based on interview and documentation review (including Employment contracts and salary slips) of sampled employees and workers (contractor's workers included), all workers received an equal pay rate as per contract agreement. The sampled workers interviewed, and employment documents reviewed during the audit.
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	For the Seri Intan CU documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Sampled of the monthly pay slips and employment contracts were made available and reviewed during the audit. Labour laws, union and/or other collective agreements detailing payments and other conditions, were made available in the languages understood by the workers and explained to them by a management as confirmed from a newly recruited worker and verified through the worker's personal file sampled as in the list in as per 6.1.6 above. Each pay slip documents the name of employee, month of pay, income (basic, overtime, reimbursement, allowances), deductions (statutory such as EPF, SOCSO and non-statutory such as donation to mosque funds, Temple funds), net salary, annual leave and medical leave taken, etc. Sampled of payslips (August 2023 to October 2023) were sighted and verified that workers are being paid in accordance with the requirements stipulated under the Minimum Wages Order (Amendment) 2022 and Employment Act 1955.
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give	Yes	Contracts and conditions of employment are contained in employment contracts signed between the Mill and respective estates on one hand, and their workers on the other. The employment contracts sampled were prepared in either Bahasa Indonesia or in dual-language, namely English and the language commonly used in the worker's country of origin. Among others, the contracts defined the regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. Details on monthly salary and deductions for every worker and staff are reflected in their pay slips which are issued to the workers during pay day.

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Clause	Indicators	Comply Yes/No	Findings
	accurate information on compensation for all work performed. This includes a form of record for work done by family members.		<p>For the local workers, there is evidence that the payment of statutory contributions such as EPF, SOCSO and Employment Insurance Scheme are being made in accordance with the relevant legal provisions. Sampled employment contracts sighted during the audit were for employees as per listed in 6.1.6 above for all Estates/POM in SOU 5.</p> <p>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. Among others, the contracts defined the regular working hours, deductions, overtime, EPF/SOCSO contribution, sick leave, holiday entitlement, maternity leave, notice of termination of contract & time of payment of wages, etc. in compliance with Employment Act, 1955.</p>
	6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.	Yes	<p>The Seri Intan CU has complied with legal requirements and MAPA/NUPW Agreement 2019 on regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements. The working hours as per MAPA/NUPW Agreement 2020 and Employment Act 1955 (Amendments), the latter effective 1/1/2023 were working hours for 7 ½ hours and 0.5 hours break in the between the time. For overtime, it has been mutually agreed upon between the management and workers and met the legal requirements. Overtime will be offered when there is additional job and no discrimination observed.</p> <p>Contracts and conditions of employment are contained in employment contracts signed between the Mill and respective estates on one hand, and their workers on the other. The employment contracts sampled were prepared in either Bahasa Indonesia or in dual-language, namely English and the language commonly used in the worker's country of origin. Among others, the contracts defined the regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. Details on monthly salary and deductions for every worker and staff are reflected in their pay slips which are issued to the workers during pay day.</p> <p>For the local workers, there is evidence that the payment of statutory contributions such as EPF, SOCSO and Employment Insurance Scheme are being made in accordance with the relevant legal provisions.</p> <p>Apart from statutory salary deductions for EPF, EIS and SOCSO, deductions are also made for electricity, water, NUPW membership, temple and mosque funds. The workers' request for salary deductions and approval from the Labour Office have been duly obtained as evidenced by the verified approval certificate issued by the Labour Office.</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	Yes	<p>Visits made to the workers' housing facilities of each estate reveal that the estates and mill have provide adequate housing to their employees. The houses provided with rent-free, subsidized electricity and water by Tenaga Nasional Berhad and Lembaga Air Perak respectively, which are available 24 hours a day. The houses are generally well-maintained. Each house has between 2 – 3 rooms and generally, not more than 6 people</p>

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Clause	Indicators	Comply Yes/No	Findings						
	<p>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>live in each house. They are also furnished with the basic necessities such as cupboards, mattresses, pillows and cooking facilities. Each house has three rooms and accommodates 3 to 6 workers for each house. Among the facilities provided are surau, football field, takraw/badminton court, grocery shop, dispensary, playground, surau, temple, creche, kindergarten and clinic which is managed by a Medical Assistant and a support staff. A visiting Medical Officer (VMO) comes for regular visits once a fortnight to assist with linesite inspections, dispensing medical advice and treating patients.</p>						
	<p>6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p>	<p align="center">Yes</p>	<p>Generally, all units within SOU 5 Seri Intan are located near the towns. Workers have access to adequate, sufficient and affordable food from a grocery shop in Teluk Intan, Manjung or Setiawan town where affordable food are readily available. In addition, there was a grocery shop at each estate of Seri Intan, Sabrang, Sogomana, Bikam estate housing complex. A vendor is allowed to come in daily to sell wet food items such as fish, vegetables to those who live at the housing complex. Workers who were interviewed also confirmed that the items are reasonably priced as they are constantly monitored by the estate management team.</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. PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a "decent living wage" is in place. The implementation plan with specific targets, and a phased implementation process will be in place, including the following:</p> <ul style="list-style-type: none"> • An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers. • There is annual progress on the implementation of living wages 	<p align="center">Yes</p>	<p>Based on the suggested method(s) by RSPO guideline, an assessment of the Prevailing Wage was conducted in an RSPO Certified Unit in Seri Intan CU, the updated Prevailing Wage was found to be as follows:</p> <table border="1" data-bbox="1070 930 2022 1010"> <thead> <tr> <th></th> <th align="center">Local Worker</th> <th align="center">Foreign Worker</th> </tr> </thead> <tbody> <tr> <td>Total Value of Prevailing Wage</td> <td align="center">2,038.74</td> <td align="center">2,620.34</td> </tr> </tbody> </table>		Local Worker	Foreign Worker	Total Value of Prevailing Wage	2,038.74	2,620.34
	Local Worker	Foreign Worker							
Total Value of Prevailing Wage	2,038.74	2,620.34							

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Clause	Indicators	Comply Yes/No	Findings
	<ul style="list-style-type: none"> Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment. The unit of certification may choose to implement the “living wage” payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before an eventual scale-up of the living wage implementation <p>Until such time where the Malaysian version of “decent living wage” has been endorsed by RSPO and implemented by the unit of certification, the Malaysian minimum wage has to be paid.</p>		
	6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	Yes	All workers in SOU 5 Seri Intan is a permanent and full-time worker and all the workers used for core work such as Harvesting, Manuring, Spraying, Milling Operation, Grading, Engine driver and workshop. There are no temporary workers use in SOU 5 Seri Intan. Contractors of SOU 5 Seri Intan included transporter of FFB from Estate to the mill, EFB and oil palm replanting works. The working contract and the payslips of sampled transporter contractor workers at the estate and POM as per list 6.1.6 above were verified, and it can be confirmed that, all workers both local and foreign, their wages were all above RM2,000 and the contractor has complied with the legislative requirements with regard to payment of their SOCSO, EPF and Insurance.
6.3 The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.	Yes	<p>The Group Sustainability & Quality Policy Statement, available in national language includes the following:</p> <p>“We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. ▪ Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively.

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Clause	Indicators	Comply Yes/No	Findings
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.			Companies respect the rights of all personnel to form and join trade unions of their choice to bargain collectively. The workers have their freedom to join the NUPW/MAPA union”, and the “AMESU”.
	6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.	Yes	The National Union Plantation Workers (NUPW) is the union that represents workers of SOU 5 Seri Intan. Union membership is open to both local and foreign workers and the workers representative elected by the NUPW/MAPA itself which is independent party. Similarly, the “AMESU” union represented office staff at all Estates/POM at SOU 5 Seri Intan.
	6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.	Yes	The National Union Plantation Workers (NUPW) is the union that represents workers of SOU 5 Seri Intan. The Workers Representative in the Union was selected by workers by themself.
6.4 Children are not employed or exploited.	6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	Yes	The Group Sustainability & Quality Policy Statement includes the commitments stated below: “We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to: • Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. • Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively. • Ensuring Favourable Working Conditions: We ensure decent living and working conditions for all our employees. We strive to provide a fair wage and access to basic needs for all our employees and workers in our operations. • Enhancing Safety and Health: We provide a safe and healthy working environment for our employees and workers in our operations and support the wellbeing of our communities. • Respecting Community Rights and the Rights of Indigenous People: We uphold the process of Free, Prior and Informed Consent and recognise that the local communities have the right to give or withhold their consent to proposed projects that may affect the lands they own, occupy or otherwise use. • Protecting the Rights of Vulnerable People: We respect the rights of vulnerable people such as marginalised groups, persons of different abilities and refugees. • Protecting the Rights of Children: We seek to promote the wellbeing of children and safeguard them from any form of maltreatment or exploitation, including child sex tourism, child trafficking, child labour and child pornography”.

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Clause	Indicators	Comply Yes/No	Findings
			For contractors, the clause 5.8 abolishment of child labour & protecting the rights of children available in the Vendor COBC, Human Rights Charter-protecting the rights of children. This was verified by examining the master lists of each operating unit where details of the workers' IC numbers and dates of birth are available.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.	Yes	There was no evidence that the estates and the mill at SOU 5 Seri Intan had employed anyone below the age of 18 years. 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.
	6.4.3 (C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.	Yes	There was no evidence that the estates and the mill at SOU 5 Seri Intan employed anyone below the age of 18 years. Auditor also verify through the contractors in the SOU Seri Intan who confirmed there is no young person employed by them e in the estate and mill. This was also 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 listed in 6.4.2 above as well as observations made during field visits confirmed 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 policy protection of children is covered in the Group Sustainability & Quality Policy Statement and Human Rights Charter 2020. There was no evidence that the estates and the mill at SOU 5 Seri Intan had employed anyone below the age of 18 years.
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	The Group Sustainability & Quality Policy Statement signed by Group Managing Director includes the statements below: "We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to: • Eliminating Violence and Sexual Harassment: We seek to promote an environment where all forms of harassment and abuse are eliminated and to provide support for victims. • Eradicating any form of Exploitation: We endeavour to eradicate any form of forced or bonded labour, slavery, human trafficking and sexual exploitation". The policy was communicated through the Gender Committee meeting, briefed to all the workers and was displayed at the notice board outside the office.

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Clause	Indicators	Comply Yes/No	Findings
	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	SDPB has implemented the Group Sustainability & Quality Policy Statement and Human Rights Charter 2020 where the management is committed to develop and apply a policy to prevent sexual harassment and other forms of violence against women and to protect their reproductive rights. The policy was displayed on the notice board which was accessible by the workers. Briefing of the policies was conducted during morning muster and safety town hall and the policies was displayed at the notice board outside the office.
	6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.	Yes	In the SOU 5 Seri Intan Gender Committees have been established at the Mill and Estate levels to help disseminate awareness on issues relating to reproductive rights and need of new mothers. An awareness on reproductive rights need of new mothers are also briefed during muster and Gender Committee meetings held at each Mill and Estates. During visit at all estates, the assessment also has been conducted to all female workers in the SOU 5 Seri Intan once a year to check whether workers are pregnant and the status of them during the audit. There are no new mothers in SOU 5 Seri Intan.at the time of the Audit.
	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 Sime Darby Gender Committee Handbook 1st Edition 2014. The procedures have been communicated to all levels of workforce.
6.6 No forms of forced or trafficked labour are used.	6.6.1 (C) All workers have entered into employment voluntarily, and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty to the workers for termination of employment • Debt bondage • Withholding of wages 	Yes	All workers in SOU 5 Seri Intan have entered employment voluntarily, it was verified during the interview with Indonesian and Indian workers. The workers know they will work in Oil Palm Sector since from their country. The mill and all visited estates have given back passports to foreign workers as verified during the interview with the foreign workers. Workers also confirmed there is no involuntary overtime as they will work for overtime if management ask them to, they also understand their contract content in which is they can resign from Sime Darby with 8-week prior notice and they also confirmed that they don't have debt bondage to be employed by SDPB.

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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 accessed via www.simedarbyplantation.com . All the foreign workers and new local workers were provided with induction training prior to work. Besides, they were provided with decent living conditions and free from any discrimination. The workers interviewed acknowledged they were treated equally without any discrimination and allowed freely to join NUPW.
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 Estate / Mill Managers were appointed as responsible person(s) for safety and health issues and also chairman for OSH Committee. The Manager subsequently assigned duties of OSH coordinator (secretary) to the Assistant Manager or Healthcare Assistant for the downline implementation of OSH practices in the estate and mill. All identified committee members were officially given a letter of appointment. Records of regular meetings between the responsible persons and employees to discuss health and safety have been well maintained. OSH Committee meetings were held once in three months among the agenda discussed, included the following: <ul style="list-style-type: none"> ▪ Passing of previous minutes and arising matters ▪ OSH objective and program ▪ Workplace inspection ▪ OSH act & regulation implementation ▪ Safety tools & PPE enforcement ▪ Accident report (Monthly Data of Mill/Estate Safety Performance) ▪ Internal & external complaint ▪ Trainings and competency
	6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.	Yes	Emergency Response Plans and Procedures were available in the estates and mills to address potential emergencies such as Flood, Fire, Chemical Spillage, Poisoning, Earthquake/landslide, Accidents, Storm and Wild/ Poisonous Animal Attacks. The plans have been posted at notice boards in the mills and estates and communicated to the employees. Emergency contact numbers have been posted on the noticeboards and provided to the employees as well. Interview with the employees such as mandores and store attendants indicated that the employees are aware of the available emergency response plans. Training was conducted in the mill and estates to provide awareness to the employees on emergency responses. SOP of incident, accidents & non-conformance management dated 30/05/2019. Covering Crisis management and Emergency Response Plan. The estates maintain the records of accident cases and report to HQ using the Rapid 4 System. Available Covid-19 Preparedness and Emergency Response Plan. The POM and estates continuously provided training to the employees in emergency and first aid. The POM and estates have their own first aider and be trained by competency consultant from Malaysian Red Crescent Society. The certificate of competency first aided is valid for 5 years. Based on records verification, the certificate is still valid and available.

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Clause	Indicators	Comply Yes/No	Findings
			<p>Master list of first aid box of all estates and POM which is available at the office was checked and verified. Observed that, first aid box is well provided for all the field mandores whose involved in harvesting, manuring and spraying works. The content of first box which is held by harvesting, manuring and spraying mandore was verified. The content such as bandage, gauze, triangular bandage, cotton wool, plaster, handy plaster, flavin lotion, antiseptic cream, surgical gloves and scissor were well equipped. Site inspection evidence that first aid kit is available at all works place with complete contents. The stock of first aid box is regularly check and refill when necessary, by estate Medical Assistant. Telephone numbers and names of the members of the Emergency Response Team (ERT) were communicated to all employees and displayed at notice boards. Telephone numbers of the PIC, Police Station, Fire Brigade, and Government Clinic were also included. Accident statistics were being maintained in a satisfactory manner and periodically reviewed. Accident/injury record were recorded using Lost Time Accident (LTA) metrics. Quarterly review on accident cases had been carried out during quarterly OSH committee meeting.</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>NO</p>	<p>All staff and employees such as the storekeepers, mill employees/operators, harvesters and sprayers/manurers, machineries driver, etc. were continuously trained in safe working practices as per Safety Work Procedure (SWP) for PPE related to their job function. PPE were given to employees based on HIRARC and SWP recommendations suitable for the job position or hazardous operation undertaken. During field inspection at Mill Work Station, Harvesting Operation, Manuring Operation, Circle Spraying Operation and OP Nursery Operations, sighted they were seen to wearing PPE such as face masks respirators, goggles, harvesting shoes, rubber boots, nitrile/cotton gloves, apron and safety helmet/straw hat, to cover all potentially hazardous operations. The condition of each PPE item and their validity lifespan were found good.</p> <p>Records of PPE issued, and acknowledgement of receipt are maintained individually for all category of employees at mill and estates. In addition to basic PPE, special PPE are also provided for employees assigned to dangerous operation such as work at height and in confined space. All employees were provided with appropriate PPE where the cost is borne by the management. Interviews conducted during the site visit at the mill and all estates showed understanding and approval from the employees that the management bares the cost of all PPEs, and the employees are entitled to valid PPE, the importance of using required PPE at all times during work and proper storage and disposal methods of PPE. Additionally, sighted sanitation facilities for those applying pesticides were available near to chemical store area, after completed spraying activities, the employees will change out of PPE, wash and put on their personal clothing at the area. Clothing lockers are provided for mill and estate employees to change their street clothing to work clothing and vice versa at the end of their work shift. Meanwhile, during site inspection estate and mill workshop, most of the moving part and rotating machinery were installed with</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>machine guarding and properly covered. Noted also the set of oxygen and acetylene cylinders in the workshop available with “flash back arrestors”.</p> <p>However, the workers did not use personal protective equipment (PPE) at their place of work to cover all potentially hazardous operations, such as machine operation and harvesting operation. In addition, sanitation facilities for those applying pesticides were not effectively implemented and maintained. <i>As a result, Major NCR DA 01 2023 was raised.</i></p>
	<p>6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p>	<p>Yes</p>	<p>Medical care and accident insurance is provided to all employees, both Local and Foreign employees, under Employees’ Social Security Act 1969 (Act 4). Sighted the monthly payment made to SOCSO on Form 8A for foreign and local employees at the POM and all estates were available for reviewed.</p>
	<p>6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p>	<p>Yes</p>	<p>SOP of incident, accidents & non-conformance management dated 30/05/2019 as guidance and mechanism. Occupational injuries are recorded using Lost Time Accident (LTA) metrics via monthly data of estate/mill safety performance via Rapid 4 System. Sighted the Seri Intan CU has maintained and updated the LTA Summary on a monthly basis. For accidents records 2022, The CU managed to submit the JKKP 8 form to DOSH before 31/01/2023.</p>

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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	<p>As for SOU 5 Seri Intan estates, Sogomana Estate ,Seri Intan Estate, Sabrang Estate and Bikam Estate had in place documented integrated pest management (IPM) plans. The procedure referred was in the Agricultural Reference Manual (ARM) Section 15 - Plant Protection. The IPM program among others includes pest management of rats, bagworms, nettle caterpillars, rhinoceros beetles and Ganoderma. The IPM technique for rats includes rearing barn owls (<i>tyto alba</i>), bagworm control includes the planting of beneficial plants such as <i>Cassia cobanensis</i>, <i>Antigonon leptopus</i> and <i>Turnera sublata</i> and for rhino beetles is by using pheromone trap.</p> <p>All estates carried out monthly detection and observation of leaf eating pests, rat damage and diseases like Ganoderma. These detections and observations were carried by the staff. When damaged/disease was observed, proper census was then carried out. Records showed no outbreak had taken place. During the audit, it was observed a number of beneficial plants had been planted and all estates had plants in polybags, ready for planting in the Nursery. Records showed that beneficial plants were continuously planted in by all estates visited.</p> <p>Rat baiting was carried out by calendar baiting at 2 campaigns per year. Baiting will continue until bait acceptance fell below 20% of baits replacement. In order to minimize the use of pesticides as part of a IPM plan, to control rats, Barn Owls was encouraged. Barn Owl boxes were sighted in the fields. The estates aimed to establish more Barn Owl boxes to ultimately achieve a ratio of 1 box to every 10 Hectares (1:10 ha).</p>
	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 no evidence that species referenced in the Global Invasive Species Database and CABI.org are to be used in managed areas of SOU 5 Seri Intan as per site visited and as per the stakeholder consultation with relevant workers.
	7.1.3 There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities.	Yes	All Estates in SOU 5 Seri Intan continued to use the Sime Darby Plantation Berhad's policy of no open burning. As advocated, all estates practised Zero burning thus no use of fire for pest control. Furthermore, there had been no serious pest damage in all 4 Estates visited.
7.2 Pesticides are used in ways that	7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and	Yes	Justification of all pesticides used is demonstrated in SOU 5 Seri Intan. Selective products and application methods that are specific to the target pest, weed or disease are prioritized. Seri Intan CU continued to use agrochemicals based on its Agricultural Reference Manual (ARM). The procedures also covered the

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Clause	Indicators	Comply Yes/No	Findings
do not endanger health of workers, families, communities or the environment.	application methods that are specific to the target pest, weed or disease are prioritized.		use of PPE when handling the chemicals. The estates 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	All estates in SOU 5 Seri Intan continued to have 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	All estates in SOU 5 Seri Intan continued to minimize the usage of agrochemicals by implementing IPM plans. Blanket spraying was not practised by this CU and soft grasses maintained in the field. It had also been the practice that pesticides are used only after a threshold level has been exceeded as per the Agricultural Reference Manual (ARM) Section 15 -Plant Protection. As part of the IPM plans, management of all estates had established nectariferous beneficial plants (<i>Cassia cobanensis</i> , <i>Antigonon leptopus</i> and <i>Turnera Sublata</i>) nurseries for continuous planting in order to attract natural predators and thus to reduce use of insecticides. During the visit it was observed a number of beneficial plants had been planted and all 4 estates had plants ready for planting in the nurseries. Prophylactic use of pesticides as identified in national best practice guidelines was in use in replanting areas and in Oil Palm Nurseries. In immature oil palm areas prophylactic spraying using diluted cypermethrin was carried out against Rhinoceros beetles as per SOP. In order to reduce the use of rat baits to control rats, Barn Owls were encouraged as indicated by Barn Owl census records. Until to-date Barn Owl boxes were sighted in the fields. The estates aimed to establish more Barn Owl boxes to ultimately achieve a ratio of 1 box to every 10 Hectares.
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	Yes	The estates in SOU 5 Seri Intan confined usage of pesticides which were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000. a) The review of the chemical register concluded that all pesticides used were of class II, III & class IV. The use of paraquat had been prohibited in all SDPB estates. 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. c) Sighted from records and interviews with workers, staff and estate assistants, concluded that training was held with all precautions being taken and all legal requirements were met. Chemical Register was updated accordingly. d) No Class 1 chemicals were sighted in the chemicals stores of all 4 Estates.

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Clause	Indicators	Comply Yes/No	Findings																																				
			<p>The chemical used in the estates among others as listed below;</p> <table border="1" data-bbox="981 343 1758 547"> <thead> <tr> <th></th> <th>Chemical name</th> <th>Class</th> <th></th> <th>Chemical name</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Glyphosate isopropylamine</td> <td>III</td> <td>6</td> <td>Cypermethrin</td> <td>III</td> </tr> <tr> <td>2</td> <td>Sodium chlorate</td> <td>III</td> <td>7</td> <td>Acephate</td> <td>III</td> </tr> <tr> <td>3</td> <td>Glufosinate ammonium</td> <td>III</td> <td>8</td> <td>Malathion</td> <td>III</td> </tr> <tr> <td>4</td> <td>Triclopyr butoxy</td> <td>III</td> <td>9</td> <td>Indaziflam</td> <td>III</td> </tr> <tr> <td>5</td> <td>Metsulfuron methy</td> <td>IV</td> <td>10</td> <td>Bayfolan</td> <td>III</td> </tr> </tbody> </table> <p>Acephate, an organophosphate insecticide, was used in Seri Intan Estate in 2020 for trunk injection to treat bagworm attack. From records and interviews with workers, staff and estate assistants, found that they were trained, all precautions taken, and all legal requirements met. Signboards indicated 'AWAS Dilarang Masuk', Field Nos., dates of operation, type of operation and chemical were used were sighted in areas sprayed recently. There was no prophylactic used of pesticides in the CU. In replants, spraying using diluted cypermethrim for immature palms in zero burning of oil palm to oil palm replanting was carried out against Rhinoceros beetles as per SOP. CU has conducted RB census to indicate threshold level before spraying activities has been carried out.</p>		Chemical name	Class		Chemical name	Class	1	Glyphosate isopropylamine	III	6	Cypermethrin	III	2	Sodium chlorate	III	7	Acephate	III	3	Glufosinate ammonium	III	8	Malathion	III	4	Triclopyr butoxy	III	9	Indaziflam	III	5	Metsulfuron methy	IV	10	Bayfolan	III
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	<p>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:</p>	Yes	<p>All estates only used pesticides that were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A); and in accordance with USECHH Regulations 2000. From the review of the chemical register, it was noted that all pesticides used are of Class II, Class III & Class IV. The use of paraquat had been banned in all SDPB estates. 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 had been use.</p> <p>Acephate, an organophosphate insecticide, was used at Seri Intan Estate in 2020 for trunk injection to treat bagworm attack. From records and interviews with workers, staff and estate assistants, found that they were trained, all precautions taken, and all legal requirements met. Signboards indicated 'AWAS Dilarang Masuk', Field Nos., dates of operation, type of operation and chemical were used were sighted in areas sprayed recently.</p>																																				
	7.2.5a Judgment of the threat and verify why this is a major threat.	Yes	<p>As mentioned above in 7.2.5 of this check-list and based on audit findings, there was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. The Estates had only used Class II, Class III and Class IV chemicals. Hence, the need for a judgement of the threat and verification as to it being a major threat does not apply in SOU 5 Seri Intan.</p>																																				
	7.2.5b Why there is no other alternative which can be used.	Yes																																					
	7.2.5c Which process was applied to verify why there is no	Yes																																					

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Clause	Indicators	Comply Yes/No	Findings
	other less hazardous alternative.		
	7.2.5d What is the process to limit the negative impacts of the application.	Yes	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Yes	
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed 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.	Yes	Person who handled chemical such as spraying, and manuring has been given proper training by the CU and external bodies. During interviews with spraying operators, they understand the safety aspect related to safety on handling chemical.
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	Yes	The chemical stores in all estates were 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). Records of purchase, storage and use were maintained. All of the stores were equipped with exhaust fans and the door was secured and keys held by only the storekeeper and attendant. Only authorized personnel are allowed to handle the chemicals. All chemicals were segregated, and fertilizers were well stacked. Relevant MSDS/CSDS were available in the stores. Empty pesticides containers were triple rinsed, holes punched in them and stored separately in the scheduled wastes store awaiting proper disposal.
	7.2.8 All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.	Yes	Empty pesticides containers have been disposed through programme "empty chemical recycling programme" by appointed 3 rd party (approved by Jabatan Pertanian Bahagian Kawalan Racun Perosak and DOE).
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in	Yes	There was no aerial spraying practiced in the SOU 5 Seri Intan except for the trial. <i>Nephrolephis biserrata</i> was maintained and encouraged to be planted in CU. This can be seen in their continuous improvement

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Clause	Indicators	Comply Yes/No	Findings
	exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.		plan. This was to suppress growth of noxious weeds and thus reduce the use of pesticides for selective weeding. Woody sprayings were carried out whenever necessary and only twice a year. Blanket spraying also was not practised in order to encourage soft grasses in inter row and frond stacking area.
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	Yes	All employees, involved with pesticides were sent for medical surveillance to extern clinic with OHD, and from the result, all employees were found fit to handle chemicals.
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	Yes	All the estates in the SOU 5 Seri Intan complied with procedure and guidelines provided the Standard Operating Procedure adopted by the Organisation whereby; No work with pesticides was offered to pregnant or breast-feeding women. <i>Tidak dibenarkan pekerja wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan</i> . The estates maintained the 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 estates 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	Waste management plan is developed based on the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. Generally, the scheduled wastes were disposed through licensed vendors, organic waste was disposed through Majlis Perbandaran Teluk Intan and recyclable wastes were sent to recycle centers. Besides, industrial waste such as POME, EFB, boiler ash, decanter cake and scrap metal were applied to field application, monitoring of POME and sell to third party. The collected waste being segregated at the waste collection site for recyclable and non-recyclable. The domestic waste for housing and office area has been disposed through trash truck handled Majlis Daerah 3 times per week and some of division estate disposed via landfill. At the waste storage area, it was found that recyclable and hazardous waste were kept separate at designated storage area. Scheduled waste is completely labelled and stored with secondary containment and spill kits. No evidence of spills observed during the site visit. Moreover, there is no practice of open fires within all estates. Monitoring is done weekly in both domestic waste collection areas.
	7.3.2 Proper disposal of waste material, according to procedures that are fully	Yes	The disposal of type of waste are as per the waste management plan dated FY 2023. Interview with the waste disposal site workers confirmed that they understand about the waste segregation. For the hazardous waste, disposal waste made by DOE's license contractor. Sixxxxx (SDI) is contracted to

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Clause	Indicators	Comply Yes/No	Findings			
	understood by workers and managers, is demonstrated.		perform vehicle maintenance and upon completing the maintenance, the wastes are being collected. The DOE approval for such activity by SDI was sighted. Other waste of waste such process/biomass waste (fibre/shell) is being fully optimised for boiler fuel whereas EFB is used for mulching and sent to Seri Intan Estate, Sabrang Estate, Bikam Estate and Sogomana Estate.			
	7.3.3 The unit of certification does not use open fire for waste disposal.	Yes	The unit of certification does not use open fire for waste disposal. The domestic waste for line sites and office has been disposed through trash truck handled by the Majlis Perbandaran Teluk Intan 3 times per week.			
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	All estates in SOU 5 Seri Intan practised the maintenance of long-term soil fertility by annual application of fertilisers based on periodic foliar and soil analysis, biomass retention (pruned fronds left to decompose in the fields) and some EFB and compost application. Fertilizer applications, which were of paramount importance for maintenance of soil fertility, were carried out based on the recommendation made by the agronomist from Sime Darby Research Sdn. Bhd. Annual fertilizer recommendations were made based on annual foliar sampling while soil sampling was carried out on a 5-year cycle basis by Sime Darby Research Sdn. Bhd. The recommendations by the Agronomist were also available during the inspection and the application of fertilizers was carried out as recommended and scheduled. Noted from the records that the actual amounts of fertilisers applied in 2023 were as per recommendation from Agronomist.			
	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.	Yes	Periodic tissue and soil sampling were carried out in the Estates to monitor changes in nutrient status and its results formed the basis for the fertilizers input recommendation. The soil analysis provided an indication of soil health and monitored the changes in the organic carbon and total nitrogen. For all estates in SOU 5 Seri Intan, Agronomic assessment and fertiliser recommendation was conducted by Sime Darby Research Sdn. Bhd. to of formulate the FY2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual tissue/foliar sampling was carried out Feb 2023 at Sogomana Estate, Sept 2023 at Seri Intan Estate, April 2023 at Sabrang Estate and in Oct 2023 at Bikam Estate. Soil analysis for T-N, Av-P, Ex-K. Ex-Ca and Ex-Mg done in 2018.			
	7.4.4 Records of fertiliser inputs are maintained.	Yes	The fertilizer application program was monitored using records like program sheets, bin cards, field cost book, and Fertilizer Application monitoring forms. Review of the records revealed that the actual fertilizers applied in 2023 were in line with the program. The following fertilizers in metric tonnes were applied as recommended by the Agronomist.			
7.5 Practices minimise and control erosion and degradation of soils.	7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.	Yes	During the field visit and the soil map provided it was observed that no fragile or marginal soils in SOU 5 Seri Intan. The soils series were as follows:			
			Sogomana Estate	Seri Intan Estate	Sabrang	Bikam
			Sogomana	Briah	Briah	Munchong
			Rasau	Jawa-a	Jawa	Holyrood
			Setiawan	Jawa-b	Sedu	Rasau
			Rengam	Selangor-a	Selangor	Unclassified
			Jerangau	Selangor-b		
			Holyrood			
Unclassified						

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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>SOU 5 Seri Intan 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"> • Slope & River Protection Policy • Buffer Zone & 25 degree slope and in item 8 Section 4 • Land Preparation for Terracing in ARM Manual. <p>It was observed that through topography map no replanting of any individual, contiguous area of steep terrain (greater than 25°) larger than 25 Ha within the SOU 5 Seri Intan.</p> <p>It was observed that practices to minimise and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction of terraces, road maintenance and maintenance of soft vegetation in interlines. Cover crop were planted in the replants and in some mature areas. The cover crop <i>Mucuna bracteata</i> had been planted along some slopes by management. Large areas with <i>Nephrolepis biserrata</i> in the inter rows were sighted during the visit.</p>
	7.5.3 There is no new planting of oil palm on steep terrain.	Yes	Auditors has verified through checking the www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all four estates and based on the audit findings, it is confirmed that there were no new planting of oil palm on steep terrain in SOU 5 Seri Intan.
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	All the Estates in SOU 5 Seri Intan had management strategies for palm oil cultivation, that considered the soil maps and surveys identifying marginal and fragile soils, including steep terrain for the palm oil long term suitability. The soil maps, updated by Sime Darby Plantation, R&D -Precision Agriculture Unit (NHM) in 2020 were provided and reviewed by the auditors. It was observed that no fragile or marginal soils were found in the estates.
	7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	Yes	There was no extensive planting on marginal and fragile soils in SOU 5 Seri Intan based on the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research.
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Yes	The management of the 4 Estates, in SOU 5 Seri Intan continued to use Soil surveys and topographic information guide in the planning of drainage and irrigation systems, roads and other infrastructure. Soil & Slope/Elevation Maps prepared by R & D Precision Agriculture Unit (NHM) updated in 2020 are used.
7.7 No new planting	7.7.1 (C) There is no new planting on peat regardless of	Yes	There was no peat soils in SOU 5 Seri Intan based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. It was confirmed through the submission of

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Clause	Indicators	Comply Yes/No	Findings
<p>on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>	<p>depth after 15 November 2018 in existing and new development areas.</p>		<p>peat inventory to the RSPO, SOU 5 Seri Intan does not have any peat land.</p>
	<p>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).</p>	<p>Yes</p>	<p>There was no peat soils in SOU 5 Seri Intan based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. It was confirmed through the submission of peat inventory to the RSPO, SOU 5 Seri Intan does not have any peat land.</p>
	<p>7.7.3 (C) Subsidence of peat is monitored, documented and minimised.</p>	<p>Yes</p>	<p>There was no peat soils in SOU 5 Seri Intan based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research.</p>
	<p>7.7.4 (C) A documented water and ground cover management programme is in place.</p>	<p>Yes</p>	
	<p>7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit</p>	<p>Yes</p>	

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Clause	Indicators	Comply Yes/No	Findings
	<p>for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p>		
	<p>7.7.6 (C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.</p>	Yes	<p>There was no peat soils in SOU 5 Seri Intan based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research.</p>
	<p>7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil</p>	Yes	

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Clause	Indicators	Comply Yes/No	Findings														
	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>All estates had in place and implemented water management plans. Plans for 2023 were sighted. The water management plans were tailored towards how to use rain water 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>Purchase water from LAP Train staff/workers to conserve water</td> </tr> <tr> <td>Severe water pollution/contamination</td> <td>Purchase water from LAP Treatment of polluted water with assistance from LAP</td> </tr> <tr> <td>Rainwater collection</td> <td>Large containers placed at strategic locations Rainwater 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</td> <td>Recycle waste water for chemical mixing/spraying</td> </tr> </tbody> </table> <p>No pesticide detected in water analysis latest report for Seri Intan estate.</p>	Area / Incident	Action Steps	Water Shortage/Dry Spell	Purchase water from LAP Train staff/workers to conserve water	Severe water pollution/contamination	Purchase water from LAP Treatment of polluted water with assistance from LAP	Rainwater collection	Large containers placed at strategic locations Rainwater 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	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	Based on stakeholder consultation with local communities at Seri Intan Estate 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.															
7.8.1b Workers have adequate access to clean water.	Yes	As verified at SOU 5 Seri Intan facilities for workers and through interview with workers, all workers have obtained adequate access to clean water via 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	The CU continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The estates adopted the existing SDP 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 signboards were displayed accordingly at the site where applicable. During the site inspection at riparian buffer zones, sighted the best practices was implemented in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).															
7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially	Yes	Seri Intan POM effluent is treated operation was following national regulations. Effluent license renewal application for year 2023/2024 and letter from Department of Environmental. Effluent Treatment Plant (ETP) and Polishing Plant are available at Seri Intan POM to treat the POME. Effluent treatment process flow sighted in the Lay Out Effluent Pond. Stated in the process flow is the maximum mill capacity per															

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	Biochemical Oxygen Demand (BOD), is regularly monitored.		hour is 60mt ffb/hr. According to DOE's license, the disposal method of the final discharge is through waterways – Sg. Perak. The ETP was regularly maintained by desludging of the ponds to ensure its efficiency. Final discharge samples were taken monthly and sent to an accredited laboratory for analysis. Among the parameters required by the DOE to be monitored are bio-oxygen demand (BOD), suspended solid (SS), oil and grease (O&G), ammoniacal nitrogen (AN) total nitrogen (TN) and pH value. The results of analysis were submitted to the DOE on a quarterly basis. All parameters were within the regulatory limit such as BOD discharged to land irrigation was not more than 100 mg/l. Lab Report for final discharge was carried out by accredited laboratories on a monthly basis. The result was within the limit.												
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	Yes	The mill processing water is obtained from the water catchment adjacent to the mill complex. The water usage monitoring is done monthly. Samples recording water usage per mt in 2020 to 2023 of fresh fruit bunches (FFB) below; Baseline is 1.60 ratio. A slight inconsistent trend was noted. This was due to the process cleaning of the mill.												
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 Energy Management 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"> ▪ Closely monitored operation of tractors ▪ Minimise the electricity usage at workers housing ▪ Replace light bulb with energy saving bulb ▪ To switch off and unplug all the electrical equipment after used ▪ Minimise the lubricant oil usage through using small tractor for FFB evacuation <p>There is no genset operator applied at all operating units. Mostly electricity is supplied at operating units via TNB. Seri Intan CU showed evident that they are compiling the data monthly and documenting it for further action to improve their efficiency of using the renewable and non-renewable energy. Record on the usage of non-renewable energy for machinery involved in the POM operation is available. Monthly records on energy consumption for both renewable fuel (Palm fiber and PK shell) and non-renewable fuel (diesel) were maintained at the POM. Data recorded showed satisfactory monitoring of energy consumption. Data compiled (3 years) for comparison and monitored to optimize the use of non-renewable energy. Records available were verified and showed satisfactory monitoring of the resources.</p>												
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed,	7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	Yes	<p>The CU used RSPO Palm GHG version 4.0 Calculator as a tool to calculate the GHG emissions. For input FY 2022, the report will be sent to RSPO on 20/11/2023. The input data was verified, and the following were determined:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Description</th> <th>tCO₂e/tProduct</th> <th>Production</th> <th>t/yr</th> </tr> </thead> <tbody> <tr> <td>CPO</td> <td align="center">1.58</td> <td>FFB Processed</td> <td align="right">130231.56</td> </tr> <tr> <td>PK</td> <td align="center">1.58</td> <td>CPO Processed</td> <td align="right">26069.08</td> </tr> </tbody> </table>	Description	tCO ₂ e/tProduct	Production	t/yr	CPO	1.58	FFB Processed	130231.56	PK	1.58	CPO Processed	26069.08
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			Conservation Sequestration	0.00	0.00	0.00
			Total	20768.90	1.46	0.19
			Palm Oil Mill Effluent (POME) Treatment			
			Diverted to compost		0%	
			Diverted to anaerobic digestion		100%	
			Diverted to Anaerobic Digestion			
			Diverted to anaerobic pond		100%	
			Diverted to methane capture (flaring)		0%	
			Diverted to methane capture (electricity generation)		0%	
	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 www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to the sampled estates areas. Based on the observation during the audit, it is confirmed that there were no new planting or new development of areas at CU. Hence, RSPO GHG Assessment Procedure for New Development was not applicable.			
	7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.	Yes	Assessment of all polluting activities was conducted under Pollution Management Plan for identifying activities that contribute significant impact to environment including gaseous emission. As prescribed under DOE's Compliance Schedule, the mill is obliged to conduct stack sampling at least once a year. For Air Pollution Control System, management monitored via Continuous Emissions Monitoring System (CEMS) which link to the DOE on real time base were in progress for Dark smoke emissions monitored.			
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	Seri Intan CU maintain a strict Zero Burning Replanting Technique practiced in relation to all new plantings, replanting or other development which published in their website http://www.simedarbyplantation.com/sustainability/beliefs-progress/practices-key-initiatives/good-agricultural-practices/zero-burning-replanting-technique . Estates visited had not practiced any open burning and there was no evidence to show that fire had been used for preparing land for replanting. Observed trunk was chipped and stacked at inter row and left decomposed at field.			
	7.11.2 The unit of certification	Yes	There is formation of ERP Team & ERP on fire control measures. The organization chart for the ERP team was established and displayed for information of the employees. Important telephone contact			

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Clause	Indicators	Comply Yes/No	Findings
	establishes fire prevention and control measures for the areas under its direct management.		numbers were also provided therein. Procedure's guidelines were produced by RSQM and amended to tailor to the situation differences in the estates and mills.
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	Yes	The SOU 5 Seri Intan had not practised any open burning and there was no evidence to show that fire had been used for preparing land for replanting activity. Seri Intan Estate engagement with adjacent stakeholder on fire prevention and control measures has been carried out during stakeholder meeting.
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	Auditors has verified through checking through www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that no land clearing at SOU Seri Intan since Nov 2005.
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	Yes	SOU 5 Seri Intan conducted assessment on High Conservation Values (HCVs) on 17-20 February 2014. The report titled 'HCV Re-Assessment for Strategic Operating Unit SOU 5 – Seri Intan/Selaba' December 2015.
	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	A comprehensive HCV assessment, including stakeholder consultation, was conducted and reported in the Land Use Change (LUC) Analysis exercise reported in "Carbon Stock & LUC Analysis Report for SOU 5 Sg Wangi Estate" dated March 2017. The LUC analysis which was based on satellite images comparison between years 1998, 2005, 2011 and 2015 showed vegetation changes since 2015. There is Addendum report namely Addendum to HCV Re-Assessment Report for SOU 5 Seri Intan/Selaba – Sogomana and Bikam Estate dated November 2020. The recommendation has made by assessor ' The identified HCV 4 Areas for both Ponds in Sogomana Div and Cashwood Div will be omitted from the present HCV area status. At the time of audit, the status of the HCV at Seri Intan CU (SOU 5) is 39.04 Ha.
	7.12.2b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-	Yes	

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Clause	Indicators	Comply Yes/No	Findings
	<p>HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p>		
	<p>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).</p>	Yes	<p>No RTE species found in the SOU 5 Seri Intan. However, the SOU still maintain the plan for HCV area titled 'HCV Management Plan FY2023' and appropriate measures to maintain and/or enhance them were implemented through the HCV/Biodiversity Management/Action plans for the Estates. The visited estates by the Audit team had maintained their identified HCVs.</p>
	<p>7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in</p>	Yes	<p>From the interviews with local village representatives, it can be concluded that there were no rights of local communities located in the HCV areas.</p>

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Clause	Indicators	Comply Yes/No	Findings
	the maintenance and management of these conservation areas.		
	7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.	Yes	Although there was no RTE species found in the SOU 5 Seri Intan, Sime Darby still established their own disciplinary measures if any of their staff or workers is found to capture, harm, collect or kill the RTE species. The HCV training has been conducted and the SOU 5 Seri Intan will notify the relevant authorities immediately if any individual or workers for the company is found to capture, harm, collect or kill RTE species or if found to do so, the estates will make a report to the Wildlife Department immediately.
	7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.	Yes	Progress of implementation of the HCV Management Plan FY2023 for Seri Intan Estate, Sabrang Estate, Bikam Estate and Sogomana Estate were reviewed and verified on the ground. No RTE species were found within the estates area. The monitoring results have been fed back into the current action plan. 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.
	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 Nov 2018, the Remediation and Compensation Procedure (RaCP) applies.	Yes	Records at Sungei Wangi Estate sighted showed there was new planting at the CU since Dec 2017. The area planted with oil palm was 200.90 Ha. A comprehensive HCV assessment, including stakeholder consultation, was conducted and reported in the Land Use Change (LUC) Analysis exercise reported in "Carbon Stock & LUC Analysis Report for SOU 5 Sg Wangi Estate" dated March 2017. The LUC analysis which was based on satellite images comparison between years 1998, 2005, 2011 and 2015 showed vegetation changes since 2015. There was no change in HCV.

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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	<p>SDPB is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills.</p> <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 & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.</p> <p>As the latest TBP 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> <p>All operating units in Malaysia, Papua New Guinea and Solomon Island have been certified. Except for Indonesian, only 8 operating units yet to be certified:</p> <p>1) Ladang Panjang Estate – Total Areas of Divison 1 and 2 (1,796.19 ha) “Hak Guna Usaha” (HGU) still in process.</p>
	(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	
	(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	
	(d)	Where there are isolated lapses in	Yes	

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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>2) Sungai Jernih Estate – 851.57 ha under legalization process (proses Kadastral)</p> <p>3) West Estate/East Estate/Sei Mawang Estate – Land legalization process for 1452.93 ha (West and East Estate) is still in process.</p> <p>4) Karya Plama Estate – Pending confirmation from BPN on HGU document Land legalization process for 476.70 ha is still in process.</p> <p>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 & Beturus Estate is still in process.</p> <p>6) Teluk Siak Estate - Land legalization process for 448 ha at Pinang Sebatang Estate is still in process.</p> <p>7) Rantau Panjang Estate - Land legalization process of 1843.73 ha for Rantau Panjang Estate, Napal Estate / Karang Ringin Estate is still in process.</p> <p>8) Mangun Jaya Estate - Land legalization process of 1398.55 ha is still in process.</p>
5.5.3 Requirements for uncertified management units:	(a)	No replacement of primary forest or any area required to maintain or enhance HCVs in accordance with RSPO P&C criterion 7.12. Any new plantings since 1 st January 2010 shall comply with the RSPO New Planting Procedure (NPP). For each new planting development, compliance with the NPP shall be verified by an RSPO accredited CB;	Yes	Based on the time-bound plan, it was not identified that those uncertified units are due to RaCP. Mainly are due to awaiting to receive land titles at the Indonesia management units.
	(b)	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8;	Yes	Regular discussion was ongoing between Sime Darby Plantation and the group of community (PAC) through bi-monthly Tim Kerja Perwakilan Petani (TKPP) meeting since November 2012. In October 2013, representatives from two of nine villages (Kerunang and Entapang) left TKPP. These two villagers are supported by and working with TuK and OXFAM. They have then requested SDPB to enter into Dispute Settlement Facility (DSF) in June 2014. Hence, there were two groups of communities: The TKPP (7 of 9 villages) and the Kerunang & Entapang team (2 of 9 villages). 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

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				<p>closed except for two.</p> <p>As per current status (23/01/2019) SDPB and affected parties will be resolved all the issues to proceed with legal review. https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</p> <p>However, sighted as at June 2019 PT Mitra Austral Sejahtera has been sold to PT Inti Nusa Sejahtera Refer letter dated 27 June 2019 to RSPO Secretariat and announcement at Bursa Malaysia http://www.bursamalaysia.com/market/listed-companies/company-announcements/6202965</p>
	(c)	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2;	Yes	Based on the internal audit report dated 27-28/06/2022, 01-06/08/2022 & 23/10/2022, there were no labour dispute that were not being resolved yet through an agreed process for all uncertified units for all 8 uncertified units of Sime Darby Plantation Sdn Bhd – Indonesia as of September 2022.
	(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)	<p>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,</p> <p>with no other supporting documentation, shall not be acceptable. Verification of compliance shall be based on the following approach:</p>	Yes	Yes. The Group Sustainability Department has conducted internal audits of the uncertified units and updated the compliance status of uncertified management unit. The last internal audit was conducted in June, August, and October 2022. There is no replacement of primary forest or HCV Area and no new planting after 01/01/2010. The issues are mainly waiting for Land Titles. The Head of Sustainability has concluded in the uncertified unit compliance report that there is no land disputes and legal compliance is monitored during the internal audit as the positive assurance.
		<ul style="list-style-type: none"> A positive assurance statement is made, based upon self-assessment (i.e. internal audit) by organization. This would require evidence of the self-assessment against each requirement; 	Yes	

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		<ul style="list-style-type: none"> Targeted stakeholder consultation, including consultation with the relevant NGO's will be carried out by the audit team. 	Yes	
		<ul style="list-style-type: none"> Desktop study e.g. web check on relevant complaints 	Yes	
		<ul style="list-style-type: none"> If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements. 	Yes	
	(f)	For requirements 5.5.3 (a)-(d) above, the classification of critical and non-critical is as stated in the RSPO P&C. If a non-compliance against a critical indicator in a non-certified management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless it is actively addressed. Evidence of active engagement with RSPO in resolving the non-compliance shall be available.	Yes	No critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates.
	(g)	Failure to address any outstanding non-compliances within uncertified unit(s) as defined in 5.5.3 (f) above may lead to suspension of certificate of the certified unit(s), in accordance with the provisions of these Certification Systems.	Yes	

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<p>5.6.6 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 Title for All Estate has been verified, for all estates. The Land Title was under the name of Sime Darby Plantation Bhd. Each estate had legal use of the land through Lands and Surveys Department following the payment of premium and Land fee. Based on this, it has been confirmed that there was no such case concerning the rights of local communities or indigenous people in the SOU Seri Intan.</p>
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ATTACHMENT 4

DETAILS OF NON-CONFORMITIES AND CORRECTIVE ACTIONS TAKEN

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Root Cause & Corrective Action Taken by the CU	Verification Statement by Auditors
3.8.7 MZK 01 2024	Major	<p>Requirement: 3.8.7 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> <p>Finding: There is a overproduction of certified tonnage</p> <p>Objective evidence: During the Assessment at Seri Intan POM sighted there is a overproduction of CPO and Seri Intan POM has yet to inform the CB regarding the Projected overproduction and apply extension to the RSPO.</p>	<p>The root cause: There is no monitoring in place where the assigned assistant has not been monitoring and updating the mass balance accounting to track the certified volume against palmtrace license period to trigger any overproduction. There was also no proper handover to the next person in his absence due to prolonged medical leave.</p> <p>Correction: 1.- Request of volume extension to CB done and approved by TP on 30 November 2023. 2.To immediately assign an alternate PIC to also oversee SCCS matters.</p> <p>Corrective action: OU Manager to conduct quarterly monitoring of overproduction certified volume using the established monitoring form.</p>	<p>Auditor has received and accepted the root cause. Auditor also has verified the request extension of Volume and appointment letter of New PIC to oversee SCCS Matters, and this evidence is accepted to close this NCR.</p> <p>Status: Closed</p>
6.7.3 DA 01 2023	Major	<p>Requirement: 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>Finding: Workers did not use personal protective equipment (PPE) at their place of work to cover all potentially hazardous operations, such as machine operation and harvesting operation. In addition, sanitation facilities for those applying</p>	<p>Root cause:</p> <ul style="list-style-type: none"> The worker has limited understanding of the requirements and compliance to PPE as per HIRARC due to language barrier although he has attended training. The training provided is not effective to ensure workers understood the risk and requirements. Workers are aware of the PPEs to be used when performing work but has taken lackadaisical attitude when not being monitored .The risk and requirements as stated in the HIRARC 	<p>Auditor has verified root cause given by the management of SOU Seri Intan, the evidence training has been conducted on 4/1/2024, 7/11/23, 4/11/23, 5/11/23 and 7/11/23, and Warning Letter given by the management, and the Sample System has been created to monitor the PPE usage and found that the root cause has been acceptable, and the evidence is enough to Closed this NCR.</p>

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		<p>pesticides were not effectively implemented and maintained.</p> <p>Objective evidence: Sogomana Estate Site inspection at Sg. Bruas Div. and interview with 2 sampled general workers (manuring/spraying workers) at housing area, reveal that they will go back home with the clothes they wear during the manuring/spraying activities (without changing to clean clothes and not washing the clothes they wore during the manuring/spraying activities at the sanitation facilities). In addition, both general workers mention that they take shower at their home after finishing their manuring/spraying work. Furthermore, Site inspection of the sanitation facilities at Sg. Bruas Div. sighted the facilities were not effectively maintained, such as not having proper shower room, no evidence of body shower and laundry soap, PPE hanger and locker for GW use.</p> <p>Seri Intan Estate Site inspection at Selaba Div. Field P07C, sighted 1 loose fruit picker did not wear safety helmet and 1 frond stacker did not wear shirt while performing their work hence, not following per HIRARC recommendation. In addition, based on interviews with 1 tractor driver and 1 MTG driver, both did not wear earplugs when performing work not complying with NRA recommendation (who mention that they forgot to bring the earplugs for work). In addition, site inspection at Selaba Div. Field P08 sighted 9 general workers doing loose fruit collection not wearing safety helmets while performing their work.</p> <p>Sabrang Estate During site inspection at Sabrang Div. Field 02A, sighted 1 contractor tractor driver from Vchitran Enterprise did not wear a safety helmet while driving the tractor.</p>	<p>is nor fully understood by workers.</p> <ul style="list-style-type: none"> • The worker did not fully understand the requirements of compulsory Helmet and Earplug during Driving. • The worker did not fully understand the requirements of compulsory long sleeves shirt during harvesting. • The worker has been provided with both safety helmet and straw hat to be worn appropriately for the work assigned. However, the workers have not fully understood the needs of different PPE given. • The condition of the sanitation facilities was not maintained due to Proper sanitation facilities has been moved to the main Division. And some of the workers stayed outside in the estate prefer directly go back to clean themselves, the management admit the mistake to allow workers go back without using sanitation facilities. <p>Correction: - A proper shower room with running water, hanging rack, laundry soap, body shower, PPE hanger, and locker have been repair, upgraded and provided. - Briefing to manuring / spraying workers to take shower and wash clothes after manuring / spraying activities at the sanitation facilities provided. - Re-briefing & emphasizing to workers, harvester & tractor driver on hazards and risks in their work environment. - Briefing and reminder to contractor and contract drivers on hazards and risks in their work environment and particularly to emphasize that PPE is mandatory while working in the SDP premises at all times.</p>	<p>Status: Closed</p>
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			<p>Corrective Action:</p> <ul style="list-style-type: none"> • Monitoring the sanitation facilities will be assessed during workplace inspection using checklist on quarterly basis • Regular reminder during morning muster regarding the importance and use of sanitation facilities before returning home. • Continuous monitoring by mandore/ supervisor and validate by assistant using shower logbook on daily basis. • Enhancement of daily safety culture through daily briefings reminders, continuous monitoring, and inspection OU Management to conduct regular inspection on PPE compliance at the field. • Workers found without proper PPE are not allowed to continue work until they are in compliance of the PPE requirements. • Use of eSime + reporting in the system and to monitor PPE noncompliance occurrences. • OSH Commiltee to discuss on this finding and the areas for improvement related to PPE enforcement etc. • Continuous monitoring and inspection by mandore/ supervisor through e-SIME+. • Contractor or contract drivers to involve in OSH meeting and any unsafe act, unsafe condition or incompliance of safety aspect will be highlighted during the meeting 	
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ATTACHMENT 5

STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification by Assessor
3.7.1	Major	<p><u>Requirement: 3.7.1</u> 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.</p> <p><u>Finding:</u> The documented programme that provides training is in place which is accessible to contractor and their workers. However, the contractor vendor management system training given was not comprehensive and not fully understood by the contractor.</p> <p><u>Objective evidence:</u> From interview session with owner of Harvesting Contractors from Kejuruteraan Jain Maju, supported with document reviews (i.e. payslip July 2022 to September 2022, contract agreement, SOCSO/EPF contribution (Form 8A/Form A), Crop Summary via SAP System July 2022 to September 2022, etc), found that the Harvesting Contractor is lack of awareness on Employment Act 1955 such as not implementing employment contract, discrepancies of data in documentation of pay and condition, payment received not as per employment contracts, time of payment of wages and annual leave payments.</p>	<p>During this Assessment also, Auditor has verified Past NCR, sighted That :</p> <ul style="list-style-type: none"> • Training on employment contract has been done on 14 December 2022. The contractors involved was Alpha Meta Contractor, Jain Maju Contractor and SLK Brother Contractor. • Estate also appointed the representative from contractor employee to create platform for the contractor workers to lodge any complaint or grievance or any matters they did not aware or understood. • Estate has prepared training management plan for the following topics i.e., ILO, OSH, passport and wages. <p>In the current Audit, it was verified that training programme for Contractor workers were in place and implemented. It was also verified that the services of Kejuruteraan Jain Maju Contractor at SOU 5 had been discontinued. Training record also showed training on “Grievance” procedure, ILO, OSH, passport and wages was provided in 2023 for contract workers from Alpha Meta agencies, Shahul Hamid Enterprise, Rajan Excavator, TK Sons Nature and Vchitran Enterprise. Hence, there is no recurrence of the Major NCR against Indicator 3.7.1.</p> <p>Status: Closed.</p>
3.8.5 (SC)	Major	<p><u>Requirement: 3.8.5-</u> 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: Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</p>	<p>SIPOM had continued to implement the procedures it had on receiving and processing of RSPO certified and non- certified FFBs. (Refer para. 7.0 of the SOP - Receiving FFB at the Mill) it has described how SIPOM manages the FFB from certified source. Sighted during this audit The Bikam Estate RSPO certificate number stated in weighbridge ticket has been update as per actual certificate number (RSPO cert. no: RSPO-PC00109). Thus, Past NCR has been closed.</p>

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	<p><u>Finding:</u> Weighbridge ticket record was not up to date as per procedure 'Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia' document ID: SD/SDP/GSD/SCCS/0522/01, approved on May 2022 and effective 1 Jun 2022 – 6.0 Delivery of FFB from estate, 6.3 – estate shall ensure sufficient information stated on the weighbridge ticket or consignment note off all FFB including: i-RSPO and MSPO certificate number (where applicable).</p> <p><u>Objective evidence:</u> Bikam Estate RSPO certificate number stated in weighbridge ticket (RSPO cert. no: RSPO-PC00110) not up to date as per actual certificate number (RSPO cert. no: RSPO-PC00109).</p>	<p>Status: Closed.</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