

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

File Ref. : ES10170011

RSPO PUBLIC SUMMARY REPORT

CLIENT : SIME DARBY PLANTATION BERHAD – SOU 6 TENNAMARAM

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 6 Tennamaram	Tennamaram POM	3°23' 44.30" N	101°25' 03.41" E	45600 Bestari Jaya, Selangor
	Tennamaram Estate	3°24' 11.35" N	101°23' 59.24" E	45600 Bestari Jaya, Selangor
	Sungai Buloh Estate	3°18' 32.27" N	101°19' 07.23" E	45700 Bukit Rotan, Selangor
	Bukit Talang Estate	3°24' 09.15" N	101°18' 35.72" E	45000 Kuala Selangor

MAP : See Attachment 1

AUDIT DATE : 31 OCTOBER – 3 NOVEMBER 2023

DURATION : 18 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 : 21-01-2022 – 20-01-2027

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 : **9/2/2024**

Date : 23/02/2024

SUMMARY OF AUDITS

Recertification audit			
On-site audit date	: 27 Sep – 1 Oct 2021 (15 a.d)	No. of auditor days	: 21 Auditor Days
Remote audit date	: 19 – 20 Jan 2021 (6.0 a.d)		
Audit team	: Mohd Ab Raouf bin Asis (LA), Mohd Zulfakar bin Kamaruzaman, Rozaimie bin Ab Rahman, Rohazimi Mat Nawi (TA-remote)		
No. of major NCR	: 2	Indicator: 3.8.6 (SC), 3.4.3	Closing date : 29/12/2021
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
	√		√
	Indigenous people	Contractor	Others (Please specify)
	NA	√	
Supply base sampled	: Tennamaram Estate, Bukit Talang Estate, Sungai Buloh Estate		
Justification of audit planning	: The total allocation of auditor days were: 21.0 auditor days Mill = 5 mandays (4 day-safety, environment, GHG, Social + 1 day-supply chain) Tennamaram Estate = 5 mandays (safety, environment, GAP, Social, HCV) Bukit Talang Estate = 5 mandays (safety, environment, GAP, Social, HCV) Sungei Buloh Estate = 6 mandays (larger area than the rest of estates in the SOU)		
Name of peer reviewer	: Prof. Emeritus Dr Jalani Sukaimi		
Report approved by	: Kamini Sooriamoorthy	Approval date	: 21/01/2022

Annual Surveillance Audit 1			
On-site audit date	: 17– 21 OCTOBER 2022	No. of auditor days	: 22 DAY (combined RSPO & MSPO)
Audit team	: Rozaimie bin Ab Rahman, Selvasingam T.Kandiah, Dzulfiqar Azmi, Mohd Zulfakar bin Kamaruzaman, Rohazimi Mat Nawi		
No. of major NCR	: 3	Indicator: 4.2.1, 3.6.2, 3.8.11	Closing date: 18/01/2022
No. of minor NCR	: 2	Indicator : 3.7.2, 7.3.2	
Indicate by ticking the stakeholders interviewed during the on-site audit	: Employees / Workers organizations	Settlers	Villagers / Local communities
	√		√
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
	√		√
	Indigenous people	Contractor	Others (Please specify)
	NA	√	
Supply base sampled	: Tennamaram Estate, Bukit Talang Estate, Sungai Buloh Estate, Tennamaram POM		
Changes since the last audit	: No changes		
Justification of audit planning	: The total allocation of auditor days were: 22.0 auditor days Mill = 5 mandays (4 day-safety, environment, GHG, Social + 1 day-supply chain) Tennamaram Estate = 5 mandays (safety, environment, GAP, Social, HCV) Bukit Talang Estate = 5 mandays (safety, environment, GAP, Social, HCV) Sungei Buloh Estate = 6 mandays (larger area than the rest of estates in the SOU)		
Name of peer reviewer	: NA		
Report approved by	: Kamini Sooriamoorthy	Approval date	: 25/01/2023

Annual Surveillance Audit 2			
On-site audit date :	31 OCTOBER – 3 NOVEMBER 2023	No. of auditor days :	18 Auditor Days
Audit team :	Mohd Zulfakar Kamaruzaman (LA), Rozaimée Ab Rahman, Dzulfiqar Azmi, Khairul Najwan Ahmad Jahari, Mohd Norddin Abd Jalil, Ismail Adnan Abdul Malek.		
No. of major NCR :	1	Indicator: 6.7.3	Closing date: 2/2/24
No. of minor NCR :	2	Indicator: 3.3.2, 7.3.1	
Indicate by ticking the stakeholders interviewed during the on-site audit	Employees / Workers organizations	Settlers	Villagers / Local communities
	X		X
	Contract workers	Local & National NGOs	Govt. agency / Statutory bodies
			X
	Indigenous people	Contractor	Others (Please specify)
	X		
Supply base sampled :	Tennamaram Estate, Bukit Talang Estate, Sungei Buloh Estate		
Changes since the last audit :	Planted Ha reduced. Refer information in Summary Table 1.		
Justification of audit planning :	The total allocation of auditor days were: 18.0 auditor days Mill = 5 mandays (4 day-safety, environment, GHG, Social + 1 day-supply chain) Tennamaram Estate = 4 mandays (safety, environment, GAP, Social, HCV) Bukit Talang Estate = 4 mandays (safety, environment, GAP, Social, HCV) Sungei Buloh Estate = 5 mandays (larger area than the rest of estates in the SOU)		
Name of peer reviewer :	NA		
Report approved by :	Kamini Sooriamoorthy	Approval date : 13/02/2024	

SUMMARY OF INFORMATION

TABLE 1

	RA	ASA 1	ASA 2	ASA 3	ASA 4
*Projection Period / Reporting Period	**Oct 2021 – Sept 2022	Oct 2022 – Sept 2023	Oct 2023 – Sept 2024		
Certified FFB Processed (MT)	202,046.56	186,569.65	184,500.66		
Production of Certified CPO (MT)	40,409.32	38,668.95	38,745.14		
Production of Certified PK (MT)	10,102.33	9,524.37	9,225.03		
Certified Areas (Ha)	10,706.26	10,706.26	**10,697.81		
Planted Areas (Ha)	10,083.85	*10,017.01	**9,979.64		
Production Areas (Ha)	7,951.24	8,391.25	8,541.83		
HCV Areas / Conservation Areas (Ha)	2.81	2.81	***3.16		
REMARKS	1) HCV areas*** revised based on the reassessment process. Refer to ind. 7.12.2.				
	2) Planted Ha reduced in 2022 and 2023 as below:				
	Estate	Hectarage reduction (Ha)		Remarks	
		2022	2023		
	Tennamaram	45.03		*Solar Project	
			22.00	**Solar Project	
	Sungai Buloh	18.21		*Solar Project	
		2.57	**Sold to 3 rd party		
Bukit Talang	3.60		*Property sold to 3 rd party for solar project		
		15.37	**Reduction of 13.09 ha from Field 20A due to flood prone area and 2.28 ha reduced due to property sold to 3 rd party		
Total reduction	66.84	39.94			

TABLE 2

	PO	PK
**Last years certified volume (MT)	**52,235.51	**12,775.55
Last years actual certified sold (MT)	11,686.62	947.17
Last years actual sold under other schemes (MT)	0	0
Last years sold conventional (MT)	28,712.72	9,407.66
Last year actual sold CSPO credits (where applicable)	0	0
New year certified volume (MT)	38,745.14	9,225.03

Volume extension for CPO & PK, approved by RSPO in Oct 2023

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1.0 AUDIT PROCESS

1.1 Certification Body

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

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

1.2 Qualification of audit team

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.
Khairul Najwan bin Ahmad Jahari	Auditor / Social & HCV	Holds a B.Sc. in Forestry from Universiti Putra Malaysia with total more than 22 years of working experience in Forest Management, forest inventories, forest harvesting, remote sensing & GIS. He had 11 years of auditing experience in the oil palm operation including auditing in Forestry, HCVF and social issues. He is a qualified Lead Auditor for RSPO P&C, MSPO, Forest Management (FMC), MyTLAS, STLVS and ISO9001.
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.
Rozaimie Ab. Rahman	Auditor / SCCS	Holds a B. Sc. of Agriculture from UPM. He had 7 years of working experience in the oil palm operation. He is a qualified Lead Auditor for RSPO P&C and MSPO.
Mohd 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 Tennamaram palm oil mill and three of its supply base, 100% sampling. The sampling was conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. The 3 supply base covered during the audit are Tennamaram Estate, Sungai Buloh Estate and Bukit Talang Estate. The audit included an on-site audit to the estates, mill and local communities 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. This is including all public comments received during Stage 2 and Recertification audit (if applicable).

Stakeholders interviewed	Evidence from stakeholder consultation
<p>1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male & female)</p>	<p>The following were confirmed during the conduct of audit as there was no evidence to prove otherwise:</p> <ul style="list-style-type: none"> ▪ All workers signed the employment agreements with the estates/mill. They understood the contents of agreement, as these were prepared in 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 by government (Subsidise Electricity). ▪ OPP System implemented as mechanism to repair house defect. ▪ Have access to affordable food from the canteen/sundry shops within the estate/mill premises. ▪ Entitled to free medical facilities at the estate clinic. ▪ Have representatives who attend regular meetings (Social Dialog & NUPW) with the management where they can put forward any complaints and or raise any issues. They are aware of the complaints form. They have used them to complaint about house defects. ▪ They knew the types of work offered at Tennamaram CU (mill & estates) when they were in their countries of origin. ▪ All migrant workers keep their own passports. ▪ Shuttle services FOC once a month for workers go to nearest town. ▪ Monthly recognition for workers i.e. highest harvesting productivity and housing cleanness ▪ Alternate Sunday/Rest Work ▪ Complaint channel via various platform i.e. Suara Kami, Ulula, WMU Careline, Whistleblowing (HQ). Freedom Decision Movement by worker for medical access and leaving of workplace during rest or public

	holiday via implemented the Guideline Medical Access Procedure & Guideline of Leaving of Workplace.
2) Settlers	NA
3) Villagers / Local communities (including women representatives, displaced communities)	Interviewed with representatives from nearby communities, confirmed no land dispute.
4) Suppliers	Interviewed supplier concluded that fair dealings in place while dealing with the SOU. Payments are made on time.
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Workers interviewed in this Surveillance audit had acknowledged understanding of the grievance/ complaint channel at SDPB through provided training on SDPB grievance channels, grievance sticker to be pasted on their lorry's' dashboards.
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	Contractors interviewed. No non-conformity under indicator 4.2.1 found in this audit.
11) Previous land owner (if any)	Interviewed local communities from villager representatives, confirmed no land dispute.
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. (For RA, the next RA will be conducted at least 4 months prior to expiry date of the certificate)

2.0 SCOPE OF CERTIFICATION AUDIT

2.1 Description of the certification unit

The Tennamaram certification unit (CU) is one of the Sime Darby Plantation Berhad (SDPB) Strategic Operating Unit (SOU). The CU is also known as SOU 6 and was certified to the RSPO P&C by SIRIM QAS International Sdn Bhd in 2015. In 2016, the CU was certified with one mill and 4 estates. This has been revised in 2017, where the number of units of supply base of SOU 6 had been reduced to 3, i.e. Tennamaram Estate, Bukit Talang Estate and Sungai Buloh Estate. Previously Elmina Estate had been merged into Tennamaram Estate, but during recertification audit 2020 in Sept 2021, Elmina Estate was completely handed over to SD Property.

The palm oil mill maintained its capacity of 60 mt FFB / hour. All the estates within the CU have been fully developed before the year 2005. The SOU did not have other management system certification beside of RSPO P&C and SC and ISCC.

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 Tennamaram Palm Oil Mill are shown in the following tables.

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

Estates	FFB Production		Certifying CB
	Tonnes	Percentage (%)	
Tennamaram Estate	34,017.92	15.86	SIRIM QAS
Sg Buloh Estate	82,114.50	38.29	SIRIM QAS
Bk Talang Estate	55,551.02	25.90	SIRIM QAS
Bk Cheraka Estate	26,999.97	12.59	BSI
Bk Kerayong Estate	10,154.30	4.73	BSI
Sabak Bernam Estate	2,670.61	1.25	BSI
Dusun Durian Estate	627.28	0.29	BSI
East Estate	262.76	0.12	BSI
Sepang Estate	78.07	0.04	BSI
Sg Samak Estate	713.48	0.33	BSI
West Estate	1,285.21	0.60	BSI
total	214,475.12	100.00	-

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

Estates	FFB Contribution	
	Tonnes	Percentage (%)
Tennamaram Estate	34,386.24	18.64
Sg Buloh Estate	90,650.48	49.13
Bk Talang Estate	59,463.94	32.23
Grand Total	184,500.66	100%

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

	Total (MT)
FFB Received	214,475.12
FFB Processed	214,187.65
CPO Production	40,948.14
PK Production	10,384.13
CPO delivered as IP	11,686.62
CPO delivered as non-RSPO certified	28,712.72
PK delivered as IP	947.17
PK delivered as non-RSPO certified	9,407.66
Product sold under Book & Claim	0.00

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

	Total (MT)
FFB Received	184,500.66
FFB Processed	184,500.66
CPO Production	38,745.14
PK Production	9,225.03

Table 5 Planted and certified area of the SOU Tennamaram

Estate	*Planted (ha)	*Certified (ha)
Tennamaram	1,747.77	1,981.60
Sg Buloh Estate	4,803.15	5,149.65
Bk Talang Estate	3,428.72	3,566.56
Total	9,979.64	10,697.81

*Refer to changes as provided in Summary Table 1

Table 6: Planting profile for Tennamaram Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
1993	3rd	Mature	10.24	0.59
1997	3rd	Mature	53.41	3.06
1999	3rd	Mature	107.41	6.15
2002	2nd	Mature	35.91	2.05
2003	2nd	Mature	69.46	3.97
2004	2nd	Mature	53.58	3.07
2006	2nd	Mature	84.25	4.82
2007	2nd	Mature	67.34	3.85
2008	2nd	Mature	88.37	5.06
2009	2nd	Mature	54.22	3.10
2010	2nd	Mature	220.34	12.61
2011	2nd	Mature	25.99	1.49
2013	2nd	Mature	35.55	2.03
2014	2nd	Mature	63.58	3.64
2015	2nd	Mature	107.82	6.17
2017	2nd	Mature	94.97	5.43
2018	4th	Mature	135.95	7.78
2019	4th	Mature	112.15	6.42
2019	4th	Mature	66.79	3.82
2019	4th	Mature	2.94	0.17
2019	4th	Mature	55.54	3.18
2021	4th	Immature	67.93	3.89
2022	4th	Immature	82.34	4.71
2023	3rd	Immature	51.69	2.96
Total			1,769.77	100%

Table 7: Planting profile for Sungai Buloh Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
1995	2 nd planting cycle	Mature	154.20	3.21
1996	2 nd planting cycle	Mature	49.90	1.04
1997	2 nd planting cycle	Mature	120.3	2.50
1998	2 nd planting cycle	Mature	308.69	6.42
2000	2 nd planting cycle	Mature	68.5	1.43
2001	2 nd planting cycle	Mature	128.32	2.67
2002	2 nd planting cycle	Mature	247.26	5.15
2003	2 nd planting cycle	Mature	84.70	1.76

2004	2 nd planting cycle	Mature	74.90	1.56
2006	2 nd planting cycle	Mature	127.90	2.66
2007	2 nd planting cycle	Mature	173.30	3.60
2008	2 nd planting cycle	Mature	182.38	3.79
2009	2 nd planting cycle	Mature	153.91	3.20
2010	2 nd planting cycle	Mature	330.4	6.88
2011	2 nd planting cycle	Mature	77.5	1.61
2013	2 nd planting cycle	Mature	411.90	8.57
2014	2 nd planting cycle	Mature	217.9	4.53
2015	2 nd planting cycle	Mature	296.27	6.17
2016	2 nd planting cycle	Mature	171.11	3.56
2017	2 nd planting cycle	Mature	205.83	4.28
2018	2 nd planting cycle	Mature	337.31	7.02
2019	3 rd planting cycle	Mature	208.48	4.34
2020	3 rd planting cycle	Mature	228.50	4.75
2021	3 rd planting cycle	Immature	214.70	4.46
2022	3 rd planting cycle	Immature	228.99	4.76
Total			4,803.15	100

Table 8: Planting profile for Bukit Talang Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
1998	3 rd	Mature	70.24	2.05
1999	3 rd	Mature	52.08	1.52
2000	3 rd	Mature	122.25	3.57
2001	3 rd	Mature	220.71	6.44
2002	3 rd	Mature	200.87	5.86
2003	3 rd	Mature	278.53	8.12
2004	3 rd	Mature	47.18	1.38
2007	3 rd	Mature	91.97	2.68
2008	3 rd	Mature	45.71	1.33
2009	3 rd	Mature	41.95	1.22
2011	3 rd	Mature	47.02	1.37
2012	3 rd	Mature	296.3	8.64
2013	3 rd	Mature	51.51	1.50
2014	3 rd	Mature	46.64	1.36
2016	3 rd	Mature	330.48	9.64
2017	3 rd	Mature	204.31	5.96
2018	3 rd	Mature	183.56	5.35
2019	3 rd	Mature	215.88	6.30
2020	4 th	Mature	89.37	2.61
2021	4 th	Immature	267.01	7.79
2022	4 th	Immature	269.33	7.86
2023	5 th	Immature	255.82	7.46
Total			3,428.72	100.00

2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

Name	:	Azmi Bin Ismail
Position	:	Senior Manager (SOU Chairman)
Address	:	Ladang Sungei Buloh, K/B No.5, 45700 Bukit Rotan, Selangor
Phone no.	:	03 3289 1016
Fax no.	:	03 3289 1016
Email	:	azmi.ismail@simedarbyplantation.com

3.0 AUDIT FINDINGS

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

There was no change to the certified products since last assessment.

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

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?

Details issues related to these were covered in the section - RSPO Certifications for Principles & Criteria, in this report

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

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

If no, please state reasons _____


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

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

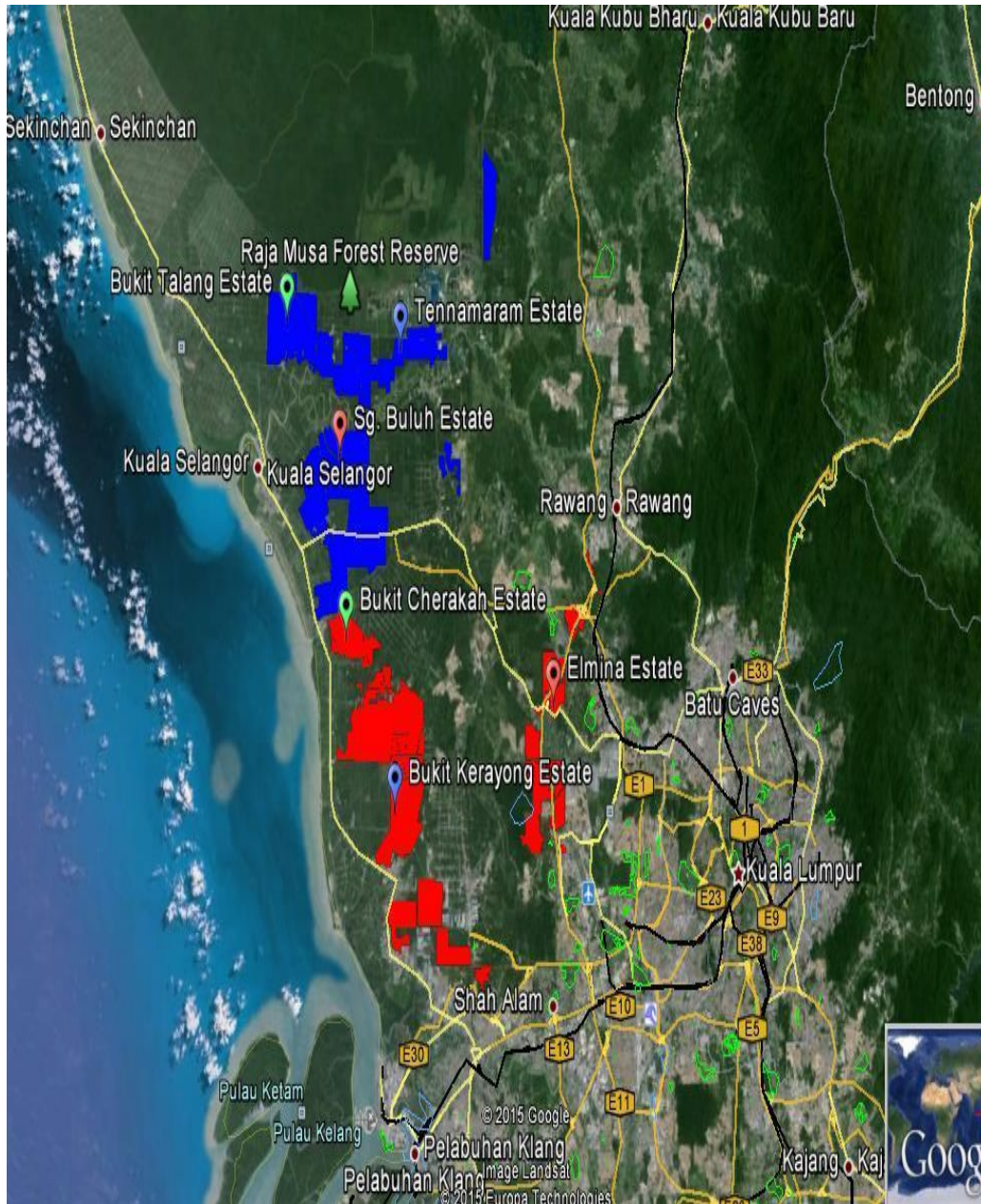
Changes in New contact Person as the Past SOU Chairman Mr Mahathir has changed to Mr Azmi.

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

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

3.5.	Complaint received from stakeholder (if any)	N/A	
4.0	DETAILS OF NON-CONFORMITY REPORT		
4.1	For P&C (Details checklist refer to Attachment 3) :		
	Total no. of minor NCR(s)	List :	DA 01 2023 (3.3.2), DA 03 2023 (7.3.1)
	Total no. of major NCR(s)	List :	DA 02 2023 (6.7.3)
4.2	For SC (Details checklist refer to Attachment 3) :		
	Total no. of minor NCR(s)	List :	NA
	Total no. of major NCR(s)	List :	NA
5.0	AUDIT CONCLUSION		
	The audit team concludes that the organization has / has not established and maintained its management system in line with the RSPO P&C requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.		
6.0	RECOMMENDATION		
	<input type="checkbox"/>	No NCR recorded. Recommended to continue certification.	
	<input checked="" 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 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		2/2/24
	(Name)	(Signature)	(Date)

MAP of SOU 6 Tennamaram



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** : 31 October – 3 November 2023

3. **Site of assessment** : SOU 6 TENNAMARAM
 1) TENNAMARAM POM
 2) TENNAMARAM ESTATE
 3) BUKIT TALANG ESTATE
 4) SUNGEI BULOH 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, Metrics Template,)
 Auditor :
 1) Dzulfiqar Azmi (Safety and Environment)
 2) Khairul Najwan (Social – Internal)
 3) Ismail Adnan (Social – External, HCV)
 4) Mohd Norddin Abdul Jalil (GAP, Safety Estate)
 5) Rozaimie Ab Rahman (SCCS)
 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 satisfactory implemented in the next audit.

9. Confidentiality Requirements

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

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

10. Working Language : English and Bahasa Malaysia

11. Reporting

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

12. Facilities Required

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

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

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

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

- 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: July 2022 to August 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).

14. Assessment Programme Details : As below

RSPO PUBLIC SUMMARY

Date / Time	Coverage of assessment / Activity / Site	MZK	DA	KN	MNAJ	IA	RAR
Day 1- 31/10/23 8.30am – 9.00am	Opening Meeting – Venue: Tennamaram POM <ul style="list-style-type: none"> Audit team Leader - Briefing on assessment objectives, scope, methodology, confidentiality clarification, audit criteria and programmes Organization Representative - Briefing RSPO implementation, significant change on organization activity, structure, certified areas, machinery, FFB supply bases , Time bound plan, actions taken to address previous audit findings. 	/	/	/	/	/	/
9.00am – 1.00pm	Site observation to Tennamaram POM P1, P2, P3, P4, P5, P6, P7 <ul style="list-style-type: none"> Occupational safety & health aspects , chemical management Interview with workers, contractors etc. Environmental management, waste & chemical management Land titles user rights Social aspects - SIA, management plan & implementation, workers’ quarters, Stakeholder consultation with affected communities surrounding the CU Interview with gender committee, safety committee, worker representative, contractors, supplier, etc. Good Milling Practice such as Milling Operation, Store, Scheduled Waste area, Final discharge RSPO Supply Chain New planting Occupational safety & health aspects, chemical management Interview with workers, contractors etc. Environmental management, waste & chemical management 	/	/	/	/	/	/
1.00 – 2.00 pm	Lunch Break	/	/	/	NA	/	/
2.00pm – 5.00pm	Continue assessment at respective sites	/	/	/	NA	/	/
Date / Time	Coverage of assessment / Activity / Site	MZK	DA	KN	MNAJ	IA	
Day 2– 1/11/23 8.30am – 1.00pm	Site observation to Sungei Buloh Estate P1, P2, P3, P4, P5, P6, P7 <ul style="list-style-type: none"> Verification of basic information estate/Metric templates Confirmation of time bound plan & review of partial certification Inspection of protected sites with HCV attributes, forested area, plantation boundary, adjacent and neighbouring land use, riparian zone Occupational safety & health aspects , chemical management Interview with workers, contractors etc. Environmental management, waste & chemical management Social aspects -SIA, management plan & implementation, workers’ quarters, Stakeholder consultation with affected communities surrounding the estate 	/	/	/	/	/	

RSPO PUBLIC SUMMARY

	<ul style="list-style-type: none"> • Interview with gender committee, safety committee, worker representative/Union, contractors, supplier, etc. • Land titles user rights • Good Agricultural Practice such as harvesting, weeding, spraying, EFB mulching, POME application, IPM, Peat Management, Buffer Zones, BMP for Buffer Zones. • GHG Calculation • New planting 					
1.00 – 2.00 pm	Lunch Break	/	/	/	/	/
2.00pm – 5.00pm	<ul style="list-style-type: none"> • Continue assessment at respective sites 	/	/	/	/	/
Date / Time	Coverage of assessment / Activity / Site	MZK	DA	KN	MNAJ	IA
Day 3 – 2/11/23 8.30am – 1.00pm	<p>Site observation to Bukit Talang Estate P1, P2, P3, P4, P5, P6, P7</p> <ul style="list-style-type: none"> • Verification of basic information estate/Metric templates • Confirmation of time bound plan & review of partial certification • Inspection of protected sites with HCV attributes, forested area, plantation boundary, adjacent and neighbouring land use, riparian zone • Occupational safety & health aspects , chemical management • Interview with workers, contractors etc. • Environmental management, waste & chemical management • Social aspects -SIA, management plan & implementation, workers' quarters, • Stakeholder consultation with affected communities surrounding the estate • Interview with gender committee, safety committee, worker representative/Union, contractors, supplier, etc. • Land titles user rights • Good Agricultural Practice such as harvesting, weeding, spraying, EFB mulching, POME application, IPM, Peat Management, Buffer Zones, BMP for Buffer Zones. • GHG Calculation • New planting 	/	/	/	/	/
1.00 – 2.00 pm	<ul style="list-style-type: none"> • Lunch Break 	/	/	/	/	/
2.00pm – 5.00pm	<ul style="list-style-type: none"> • Continue assessment at respective sites 	/	/	/	/	/

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Date / Time	Coverage of assessment / Activity / Site	MZK	DA	KN	MNAJ	IA
Day 4 – 3/11/23 8.30am – 12.30pm	Site observation to Tennamaram Estate P1, P2, P3, P4, P5, P6, P7 <ul style="list-style-type: none"> • Verification of basic information estate/Metric templates • Confirmation of time bound plan & review of partial certification • Inspection of protected sites with HCV attributes, forested area, plantation boundary, adjacent and neighbouring land use, riparian zone • Occupational safety & health aspects , chemical management • Interview with workers, contractors etc. • Environmental management, waste & chemical management • Social aspects -SIA, management plan & implementation, workers’ quarters, • Stakeholder consultation with affected communities surrounding the estate • Interview with gender committee, safety committee, worker representative/Union, contractors, supplier, etc. • Land titles user rights • Good Agricultural Practice such as harvesting, weeding, spraying, EFB mulching, POME application, IPM, Peat Management, Buffer Zones, BMP for Buffer Zones. • GHG Calculation • New planting 	/	/	/	/	/
12.30 – 2.00 pm	Lunch Break (Friday Prayer)	/	/	/	/	/
2.00pm –3.00pm	Continue assessment at respective site	/	/	/	/	/
3.00pm –4.00pm	• Audit Team Discussion	/	/	/	/	/
4.00pm – 5.00pm	Closing meeting	/	/	/	/	/

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/ . For social programmes on education, environment, community and health, etc, Yayasan Sime Darby as the Foundation has expanded its wings from offering scholarships to outstanding and deserving individuals to funding impactful conservation, outreach and development programmes. The SDPSB website address http://www.yayasansimedarby.com/ . Figures of gender distribution within all workers categorised by management, administrative staff and workers (both permanent casual workers, piece rate workers) were made available at estate and mill office with record titled 'SEMUA – EMPLOYEE MASTER LISTING'.
	1.1.2 Information is provided in appropriate languages and accessible to relevant stakeholders.	YES	Tennamaram CU has conducted meetings with the stakeholder to share any new information on RSPO certification, environmental, social, safety and legal requirement applied to all operating units. All the stakeholders have raised some issue and discussed with the management during the stakeholder's consultation. The consultation was carried out to external and internal stakeholders i.e. government agencies, school, villagers and private sectors (contractors/suppliers and neighboring estates). Tennamaram CU 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 were provided in appropriate language. The SDPB website address is http://www.simedarbyplantation.com/ .
	1.1.3 (C) Records of requests for information and responses are maintained.	YES	The SOU 6 Tennamaram CU continued to maintain the records of requests for information and responses are maintained which included the government agencies/regulatory bodies, local communities, etc.
	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 Tennamaram has established a procedure in order to comply with the requirement and it describe the procedures and mechanism to be taken should any stakeholders (either external or internal) wish to communicate with the company on any issues concerning their interest.

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Clause	Indicators	Comply Yes/No	Findings
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	YES	The list of stakeholders for the Mill and Estates in SOU Tennamaram was maintained by the respective sites. The stakeholders comprise of contractors, vendors/suppliers, neighbouring estates/smallholders, government agencies, clinics, hospitals, workers representative and gender committee. etc. The stakeholder lists for all the units in SOU Tennamaram were all available and sighted during the surveillance audit.
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 Tennamaram certification unit is subjected to Sime Darby Plantation Code of Business Conduct (COBC) and it was latest updated on February 2023.
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	YES	Among the system in place to monitor compliance with of the COBC include internal audits conducted by the Group Integrity Governance Assurance Department, tender awards to be decided by tender committee to ensure independence and transparency; and vendor COBC developed to outline the standards of behavior required by Sime Darby Berhad's vendors which includes expectation to uphold human rights. The Vendor COBC applies to all its suppliers, consultants, agents, contractors /service providers who have direct dealings with the Group. All vendors are required to declare their compliance through the Sime Darby Berhad Vendor Integrity Pledge which includes a declaration to eradicate all forms of exploitation, including but not limited to modern day slavery and human trafficking.

Principle 2: Operate legally and respect rights

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

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	YES	The CU maintains its compliance with relevant legal requirements.
	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.	YES	The CU continued to implement and maintain the established documented system for identifying, accessing, tracking and monitoring compliance with the legal requirements that were applicable to them. Each estate and mill had its own Legal and Other Requirements Register (LORR) and were evaluated individually annually for compliance. The legal registers were updated by the person in-charge and approved by the respective managers. The Group Sustainability Department (GSD) is responsible for tracking changes and the information was disseminated to all its plantations and Mill department.
	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting	YES	Numbers of Boundary Stones that had been identified and marked clearly with painted red posts in Tennamaram Estate, Sungai Buloh Estate and Bukit Talang Estate. The boundary pegs/ trenching was visible along the boundary adjacent to another plantation area.

RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
	beyond these legal or authorised boundaries.		
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 stakeholder lists for all the units in SOU Tennamaram were all available and verified during the surveillance audit comprising of the following: relevant government agencies such as MPOB, Department of Immigration, Department of Environment, Labour Department), Indonesian consulate, Neighbouring schools, CLC school, Close by villages, neighbouring estates, NGOs, Vendors/suppliers and contractors, clinic, hospitals, FFB suppliers and consultants, Internal Stakeholder (Workers Representative, Gender representative).
	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	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/SOCSSO contribution, sick leave, holiday entitlement, maternity leave, notice of termination of contract & time of payment of wages, etc. in compliance with Employment Act, 1955.
	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.	YES	All contracts, contain clauses disallowing child, forced and trafficked labour as verified by audit team.
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	Tennamaram Palm Oil Mill is an Identity Preserved Mill and therefore only receives and processes FFB from its own internal sources namely Tennamaram Estate, Bukit Talang Estate, Sungei Buloh Estate and other SD group of estates. No FFB supplies are received from smallholders, and therefore this Indicator is not applicable.

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Clause	Indicators	Comply Yes/No	Findings
	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	Tennamaram Palm Oil Mill is an Identity Preserved Mill and therefore only receives and processes FFB from its own internal sources namely Tennamaram Estate, Bukit Talang Estate, Sungei Buloh Estate and other SD group of estates. No FFB supplies are received from smallholders, and therefore this Indicator is not applicable. These Estates have its own MPOB licenses and information of geo-locations of FFB origins. Therefore, Tennamaram Palm Oil Mill does not process any FFB from any collection centers, agents or intermediaries.

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 6 Tennamaram continued to have documented management projection plans up to 2027. Some of the parameters of Palm Oil Mill covered were: Management Cost, Mill Operation Cost like Reception, Fruit handling, Sterilization, Power Generation, Water Treatment, Administration, Capex. SOU 6 Tennamaram maintained to have minimum 5 years' business plans for the 3 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 6 Tennamaram had established and maintained a replanting programme which was reviewed annually. Long range replanting was sighted until 2028.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	YES	SOU 6 Tennamaram continued to conduct Management reviews after their Annual RSPO/MSPO Internal audits. The Internal Audits were conducted by Sustainability Compliance Unit, Group Sustainability Department. The audit reports are made available to the management for their review. Management Review meetings were conducted by the respective Managers. Among the agenda discussed during the management review are: <ul style="list-style-type: none"> • Internal audit findings • Stakeholders feedback, • complaint and grievance • Status of preventive and corrective actions • Changes that could affect the management system • Recommendation for improvement

RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings
3.2 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.	YES	Action plan for continuous improvement based on main social impact can be seen from efforts carried out by Sime Darby Plantation to enhance workers' rights and welfare. Among them include the roll out of new communication plan at the Tennamram CU which commenced with distribution of video on grievance channel, <i>Suara Kami</i> poster with contact numbers and OPP QR code for channelling grievances of housing defect located at workers' housing, <i>Suara Kami</i> card distribution to all workers, commencement of Social Dialogues involving management and workers' representatives on workers' welfare, etc.
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	YES	Verification on the input inside RSPO metrics template including all the operating units under SOU 6 - Tennamaram certification unit were found accurate and reliable.
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 6 Tennamaram 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. The ARM included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security.
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	NO	SOU 6 Tennamaram had established mechanisms to ensure consistent implementation of procedures. However, the mechanism to check consistent implementation of Managing Occupational Safety and Health (Noise Exposure) Regulation 2019 Compliance, was not effectively implemented at all three estates during the conduct of audit. As a result, Minor NCR DA 01 2023 was raised.
	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 an overall overview by the Managers. The monitoring is done via supervision and records maintenance.
3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or	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 Tennamaram 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.

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Clause	Indicators	Comply Yes/No	Findings
<p>operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>	<p>3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p>	<p>YES</p>	<p>The Tennamaram Palm Oil Mill started a Social Impact Assessment in March 2013, with an area covering 10.59 hectares and a Palm Oil Mill Effluent (POME) area of 2.24 hectares. The Mill was established in 1930 and had a capacity of 60 metric tons per hour since 2008. The crops from Tennamaram Estate, Sungei Buloh Estate, and Bukit Talang Estate are sent to this mill. Whereas the Social Impact Assessment (SIA) Report for Tennamaram CU (SOU 6 Tennamaram) was carried out in June 2014, covering the Tennamaram Estate, Bukit Talang Estate, and Sg. Buloh Estate. The SIA was done by the Social & Environmental Project Unit, PSQM Department. The internal and external stakeholders were consulted during the assessment. The assessments used the methodology of interviewing workers based on workstation, harvesters, sprayers, worker representatives/NUPW, gender committee, contractor, supplier, local community, neighbouring estate/smallholders, government agencies and school. The SIA Report also included the baseline for socio-economic data of all estates and mills and the social profile, as well as their stakeholders. The report also contained the estates and mill's background information, labour policies, grievance procedures (internal and external), sexual harassment policies, facilities and amenities offered by the estates, and the social impact assessment procedures and results. The secondary data collection – document review/file checking has also been done. The report includes both positive and negative impacts and its recommendations.</p> <p>During a visit to Sungei Buloh Estate, it was observed that the total workforce consisted of 194 individuals. The SIA has an addendum regarding replanting activities in various divisions. The replanting is scheduled for the Main Division and Kuala Selangor Division in January 2023, for Selangor River Division and Kuala Selangor Division in May 2021, and for Main Division and Kuala Selangor Division in June 2023. The consultation process involved various stakeholders. Recent replanting activities in the Selangor River Division involved 2 fields covering a total area of 113.5 hectares.</p> <p>During a visit to Bukit Talang Estate, it was noted that the SIA had an addendum in October 2022, regarding replanting activities in Raja Musa Division and Kampung Baru Division. The consultation process included discussions with workers using the "<i>Borang Maklum Balas Impak Aktiviti Tanaman Semula dan Latihan Pengurusan Tapak Semaian</i>" form. The replanting involved 5 fields covering 269 hectares, commenced in January 2022. Stakeholder engagement involved the local community of Kg Batu 8 Jalan Raja Musa, comprising 8 individuals.</p> <p>During a visit to Tennamaram Estate, it was observed that there was an addendum regarding replanting activities at Field 2023A, covering an area of 51.69 hectares, dated May 2023. The consultation process involved discussions with a sample of workers and external stakeholders.</p> <p>The CU has also established its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) which covers from upstream activities such as FFB reception until downstream processes was sighted during assessment. Identification and evaluation of environmental impact was done for all activities and processes related to the mill operation. Among the significant environmental aspects are the boiler stack emission, which is associated with air emission, palm oil mill effluent (POME) discharge (water pollution) and land contamination which related to the management of scheduled wastes and general waste. For estate operations, all activities from harvesting, pest and disease, upkeep program until delivery to mill have been identified.</p>

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Clause	Indicators	Comply Yes/No	Findings
	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	YES	<p>The social management action plans are being reviewed and updated on an annual basis at SOU 6 Tennamaram. This takes into account inputs from internal & external stakeholder meetings such as Social Dialog, NUPW meetings, OSH Committee meetings, as well as Women & Children Committee meetings. The SIA review process included stakeholders' consultation with regard to social issues. The social management action plan was updated accordingly in 2023. The consultation was carried out with external and internal stakeholders i.e. government agencies, schools, villagers, suppliers and private sectors (contractors and neighboring estates). Evidence of the above stakeholder consultation conducted is available and the stakeholder feedback was recorded in the SIA action plan.</p> <p>Environmental Aspect and Impact Assessment (EAI), Management Action Plans and Pollution Preventive Plan which covers from upstream activities such as FFB reception until downstream processes were sighted during assessment. Identification and evaluation of environmental aspect impact was done for all activities and processes related to the mill operation. Among the most significant environmental receptors are the boiler stack emission, which is associated with air emission, palm oil mill effluent (POME) used for composting plants. CEMS been monitored and sighted report generated sample for January to September 2023 were following regulation. Minor lapses in opacity were detected and rectified by mill personnel.</p>
3.5 A system for managing human resources is in place.	3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.	YES	<p>The recruitment process was clearly stated in the procedure where the recruitment was based on age, medical fitness, and others. There is no discrimination based on religion, gender, or nationality during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessities and others. Meanwhile, the promotion process is available for the local & foreign workers in the amended procedures under "Title: Career Progression for Workers Level".</p>
	3.5.2 Employment procedures are implemented, and records are maintained.	YES	<p>It was evident that the above-mentioned procedures are implemented, and relevant records are maintained and reviewed during the conduct of audit.</p>
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	<p>The Health, Safety & Environment (HSE) Policy Statement by Upstream Malaysia has been revised. It is available in Bahasa Malaysia and English language. The policy has been communicated to all employees through briefings and hardcopy of policies were seen displayed at the estates and POM notice boards. Based on interviews conducted with sampled mill workers, harvesters, spraying and manuring operator, observed they are aware and understood regarding occupational health and safety matters.</p> <p>The hazard identification, risk assessment and risk control (HIRARC) procedure were established. Tennamaram CU have conducted the risk assessment on all its operations as well as determining their control measures. DOSH HIRARC Guideline 2008 was used by the SDPB with consultation input from respective OU Assistant Manager (Estate and Mill) to guide them in developing the Register. Besides HIRARC and CHRA associated mitigation plans such as use of PTW, valid Certificated Equipment and Machineries, employment of Competent Person and for those entering confined space health clearance</p>

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Clause	Indicators	Comply Yes/No	Findings
			<p>certificate from DOSH-Registered OHD were undertaken by the Operating Unit assessed.</p>
	<p>3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people are monitored.</p>	<p>YES</p>	<p>Occupational health and safety (OHS) management plan for Tennamaram CU has been established. The OHS management plan sighted addressed issues related to hazards and risks, legal register and its requirements for compliance, OSH awareness and training program, accident and emergency procedures, audiometric test, use of PPE, OSH Committee meetings, etc. Generally, the OSH plans 2023 were acceptable. Besides that, the effectiveness of the H&S plan to address health and safety risks to people are monitored by estate management. Furthermore, Regional Safety and Quality Management (RSQM) have carried out the internal audit with yearly frequency regarding safety and health requirement and regulation based on the implementation. Other than that, the workplace inspection was done on a monthly basis to ensure all H&S plan was done effectively. Reports produced from each visit by the assigned party were verified available and comments for correction or corrective action and improvement were noted actioned accordingly by the OU.</p>
<p>3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>	<p>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.</p>	<p>YES</p>	<p>Formal training programmes for 2023 that covered aspects of the RSPO Principles and Criteria, with regular assessments of training needs were available for all the audited sites. The training plan for each operating units were established covered staff, workers, and pregnant women. A training need identification matrix has been established with target dates for the training identified.</p>
	<p>3.7.2 Records of training are maintained, where appropriate on an individual basis.</p>	<p>YES</p>	<p>SOU 6 Tennamaram had trained their staff, workers and records of training were kept in the RSPO training file. The records included information on the title of the training course, name and signature of the attendees, name of the trainer, time and venue.</p>

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Clause	Indicators	Comply Yes/No	Findings
	3.7.3 Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.	YES	Appropriate training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) has been conducted in Aug 2023, and Sept 2023 by Regional Sustainability Quality Management (RSQM) attended by PIC, Clerk, Assistant Engineer, Staff, Weighbridge Operator and Attendance list & photograph was seen. Training for contractor transporter has been carried out in Sept 2023.

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	Tennamaram Palm Oil Mill (TPOM) sourced for their FFB only from estates under the same SOU 6 which involve Tennamaram estate, Sungai Buloh estate and Bukit Talang estate. They also receive diverted certified crop from SOU 7 – Bukit Cheraka and Bukit Kerayong estates. 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 TPOM used Identity Preserved Model
3.8.3	The estimated tonnage of CPO and	YES	As provided in the report above – Table 3 (actual) & 4 (projection)

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>		
3.8.4	<p>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).</p>		<p>The mill observed to have met registration and reporting requirements for supply chain through the RSPO Palm Trace. Their Palm Trace details are as followed;</p> <p>Commodity : Palm Oil RSPO Membership Number :1-0008-04-000-00 Type of Business :Oil mill License Status : Active Supply Chain Model: Identity Preserved</p>

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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 described the following:</p> <p>Clause 3.0 ~ Scope</p> <p>Clause 4.0 ~ The responsibility of for the implementation of RSPO SCC i.e. head of operating unit</p> <p>Clause 5.0 ~ Control of document & records such as weighbridge tickets, consignment note, training record & contracts. Record retention for 10 years. Define the critical control point (CCP): estate – weighbridge, mill – weighbridge, admin office, ramp, CPO despatch area, CPO storage tank. Kernel silos.</p> <p>Clause 6.0 ~ Delivery of FFB from the estate – relevant record involved, flowchart for crop diversion, list of mill and their supply chain model i.e. IP or MB</p> <p>Clause 7.0 ~ Receiving FFB at the mill – list of supply base, rules for determining diverted FFB destination, relevant record</p> <p>Clause 8.0 ~ ISCC Compliant waste / residues materials</p> <p>Clause 9.0 ~ Process monitoring – for IP model mill need to ensure no mixing of RSPO certified and non-certified and MB model</p> <p>Clause 10.0 ~ product despatch – [Clause 9.1] all delivery of CPO and PK shall be in accordance with the contract allocated by Global Trading & Marketing (GTM) department</p> <p>Clause 11.0 ~ Non-conforming material / product – requirement to downgrade the RSPO Product</p> <p>Clause 12.0 ~ Product claim – shall follow RSPO rules on market communication & claim</p> <p>Clause 13.0 ~ Outsourced contractor - the mill has established list of outsourced contractor.</p> <p>Clause 14.0 ~ Training – the mill shall provide training for relevant personnel carrying the task at tech critical control point (CCP).</p> <p>Clause 15.0 ~ Reclassification of mill's supply chain model - Reclassification of mill's supply chain model may be determined by GTM/ PSQM. CB shall be notified. All communicated shall be recorded.</p> <p>Clause 16.0 ~ Production volume</p> <p>Clause 17.0 ~ Conversion Factors</p> <p>Clause 18.0 ~ Internal Audit</p> <p>Clause 19.0 ~ Complaints</p> <p>Clause 20.0 ~ Management Review</p> <p>The procedure was kept in file RSPO Supply Chain 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 accordingly.</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>As describe under para 18.0 SOP for Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia, TPOM refer to this procedure which is follow the RSPO Supply Chain Certification Standard Revision 2020 requirements. An audit report has also been established. The audit was conducted against the RSPO Supply Chain Certification Standard Revision 2020 requirements. Also established internal audit procedure, Document ID: SDD/GSD/SCU/IAD.</p> <p>RSPO internal audit was conducted in Sept 2023 bythe internal auditor and reported in the Compliance Online Tracking Systems (SCOTS). The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. There was 1 NCR raised by lead auditor. Audit Attendance sheet, audit plan, audit notes, was sighted by auditor. The NCR was closed.</p> <p>Management review meeting has been conducted in Oct 2023 (combine RSPO, RSPO SCCS and MSPO)</p> <ul style="list-style-type: none"> • Opening remark • Matters arising from previous meeting. • Changes in regulation, standards, policies & procedure in relation to sustainability management system • Review on operation performance & product conformity • Review on management plans • Results from system audits & assessments • Other assessments • Stakeholder feedback & complaints • Resources for system implementation • Continual improvement plan • Conclusion / meeting outputs

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.7	<p>The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>The site shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.</p>	YES	<p>Tennamaram POM had continued to receive certified FFB from own SOU Estate Which is Sg Buloh Estate, Tennamaram Estate, and Bukit Talang Estate and another certified SOU Estate Bukit Cheraka Estate and Bukit Kerayong Estates. The validity of the certificate from the supplier has been checked accordingly. Sighted sample FFB consignment note for Estates for the month of October 2022 – December 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 TPOM weighing system called 'Sime Weigh' and random sample of weighbridge ticket.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single-documents or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documentation and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of buyer; b) The name and address of the seller c) The leading or shipment/delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (IP or MB or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation i) A unique identification number 	YES	<p>The procedure in handling of sales and delivery was sighted and found adequate. Sales activities usually handled by Sime Darby Plantations Berhad and Global Trade Marketing Department (HQ) on behalf of Tennamaram POM. Documented procedures related to sales and goods out were sighted and found adequate. Based on verification during the audit, TPOM has deliver certified materials to end buyer such as Sime Darby Oil Carey (SDOC), Sime Darby Plantation Agri-Bio Sdn Bhd, etc.</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>No outsource for mill operation except for CPO & PK transporter. The agreement document was available and communication on the RSPO supply chain requirement was communicated to them. There is a clause regarding Supply chain in the 'annexure 5' of agreement. Record of training dated Sept 2023 for transporter contractor was sighted by the auditor. Inspection was carried out as additional effort to ensure no contamination sighted book at AP Post and addendum contract document between TPOM and the transporters. stated in that (point (iv) – provide access to the RSPO auditors to contractor's operation site(s) and employees whenever deemed necessary. The contractor agrees that certification bodies (CBs) have access to the outsourcing contractor or operation if an audit is deemed necessary. Contractor also sign the vendor COBD which contain disallowed child Labour, forced Labour, trafficking Labour, equal opportunity, etc</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	A list of contact people for both transporters was made available and up-to-date in the stakeholder list. And was updated in Aug 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	There was 1 new appointed contractor for tanker to accommodate CPO delivery:
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	YES	Not applicable CU used IP model

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	<p>accounting system according to conversion ratios stated by RSPO.</p> <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</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	YES	<p>TPOM process all the received certified crops & 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</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	YES	<p>The marketing department is responsible for the purchase and sell of raw material and finished product respectively. Relevant information will be provided to TPOM for reference on site.</p> <p>The dispatch of the RSPO certified CPO/ PK to buyer by TPOM was made based on agreement, as per noted in sales contract.</p> <p>The receiving pit, pipelines and tanks in TPOM 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 TPOM. 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, TPOM 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 were issued by the POM.</p>

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Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform</p>	YES	Shipping Announcement reviewed during 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
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	TPOM has not use RSPO corporate logo as well as trademark logo.

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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	Sime Darby Plantations Berhad's Human Rights Charter provides for protection of Human Rights Defenders, whistle blowers, complainants and community spokespersons. The Group has established a specific Policy on Human Right Defenders, Whistleblowers and Complainants and the Policy. This policy was communicated to all levels of the workforce and operations.
	4.1.2 The unit of certification does not instigate violence or use any form of harassment in their operations.	YES	It has been verified that the land is now legitimately owned by SOU Tennamaram since July 1924. The audit team had confirmed that there were no land issues related to previous owners.
4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	4.2.1 (C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.	YES	The system used by the SOU 6 Tennamaram in resolving disputes and grievances exists in the procedure called "Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan", and "Procedures for handling Social Issues". The Mill and Estates within SOU 6 each have its own Internal Complaint Book and External Communication Book. Anonymity of complainants and whistleblowers are ensured under the Sime Darby Code of Business Conduct which provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ. As at surveillance audit, SDPB have several initiatives to the complaints and grievances and ensuring anonymity of complainants such as SuaraKami. Whistleblowing and 'OPP" (for house repair complaints). Suara Kami organized by SDPB itself in 2018 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 .
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	YES	The system was fully understood by the affected parties.
	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed	YES	The Tennamaram CU keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to external stakeholders' minutes meeting was conducted in each of every estate. Government agencies, school, villagers

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Clause	Indicators	Comply Yes/No	Findings
	timeframe and the outcome is available and communicated to relevant stakeholders.		and private sectors (contractors and neighboring estates) were invited and attended the external stakeholders' meetings. Sighted also was Internal Stakeholder meeting conducted in social dialogue, which is carried out twice in a month to cater the internal issues within the workers. While for FFB suppliers, local communities, and contracted services had been briefed on prohibiting intimidation and harassment by the unit of certification during stakeholders meeting.
	4.2.4 The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.	YES	The 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.
4.3 The unit of certification contributes to local sustainable development as agreed by local communities.	4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.	YES	Contributions to community development that are based on the results of consultation with local communities during stakeholders meeting are demonstrated.
4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.	4.4.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and/or the actual legal or customary use of the land are available.	YES	Evidence of legal ownership of the land including history of land tenure was verified during this audit. For Tennamaram, Sungei Buloh and Bukit Talang 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 bought the land from Selangor State government since July 1924. Each estate had legal use of the land through an Ownership signed by the Lands and Surveys of Kuala Selangor following the payment of premium and Land fee. All land in both estates is in <i>Mukim</i> Kuala Selangor, Ijok, Ulu Tinggi, Batang Berjuntai (Bestari Jaya), Pasangan, Rawang and Api-Api and were freeholds. All land except <ul style="list-style-type: none"> • 664.12 Ha (of Elmina Division of previous Elmina Estate) is in the process of being transferred from Sanguine (Malaysia) Sdn Bhd to Sime Darby. • 495.23 Ha (of Bukit Lagong Division of previous Elmina Estate) has been released to the Sime Darby properties. There was no NCR land in both Estates and Land use was as per the titles.
	4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. 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
	process are available and include:		
	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 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. 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 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. The audit team had confirmed that there were no land issues related to previous owners. From the interviews, it can be concluded that there was no operations on villagers land at SOU Tennamaram.
	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	
	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	Based on Social Impact Assessment (SIA) Report for SOU 6 Tennamaram and land title, there was no new plantings are established on local peoples' land. As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. The audit team had confirmed that there were no land issues related to previous owners and no operations on villagers land at SOU Tennamaram.
	4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	YES	As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. 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.

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Clause	Indicators	Comply Yes/No	Findings
	<p>4.5.3 Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	YES	<p>As reported in 4.4.1 of this checklist, it has been verified that the land is legitimately owned by SOU Tennamaram since 1924. The audit team had confirmed that there were no land issues related to previous owners.</p>
	<p>4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>	YES	
	<p>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.</p>	YES	
	<p>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</p>	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	There were no new lands acquired for plantation and mills after 15/11/2018. The current operation area including mill and estates as per stated in the land title.
4.6 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with thru a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	4.6.1 (C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.	YES	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.	YES	In accordance with the 'Tatacara Perundingan Dalam Menangani Rungutan Dan Aduan', the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with staff and workers at mill and visited estates.
	4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.	YES	There were no scheme small holdings at Tennamaram SOU. The Fresh Fruit Bunches are supplied from SDPB owned estates which are certified to RSPO.
	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 affected parties that need any negotiated agreements, compensation and payments. The audit team has also interviewed with villager representatives confirmed that there was no significant impact affected on surrounding villagers from daily operations at SOU Tennamaram.

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Clause	Indicators	Comply Yes/No	Findings
4.7 For new planting, where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.	4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.	YES	The procedure for identifying legal, customary or user rights, and compensation process is incorporated in the Sustainable Plantation Management System document entitled "Procedures for Handling Boundaries Disputes". In accordance with the Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair compensation falls within the purview of the Land Management Department of at the Sime Darby Head Office. The procedure stipulates the involvement of the respective estate management, Land Office, NGOs and the affected parties in the negotiation procedures.
	4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.	YES	There was no issue regarding compensation (monetary or otherwise) with villagers, local community and neighbouring estate. The audit team has also interviewed villager representatives and no issue were found.
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	YES	It has been verified that the land is legitimately owned by SOU Tennamaram since 1924. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighbouring estate.
4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.	4.8.1 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.	YES	.
	4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (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	YES	Land conflict is not present in the area of the unit of certification.

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Clause	Indicators	Comply Yes/No	Findings
	addresses any unresolved conflict 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. (Indicators 4.4.2, 4.4.3 and 4.4.4).	YES	There was no evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations.
	4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighboring communities where applicable).	YES	There was no conflict or dispute over the land.

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 (Tennamaram Estate, Bukit Talang Estate & Sungei Buloh Estate) which are certified by RSPO. There was no third-party FFBS 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	Fresh Fruit Bunches were supplied from SDPB owned estates (Tennamaram, Bukit Talang & Sungei Buloh Estate) which are certified by RSPO. There was no third-party FFBS sent to the mill. Thus, no contract involved with smallholder.
	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	YES	Fresh Fruit Bunches were supplied from SDPB owned estates (Tennamaram, Bukit Talang & Sungei Buloh Estate) which are certified by RSPO. There was no third-party FFBS sent to the mill. Thus, no contract involved with smallholder.

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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 (Tennamaram, Bukit Talang & Sungei Buloh Estate) which are certified by RSPO. There was no third-party FFBs 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	Interviews conducted with contractors and suppliers confirmed their understanding of their rights and obligations under the contract. Both contractors confirmed the fairness of the terms of their contract, and payments are usually received within 7 to 10 days of invoice issuance.
	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 month of September 2023.
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	YES	Weighing Equipment in Tennamaram POM has been calibrated in yearly basis using Metrology Corporation Malaysia Sdn Bhd.
	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	YES	Sime Darby SOU Tennamaram supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted the latest Engagement meeting namely Stakeholder smallholder on RSPO/MSPO on during external stakeholders meeting however, currently the Growers and villagers were not in favor of the RSPO implementation due to high cost. Their only focus for MSPO first.
	5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.	YES	There is a document namely "Flowchart and Procedures on Handling Land Disputes", Flowchart and Procedure on Handling Social Issues <ul style="list-style-type: none"> a) Additionally, there is also the "Whistle Blowing Channel" and Human Rights charter which was revised on 2020). b) The Dispute and Resolution Procedure commences with the receipt of complaint from any party, its investigation, proposed solutions and acceptance

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Clause	Indicators	Comply Yes/No	Findings
			<p>of the solutions or otherwise. If the proposed solution was rejected, the dispute will be brought for third party arbitration.</p> <p>c) Grievance or dissatisfaction and request for services on the part of the smallholder can be conveyed through the “Borang Aduan (Complaints Form)”- and the “Borang Permohonan (Request Form)”</p> <p>Sime Darby Whistleblowing Policy ensures anonymity. The Policy contains the Whistle Blower Complaint Response where the complainant has the option of remaining anonymous by not revealing his/her identity.</p>
<p>5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>	<p>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.</p>	<p>YES</p>	<p>Sime Darby SOU Tennamaram supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted the latest Engagement meeting namely Stakeholder smallholder to assess their needs for support to improve their livelihoods and their interest in RSPO certification, hence, promote on RSPO certification. However, currently the Growers and villagers were not in favor of the RSPO implementation due to high cost. Their only focus for MSPO first.</p>
	<p>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).</p>	<p>YES</p>	<p>Latest Engagement meeting namely Stakeholder smallholder on RSPO/MSPO during external stakeholders meeting to assess their needs for support to improve their livelihoods and their interest in RSPO certification, hence, promote on RSPO certification. However, currently the Growers and villagers were not in favor of the RSPO implementation due to high cost. Their only focus for MSPO first.</p>
	<p>5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p>	<p>YES</p>	<p>Sime Darby SOU Tennamaram supports Independent Smallholders with certification, and promoting legality of FFB production. Sighted the latest Engagement meeting namely Stakeholder smallholder to assess their needs for support including women or other partners in their supply base, to improve their livelihoods and their interest in RSPO certification, hence, promote RSPO certification. However, currently the Growers and villagers were not in favor of the RSPO implementation due to high cost. Their only focus for MSPO first.</p>
	<p>5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p>	<p>YES</p>	<p>As above. No specific pesticide handling session carried out.</p>
	<p>5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support</p>	<p>YES</p>	<p>Currently Sime Darby SOU Tennamaram has created a system to trace their stakeholders around their estates. But so far smallholders and Growers in SOU Tennamaram Area don't want to get involved in RSPO certification because of financial restriction. But Sime</p>

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Clause	Indicators	Comply Yes/No	Findings
	programme.		Darby SOU Tennamaram do regularly review and publicly reports on the progress of the smallholder support program. The report is always made publicly available in their website.

Principle 6: Respect workers' rights and conditions

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

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	YES	SDPB has implemented the Group Sustainability & Quality Policy Statement. The policy shall be guided by the commitments spelt out in the Company's Human Rights Charter (HRC) which states promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for migrant workers.	YES	Apart from the indicator 6.1.1 policy which states that all employees shall be treated equally, there is also no evidence that there has been any form of discrimination against any employee or group of employees. As confirmed by the workers during interviews and field observation, payment of wages/salaries, provision of housing and access to benefits and amenities is fair based on observation, review of paychecks, contracts of employment, including charging of recruitment fees for migrant workers. Sighted also evidence that the Workers Agent agreement with Sime Darby Plantation for Indonesia agencies, the agreement has been listing detail regarding the fee charges to the workers which is Medical, Passport, Card, Transportation, Insurance, Visa, ISC, Flight Ticket and Shirts. Interviewed with India and Indonesia workers also they understand regarding these charges and they satisfied with them. Furthermore, SDP already established new SOP Migrant Worker responsible Recruitment Procedure as mechanism and guidelines to ensure no charging of recruitment fees.
	6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	YES	SDP has established the Career Progression for Workers Level (both local and foreign workers), Doc. No.: SDP/HRUM/2020/SOP01 where the promotion of workers is based on the work performance, suitability and leadership quality of the worker. For requirement, SDP has established the Hiring of Local Workers procedure and Workforce Management Unit Liaison & Recruitment procedure to explain the recruitment processes for both local workers. There is no promotion for the year 2022. There is no discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting. Sighted the

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Clause	Indicators	Comply Yes/No	Findings
			job description of sampled 63 workers mentions the same regardless of skin colour, religion, race or caste.
	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	YES	Based on interviews with female workers (Field workers, General workers, Harvesting mandore, Staff clerical) Estate Health Assistants and Medical Assistants, there was no evidence that pregnancy tests are being conducted as a discriminatory measure. Should a worker whose job comes into contact with chemicals, e.g., sprayers, or lab assistants become pregnant, she would immediately be reassigned to an alternative job employment that doesn't involve contact with chemicals.
	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	YES	The Group Sustainability Policy covers the commitment to facilitating the opportunity for the advancement of women at all levels in our organization and ensuring their protection. The policy was communicated through the Gender Committee meeting conducted quarterly. SDPB has introduced the new Terms of Reference (TOR) for Gender Representatives and Gender Committee, which supersedes the previous Gender Committees Gender Committee Handbook, First Edition 2014. In this new TOR, more definitive roles, and responsibilities as well as governance structure and programmes were added in. For example, at Tennamaram Estate, a kick-off briefing by the HQ team was given in June 2022 to further explain the new TOR implementation. Gender Committees were established by the mill and estates management and verified at each operating unit. Meetings or activities are to be conducted once every 3 months or whenever necessary according to the new TOR.
	6.1.6 There is evidence of equal pay for the same work scope.	YES	The equal opportunities policy is contained within the policy of Group Sustainability and Quality Policy Statement, which states that all employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work regardless of race, caste, nationality, gender, physique, sexual orientation, union membership, political view, religion and age. The Policy of Group Sustainability and Quality Policy Statement was displayed on notice boards in both Bahasa Malaysia and English. For mill and estate general workers they receive daily payment as per Minimum Wages Order Amendment 2022. Based on interview and documentation records, there is evidence that equal pay for the same scope of the job.
6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	6.2.1 (C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.	YES	The SOU 6 Tennamaram documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Labour laws, unions 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 management during induction. The employment agreement, containing appropriate language, has been provided in Bahasa Melayu, Hindi, Bengali, Tamil, Indonesian, and Javanese, ensuring understanding by all 63 workers or their representatives. This documentation has been made available to a diverse group of workers, including locals, foreigners, contractors, and both male and female individuals. Through interviews, confirmation was obtained from the workers that the aforementioned documents were made available to them, and they have a clear understanding of the content.
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular	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 english and the language commonly used in the worker's country of origin i.e., Bahasa Melayu, Hindi, Benggali, Tamil, Indonesia and Java.

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Clause	Indicators	Comply Yes/No	Findings
	working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.		Among others, the contracts defined the place of work, wages, working hours, medical, accommodation, reasons for dismissal/termination, SOSCO, recruitment free, holiday entitlement, rest day, sick leave, annual leave, maternity leave (for local worker only) workplace transportation, resignation, safety & health, others Labour regulation and compliance, complaint and others term and conditions. For all workers, there is evidence that the payment of statutory contributions such as EPF (for local worker only), SOCSO and Employment Insurance Scheme (for local worker only), are being made in accordance with the relevant legal provisions.
	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 Tennamaram CU has complied with legal requirements and Collective Agreement under MAPA/NUPW Agreement on The Wages of Harvesters, Harvesting Kanganies, Loaders and Other Loaders on Oil Palm Estates 2019 & MAPA/NUPW Field and Other General Employees and Fringe Benefit Agreement 2019. The agreement shall be deemed to have come into force with effect from 1st January 2019 and shall remain in force for a continuous period of three (3) years. However, there were no changes until this surveillance audit 4 (2023). On regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>The working hours as per MAPA/NUPW Agreement were, working hours at 48 hours per week. For overtime, it has been mutually agreed upon between the management and workers and met the legal requirements. Overtime will be offered when there is additional job and no discrimination is observed.</p>
	6.2.4 (C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to	YES	<p>Lineside inspection was conducted weekly by the PIOA and EWR team in Tennamaram CU and using the Housing Complex/ Nest/ Community Hall Weekly Inspection Checklists. Any issues found during the inspection were noted in the checklist and action will be taken accordingly. Besides that, there was a quarterly Housing Unit Inspection carried out by the Employees Welfare Committee. Sampling records of inspections were verified during the audit. All the housing and facilities issues were repaired and handled accordingly.</p> <p>During the auditor visit to lineside at all estates and POM found the cleanliness and up-keeping of the housing compound and workers' house are found satisfactory. All broken facilities (e.g., lamp, door, sink, plug socket and others) were repaired and changed promptly. For workers with family, each will be given a house while for single workers, it will be given shared house of 2 or 3 people per house. For all workers will be given a starter kit which includes basis amenities (e.g. mattress, cooking utilizes) and FOC for repairing house. Other amenities such as community hall, place of worship sport facilities are provided. Government schools are available within or near the estate complex while crèche (NEST) is made available in the estate. Seen the Budget for housing repairs, sanitation, garden upkeep and CAPEX & OPEX from all operating units.</p>

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Clause	Indicators	Comply Yes/No	Findings
	upgrade the infrastructure.		
	6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	YES	All workers receive 10kg of rice every two months in accordance with the company's policy. Interviews with the workers have verified that they have convenient access to ample, satisfactory, and affordable food options, including shopping at the supermarket in Kuala Selangor and the estate sundry shop. However, the current rice shortage in Malaysia is impacting them as well. Furthermore, a food courier in a van has been selling food within the estate in Bukit Talang Estate. This initiative has been implemented by the management to assist workers, especially considering the closure of the nearest sundry shop. This effort ensures that the workers have access to essential food items.
	<p>6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: A written policy with specific implementation plan, committing to payment of a "decent living wage" is in place. The implementation plan with specific targets, and a phased implementation process will be in place, including the following:</p> <ul style="list-style-type: none"> • An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers. • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this 	YES	SOU Tennamaram has followed the MAPA/NUPW Agreement 2019 which is payment of the wages following the Minimum Wages Order Amendment 2022. As the current situation in Malaysia, all workers in SOU Tennamaram have been paid by following the Minimum Wages Order Amendment 2022. Prevailing wages per month calculations are based on SOU basis. The total received per month for Local Workers is RM 1,967.95 and for Migrant Workers RM 2,020.49.

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Clause	Indicators	Comply Yes/No	Findings
	<p>should be used as the foundation for the gradual implementation of the living wage payment.</p> <ul style="list-style-type: none"> 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	Employment contracts detailing payments and conditions of employment available to the permanent workers employed as per samples sighted in indicator 6.2.1 above. No casual, temporary and day labour employed within all operating units within SOU 6 Tennamaram.
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.	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.	YES	Recognition of freedom of association is available in SDP’s Human Rights Charter 2020. Paragraph 3.2.4 states the commitment to respect freedom of association, respecting the rights of employees to form and join unions and bargain collectively. The company respects the rights of all personnel to form and join trade unions of their choice to bargain collectively and the workers have the freedom to join the NUPW/MAPA union. Interview with workers there is no restriction from the company to allow workers to join trade unions. The workers have the freedom to join union.
	6.3.2 Minutes of meetings between the unit of certification	YES	The National Union Plantation Workers (NUPW) is the union that represents workers of Tennamaram SOU 6 CU. Union membership is open to both local and foreign workers and the workers’ representative elected

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Clause	Indicators	Comply Yes/No	Findings
<p>Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>	<p>with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p>		<p>by the NUPW/MAPA itself which is independent party. At Tennamaram CU, the recent NUPW members and employer meeting was conducted. It was confirmed during auditor consultation with 2 NUPW representatives during the audit. A review of the minutes of the meeting was found attended by management representatives, NUPW representative and workers representative. The Social Dialog was introduced and implemented at Tennamaram CU to comprise POM/estate management and worker representatives who have been elected by the workers themselves as a communication channel between management and workers. The interval meeting was carried out every month to gather information such as feedback from the workers in terms of Social, Safety, Environmental, Welfare issues, etc. All the feedback was highlighted in the minutes meeting and Social Dialog Online Tracker (SDOT) for tracking system and action plan.</p>
	<p>6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p>	<p>YES</p>	<p>Interviews with workers union representatives and workers representative from Social Dialog confirmed that they were independently elected as the NUPW/Social Dialog by all members of NUPW/Social Dialog among mill and estates workers via an election without interference by the management.</p>
<p>6.4 Children are not employed or exploited.</p>	<p>6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p>	<p>YES</p>	<p>The Group Sustainability & Quality Policy Statement signed by Group Managing Director includes as below: We respect the rights of our employees, our workers in our operations and our communities through our commitments which include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Providing Equal Opportunities: We promote diversity and inclusion and will not condone discrimination. ▪ Respecting Freedom of Association: We respect the rights of employees to join and form organisations of their own choice and to bargain collectively. ▪ Ensuring Favorable Working Conditions: We ensure decent living and working conditions for all our employees. We strive to provide a fair wage and access to basic needs for all our employees and workers in our operations. ▪ 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
	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	SOU Tennamaram has not employed anyone below the age of 18 years. Auditor also verified through the contractors in the SOU Tennamaram and confirmed there was no contractor workers available in the estate and mill. This was verified by examining the master lists, personal file, contracts and payslip of each operating unit where details of the workers' IC numbers and dates of birth are available. Interviews with workers and staff, as well as observations made during field visits confirm that only those above 18 are employed.
	6.4.3 (C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.	YES	There were no young persons employed by the Tennamaram CU as observed at the workplace of POM.
	6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	YES	The management has communicated to the stakeholders regarding the Human Rights Charter and emphasized the risk of child labour to the stakeholders. No child is found at workplace observed at POM and in the CU.
6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation has developed Human Rights Charter where they create a working environment with zero tolerance for sexual harassment and abuse, and in which violence is never used to resolve issues or conflict. The sexual harassment procedure, HRC, ILO indicator was communicated through the morning muster briefing to all workers. The interview session was conducted with 16 female workers and 92 male workers, and it was found that the workers were aware on the policy/procedure communicated during muster briefing and placed publicly in the notice board at housing area and office. It is also being explained during the induction course for the newly arrived workers.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.	YES	Sime Darby Plantation has developed Human Rights Charter last revised 2020 where they have a responsibility to respect, support and uphold fundamental human rights as expressed, amongst others, in the Universal Declaration for Human Rights and the United Nations Guiding Principles on Business and Human Rights. They facilitate opportunities for advancement for their employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights. The policy to protect the reproductive rights of all, especially of women was communicated through the morning muster briefing to all workers at all estate and mill. The interview session was conducted with 16 female workers, and it was found that the workers were aware on the policy/procedure communicated

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			during muster briefing and placed publicly in the notice board at housing area and 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	As verified during on-site interview with new mothers and taken actions to address their needs as per sample for Sg. Buloh Estate. The new mothers need assessment was reviewed during the audit and confirmed by interviews with new mother. Visit to NEST at Sg Buloh Estate found only 4 children's that within 8-month-old, 2 years old, 5 years old and 6 years old.
	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 and Grievance Response Standard Operating Procedure. Additionally, SDP has also established Suara Kami According to the SOP for Suara Kami Helpline (1800-818-771), this is an alternative independent third-party worker grievance channel with multi-languages and multi-interfaces (toll-free number, SMS and Facebook) that assures worker confidentiality unless personal details are required, where in such situations, consent will be sought by the system receiver. Interviews with managers and a review of the records found the system is effectively implemented.
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	The Workers Agent agreement with Sime Darby Plantation for Indonesia agencies, the agreement has been listing detail regarding the fee charges to the workers which is Medical, Passport, Card, Transportation, Insurance, Visa, ISC, Flight Ticket and Shirts. Interviewed with India and Indonesia workers also they understand regarding these charges, and they satisfied with them. Furthermore, SDP already established new SOP Migrant Worker responsible Recruitment Procedure as mechanism and guidelines to ensure no charging of recruitment fees.

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Clause	Indicators	Comply Yes/No	Findings
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	YES	<p>SDP has implemented a Sime Darby's Human Rights Charter and can be accessed via www.simedarbyplantation.com where they committed as below:</p> <ul style="list-style-type: none"> a. Providing equal opportunity b. Respecting freedom of association c. Eradicating any form of exploitation d. Ensuring favourable working conditions e. Enhancing Safety and Health <p>Interviews with foreign workers (Bangladeshi, Indian, Indonesian, Nepal) found that they are provided with induction training prior to work. Besides, they were provided with decent living conditions and free from any discrimination. The workers informed that they were treated equally without any discrimination. No contract substitution has occurred through interviews with the workers.</p>
6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	YES	<p>Estate / Mill Managers were appointed as responsible person(s) for safety and health issues and chairman for OSH Committee. The Manager subsequently assigned duties of ESH coordinator to the Assistants or healthcare assistant for the downline implementation of ESH practices in the estate and mill. All identified Executives were officially given a letter for such an appointment. The OSH committee organization chart for 2020-2023 was available.</p> <p>Records of regular meetings between the responsible person and workers to discuss health and safety have been verified to the satisfactory. OSH Committee meetings confirmed that among the agenda discussed, included the following:</p> <ul style="list-style-type: none"> ▪ Passing of previous minutes and arising matters. ▪ Accident report (Monthly Data of the Safety Performance) ▪ Workplace inspection ▪ Safety report and programme ▪ Concerns of all parties about health, safety and welfare
	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	YES	<p>Procedures for accidents and emergencies have been established. There is formation of ERP Team & ERP for all the identified incidences. Besides that, the procedures have been summarized in a chart flow form and displayed for information of all employees in the estate. They include emergencies relating to earthquakes, fire, chemical spillage, flood, animal attack/poison, and accident at workplace.</p> <p>During site inspection at estate and mill, it was sighted Emergency Response Plan was available at Boiler Station, Sterilizer Station, Chemical Store, Workshop, Lubricant Store etc. During interviews with sampled workers, it was noted that all workers understand ERP. Fire drill training was conducted to POM to create emergency evacuation awareness from fire, earthquake, explosion, etc. to all workers. The POM and estates continuously provided training to the workers in emergency and first aid. The POM and each estate have their own first aider and be trained by competency HSE Upstream and pulse of MA Regional. Total first aider in each OU is 2 persons. The certificate of competency first aided is valid for 3 years. The certificate has yet to be issued.</p> <p>First Aid training was conducted annually. The content of the first box which is held by harvesting, manuring and spraying mandore was verified. Telephone numbers and names of the members of the Emergency Response Team (ERT) were communicated to all employees and displayed at notice boards.</p>

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Clause	Indicators	Comply Yes/No	Findings
	of all accidents are kept and periodically reviewed.		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 records were recorded using Lost Time Accident (LTA) metrics. A quarterly review on accident cases had been carried out during quarterly OSH committee meeting.
	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.	NO	All staff and workers such as the mill workers/operators, storekeepers, harvesters and sprayers/manurers were continuously trained in safe working practices including SSOP for PPE related to their job function. Appropriate PPE were given to workers based on HIRARC and SSOP recommendations suitable for the job position or hazardous operation undertaken. However, workers did not use personal protective equipment (PPE) at their place of work to cover all potentially hazardous operations, such as pesticide application, machine operation and harvesting operation. In addition, sanitation facilities for those applying pesticides were not effectively implemented. <i>As a result, Major NCR DA 02 2023 was raised.</i>
	6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with Malaysian law.	YES	Medical care and accident insurance is provided to all employees, both Local and Foreign workers under Employees' Social Security Act 1969 (Act 4). Sighted the last three months' payment (July 2023, August 2023, September 2023) made to SOCSO on Form 8A for foreign and local workers at the POM and estates was available for reviewed.
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	YES	Occupational injuries are recorded using Lost Time Accident (LTA) metrics via Rapid4 – HSE Reporting System. Sighted the Tennamaram CU has maintained and updated the LTA Summary on a monthly basis. Form JKPP 8 for 2022 was submitted to DOSH timely in Jan 2023 via MyKKP System. Accident statistics were being maintained in a satisfactory manner and periodically reviewed.

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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	SOU 6 Tennamaram had in place documented Integrated Pest Management (IPM) systems. The procedure referred was in the Agricultural Reference Manual (ARM) Section 15 - Plant Protection. The IPM program among others includes pest management of rats, bag-worms, 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>Antigonan leptopus</i> and <i>Turnera sublata</i> and for Rhinoceros beetles is by using pheromone trap. All estates carried out monthly detection and observation of leaf eating pests, rat damage and diseases like Ganoderma. These detection and observations were carried by 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.
	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, in SOU 6 Tennamaram 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 6 Tennamaram 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 3 Estates visited.
7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.	7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.	Yes	Justification of all pesticides used is demonstrated on SOU 6 Tennamaram. Selective products and application methods that are specific to the target pest, weed or disease are prioritized. Tennamaram CU continued to use agrochemicals based on its Agricultural Reference Manual (ARM). The procedures also covered the 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	Yes	All estates in SOU 6 Tennamaram 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

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Clause	Indicators	Comply Yes/No	Findings																																				
	treated, amount of active ingredients applied per ha and number of applications) are provided.		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 6 Tennamaram continued to minimize the usage of pesticides by implementing IPM plan. Blanket spraying was not practised by this SOU and soft grasses maintained in the field. It had also been the practice that pesticides are used only after a threshold level has been exceeded as per the Agricultural Reference Manual (ARM) Section 15 -Plant Protection. As part of the IPM plans, management of all estates had established nectariferous beneficial plants (<i>Cassia cobanensis</i> , <i>Antigonan leptopus</i> and <i>Turnera sublata</i>) nurseries for continuous planting in order to attract natural predators and thus to minimise the use of pesticides. During the visit it was observed a number of beneficial plants had been planted and all 3 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.																																				
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	Yes	<p>The estates in SOU 6 Tennamaram 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.</p> <ol style="list-style-type: none"> 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 SDP estates. 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. 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. No Class 1 chemicals were sighted in the chemicals stores of all 3 Estates. <p>The chemical used in the estates among others as listed below;</p> <table border="1"> <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>From records and interviews with workers, staff and estate assistants, it was found that they were trained, all precaution observed, 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>		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.</p> <p>The due diligence refers to:</p>	Yes	<p>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 III and Class IV chemicals. Hence, the need for a judgment of the threat and verification as to it being a major threat does not apply in SOU 6 Tennamaram.</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 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 6 Tennamaram.</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 other less hazardous alternative.	Yes	
	7.2.5d What is the process to limit the negative impacts of the application.	Yes	
	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Yes	
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed 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	Yes	<p>Records showed that pesticides were handled, used and applied by trained persons in SOU 6 Tennamaram and as per the SDS of the product.</p> <p>a) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were all trained and that they had understood the hazards involved and how the chemicals should be handled in a safe method</p> <p>b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit.</p> <p>c) The training included the safety aspects and usage of PPE when handling with pesticides. All workers involved in pesticide application were provided with appropriate PPE and replaced when worn-out. PPE issuance & replacement records were verified by the auditors.</p>

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Clause	Indicators	Comply Yes/No	Findings
	workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.		d) Training in relation to pesticides & chemical handling among others as shown under indicator 3.7.2.
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	Yes	The chemical stores in all estates in SOU 6 Tennamaram 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 used were maintained. All 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 stored accordingly, and fertilisers were well stacked. Relevant SDS 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	At Tennmaram Estate, all empty pesticide containers have been disposed through programme “empty chemical recycling programme” by SX SXXX TXXXX EXXXXX (approved by Jabatan Pertanian Bahagian Kawalan Racun Perosak and DOE).
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	Yes	Aerial application of agrochemicals is not practised in all SDP estates in the SOU 6 Tennamaram. This is confirmed through observation during the site visit and interviews with the employees at Tennamaram, Sungai Buloh and Bukit Talang Estates.
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	Yes	Specific annual medical surveillance for pesticide operators was documented and action to treat related health conditions was demonstrated. In addition, several workers need medical attention for non-occupational disease (non-working related such as Hypertension, Diabetes, Liver function test abnormal, Mild Anaemia, etc. The HA will monitor and treat related health conditions via medical checkup i.e. Sugar, high BP, Cholesterol, Uric Acid with BMI, Fat %, Hemoglobin (pregnant women) via weekly/monthly and refer VMO and Klinik Kesihatan.
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18,	Yes	All the estates in the SOU 6 Tennamaram 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</i>

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Clause	Indicators	Comply Yes/No	Findings
	pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.		<i>wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan</i>). Memo signed by the respective Managers on all 3 Estates were sighted. 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.	NO	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 Daerah Kuala Selangor 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 line site and office has been disposed through trash truck handled Majlis Daerah Kuala Selangor 3 times per week. Scheduled waste is completely labelled and stored with secondary containment and spill kits. Monitoring is done weekly in both domestic waste collection areas. However, the waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics was not effectively implemented. As a result, Minor NCR DA 03 2023 was raised.
	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	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. SXXX DXXX XXXXX (DOE approved contractor) is contracted to 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 Sg. Buloh Estate, Bukit Talang Estate and Tennamaram Estate. It was found that scheduled waste generated at the OU was not stored for more than 180 days.
	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 site and office has been disposed through trash truck handled by Majlis Daerah Kuala Selangor 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 3 estates in SOU 6 Tennamaram 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. Maintaining soil fertility was guided by the following: i)ARM Section 2 – Nursery Techniques ii)ARM Section 4 – Land Preparation iii)ARM Section 8 - Manuring. iv)ARM Section 17 – Leguminous Cover Crop Establishment In addition, Fertilizer application, which was 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

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			was carried out on a 5-year cycle basis by Sime Darby Research Sdn. Bhd. The recommendation 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 to date as at Oct were as per recommendation.																																								
	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 SOU 6 Tennamaram to monitor changes in nutrient status and its results formed the basis for the fertilizers input recommendation. The soil analysis provided the indication of soil health and monitored the changes in the organic carbon and total nitrogen. For all estates, agronomic assessment and fertiliser recommendation was conducted by Sime Darby Research Sdn. Bhd. to formulate the FY2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling was carried out on 09/09/2023 in Sungai Buloh Estate, and Feb 2023 in Bukit Talang Estate and in July 2023 in Tennamaram Estate. Soil analysis for T-N, Av-P, Ex-K. Ex-Ca and Ex Mg was carried at 5-year intervals.																																								
	7.4.3 A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	Yes	All 3 Estates in SOU 6 Tennamaram had a nutrient recycling strategy in place which included stacking pruned fronds in the respective fields to decompose, grass cutting in harvesters paths and letting the cut mass to decompose in the field, EFB mulching and application of solid POME in replanting areas to prevent growth of weeds and to maintain moisture. EFB was applied 30 mt/ha in mature and 40 mt in immature oil palm areas. It was applied on the stacked palm fronds in the mature areas while for immature palm was applied in the circles. EFB will help to supplement the inorganic fertilizer thus improving the nutrient status of the field. In addition, during replanting, palms were felled, chipped, wind-rowed and left to decompose.																																								
	7.4.4 Records of fertiliser inputs are maintained.	Yes	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 was in line with the program. The following fertilizers in metric tonnes were applied as recommended by the Agronomist. <table border="1" data-bbox="929 1005 1892 1300"> <thead> <tr> <th>Fertilizer</th> <th>Tennamaram</th> <th>Sungai Buloh</th> <th>Bukit Talang</th> </tr> </thead> <tbody> <tr> <td>AS</td> <td>11.50</td> <td>106.10</td> <td></td> </tr> <tr> <td>MOP</td> <td>11.00</td> <td>48.80</td> <td></td> </tr> <tr> <td>Borate</td> <td>4.30</td> <td>33.23</td> <td>5.70</td> </tr> <tr> <td>RP</td> <td>377.70</td> <td>832.90</td> <td>54740</td> </tr> <tr> <td>GML</td> <td>6.10</td> <td>161.35</td> <td>73.20</td> </tr> <tr> <td>NKC1</td> <td>742.30</td> <td>94.15</td> <td>98.30</td> </tr> <tr> <td>NKC2 (Manual)</td> <td>249.80</td> <td>631.15</td> <td>857.60</td> </tr> <tr> <td>NKC2 (MBS)</td> <td>400.60</td> <td>2,446.28</td> <td>919.40</td> </tr> <tr> <td>CCM 65</td> <td></td> <td>354.80</td> <td></td> </tr> </tbody> </table>	Fertilizer	Tennamaram	Sungai Buloh	Bukit Talang	AS	11.50	106.10		MOP	11.00	48.80		Borate	4.30	33.23	5.70	RP	377.70	832.90	54740	GML	6.10	161.35	73.20	NKC1	742.30	94.15	98.30	NKC2 (Manual)	249.80	631.15	857.60	NKC2 (MBS)	400.60	2,446.28	919.40	CCM 65		354.80	
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7.5 Practices minimise and control erosion	7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are	Yes	During the field visit and the soil map provided it was observed that no fragile or marginal soils in SOU 6 Tennamaram. The soils series were as follows:																																								

RSPO PUBLIC SUMMARY

Clause	Indicators	Comply Yes/No	Findings		
and degradation of soils.	available.		Tennamaram Estate	Sungai Buloh Estate	Bukit Talang
			Batu Lapan	Bernam	Briah
			Briah	Briah	Colluvium
			Bungor	Jawa	Durian
			Carey	Selangor	Jawa
			Gajah Mati	Tongkang	Malacca
			Holyrod		Organic Clay
			jabit		Sedu
			Jawa		Selangor
			Local Alluvium		
			Lubok Itek		
			Malacca		
			Munchong		
			Organic Clay		
			Organic Sand		
			Padang Besar		
			Rasau		
			Sedu		
			Segari		
			Serdang		
			Sogomana		
			Subang		
			Tebok		
			<p>Topography/slope/elevation Maps dated March 2019 on Sungai Buloh and January 2020 on Bukit Talang and on Tennamaram dated October 2020 showed that there was no steep terrain in all 3 Estates. Soils Maps dated July 2020 on Sungai Buloh, August 2020 on Bukit Talang 2019 and in October 2020 on Tennamaram Estate showed that there were no fragile soils in all 3 Estates. Peat soils areas shown in previous maps in Tennamaram Estate is now identified as not peat soils (sighted soil analysis report has been carried out by Sime Darby Research conducted on 13/08/2018 – indicated organic content were below 65% (average 0.81% - 8.54%)). All Topography//Slope/Elevation and Soil maps were prepared by R&D Precision Agriculture Unit (NHM) of Sime Darby Research unit.</p>		

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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	SOU 6 Tennamaram 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: <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. It was observed that no replanting of any individual, contiguous area of steep terrain (greater than 25°) larger than 25 Ha within the SOU. 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.
	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 3 estates in SOU 6 Tennamaram. Based on the audit findings, it is confirmed that there were no new planting of oil palm on steep terrain in the 3 estates in SOU 6 Tennamaram.
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 considered in plans and operations.	Yes	All 3 Estates in SOU 6 Tennamaram 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 mgmt plan for best practices.	Yes	Auditors verified the Soil Map prepared by R & D - Precision Agriculture Uit (NHM) updated in 2020. There are no marginal and fragile soils on all 3 Estates in SOU 6 Tennamaram.
	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 3 Estates, in SOU 6 Tennamaram 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 on peat, regardless of depth after 15 November 2018	7.7.1 (C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	Yes	There were no peat soils in SOU 6 Tennamaram based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. Peat soils areas shown in previous maps in Tennamaram Estate is now identified as not peat soils (sighted soil analysis report has been carried out by Sime Darby Research conducted in Aug 2018 – indicated organic content were below 65%. It was confirmed through the submission of peat inventory to the RSPO, SOU 6 Tennamaram does not have any peat land.

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Clause	Indicators	Comply Yes/No	Findings
and all peatlands are managed responsibly.	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.	Yes	There were no peat soils in SOU 6 Tennamaram based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. Peat soils areas shown in previous maps in Tennamaram Estate is now identified as not peat soils (sighted soil analysis report has been carried out by Sime Darby Research conducted on 13/08/2018 – indicated organic content were below 65%. It was confirmed through the submission of peat inventory to the RSPO, SOU 6 Tennamaram does not have any peat land.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	Yes	It was confirmed through the submission of peat inventory to the RSPO, SOU 6 Tennamaram does not have any peat land.
	7.7.4 (C) A documented water and ground cover management programme is in place.	Yes	There were no peat soils in SOU 6 Tennamaram based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research.
	7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or	Yes	It was confirmed through the submission of peat inventory to the RSPO, SOU 6 Tennamaram does not have any peat land.

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	<p>rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p>		
	<p>7.7.6 (C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2018) and associated audit guidance.</p>	Yes	<p>There were no peat soils in SOU 6 Tennamaram 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 Palm Cultivation on Peat', version 2 (2018) and associated audit guidance.</p>	Yes	<p>There were no peat soils in SOU 6 Tennamaram based on site visits and the new soils map provided by Precision Agriculture Unit (NHM) of Sime Darby Research. Peat soils areas shown in previous maps in Tennamaram Estate is now identified as not peat soils.</p>
7.8	7.8.1 A water management plan	Yes	All estates in SOU 6 Tennamaram had in place and implemented water management plans. Plans for

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Clause	Indicators	Comply Yes/No	Findings	
Practices maintain the quality and availability of surface and groundwater.	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:		2023 were sighted. The water management plans includes the monitoring of the main water inlet/outlet for pollutants from estate operation and were tailored towards how to improve rain water collection, to improve user awareness and domestic use. The water management plans details are as follows;	
			Objectives	Action to be taken
			Contingency Plan during water shortage.	Request water tanker to deliver at the affected premises. Purchase water from nearby LRA.
			Reducing water usage by reuse/waste-water.	Water from washing spraying equipment shall be collected & recycle for spraying. Harvesting rain water.
			Monitor the usage of treated water on monthly basis	Awareness to workers on water consumption. Urgently address on any pipes leakage.
To monitor water contamination	Sample water analysis conducted in set frequency			
	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 and field visit, there was evidence that the SOU 6 Tennamaram do 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 6 Tennamaram, facilities for workers and through interview with workers, all workers have obtained adequate access to clean water via Air Selangor Berhad.	
	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. The guideline was issued by the SQM Unit.	
	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.	YES	Mill effluent is treated operation was in compliance with national regulations. Effluent license renewal application for year 2023/2024. Final discharge samples were taken on monthly basis 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 quarterly basis. All parameters were within the regulatory limit such as BOD discharged to land irrigation was not more than 5000 mg/l. Lab Report for final discharge were carried out by accredited laboratories (Sime Darby Plantations Research Sdn. Bhd.) on monthly basis. The result was within the limit.	
	7.8.4 Mill water use per tonne of FFB is monitored and recorded.	YES	Process water is obtained from water catchment near to the mill. The water usage per tonne of fresh fruit bunches (FFB) continued to be monitored monthly. The following were sampled: A slight	

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			inconsistent trend was noted. This was due to 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 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. Tennamaram CU showed evident that they are compiling the data monthly and document it for further action to improve their efficiency of using the renewable and non-renewable energy.</p>																								
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.	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 31/10/2023. The input data was verified, and the following were determined:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Description</th> <th>tCO₂e/tProduct</th> </tr> </thead> <tbody> <tr> <td>CPO</td> <td>0.76</td> </tr> <tr> <td>PK</td> <td>0.76</td> </tr> </tbody> </table> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Production</th> <th>t/yr</th> </tr> </thead> <tbody> <tr> <td>FFB Processed</td> <td>195777.64</td> </tr> <tr> <td>CPO Processed</td> <td>37117.03</td> </tr> </tbody> </table> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Land Use</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>OP Planted on Mineral Soil</td> <td>20623.93</td> </tr> <tr> <td>OP Planted on Peat Soil</td> <td>0.00</td> </tr> <tr> <td>Total oil palm planted area</td> <td>20623.93</td> </tr> <tr> <td>Conservation (forested)</td> <td>55.52</td> </tr> <tr> <td>Conservation (non-forested)</td> <td>7.50</td> </tr> </tbody> </table>	Description	tCO ₂ e/tProduct	CPO	0.76	PK	0.76	Production	t/yr	FFB Processed	195777.64	CPO Processed	37117.03	Land Use	Ha	OP Planted on Mineral Soil	20623.93	OP Planted on Peat Soil	0.00	Total oil palm planted area	20623.93	Conservation (forested)	55.52	Conservation (non-forested)	7.50
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Diverted to methane capture (flaring)	8%										
Diverted to methane capture (electricity generation)	75%										
	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. Sighted Online Environmental Reporting (OER) has been submitted to DOE on quarterly basis. The result is within parameter as per Jadwal Pematuhan.								
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	Tennamaram 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 establishes fire prevention and control measures for the areas under its direct management.	YES	There is formation of ERP Team & ERP on fire control measures. The organisation chart for the ERP team was established and displayed for information of the employees. The important telephone contact 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 had discussed and engaged with adjacent stakeholders on fire prevention and control measures during stakeholders meeting.								
7.12	7.12.1 (C) Land clearing since	YES	Auditors has verified by checking www.globalforestwatch.com , Google Maps, Estate Maps and also								

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Clause	Indicators	Comply Yes/No	Findings
<p>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.</p>	<p>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.</p>		<p>through site visit to all estates, land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Based on the audit verification record, it was confirmed that no land clearing at SOU Tennamaram since Nov 2005.</p>
	<p>7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:</p>	<p>YES</p>	<p>The CU conducted assessment on HCV in June 2014. The report titled 'HCV Re-Assessment For Selangor Central Zone: Strategic Operating Unit SOU 6 Tennamaram and SOU 7 Bukit Kerayong' dated December 2015. Bukit Talang Estate is adjacent to the peat swamp forest Raja Musa Forest Reserve. The estate management has reassessed the HCV status of the water catchments as they have completely dried up in the past few years. The Addendum Report for Tennamaram Estate and Bukit Talang Estate dated 19/11/2019 was available and verified. Based on the Addendum Report, the latest status of HCV 4 declared in SOU Tennamaram is 3.26 Ha.</p>
	<p>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.</p>		
	<p>7.12.2b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p>		
<p>7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they</p>	<p>YES</p>	<p>The HCV Assessment report indicated that there are no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations. There is only common bird sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan and made available in Tennamaram CU. There is an update of HCV Plan collaboration</p>	

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Clause	Indicators	Comply Yes/No	Findings
	<p>are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>		<p>with MXXXXX NXXXXX SXXXX (local organization) for Socioecological Survey on Otters Project dated June 2022 detailing plan for Conservation RTE (Otter) and it was reviewed with participation of stakeholders, All the stakeholders have raised some issue and discussed with the management during the meeting via yearly interval. The appropriate measures to maintain and/or enhance them were implemented through an action plan. The visited estates have maintained their 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 the maintenance and management of these conservation areas.</p>	<p>YES</p>	<p>Based on HCV report titled 'HCV Re-Assessment for Selangor Central Zone: Strategic Operating Unit SOU 6 Tennamaram and SOU 7 Bukit Kerayong' dated December 2015 and addendum Report of HCV dated September 2019 and interviews with villagers' representatives confirmed that there were no rights of local communities that had been identified in the HCV areas.</p>
	<p>7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species</p>	<p>YES</p>	<p>No RTE species was found in the Tennamaram SOU. However, SOU Tennamaram still maintains the plan for HCV area. Although there was no RTE species found in the CU, Sime Darby still established their own disciplinary measures if any of their staff or workers found to capture, harm, collect or kill the RTE species. SOU Tennamaram management will notify the relevant authorities immediately if any individual working for the company is found to capture, harm, collect or kill these species or If found any activities to capture, harm, collect or kill RTE species, the estates will make a report to the Wildlife Department immediately.</p>

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Clause	Indicators	Comply Yes/No	Findings
	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.		
	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 action plans 'High Conservation Value (HCV) Management Plan FY2023 for Bukit Talang, Sungei Buloh Estate and Tennamaram Estate' were reviewed and verified on the ground. 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. Both estates have cooperated with Selangor Forestry Department, Global Environment Consultant and Department of Environment on a rehabilitation project of encroachment area in the Raja Musa Forest Reserve which is neighbouring SOU Tennamaram. There is also an update of HCV Plan on-going collaboration with MXXX NXXX SXXX (local organization) for Socioecological Survey on Otters Project dated June 2022 detailing plan for Conservation RTE (Otter) at Sungei Buloh Estate.
	7.12.8 (C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.	YES	Auditors has verified through checking www.globalforestwatch.com , Google Maps, Estate Maps and also through site visit to all estates there has been no land clearing without prior HCV assessment since November 2005 at Tennamaram SOU 6.. Based on the audit finding record, it was confirmed that no new land clearing in existing plantations or new plantings at SOU Tennamaram since Nov 2005.

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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	SDPB is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills.
	(b)	Progress towards this plan shall be verified and reported on in subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;	Yes	<p>Sime Darby Plantation Berhad TBP has included all its operating units in Malaysia, Indonesia, Papua New Guinea and Solomon Island. Refer to the Time Bound Plan Table in September 2022. On 16/01/2020, Sime Darby Plantation Berhad under its subsidiary Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (Sime Darby Plantation – Liberia) to Mano Palm Oil Industries Ltd (MPOI).</p> <p>Generally, all estates and mills except those stated below or in the TBP are certified with RSPO. Some units with exemption cases such as poor financial or sold as property development have been taken out from the certification unit. In Malaysia, Pekaka Mill is being mothballed and all the supply bases certified to it (Pekaka Estate; Ruai Estate, Dulang Estate, Paroh Estate & Chartquest Estate) has been transferred to SOU Lavang while for Bintang Oil Mill, Sime Darby Plantation Berhad acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold and on 01/10/2018, the mill has completed the selling off transaction. In Indonesia, PT Mitral Austral Sejahtera (MAS) was sold and currently Sime Darby Plantation Berhad have no control in the management.</p>
	(c)	Any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent);	Yes	<p>As the latest TBP in 13th July 2023, all units will be certified in 2024. SDPB has submitted the latest TBP to be approved by RSPO Secretariat. As per reply from Deputy Director of Compliance, RSPO Secretariat on 13th July 2023, RSPO have approved SDPB new TBP where new certification date for uncertified unit to be postponed to year 2024.</p> <p>Although there is deviation has been identified at those Indonesia management units but it has been justified that these units are still awaiting to receive land titles.</p>
	(d)	Where there are isolated lapses in implementation of a time-bound	Yes	All operating units in Malaysia, Papua New Guinea and Solomon Island

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		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>have been certified. Except for Indonesian, only 8 operating units yet to be certified:</p> <ol style="list-style-type: none"> 1) Ladang Panjang Estate – Total Areas of Division 1 and 2 (1,796.19 ha) “Hak Guna Usaha” (HGU) still in process. 2) Sungai Jernih Estate – 851.57 ha under legalization process (proses Kadastral) 3) West Estate/East Estate/Sei Mawang Estate – Land legalization process for 1452.93 ha (West and East Estate) is still in process. 4) Karya Plama Estate – Pending confirmation from BPN on HGU document Land legalization process for 476.70 ha is still in process. 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. 6) Teluk Siak Estate - Land legalization process for 448 ha at Pinang Sebatang Estate is still in process. 7) Rantau Panjang Estate - Land legalization process of 1843.73 ha for Rantau Panjang Estate, Napal Estate / Karang Ringin Estate is still in process. 8) Mangun Jaya Estate - Land legalization process of 1398.55 ha is still in process.
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

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				<p>groups of communities: The TKPP (7 of 9 villages) and the Kerunang & Entapang team (2 of 9 villages).</p> <p>21 TKPP meetings have been conducted. The most recent one was held on 2/11/2016. Issues related to the 14 demands made by TKPP were closed except for two.</p> <p>As per current status (23/01/2019) SDPB and affected parties will be resolved all the issues to proceed with legal review. https://askrspo.force.com/Complaint/s/case/50090000028ErzsAAC/detail</p> <p>However, sighted as at June 2019 PT Mitra Austral Sejahtera has been sold to PT Inti Nusa Sejahtera 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.

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	(d)	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1;	Yes	Sime Darby Plantation Berhad maintains corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country. 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.
	(e)	The audit team shall assess compliance with these rules at each assessment of any of the applicable management units. Assessment of compliance with requirements 5.5.3 (a) – (d) above by the audit team based on self-declarations only by the company,	Yes	
		with no other supporting documentation, shall not be acceptable. Verification of compliance shall be based on the following approach:		
		<ul style="list-style-type: none"> A positive assurance statement is made, based upon self-assessment (i.e. internal audit) by organization. This would require evidence of the self-assessment against each requirement; 	Yes	
		<ul style="list-style-type: none"> Targeted stakeholder consultation, including consultation with the relevant NGO's will be carried out by the audit team. 	Yes	
		<ul style="list-style-type: none"> Desktop study e.g. web check on relevant complaints 	Yes	
		<ul style="list-style-type: none"> If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements. 	Yes	
	(f)	For requirements 5.5.3 (a)-(d) above, the classification of critical and non-	Yes	

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

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<p>5.6.6</p> <p>The CB shall review whether oil palm operations have been established in areas which were previously owned by users and/or are subject to customary rights of local communities and indigenous peoples. If applicable, the CB shall consult directly with all of these parties to assess whether land transfers and/or land use agreements have been developed with their free, prior and informed consent and check compliance with the specific terms of such agreements.</p> <p>The CB shall have a mechanism in place to identify the interested parties and ensure a represented samples size of the interested parties are consulted in each audit.</p> <p>The CB shall keep track which party that has been interviewed in the previous audits to ensure proper coverage of the parties throughout the certification cycle.</p>	<p>No additional indicators</p>	<p>Yes</p>	<p>As it has been mentioned in 4.4.1 of this checklists., 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 Tennamaram.</p>
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ATTACHMENT 4

DETAILS OF NON-CONFORMITIES AND CORRECTIVE ACTIONS TAKEN

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Root Cause & Corrective Action Taken by the CU	Verification Statement by Auditors
3.3.2 DA 01 2023	MINOR	<p>Requirement: 3.3.2 A mechanism to check consistent implementation of procedures is in place.</p> <p>Finding: The mechanism to check consistent implementation of Managing Occupational Safety and Health (Noise Exposure) Regulation 2019 Compliance, effective date on 01/11/2023 was not effectively implemented.</p> <p>Objective evidence: Sg. Buloh Estate The Noise Risk Assessment (NRA) Report was available, and the assessment was conducted by Renash Solution (M) Sdn. Bhd on 25/10/2021 with date completed on 27/10/2021. However, the existing NRA did not identify certain operation exposed to excessive noise such as from Mechanical Buffalo (ATV) for IFM, Mini Tractor Grabber (MTG) and Zenoah Blower. In addition, based on 2 years audiometric report dated 20/07/2023 and 14/10/2022, there is no evidence the Mechanical Buffalo (ATV) driver for IFM, MTG Driver and Zenoah Blower operator were sent for annual audiometric test.</p> <p>Bukit Talang Estate The Noise Risk Assessment Report was available, and the assessment was conducted by Renash Solution (M) Sdn. Bhd on 26/10/2021 and date completed was on 27/10/2021. However, the existing NRA did not identify certain operation exposed to excessive noise such as from grass cutting operation (work done by contractor), excavator (ad hoc work by contractor), backhoe (daily work) and Zeneoh blower. In addition, based on 2 years audiometric report dated 18/08/2023 and 11/02/2022, there is no evidence the grass cutter (contractor), excavator operator (ad hoc work), backhoe driver (daily work) and Zeneoh blower operator were sent for annual audiometric test.</p> <p>Tennamaram Estate</p>	<p>Root cause: 1) List of machineries at operating unit was not adequately established to identify and assess the noise level. Current machinery listed was according to active machinery during conducting the NRA and not including new, non-routine and contractor's work. 2) Internal "Managing OSH (Noise Exposure) Regulation 2019 Compliance Procedure" has been established by HSE UM recently dated 14 Sept 2023 but yet to be briefed and discussed thoroughly with all HSE EIC and SOU thus not fully implemented</p> <p>Correction: 1) OU's HSE EIC to establish full list of machineries operating in the OU including contractor's machinery. 2) To assess the machineries using Appendix 1 Identification of Excessive Noise for machineries that yet to be assessed. Target to complete Dec 2023. 3) To include the introduction of new machinery as one of the Safety and Health Committee meeting agenda. 4) Briefing on the newly established internal procedure on Noise Regulation has been conducted by HSE UM Medical team Dr Alexander Voon on 22 Oct 2023 to all OUs and HSE EIC in</p>	<p>Auditor has verified the Root Cause and corrective action and found the evidence is acceptable, But, the effectiveness of implementation will be verified during next audit</p> <p>Status: OPEN</p>

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		<p>The Noise Risk Assessment Report was available, and the assessment was conducted by Renash Solution (M) Sdn. Bhd on 25/10/2021 and date completed on 27/10/2021. However, the existing NRA did not identify certain operation exposed to excessive noise such as grass cutting operation (work done by contractor) and excavator (ad hoc work by contractor). In addition, based on 2 years audiometric report dated 26/09/2023 and 15/07/2022, there is no evidence the grass cutter (contractor) and excavator operator (ad hoc work) were sent for annual audiometric test.</p>	<p align="center">Upstream Malaysia.</p> <p>Corrective action:</p> <ol style="list-style-type: none"> 1) To conduct additional NRA for machineries that has been identified in Appendix 1 Identification of Excessive Noise. This include all type of activities which involving machineries. 2) NRA/Audiometric Test to be considered in contract tendering process. 	
<p>6.7.3 DA 02 2023</p>	<p align="center">MAJOR</p>	<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 pesticide application, machine operation and harvesting operation. In addition, sanitation facilities for those applying pesticides were not effectively implemented.</p> <p>Objective evidence: Sg. Buloh Estate 1) Based on site inspection at Kuala Selangor Division, Field 13F, sighted 1 frond stacker did not wear safety helmet and axe cover while riding a motorcycle. Upon interview with the worker, confirmed he also did not wear cotton gloves and safety helmet while performing his work as per HIRARC recommendation.</p> <p>Bukit Talang Estate 1) Based on site inspection at Kg. Baru Division, Field 00D, sighted 1 roadside pruning cutter did not wear safety helmet while performing his work. In addition, his buddy worked as a frond stacker did not wear cotton gloves when</p>	<p>Root cause:</p> <ol style="list-style-type: none"> 1)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. 2)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 is nor fully understood by workers. 3)The worker did not fully understand the requirements of compulsory long sleeves shirt during harvesting. 4)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. Similarly on the cover for sickle he did not understand the importance of covering the sickle at any time not in use. 	<p>Auditor has verify root cause given by the management of SOU Tennamaram, the evidence training has been conduct on 4/1/2024 (SBE), 7/11/23, 4/11/23 (BTE), 5/11/23 and 7/11/23 (TE), and Warning Letter given by the management, and the Sample System has been created to monitored the PPE usage and found that the root cause has been acceptable and the evidence is enough to Closed this NCR.</p> <p>Status: Closed.</p>

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		<p>performing his work as per HIRARC recommendation.</p> <p>2) Site inspection at Kg. Baru Division, Field 03B, sighted 2 harvesters did not wear shirt and only wear safety vest while performing his work. Based on HIRARC recommendation, a long sleeve shirt was recommended for the harvester.</p> <p>3) Site inspection at Kg. Baru Division, Field 22D, sighted 3 general workers working as slashing VOPs did not wear straw head to cover heat stroke hazard as per HIRARC recommendation. Besides, the sickle used for slashing works was left uncover and placed on the ground during the interview session.</p> <p>Tennamaram Estate</p> <p>1) Based on site inspection at Hopeful Division, Field 14C, 1 machine specialist did not wear earplugs while performing his work as per NRA recommendation. Upon interview with the worker, confirmed he forgot to bring the earplugs.</p> <p>2) Through the interview and observation at the same site, it was found that the 3 manuring workers will go back with the cloth they wear during the manuring activities (without changing to the clean cloth and wash the cloth wore during the manuring at the washing bay).</p>	<p>Corrective Action:</p> <p>Correction: (The correction shall address the objective evidence)</p> <p>1) Remind workers to wear complete PPE during daily activity. Management will used Social Dialog Platform and the WR to communicate in native languages to remind workers on the importance wearing PPE apart from daily morning muster.</p> <p>2) To remind supervisors/ mandors to monitor and take Immediate Action: The worker not wearing complete PPE should be instructed to immediately stop work until they equipped themselves with required safety gear. This is to mitigate the risk immediately.</p> <p>3) To remind supervisors/ mandors to monitor and take Immediate Action: The worker not wearing complete PPE should be instructed to immediately stop work until they equipped themselves with required safety gear. This is to mitigate the risk immediately.</p> <p>Corrective action: (The corrective action shall address the root cause of this NC)</p> <p>1) Identify the workers with low understanding and create profiling and management will provide special training (native language , sop pictorial in their language).</p> <p>2) Regular safety toolbox (once a week) talk by field staff In charge. Management will used Social Dialog Platform to remind workers through respective workers representative on the importance of wearing PPR during working hour.</p> <p>3) Encourage workers and staffs to use e-Sime+ for reporting any safety issues. Take time few minute during</p>	
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			<p>morning muster.</p> <p>4) Regular Inspections and monitoring by the management which to Implement a system of for non-compliance. Regular checks and surprise inspections are implemented safety inspections to identify and rectify to enforce compliance. Social dialog rep with OSH committee member lead by the Assistant Manager . This activity will translate into OSH Plan on yearly basis with Safety Committee .</p>	
7.3.1 DA 03 2023	MINOR	<p>Requirement: 7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>Finding: A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics was not effectively implemented.</p> <p>Objective evidence:</p> <p>Sg. Buloh Estate During site inspection at worker quarters (Selangor River Division), sighted recycled wastes such as can, bottle, plastic, scheduled wastes such as used PPE, and food wastes in the main drains at the back of housing compound. In addition, sighted traces of fire burning that were used for wastes disposal.</p> <p>Bukit Talang Estate During site inspection at workers quarters (Kg. Baru Division), sighted traces of fire burning that were used for wastes disposal.</p> <p>Tennamaram Estate During site inspection at worker quarters (Hopeful Division), sighted recycled wastes such as can, bottle, plastic, scheduled wastes such as used empty pesticides containers, PPE, and food wastes in the main drains at the back of housing compound adjacent to chicken coop.</p>	<p>Root cause:</p> <p>1) The current weekly inspection checklist has not included parameter drain outside and traces of open burning within workers housing area which caused these areas and aspects not being inspected .</p> <p>2) Workers have not been adhering to the house rules despite several reminders due to lack of understanding the rule provided in BM or English</p> <p>Correction: (The correction shall address the objective evidence)</p> <p>1) Desilt and cleaning drain at back of housing compound.</p> <p>2) Install rubbish trap at the boarder drain.</p> <p>3) Clear Traces: Clear any visible traces of fire or remnants of waste burning to prevent further non-compliance with the zero-burning policy.</p> <p>4) Secure Waste: Ensure that all waste materials are secured and not disposed of through burning. Implement alternative waste disposal methods in line with the waste management plan.</p> <p>Corrective action: (The corrective action</p>	<p>Auditor has verify the Root Cause and corrective action and found the evidence is acceptable, But, the effectiveness of implementation will be verified during next audit</p> <p>Status: OPEN</p>

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			<p>shall address the root cause of this NC)</p> <ol style="list-style-type: none"> 1) To include inspection of monsoon drain adjacent to workers housing area and open burning in the weekly housing inspection checklist by PIOA . 2) Refresher Training: Conduct retraining sessions for all workers, ensuring they understand the company's waste management plan and the importance of zero burning policies. 3) Proper signage: Ensure "No Burning Signage" to be displayed at the linesite, where it can be visibly seen by the residents. Create culture and awareness among workers. 4) Management used Social Dialogue platform to discussed on the matter especially on waste management with workers representative and responsibilities for all workers on the waste management issue. 5) Management will display rule and regulation at workers housing area with appropriate languages. 	
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ATTACHMENT 5

STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification by Assessor
3.7.2 DA 01 2022	Minor	<p>Finding: Records of training related to Employment Act 1955 for contractor was not fully maintained.</p> <p>Objective evidence: From interview session with owner of FFB Contractors from Ketara Tegas Sdn. Bhd., supported with document reviews (i.e. payslip Jan. 2022 to Sep. 2022, contract agreement, SOCSO/EPF contribution (Form 8A/Form A), FFB Lorry (BHM 8837 & BGV 8837) Weighbridge Ticket July 2022 to September 2022, etc) and grievance taken from 2 FFB Drivers, found that the FFB Contractor is lack of awareness on Employment Act 1955 such as not implementing collective agreements, discrepancies of data in documentation of pay and condition, payment received not as per employment contracts and payslip is given to the workers upon request</p>	<p>In the current Surveillance Audit, it was verified through interview with the 2 previous complainants (contractor's workers) of the contractor (Ketara Tegas Sdn Bhd), found the contractor management had implemented documentation of pay and condition, employment contracts and related documents (i.e detailing payment, payroll documents, providing accurate information on compensation for all work performed) was understood and effectively for their workers. The Estate management and RSQM had also carried out Refresher Training to all contractor employee on Grievance Channel Sime Darby on 14/11/2022 at Meeting Room Ladang Bukit Talang. Grievance channel sticker was provided and sighted on their lorry's dashboard. The workers acknowledged understanding of how to channel their grievance through proper channel provided by Sime Darby Plantation Berhad. The Major NCR DA 01 2022 raised in the previous Surveillance audit is therefore closed.</p> <p>Status : Closed.</p>
4.2.1 DA 02 2022	Major	<p>Finding: The mutually agreed system which open to all affected parties on resolves disputes in an effective, timely and appropriate manner, is not effectively implemented to contractors' workers.</p> <p>Objective evidence: Interview session with contractor workers from Ketara Tegas Sdn. Bhd. found grievances from 2 FFB Driver related to contractor management on documentation of pay and condition, employment contracts and related documents (i.e detailing payment, payroll documents, providing accurate information on compensation for all work performed). In addition, the grievance system such as workers helpline, suara Kami, whistle blowing not fully understood by sampled contractor workers.</p>	<p>The mutually agreed system which open to all affected parties on resolving disputes in an effective, timely and appropriate manner, was effectively implemented to contractors' workers, the Interview session with contractor workers from Ketara Tegas Sdn. Bhd. found grievances from 2 FFB Driver related to contractor management on documentation of pay and condition, employment contracts and related documents (i.e detailing payment, payroll documents, providing accurate information on compensation for all work performed). In the current Surveillance Audit, it was verified through interview with the 2 previous complainants (contractor's workers) of the contractor (Ketara Tegas Sdn Bhd), found the contractor management had implemented documentation of pay and condition, employment contracts and related documents (i.e detailing payment, payroll documents, providing accurate information on compensation for all work performed) was understood and effectively for their workers. The Estate management and RSQM had also carried out Refresher Training to all contractor employee on Grievance Channel Sime Darby on 14/11/2022 at Meeting Room Ladang Bukit Talang. Grievance channel sticker was provided and sighted on their lorry's dashboard. The workers acknowledged understanding of how to channel</p>

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			<p>their grievance through proper channel provided by Sime Darby Plantation Berhad. The Major NCR DA 02 2022 raised in the previous Surveillance audit is therefore closed.</p> <p>Status : Closed</p>
3.6.2 RAR 01 2022	Major	<p>Finding: H&S plan to monitored on risk and result of audiometric test was not available</p> <p>Objective evidence: At TPOM Audiometric test has been carried out on 06/12/2021 and reported on 28/02/2022 by Alam Hijau Integrasi (M) Sdn Bhd, by OHD Dr Kaviyaran (OHD no.HQ/08/DOC/00/491) for 53 workers. Result from assessment 1 employee was found to have STS. Recommendation made by OHD need to conduct retest on 06/03/2022 was not available.</p>	<p>For POM sighted that Audiometric tests are carried out annually. The audiogram was conducted on 26/09/2023 for 45 workers. The audiometric test was carried out by Procoma Environment (M) Sdn. Bhd. (OHD Dr. Muhamad Naqib Shariff #HQ/17/DOC/00/00042). The report noted that 20 workers with normal audiogram, 10 workers have abnormal audiometric result and from 14 workers only 1 worker has STS and needs to be retested within 3 months and during the audit still within the dates. PPE was recommended i.e., to use ear plugs or earmuffs during work to prevent further impairment and workers must go for annually audiometric test (conducted next audiogram on 26/09/2024). Sighted also the Past Audiometric test has been carried out for retest and OHD has recommend to use PPE and PPE was recommended i.e., to use ear plugs or earmuffs during work to prevent further impairment thus, RAR 01 2022 Major NCR has been successfully closed.</p> <p>Status : Closed</p>
3.8.11 RAR 02 2022	Major	<p>Finding: TPOM mill not inform 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</p> <p>Objective evidence: There was 1 new appointed adhoc contractors for transportation Crude Palm Oil "Teo Tuan Kwee sdn Bhd, appointed on 18/10/2021 – 31/12/2021, and new adhoc contract on 27/07/2022 – 31/10/2022. However, TPOM not inform CB in advance of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>here was 1 new appointed adhoc contractors for tanker to accommodate CPO delivery:</p> <ul style="list-style-type: none"> • Sing Rubber & Transport Sdn Bhd • PIC: Mr Chee loon Tiong • Tel no: 012-7276796 • Notified to CB on date 27/10/2023. <p>Thus, previous NCR was satisfactory closed</p> <p>Status : Closed</p>
7.3.2 RMN 01 2022	Minor	<p>Finding: The waste disposal method was not in line with waste management plan.</p> <p>Objective evidence: Sighted during assessment at below estates:</p>	<p>The disposal of type of waste are as per the waste management plan dated FY 2023.</p> <p>It was found that scheduled waste generated at the OU was not stored for more than 180 days.</p>

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		<p>1.Sungei Buloh Estate a. On 5th Schedule; inventory of scheduled waste SW 409 was found not accurate and up to date. b. Domestic waste was found left unattended at line site. 2.Tenamaram POM a. On 5th Schedule; inventory of scheduled waste SW 306 was found not accurate and up to date.</p>	<p>Tenamaram POM The last disposal was made on 28/10/2023 and all the disposal was made by DOE licensed contractor named Pentas Flora Sdn. Bhd. for items SW410, Sw322, SW417, SW409, SW305. Inventory (5th schedule) SW410, Sw322, SW417, SW409, SW305 was up-to-date and tally with the physical stock at the storage area and disposal items. The 5th schedule was updated and reported through e-SWISS. The mill has communicated the 5th schedule latest to DOE on 23/10/2023. Thus, the previous Minor NCR was satisfactorily closed. Sg. Buloh Estate The last disposal was made on 17/10/2023, 13/09/2023 and all the disposal was made by DOE licensed contractor named Kualiti Alam Sdn. Bhd. for items SW404, SW409, SW305, SW410. Inventory (5th schedule) SW409, SW404, SW305, SW410 was up-to-date and tally with the physical stock at the storage area and disposal items. The 5th schedule was updated and reported through e-SWISS. The mill has communicated the 5th schedule latest to DOE on 30/10/2023. Thus, the previous Minor NCR was satisfactorily closed.</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	
Rantau	Indonesia	Rantau Estate	Kotabaru District – South Kalimantan	-2.445000	116.111944	4,638.00	Certified	Not Applicable	30-Dec-11	

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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	
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	

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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	
Pematang	Indonesia	Pematang Mill	Seruyan and East Kotawaringin District – Central Kalimantan	-2.148333	112.292778	16,601.66	Certified	Not Applicable	5-Jul-11	
Pematang	Indonesia	Pematang Estate	Seruyan and East Kotawaringin District – Central Kalimantan	-2.158056	112.290556	3,857.91	Certified	Not Applicable	5-Jul-11	
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	

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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	
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

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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
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

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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
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

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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
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

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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
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

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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
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

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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
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

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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
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

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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
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

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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	Tingkeyu 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
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

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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
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

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Derawan	Malaysia	Sahua Estate	Bintulu, Sarawak	3.462224	113.366926	2,644.00	Certified	Not Applicable	30-Dec-11	19-20 July 2021
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

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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
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
West New Britain (WNB)	Papua New Guinea	Kapiura Mill	Kimbe, West New Britain, Papua New	5.623611	150.684167		Certified	Not Applicable	10-Sep-08	19-20 July 2021

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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