SIRIM QAS INTERNATIONAL	**SIRIM QAS INTERNATIONAL SDN. BHD.** Building 4, SIRIM Complex, No. 1 ,Persiaran Dato' Menteri, Section 2, 40700 Shah Alam, Selangor, Malaysia. **RSPO PUBLIC SUMMARY REPORT**	**File Ref. : ES10170018**

CLIENT : SIME DARBY PLANTATION (SABAH) SDN BHD – SOU 28 BINUANG

PARENT COMPANY : SIME DARBY PLANTATION BHD

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	
Binuang Strategic Operating Unit (SOU 28)	Binuang Oil Mill	4° 42' 15" N	118° 03' 39" E	91207 Kunak, Sabah, Malaysia
	Binuang Estate	4° 42' 03" N	118° 04' 11" E	
	Sungang Estate	4° 39' 38" N	118° 07' 15" E	
	Tingkayu Estate	4° 43' 03" N	118° 04' 46" E	
	Jeleta Bumi Estate	4° 43' 48" N	117° 59' 55" E	

MAP : See Attachment 1

AUDIT DATE : 20 – 24 June 2022 **DURATION : 27 auditor days**

TYPE OF AUDIT : ■ **Annual Surveillance Audit No. 1 & 2** ☐ **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 : 13/07/2020-12/07/2025

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 :	
Signature :		Signature :	SIME DARBY PLANTATION (SABAH) SDN BHD BINUANG ESTATE (NOR AZAM BIN ABU SAMAH) ACTING SENIOR MANAGER
Date :	3/10/2022	Date :	

SUMMARY OF AUDITS

Recertification audit					
On-site audit date Remote audit	: :	7-11/9/2020 (15.0 a.d) 20-23/4/2020 (7.0 a.d)		No. of auditor days :	22 Auditor Days
Audit team	:	Rozaimee Ab Rahman (LA), Mohd Zulfakar Kamaruzaman, Mohd Ab Raouf Asis, Selvasingam T.Kandiah			
No. of major NCR	:	3	Indicator: 1.1.3, 7.8.2, 7.12.4		Closing date : 30/11/2020
No. of minor NCR	:	NA	Indicator: NA		
Indicate the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
		✓		✓	
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
		✓			
		Indigenous people	Contractor	Others (Please specify)	
			✓		
Supply base sampled	:	Binuang POM, Binuang Estate, Jeleta Bumi Estate, Tingkayu Estate, Sungang Estate.			
Justification of audit planning	:	• Mill = 3 days (2 days for safety and health, environment, social, mill best practices, GHG verification + 1 day for supply chain certification systems). • Binuang, Tingkayu, Sungang and Jeleta Bumi Estates = 3 days each for verification of safety and health, social, HCV, environment, good agriculture best practices, GHG verification.			
Report approved by	:	Kamini Sooriamoorthy		Approval date: -	

Surveillance 1 audit (Remote)					
Remote audit	:	26-27 Aug 2021 (6.0 a.d)		No. of auditor days	6 Auditor Days
Audit team	:	Mohd Ab Raouf bin Asis (LA), Rozaimee Ab Rahman, Mohd Zulfakar Kamaruzaman.			
No. of major NCR	:	Nil	Indicator: NA		Closing date: NA
No. of minor NCR	:	Nil	Indicator: NA		
Indicate the stakeholders interviewed during the on-site audit	:	Employees / Workers organizations	Settlers	Villagers / Local communities	Suppliers
		✓		✓	
		Contract workers	Local & National NGOs	Govt. agency / Statutory bodies	Independent growers / Smallholders
		✓			
		Indigenous people	Contractor	Others (Please specify)	
			✓		
Supply base sampled	:	Binuang POM, Binuang Estate, Jeleta Bumi Estate, Tingkayu Estate, Sungang Estate.			
Justification of audit planning	:	• Mill = 0.5 days (safety and health, environment, social, mill best practices, GHG verification + 0.5 day for supply chain certification systems). • Binuang, Tingkayu, Sungang and Jeleta Bumi Estates = 0.5 days each for verification of safety and health, social, HCV, environment, good agriculture best practices, GHG verification.			
Report approved by	:	Kamini Sooriamoorthy		Approval date : -	

<table>
<tr><th colspan="6">Annual Surveillance Audit 1 & 2</th></tr>
<tr><td>On-site audit date :</td><td colspan="2">20 – 24 June 2022</td><td>No. of auditor days :</td><td colspan="2">27 Auditor Days</td></tr>
<tr><td>Audit team :</td><td colspan="5">Mohd Zulfakar Kamaruzaman (LA), Mohd Ab Raouf Asis, Dzulfiqar Azmi, Rohazimi Mat Nawi, Mohd Norddin Abd Jalil, Ismail Adnan</td></tr>
<tr><td>No. of major NCR :</td><td>1</td><td colspan="3">Indicator: 7.10.3</td><td>Closing date : 23/9/2022</td></tr>
<tr><td>No. of minor NCR :</td><td>3</td><td colspan="4">Indicator: 3.3.3 5.2.1, 5.2.2</td></tr>
<tr><td rowspan="6">Indicate by ticking the stakeholders interviewed during the on-site audit :</td><td colspan="2">Employees / Workers organizations</td><td>Settlers</td><td>Villagers / Local communities</td><td>Suppliers</td></tr>
<tr><td colspan="2">X</td><td></td><td>X</td><td></td></tr>
<tr><td colspan="2">Contract workers</td><td>Local & National NGOs</td><td>Govt. agency / Statutory bodies</td><td>Independent growers / Smallholders</td></tr>
<tr><td colspan="2"></td><td></td><td>X</td><td>X</td></tr>
<tr><td colspan="2">Indigenous people</td><td>Contractor</td><td colspan="2">Others (Please specify)</td></tr>
<tr><td colspan="2"></td><td>X</td><td></td><td></td></tr>
<tr><td>Supply base sampled :</td><td colspan="5">Binuang POM, Binuang Estate, Jeleta Bumi Estate, Tingkayu Estate, Sungang Estate.</td></tr>
<tr><td>Changes since the last audit :</td><td colspan="5">* Changes in planted hectarage for Binuang Estate reduced 61.10 ha as per latest GPS survey 23 November 2020. Previous hectarage reported 2,880.26 ha.
* Changes in planted hectarage for Sungang Estate reduced 7.13 ha as per latest GPS survey done 24 March 2020. Previous hectarage reported 1,974.93 ha.
* Changes in planted hectarage for Jeleta Bumi Estate (additional 20.27 ha) as per latest GPS survey 7 October 2020. Previous hectarage reported 2,774.64 ha.</td></tr>
<tr><td>Justification of audit planning :</td><td colspan="5">• Mill = 5 days (4 days for safety and health, environment, social, mill best practices, GHG verification + 1 day for supply chain certification systems).
• Binuang, Tingkayu, Sungang and Jeleta Bumi Estates = 5.5 days each for verification of safety and health, social, HCV, environment, good agriculture best practices, GHG verification.</td></tr>
<tr><td>Name of peer reviewer :</td><td colspan="5">NA</td></tr>
<tr><td>Report approved by :</td><td colspan="3">Kamini Sooriamoorthy</td><td colspan="2">Approval date : 3/10/2022</td></tr>
</table>

SUMMARY OF INFORMATION

TABLE 1

	STAGE 2 / RA	ASA 1	ASA 2	ASA 3	ASA 4
Projection Period	*Sept 2020-Aug 2021	*Sept 2021-May 2022	*June 2022 – May 2023		
Certified FFB Processed (MT)	181,317.49	113,880.907	143,647.99		
Production of Certified CPO (MT)	42,247.00	25,883.406	33,326.33		
Production of Certified PK (MT)	9,157.00	4,776.282	6,464.16		
Certified Areas (Ha)	11,659.58	11,659.58	11,659.58		
Planted Areas (Ha)	10,011.32	**9,840.82	**9,840.82		
Production Areas (Ha)	8,216.51	8,752.34	8,752.34		
HCV Areas / Conservation Areas (Ha)	753.915	753.915	753.915		
Remarks	**Actual period covered during this audt.* ***Changes in planted area due to adjustment made after GPS resurvey as per latest hectarage statement for Binuang Estate (reduced 61.10 ha), Sungang Estate (reduced 7.13 ha) and Jeleta Bumi Estate (additional 20.27 ha).*				

TABLE 2

	CPO	PK
Last years certified volume (MT)	*57,102.14	*12,018.42
Last years actual certified sold (MT)	53,319.45	10,582.88
Last years actual sold under other schemes (MT)	-	-
Last year's sold conventional (MT)	3,070.65	-
New year certified volume (MT)	33,469.98	6,464.16

**Palm Trace extension carried out in April 2022, with the total of approved amount of CPO (14,855.14MT) and PK (2,861.42MT)

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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 bin Kamaruzaman	Lead Auditor / Supply Chain, Social (Land Title & External Stakeholders)	Holds a B.Sc. Forestry from UPM. He had 5 years of working experience in the oil palm operation. He is a qualified lead auditor for RSPO P&C, RSPO Supply Chain and MSPO Certification.
Mohd. Ab Raouf bin Asis	Auditor / Social (Mill & Plantation Employees),	Holds a B.Sc. in Manufacturing (Production and Operation). He had more than 7 years of working experience in the oil palm operation. Currently he qualified as Lead Auditor for RSPO P&C and MSPO Certification.
Dzulfiqar Azmi	Auditor / Safety & Environment	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 starts auditing in the sustainable scheme since 2018 and has successfully passed the RSPO Lead Auditor and ISO Integrated Management System lead assessor course in 2018.
Rohazimi Mat Nawi	Auditor Safety & Environment	Hold B. Sc (Hons) Chemical_Gas Engineering from Universiti Teknologi Malaysia. He has been in the Plantations Industry with various company having served in Palm Oil Mill more than 5 years. He was qualified in the auditing line with experienced in Sustainability (MSPO), QMS, EMS, OHSMS and RSPO/MSPO Supply Chain audit.
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.
Ismail Adnan bin Abdul Malek	Auditor / 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.

1.3 Audit methodology

The audit covered the SOU 28 Binuang inclusive of Binuang POM and four (4) of its supply base. The sampling methodology applies for supply base with higher than four estates. The sampling shall be conducted in conformance with the requirement specified in the RSPO Certification Systems Document, Nov 2020. The supply base covered during the audit are Binuang Estate, Tingkayu Estate, Jeleta Bumi and Sungang Estate. The audit included an on-site audit to the estates, mill and settlers' houses to verify the implementation of the requirement of the certification. Interviews with the CU's management, employees, contractors and other relevant stakeholders were also conducted during the audit.

1.4 Stakeholder Consultation

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

Stakeholders interviewed	**Evidence from stakeholder consultation**
1) Employees / Workers Organizations (local / foreign / Orang Asli workers / male & female)	a. Workers work 6 days a week with one rest day (Sunday). They work 8 hours with a minimum of 30 minutes' break in between. b. All workers confirmed that they receive a minimum of RM1100 per month. They receive their salaries before 7th of every month. W.e.f May 2022 minimum wages order 2022 which RM 1500 is applicable and based on sample workers, all the workers received minimum wages accordingly. c. All workers receive their wages through bank account, except some of the workers under regularization program received their wages in cash. They can withdraw at nearest town i.e. Bandar Kunak. d. Any overtime work is mutually agreed between workers and management, and that there is no element of forcing. e. Documented foreign workers are not subjected to any recruitment fee. Foreign workers who choose to keep their passports at the office have done so with their written consent. f. Workers are generally satisfied with the way complaints lodged are acted upon. Delays in house repairs, if any, are usually due to the need to order repair parts. g. Workers, including foreign workers get to appoint their own representatives. There is no interference of influence exerted by the employer. h. For newly-arrived foreign workers who do understand Bahasa or English, translations are provided during briefings. i. Each Operating Unit established / conduct Social Dialogue Online Tracker System Enhancements, where the workers can express their grievance or suggestions or complaints.
2) Settlers	Not Applicable
3) Villagers / Local communities (including women representatives, displaced communities)	Generally, the villagers/local communities have no issue. This has been based on interviews made with the representatives from Kg Airport Batu 10, Kampung Sunpia and Kampung Tun Fuad
4) Suppliers	Not Applicable
5) Contract workers (local / foreign / Orang Asli workers / male & female)	Not Applicable
6) Local & national NGOs	Reconfirming the issue received during stakeholder consultation. These personnel were interviewed: Humana & CLC teacher – Binuang Estate, Jeleta Bumi Estate and Sungang Estate.

7) Government agencies / Statutory bodies	Not Applicable
8) Independent growers / Smallholders	Carried out interview with Growers: - Global Eternity - Ng Sey Gi plantation - Kuek Song Cing
9) Indigenous people	Not Applicable
10) Contractor	No issue. Contracts are fair and payments are promptly received within less than one month. Contractors such as Mohd Ridhuan Daud, Rimbun Hijau Enterprise, Mappe Enterprise (Rubbish Collection), Ooi Trading, Syarikat Andiez, Fimiezamz Enterprise, Perusahaan Taqdim, Syarikat Wawasan Merotai, Andikah Jaya Sn Bhd, Nadzirah Enterprise, Syarikat Pengangkutan Indah Permai, Sinaran Jaya Contractor
11) Previous land owner (if any)	Not Applicable
12) Others (please specify)	Not Applicable

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 Sime Darby Plantation Sdn Bhd - SOU 28 Binuang is a certification unit which consisted of Binuang Oil Mill, Binuang Estate, Sungang Estate, Tingkayu Estate and Jeleta Bumi Estate. Located in Kunak, Sabah, East Malaysia, the palm oil mill has a capacity of 40 mt/hr.

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

The FFB is sourced from company owned estates that are certified. Details of the FFB actual and projected contribution from each source to the mill are shown in the following tables

Table 1: Actual FFB production by the supply base for the last reporting period (Sept 2020 to May 2022)

Estates	FFB Production	
	Tonnes	Percentage (%)
Binuang	86,645.74	34.72
Sungang	41,900.40	16.79
Tingkayu	69,650.99	27.91
Jeleta Bumi	42,773.85	17.14
Mostyn	5,814.65	2.33
Giram	2,595.38	1.04
Segaliud	174.69	0.07
Total	**249,555.70**	**100.00**

Table 2: Projected FFB production by supply base for the next reporting period
(**June 2022 to May 2023**)

CU own estates	**FFB Contribution**	
	Tonnes	**Percentage (%)**
Binuang	55,712.99	38.78
Sungang	31,735.00	22.09
Tingkayu	29,400.00	20.47
Jeleta Bumi	26,800.00	18.66
Total	143,647.99	100

Table 3: Actual FFB received and CPO & PK dispatch by the Mill for the last reporting period
(**Sept 2020- Aug 2021 & Aug 2021- May 2022**)

	Total (MT) **(Sept 2020- Aug 2021)**	Total (MT) **(Aug 2021- May 2022)**
FFB Received	135,469.790	114,085.910
FFB Processed	134,875.794	113,880.907
CPO Production	31,302.928	25,183.406
PK Production	5,806.605	4,776.282
CPO delivered as RSPO certified	28,136.05	25,183.406
CPO delivered as non-RSPO certified	3,070.65	0.00
PK delivered as RSPO certified	5,806.60	4,776.28
PK delivered as non-RSPO certified	-	-
Credit traded under Book & Claim	-	-

Table 4: Projected FFB received and CPO & PK dispatch by the Mill of the next reporting period
(**June 2022 to May 2023**)

	Total (MT)
FFB Received	143,647.99
FFB Processed	143,647.99
CPO Production	33,469.98
PK Production	6,464.16

Table 5 Planted and certified area of the CU

Estate	Planted (ha)	Certified (ha)
Binuang	2,819.16	3,271.08
Sungang	1,967.80	3,407.98
Tingkayu	2,381.49	1,881.08
Jeleta Bumi	2,672.35	3,099.44
Total	9,840.82	11,659.580

Table 6 Planting profile for Binuang Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
2010	2nd	Mature	24.98	0.89
2010	2nd	Mature	80.24	2.85
2010	2nd	Mature	78.19	2.77
2011	2nd	Mature	54.84	1.95
2011	2nd	Mature	52.17	1.85
2012	2nd	Mature	43.12	1.53

2012	2nd	Mature	34.29	1.22
2012	2nd	Mature	66.11	2.35
2013	2nd	Mature	67.58	2.40
2013	2nd	Mature	75.38	2.67
2014	2nd	Mature	89.45	3.17
2016	2nd	Mature	88.64	3.14
2016	2nd	Mature	62.37	2.21
2018	2nd	Mature	65.63	2.33
2005	2nd	Mature	70.38	2.50
2005	2nd	Mature	41.17	1.46
2005	2nd	Mature	72.44	2.57
2005	2nd	Mature	92.09	3.27
2005	2nd	Mature	31.24	1.11
2009	2nd	Mature	38.81	1.38
2009	2nd	Mature	69.03	2.45
2008	2nd	Mature	25.59	0.91
2008	2nd	Mature	83.54	2.96
2009	2nd	Mature	67.55	2.40
2009	2nd	Mature	64.32	2.28
2008	2nd	Mature	62.52	2.22
2017	2nd	Mature	102.98	3.65
2017	2nd	Mature	71.8	2.55
2008	2nd	Mature	54.61	1.94
2002	2nd	Mature	55.3	1.96
2002	2nd	Mature	85.02	3.02
2002	2nd	Mature	64.33	2.28
2002	2nd	Mature	98.91	3.51
2006	2nd	Mature	79	2.80
2006	2nd	Mature	95.64	3.39
2006	2nd	Mature	70.13	2.49
2007	2nd	Mature	99.66	3.54
2007	2nd	Mature	54.39	1.93
2007	2nd	Mature	41.73	1.48
2007	2nd	Mature	42.71	1.51
2015	2nd	Mature	53.93	1.91
2020	2nd	Immature	10.55	0.37
2020	2nd	Immature	51.54	1.83
2021	2nd	Immature	85.26	3.02
Total			2,819.16	100
Remarks: Changes in planted hectarage for Binuang Estate reduced 61.10 ha as per latest GPS survey 23 November 2020. Previous hectarage reported 2,880.26.				

Table 7 Planting profile for Sungang Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
1994	1st	Mature	167.98	8.54
2011	2nd	Mature	176.89	8.99
2012	2nd	Mature	115.59	5.87
2013	2nd	Mature	140.63	7.15
2014	2nd	Mature	228.17	11.60
2015	2nd	Mature	200.59	10.19
2016	2nd	Mature	172.9	8.79
2017	2nd	Mature	210.44	10.69
2018	2nd	Mature	262.65	13.35
2020	2nd	Immature	291.96	14.84
Total			1,967.80	100
Remarks: Changes in planted hectarage for Sungang Estate reduced 7.13 ha as per latest GPS survey done 24 March 2020. Previous hectarage reported 1,974.93 ha				

Table 8 Planting profile for Tingkayu Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area(ha)	Percentage of planted area (%)
2003	2nd	Mature	161.54	6.78
2004	2nd	Mature	123.18	5.17
2005	2nd	Mature	351.88	14.78
2007	2nd	Mature	626.48	26.31
2009	2nd	Mature	224.51	9.43
2010	2nd	Mature	253.74	10.65
2014	2nd	Mature	205.70	8.64
2015	2nd	Mature	235.44	9.89
2016	2nd	Mature	199.04	8.36
Total			2381.49	100

Table 9 Planting profile for Jeleta Bumi Estate

Year of planting	Planting cycle (1st, 2nd, 3rd, etc. Generation)	Mature / Immature	Planted area (ha)	Percentage of planted area (%)
1993	1ST	Mature	105.12	4.08
1994	1St	Mature	533.89	17.02
1995	1ST	Mature	492.01	19.00
2002	1St	Mature	9.36	0.36
2014	2nd	Mature	282.01	10.96
2015	2nd	Mature	206.03	8.01
2017	2nd	Mature	224.66	8.73
2018	2nd	Mature	269.26	10.46
2019	2nd	Immature	255.17	9.92
2020	2nd	Immature	294.84	11.46
Total			2,672.35	100
Remarks: Changes in planted hectarage for Jeleta Bumi Estate (additional 20.27 ha) as per latest GPS survey 7 October 2020. Previous hectarage reported 2,774.64 ha.				

2.3 Organizational Information/Contact Person(s)

The details of the contact person are as below:

Name	:	Nor Azam bin Abu Samah
Position	:	Manager Binuang Estate (SOU 28 Chairman)
Address	:	PO Box 130, 91207 Kunak, Sabah
Phone no.	:	019-380 8720
Fax no.	:	089-855190
Email	:	norazam.abu.samah@simedarbyplantation.com

3.0 AUDIT FINDINGS

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

Changes in planted area due to adjustment made after GPS resurvey as per latest hectarage statement for Binuang Estate (reduced 61.10 ha), Sungang Estate (reduced 7.13 ha) and Jeleta Bumi Estate (additional 20.27 ha).

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

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

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

Details issues related to these were covered in the section - RSPO Certifications Systems for Principles & Criteria June 2017, in this report.

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

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

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

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

If no, please state reasons

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

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

No changes

3.4	Status of previous non-conformities *	■ Closed	☐ Not closed*
	* If not closed, minor non conformity will be upgraded to major non conformity		
3.5.	Complaint received from stakeholder (if any)		
	No significant complaints from stakeholders were observed		

4.0	**DETAILS OF NON-CONFORMITY REPORT**		
4.1	For P&C (Details checklist refer to Attachment 3) :		
	Total no. of minor NCR(s) (details refer to Attachment 3)	List : 3	3.3.3 (RMN 01), 5.2.1 (MZK 01 2022), 5.2.2 (MZK 02 2022)
	Total no. of major NCR(s) (details refer to Attachment 3)	List : 1	7.10.3 (DA 01 2022)
4.2	For SC (Details checklist refer to Attachment 5) :		
	Total no. of minor NCR(s) (details refer to Attachment 3)	List :	
	Total no. of major NCR(s) (details refer to Attachment 3)	List :	

5.0 AUDIT CONCLUSION

The audit team concludes that the organization has / ~~has not*~~ established and maintained its management system in line with the RSPO P&C requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.

6.0 RECOMMENDATION

☐ No NCR recorded. Recommended to continue certification.

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

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

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

■ Recommended to continue certification.

☐ Major NCR(s) recorded. Evidence of implementation of the corrective actions have been provided but not fully accepted by the audit team. NCR(s)…… have not been satisfactorily closed out within 60 days of the audit. Recommended for suspension of the certificate.

Note: Major NCRs which are not addressed within a further 60 days shall result in the certificate being withdrawn.

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

Audit Team Leader :	MOHD ZULFAKAR KAMARUZAMAN		23/9/2022
	(Name)	(Signature)	(Date)

Attachment 1 - Map



Attachment 2 – Audit Plan

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 : 20th to 25th June 2022

3. Site of assessment : SOU 28 Binuang:
1) Binuang POM
2) Binuang Estate
3) Tingkayu Estate
4) Sunggang Estate
5) Jeleta Bumi Estate

4. Reference Standard:
a. MYNI 2019 of RSPO P&C 2018 / RSPO Independent Smallholder Standard, Nov 2019 / RSPO Management System Requirements and Guidance for Group Certification of FFB Production, March2018
b. RSPO Certification System Documents
c. Company's audit criteria including Company's Manual/Procedures

5. Assessment Team

Lead Auditor : Mohd Zulfakar Kamaruzaman (Social – Internal (Mill) External (All), TPB)

Auditor :

1) Rohazimi Mat Nawi (Safety, Metrics Template)
2) Mohd Ab Raouf Asis (Social – Internal (All Estate), SCCS)
3) Mohd Norddin Abd Jalil (GAP)
4) Dzulfiqar Azmi (Environment, GHG)
5) Ismail Adnan (HCV)

Observer : -.

If there is any objection to the proposed audit team, the organization is required to inform the LeadAuditor/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 andevaluation of records.

8. Audit Findings
Audit findings shall be classified as major and/or minor. Major non conformities shall be addressed within90 days or else the certificate shall be suspended. If the major non conformities 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 non conformities raised in the surveillance audit, corrective action shall be verified in the next audit. These shall be upgraded to major non conformities 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 otherthan 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 thisaudit.

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 2021 to December 2021, and
   ii. 12-month period counting up to two months before audit month: **Apr. 2021 to Mar. 2022**
b) Reporting time frames for demographic data:
   i. For mill and estate workers: as of 31 December 2021
   ii. For smallholders and outgrowers: January 2021 to December 2021
c) Reporting time frame for all other social and environmental data:
   i. January 2021 to December 2021

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

Assessment Programme Details : As below

Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ		DA	RMN
Day 1-20/6/22 8.30am – 9.00am	Opening Meeting – Venue: **Binuang Estate** 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.	/	NA	/		/	/
9.00am – 12.30pm	**Site observation to Binuang Estate** **P1, P2, P3,P4,P5, P6, P7** • 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	/	NA	/		/	/
12.30pm – 1.30pm	Lunch Break	/	NA	/		/	/
1.30pm – 5.00pm	Continue assessment at respective sites	/	NA	/		/	/

Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ	MAR	DA	RMN
Day 2 – 21/6/22 8.30am – 12.30pm	**Site observation to Jeleta Bumi Estate** **P1, P2, P3,P4,P5, P6, P7** • 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	/	NA	/	/	/	/
12.30pm – 1.30pm	Lunch Break	/	NA	/	/	/	/
1.30pm – 5.00pm	Continue assessment at respective site	/	NA	/	/	/	/

Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ	MAR	DA	RMN
Day 3 – 22/6/22 8.30am – 12.30pm	**Site observation to Sunggang Estate** **P1, P2, P3, P4**, **P5, P6, P7** • 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	/	/	/	/	/	/
8.30am – 12.30pm	**Site observation to Jeleta Bumi Estate** **P7** • Inspection of protected sites with HCV attributes, forested area, plantation boundary, adjacent and neighbouring land use, riparian zone		/				
12.30pm – 1.30 pm	Lunch Break	/	/	/	/	/	/
1.30pm – 5.00pm	**Continue assessment at respective site**	/	/	/	/	/	/

Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ	MAR	DA	RMN
Day 4 – 16/12/21 8.30am – 12.30pm	**Site observation to Tingkayu Estate** **P1, P2, P3, P4**, **P5, P6, P7** • 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	/	/	/	/	/	/
12.30pm – 1.30 pm	Lunch Break	/	/	/	/	/	/
1.30pm – 5.00pm	**Continue assessment at respective site**	/	/	/	/	/	/

Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ	MAR	DA	RMN
Day 5 – 17/12/21 8.30am – 12.30pm	**Site observation to Binuang POM** **P1, P2, P3, P4, P5, P6, P7** • 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 Agricultural Practice such as harvesting, weeding, spraying, EFB mulching, POME application, IPM, • New planting • Occupational safety & health aspects, chemical management • Interview with workers, contractors etc. • Environmental management, waste & chemical management **Site observation to Binuang Estate (Ismail and Norddin)** **P7** • Inspection of protected sites with HCV attributes, forested area, plantation boundary, adjacent and neighbouring land use, riparian zone • Good Agricultural Practice such as harvesting, weeding, spraying, EFB mulching, POME application, IPM,	/	/	/	/	/	/
12.30pm – 1.30 pm	Lunch Break (Friday Prayer)	/	/	/	/	/	/
2.30pm –3.00pm	Continue assessment at respective site	/	/	/	/	/	/
2.30pm –4.00pm	Audit Team Discussion	/	/	/	/	/	/
4.00pm – 5.00pm	**Closing meeting at chosen site by Management**	/	/	/	/	/	/
Date / Time	Coverage of assessment / Activity / Site	MZK	IA	MNAJ	MAR	DA	RMN
Day 6 – 18/12/21	**Site observation to Binuang POM**	/	-	-	-	-	-
8.30am – 12.30pm	**P3** Legal & Other requirement RSPO Supply chain standard implementation including model requirements	/	-	-	/	-	-
12.30pm – 1.30 pm	Lunch Break	/	-	-	/	-	-
2.30pm –3.00pm	Continue assessment at respective site	/	-	-	/	-	-
2.30pm –4.00pm	Audit Team Discussion	/	-	-	/	-	-
4.00pm – 5.00pm	Closing meeting for SCCS	/	-	-	-	-	-

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

Attachment 3

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

Principle 1: Behave ethically and transparently

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

Clause	Indicators	Comply Yes/No	Findings
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1 (C) Documents that are specified in the RSPO P&C are made available to the public.	Yes	SOU 28 Binuang 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. The SDPB website address is http://www.simedarbyplantation.com/.
	1.1.3 (C) Records of requests for information and responses are maintained.	Yes	Binuang CU has continued to implement the communication procedure. At the point of audit, there was no request for information from the stakeholders. Binuang POM, Binuang Estate, Sungang Estate, Tingkayu Estate and Jelata Bumi Estate has management documents relating to environment, social and legal issues were made available to the public except for those prevented by commercial confidentially or where disclosure of information would result in negative environmental or social outcomes. Records of requests for information and responses were maintained accordingly.
	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 Binuang had identified personnel responsible for handling of complaints. Records of communication were maintained. Communication with the authority such as DOSH, DOE and Labour Department were maintained. For FY 2021, there is no record requested by external stakeholders so far. The latest communications sighted in these records, Buku Aduan, was request for repairs at employee housing. Management documents relating to environment, social and legal issues, were available to the public except for those prevented by commercial confidential or where disclosure of information would result in negative environmental or social outcomes. The CU has provided relevant information (environmental, social and/or legal) as requested by the relevant stakeholder during the annual stakeholder meeting.
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	Yes	Stakeholder Lists for all estates and Mill at Binuang CU were available and sighted. The CU continued to maintain and update the stakeholder's information (name of parties, address, contact number, nominated representatives) which included the contractors, vendors/suppliers, foreign recruitment agencies, embassy, government agencies, schools, local communities, CPO/PK customers, and others.
1.2 The unit of certification commits to ethical conduct in all business operations and	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.	Yes	SDP has developed and implemented Code of Business Conduct where the company implemented the integrity, respect & responsibility, enterprise and excellence during any business process. The policy was developed in Bahasa Malaysia, English and Bahasa Indonesia which can be downloaded via http://www.simedarbyplantation.com/corporate/ethical-business-practices. Besides that, the contractors and suppliers signed on the Vendor Integrity Pledge where Code of Business Conduct (COBC) has outlined in the pledge. Briefing of the COBC to all workers was conducted via morning muster and it

Clause	Indicators	Comply Yes/No	Findings
transactions.			was also being explained during the induction course for the newly arrived workers.
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	Yes	Binuang CU have issued a "Vendor Integrity Pledge" that is to be signed by all contractors, suppliers and vendors. The Pledge states that the undersigned has read, understood and will comply to The Vendor Code of Business Conduct. (includes Ethics and Management Practices). SDP has implemented Whistle Blowing Policy to help all stakeholders raise concern, without fear of retaliation on any wrongdoing that they may observe in SDP Group. The channel of whistleblowing is such as E-form that could be downloaded http://www.simedarbyplantation.com/corporate/whitsleblowing or through email, call or write letter to the whistleblowing unit in Head Office. Besides that, the company established Internal Audit to monitor the compliance and implementation of the policy throughout the plantations. The contractors and vendors signed on the Vendor Integrity Pledge where they complied with the COBC and other law and regulation. The overall ethical business practice was regularly monitored through the internal audit conducted by the RSQM team. Based on the Code of Business Conduct, it explains where to get guidance, raising a concern or reporting a violation. This is being brief to the worker during morning muster and internal/external stakeholder meeting.

Principle 2: Operate legally and respect rights

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

Clause	Indicators	Comply Yes/No	Findings
2.1 There is compliance with all applicable local, national and ratified international laws and regulations.	2.1.1 (C) The unit of certification complies with applicable legal requirements.	Yes	SOU 28 had continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and RSQM sustainability team. SOU 28 had obtained and renewed license and permits as required by the law.
	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	Each estate and mill had its own Legal and Other Requirements Register (LORR) and were being evaluated individually annually for compliance. The legal registers were updated by the person in-charge and approved by the respective managers.
	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.	Yes	In General, the estate boundaries were generally demarcated clearly. The locations of boundary stones were indicated in the estate boundary maps. Boundary marker pegs were painted white and red.

Clause	Indicators	Comply Yes/No	Findings
2.2 All contractors providing operational services and supplying labour and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.	2.2.1 A list of contracted parties is maintained.	Yes	The list of contracted parties is maintained by each unit in its respective stakeholder list. The lists contain name of contractors, designated contact persons, address, telephone/fax/email and type of contracted works done.
	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, is available.	Yes	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements as verified through Online Vendor Registration (OVR) and the Vendor Code of Business Conduct (VCOBC) which apply to all contractors for due diligence and meeting legal requirements. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/accredited) for migrant workers, service providers and labour contractors, were clearly stated in contract between Sime Darby and all contractors. Evidence of legal due diligence carried out include getting the vendors to sign the Vendor Integrity Pledge where they undertake to comply with rules relating to labour and human rights, company ethics and management practices, and would comply with all laws and regulations relating to anti-bribery, fraud and corruption.
	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.	Yes	All contracts sampled at SOU Binuang contain a clause on no child, forced and trafficked labour. This is stipulated under VCOBC and 'Ikrar Integriti Vendor' of the Agreements which states that the Contractor warrants that it shall not use or promote use of child labour, forced, bonded labour or human trafficking.
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: • 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	Sime Darby Binuang POM is currently have established the following for the directly source of FFB: a) Information on geo-location of FFB origins. b) Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder The evidence of currently document is available in the 'Smallholder Mapping' and Desktop review. At present the mill only possessed the valid MPOB licenses and land Title for all the directly source FFB and Report as verified by the auditor. Currently in Binuang POM there is no practice of indirectly source of FFB. All FFB are received direct from the suppliers (own estates)
	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	Currently in Binuang POM there is no practice of indirectly source of FFB. All FFB are received direct from the suppliers (own estates)

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

Implement plans, procedures and systems for continuous improvement.

Clause	Indicators	Comply Yes/No	Findings
3.1 There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.	3.1.1 (C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.	Yes	The business plan and budget were available and kept in soft copy. The documents were categorised as confidential. Information in the documents were sighted and briefed by the Estates/Mill Managers. Generally, the estates business plan was towards sustainable business and prepared in a 3-to-5-year horizon.
	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.	Yes	Long-Range Replanting Programs (LRRP) up to 2026 were made available. The program was reviewed once a year and was incorporated in their annual financial budget.
	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	Yes	The organization had conducted management review meeting for each operating unit. Among the agenda been discussed were: 1.Result of Internal Audit 2.Customer feedback 3.Process performance of products 4.Continual improvement 5. Resource needed
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 implemented by individual operating unit within SOU 28 Binuang based on environmental impacts and opportunities as per sampled sighted as follows: 1) Pollution prevention plan – completion of Electrostatic Precipitator (ESP) with pre-commissioning testing and synchronization with boiler system at Binuang POM 2) HCV and biodiversity plan – maintain all remnant forest patches and slopes more than 25° area and maintaining good practices at riparian area. 3) Waste management plan – handling of scheduled wastes 4) Water management plan – quarterly (estate) and monthly (mill) industrial effluent parameter quality analysis monitoring and monthly drinking water parameter quality analysis monitoring at all OU.
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	Yes	The monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template together with palm trace renewal.

Clause	Indicators	Comply Yes/No	Findings
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	All the estates and mill operations were guided through the manuals and SOPs. The procedures as documented in the Agriculture Reference Manual were disseminated to the staff/workers through morning briefings and trainings. The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. Field inspection and interviews with the workers confirmed that the SOPs had been implemented and they understood the requirements of the SOPs. The SOPs included the operation activities in the estates and the mills from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and dispatch of CPO & PK and security in the CU.
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	Yes	Binuang SOU 28 had the mechanisms to check the implementation of procedures and were carried out through internal audit, safety and health meeting and routine inspection (workplace inspection) by assistant manager, staff and hospital assistant. The organization had planned internal audit once per year. Internal audit conducted by competence auditor from Sustainability Compliance unit under Group Sustainability Department.
	3.3.3 Records of monitoring and any actions taken are maintained and available.	NO	Records of monitoring and actions taken by the Binuang SOU 28 continued to be maintained. This is to ensure that the established procedures were consistently implemented. Among the records sighted at the estates included Work Program Sheets, Field cost books, Bin cards, Harvesting Intervals, Monthly Progress Status Report, rainfall data and Daily muster chits. Harvesting standards were monitored using Sime Darby Plantation Berhad (SDPB) Plantation Micro Macro Program (PMMP). Generally, there were evidence of monitoring implemented by the estates and mill, e.g. pertaining to scheduled wastes management, emission from boiler and river water quality. Records of monitoring maintained were available. Sighted the monitoring data and found within the stipulated limit. Nevertheless, during site visit found that some areas were contribute unsafe conditions and hence been raised as NCR RMN 01.
3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.	3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.	Yes	Based on hectarage statement provided and th through checking the Google Maps, global forest watch website, Estate Maps, interview with estate management and relevant stakeholders, also through verification on hectarage statement there were no new planting or new development of areas at the estates.
	3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with	Yes	For Binuang CU, the SIA and EAIA reports separated. Environmental Aspect and Impact (EAI), Management Action Plans and Pollution Preventive Plan which covers form upstream activities such as FFB reception until downstream processes was sighted during assessment. Last reviewed in Feb 2022 estates management. 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 associated with air emission, palm oil mill effluent (POME) discharge to land application. At all estate visited, field activities that includes fertilizing, spraying, transportation of

Clause	Indicators	Comply Yes/No	Findings
	participation of affected stakeholders.		FFB, garbage disposal, landfill management, road maintenance, wildlife and land conservation activities. The mitigation measures were continued to be implemented to minimise the negative impacts. Based on the records available, there was evidence that the EIA & SIA was done with the participation of affected parties. Their attendance in stakeholder consultation meetings were documented on attendance sheets and these were sighted during the audit. Management plan for SIA has been updated annually.
	3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	Yes	A timetable with responsibilities for mitigation and monitoring was reviewed and updated as necessary. The CU had appointed specific person in charge (PIC) responsible for taking actions on each of the mitigation measures with specific time intervals. Sighted the latest stakeholder's minutes meeting for whole SOU 28 Binuang was conducted in June 2022 at Dewan Sri Binuang was carried out to external and internal stakeholders i.e. estates/mill representative workers, estate management, government agencies, NGO, school, villagers and private sectors (contractors/suppliers and neighboring estates). Evidence of the above stakeholder consultation conducted are available and the stakeholder feedback were recorded in the EAI action plan. So far, no negative impact issues related to environmental have been highlighted during stakeholders meeting. The same applied for the SIAs where participatory consultation was evident.
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 doc and made available to the workers and their representatives where applicable.	Yes	Employment procedures for recruitment, selection, hiring, are documented. For locals, the procedures are in SOP on Hiring of Local workers. The procedure details out the process of hiring (application form, screening, interview, requisition approval from Regional GM, medical check-up and issuance of letter of offer). For foreign worker, the employment procedures are contained in Standard Operating Process & Procedures (SOPP). Employment procedures for retirement and termination are available in the local workers' employment contracts. Similarly, foreign workers' contracts also contain provision for mutual termination. Retirement procedure is not applicable to foreign workers. Promotion procedures are also stated in the procedure, but they are subject to annual performance indicator.
	3.5.2 Employment procedures are implemented, and records are maintained.	Yes	The recruitment process was clearly stated in the procedure where the recruitment was based age, medical fitness and etc. There is no any discrimination based on religion, gender, nationality and etc during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary and etc. Meanwhile, for promotion process are available for the local & foreign workers in the amended procedures under "Title: Career Progression for Workers Level".
3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	Yes	The estates had identified and reviewed significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and risk control (HIRARC) records, as well as CHRA reports were verified during the assessment. Appropriate risk control measures were determined and implemented for the respective activities and operation. Most of the moving part and rotating machinery were installed with machine guarding and properly covered. Appropriate administrative controls such as safety signage were displayed at all workstations in the mill and estate office and workshop. In general, the control measures were appropriate to the identified risks.

Clause	Indicators	Comply Yes/No	Findings
	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	Yes	The effectiveness of the H&S been monitored by the states including program bonded by regulatory.
3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.	3.7.1 (C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.	Yes	The organization had established Competence, Training and awareness Procedure.The training program for 2022 covering all aspects of the RSPO Principles and Criteria and other essential operations activities has been established. Regular assessments of training needs were available and verified. Training needs identification matrix has been established with target dates for of implementation. The estates and mill will have local adjustment to tailor with individual needs for training program.
	3.7.2 Records of training are maintained, where appropriate on an individual basis.	Yes	SOU 28 Binuang 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, name and signature of the attendees, name of the trainer, time and venue.
	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	The procedure sighted ‘’Penerangan Berkaitan Sustainable Supply Chain and Traceability Procedure (SOP). The training was done by Asst Manager KKS Binuang. The training mainly on ‘’Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia’’ which has been distributed to all upstream Malaysia in May 2022. Training to the contractor has been done in June 2022.

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 processes certified and uncertified FFB without physically separating them, the inly MB Module is applicable.	Yes	Binuang POM has continued to maintain Identity Preserved model. Binuang POM obtained certified FFB from owned estate such as: • Binuang Estate • Sungang Estate • Tingkayu Estate • Jeleta Bumi Estate • Diversion crop – Mostyn Estate Thus, Binuang POM has qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.
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 3rd party certified supply base.	Yes	Not applicable due to Binuang POM using Identity preserved model.
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the CB in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm	Yes	As in Table 4 in this report.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.		
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organisation (RSPO IT platform).	Yes	The mill observed to have met registration and reporting requirements for supply chain through the RSPO Palm Trace. The registration information were: Name: Binuang Oil Mill – Sime Darby Country: Malaysia Member Category: Oil Mil Products: CPO & Palm Kernel Program: Identity Preserved

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.5	The site shall have written procedures and/or work instructions to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: • 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.	Yes	''Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia'' document. The procedure described the following: Clause 3.0 ~ Scope Clause 4.0 ~ The responsibility of for the implementation of RSPO SCC i.e. head of operating unit Clause 5.0 ~ Control of document & records such as weighbridge tickets, consignment note, training record & contracts. Record retention for 10 years. Define the critical control point (CCP): estate – weighbridge, mill – weighbridge, admin office, ramp, CPO despatch area, CPO storage tank. Kernel silos. Clause 6.0 ~ Delivery of FFB from the estate – relevant record involved, flowchart for crop diversion, list of mill and their supply chain model i.e. IP or MB Clause 7.0 ~ Receiving FFB at the mill – list of supply base, rules for determining diverted FFB destination, relevant record Clause 8.0 ~ ISCC Compliant waste / residues materials Clause 9.0 ~ Process monitoring – for IP model mill need to ensure no mixing of RSPO certified and non-certified and MB model Clause 10.0 ~ CPO and PK despatch – [Clause 9.1] all delivery of CPO and PK shall be in accordance with the contract allocated by Global Trading & Marketing (GTM) department Clause 11.0 ~ Non-conforming material / product – requirement to downgrade the RSPO Product Clause 12.0 ~ Product claim – shall follow RSPO rules on market communication & claim Clause 13.0 ~ Outsourced contractor - the mill has established list of outsourced contractor. Sighted list of transporter for CPO and PK. Clause 14.0 ~ Training – the mill shall provide training for relevant personnel carrying the task at tech critical control point (CCP). 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. Clause 16.0 ~ Production volume Clause 17.0 ~ Conversion Factors Clause 18.0 ~ Internal Audit Clause 19.0 ~ Complaints Clause 20.0 ~ Management Review The procedure was kept in file RSPO Supply Chain Manual. Appropriate changes were also made in the change to include the new clause Production of ISCC certified waste/residues materials at the mill. Appropriate training for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS) has been conducted in June 2022 attended by relevant personnel. The Assistant Manager have overall responsible and authority over the implementation of RSPO supply chain requirement in RSPO Binuang POM. Appointment letter sighted. Interview with sustainability committee member, mill manager, assistant mill manager & weighbridge operator was confirmed they are understood the supply chain requirements. BPOM had continued to implement the procedures it had on receiving and processing of RSPO certified

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	• The site shall have documented procedures for receiving and processing certified and non-certified FFBs.		and non- certified FFBs. (Refer para. 7.0 of the SOP - Receiving FFB at the Mill) it has described how BPOM manages the FFB from certified source. No issue regarding receiving Noncertified FFB as this mill is an IP Mill.
3.8.6	The site shall have a written procedure to conduct annual internal audit to determine whether the organisation; • 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	As describe under para 18.0 SOP for Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia, BPOM refer to this procedure which is follow the RSPO Supply Chain Certification Standard Revision 2020 requirements. Audit report has also been established. The audit was conducted against the RSPO Supply Chain requirements. RSPO internal audit was conducted in March 2022 by internal lead auditor. The internal audit has followed the requirements in the RSPO Supply Chain Certification Standard- RSPO MYNI 2019 and the RSPO Market Communications and Claims Documents. There are 1 major NCR were raised by auditor. Minor NCR has been answered, auditor has found all of the corrective action has successfully address by the POM. Audit Attendance sheet, audit plan, audit notes, was sighted by auditor. Documented procedure has defined management review will be conducted once a year Management review meeting has been conducted in Apr 2022 (combine RSPO, RSPO SCCS and MSPO).
3.8.7	The site shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. The site shall inform the CB immediately if there is a projected	Yes	BPOM had continued to receive certified FFB from own Estate which is Binuang Estate, Jeleta Bumi, Tingkayu Estate and Sungang Estate and crop diversion from its own sister estates i.e Mostyn and Segaliud Estate. Sighted sample FFB consignment note for Binuang Estate, Jeleta Bumi, Tingkayu Estate and Sungang Estate for the month of Sep 2020 – May 2022. Among the information available on the FFB consignment note are estate name, delivery date, no of FFB bunches, FFB weight, quantity, unique

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	overproduction of certified tonnage. The site shall have a mechanism in place for handling non-conforming oil palm products and/or documents.		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.
3.8.8	Sales and Goods Out The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The info 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): 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 no.	Yes	The procedure in handling of sale and delivery was sighted and found adequate. Sales activities usually handled by Sime Darby Plantations Berhad and Global Trade Marketing Department (HQ) on behalf of Binuang POM.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.9	Outsourcing Activities (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. (ii) The mill shall ensure the following: a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that CB has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to the respective operations, systems, and all information, when this is announced in advance.	Yes	There are 1 outsource company CPO and PK transporter and the agreement document was available and communication on the RSPO supply chain requirement were communicated to them. There is a clause regarding Supply chain in the 'annexure 5' of agreement. Record of training in Mar 2022 for transporter contractor was sighted by the auditor.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.10	The site shall record the names and contact details of all contractors used for the processing or physical handling of RSPO certified oil palm products.	Yes	List of stakeholders updated in June 2022 has detailed in all contractors used for the processing or physical handling of RSPO certified oil palm products.
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Yes	No new contractors used and will be used in the future for the processing or production of RSPO certified materials.
3.8.12	The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.	Yes	Sighted CPO and PK delivery note, weighbridge ticket, production data, internal audit and management review records were found up-to-date.
	Retention times for all records and reports shall be a minimum of two (2) years and shall comply with legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.	Yes	Relevant record was maintained for more than 2 years as per Standard operating procedure for ‘’Sustainable Supply Chain and Traceability Procedure for Upstream Malaysia’’.
	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.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	iv) For Mass Balance Module, the mill: a. shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. 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.)	Yes	Not applicable since this mill is IP mill.
3.8.13	Extraction rate The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.	Yes	Binuang POM process all the received certified crop & their processing output will be based on their actual Oil Extraction Rate (OER) as well as Kernel Extraction Rate (KER). OER & KER has been updated by daily basis and monthly summary has been used as guidance.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	Yes	
3.8.15	Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.	Yes	The dispatch of the RSPO certified CPO/ PK to buyer by Binuang POM were made based on a specific contract. The receiving pit, pipelines and tanks in Binuang POM 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 produced. For traceability of a specific batch of RSPO certified CPO back to the supplying POM, Binuang POM 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 issued by their site.
3.8.16	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform	Yes	The registration of transaction being carried out by Group Plantation Marketing subordinate. Mill receive copy of transaction input to the system on monthly basis based on contract summary (buyer weight being put in).
3.8.17	Claims The mill shall only make claims regarding the production of	Yes	Relevant information on product claim (including applicable Supply Chain model and certificate number) being correctly indicated in the relevant outgoing paperwork. BPOM has not use RSPO corporate logo as well as trademark logo.

Ref. in RSPO SCCS	Indicators	Comply Yes/No	Findings
	RSPO certified oil that are in compliance with the RSPO Rules on Market Comms and Claims.		

Principle 4: Respect community and human rights and deliver benefits

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

Clause	Indicators	Comply Yes/No	Findings
4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.	4.1.1 (C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders, is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.	Yes	Policy to respect human rights is available and documented in the Sime Darby Plantations Human Rights Charter. Training on the Human Rights Charter was given to the workers and staff. The Policy was communicated to stakeholders which included FFB suppliers during stakeholder meeting in January 2022. The Group has established a specific Policy on Human Right Defenders, Whistleblowers and Complainants and the Policy had been finalised by GSQM in March 2020.
	4.1.2 The unit of certification does not instigate violence or use any form of harassment in their operations.	Yes	There is no evidence that SOU 28 Binuang instigates any violence or use any form of harassment in its operations. This was confirmed from interviews conducted with its employees from all levels (staff, workers, security personnel).
4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all	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	Yes	The system used by the SOU 28 Binuang 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 30 each have its own Internal Complaint Book and External Communication Book. The Internal Complaint Book was used for employees to lodge complaint pertaining to their houses, and there is evidence that the complaints were resolved in a timely and appropriate manner. The external book was reviewed and found no complaints against the CU. Anonymity of complainants and whistleblowers are ensured under the Sime Darby Code of Business Conduct which provides an avenue to direct the grievances to a Hotline number, toll-free numbers, email, fax, or letters to the Whistleblowing Unit at HQ.

Clause	Indicators	Comply Yes/No	Findings
affected parties.	requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.		
	4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.	Yes	The documented system in dealing with complaints and grievances are briefed during muster briefing. To ensure that illiterate parties also understand the procedures, verbal briefings are given are translated into the language the affected parties understand. This was confirmed by foreign workers interviewed at the estates and mill.
	4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.	Yes	There is evidence that parties to a grievance are kept informed of the progress of the complaints. Actions taken following complaints on house defects were informed to the complainants.
	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	Paragraph 7 of Appendix 5 Sustainable Plantation Management System, Flowchart and Procedure On Handling Social states upon failure of negotiation process involving estate management, representatives from the disputed parties, zone heads, third parties and stakeholders, legal proceedings may follow. Paragraph 8 of Appendix 3 of the same document on procedures Handling Land Disputes states that "further negotiation processes may involve independent third parties such as representatives from the Land Office or from other NGOs." Therefore, the conflict resolution mechanism includes options to access independent legal and technical advice.
4.3 The CU 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	SOU Binuang is able to demonstrate that contributions to community development have been made based on consultation results with the surrounding Smallholder. The Estate made contribution to CLC School, Lent the table, Chair for wedding son of workers, and donation at surrounding school. Other contributions to the local community developments based on consultation include villagers' access to free medical treatment at the estate clinic, and job opportunities, as of to date 50% of the staff and workers are came from surrounding village.
4.4 Use of the land for oil palm does not diminish the legal, customary or user	4.4.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free,	Yes	The legal ownership and the maps to indicate the boundary stone were sighted at Binuang, Jeleta Bumi, Tingkayu and Sungang Estate. The Land Title for All Estate has been verified, for all Estate (Binuang, Jeleta Bumi, Tingkayu and Sungang Estate), all the land title is originally from Sabah Land Development (after this refer as SLB), then Several Private Company buy the Land from SLB in 1977. For Jeleta Bumi Estate. In 15/12/1984 Syarikat Jeleta Bumi has bought the land from this private company and Syarikat Jeleta Bumi is one of company under Guthrie. In 2007 Guthrie has merge with Sime Darby. For

Clause	Indicators	Comply Yes/No	Findings
rights of other users without their free, prior and informed consent.	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.		Sungang Estate, Binuang Estate actually is from Bena Plantation and has bought the land from SLD on 3/10/79 for cocoa planting, and company has change their names to Tongkah Plantations (M) Sdn Bhd/Harrisons Malaysia. on 16/1/90 and change the planting material to Oil Palm and Harrisons Malaysia which is company under Golden Hope (Sabah). In 2007 Golden Hope has merge with Sime Darby. For Tingkayu Estate, is actually one of division from Mostyn Estate under SOU Giram The Land Title for Mostyn estate are originated from 11 Smallholder and Sell to Company Name Harrisons Malaysian Plantations Sdn Bhd in year 1984-1992. Auditor has verified the record of Transfer from smallholder to Harrisson. Harrisons Malaysian Plantations Sdn Bhd has sell the land to Golden Hope plantations in 1991 and after that merge with Sime Darby in year of 2007.
	4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by SOU Binuang since 1977. The audit team had confirmed that there were no land issues related to previous owners.
	4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making.	Yes	
	4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.	Yes	

Clause	Indicators	Comply Yes/No	Findings
	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 now legitimately owned by Sime Darby SOU Binuang since 1977. All the related documentation regarding the land acquisition was kept in Sime Darby HQ Office, Ara Damansara and the copy in the estate was verified by the auditor. There were no issues regarding land with villagers, local community and neighboring estate, hence the evidence required under this clause was not available.
	4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.	Yes	This requirement in this indicator does not apply to SOU Binuang.
	4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.	Yes	This requirement in this indicator does not apply to SOU Binuang.
	4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in	Yes	This requirement in this indicator does not apply to SOU Binuang.

Clause	Indicators	Comply Yes/No	Findings
	consultation with affected parties.		
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 Binuang and land title, there was no new plantings are established on local peoples' land. It has been verified that the land is legitimately owned by Sime Darby SOU Binuang since 1977. The audit team had confirmed that there were no land issues related to previous owners.
	4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.
	4.5.3 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	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.

Clause	Indicators	Comply Yes/No	Findings
	non-coercive and entered into voluntarily and carried out prior to new operations.		
	4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.
	4.5.5 Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.
	4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.
	4.5.7 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	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

Clause	Indicators	Comply Yes/No	Findings
	eminent domain of the federal and state land acquisition legislations.		
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"/ Procedures for Handling Boundaries Disputes, the procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established. However, there was no issue/case related to this indicator as verified by audit team during consultation with 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 was no scheme small holdings at SOU Binuang. 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 was no process and outcomes of any negotiated agreements, compensation and payments to any affected parties.
4.7 For new planting, where it can be demonstrated that	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

Clause	Indicators	Comply Yes/No	Findings
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.			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 relevant stakeholders and from the interviews, it can be concluded that there was no evidence of any land dispute at SOU Binuang, hence the evidence required under this clause was not available.
	4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.	Yes	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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	As reported in 4.4.1 of this checklist, it has been verified that the land is now legitimately owned by Sime Darby SOU Binuang since 1977. 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.
	4.8.2 (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,	Yes	Land conflict is not present in the area of the unit of certification. The audit team has also interviewed relevant stakeholders and from the interviews, it can be concluded that there was no evidence of any land dispute at SOU Binuang, Hence the evidence required under this clause was not available.

Clause	Indicators	Comply Yes/No	Findings
	the unit of certification 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 req.	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. It has been further confirmed through interviewed relevant stakeholders and from the interviews, it can be concluded that there was no evidence of any land dispute at SOU Binuang, Hence the evidence required under this clause was not available.

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	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 SOU 28 Binuang owned estates, which is Binuang, Jeleta Bumi, Tingkayu and Sungang. Thus, This Indicator is not applicable as Binuang Palm Oil Mill only receives FFB from its own supply within SOU 28 Binuang, and none from third party suppliers.
	5.1.2 (C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.	YES	This Indicator is not applicable because the Binuang Palm Oil Mill only receives FFB from its own supply within SOU 28 Binuang, and none from third party suppliers.

Clause	Indicators	Comply Yes/No	Findings
local businesses.	5.1.3 (C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.	YES	This Indicator is not applicable because the Binuang Palm Oil Mill only receives FFB from its own supply within SOU 28 Binuang, and none from third party suppliers.
	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	This Indicator is not applicable because the Binuang Palm Oil Mill only receives FFB from its own supply within SOU 28 Binuang, and none from third party suppliers.
	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.	YES	Consultations with Outsider suppliers confirmed that they understood the salient points in the agreement, namely contract duration, rate of payment, their obligations under the contract, etc. They also confirmed that contract entered into are valid, fair and transparent as the terms of payment are being negotiated upon prior to signing.
	5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.	YES	All contractor confirmed that payments were received within a reasonable timeframe which is 7-10 days after submission of invoice. And receipts contain specifying price, weight, deductions and amount paid are given.
	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).	YES	Weighing Equipment in SOU Binuang has been calibrated on a yearly basis as required.
	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring	YES	Sime Darby SOU Binuang supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted that last Stakeholder meeting carried out in July 2020 to promote on RSPO certification. However, currently the Growers and villagers were not in favor in the implementation due

Clause	Indicators	Comply Yes/No	Findings
	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.		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 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 of the solutions or otherwise. If the proposed solution was rejected, the dispute will be brought for third party arbitration. 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)".
5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	NO	Sime Darby SOU Binuang 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. However no records of consultations with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification. Thus Minor NCR MZK 01 2022 has been raised.
	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, org. and managerial competencies, and specific elements of RSPO certification (incl. the RSPO Standard for ISH).	NO	Sime Darby SOU Binuang 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. However, no records of development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). Thus Minor NCR MZK 02 2022 has been raised.

Clause	Indicators	Comply Yes/No	Findings
	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.	YES	Sime Darby SOU Binuang supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. Sighted that last Stakeholder meeting carried out in July 2020 to promote on RSPO certification. However, currently the Growers and villagers were not in favor in the implementation due to high cost. Their only focus for MSPO first.
	5.2.4 (C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.	YES	As above. No training on pesticide handling involving smallholders.
	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.	YES	Currently Sime Darby SOU Binuang has created a system to trace their stakeholder around their estates. But so far growers and smallholders in Sabah are willing to join the WAGS to get certification but for smallholder in Sarawak doesn't want to involve because of financial restriction.

Principle 6: Respect workers' rights and conditions

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

Clause	Indicators	Comply Yes/No	Findings
6.1 Any form of discrimination is prohibited.	6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	Yes	The policy of Group Sustainability and Quality Policy Statement has been approved by Group Managing Director. The policy shall be guided by the commitments spelt out in the company's: • Responsible Agriculture Charter (RAC) • Human Rights Charter (HRC) • Innovation & Productivity Charter (IPC) Para 3.2.5 in the HRC clearly stated promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. SDPB according to the statement, also will facilitate opportunities for advancement for their employees, especially women by removing barriers to progress and respecting reproductive and maternal rights.
	6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers	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

Clause	Indicators	Comply Yes/No	Findings
	have not been discriminated against including charging of recruitment fees for migrant workers.		observation, review of pay checks, contracts of employment, including charging of recruitment fees for migrant workers.
	6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	Yes	SDP has established the Career Progression for Workers Level (both local and foreign workers), where the promotion of workers is based on the work performance, suitability and the leadership quality of the worker. For requirement, 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 any discrimination based on religion, gender, nationality etc., during their recruitment. The recruitment process is based on skills, capabilities, medical fitness necessary etc. This was confirmed during stakeholder's consultation, worker's interview, complaint book and trade union meeting. Sighted the job description of each workers mention the same regardless of skin colour, religion, race or caste.
	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	Yes	As of the date of the audit, it was confirmed by the worker during interview, there is no evidence that pregnancy testing was carried out in a discriminatory manner. Pregnancy test was done on the worker own free will. Based on the interview, if there any case of pregnancy, the female worker will be assigned to do light general work.
	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.	Yes	Gender Committee was established in Binuang POM and the appointment letters of the committee was sighted. Gender Committee has organized meeting via 3 months interval and the meetings were evident. Interview with the Chairman of Gender Committee in Binuang POM confirmed that she aware and understood the roles and purpose of the committee. Furthermore, there is no case of sexual harassment or violence reported. Among the activities carried out by the Gender Committee include training on sexual harassment, reproductive rights and opportunities to improve members' income.
	6.1.6 There is evidence of equal pay for the same work scope.	Yes	Comparisons were made of sampled employment contracts and payslips of harvesters. Evidence is available that sampled workers receive equal pay for equal work.
6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are	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)	Yes	Contracts for local and Indonesian foreign workers at the Binuang POM, Binuang Estate, Jeleta Bumi Estate, Tingkayu Estate and Sungang Estate were sampled and confirmed that all workers and the management signed a dated contract of employment. The terms and conditions of employment are contained in the employment contracts which include duration of employment, place of work, salary, working hours, medical benefits, annual leave, sick leave, termination of service, and other benefits provided (housing, employment cost, etc.). The contract was available in both languages (English and Bahasa Malaysia). Each paragraph in the contract was explained to the workers by the mill and estate management prior to signing.

Clause	Indicators	Comply Yes/No	Findings
sufficient to provide decent living wages (DLW).	and explained to them in language they understand.		For Estate workers' employment contracts were sampled and verified to be valid and current, duly signed and witnessed. For the Binuang POM documentation of pay is in the form of monthly pay slips. Conditions of pay are contained in the workers' respective employment contracts. Labour laws, union and/or other collective agreements detailing payments and other conditions, was made available in the languages understood by the workers and explained to them by a management during induction. Each pay slip documents the name of employee, month of pay, income (basic, overtime, reimbursement, allowances), deductions (statutory such as EPF, SOCSO, EIS, electricity), net salary, annual leave and medical leave taken, etc.
	6.2.2 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.	Yes	The employment contracts signed between the estate/mill management contain employment and payment terms and provisions covering duration of employment, place of work, salary, working hours, medical, accommodation, SOCSO, transportation, public holidays, sick leave, annual leave, mutual termination of service, etc. The pay slip is the document that give accurate information on compensation for all work performed. It contains the following information: employee name, IC/passport, gang, month of pay, pay description, (basic, price bonus, productivity incentive, allowances, deductions for SOCSO, EIS, KSWP, total income for the month, total deductions, net pay. None of the workers have family members working to help them with their work. List of payslips and agreement sampled as per indicator 6.2.1. Contracts and conditions of employment are contained in employment contracts signed between the Binuang POM on one hand, and their workers on the other. The employment contracts sampled were prepared in either Bahasa Malaysia/Indonesia or in dual-language, namely English and the language commonly used in the worker's country of origin.
	6.2.3 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.	Yes	The Binuang POM has complied with legal requirements and Collective Agreement under Sabah Plantation Industry Employees Union (SPIEU) on regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements. Salary deductions are made for statutory deductions such as SOCSO, EPF, and EIS. For non-statutory deductions such as for payment of electricity and water bills, records are available of written permits from the Department of Labour, Sabah.
	6.2.4 (C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national	Yes	The Binuang POM and Binuang, Tingkayu, Sunggang and Jeleta Bumi, have provided adequate housing, water supplies, medical, educational and welfare amenities. These were found to be in accordance with the Workers' Minimum Standard of Housing Standard of Housing and Amenities Act 1990 (Act 446). Workers' housing inspection was carried on weekly as per Section 23(2) of the Workers' Minimum Standards of Housing & Amenities Act 1990 (Act 446). The houses were all in good conditions, and each house has between 2 – 3 bedrooms. Among the facilities provided are creche, CLC school, clinic where medical treatment and facilities are provided

Clause	Indicators	Comply Yes/No	Findings
	standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.		for free, sundry shops selling daily necessities such as rice, flour, sugar, cooking oil, etc. The workers' housing areas also have a mosque, a community hall, a football field, and badminton/volleyball court. Workers interviewed confirmed that the houses and amenities provided are adequate, comfortable and requests for repairs were attended to in a timely manner. All houses have constant water supply and electricity which are provided free of charge. Even if the water and electricity supply is not continuous daily, this is not seen as an inconvenience because each house has its own water storage tank. The water catchment for Binuang Mill CU was treated for drinking water and supplied to all workers' quarters. The clinic is managed a Medical Assistant aided by two (2) personnel. A Visiting Medical Officer visits the clinic twice a month to review cases, provide guidance to the medical assistant and to check the conditions at the workers' housing area. Children of workers' (both local and foreign workers) are given free transportation to the nearest schools. Children of Indonesian workers attend the CLC (Community Learning Centre) school where Indonesian school curriculum was taught. Pre-school children of workers were provided creche facilities.
	6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.	Yes	All units have its own canteen and grocery store which sells basic items such as eggs, flour, rice, vegetables, frozen food such as fish, meat, onions, etc. Items seen in the stores are adequate, clearly labelled and within its expiry period. Workers interviewed informed that they purchase items from these stores, but also since the estates and mill are easily accessible to the nearest town, they also go out to the towns. Workers could either pay in cash, or on credit.
	6.2.6 A "DLW" is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. 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: • An assessment is conducted to determine prevailing wages and in-kind benefits already being provided to workers.	Yes	All sampled workers receive at least minimum wages based on Minimum Wages Order 2022. Binuang POM, Binuang Estate, Tingkayu Estate, Jeleta Bumi, Sunggang Estate had calculated the prevailing wages and in-kind benefits for their workers. The calculation incuded housing, electricity, water, transport to work, sports and recreation facilities, education, childcare and healthcare. The auditor had verified the calculation and though the calculation was in line with RSPO Guidance on Calculation Prevailing Wages.

Clause	Indicators	Comply Yes/No	Findings
	• There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent basket of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment. • The unit of certification may choose to implement the "living wage" payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before an eventual scale-up of the living wage implementation. 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.		
	6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.	Yes	All the estates and mill employ full-time employees. Foreign workers are full-time employees but have a contractual duration which is stipulated in their employment contracts which is 2 years for Indonesians and 3 years for other nationalities. This contract duration can be mutually extended subject to the annual work permit from the Malaysian Immigration Department.
6.3 The unit of certification respects the rights of all personnel to form	6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages (English	Yes	Recognition of freedom of association is available in the Sime Darby Plantation Social Policy. The policy states that the company respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. This Social Policy was applicable throughout all operating units and was printed and translated in Bahasa Malaysia and displayed on all notice boards throughout the CU. Briefing to the workers were done during policy trainings.

Clause	Indicators	Comply Yes/No	Findings
and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.	and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.		
	6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.	Yes	In practice, there was no trade union/workers' union. However, the Binuang POM have implemented and formed a meeting with management representative and worker representative. Recently, Social Dialog was introduced and implemented at Binuang POM to comprising 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 by forthrightly basis. This also been implemented due to impact assessment. Main reason to gather the information such as feedback from the workers in term of Social, Safety, Environmental, Welfare issues, etc. All the feedbacks were highlighted in the minutes meeting and Social Dialog Online Tracker (SDTS) for tracking system and action plan.
	6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.	Yes	Based on the worker's and management interview, the selection of representative workers made from the election among the member without management interference. Foreign worker's nationality included in the committee formation and appointment letter sighted.
6.4 Children are not employed or exploited.	6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.	Yes	The formal Policy on protection of children and non-employment of children is contained in the Sime Darby Social Policy. This undertaking to not hire child labour is included in all service contracts and supplier agreements. In addition, para 3.3 of the Human Right Charter respect to the to the children rights whereby company did not take any person/children below 18 years old.
	6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age,	Yes	Based on interviews, documentation review and observations in the field, evidence is available that minimum age requirements are met throughout SOU 28 Binuang.

Clause	Indicators	Comply Yes/No	Findings
	whichever is higher. There is a documented age screening verification procedure.		
	6.4.3 (C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.	Yes	There was no evidence that any young persons were employed in any of the units at SOU 28 Binuang as evidenced from documentation review, field observations and interviews.
	6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.	Yes	Based on the documents sighted, communication about its no child labour Policy was communicated to all levels of employees as evidenced from training records. The training was also given to external stakeholders during stakeholder meeting.
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 comm. to all levels of the workforce.	Yes	The policy to prevent sexual and other forms of violence is contained in the Sime Darby Social Policy. Based on interviews conducted and documents reviewed, there is evidence that the Policy is being implemented. Workers interviewed confirmed their understanding of the Policy, what constitutes sexual harassment and knows how to lodge a complaint. There is no evidence of any sexual harassment, or any form of harassment having occurred.
	6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and comm. to all levels of the workforce.	Yes	The policy to protect reproductive rights of women is contained in the Sime Darby Plantation Gender Policy. Based on interviews conducted and documents reviewed, there is evidence that the Policy is being implemented. Workers interviewed, especially women employees from all levels of the workforce confirmed their understanding of the Policy. Awareness on reproductive rights were also briefed at SOU level.
	6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.	Yes	During this audit, there has been no evidence of any new mothers and therefore this indicator could not be verified. However, based on interview conducted with the Gender Committee members at Table Estate, two years ago when she was pregnant, her needs were attended to which included a private room where she could express milk and a fridge for storage were made available. Gender committee is in place as a channel where expecting mothers and new mothers are consulted and advised on actions to be taken including discussion with the management on reassigning them to work that has risk and hazard during their pregnancy and breast-feeding period.

Clause	Indicators	Comply Yes/No	Findings
	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	SOU Binuang has established and implemented the Flowchart and Procedure on Handling Social Issues. Initial negotiation between the management and the dispute parties should be taken within two weeks after outbreak of issue which the involvement of disputed parties, zone heads, third parties and stakeholders. Besides, the company has implemented Whistleblowing Channels where an e-Form, email address and toll-free no. / hotline can be found in www.simedarbyplantation.com/corporate/governance/whistleblowing. Additionally, SDP has also established Suara Kami. According to the SOP for Suara Kami Helpline, this is an alternative independent third-party worker grievance channel with multi-languages and multi-interfaces (toll-free number, SMS and facebook) that assures worker confidentiality unless personal details are required, where in such situations, consent will be sought by the system receiver.
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: • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty to the workers for termination of employment • Debt bondage • Withholding of wages	Yes	Collective evidence is available that all sampled workers have entered into employment voluntarily. This is based on the following: a. review of sampled employment contracts which contain mutually agreed termination clause; b. review of documents where workers signed consenting for their passports to be kept at the office; c. interview with foreign workers who confirmed they could have access to the passports at any time; d. review of recruitment agency contract for Sime Darby Plantation Berhad confirmed that no recruitment fee is payable by the workers and confirmed by the workers (except for passport, medical in and biometrics in home country). Until ASA 2 audit, the new agreement for all recruitment agency yet to endorsed by the management, hence no new foreign workers enter thru recruitment agency. e. records of punch cards and workers confirmation that overtime work is mutually agreeable and not forced on them; f. confirmation from the foreign workers that they received accurate briefing in their home country on the job they would be doing in Malaysia; g. and confirmation from the workers that there is no debt bondage or withholding of wages.
	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.	Yes	The SOU 28 Binuang adopts the Social Policy which states that "All employees shall be treated fairly in terms of recruitment, progression, terms and conditions of work and representation race, caste, nationality". There is also a procedure entitled “Sourcing Process for Foreign Workers”. Based on observations and interviews of foreign workers (harvesters, sprayers, mill workers), there is no evidence of contract substitution and no discriminatory practices against foreign workers. A post-arrival briefing is also given, in particular on the contents of their employment contracts, safety, benefits, etc. The SOU 28 Binuang Human Rights Charter Revised 2020, Paragraph 3.2: Respect and Uphold Labour Rights.

Clause	Indicators	Comply Yes/No	Findings
6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.	6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.	Yes	All the Estates / Mill Managers were appointed as the Chairman of the ESH committee. The letter of appointment for the Managers signed by the Regional CEO was sighted. The Managers subsequently assigned duties of ESH coordinator to the Assistants for the down line implementation of ESH practices in the estates. Similar appointment was made for all the estates and the mill. All identified Executives were officially given a letter for such an appointment. The estates and the mill management conduct regular two-way communication with their employees through the quarterly ESH meeting.
	6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.	Yes	Emergency preparedness & Response Procedure was established and maintained. The trained personnel for the First Aid were among the employees working in the mill on shift and the estates staff/mandores. The first aid boxes were available at various points in the mill complex including laboratory, office, workshop, process control room etc. Similarly, the estates distributed the first aid box to the mandores and brought along to the field during operations. In addition, there are also first aid boxes kept in the office, store and workshops. Sighted distribution of First Aid Box recorded in both the estates. Procedures guidelines were issued by RSQM and amended to tailor to the situation differences in the estates and mills.
	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	Yes	Both the estates and the mill and maintained records of PPE issuance to their employees.

Clause	Indicators	Comply Yes/No	Findings
	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.		
	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 Msian law.	Yes	SOU Binuang provides medical care to Group Estate workers with Klinik Ladang established within the premises. In addition all workers are covered by SOCSO, verified through 'Jadual Caruman Bulanan'for Mill & Estates. The 'Health Care's managed by the respective estates. Tingkayu Estate which is 1 km away provides medical facilities and services for Binuang Palm Oil Mill's employees.
	6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.	Yes	Accident statistics are being maintained and periodically reviewed (quarterly basis) during 'Health and Safety' committee meeting – minutes reviewed and annual submission to DOSH using JKKP 8.

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	Binuang SOU 28 continued to implement Integrated Pest Management (IPM) in all the 4 estates and continue to manage pests, disease, weeds and invasive introduced species using appropriate IPM techniques guided by the Agricultural Reference Manual (ARM) Section 15 -Plant Protection. The IPM program among others includes pest management of rats, bagworms, nettle caterpillars, rhinoceros beetles and ganoderma. For bagworm control the program includes the planting of beneficial plants such as *Cassia cobanensis, Antigonan leptopus and Turnera subulata* and for rhinoceros beetles is by using pheromone traps. Binuang SOU 28 do carried out census on rat damage and diseases like Ganoderma. The IPM technique to control rats includes rearing Barn owls (*Tyto alba)* and rat baiting was by calendar baiting at 2 campaigns per year. Rat baiting would continue until bait acceptance fell below 20%. The procedure referred was in the Agricultural Reference Manual (ARM) Section 15 - Plant Protection. During the audit, it was observed a number of beneficial plants had been planted in order to attract natural predators and thus reducing the use of insecticides. and the estates had seedlings in

Clause	Indicators	Comply Yes/No	Findings
			polybags, ready for planting in the Nursery. Empty Fruit Bunch (EFB) was applied in single layers and is not dumped in large amounts to prevent breeding of Rhinoceros Beetles. Barn owls was encouraged, by installing Barn Owls boxes in the fields.
	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	Sspecies referenced in the Global Invasive Species Database and CABI.org. were used in managed areas of the 4 estates. Such as Antigonon species for attract predator to control population of bagworm. The spread of plant was under control of management of estate. There was no evidence that species referenced in the Global Invasive Species Database and CABI.org are to be used in managed areas, 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	Binuang SOU 28 continued to use the Sime Darby Plantation Berhad`s policy of no open burning. As advocated, the estates practised Zero burning thus no use of fire for pest control. In the 2019, 2020 & 2021 replants visited during the audit in all the estates, it was evident that all palms were felled, shredded, windrowed and left to decompose. Furthermore, there had been no serious outbreak of pest attacks in all the Estates.
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	Binuang SOU 28 continued to use agrochemicals based on its Agricultural Reference Manual (ARM) Section 15 and 16, SSOP and Pictorial Safety Standard Book (PSS) where written justifications had been provided for various fields operations. The Manual has included a chemical register list which indicates the use of selective products that are specific to the targeted pest, weed or disease. The procedures also covered the use of PPE when handling the chemicals. The estates continued to use pesticides as per the SOPs. All the 4 estates confined usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.
	7.2.2 (C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.	Yes	All 4 estates in Binuang SOU 28 had records to show the types of pesticides used with active ingredients and their LD50, where these pesticides had been used, the total quantity, number of applications and active ingredients (ai) per ha. Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field-cost books and in progress reports. Records of pesticides used were available for verification.
	7.2.3 (C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	Yes	Binuang SOU 28 were committed to minimise the usage of agrochemicals by implementing Integrated Pest Management (IPM) plans. 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 and that no prophylactic use of such pesticides would be permitted

Clause	Indicators	Comply Yes/No	Findings
	7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.	Yes	There was no evidence of any prophylactic use of pesticides except in immature and young fields, where prophylactic spraying using diluted cypermethrin was still practised for the control of Rhinoceros Beetle as per SOP.
	7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:	Yes	Binuang SOU 28 were committed by not using pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat. The chemical store and chemical list indicated both estates had none of the chemicals. The use of *paraquat* was banned in all SDPB estates. Most pesticides used were class II, III & class IV. All the 4 estates confined usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.
	7.2.5a Judgment of the threat and verify why this is a major threat.	Yes	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 used only Class III and Class IV chemicals. Hence, the need for a judgement of the threat assessment does not apply on the Binuang SOU.
	7.2.5b Why there is no other alternative which can be used.	Yes	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. Hence, the need for other alternatives does not apply on the Binuang SOU.
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Yes	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. Hence, the need of which process was applied to verify why there is no other less hazardous alternative does not apply on the Binuang SOU.
	7.2.5d What is the process to limit the negative impacts of the application.	Yes	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. Hence, the need to limit the negative impacts of the application does not apply on the Binuang SOU.
	7.2.5e Estimation of the	Yes	As mentioned above in 7.2.5 of this check list and based on audit findings, there was no evidence of

Clause	Indicators	Comply Yes/No	Findings
	timescale of the application and steps taken to limit application to the specific outbreak.		pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat had been used. Hence, the need to estimate the time scale of the application and steps taken to limit application to the specific outbreak does not apply on the Binuang SOU.
	7.2.6 (C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.	Yes	Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the pesticide. The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained and they had understood the hazards involve and how the chemicals should be used in a safe manner. The trade and generic names of the chemicals were made known to the workers through the SDS training. It was also noted that SDS are available at all sites during the audit. The chemical stores in all estates were found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149). a) Records of purchase, storage and use were maintained. b) All store buildings were equipped with exhaust fans with the door was secured. c) Only authorized personnel are assigned to handle the chemicals. d) All the chemicals were segregated in the store accordingly. Empty pesticides containers were triple rinsed, holes punched and stored separately in the scheduled wastes store. Thereafter disposal arrangement will follow accordingly as per procedures. Training on pesticide handling had been conducted and records viewed. All workers involved in pesticide application were provided with appropriate PPE and replaced when damaged. PPE issuance and replacement records were verified by the auditors. Workers observed carrying out circle spraying on the Estates were using all required PPE as per the recommendations in the CHRA. Personnel such as the storekeepers, sprayers, fertilizers and rat bait handlers were trained and were made known the potential hazards and the methods the chemicals should be used in a safe manner.
	7.2.7 (C) Storage of all pesticides is in accordance with recognised best practices.	Yes	The storage of pesticides at Binuang SOU 28 was found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149) and Regulations. The chemical and fertiliser stores (with cemented floors and roofing) are locked & handled only by authorized personnel i.e. storekeeper. The stores in estate and mill were ventilated (equipped with exhaust fans). All the chemicals were arranged/segregated according to the type. During site visit in the estates i.e. chemical and fertilizer store, sighted relevant SDS were displayed. Adequate safety signage has been placed at both internal and external of the building. A proper premixing area with eye wash facilities and bathing area is available near to the chemical stores. The waste water from the washing of empty chemical containers and PPE, and chemical mixing was pumped to a storage tank for reuse in chemical mixing. This is to avoid any contamination of chemicals onto the ground. Triple rinsing activities continued to be implemented for empty pesticide containers. The detailed procedure for this purpose is available in SOP for Scheduled Wastes Management and SOP for Triple Rinsing.
	7.2.8 All pesticide containers	Yes	Empty pesticide containers were punctured and disposed in an environmentally and socially responsible way, such that there is no risk of contamination of water sources or to human health.

Clause	Indicators	Comply Yes/No	Findings
	are properly disposed of and/or handled responsibly if used for other purposes.		Inventory and consignment documents as per, Fifth Schedule (Regulation 11), Environmental Quality Act 1974, Environmental Quality (Scheduled Waste) Regulations 2005, Inventory of Scheduled Waste were verified for confirmation of proper management and disposal.
	7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.	Yes	Aerial spraying is not a practice in Binuang SOU 28. There was no evidence to show that such a method being used in the 4 Estates. This was also supported through interviews with executives, field staffs and workers. No such activities being witnessed during the site/field visit.
	7.2.10 (C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.	Yes	The medical surveillance was conducted on yearly basis and from the results assessments indicated that all the assigned employees were fit to handle the chemical.
	7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.	Yes	All estates complied with procedure and guidelines provided the Standard Operating Procedure adopted by the Organisation whereby no work with pesticides is given to pregnant or breast-feeding women. *Tidak dibenarkan pekerja wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan).* During site visits there was no breastfeeding women and underage of 18 workers involved in chemical applications. All estates maintained the list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up. Field interviews with the lady workers confirmed that such a regulation is a standard practice in the estates and in compliance.
7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.	Yes	Waste management plan is developed based on the environmental aspects and impacts assessment. The mitigation measures were then derived from this exercise. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through local municipal council and recyclable wastes were sent to recycle centers. For all estates, the domestic waste is disposed through the landfill. Sighted the there is no practice of open fires within all estates. Monitoring is done weekly in both domestic waste collection areas and landfill. The organization had maintained waste management plan for year 2021 & 2022.

Clause	Indicators	Comply Yes/No	Findings
	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.	Yes	Standard Operating Procedure Scheduled Waste Disposal of empty pesticide containers were carried out as per established procedures. Triple rinsing procedures was continually implemented for empty pesticide containers. The rinsed containers were then pierced and stored prior disposal. Records on usage and disposal were well recorded and documented.
	7.3.3 The unit of certification does not use open fire for waste disposal.	Yes	During site visit at all estates, there was no evidence of open fire has been used for waste disposal. All domestic wastes (household and food waste only) at Binuang CU have been disposed via landfill. For mill, domestic waste been collected and dispose inside Binuang Estate.
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	Binuang SOU 28 continued to manage and improve soil fertility to a level that ensures optimal and sustained yield by monitoring the fertilizer inputs through annual fertilizer recommendations. Maintaining soil fertility is guided by its SOPs in a few chapters: EQMS chapter B8 - Leguminous Cover Crops, EQMS chapter B14 – Manuring, ARM Section 8 – Manuring. Fertilizer application, which was of paramount importance for maintenance of soil fertility, were carried out based on the recommendation made by the Chief Agronomist II from Sime Darby Research Sdn. Bhd. Annual fertilizer recommendations were made based on annual foliar sampling. The recommendations by the Chief Agronomist II were also available during the inspection and the application of fertilizers had been carried out as recommended and scheduled. Noted from the records that the actual number of fertilizers applied in 2021 were completed.
	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 Binuang SOU 28 to monitor changes in nutrient status. Annual foliar sampling for the nutrients N, P, K, Mg, Ca & B had been carried accordingly. The results of these samplings will form the basis for the fertilizers input recommendation to maintain and improve soil fertility for FY2022. For the estates, agronomic assessment and fertiliser recommendation was conducted by Sime Darby Research Sdn. Bhd. to formulate the manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Soil maps were made available and reviewed by the auditors.
	7.4.3 A nutrient recycling strategy is in place, which includes the recycling of EFB, POME, palm residues and optimal use of inorganic fertilisers.	Yes	Binuang SOU 28 continued to have a nutrient recycling strategy in place which included stacking of pruned fronds in the respective fields to decompose, grass cutting harvesters paths and letting the cut mass to decompose in the field and EFB mulching. For EFB application on both estates, priority was given for application in young mature areas and replants.
	7.4.4 Records of fertiliser inputs are maintained.	Yes	Fertiliser application program was monitored using records like manuring master plan, program sheets, bin cards, field cost book, manuring audits by Planning and Monitoring Department under Upstream Department from headquarters. Records of programs and applications of fertilisers were made available to auditors. Records showed that actual applied in 2021 was in line with recommendations in all the 4 estates.

<table>
<tr><th>Clause</th><th>Indicators</th><th>Comply Yes/No</th><th>Findings</th></tr>
<tr><td rowspan="3">7.5 Practices minimise and control erosion and degradation of soils.</td><td>7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.</td><td>Yes</td><td>The Soil maps are prepared by Sime Darby Plantation Berhad Research and Advisory Dept (Precision Agriculture Unit). During the field visit and the soil maps provided and reviewed by the auditors it was observed that no fragile or marginal soils were found in Binuang SOU. The soil series were as follows:
<table>
<tr><th>Binuang Estate</th><th>Jeleta Bumi Estate</th><th>Sungang Estate</th><th>Tingkayu Estate</th></tr>
<tr><td>Brantian</td><td>Ambun</td><td>Table</td><td>Limau,</td></tr>
<tr><td>Sipit</td><td>Pinianakan</td><td>Brantian</td><td>Table</td></tr>
<tr><td>Gumpal</td><td>Table</td><td>Gumpal</td><td>Kulumpang</td></tr>
<tr><td>Alluvial,</td><td>Apas</td><td></td><td>Mantri,</td></tr>
<tr><td></td><td>Kumansi,</td><td></td><td>Lucia</td></tr>
<tr><td></td><td>Paliu</td><td></td><td></td></tr>
<tr><td></td><td>Jarangan</td><td></td><td></td></tr>
<tr><td></td><td>Lumisir</td><td></td><td></td></tr>
<tr><td></td><td>Inanam</td><td></td><td></td></tr>
<tr><td></td><td>Tanjong Lipat</td><td></td><td></td></tr>
<tr><td></td><td></td><td></td><td></td></tr>
</table></td></tr>
<tr><td>7.5.2 No replanting on steep slopes (above 25 degress) 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.</td><td>Yes</td><td>Binuang SOU 28 had a management strategy for planting on slopes to minimise and control erosion and degradation of soils. 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 the 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 crops were planted in the replants and in some mature areas. The cover crop Mucuna bracteata had been planted along some slopes by management. Large areas with Nephrolepis biserrata in the inter rows were sighted during the visit.</td></tr>
<tr><td>7.5.3 There is no new planting of oil palm on steep terrain.</td><td>Yes</td><td>Binuang SOU 28 had a management strategy for planting on slopes to minimise and control erosion and degradation of soils. It was observed that there is no new planting of oil palm on steep terrain.</td></tr>
<tr><td>7.6
Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are</td><td>7.6.1 (C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</td><td>Yes</td><td>Binuang SOU 28 had a management strategy for palm oil cultivation, taking into account the soil maps and surveys identifying marginal and fragile soils, including steep terrain for the palm oil long term suitability. The soil maps prepared by the Precision Agriculture Unit of Sime Darby Research Sdn.Bhd. were provided and reviewed by the auditors, and it was observed that no fragile or marginal soils were found in all estates in Binuang SOU 28.</td></tr>
</table>

Clause	Indicators	Comply Yes/No	Findings
incorporated into plans and operations.	7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	Yes	Soils maps prepared in Jan 2011 by the Precision Agriculture Unit of Sime Darby Research Sdn.Bhd. shows that there are no fragile soils in all Estates. During the field visit and the soil maps provided and reviewed by the auditors it was observed that no fragile or marginal soils were found in Binuang SOU 28.
	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	Yes	The management of all Estates in Binuang SOU 28 continued to use Soil surveys and topographic information guide in the planning of drainage and irrigation systems, roads and other infrastructure. Soils maps prepared in Jan 2011 and Slope maps prepared in April 2018 Precision Agriculture Unit of Sime Darby Research Sdn. Bhd. were used.
7.7 No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.	7.7.1 (C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	Yes	Auditors have verified through checking the www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to all four estates. Based on the audit findings, it is confirmed that there were no new planting or new development of areas at Binuang SOU 28 Estates. Furthermore, as per the soil maps and site visits there are no peat soils on all estates
	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	Based on the soil's maps prepared by R&D – Precision Agriculture Unit and site visits there are no peat soils on all estates.
	7.7.3 (C) Subsidence of peat is monitored, documented and minimised.	Yes	As above.
	7.7.4 (C) A documented water and ground cover mgmt. prog. is in place.	Yes	As above.
	7.7.5 (C) For plantations planted on peat, drainability	Yes	As above.

Clause	Indicators	Comply Yes/No	Findings
	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 ii is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2025) arrangement stated in the Drainability Assessment Procedure. Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.		
	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',	Yes	As above.

Clause	Indicators	Comply Yes/No	Findings
	version 2 (2018) and associated audit guidance.		
	7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2018) and associated audit guidance.	Yes	As above.
7.8 Practices maintain the quality and availability of surface and groundwater.	7.8.1 A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:	Yes	Water management plan at all the sampled estates were in place and implemented as verified through records of Water Management Plan FY 2022. Generally, the plan was established to focus on minimizing waste and pollution prevention of water sources. Among the action plans are rainwater harvesting, monitoring of pipeline leakage, and establishment of buffer zones at rivers and other water bodies. Workers of all the sampled estates have adequate access to clean water which were supplied through water treatment plant. The continued availability of water sources and to avoid negative impacts on other users in the catchment or watercourse have been concluded and monitored by water sampling by estates management. The frequency sampling was carried out at 3 months interval. Water quality have been monitored by Sime Darby Plantation Research Sdn. Bhd. Based on the result, water quality monitoring is generally within Class IIB of NWQSM at all monitoring points.
	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 CU does not restrict access to clean water or contribute to pollution of water used by communities. In order to ensure supply of clean drinking water to workers treated water sampling was carried out by monthly basis. Drinking water quality has been monitored by Sime Darby Plantation Research Sdn. Bhd. Among the parameters tested were pH, TDS, Turbidity, Chloride, Ai, E. Coli, and Total Coliforms.
	7.8.1b Workers have adequate	Yes	As verified at Binuang CU facilities for workers and through interview with workers, all workers have obtained adequate access to treated clean water. Cleanliness of drinking water supplied to worker

<table>
<tr><th>Clause</th><th>Indicators</th><th>Comply Yes/No</th><th>Findings</th></tr>
<tr><td></td><td>access to clean water.</td><td></td><td>was ensured by carrying water analysis. Drinking water quality has been monitored by Sime Darby Plantation Research Sdn. Bhd. by monthly basis. Based on the result, water quality monitoring is generally within Class IIB of NWQSM at all monitoring points.</td></tr>
<tr><td></td><td>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).</td><td>Yes</td><td>The estates continued to protect the water courses, including maintaining and restoring appropriate riparian buffer zones along the natural waterways. The estates adopted the existing SDP policy to maintain the buffer by restricting agrochemical application and left undeveloped during replanting. The guidelines are detailed in the Responsible Agriculture Charter Revised 2020 and Guideline on Riparian Reserve Management in Sime Darby Plantations.</td></tr>
<tr><td></td><td>7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially BOD, is regularly monitored.</td><td>Yes</td><td>Mill had monitored discharge quality parameters and been reported in ‘Laporan Suku Tahun’. Results were within limit.</td></tr>
<tr><td></td><td>7.8.4 Mill water use per tonne of FFB is monitored and recorded.</td><td>Yes</td><td>Generally, mill had recorded optimize water consumption.</td></tr>
<tr><td>7.9
Efficiency of fossil fuel use and the use of renewable energy is optimised.</td><td>7.9.1 A plan for efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and documented.</td><td>Yes</td><td>The organization had maintained and established Fossil Fuel Reduction Plan with latest updated in May 2022. Among the strategies been plan and executed by the operating units were:
1.Scheduled maintenance for machineries and vehicles.
2.Awareness to employee on reduce fuel usage
3.Ensure nozzle is always locked to avoid unauthorized diesel filling.</td></tr>
<tr><td>7.10
Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise</td><td>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.</td><td>Yes</td><td>The CU had used RSPO Palm GHG version 4.0 Calculator as a tool to calculate the GHG emissions. For input FY 2021, the report sends to RSPO on 21/06/2022. The input data was verified, and the following were determined:

<table><tr><th>Description</th><th>tCO_2e/tProduct</th></tr><tr><td>CPO</td><td>2.01</td></tr><tr><td>PK</td><td>2.01</td></tr></table></td></tr>
</table>

Clause	Indicators	Comply Yes/No	Findings
GHG emissions.			

Production	t/yr
FFB Processed	149,948.28
CPO Processed	34474.10

Land Use	Ha
OP Planted on Mineral Soil	21838.24
OP Planted on Peat Soil	0.00
Total oil palm planted area	21838.24
Conservation (forested)	0.00
Conservation (non-forested)	0.00

Milling extraction rate:

OER	22.99
KER	4.17

Mill Emission

Emission source	tCO2e	tCO2e/tFFB
POME	29392.40	0.20
Fuel consumption	1187.09	0.01
Grid electricity utilisation	0.00	0.00
Credits		
Export of excess electricity to housing & grid	0.00	0.00
Sale of PKS	0.00	0.00
Sale of EFB	0.00	0.00
Total	**30579.49**	**0.20**

Plantation / field emission

	Own		
Emission sources	tCO2e	tCO2e/ha	tCO2e/FFB
Land Conversion	87807.57	8.70	0.61
CO2 Emissions from Fertiliser	12214.86	1.21	0.09
N2O Emissions from Peat	0.00	0.00	0.00

<table>
<tr><th>Clause</th><th>Indicators</th><th>Comply Yes/No</th><th>Findings</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>N2O Emissions from Fertiliser</td><td>7190.13</td><td>0.71</td><td>0.05</td></tr>
<tr><td>Fuel Consumption</td><td>1699.54</td><td>0.17</td><td>0.01</td></tr>
<tr><td>Peat Oxidation</td><td>0.00</td><td>0.00</td><td>0.00</td></tr>
<tr><td>Sinks</td><td></td><td></td><td></td></tr>
<tr><td>Crop Sequestration</td><td>-83229.94</td><td>-8.25</td><td>-0.58</td></tr>
<tr><td>Conservation Sequestration</td><td>0.00</td><td>0.00</td><td>0.00</td></tr>
<tr><td>Total</td><td>25682.16</td><td>2.55</td><td>0.18</td></tr>
</table>

Palm Oil Mill Effluent (POME) Treatment
<table>
<tr><td>Diverted to compost</td><td>0%</td></tr>
<tr><td>Diverted to anaerobic digestion</td><td>100%</td></tr>
</table>

Diverted to Anaerobic Digestion
<table>
<tr><td>Diverted to anaerobic pond</td><td>100%</td></tr>
<tr><td>Diverted to methane capture (flaring)</td><td>0%</td></tr>
<tr><td>Diverted to methane capture (electricity generation)</td><td>0%</td></tr>
</table>
</td></tr>
<tr><td></td><td>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).</td><td>Yes</td><td>Auditor has verified through checking the www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to the sampled estates areas. Based on the observation during the audit, it is confirmed that there were no new planting or new development of areas at Binuang SOU. Hence, RSPO GHG Assessment Procedure for New Development was not applicable.</td></tr>
<tr><td></td><td>7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</td><td>Yes</td><td>The Environmental Aspect Impact Assessment and Pollution Prevention Plan was used to identify the GHG emissions. Some of the Greenhouse Gas emissions are through Land Conversation, Crop Sequestration, Fertiliser, N_2O from fertiliser, Fuel Consumption, Peat Oxidation. Plans to reduce or minimise them are in place. Binuang CU also plan to reduce GHG via Biogas plant at Binuang POM to capture Methane gas generated from the Effluent Treatment Plant to generate biogas engine to produce electricity for mill and domestic use. However, the scheduled wastes and recycle wastes were not disposed according to the Pollution Prevention Plan. Besides that, the mitigation measure for</td></tr>
</table>

Clause	Indicators	Comply Yes/No	Findings
			washing heavy machineries i.e. backhoe, tractor was not implemented and monitored. During site inspection at Binuang POM, it was evidenced the spill water from washing activities had led to land pollution. *As a result, Major NCR DA 01 2022 was raised.*
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	Binuang CU fulfilled to the strict Zero Burning in the Group Sustainability & Quality Policy Statement. There was no evidence to show that fire had been used for preparing land for replanting in the year 2021 and 2022 replant visited in Table Estate during the audit. It was also observed that all palms were felled, shredded, windrowed and left to decomposed.
	7.11.2 The unit of certification establishes fire prevention and control measures for the areas under its direct management.	Yes	The fire prevention and control measures are established in SDPB group level and operating unit level. For Group level, Zero Burning Policy has been established and monitoring of Hotspot using the PLATINUM platform. The monitoring was established since November 2013. The system monitors any possible occurrence of fire within or nearby the concession areas throughout Sime Darby Plantation Upstream operation globally. At the estates level, there are fire prevention team established. Among the mechanisms to prevent fire are training on firefighting for the ERT, preparing the fire-fighting facilities such as tractor mounted with water bowser and submersible water pump.
	7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	Yes	During external stakeholder meeting that was carried out at Binuang CU, all stakeholders including neighbors was briefed on fire prevention and control measures.
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	Yes	There was no new planting at Binuang CU
	7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:	Yes	The report of "HCV Re-Assessment for Strategic Operating Unit (SOU) Sabah Central – South Zone" prepared by the PSQM Department was available to the audit team. The report was completed in January 2014 had covered all the High Conservation Value (HCV) within and adjacent to the CU. The HCV assessment had identified 3 potential HCV in the SOU Binuang. Total hectarage for HCV area at SOU Binuang is 753.915 ha as reported in the "HCV Re-Assessment for Strategic Operating Unit (SOU) Sabah Central – South Zone''.
	7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and	Yes	

Clause	Indicators	Comply Yes/No	Findings
	no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.		
	7.12.2b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.	Yes	
	7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider	Yes	Appropriate measures to maintain and protect HCV area and RTE species has been implemented by the estate as demonstrated in the 'Management Plan on Biodiversity & HCV Action Plan FY2022. Among the activities conducted by estate such as: 1. Monitoring no agrochemical activities at buffer zone 2. Monitoring and discourage illegal hunting and logging 3. Maintain hot spring area 4. Erect Signboard to create awareness 5. Awareness among staff and workers not to disturb the protected wildlife and monitoring the protected wildlife such as proboscis monkey. Stakeholders meeting on HCV implemented by Binuang CU were evident.

Clause	Indicators	Comply Yes/No	Findings
	landscape level considerations (where these are identified).		
	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.	Yes	HCV Re Assessment has been done on April 2014, but no rights of local communities have been identified in HCV areas. This was confirmed through consultation with representative of Kg Airport on Oct 2022, hence, this indicator was not applicable.
	7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.	Yes	Annual training programme was established for Year 2022, which included refresher training on HCV / RTE. Picture, training material and attendance retained. The training included pertaining to disciplinary measures should they found violating company rules on RTE protection.
	7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural	Yes	The CU had continued to monitor its HCV areas and presence of RTE. During the field audit, there was no presence of RTE in the areas found and the monitoring records also confirmed that no significant outcomes detected. On-going monitoring of the HCV area at all estate was conducted

Clause	Indicators	Comply Yes/No	Findings
	ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.		accordingly.
	7.12.8 (C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.	Yes	Not applicable since there is no new land clearing

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

Clause	Indicators		Comply Yes/No	Findings
5.5.2 Time-bound plan 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.	(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	Sime Darby Plantation (SDP) membership is before 2018 and time bound plan maximum up to 30th June 2023. As at January 2022, no deviation of TBP and approval by RSPO Secretarial are not required. SDP is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills. Currently, only Indonesia operation yet to be certified. ***Indonesia Operations – as of January 2022*** **PT Bahari Gembira Ria** Sime Darby Plantation does not have management control over the plasma scheme. 1 out of 6 Koperasi Unit Desa (KUD) has been RSPO Certified. And all KUD is planned to undergo RSPO Certification by 2020 as reported in the timebound plan. Socialisation with the entire KUD is currently ongoing. Land Use Change Analysis has been completed for Plasma BGR. Refer to RSPO Certificate & Report for PT BGR - https://rspo.secure.force.com/membership/servlet/servlet.FileDow

				nload?retURL=%2Fmembership%2Fapex%2FRSPOCertSearch&file=00P9000001OioYJEAZ **PT Sandika Natapalma** Only Karya Palma Estate yet to be certified - Pending confirmation from Badan Pertanahan National (BPN) on Hak Guna Usaha (HGU) Document. **PT Budidaya Agro Lestari** Only Beturus (PT BAL) Estate yet to be certified – HGU obtained as per May 2018. However never been released by BPN. **PT Guthrie Pecconina** Sg Jernih Estate and KKPA was separated in 2022 and recorded separately. 890.98 Ha – still under Land legalisation process and process Kadastral. **PT Sime Indo Agro** Only East Estate/Sei Mawang Estate yet to be certified – Land legalisation process for East Estate for 5,815.64 ha is still in process. **PT Bina Sains Cemerlang** Sungai Pinang Estate & Bukit Pinang Estate yet to be certified – Land legalisation process for 308.35 ha is still in process. ***Liberia Operations – as of January 2020*** As at 16 Jan 2020, Sime Darby Plantation under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (SDP Liberia) to Mano Palm Oil Industries Ltd (MPOI). http://www.simedarbyplantation.com/media/press-releases/sime-darby-plantation-completes-divestment-of-its-liberia-operations ***New Britain Palm Oil (NBPOL) Operations – as of March 2021*** **Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.** Last Certified on 27 March 2020. There is total area for NPP: 710.30 ha which is currently excluded from the certification scope until the NPP is approved.
	(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	Yes	There are six (6) CU in Indonesia Operations highlighted in the time-bound plan and the certification progress consistent with that in the time-bound plan. The progress details as provided in the TBP in Attachment 6. The Sustainability Section team have conducted the periodic internal audit accordingly.

		appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;		
	(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 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	Sime Darby Plantation (SDP) membership is before 2018 and time bound plan maximum up to 30th June 2023. As at January 2022, no deviation of TBP and approval by RSPO Secretarial are not required. SDP is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills. Currently, only Indonesia operation yet to be certified.
	(d)	Where there are isolated lapses in implementation of a time-bound plan, a minor non- compliance shall be raised. Where there is evidence of fundamental failure to proceed with implementation of the plan, a major non-compliance shall be raised.	Yes	The details of the Time Bound Plan described as per attachment 6. SDP is progressively undergoing the RSPO Certification process towards 100% RSPO certification of estates/mills. Details were provided in the Time Bound Plan described as per attachment/revision in the TBP. As of this audit and Verification of documents and Timebound Plan there are no isolated lapses and fundamental failure to proceed with implementation of the plan in implementation of a time-bound plan
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 1st 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	Verification through www.globalforestwatch.com , GOOGLE maps data, estates maps and through HCV assessment report, and planting profile evidenced that there was no new planting and no new development of area observed. Support also with internal and external audit (ISPO certified) there was no replacement of primary forest or HCV areas in the uncertified management unit. 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	No land conflicts. Both Liberia and Indonesia (PT Mitral Austral Sejahtera) have been excluded in the latest TBP as both sites was disposed. The RaCP tracker was checked. There are 21 Management units that have potential liabilities. There are some discrepancies between RaCP tracker and actual scenario due possibility of assets disposal. As per the data audited, there are 19 management units for the Indonesia Operations that requires LUCA. All LUCAs were submitted but the review was delayed due to change of RSPO reviewer. As of 14/07/2021, 10 LUCAs were approved with 0 conservation liability and remaining 9 are still pending from RSPO.

	(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, there were no labour dispute that were not being resolved yet through an agreed process for all uncertified units for all 6 uncertified units of Sime Darby Plantation Sdn Bhd - Indonesia as at January 2022.
	(d)	Legal non-compliance, if any, is being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1;	Yes	Sime Darby Plantation maintain corporate governance to monitor and address any legal non-compliances. Through the published Code of Business Conduct and charters, the company is committed to delivery their business complying to the laws and regulations of the country.
	(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, with no other supporting documentation, shall not be acceptable. Verification of compliance shall be based on the following approach:	Yes	The sustainability unit has conducted internal audits the uncertified units and updated in the compliance status of uncertified management unit. There is no replacement of primary forest or HCV area and no new planting after January 1st 2010. The issue are mainly awaiting for Land Titles. The last audit was conducted between July 2020 and August 2021. 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. No critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates. Respective sites-maintained stakeholder engagements as part of the estates/mills operations. Especially in Indonesia, socialization of company. For TBP dated March 2021, there was several CUs located in Indonesia and 1 unit in Papua New Guinea (NBPOL) not yet completed. Summarized as below: **Land legalization** – PT Guthrie Pecconina, PT Bina Sains Cemerlang, PT Sime Indo Agro (INA) **Surat perijinan in progress** (Jadual Pematuhan) – PT Sandika Natapalma/PT Budidaya Agro Lestari (INA) **NPP** – Markham Farming & Markham Agro (NBPOL) **Sold off** – PT Mitral Austral Sejahtera (INA), Sime Darby Plantation Grand Cape Mount (Liberia).
		● 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	
		● Targeted stakeholder consultation, including consultation with the relevant NGO's will be carried out by the audit team.	Yes	
		● Desktop study e.g. web check on relevant complaints	Yes	
		● If necessary, the audit team may decide on further stakeholder consultation or field inspection, assessing the risk of any non-compliance with the requirements.	Yes	
	(f)	For requirements 5.5.3 (a)-(d) above, the classification of critical and non-critical is as stated in the RSPO P&C. If a non-compliance against a critical indicator in a non-certified management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless it	Yes	

		is actively addressed. Evidence of active engagement with RSPO in resolving the non-compliance shall be available.		
	(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	
5.6.6 The CB shall review whether oil palm operations have been established in areas which were previously owned by users and/or are subject to customary rights of local communities and indigenous peoples. If applicable, the CB shall consult directly with all of these parties to assess whether land transfers and/or land use agreements have been developed with their free, prior and informed consent and check compliance with the specific terms of such agreements. 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. 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.		No additional indicators	Yes	As it has been mentioned in 4.4.1 of this checklists. The legal ownership and the maps to indicate the boundary stone were sighted at Binuang, Jeleta Bumi, Tingkayu and Sungang Estate. The Land Title for All Estate has been verified, for all Estate (Binuang, Jeleta Bumi, Tingkayu and Sungang Estate), all the land title is originally from Sabah Land Development (after this refer as SLB), then Several Private Company buy the Land from SLB in 1977. For Jeleta Bumi Estate. In 15/12/1984 Syarikat Jeleta Bumi has bought the land from this private company and Syarikat Jeleta Bumi is one of company under Guthrie. In 2007 Guthrie has merge with Sime Darby. For Sungang Estate, Binuang Estate actually is from Bena Plantation and has bought the land from SLD on 3/10/79 for cocoa planting, and company has change their names to Tongkah Plantations (M) Sdn Bhd/Harrisons Malaysia. on 16/1/90 and change the planting material to Oil Palm and Harrisons Malaysia which is company under Golden Hope (Sabah). In 2007 Golden Hope has merge with Sime Darby. For Tingkayu Estate, is actually one of division from Mostyn Estate under SOU Giram The Land Title for Mostyn estate are originated from 11 Smallholder and Sell to Company Name Harrisons Malaysian Plantations Sdn Bhd in year 1984-1992. Auditor has verified the record of Transfer from smallholder to Harrisson. Harrisons Malaysian Plantations Sdn Bhd has sell theland to Golden Hope plantations in 1991and after that merge with Sime Darby in year of 2007.

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
7.10.3 DA 01 2022	Major	Requirement: 7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. Finding: Other significant pollutants are identified and plans to reduce or minimise was not fully implemented and monitored. Objective evidence: Scheduled wastes and recycle wastes were not disposed according to the Pollution Prevention Plan: 1) During site inspection at Binuang Estate landfill, sighted recycle wastes i.e., empty bottles, empty cans drink and scheduled wastes i.e. empty pesticides container was disposed inside the landfill. No wastes segregation was carried out. 2) During site inspection at Jeleta Bumi Estate landfill, sighted recycle wastes i.e. empty bottles, empty cans drink and scheduled wastes i.e. empty pesticides container, empty lubricant container (2T), television (TV) was disposed inside the landfill. No wastes segregation was carried out. 3) During site inspection at Sungang Estate workers quarters, sighted recycle wastes i.e. empty bottles, empty cans drink and scheduled wastes i.e. empty pesticides container, was disposed at behind workers quarters compound (Field Block 2011B). Besides that, mitigation measure for washing heavy machineries i.e. backhoe, tractor was not implemented and monitored. During site inspection at Binuang POM, it was evidenced the spill water from washing activities had led to land pollution.	Root cause: Implementation of Waste Management Plan was not adequate and not effective. Awareness on waste management Plan did not reach all workers and lack of enforcement of the plan to ensure all disposal made based on its characteristics Correction: To properly dispose the scheduled waste and recycled waste according to its categories and to ensure the effectiveness of Pollution Prevention Plan and waste management plan implementation Corrective action: Refresher training to all workers and management on waste identification and disposal method according to Pollution Prevention Plan. Scheduled waste and recycled waste that found at landfill and workers quarters to be disposed accordingly. To ensure washing heavy machineries to be carried at dedicated washing bay.	Auditor has verified the pictorial evidence that waste segregation has been made by SOU Binuang at All Estate, and also the Corrective action by each of the Estate. Auditor also has verified evidence of training dated 27/6/2022 has been conduct to the workers. Status : Closed
3.3.3 RMN 01	Minor	Requirement: 3.3.3 Records of monitoring and any actions taken are maintained and available. Finding: 3.3.3 Monitoring of workplace inspection was not	Root cause: Unsafe conditions found due to monitoring of workplace inspection was not comprehensive	Corrective action plan accepted. Status: Open

		comprehensive. Objective evidence: 1.Sighted at Sungang Estate no safety signages for WTP chemical container which can cause unsafe condition. 2.Sighted at Sungang Estate, fertilizer store frame was found in not in good condition which can cause unsafe condition. 3.Sighted at Tingkayu Estate, fertilizer store frame was found in not in good condition which can cause unsafe condition. 4.Sighted at Tingkayu estate, activity for pumping tires size 7.50-16 & 11-20 were without tire cages/safety locked. 5.Sighted at Binuang POM,platform at water intake (river) was not in good condition. 6.Sighted at Binuang POM, activity for tire pumping were without additional control measure.	Correction: To enhance workplace inspection and to ensure all unsafe conditions highlighted. Corrective action: 1. Install safety signages at Water Treatment Plant, Sungang Estate. 2. Repair broken fertilizer door frame at Sungang Estate and Tingkayu Estate. 3. Install tire cages/safety lock at Tingkayu Estate and Binuang POM. 4. Repair platform for water intake (river) at Binuang POM	The effectiveness of the corrective action plan will be verified during next audit
5.2.1 MZK 01 2022	Minor	Requirement: 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. Finding: SOU Binuang did not 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. Objective evidence: Sighted Records of RSPO briefing with interested Smalholders during the Stakeholder meeting dated 2/6/22 at SOU Binuang, However no records of consultations with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.	Root cause: No proper engagement made with smallholders due to limited of information and awareness. Correction: To have consultation with smallholders and make assessment on their needs for support to improve their livelihoods and their interest in RSPO certification. Corrective action: To organize an engagement session with smallholders to enhance their awareness and interest in RSPO certification and conduct activity to support in improving smallholders' livelihood.	Corrective action plan accepted. Status: Open The effectiveness of the corrective action plan will be verified during next audit
5.2.2 MZK 02 2022	Minor	Requirement: 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).	Root cause: No proper engagement made with smallholders due to limited of information and awareness Correction: To have consultation with smallholders and	Corrective action plan accepted. Status: Open The effectiveness of the corrective action plan will be verified during next audit

		Finding: SOU Binuang did not develop and implements smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). Objective evidence: Sighted Records of RSPO briefing with interested Smalholders during the Stakeholder meeting dated 2/6/22 at SOU Binuang, However no records of development and implementation smallholder support program to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).	make assessment on their needs for support to improve their livelihoods and their interest in RSPO certification. Corrective action: To organize an engagement session with smallholders to enhance their awareness and interest in RSPO certification and conduct activity to support in improving smallholders' livelihood.	

ATTACHMENT 5

STATUS OF NON-CONFORMITIES PREVIOUSLY IDENTIFIED

P & C Indicator	Specification Major/Minor	Detail Non-conformances	Verification by Assessor
1.1.3 RAR 01 2020	Major	Finding : Records of Information has been given related to planted area was not response and maintained accordingly Objective evidence : Binuang Estate • Planted area 2019 = 2,673.02 ha • Planted area 2020 = 2,880.26 ha	Sighted during this Audit R&D already resurvey, and several changes has been remark - Changes in planted area due to adjustment made after GPS resurvey as per latest hectarage statement for Binuang Estate (reduced 61.10 ha), Sungang Estate (reduced 7.13 ha) and Jeleta Bumi Estate (additional 20.27 ha). The Total Certified Area are remained the same with Remote Audit Report which is Certified area 11,659.58, Planted area 9,840.82 and Production area 8,752.34, thus Past Major NCR RAR 01 2020 was successfully closed.**Status: Closed**
7.8.2 RAR 02 2020	Major	Finding : Buffer zones was not in line with RSPO Manual on BMPs for the management and rehabilitation of riparian reserves Objective evidence : Binuang Estate buffer zones not maintained accordingly at block 2017A. •buffer zone areas have been planted with Banana, vegetables, corn etc. •Sighted an erosion at riverbanks •Natural grasses have been removed	Sampled during site visit such found well-maintained and protected riparian area with signages and marking during site visit. There was no spraying activities or signs left in such an area. *As a result, previous NCR RAR 02 2020 was satisfactory closed*. **Status: Closed**
7.12.4 MZK 01 2020	Major	Finding : The HVC integrated management plan was not developed in consultation with relevant stakeholders Objective evidence : HCV Management Plan was not developed with relevant Stakeholder Such as: -Forestry Department -Wildlife Department -Kampung Airport Batu 10	Documents review showed there were evidence of consultation with both the internal and external stakeholders (including Sabah Forestry Department, Wildlife Department of Kunak, Kg Airport Batu 10 Kunak representatives, workers representatives, neighboring estates and others) during the development of the 'HCV Monitoring and Management Plan FY 2022' for each estate in the CU. Written feedback (dated June 2022) from the stakeholders was also received by the estates regarding their developed 'HCV Monitoring and Management Plan FY 2022' which were reviewed by the stakeholders. Stakeholders meeting on HCV implemented by Binuang CU were dated as follows: Sunggang estate(19/5/2022 & 2/6/2022), Binuang (2/6/2022), Tingkayu (2/6/2022), Jeleta Bumi (12/7/2021 & 2/6/2022). **Status: Closed**

ATTACHMENT 6 – Timebound Plan

1) SDP - RSPO Certification for Time Bound Plan - Malaysia Operations (as at April 2021)

No	Management Unit (SOU Name)	Supply Base	Time Bound Plan	Location	Status	Certified Date	Remarks
1	Sg. Dingin	Sungai Dingin Oil Mill	-	Karangan, Kedah	Certified	12-Aug-10	
		Anak Kulim Estate	-		Certified		
		Sungai Dingin Estate	-		Certified		
		Somme Estate	-		Certified		
		Bukit Selarong Estate	-		Certified		
		Padang Buluh Estate	-		Certified		
		Bukit Hijau Estate	-		Certified		
		Jentayu Estate	-		Certified		
2	Chersonese	Chersonese Oil Mill	-	Kuala Kurau, Perak	Certified	5-Oct-11	
		Chersonese Estate	-		Certified		
		Kalumpong Estate	-		Certified		
		Tali Ayer Estate	-		Certified		
		Holyrood Estate	-		Certified		
3	Elphil	Elphil Oil Mill	-	Sg Siput, Perak	Certified	18-Jun-11	
		Kamuning Estate	-		Certified		
		Elphil Estate	-		Certified		
		Kinta Kellas Estate	-		Certified		
4	Flemington	Flemington Oil Mill	-	Teluk Intan, Perak	Certified	5-Oct-11	
		Flemington Estate	-		Certified		
		Bagan Datoh Estate	-		Certified		
		Sabak Bernam Estate	-		Certified		
		Sg. Samak Estate	-		Certified		
5	Seri Intan/Selaba	Seri Intan Oil Mill	-	Teluk Intan, Perak	Certified	3-Mar-11	

		Selaba Oil Mill	-		Certified		
		Seri Intan (+ Selaba) Estate	-		Certified		
		Sabrang Estate	-		Certified		
		Sogomana Estate	-		Certified		
		Sg. Wangi Estate	-		Certified		
		Bikam Estate	-		Certified		
		Cluny (+ Bedford) Estate	-		Certified		
6	Tennamaram	Tennamaram Oil Mill	-	Bestari Jaya, Selangor	Certified	3-Mar-11	
		Tennamaram Estate	-		Certified		
		Sungai Buluh Estate	-		Certified		
		Bukit Talang Estate	-		Certified		
7	Bkt Kerayong	Bukit Kerayong Oil Mill	-	Kapar, Selangor	Certified	15-Apr-11	
		Bukit Kerayong Estate	-		Certified		
		Bukit Cheraka Estate	-		Certified		
8	East	East Oil Mill	-	Carey Island, Selangor	Certified	19-May-10	
		East Estate	-		Certified		
		Sepang Estate			Certified		
		Dusun Durian Estate	-		Certified		
9	West	West Oil Mill	-	Carey Island, Selangor	Certified	19-May-10	
		West Estate	-		Certified		
0	Bukit Puteri	Bukit Puteri Oil Mill	-	Raub, Pahang	Certified	7-Jul-11	
		Bukit Puteri Estate	-		Certified		
11	Kerdau	Kerdau Oil Mill	-	Temerloh, Pahang	Certified	7-Jul-11	Jentar Estate has merged with Kerdau Estate and reported to the CB in March/April 2021.
		Kerdau Estate	-		Certified		
		Mentakab Estate	-		Certified		
		Chenor Estate	-		Certified		
		Sg Mai Estate	-		Certified		
12	Jabor	Jabor Oil Mill	-	Kuantan, Pahang	Certified	7-Jul-11	
		Jabor Estate	-		Certified		
13	Labu	Labu Oil Mill	-	Nilai, Negeri Sembilan	Certified	30-Dec-11	New Labu Estate has became a division of

		Labu Estate	-		Certified		Labu Estate.
14	Tanah Merah	Tanah Merah Oil Mill	-	Port Dickson, Negeri Sembilan	Certified	19-May-10	
		Tanah Merah Estate	-		Certified		
		Bukit Pelandok Estate	-		Certified		
15	Sua Betong	Sua Betong Oil Mill	-	Port Dickson, Negeri Sembilan	Certified	18-Feb-14	Siliau Estate has now been merged into Salak Estate and Bradwall Estate.
		Sua Betong Estate	-		Certified		
		Sengkang Estate	-		Certified		
		Bradwall Estate	-		Certified		
		PD Lukut Estate	-		Certified		
		Tampin Linggi Estate	-		Certified		
		Sg. Bahru Estate	-		Certified		
		Salak Estate	-		Certified		
16	Kok Foh	Kok Foh Oil Mill	-	Bahau, Negeri Sembilan	Certified	7-Jul-11	Sg. Gemas Estate has now been merged into Sg Senarut Estate
		Muar River Estate	-		Certified		
		Sg. Senarut Estate + Sg Gemas Estate	-		Certified		
		Kok Foh Estate	-		Certified		
		Bukit Pilah Estate	-		Certified		
		St. Helier Estate	-		Certified		
		Sungai Sabaling Estate	-		Certified		
		Pertang Estate	-		Certified		
17	Kempas	Kempas Oil Mill	-	Jasin, Melaka	Certified	20-May-10	Serkam Estate, previously from SOU18(Diamond Jubilee) is now part of SOU 17(Kempas)
		Kempas Estate	-		Certified		
		Tangkah Estate	-		Certified		
		Kemuning Estate	-		Certified		
		Serkam Estate	-		Certified		
18	Diamond Jubilee	Diamond Jubilee Palm Oil Mill	-	Jasin, Melaka	Certified	5-Oct-11	Serkam Estate, previously from SOU18(Diamond Jubilee) is now part of SOU 17(Kempas). Welch Estate, previously from SOU 19(Pagoh) is now part of SOU 18(Diamond Jubilee)
		Diamond Jubilee Estate	-		Certified		
		Bukit Asahan Estate	-		Certified		
		Welch Estate	-		Certified		

19	Pagoh	Pagoh Oil Mill	-	Muar, Johor	Certified	28-Jan-14	
		Pagoh Estate	-		Certified		
		Lanadron Estate	-		Certified		
		Pengkalan Bukit Estate	-		Certified		
20	Chaah	Chaah Oil Mill	-	Chaah, Johor	Certified	18-Nov-10	
		Chaah Estate	-		Certified		
		Sg. Simpang Kiri Estate	-		Certified		
		North Labis Estate	-		Certified		
21	Gunung Mas	Gunung Mas Oil Mill	-	Kluang, Johor	Certified	19-May-10	* SDP acquired Lian Seng Estate in Johor in April 2017. Lian Seng Estate is merged into Bk Paloh Estate of SOU 21 Gunung Mas, Lian Seng has been incorporated in the RSPO Certification Scope of SOU Gunung Mas in 2018.
		Gunung Mas Estate	-		Certified		
		Kempas Klebang Estate	-		Certified		
		Bukit Paloh Estate	-		Certified		
		Yong Peng Estate	-		Certified		
22	Bukit Benut	Bukit Benut Oil Mill	-	Kluang, Johor	Certified	5-Oct-11	* SDP acquired Talisman Estate in Johor in April 2017. Talisman Estate is merged into CEP Nyior Estate of SOU 22 Bk Benut and has been incorporated in the RSPO. Certification Scope of SOU Bk Benut in 2018.
		Bukit Benut Estate	-		Certified		
		Lambak Elaeis Estate	-		Certified		
		CEP Nyior Estate	-		Certified		
23	Ulu Remis	Ulu Remis Oil Mill	-	Layang-layang, Johor	Certified	11-Apr-11	
		Ulu Remis Estate	-		Certified		
		Cenas Estate	-		Certified		
		Bukit Badak Estate	-		Certified		
		Tun Dr. Ismail Estate	-		Certified		
		Pekan Estate	-		Certified		
		Sembrong Estate	-		Certified		
24	Hadapan	Hadapan Oil Mill	-	Layang-layang, Johor	Certified	29-Mar-11	
		Sri Pulai Estate	-		Certified		
		Kulai Estate	-		Certified		
		Layang Estate	-		Certified		
		CEP Renggam Estate	-		Certified		
26	Sandakan Bay	Sandakan Bay Oil Mill	-	Sandakan, Sabah	Certified	1-Oct-08	
		Tun Tan Siew Sin Estate	-		Certified		
		Tunku Estate	-		Certified		
		Tigowis Estate	-		Certified		
		Sentosa Estate	-		Certified		
		Segaliud Estate	-		Certified		

27	Melalap	Melalap Oil Mill	-	Tenom, Sabah	Certified	21-Jan-11	
		Melalap Estate	-		Certified		
		Sapong Estate	-		Certified		
28	Binuang	Binuang Oil Mill	-	Kunak, Sabah	Certified	16-Jan-09	
		Binuang Estate	-		Certified		
		Sungang Estate	-		Certified		
		Tingkayu Estate	-		Certified		
		Jeleta Bumi Estate	-		Certified		
29	Giram	Giram Oil Mill	-	Kunak Sabah	Certified	16-Jan-09	
		Giram Estate	-		Certified		
		Mostyn Estate	-		Certified		
30	Merotai	Merotai Oil Mill	-	Tawau, Sabah	Certified	16-Jan-09	
		Merotai Estate	-		Certified		
		Imam Estate	-		Certified		
		Tiger Estate	-		Certified		
		Table Estate	-		Certified		
31	Lavang	Lavang Oil Mill	-	Bintulu, Sarawak	Certified	30-Dec-11	
		Lavang Estate	-		Certified		
		Rasan Estate	-		Certified		
		Belian Estate	-		Certified		
		Kelida Estate	-		Certified		
		Lavang (Special) Estate	-		Certified		
		Pekaka Estate	-		Certified		
		Ruai Estate	-		Certified		
		Dulang Estate	-		Certified		
		Charquest Estate	-		Certified		
		Paroh Estate	-		Certified		
32	Rajawali	Rajawali Oil Mill	-	Bintulu, Sarawak	Certified	30-Dec-11	
		Rajawali Estate	-		Certified		
		Samudera Estate	-		Certified		
		Semarak Estate	-		Certified		
		Bayu Estate	-		Certified		

33	Derawan	Derawan Oil Mill	-	Bintulu, Sarawak	Certified	30-Dec-11	
		Derawan Estate	-		Certified		
		Sahua Estate	-		Certified		
		Takau Estate	-		Certified		
		Damai Estate	-		Certified		
34	Pekaka	Pekaka Mill	-	Bintulu, Sarawak	Withdrawn	NA	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.
35	Bintang	Bintang Oil Mill	-	Johor	NA	NA	* SDP acquired Bintang Palm Oil Mill in Johor in April 2017. As at Dec 2017, the selling off process of this mill is being initiated hence the RSPO certification process for Bintang Oil Mill is being put on hold. As at 1st Oct 2018, the mill has completed the selling off transaction.

2) SDP - RSPO Certification for Time Bound Plan - Indonesia Operations (as of January 2022)

No	Management Unit (SOU Name)	Mill and Supply Base	Time Bound Plan	Latest Internal / External Audit Date	Location	Status	Certified Date	Remarks (for uncertified unit)
1	PT Lahan Tani Sakti	Alur Dumai Mill	-		Rokan Hilir District – Riau	Certified	16-Jan-12	
		Alur Dumai Estate	-			Certified		
2	PT Sajang Heulang	Mustika Mill	-		Tanah Bumbu District – South Kalimantan	Certified	3-Jul-13	
		Mustika Estate	-			Certified	3-Jul-13	
		Pantai Bonati Estate	-			Certified	6-Jul-11	
3	PT Ladangrumpun Suburabadi	Angsana Mill	-		Tanah Bumbu District – South Kalimantan	Certified	6-Jul-11	
		Angsana Estate	-			Certified		
		Gunung Sari Estate	-			Certified		
4	PT Langgeng Muaramakmur	Bebunga Mill	-		Kotabaru District – South Kalimantan	Certified	16-Mar-12	
		Bebunga Estate	-			Certified		
		Sungai Cengal Estate	-			Certified		
		Bakau Estate	-			Certified		
5	PT Kridatama Lancar	Sukamandang Mill	-		Seruyan and East Kotawaringin District – Central Kalimantan	Certified	5-Jul-11	
		Sukamandang Estate	-			Certified		
		Sapiri Estate	-			Certified		
		Barasdanum Estate	-			Certified		
		Kuala Kuayan Estate	-			Certified		
6	PT Bahari Gembira Ria	Ladang Panjang Mill	-		Muaro Jambi District - Jambi	Certified	9-Jul-12	Only Division 3 is certified (1,202 Ha). Total Areas of Divison 1 and 2 (1,796.19 ha) HGU still in process.
		Ladang Panjang Estate	-			Certified	9-Jul-12	
7	PT Tunggal Mitra Plantations	Manggala Mill	-		Rokan Hilir District – Riau	Certified	25-Nov-10	
		Manggala 1 Estate	-			Certified		
		Manggala 2 Estate	-			Certified		
		Manggala 3 Estate	-			Certified		

8	PT Paripurna Swakarsa	Pondok Labu Mill	-		Kotabaru District – South Kalimantan	Certified	16-Mar-12	
		Pondok Labu Estate	-			Certified		
		Binturung Estate	-			Certified		
		Rampa Estate	-			Certified		
		Sesulung Estate	-			Certified		
9	PT Bersama Sejahtera Sakti	Gunung Aru Mill	-		Kotabaru District – South Kalimantan	Certified	5-Jul-11	
		Gunung Aru Estate	-			Certified		
		Gunung Kemasan Estate	-			Certified		
		Laut Timur Estate	-			Certified		
		Pantai Timur Estate	-			Certified		
10	PT Guthrie ecconina	Rantau Panjang Mill	-		Musi Banyuasin District – South Sumatera	Certified	16-Mar-12	890.98 ha – Still under land Legalization process. Sg. Jernih Estate and KKPA Was separated in 2022.
		Rantau Panjang Estate	-			Certified		
		Bumi Ayu Estate	-			Certified		
		Karang Ringin Estate	-			Certified		
		Napal Estate	-			Certified		
		Mangun Jaya Estate	-			Certified		
		Sungai Jernih Estate	2023			Non-Certified		
11	PT Laguna Mandiri	Rantau Mill	-		Kotabaru District – South Kalimantan	Certified	30-Dec-11	
		Rantau Estate	-			Certified		
		Matalok Estate	-			Certified		
		Betung Mill	-			Certified	1-Apr-14	
		Betung Estate	-			Certified		

		Sekayu Estate	-			Certified		
12	PT Indotruba Tengah	Sekunyir Mill	-		Seruyan and West Kotawaringin District – Central Kalimantan	Certified	23-Nov-10	
		Sekunyir	-			Certified		
		Seruyan Estate	-			Certified		
13	PT Swadaya Andika	Selabak Mill	-		Kotabaru District – South Kalimantan	Certified	16-Mar-12	Mill was closed down and all the supply bases was transferred to Rantau Mill - PT Laguna Mandiri. The Selabak Est, Randi Est, Sangkoh Est, Lanting Est is currently under PT Laguna Mandiri - Rantau Factory certification.
		Selabak Estate	-			Certified		
		Randi Estate	-			Certified		
		Sangkoh Estate	-			Certified		
		Lanting Estate				Certified		
14	PT Bina Sains Cemerlang	Sungai Pinang Mill	-		Musi Rawas District – South Sumatera	Certified	11-Sep-12	Land legalisation process for 308.35 ha is still in process.
		Sungai Pinang Estate	2023			Non-Certified		
		Bukit Pinang Estate	2023			Non-Certified		
15	PT Teguh Sempurna	Pemantang Mill	-		Seruyan and East Kotawaringin District – Central Kalimantan	Certified	5-Jul-11	
		Pemantang Estate	-			Certified		
		Kawan Batu Estate	-			Certified		
		Hatan Tiring Estate	-			Certified		
		Batang Garing Estate	-			Certified		
16	PT Bhumireksa Nusa Sejati	Teluk Bakau Mill	-		Indra Giri Hilir District – Riau	Certified	11-Oct-11	
		Teluk Bakau Estate	-			Certified		
		Nusa Lestari Estate	-			Certified		
		Nusa Perkasa Estate	-			Certified		
		Mandah Mill	-			Certified	1-Apr-14	
		Mandah Estate	-			Certified		
		Rotan Semelur Estate	-			Certified		
17	PT Aneka Intipersada	Teluk Siak Mill	-		Pekanbaru, Siak District – Riau	Certified	11-Oct-11	
		Teluk Siak Estate	-			Certified		
		Pinang Sebatang Estate	-			Certified		

		Aneka Persada Estate	-			Certified		

18	PT Tamaco Graha Krida	Ungkaya Mill	-		Morowali District – Sulawesi Tengah	Certified	10-Jul-12	
		Ungkaya Estate	-			Certified		
19	PT SIME Indo Agro	Bukit Ajong Mill	-		Sanggau District –West Kalimantan	Certified	18-Oct-10	
		West Estate	-			Certified		
		East Estate	-			Certified		
		East* Estate /Sei Mawang Estate	2023			Non-Certified		Land legalisation process for East Est for 5,815.64 ha is still in process.
20	PT Padang Palma Permai / PT Perkasa Subur Sakti/ PT Perkebunan Industri & Niaga Sri Kuala	Blang Simpo Mill	-		Aceh Tamiang and East Aceh District – Nanggroe Aceh Darussalam	Certified	3-May-13	Land legalisation process for KKPA PT PPP – Land Permit is still in process.
		Tamiang (PT PPP) Estate	-			Certified		
		Batang Ara (PT PSK) Estate	-			Certified		
		Blang Simpo-01 Estate	-			Certified		
		Blang Simpo-02 Estate	-			Certified		
21	PT Sandika Natapalma	Lembiru Mill	-		Ketapang District – West Kalimantan	Certified	3-Jul-14	PT Sandika Natapalma and PT Budidaya Agro Lestari estates are supplying to one mill i.e. Lembiru Mill (PT SNP).
		Lembiru Estate	-			Certified		
		Awatan Estate	-			Certified		
		Karya Palma Estate	2023			Non-Certified		Pending confirmation from BPN on HGU Document.
22	PT Budidaya Agro Lestari	Pelanjau (PT BAL) Estate	-		Ketapang District – West Kalimantan	Certified	3-Jul-19	HGU obtained as per May 2018. However never been released by BPN.
		Beturus (PT BAL) Estate	2023			Non-Certified		
23	PT Mitral Austral Sejahtera	**MAS Mill**	NA	NA	Sanggau District – West Kalimantan	NA	NA	The properties was sold and currently SDP have no control in the management. A letter to RSPO Secretariat has been sent on 27 June 2019 on the confirmation of disposal of PT MAS and reported to Brusa Malaysia accordingly.
		MAS 1 Estate	NA	NA		NA		
		MAS 2 Estate	NA	NA		NA		
		MAS 4 Estate	NA	NA		NA		
		Plasma MAS Estate	NA	NA		NA		

3) SDP - RSPO Certification for Time Bound Plan – New Britain Palm Oil (NBPOL) Operations (as at March 2021)

No	Management Unit (SOU Name)	Supply Base	Time Bound Plan	Location	Status	Certified Date
1	Guadalcanal Plains Palm Oil Limited (GPPOL)	Tetere Oil Mill Tetere Estate	NA	Guadalcanal Province, Solomon Islands	Certified	18-Mar-11
		Ngalimbiu Estate				
		Mbalisuna Estate				
		Smallholders – West Zone (83)				
		Smallholders – Central Zone (53)				
		Smallholders – MBA East Zone (59)				
		Smallholders – MBE East Zone (37)				
2	Milne Bay Estates (MBE)	Hagita Oil Mill	NA	Milne Bay Province, Papua New Guinea	Certified	15-Feb-13
		Giligili Estate				
		Hagita Estate				
		Waigani Estate				
		Sagarai Estate				
		Padipadi Estate				
		Mariawatte Estate				
		Smallholders - East Gurney Estate (259)				
		Smallholders - West Gurney Estate (231)				
		Smallholders - East Sagarai Estate (156)				
		Smallholders - West Sagarai Estate (212)				
3	Poliamba (POL)	Poliamba Oil Mill		New Ireland Province, Papua New Guinea	Certified	19-Mar-12
		Kara Estate				
		Nalik Estate				
		West Coast Estate				
		Noatsi Estate				
		Madak Estate				
		Smallholders -North Division (615)				
		Smallholders- South Division (866)				
		Smallholders -West Division (309)				

4	Ramu Agricultrual Industries Ltd (RAIL)	Gusap Mill Gusap East (Gusap) Estate Gusap West (Paddox) Estate Surinam Estate Dumpu Estate Ngaru Estate J Estate (Jephcott) Estate Smallholders - Madang VOPs (71) Smallholders - Morobe VOPs (253)	NA	Morobe Province, Papua New Guinea	Certified	5-Aug-10
5	Higaturu Oil Palm (HOP)	Sangara Oil Mill Mamba Oil Mill Embi Estate Ambogo Estate Sangara Estate Sumbiripa Estate Mamba Estate Sambogo Estate Scheme Smallholder Sorovi Division(2019) Scheme Smallholder Saiho Division(842) Scheme Smallholder Aeka Division (911) Scheme Smallholder Igora Division (1367) Scheme Smallholder Ilimo Division (671)	NA	Oro Bay Province, Papua New Guinea	Certified	1-Feb-13
6	West New Britain (WNB)	Mosa Oil Mill Kumbango Oil Mill Kapiura Mill Numundo Mill Waraston Mill Bebere Estate Kumbango Estate Togulo Estate Dami Estate Waisisi Estate Kautu Estate	NA	Kimbe, West New Britain, Papua New Guinea	Certified	10-Sep-08

No	Management Unit (SOU Name)	Supply Base	Time Bound Plan	Location	Status	Certified Date
		Karausu Estate				
		Moroa Estate				
		Bilomi Estate				
		Loata Estate				
		Haella Estate				
		Garu Estate				
		Daliavu Estate				
		Sapuri Estate				
		Malilimi Estate				
		Rigula Estate				
		Nomundo Estate				
		Navarai / Karato ME /KDC EU Estate				
		Volupai / Lotomgam / Natupi / Goruru Estate				
		Lolokoru Estate				
		Ove Estate				
		Tamare Estate				
		Smallholders LSS Mosa (1822)				
		Smallholders VOP East (1817)				
		Smallholders VOP Central (1964)				
		Smallholders VOP West (1279)				
		Smallholders LSS Kapiura (551)				
		Smallholders VOP Kapiura (850)				
		Smallholders Kaulong/Akami/Pushiki/Repamira/Sakapei (20)				
7	Markham Farming Company Limited (MFCL)/Markham Agro Pte. Ltd.	Erap Mill	Sep-20	Markham Farms	Certified	Certified on 27 March 2020. There is total area for NPP: 710.30 ha which is currently excluded from the certification scope until the NPP is approved.
		Munum Estate	Sep-20		Certified	
		Maralumi Estate	Sep-20		Certified	
		Erap Estate	Sep-20		Certified	

4) SDP - RSPO Certification for Time Bound Plan – Liberia Operations (as at January 2020)

No	Management Unit (SOU Name)	Mill and Supply Base	Time Bound Plan	Location	Status	Certified Date	Remarks
1	Sime Darby Plantation (Liberia) Grand Cape Mount	Grand Cape Mount Mill Bomi Estate Lofa Estate Matambo Estate Grand Cape Mount Estate	Not Applicable - Property disposed	Grand Cape Mount County	Not yet Certified	NA	As at 16 Jan 2020, Sime Darby Plantation under its unit Sime Darby Plantation Investment (Liberia) Pte Ltd has completed its disposal of its entire interest in Sime Darby Plantation (Liberia) Inc (SDP Liberia) to Mano Palm Oil Industries Ltd (MPOI). http://www.simedarbyplantation.com/media/pressreleases/sime-darby-plantation-completesdivestment-of-its-liberia-operations