

RSPO PRINCIPLES & CRITERIA

PUBLIC SUMMARY REPORT

ANNUAL SURVEILLANCE ASSESSMENT 2

Papua New Guinea

POLIAMBA LTD LAKURUMAU POM

SIME DARBY PLANTATION BERHAD

2024

Report prepared by:	Vijay Kanna Pakirisamy	(Lead Assessor)
Certification decision by:	Mohd Ezani Bin Abdul Aziz	(Certifier)
Certifying Office		
Control Union (Malaysia) Sdn. Bhd.		
PORT TECH TOWER, LEVEL 17, Unit, No : 1, Jalan Tiara 3, Bandar Baru Klang, 41150 Klang, Selangor. Malaysia. rspo@controlunion.com Tel: +603-3377 1600 / 1700		

Control Union Certifications	
Control Union Certifications is a member of the Control Union – an international inspection and certification body. CUC performs assessments and certification in many agricultural based fields such as FSC, RSPO, and Organic production, Sustainable Textile Production, Organic Exchange, GLOBALGAP, HACCP, BRC, GMP and GTP.	
Control Union (Malaysia) Sdn Bhd is accredited for RSPO (ASI-ACC-069) for the scope of P&C (Single Site & Group) and SCCS worldwide and accredited by Department of Standards Malaysia (DSM) for ISO 17021, ISO 9001, ISO 14001, and MSPO. When requested, a copy of accredited certificates can be obtained from CUC.	
RSPO Membership Number	8-0025-06-000-00
RSPO Approval Date	12/01/2006
Affiliate Membership	http://www.rspo.org/en/member/339
ASI Accreditation Code RSPO	ASI-ACC-069
ASI date of Accreditation	4 Nov 2019

Table of Contents

PART 1: SCOPE OF THE CERTIFICATION ASSESSMENT AUDIT	5
1.1 COMPANY AND CONTACT DETAILS	5
1.2 RSPO MEMBERSHIP & CERTIFICATION DETAILS	5
1.3 ANNUAL SURVEILLANCE ASSESSMENT DETAILS	5
1.4 ASSESSMENT TYPE	5
1.5 NON-CONFORMANCE OVERVIEW	5
1.6 LOCATION OF THE PALM OIL MILL	9
1.7 PALM OIL MILL OUTPUT AND APPROXIMATE TONNAGES CERTIFIED	9
1.7 GENERAL DESCRIPTION OF SUPPLY BASE	9
1.7.1 Location of the Supply Base	9
1.7.2 Scheme Smallholders/Scheme Outgrowers/Independent Smallholders/Outgrowers included in the certificate	10
Details of Scheme Smallholders related to certification	11
1.7.3 Statistics of the Supply Base and Estimated Tonnes of FFB produced per year	11
1.7.4 Non-Certified Tonnage of FFB (outside supplier – Excluded from Certificate)	11
1.7.5 Conservation and HCV Area (Ha)	11
1.7.6 Percentage of Planted Oil Palm by different Age Ranges	11
1.7.7 Calculation of the Number of Production Units (N) to Sample for the Mill	11
1.8 PROGRESS OF ASSOCIATED SMALLHOLDERS OR OUT-GROWERS, IF APPLICABLE TO THIS ASSESSMENT	13
1.9 PREVIOUS LAND USERS, IF APPLICABLE TO THIS ASSESSMENT	13
1.10 OUTSOURCED ACTIVITIES / CONTRACTORS	14
BENNY PONAE & SONS CONSTRUCTION	14
BUILDING CONTRACTORS	14
POLIAMBA COMPOUND	14
MALTAN CONTRACTORS LIMITED	14
BUILDING CONTRACTORS	14
POLIAMBA COMPOUND	14
TOKBILAS PUMPOUT & PLUMBING	14
SEPTIC TANK PUMP OUT	14
POLIAMBA COMPOUND	14
VINCENT LABERONG	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
TIKUBUL TRADING	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
JACKSON & FAMILY TIMER SUPPLIERS	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
UGANA TIMBERS PTY LTD	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
PANMATARAWIN INVESTMENT LIMITED	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
ADODO BUILDING CONSRTUCION	14
TIMBER SUPPLIER	14
CONSTRUCTION JOINERY	14
BUILDING CONTRACTORS	14
POLIAMBA COMPOUND	14
BUILDING CONTRACTORS	14
POLIAMBA COMPOUND	14
FFB CARTAGE	14

POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
ROADS WORKS	14
POLIAMBA ROAD WORKS	14
ROADS WORKS	14
POLIAMBA ROAD WORKS	14
LAWN MOWING & BAMBOO CUTTING CONTRACTOR	14
POLIAMBA FIELD	14
LAWN MOWING & BAMBOO CUTTING CONTRACTOR	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	14
POLIAMBA FIELD	14
FFB CARTAGE.....	15
POLIAMBA FIELD	15
FFB CARTAGE.....	15
POLIAMBA FIELD	15
FFB CARTAGE.....	15
POLIAMBA FIELD	15
FFB CARTAGE.....	15
POLIAMBA FIELD	15
LAWN MOWING & BAMBOO CUTTING CONTRACTOR	15
POLIAMBA FIELD	15
SIGN BOARD AND FLOOR PAINTER.....	15
POLIAMBA SUST.....	15
1.11 LOCATION MAP FOR THIS CERTIFICATION UNIT (SEE APPENDIX 1).....	15
PART 2: MULTIPLE MANAGEMENT UNITS.....	15
2.1 SUMMARY OF MULTIPLE MANAGEMENT UNIT	15
2.2 REQUIREMENT OF UNCERTIFIED MANAGEMENT UNITS	17
2.3 SUMMARY OF THE FINDINGS FOR MULTIPLE MANAGEMENT UNIT	26
2.1 MULTIPLE MANAGEMENT UNIT AUDIT AGENDA	26
PART 3: AUDIT PROCESS.....	28
3.1 ABOUT THE CERTIFICATION BODY.....	28
3.2 AUDIT TEAM.....	28
3.2.1 Qualifications of the Lead Auditor	28
3.2.2 Qualifications of the Assessment Team members	29
3.3 AUDIT METHODOLOGY.....	32

3.3.1	General Overview	32
3.3.2	Assessment agenda for this Audit	33
PART 4 ASSESSMENT FINDINGS		35
4.1	LEAD ASSESSOR'S SUMMARY AND RECOMMENDATION FOR CERTIFICATION	35
4.2	SUMMARY OF THE FINDINGS BY PRINCIPLES AND CRITERIA	35
	<i>Principle 1: Behave ethically and transparently</i>	35
	<i>Principle 2: Operate legally and respect rights</i>	38
	<i>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</i>	42
	<i>Supply Chain Requirements for Mills</i>	55
	<i>Principle 4: Respect community and human rights and deliver benefits</i>	59
	<i>Principle 5: Support smallholder inclusion</i>	69
	<i>Principle 6: Respect workers' rights and conditions</i>	73
	<i>Principle 7: Protect, conserve and enhance ecosystem and environment</i>	87
4.3	NON-CONFORMITY RAISED DURING THIS AUDIT AND ANY FROM THE PREVIOUS YEAR, IF APPLICABLE	108
4.3.1	<i>Non-Conformities Identified during this Audit</i>	108
4.3.2	<i>Non-Conformity Identified during the last ASA, not applicable for MA</i>	116
	THE FOLLOWING NCs WERE RAISED DURING THE LAST AUDIT AND THE STATUS WAS REVIEWED AS INDICATED BELOW	116
4.3.3	<i>Opportunity for Improvements Raised During this Audit</i>	122
4.4	ISSUES THAT WERE RAISED DURING THE STAKEHOLDER CONSULTATION, IF ANY	123
RSPO PRINCIPLE		123
STAKEHOLDER COMMENT		123
CUC RESPONSE		123
PART 5: RSPO SUPPLY CHAIN CERTIFICATION		125
5.1	POM INCLUDED IN THE SCOPE OF THE AUDIT	125
5.2	CONFIRMATION OF THE COMPANY'S SUMMARY OF ANNUAL CERTIFIED VOLUME OF RSPO CERTIFIED PALM OIL AND PALM KERNEL OVER A SPECIFIED PERIOD	125
5.3	MONTHLY RECORDS OF CERTIFIED AND UNCERTIFIED FFB RECEIVED SINCE THE LAST AUDIT – 12 MONTHS BACK IN CASE OF MAIN ASSESSMENT, IT SHALL BE THE LAST 12 MONTH FIGURE.	125
5.4	MONTHLY RECORDS OF CERTIFIED CPO AND PK SINCE THE LAST AUDIT – 12 MONTHS BACK	126
5.5	RECORDS OF CERTIFIED CPO & PK SOLD UNDER CREDIT TO BUYERS SINCE THE LAST AUDIT, IF ANY – 12 MONTHS BACK	126
5.6	RECORDS OF CERTIFIED CPO & PK SOLD UNDER UTZ PALMTRACE TO BUYERS SINCE THE LAST AUDIT, IF ANY – 12 MONTHS BACK	126
PART 6: CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY		127
6.1	DATE OF NEXT ASA	127
6.2	DATE FOR CLOSURE OF NON-CONFORMITIES	127
6.3	SIGNING BY THE CLIENT	127
6.4	SIGNING BY THE LEAD AUDITOR	127
6.5	SIGNING BY THE CERTIFIER	127
PART 7: APPENDICIES		128
APPENDIX 1: LOCATION MAP FOR THIS CERTIFICATION UNIT		128
APPENDIX 2: SUMMARY OF GHG EMISSIONS		130
APPENDIX 3: GHG ASSESSMENT FOR NEW PLANTINGS		131
APPENDIX 4: DETAILS OF SCHEME SMALLHOLDERS RELATED TO CERTIFICATION		132

PART 1: SCOPE OF THE CERTIFICATION ASSESSMENT AUDIT

1.1 Company and Contact Details

Company Name:	Sime Darby Plantation Berhad – New Britain Palm Oil Ltd – Poliamba Ltd.
Business Address:	Poliamba Limited, Lakurumau, Kavieng, New Ireland Province, Papua New Guinea.
Contact Person:	Madam Theresa Endy
Office Telephone:	+675 984 2179
E-Mail:	theresa.endy@simedarbyplantation.com
Web Site:	https://www.nbpol.com.pg/
Other Certifications Held:	Rainforest Alliance- Sustainable Agriculture Network (RA SAN)

1.2 RSPO Membership & Certification Details

RSPO Membership Number:	1-0008-04-000-00
Registered Client Name:	Sime Darby Plantation Berhad
Certificate Number:	CU-RSPO-892638
Start Date Of Certificate:	19/03/2022
End Date Of Certificate:	18/03/2027
Date Of Original Certification:	19/03/2012
Scope:	Certification of the Palm Oil Mill and Supply Bases
Type Of Certification:	Single site <input checked="" type="checkbox"/> Multi sites <input type="checkbox"/>
Duration Of Certificate:	5 Years from date of certification

1.3 Annual Surveillance Assessment Details

Dates Of This Audit:	29/01/2024 – 02/02/2024
Audit Number:	ASA2

1.4 Assessment Type

This is a RSPO Principles & Criteria (RSPO P&C 2018) Compliance assessment of Poliamba Ltd – Poliamba Palm Oil Mill and its respective supply bases as listed in this report below as per Papua New Guinea & Solomon Island National Interpretation (2019) of RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 Endorsed by RSPO Executive Board and adopted at the 15th Annual General Assembly by RSPO Members on 15 November 2018.

1.5 Non-Conformance Overview

NC Overview from the past 5 years					
Indicator C: Critical	RC	ASA 1	ASA 2	ASA 3	ASA 4
1.1.1C					
1.1.2					
1.1.3C					
1.1.4C					
1.1.5					
1.2.1					
1.2.2					
2.1.1C					
2.1.2					
2.1.3					
2.2.1					
2.2.2					
2.2.3					

2.3.1C					
2.3.2					
3.1.1C					
3.1.2					
3.1.3					
3.2.1					
3.2.2					
3.3.1C					
3.3.2					
3.3.3					
3.4.1C					
3.4.2					
3.4.3C					
3.5.1					
3.5.2					
3.6.1C					
3.6.2C					
3.7.1C					
3.7.2					
3.7.3					
3.8.1C					
3.8.2C					
3.8.3C					
3.8.4C					
3.8.5C					
3.8.6C					
3.8.7C					
3.8.8C					
3.8.9C					
3.8.10C					
3.8.11C					
3.8.12C					
3.8.13C					
3.8.14C					
3.8.15C					
3.8.16C					
3.8.17C					
4.1.1C					
4.1.2					
4.2.1C					
4.2.2					
4.2.3					
4.2.4					
4.3.1					
4.4.1C					
4.4.2					
4.4.3C					
4.4.4					
4.4.5C					
4.4.6					
4.5.1C					
4.5.2C					
4.5.3					

4.5.4					
4.5.5					
4.5.6					
4.5.7					
4.5.8C					
4.6.1C					
4.6.2C					
4.6.3					
4.6.4					
4.7.1C					
4.7.2C					
4.7.3					
4.8.1					
4.8.2C					
4.8.3					
4.8.4					
5.1.1					
5.1.2C					
5.1.3C					
5.1.4C					
5.1.5					
5.1.6C					
5.1.7					
5.1.8					
5.1.9C					
5.2.1					
5.2.2					
5.2.3					
5.2.4C					
5.2.5					
6.1.1C					
6.1.2C					
6.1.3					
6.1.4					
6.1.5C					
6.1.6					
6.2.1C					
6.2.2C					
6.2.3C					
6.2.4C					
6.2.5					
6.2.6					
6.2.7					
6.3.1C					
6.3.2					
6.3.3					
6.4.1					
6.4.2C					
6.4.3C					
6.4.4					
6.5.1C					
6.5.2C					
6.5.3					

6.5.4					
6.6.1C					
6.6.2					
6.7.1C					
6.7.2					
6.7.3C					
6.7.4					
6.7.5					
7.1.1C					
7.1.2					
7.1.3					
7.2.1C					
7.2.2C					
7.2.3C					
7.2.4					
7.2.5					
7.2.6C					
7.2.7C					
7.2.8					
7.2.9C					
7.2.10C					
7.2.11C					
7.3.1					
7.3.2					
7.3.2					
7.4.1					
7.4.2					
7.4.3					
7.4.4					
7.5.1C					
7.5.2					
7.5.3					
7.6.1C					
7.6.2					
7.6.3					
7.7.1C					
7.7.2					
7.7.3C					
7.7.4C					
7.7.5C					
7.7.6C					
7.7.7C					
7.8.1					
7.8.2C					
7.8.3					
7.8.4					
7.9.1					
7.10.1C					
7.10.2C					
7.10.3C					
7.11.1C					
7.11.2					
7.11.3					

7.12.1C					
7.12.2C					
7.12.3C					
7.12.4C					
7.12.5					
7.12.6					
7.12.7					
7.12.8C					

1.6 Location of the Palm Oil Mill

PRU	Name Palm Oil Mill (POM)	Mill Capacity MT/Hour	Location Address	GPS Reference	
				Longitude (E/W)	Latitude (N/S)
POM 1	Poliamba Oil Mill	30	Poliamba Limited, Lakurumau , Kavieng, New Ireland Province , Papua New Guinea	151° 16' 31.37" E	2° 52' 27.81" S

1.7 Palm Oil Mill Output and Approximate Tonnages Certified

If the Mill is receiving FFB from uncertified supply bases outside the audit scope, such uncertified sources is highlighted under the following sections as seen applicable:

- PART 1, Section 1.7 – General Description of Supply Base,
- PART 2: Partial Certification, Section 2.4 – Uncertified Units or Holdings,
- PART 5: RSPO Supply Chain Certification of this report

Projected Production from the last 12 Months (MT)			Actual Production for this Audit Year (MT)			Projected 12 Months (MT) Forecast Volume in this Report		
FFB	CPO	PK	FFB	CPO	PK	FFB	CPO	PK
POM 1: POLIAMBA PALM OIL MILL								
119,678	26,927	5,888	116,367.58	24,672.21	4,910.94	123,514	27,735	5818

Note: refer to Part 5.2 for Palmtrace certified volume

Note 2: the projected volume from the last 12 months and actual volume refer to production related information before certification for main assessment.

Note 3: in cases of only plantations (without mill), projected CSPO and CSPK is based on standard OER and KER.

1.7 General Description of Supply Base

New Britain Palm Oil Limited (NBPOL) is a plantation organization with operations in 5 provinces in Papua New Guinea and one operation in the Solomon Islands.

Poliamba Limited which consist of Poliamba Palm Oil Mill and its supply bases are located at Kavieng District, New Ireland Province, Papua New Guinea. There are 5 supply bases which internally managed estates and 1790 scheme smallholders of VOPs / LSS classified under 3 divisional clusters as North, West and South Division.

NBPOL has implemented a system that involves certification of the full supply base (including the smallholders). Due to the unique geographical situation and the way the supply chain operates, RSPO has approved a different ruling for the unit of certification for NBPOL. This allows NBPOL to have one certificate for each geographical location whereby the supply base is fully certified and IP supply chain model followed. RSPO has decided that with proper justification, having more than one mill under a certification unit is possible.

1.7.1 Location of the Supply Base

OPP	Oil Palm Plantation	Location	GPS reference		Area Summary (Ha)		
	Name	Address	Longitude (E/W)	Latitude (N/S)	Mature	Planted	Total
POM 1: POLIAMBA PALM OIL MILL							
OPP 1	Kara Estate	Katu Plantation Office , Kavieng District, New Ireland Province, Papua New Guinea	151.02833	-2.70628	865.41	955.41	1176.72
OPP 2	Nalik Estate	Lakurumau Plantation Office , Kavieng District, New Ireland Province, Papua New Guinea	151.215	-2.85388	1833.96	1833.96	2666.75
OPP 3	West Coast Estate	Siccacui Plantation Office , Kavieng District, New Ireland Province, Papua New Guinea	151.01919	-2.81372	389.42	389.42	627.60
OPP 4	Noatsi Estate	Bolegila Plantation Office , Kavieng District, New Ireland Province, Papua New Guinea	151.45638	-2.96055	1246.80	1398.83	2064.10
OPP 5	Madak Estate	Kameriba Plantation Office , Namatanai District, New Ireland Province, Papua New Guinea	151.75583	-3.14305	631.68	949.34	1517.11
OPP6	North	Kavieng District, New Ireland Province	151.04111	-2.25972	990.00	990.00	1,021.57
OPP7	South		151.28611	-2.87111	1,203.00	1,203.00	1,252.82
OPP8	West		151.02833	-2.80944	530.70	530.70	530.70
TOTAL					7690.97	8250.66	10857.37

* For Kara Estate, 90 Ha of Immature Field was not included in previous report.

*Table 1.7.1 is inclusive of the smallholders – North, South & West. Therefore the certified hectareage is greater than last year.

1.7.2 Scheme Smallholders/Scheme Outgrowers/Independent Smallholders/Outgrowers included in the certificate		
Type	Presence	Number
Scheme Smallholders	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	1790
Scheme Outgrowers	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	-
Independent Smallholders	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	-
Independent Outgrowers	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	-

Details of Scheme Smallholders related to certification								
No	Name	Location	GPS reference		Area Summary (Ha)		Estimated FFB/Year (MT)	Planting Years
		Address	Longitude	Latitude	Total	Mature		
1	North	Kavieng District, New Ireland Province	151.04111	-2.25972	1,021.57	990.00	5,806	2013-2017
2	South		151.28611	-2.87111	1,252.82	1,203.00	7,677	2013-2017
3	West	Ireland Province	151.02833	-2.80944	530.70	530.70	2,435	2013-2017
TOTAL					2,805.09	2,723.70	15,918	

1.7.3 Statistics of the Supply Base and Estimated Tonnes of FFB produced per year				
OPP	Oil Palm Plantation	Projected FFB/Year (MT)	Planting Years	Cycle (Years)
POM 1: POLIAMBA PALM OIL MILL				
OPP 1	Kara Estate	20,603	2012-2015	9 - 12
OPP 2	Nalik Estate	41,780	2011-2018	13 - 6
OPP 3	West Coast Estate	6,768	2000-2019	24 - 5
OPP 4	Noatsi Estate	28,981	2015-2017	9 - 7
OPP 5	Madak Estate	9,464	1997-2020	27 - 4
TOTAL		107,596.00		

1.7.4 Non-Certified Tonnage of FFB (outside supplier – Excluded from Certificate)			
Independent FFB Supplier	Tonnage / Year		
	Projected Production from the last 12 Months (MT)	Actual Production for this Audit Year 2016/2017 (MT)	Projected 12 Months (MT) Forecast Volume in this Report
<i>Not Applicable</i>	-	-	-

1.7.5 Conservation and HCV Area (Ha)				
OPP	Oil Palm Plantation	Conservation Area (Ha)	HCV Area (Ha)	* HCV part of Conservation
POM 1: POLIAMBA PALM OIL MILL				
OPP 1	Kara Estate	-	43.59	No
OPP 2	Nalik Estate	-	144.04	No
OPP 3	West Coast Estate	-	129.87	No
OPP 4	Noatsi Estate	-	171.32	No
OPP 5	Madak Estate	-	69.86	No
OPP SS	Scheme Smallholders	-	-	-
TOTAL		-	558.68	

1.7.6 Percentage of Planted Oil Palm by different Age Ranges						
OPP	Planting Years by 5 year Ranges					Total
	< 2004	2005 - 2009	2009 – 2014	2015 - 2019	2019 >	
POM 1: POLIAMBA PALM OIL MILL						
OPP 1	-	-	56%	34%	10%	100%
OPP 2	-	-	69%	31%	-	100%
OPP 3	15%	-	-	85%	-	100%
OPP 4	-	-	-	68%	32%	100%
OPP 5	-	-	-	18%	82%	100%
OPP SS	68%	14%	14%	4%	-	100%
Total	27%	5%	30%	25%	13%	100%

1.7.7 Calculation of the Number of Production Units (N) to Sample for the Mill
--

Where sampling is required for a certification assessment, the sampling design shall include every mill and be based on a minimum sample of x estates, where $x = (\sqrt{y}) \times (z)$, where y is the number of estates and where z is the multiplier defined by the risk assessment. A 'risk level' shall be set at:

Level 1 - low risk (multiplier of 0.8)

Level 2 - medium risk (multiplier of 1.2)

Level 3 - high risk (multiplier of 2)

The result always to be rounded "up" to the next whole integer. Sampling will be done where there are more than four estates or associated smallholders, otherwise all estates must be visited as part of the assessment.

For the Mill, how many units make up the production base?

Owned estates (Y)	$N = (\sqrt{Y}) \times (z)$	Smallholders/Outgrowers (S)	$N = (\sqrt{S}) \times (z)$
5	4	1790	35

Explanation as to the selection of estates sampled

5 estates in certificate. Risk Level – low risk;

The minimum sample size is four (4) estates as per the RSPO statement posted in RIF dated 26/10/2022. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment.

A sample of 4 sites selected – **Kara Estate, Nalik Estate, West Coast Estate and Noatsi Estate**

In case of there are smallholders:

1790 total smallholders in certificate classified under 3 Scheme Smallholder Groups.

A sample of 35 sites were selected under the Scheme Smallholder Groups of **North Division, West Division and South Division.**

No	Smallholder Group	Block ID
1.	South Division	S0108
2.	South Division	S0202
3.	South Division	S0214
4.	South Division	S0218
5.	South Division	S0221
6.	South Division	S0224
7.	South Division	S0225
8.	South Division	S7001
9.	South Division	S7107
10.	South Division	S7208
11.	South Division	S7305
12.	South Division	S7425
13.	South Division	S7429
14.	South Division	S7432
15.	South Division	S7434
16.	South Division	S7437
17.	South Division	S7207
18.	North Division	S2505
19.	North Division	S2515

20.	North Division	S2523
21.	North Division	S2540
22.	North Division	S2593
23.	North Division	S2605
24.	North Division	S2625
25.	North Division	S2703
26.	North Division	S2745
27.	North Division	S2801
28.	North Division	S2906
29.	North Division	S2914
30.	West Division	S4335
31.	West Division	S4501
32.	West Division	S4533
33.	West Division	S4534
34.	West Division	S4538
35.	West Division	S4540

1.8 Progress of associated Smallholders or Out-growers, if applicable to this assessment

Progress of associated Smallholders or Out-growers towards Compliance with relevant Standards - the mill shall develop and implement a plan to ensure that 100% of scheme smallholders and scheme outgrowers are compliant with the standard within three years of the mill's initial certification.

****In monitoring compliance with this timeline, an observation shall be raised after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.**

1.9 Previous land users, if applicable to this assessment

Section	Requirement	Yes/No	If "Yes"	If "No"	Findings
1.9.1	Are there any areas which were previously owned by other users and/or are subject to customary rights of local communities and indigenous peoples?		Go to 1.9.2	Section 1.9 is N/A	Not Applicable as no previous landowners.
1.9.2	Are list of previous land owners and contact details available?		Please fill up table below	-	
1.9.3	Were all the acquisitions done with a proper FPIC?		-	-	
1.9.4	Are there any acquisition agreements available?		-	-	
1.9.5	Were the acquisition agreements complied with?		-	-	

List of previous landowners

OPP	Name	Year of acquisition	Contact details
-----	------	---------------------	-----------------

-	-	-	-
---	---	---	---

Note: contact details of previous landowners and consultation status under annex 5. All previous landowners were sampled, unless unreachable.

1.10 Outsourced Activities / Contractors

The outsourced activities or contractors are third parties' activities that fall inside the scope of certification.

Contractor Name	Type Of Outsourced Activity	Location Of Activity
Tago Marine Services Limited	Cartage Palm Oil and Kernel Oil	Poliamba POM
Benny Ponae & Sons Construction	Building Contractors	Poliamba Compound
Maltan Contractors Limited	Building Contractors	Poliamba Compound
Tokbilas Pumpout & Plumbing	Septic Tank Pump Out	Poliamba Compound
Vincent Laberong	Timber Supplier	Construction Joinery
Tikubul Trading	Timber Supplier	Construction Joinery
Jackson & Family Timer Suppliers	Timber Supplier	Construction Joinery
Ugana Timbers Pty Ltd	Timber Supplier	Construction Joinery
Panmatarawin Investment Limited	Timber Supplier	Construction Joinery
Adodo Building Consrtucion	Timber Supplier	Construction Joinery
Peij Contractors Ltd	Building Contractors	Poliamba Compound
Bhp Fuel Distributors Ltd	Building Contractors	Poliamba Compound
Kulunas Transport	FFB Cartage	Poliamba Field
Century Transport	FFB Cartage	Poliamba Field
Metak Transport	FFB Cartage	Poliamba Field
Walter's Farming Association (WFA)	FFB Cartage	Poliamba Field
Ward 12 Oil Palm Growers	FFB Cartage	Poliamba Field
Mipa Trans	FFB Cartage	Poliamba Field
Radikal Trans	FFB Cartage	Poliamba Field
Heggy Cartage	Roads Works	Poliamba Road Works
Jim Kas Contract Ltd	Roads Works	Poliamba Road Works
Mirriam Matie	Lawn Mowing & Bamboo Cutting Contractor	Poliamba Field
Martin Bosep	Lawn Mowing & Bamboo Cutting Contractor	Poliamba Field
Chalkie Boy Transport	FFB Cartage	Poliamba Field
Comtech Service Limited	FFB Cartage	Poliamba Field
Waraon Trading	FFB Cartage	Poliamba Field
Jane Nodai Transport	FFB Cartage	Poliamba Field
Lemakot Area 1 Oil Palm Growers	FFB Cartage	Poliamba Field

Nipsville Contractors	FFB Cartage	Poliamba Field
Sabotha Holding Limited	FFB Cartage	Poliamba Field
Palimp Rui Hire Cars	FFB Cartage	Poliamba Field
Ruth Tokilang	Lawn Mowing & Bamboo Cutting Contractor	Poliamba Field
William Gurumang	Sign Board and Floor Painter	Poliamba Sust.

1.11 Location Map for this Certification Unit (See Appendix 1)

PART 2: MULTIPLE MANAGEMENT UNITS

Organizations that have multiple management units, and/or a majority holding in and/or management control of more than one autonomous company growing oil palm, will be permitted to certify individual management units and/or subsidiary companies under certain conditions. A majority shareholding is defined as the largest shareholding; where the largest shareholdings are equal (e.g. 50/50) this applies to the organization that has management control.

2.1 Summary of Multiple Management Unit

Section	Requirement	Findings and any action required	Compliance
2.1.1	RSPO membership: The parent organization or one of its majority owned and/or managed subsidiaries is a member of the RSPO.	Yes, the parent organization or one of its majorities owned and/or managed subsidiaries is a member of the RSPO (Since 2004) RSPO membership: Sime Darby Plantation Berhad (1-0008-04-000-00).	Yes
2.1.2	Time-bound plan: A time-bound plan for certifying all its management units and/or entities, including the units where the organization has management control and no or minor shareholding, is submitted to the CB during the initial certification audit. The time-bound plan should contain a current list of all estates and mills	<p>The time bound plan was last submitted to CU on the 23rd of October 2023. TBP submitted contain current list of all estates and mills across Malaysia, Indonesia, Solomon Island and Papua New Guinea. RSPO have recently approved SDP's time bound plan on the 13th of July 2023 where new certification date for uncertified unit to be postponed to year 2024.</p> <p>In 2019, BoD approved the Group's intention to exit the upstream business in Liberia – Sime Darby Note: TBP also include information with respect to Scheme Smallholders and such listings were not evaluated as a result of this evaluation as the scope of the assessment is limited to section 5.5 of the RSPO Certification System for Principles & Criteria: November 2020. The requirements on scheme smallholder certification will be evaluated at each P&C certification audit with respect to the requirements outlined under indicator 5.1.3 of RSPO Certification</p>	Yes

		System for Principles & Criteria: November 2020.	
2.1.3	Does all estates and mill are certified within five years after obtaining RSPO membership? As a minimum, all estates and mills shall be certified within five years after obtaining RSPO membership. Any new acquisitions shall be certified within a three-year timeframe. Any deviations from these maximum periods requires approval by the RSPO Secretariat	<p>Last acquisition is for Markham Farms in August 2018. No other acquisition of oil palm plantation and oil palm mill thereafter.</p> <p>Sime Darby Plantation Berhad has been an RSPO member since before 2018. As per the recent announcement made by RSPO (https://www.rspo.org/news-and-events/announcements/rspo-announcement-for-time-bound-plan-revision), if the new timebound is before 30th June 2023 (for those that have membership date before 1st July 2018), they may not need to get approval from the RSPO Secretariat.</p> <p>From the TBP sent, there are nine estates that are not yet certified due to land legalization process and its already exceeding 5 years' timeline. Refer to the TBP for the uncertified unit list.</p> <p>Other than the said unit above, all other units have been certified within the 5 five years period after SDP obtained the RSPO membership in 2004, and within 3 years for any new acquisitions.</p>	Yes
2.1.4	What is the progress of the time bound plan? Progress towards this plan shall be verified and reported on in subsequent annual surveillance audits by the CB. Where the CB conducting the surveillance audit is different from the CB which first accepted the time-bound plan, the later CB shall accept the appropriateness of the time-bound plan at the moment of first involvement and shall only check continued appropriateness;	The last extension approval was granted by RSPO on the 13 th of July 2023 where new certification ate for uncertified unit to be postponed to year 2024.	Yes
2.1.5	Any revision to the time-bound plan? If there is any revision to the time-bound plan or to the circumstances of the company shall cause the time-bound plan to be reviewed by the CB. Changes to the time-bound plan are permitted only where the organization can demonstrate to the CB that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local	<p>Latest acquisition is Markham Farms, in August 2018. This unit achieved their RSPO certification in March 2020. No other acquisition of oil palm plantation and palm oil mill thereafter.</p> <p>There is revision done to the TBP for reason mentioned in 2.1.3.</p>	Yes

	notary or chamber of commerce (or equivalent)		
--	---	--	--

****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**

2.2 Requirement of Uncertified Management Units																																																			
Section	Requirement	Findings and any action required	Compliance																																																
NOTE:	Companies may demonstrate compliance by clear evidence of a self-audit (i.e. an internal audit for all subsidiaries, estates and Palm Oil Mills)																																																		
2.2.1	Is there any replacement of primary forest? 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 January 1st 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	<p>SDPB demonstrates awareness that for all ongoing operations where new plantings initiated are RSPO certified and following NPP with NPP notifications/public consultations listed in RSPO NPP website.</p> <p>No replacement of primary forest or HCV or no new planting after Jan 1st, 2010, for all uncertified units.</p> <p>RaCP process, LUCA review completed for 15 out of 19 PTs in Indonesia.</p> <table border="1"> <thead> <tr> <th>No</th> <th>PT</th> <th>LUCA Status</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PT Guthrie Pecconina Indonesia</td> <td>Pending Results review from RSPO</td> </tr> <tr> <td>2</td> <td>PT Paripurna Swakarsa</td> <td>Approved and Pass 20 September 2022</td> </tr> <tr> <td>3</td> <td>PT Mitra Austral Sejahtera</td> <td>Pending Results review from RSPO</td> </tr> <tr> <td>4</td> <td>PT Budidaya Agro Lestari</td> <td>Pending Results review from RSPO</td> </tr> <tr> <td>5</td> <td>PT Teguh Sempurna</td> <td>Pending Results review from RSPO</td> </tr> <tr> <td>6</td> <td>PT Bersama Sejahtera Sakti</td> <td>Approved and Pass (6 October 2022)</td> </tr> <tr> <td>7</td> <td>PT Bhumireksa Nusa Sejati</td> <td>Approved and Pass (25 April 2022)</td> </tr> <tr> <td>8</td> <td>PT Bina Sains Cemerlang</td> <td>Approved and Pass (18 Feb 2022)</td> </tr> <tr> <td>9</td> <td>PT Sajang Heulang</td> <td>Approved and Pass (17 Dec 2021)</td> </tr> <tr> <td>10</td> <td>PT Lahan Tani Sakti</td> <td>Approved and Pass (14 August 2017)</td> </tr> <tr> <td>11</td> <td>PT Langgeng Muaramakmur</td> <td>Approved and Pass (10 June 2020)</td> </tr> <tr> <td>12</td> <td>PT Swadaya Andika</td> <td>Approved and Pass (22 June 2020)</td> </tr> <tr> <td>13</td> <td>PT Kridatama Lancar</td> <td>Approved and Pass (10 Dec 2020)</td> </tr> <tr> <td>14</td> <td>PT Bahari Gembira Ria</td> <td>Approved and Pass (18 Jan 2021)</td> </tr> <tr> <td>15</td> <td>PT Sime Indo Agro</td> <td>Approved and Pass (23 Jan 2021)</td> </tr> </tbody> </table>	No	PT	LUCA Status	1	PT Guthrie Pecconina Indonesia	Pending Results review from RSPO	2	PT Paripurna Swakarsa	Approved and Pass 20 September 2022	3	PT Mitra Austral Sejahtera	Pending Results review from RSPO	4	PT Budidaya Agro Lestari	Pending Results review from RSPO	5	PT Teguh Sempurna	Pending Results review from RSPO	6	PT Bersama Sejahtera Sakti	Approved and Pass (6 October 2022)	7	PT Bhumireksa Nusa Sejati	Approved and Pass (25 April 2022)	8	PT Bina Sains Cemerlang	Approved and Pass (18 Feb 2022)	9	PT Sajang Heulang	Approved and Pass (17 Dec 2021)	10	PT Lahan Tani Sakti	Approved and Pass (14 August 2017)	11	PT Langgeng Muaramakmur	Approved and Pass (10 June 2020)	12	PT Swadaya Andika	Approved and Pass (22 June 2020)	13	PT Kridatama Lancar	Approved and Pass (10 Dec 2020)	14	PT Bahari Gembira Ria	Approved and Pass (18 Jan 2021)	15	PT Sime Indo Agro	Approved and Pass (23 Jan 2021)	Yes
No	PT	LUCA Status																																																	
1	PT Guthrie Pecconina Indonesia	Pending Results review from RSPO																																																	
2	PT Paripurna Swakarsa	Approved and Pass 20 September 2022																																																	
3	PT Mitra Austral Sejahtera	Pending Results review from RSPO																																																	
4	PT Budidaya Agro Lestari	Pending Results review from RSPO																																																	
5	PT Teguh Sempurna	Pending Results review from RSPO																																																	
6	PT Bersama Sejahtera Sakti	Approved and Pass (6 October 2022)																																																	
7	PT Bhumireksa Nusa Sejati	Approved and Pass (25 April 2022)																																																	
8	PT Bina Sains Cemerlang	Approved and Pass (18 Feb 2022)																																																	
9	PT Sajang Heulang	Approved and Pass (17 Dec 2021)																																																	
10	PT Lahan Tani Sakti	Approved and Pass (14 August 2017)																																																	
11	PT Langgeng Muaramakmur	Approved and Pass (10 June 2020)																																																	
12	PT Swadaya Andika	Approved and Pass (22 June 2020)																																																	
13	PT Kridatama Lancar	Approved and Pass (10 Dec 2020)																																																	
14	PT Bahari Gembira Ria	Approved and Pass (18 Jan 2021)																																																	
15	PT Sime Indo Agro	Approved and Pass (23 Jan 2021)																																																	

		16	PT Aneka Inti Persada	Approved and Pass (04 May 2021)	
		17	PT Ladangrumpun Suburabadi	Approved and Pass (04 May 2021)	
		18	PT Laguna Mandiri	Approved and Pass (04 May 2021)	
		19	PT Tunggal Mitra Plantation	Approved and Pass (14 July 2021)	
2.2.2	Is there any land conflict? If any, are they 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, and 4.7?	<p>The group has land conflict procedure in place. 2022-GV-SOP-v2.pdf (sime-darbyplantation.com)</p> <p>Internal audit has been conducted for the 7 uncertified units mentioned below on the 27th & 28th June 2022, 1st & 6th August 2022 and 23rd October 2022. From the internal audit, it can be seen that there are no Land conflict identified in the internal audit, no new development after 2010, no new development in forest and HCV area. However, in the internal audit, all 7 uncertified units are currently in the process to get their HGU. Land legalisation is still in progress for Sungai Jernih, Karya Palma Estate, Beturus Estates, East/Sei Mawang Estate, Ladang Panjang Estate, Bukit Pinang and Sungai Pinang Estate.</p> <p>Further verification was made via the RSPO website, and it was found that there are no complaints registered in the RSPO Complaints System for any Sime Darby units be it certified and uncertified. There are also no outstanding complaints found in the RSPO complaints website.</p>			Yes
2.2.3	Is there any labour dispute? If any, are they being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2?	<p>The group has land conflict procedure in place. 2022-GV-SOP-v2.pdf (sime-darbyplantation.com)</p> <p>SDP launched the Human Rights Charter (HRC) to provide clear guidelines on salient human rights issues within the operations. It also outlines the approach, scope and various commitments. SDP review and update the Human Rights Charter periodically to reflect the progress and welcome constructive feedback to improve on the SDP website.</p> <p>No labour disputes recorded related to uncertified units. Verified through results from internal audits and information in public domains.</p> <p>Grievances from workers, if any, are lodged to our internal grievance mechanisms for resolutions in accordance with our SOPs.</p>			Yes
2.2.4	Is there any Legal non-compliance? If any, is it being addressed through measures consistent with the requirements of RSPO P&C criterion 2.1?	<p>The group has procedure to ensure legal compliance.</p> <p>No legal non-compliances recorded related to uncertified units. Verified through results from internal audits and information in public domains.</p>			Yes

****CBs shall assess compliance with these rules at each assessment of any of the applicable management units. Assessment of compliance with requirements above by the CB based on self-declarations only by the company, with no other supporting documentation, shall not be acceptable.**

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
Manggala Mill	Indonesia	Manggala 1	23/11/2010	Certified
		Manggala 2		
		Manggala 3		
Alur Dumai Mill	Indonesia	Alur Dumai Estate	16/01/2012	Certified
Teluk Siak Mill	Indonesia	Teluk Siak Estate	11/10/2011	Certified
		Pinang Sebatang Estate 1	11/10/2011	
		Pinang Sebatang Estate 2	2024	Not Certified. Land Legalization is still in process
		Aneka Persada Estate	11/10/2011	Certified
Blang Simpo Mill	Indonesia	Blang Simpo -1 Estate	03/05/2013	Certified
		Blang Simpo -2 Estate		
		Tamiang (PT PPP) Estate		
		Batang Ara (PT PSK) Estate		
Teluk Bakau Mill	Indonesia	Teluk Bakau Estate	11/10/2011	Certified
		Nusa Lestari Estate		
		Nusa Perkasa Estate		
Mandah Mill	Indonesia	Mandah Estate	01/04/2014	Certified
		Rotan Semelur Estate		
Sungai Pinang Mill	Indonesia	Sungai Pinang Estate	11/09/2012	Certified
		Bukit Pinang Estate		
Ladang Panjang Mill	Indonesia	Ladang Panjang Estate	09/07/2012	Certified
		Ladang Panjang Estate	2024	Not Certified. Land Legalization is still in process
Rantau Panjang Mill	Indonesia	Bumi Ayu Estate	16/03/2012	Certified
		Rantau Panjang Estate	16/03/2012	Certified
		Rantau Panjang Estate	2024	Not Certified. Land Legalization is still in process
		Napal Estate/Karang Ringin	16/03/2012	Certified
		Napal Estate/Karang Ringin	2024	Not Certified. Land Legalization is still in process
		Mangun Jaya Estate	16/03/2012	Certified
		Mangun Jaya Estate	2024	Not Certified. Land Legalization is still in process

		Sungai Jernih Estate	2024	Not Certified. Land Legalization is still in process
Angsana Mill	Indonesia	Angsana Estate	06/07/2011	Certified
		Gunung Sari Estate		
Mustika Mill	Indonesia	Mustika Estate	03/07/2013	Certified
		Pantai bonati Estate	06/07/2011	Certified
Gunung Aru Mill	Indonesia	Gunung Aru Estate	05/07/2011	Certified
		Gunung Kemas Estate		
		Laut Timur Estate		
		Pantai Timur Estate		
Ungkaya Mill	Indonesia	Ungkaya Estate	10/07/2012	Certified
Rantau Mill	Indonesia	Rantau Estate	30/12/2011	Certified
		Matalok Estate		
		Selabak Estate (PT SAA)	16/03/2012	
		Randi Estate (PT SAA)		
		Sangkoh Estate (PT SAA)		
		Lanting Estate (PT LMR)		
Betung Mill	Indonesia	Betung Estate	01/04/2014	Certified
		Sekayu Estate		
Bebunga Mill	Indonesia	Bebunga Estate	16/03/2012	Certified
		Bakau Estate		
		Sungai Cengal Estate		
Pondok Labu Mill	Indonesia	Pondok Labu Estate	16/03/2012	Certified
		Binturung Estate		
		Rampa Estate		
		Sesulung Estate		
Sekunyir Mill	Indonesia	Sekunyir Estate	23/11/2010	Certified
		Seruyan Estate		
Sukamandang Mill	Indonesia	Sukamandang Estate	05/07/2011	Certified
		Sapiri Estate		
		Baras Danum Estate		
		Kuala Kuayan Estate		
Pematang Mill	Indonesia	Pematang Estate	05/07/2011	Certified
		Kawan Batu Estate		
		Hatantiring Estate		
		Batang Garing Estate		
Lembiru Mill	Indonesia	Lembiru Estate	03/07/2014	Not Certified. Land Legalization is still in process
		Awatan Estate		
		Pelanjau Estate (PT BAL)	03/07/2019	
		Pelanjau Estate (PT BAL)	2024	
		Beturus Estate (PT BAL)	2024	
		Karya Palma Estate (PT SNP)	2024	

Bukit Ajong Mill	Indonesia	West Estate	18/10/2010	Certified
		West Estate	2024	Not Certified. Land Legalization is still in process
		East Estate	18/10/2010	Certified
		East Estate/Sei Mawang	2024	Not Certified. Land Legalization is still in process

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
Sg. Dingin Mill	Malaysia	Anak Kulim Estate	12/08/2010	Certified
		Sungai Dingin Estate		
		Somme Estate		
		Bukit Selarong Estate		
		Padang Buluh Estate		
		Bukit Hijau Estate		
		Jentayu Estate		
Chersonese Mill	Malaysia	Chersonese Estate	05/10/2011	Certified
		Kalumpong Estate		
		Tali Ayer Estate		
		Holyrood Estate		
Elphil Mill	Malaysia	Kamuning Estate	18/06/2011	Certified
		Elphil Estate		
		Kinta Kellas Estate		
Flemington Mill	Malaysia	Flemington Estate	05/10/2011	Certified
		Bagan Datoh Estate		
		Sabak Bernam Estate		
		Sg. Samak Estate		
Seri Intan Mill & Selaba Mill	Malaysia	Seri Intan (+ Selaba) Estate	03/03/2011	Certified
		Sabrang Estate		
		Sogomana Estate		
		Sg. Wangi Estate		
		Bikam Estate		
		Cluny (+ Bedford) Estate		
Tennamaram Mill	Malaysia	Tennamaram Estate	03/03/2011	Certified
		Sungai Buluh Estate		
		Bukit Talang Estate		
Bukit Kerayong Mill	Malaysia	Bukit Kerayong Estate	15/04/2011	Certified
		Bukit Cheraka Estate		
East Oil Mill	Malaysia	East Estate	19/05/2010	Certified
		Sepang Estate		
		Dusun Durian Estate		
West Oil Mill	Malaysia	West Estate	19/05/2010	Certified

Bukit Puteri Mill	Malaysia	Bukit Puteri Estate	07/07/2011	Certified
Kerdau Mill	Malaysia	Kerdau Estate	07/07/2011	Certified
		Mentakab Estate		
		Chenor Estate		
		Sg Mai Estate		
Jabor Mill	Malaysia	Jabor Estate	07/07/2011	Certified
Labu Mill	Malaysia	Labu Estate	30/12/2011	Certified
Tanah Merah Mill	Malaysia	Tanah Merah Estate	19/05/2010	Certified
		Bukit Pelandok Estate		
Sua Betong Mill	Malaysia	Sua Betong Estate	18/02/2014	Certified
		Sengkang Estate		
		Bradwall Estate		
		PD Lukut Estate		
		Tampin Linggi Estate		
		Sg. Bahru Estate		
		Salak Estate		
Kok Foh Mill	Malaysia	Muar River Estate	07/07/2011	Certified
		Sg. Senarut Estate + Sg Gemas Estate		
		Kok Foh Estate		
		Bukit Pilah Estate		
		St. Helier Estate		
		Sungai Sabaling Estate		
		Pertang Estate		
Kempas Mill	Malaysia	Kempas Estate	20/05/2010	Certified
		Tangkah Estate		
		Kemuning Estate		
		Serkam Estate		
Diamond Jubilee Mill	Malaysia	Diamond Jubilee Estate	05/10/2011	Certified
		Bukit Asahan Estate		
		Welch Estate		
Pagoh Mill	Malaysia	Pagoh Estate	28/01/2014	Certified
		Lanadron Estate		
		Pengkalan Bukit Estate		
Chaah Mill	Malaysia	Chaah Estate	18/10/2010	Certified
		Sg. Simpang Kiri Estate		
		North Labis Estate		
Gunung Mas Mill	Malaysia	Gunung Mas Estate	19/05/2010	Certified
	Malaysia	Kempas Klebang Estate		
		Bukit Paloh Estate		
		Yong Peng Estate		
Bukit Benut Mill	Malaysia	Bukit Benut Estate	05/10/2011	Certified
		Lambak Elaeis Estate		

		CEP Nyior Estate		
Ulu Remis Mill	Malaysia	Ulu Remis Estate	11/04/2011	Certified
		Cenas Estate		
		Bukit Badak Estate		
		Tun Dr. Ismail Estate		
		Pekan Estate		
		Sembrong Estate		
Hadapan Mill	Malaysia	Sri Pulai Estate	29/03/2011	Certified
		Kulai Estate		
		Layang Estate		
		CEP Renggam Estate		
Sandakan Bay Mill	Malaysia	Tun Tan Siew Sin Estate	01/10/2008	Certified
		Tunku Estate		
		Tigowis Estate		
		Sentosa Estate		
		Segaliud Estate		
Melalap Mill	Malaysia	Melalap Estate	21/01/2011	Certified
		Sapong Estate		
Binuang Mill	Malaysia	Binuang Estate	16/01/2009	Certified
		Sungang Estate		
		Tingkeyu Estate		
		Jeleta Bumi Estate		
Giram Mill	Malaysia	Giram Estate	16/01/2009	Certified
		Mostyn Estate		
Merotai Mill	Malaysia	Merotai Estate	16/01/2009	Certified
		Imam Estate		
		Tiger Estate		
		Table Estate		
Lavang Mill	Malaysia	Lavang Estate	30/12/2011	Certified
		Rasan Estate		
		Belian Estate		
		Kelida Estate		
		Lavang (Special) Estate		
		Pekaka Estate		
		Ruai Estate		
		Dulang Estate		
		Charquest Estate		
		Paroh Estate		
Rajawali Mill	Malaysia	Rajawali Estate	30/12/2011	Certified
		Samudera Estate		
		Semarak Estate		
		Bayu Estate		
Derawan Mill	Malaysia	Derawan Estate	30/12/2011	Certified

		Sahua Estate		
		Takau Estate		
		Damai Estate		

TIME BOUND PLAN FORECAST FOR RSPO CERTIFICATION OF ALL PALM OIL MILLS & SUPPLY BASES				
Palm Oil Mill	Country	Supply Bases (estates, plantations, associations)	Targeted RSPO Certification Year	Current Certification Status as per this Audit
Guadalcanal Plains Palm Oil Limited (GPPOL) Tetere Mill	Solomon Island	Tetere Estate	18/03/2011	Certified
		Ngalimbiu Estate		
		Mbalisuna Estate		
		Smallholders – West Zone (83)		
		Smallholders – Central Zone (53)		
		Smallholders – MBA East Zone (59)		
		Smallholders – MBE East Zone (37)		
Milne Bay Estates (MBE) Hagita Mill	PNG	Giligili Estate	15/02/2013	Certified
		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)		
Poliamba Mill	PNG	Kara Estate	19/03/2012	Certified
		Nalik Estate		
		West Coast Estate		
		Noatsi Estate		
		Madak Estate		
		Smallholders -North Division (615)		
		Smallholders- South Division (866)		
		Smallholders -West Division (309)		
Ramu Agricultural Industries Ltd (RAIL) Gusap Mill	PNG	Gusap East (Gusap) Estate	05/08/2010	Certified
		Gusap West (Paddock) Estate		
		Surinam Estate		
		Dumpu Estate		
		Ngaru Estate		
		J Estate (Jephcott) Estate		
		Smallholders - Madang VOPs (71)		
		Smallholders - Morobe VOPs (253)		
Higaturu Oil Palm (HOP)	PNG	Embi Estate	01/02/2013	Certified
		Ambogo Estate		

<ul style="list-style-type: none"> • Sanggara Mill • Mamba Mill 		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)		
West New Britain (WNB) <ul style="list-style-type: none"> • Mosa Oil Mill • Kumbango Oil Mill • Kapiura Mill • Numundo Mill • Waraston Mill 	PNG	Bebere Estate	10/08/2008	Certified
		Kumbango Estate		
		Togulo Estate		
		Dami Estate		
		Waisisi Estate		
		Kautu Estate		
		Karaisu 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)		
Markham Farming Company Limited	PNG	Munum Estate	27/03/2020	Certified
		Maralumi Estate		
		Erap Estate		

(MFCL)/Markham Agro Pte. Ltd. Erap Mill				
---	--	--	--	--

With reference to time bound plan, the following issues were reviewed openly with the Control Union audit team during the assessment and which may be in conflict with the rules for partial certification, if applicable	
Name of Mill or Plantation	*Area of concern (See examples below)
See above	NA

2.3 Summary of the findings for Multiple Management Unit
<i>The audit team assessed compliance with the above requirements during this audit. Failure to address any non-compliance identified may lead to certification suspension.</i>
The audit was conducted to determine the conformity with the requirements of RSPO P&C Certification Systems; Minimum requirements for multiple management units of Sime Darby Plantation Berhad (RSPO Membership: 1-0008-04-000-00).
The Audit was carried out in conformity with the procedures as laid down in the CUC Procedure Manual and the RSPO Program Manual for the auditors and Certifier. During the Audit the qualified CUC auditors used the RSPO standard as endorsed for the country in which the audit took place and recorded their findings. Verification of implementation was done through documentation review, interviews with management and reference to the public disclosures including RSPO ACOP, SDP Annual Report 2022, news and other publicly accessible material. Therefore, multiple management units of Sime Darby Plantation Berhad were found to be compliance with the requirements of Minimum requirements for multiple management units and should enable them to continue with RSPO Certification.

2.1 Multiple Management Unit Audit Agenda		
Date	Location	Agenda
08-05-20	Desk Audit (CU Office)	Review of information submitted by the client, review of public disclosures. Further information request to the client
12-05-20	Remote (Via Skype)	10:00 – 10:30 Opening meeting
		10:30 – 12:30 Document review, Interviews with respect to verification of section 4.5 of the RSPO Systems 2017
		12:30 – 13:00 Closing meeting
19-07-21	Remote (Via Microsoft Teams)	09:30 – 10:00 Opening Meeting
		10:00 – 13:00 Document review, interviews on the verification of section 5.5 of the RSPO P&C System Documents November 2020

		13:00 – 13:30 Closing Meting
25-10-22	Remote (Via Microsoft Teams)	10:00 – 10:30 Opening meeting
		10:30 – 12:00 Document review, interviews on the verification of section 5.5 of the RSPO P&C System Documents November 2020
		12:00 – 12:30 Closing meeting
23-10-23	Onsite	10:30 – 12:00 Document review, interviews on the verification of section 5.5 of the RSPO P&C System Documents November 2020 of the Time Bound Plan.

PART 3: AUDIT PROCESS

3.1 About the Certification Body

Control Union Certifications is a member of the Control Union – an international inspection and certification body. CUC performs assessments and certification in many agricultural based fields such as FSC, RSPO, and Organic production, Sustainable Textile Production, Organic Exchange, GLOBALGAP, HACCP, BRC, GMP and GTP.

Control Union (Malaysia) Sdn Bhd is accredited for RSPO (ASI-ACC-069) for the scope of P&C (Single Site & Group) and SCCS worldwide and accredited by Department of Standards Malaysia (DSM) for ISO 17021, ISO 9001, ISO 14001, and MSPO. When requested, a copy of accredited certificates can be obtained from CUC.

3.2 Audit Team

Role	Name
Lead auditor:	Mr. Vijay Kanna Pakirisamy (Environmental Aspects & Mill SCCS)
Team member 1:	Mr. Mohd Shauki Bin Mohd Ghazali (Social and Traceability Aspects)
Team member 2:	Mr. Muhammad Hariz Bin Abdul Rahman (OSH Requirements and BMP Aspects)
Team member 3:	Mr. Ipiso Junior (Smallholder Requirements & Local Expert)

3.2.1 Qualifications of the Lead Auditor

Requirement	Qualifications
Post-high school/secondary school training in related disciplines, such as agriculture, environmental science or social sciences;	Graduated from Universiti Utara Malaysia (UUM) in Bachelors of Agribusiness Science Management with Hons.
Five years' professional experience in an area of work relevant to the audit (e.g. palm oil management; agriculture, ecology; social science);	Has 10 years of working experience in the Plantation industry with well-established Malaysian Plantation companies.
Demonstrable understanding of the RSPO Certification Systems;	He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course in November 2019, endorsed RSPO P&C Lead Auditor Course in October 2019 and have been auditing the RSPO Standard since 2019 till to date.
Successful completion of an ISO 19011 auditing course or lead auditor courses for ISO 9000 or ISO 14000;	Successfully completed the ISO IMS 9001, 14001 and 4501 Lead Auditor Course in November 2019.
Successful completion of an RSPO endorsed P&C lead auditor course;	He has completed endorsed RSPO P&C Lead Auditor Course in October 2019 and RSPO P&C Lead Auditor Refresher Course in 2022.
A supervised (by a registered lead auditor) period of training in practical assessments against the RSPO P&C, with a minimum of 15 days' assessment experience in at least three assessments	Completed supervised period of training in practical auditing against the RSPO Principles & Criteria with more than 15 days of audit experience and more than 3 audits at different organizations.
Signed code of conduct.	Yes
General knowledge of:	
• RSPO P&C standards.	Yes
• CUC organizational structure.	Yes
• CUC quality systems.	Yes
• Lead auditor role.	Yes
• Report writing.	Yes

• Stakeholder consultation.	Yes
• Certification decision process.	Yes
• RSPO SCCS program manual.	Yes
• CUC filing systems.	Yes
• Correct use of RSPO trademarks.	Yes
• History and objectives of RSPO.	Yes
• CV available.	Yes
Completion of CUC RSPO lead auditor training.	Yes

3.2.2 Qualifications of the Assessment Team members		
RSPO Requirement	Team Member Name	Qualifications
Fluent in main local languages and English.	Mohd Shauki Bin Mohd Ghazali	Fluent in English.
	Muhammad Hariz Bin Abdul Rahman	Fluent in English.
	Ipiso Junior	Fluent in English and Tok Pisin.
Successfully completed an RSPO endorsed P&C lead auditor course (for all auditors on the team);	Mohd Shauki Bin Mohd Ghazali	Successfully Attended training for RSPO P&C, MSPO Lead Auditor course, Lead Auditor (IMS) ISO 9001, ISO 14001 & ISO 45001, ISCC EU & Plus Basic Training, SA8000, Train to Trainer by HRDF and MSPO SCCS Auditor training.
	Muhammad Hariz Bin Abdul Rahman	Completed and passed the RSPO P&C and RSPO SCCS, ISO 9001, ISO 14001, ISO 17025
	Ipiso Junior	He has attained a Certificate IV in Business Management plus few other short courses in Climate Change Hazard and Risk Assessment, Environment Management System) ISO14001 and RSPO P&C (2016, 2023) Lead Auditor certificates.
Field experience in the palm oil sector	Mohd Shauki Bin Mohd Ghazali	7 years' experience in oil palm management as an Assistant Manager with Oil Palm Plantation Company and more than 4 years experienced as Lead auditor in MSPO series standard and ISCC EU.
	Muhammad Hariz Bin Abdul Rahman	2 years working experience in advisory, training, auditing and consultation in Sustainability & Quality and 8 years in the oil palm industry with one of the oil palms big players in Malaysia.
	Ipiso Junior	Skilled and experienced environment sustainability, health, and safety program management professional with about 10 years of professional work experience mostly in the green field. Possess strong professional experience in environment impact assessments and planning, implementation of legal and international standard audits such as Roundtable Sustainable Palm Oil (RSPO) certification and regulatory audits.

Familiarity with Best Agricultural Practices, and Integrated Pest Management, pesticide and fertilizer use;	Mohd Shauki Bin Mohd Ghazali	Graduated in Diploma of Agriculture from University Putra Malaysia. 7 years' experience in oil palm management as an Assistant Manager with Oil Palm Plantation Company and more than 4 years experienced as Lead auditor in MSPO series standard and ISCC EU.
	Muhammad Hariz Bin Abdul Rahman	Possessed master's in business & administration, bachelor's degree in applied science & Diploma in Industrial Chemistry. 2 years working experience in advisory, training, auditing and consultation in Sustainability & Quality and 8 years in the oil palm industry with one of the oil palms big players in Malaysia.
	Ipiso Junior	Graduated from the University of Queensland in Australia in December 2021 with a Master of Environment Manager and has a Bachelor of Tropical Agri-culture (Second Class Honours Division A) from The University of Vudal in Papua New Guinea. Skilled and experienced environment sustainability, health, and safety program management professional with about 10 years of professional work experience mostly in the green field. Possess strong professional experience in environment impact assessments and planning, implementation of legal and international standard audits such as Roundtable Sustainable Palm Oil (RSPO) certification and regulatory audits.
Experience in health and safety auditing on the farm/plantation and in processing facilities, for example against the BS OHSAS 18001 Occupational Health and Safety Management standard (note: ISO 45001 has been published and is intended to replace BS OHSAS 18001);	Mohd Shauki Bin Mohd Ghazali	7 years' experience in oil palm management as an Assistant Manager with Oil Palm Plantation Company and more than 4 years experienced as Lead auditor in MSPO series standard and ISCC EU. Successfully Attended training for RSPO P&C, MSPO Lead Auditor course, Lead Auditor (IMS) ISO 9001, ISO 14001 & ISO 45001, ISCC EU & Plus Basic Training, SA8000, Train to Trainer by HRDF and MSPO SCCS Auditor training.
	Muhammad Hariz Bin Abdul Rahman	2 years working experience in advisory, training, auditing and consultation in Sustainability & Quality and 8 years in the oil palm industry with one of the oil palms big players in Malaysia.
	Ipiso Junior	Skilled and experienced environment sustainability, health, and safety program management professional with about 10 years of professional work experience mostly in the green field. Possess strong professional experience in environment impact assessments and planning, implementation of legal and international standard audits such as Roundtable Sustainable Palm Oil (RSPO) certification and regulatory audits.

Worker welfare issues and social auditing experience, such as experience with the SA8000 Standard or related social or ethical accountability codes;	Mohd Shauki Bin Mohd Ghazali	Successfully Attended training for RSPO P&C, MSPO Lead Auditor course, Lead Auditor (IMS) ISO 9001, ISO 14001 & ISO 45001, ISCC EU & Plus Basic Training, SA8000, Train to Trainer by HRDF and MSPO SCCS Auditor training.
	Muhammad Hariz Bin Abdul Rahman	Completed and passed the RSPO P&C and RSPO SCCS, ISO 9001, ISO 14001, ISO 17025
	Ipiso Junior	He has attained a Certificate IV in Business Management plus few other short courses in Climate Change Hazard and Risk Assessment, Environment Management System) ISO14001 and RSPO P&C (2016, 2023) Lead Auditor certificates.
Experience in environmental and ecological auditing or assessments, such as experience with High Conservation Value (HCV) assessments, organic agriculture or the ISO 14001 Environmental Management Systems standard;	Mohd Shauki Bin Mohd Ghazali	Graduated in Diploma of Agriculture from University Putra Malaysia. 7 years' experience in oil palm management as an Assistant Manager with Oil Palm Plantation Company and more than 4 years experienced as Lead auditor in MSPO series standard and ISCC EU. Successfully Attended training for RSPO P&C, MSPO Lead Auditor course, Lead Auditor (IMS) ISO 9001, ISO 14001 & ISO 45001, ISCC EU & Plus Basic Training, SA8000, Train to Trainer by HRDF and MSPO SCCS Auditor training.
	Muhammad Hariz Bin Abdul Rahman	Possessed master's in business & administration, bachelor's degree in applied science & Diploma in Industrial Chemistry. 2 years working experience in advisory, training, auditing and consultation in Sustainability & Quality and 8 years in the oil palm industry with one of the oil palms big players in Malaysia.
	Ipiso Junior	Graduated from the University of Queensland in Australia in December 2021 with a Master of Environment Manager and has a Bachelor of Tropical Agri-culture (Second Class Honours Division A) from The University of Vudal in Papua New Guinea. Skilled and experienced environment sustainability, health, and safety program management professional with about 10 years of professional work experience mostly in the green field. Possess strong professional experience in environment impact assessments and planning, implementation of legal and international standard audits such as Roundtable Sustainable Palm Oil (RSPO) certification and regulatory audits.
Experience in land rights, gender and indigenous peoples' issues;	Mohd Shauki Bin Mohd Ghazali	7 years' experience in oil palm management as an Assistant Manager with Oil Palm Plantation Company and more than 4 years experienced as Lead auditor in MSPO series standard and ISCC EU. Successfully Attended training for RSPO P&C,

		MSPO Lead Auditor course, Lead Auditor (IMS) ISO 9001, ISO 14001 & ISO 45001, ISCC EU & Plus Basic Training, SA8000, Train to Trainer by HRDF and MSPO SCCS Auditor training.
	Muhammad Hariz Bin Abdul Rahman	2 years working experience in advisory, training, auditing and consultation in Sustainability & Quality and 8 years in the oil palm industry with one of the oil palms big players in Malaysia.
	Ipiso Junior	Graduated from the University of Queensland in Australia in December 2021 with a Master of Environment Manager and has a Bachelor of Tropical Agri-culture (Second Class Honours Division A) from The University of Vudal in Papua New Guinea. Skilled and experienced environment sustainability, health, and safety program management professional with about 10 years of professional work experience mostly in the green field. Possess strong professional experience in environment impact assessments and planning, implementation of legal and international standard audits such as Roundtable Sustainable Palm Oil (RSPO) certification and regulatory audits.

3.3 Audit Methodology

3.3.1 General Overview

The Audit was carried out in conformity with the procedures as laid down in the CUC Procedure Manual and the RSPO Program Manual for the auditors and Certifier. During the Audit the qualified CUC auditors used the RSPO standard as endorsed for the country in which the audit took place and recorded their findings.

Workers and local communities were interviewed, and evidence sought to confirm ongoing compliance to include:

- **Chemical stores.** Storage, MSDS leaflets, Herbicide mixing areas, PPE, Ventilation, Security.
- **Field inspections.** Herbicide application programs. Harvesting sites and efficiency. Fertilizing operations. SOP's. Soil maps. Land preparation. Ground cover. IPM. First aiders and boxes. Ground cover. Soil erosion. Field observations of all operations.
- **Worker interviews.** OSH. Sexual, religious, racial harassment. Pay and contracts. Child labor. First aid. Awareness.
- **Re-planting sites.** Zero burn.
- **HCV's.** Identification. Management plans. Environmental Impact Assessments. Implementation.
- **Riparian zones.** Width. Current and future management. Non maintenance regimes.
- **Water management.** Water courses. Water monitoring.
- **Road maintenance.** Run off.
- **Social amenities.** Social Impact Audits.
- **Local communities.** Contributions made. Employment opportunities. Social impacts. Complaints procedures.
- **Workshops.** Oil traps. Safe working environment. PPE. Diesel tanks. Environmental waste management.
- **Line sites.** Interviews with householders. Inspection of water discharge points. Water improvement plans. Waste disposal.
- **Documentation review.**

The Palm Oil Mill audit verification included the following activities:

- **Mill and workshop inspections.** Documentation review & worker interviews.

- **Mill.** SOP's. Safe working environment. Gen sets. Walkways. Signs. EFB. POME treatment. Emissions. Mass balance. Diesel tanks. PPE. Fire extinguishers. First aiders and boxes. Fuel and water usage.
- **OSH.** Training. Management structure. First aiders.
- **Full document review.** Completion of the checklist. Review and documentation of evidence. All aspects of RSPO P&Cs applicable.
- **Worker interviews.** OSH. Sexual, religious, racial harassment. Pay and contracts.
- **Compliance against the RSPO SCCS certification scheme.**

Verification:

Verification of implementation was done through field observations, workshop and chemical store inspections, worker and community interviews and mill inspections as summarized above.

3.3.2 Assessment agenda for this Audit		
Date & Location	Time	Main activities
27/01/2024, Saturday	-	Travel Day - All Auditors Travel from Port Moresby to Kavieng. Travel to Guesthouse.
28/01/2024, Sunday	-	Rest Day
29/01/2024, Monday POLIAMBA POM (4 Auditors)	0800 – 0900	Opening Meeting by Lead Auditor. Introduction of Audit Team and Confirmation of Audit Agenda.
	0900 - 1230	Site Visit – Operations & Stores, HCV & Biodiversity, Effluent & Waste Disposal, Workers Quarters, Amenities, etc. (Vijay Kanna and M. Hariz) Document Review – RSPO SCCS, [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc.
	1230 - 1330	Lunch Break
	1330 - 1630	Continue Document Review – RSPO SCCS [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. Stakeholder Consultation.
30/01/2024, Tuesday WEST COAST ESTATE (3 Auditors) NORTH DIVISION VOP (1 Auditor)	0900 - 1230	<u>West Coast Estate</u> Site Visit – Operations & Stores, HCV & Biodiversity, Waste Disposal, Workers Quarters, Amenities, etc. (Vijay Kanna and M. Hariz) Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc.
		<u>North Division VOP</u> Smallholder Interview and Site Visit and Verification (Ipsio Junior)
	1230 - 1330	Lunch Break
	1330 - 1630	<u>West Coast Estate</u> Continue Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & response, best agricultural practices, Safety and Health, etc. Stakeholder Consultation. <u>North Division VOP</u> Smallholder Interview and Site Visit and Verification (Ipsio Junior)
31/01/2024, Wednesday NOATSI ESTATE (3 Auditors)	0900 - 1230	<u>Noatsi Estate</u> Site Visit – Operations & Stores, HCV & Biodiversity, Waste Disposal, Workers Quarters, Amenities, etc. (Vijay Kanna and M. Hariz) Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc.

SOUTH DIVISION VOP (1 Auditor)		<u>South Division VOP</u> Smallholder Interview and Site Visit and Verification (Iipiso Junior)
	1230 - 1330	Lunch Break
	1330 - 1630	<u>Noatsi Estate</u> Continue Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. Stakeholder Consultation. <u>South Division VOP</u> Smallholder Interview and Site Visit and Verification (Iipiso Junior)
	1630 - 1700	Interim Closing Meeting
01/02/2024, Thursday NALIK ESTATE (3 Auditors) WEST DIVISION VOP (1 Auditor)	0900 - 1230	<u>Nalik Estate</u> Site Visit – Operations & Stores, HCV & Biodiversity, Waste Disposal, Workers Quarters, Amenities, etc. (Vijay Kanna and M. Hariz) Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. <u>West Division VOP</u> Smallholder Interview and Site Visit and Verification (Iipiso Junior)
	1230 - 1330	Lunch Break
	1330 - 1630	<u>Nalik Estate</u> Continue Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. Stakeholder Consultation. <u>West Division VOP</u> Smallholder Interview and Site Visit and Verification (Iipiso Junior)
	1630 - 1700	Interim Closing Meeting
01/02/2024, Friday KARA ESTATE (3 Auditors) SMALLHOLDER AFFAIRS DEPARTMENT (1 Auditor)	0900 - 1230	<u>Kara Estate</u> Site Visit – Operations & Stores, HCV & Biodiversity, Waste Disposal, Workers Quarters, Amenities, etc. (Vijay Kanna and M. Hariz) Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. <u>Smallholder Affairs Department</u> Document Review – Compliance to Smallholder Requirements (Iipiso Junior)
	1230 - 1330	Lunch Break
	1330 - 1600	<u>Nalik Estate</u> Continue Document Review – [EIA, SIA, CIP, Business Plan], Complaint mechanism / Request & respond, best agricultural practices, Safety and Health, etc. Stakeholder Consultation. <u>Smallholder Affairs Department</u> Document Review – Compliance to Smallholder Requirements (Iipiso Junior)
	1600 - 1630	Auditors Discussion and Finalize Audit Conclusion.
	1630 - 1700	Closing Meeting
02/02/2024, Saturday	0900 - 1300	Auditors Travel from Kavieng to Malaysia via Port Moresby and Singapore.

PART 4 ASSESSMENT FINDINGS

4.1 Lead Assessor's Summary and Recommendation for Certification

Poliamba Limited – Poliamba POM and its supply base estates were assessed at the mill, field, office, facilities, stores, and a document review was carried out in accordance with the RSPO Principles and Criteria.

During the audit process, the auditors had extensive interviews session with the Estate Managers, Mill Manager, members of workers' union and committee which took place in both formal and informal environments and worker interviews were conducted at the supply base and the mill. The management is highly committed to maintaining the RSPO System by adopting continuous improvement programs.

There were a few suggestions or feedback received during the audit and during the stakeholders' consultations which were done via phone conversation and face to face interviews. Under multiple management units, there is a time-bound plan established. For further clarification on MMU, see PART 2 above.

The RSPO concept of having stakeholder consultation prior to any negotiation has benefited all parties which have always been adapted in a systematic and legal manner. The Mill Supply Chain System is fully verified for according to indicator 3.8 for mills of the RSPO P&C 2018 standard.

Summary of Non-Conformance and Current Status

During the assessment, there were 2 Major Non-Conformities and 2 Minor Non-Conformities raised. The management unit provided the Root Cause Analysis, Corrective Actions and Preventive Actions for the raised non-conformities accordingly. The Major Non-Conformities were effectively closed in accordance with the accepted Corrective Action Plans and verified by the Lead Auditor on 12/04/2024. As for the Minor Non-Conformity the effectiveness of the CAP will be verified during the next surveillance assessment.

It is therefore the recommendation of the lead assessor that:

- A certificate of compliance is maintained.

Signed:



Name: VIJAY KANNA PAKIRISAMY

Date: 20/04/2024

4.2 Summary of the findings by Principles and Criteria

- Over the 5-year period of the life of the certificate, there will be 4 annual surveillance audits.
- Identified non-conformities and noteworthy Positive and Negative Observations.
- The RSPO requires that this report contain findings by each principle and some example criteria. Please see table below.

Principle 1: Behave ethically and transparently

Indicator	Summary of Findings	Compliance (Y/N/NA) and NC#
1.1.1 (C)	<p>New Britain Palm Oil Ltd (NBPOL) – Poliamba Limited is guided by the polices and positions of their parent company, Sime Darby Plantation these cover RSPO P&C on environmental, legal and social issues that are made available on the NBPOL Website for public consumption;</p> <ul style="list-style-type: none"> – http://www.nbpol.com.pg/policies-resources.html. – https://simedarbyplantation.com/wp-content/uploads/2021/12/HRC-2020-1.pdf 	Yes

	<p>NBPOL has further policies that are specific for the unique context of operating in Papua New Guinea, such as the Human Rights Charter, and Grievances Procedures, all made available on the website.</p> <p>Poliamba Limited under NBPOL, have Form COM-021 A, Form COM-022, listing documents available from the NBPOL website, and documents available upon request also sighted at office notice board as below;</p> <ul style="list-style-type: none"> • NBPOL Disciplinary Policy • NBPOL Environment Policy • NBPOL Business Ethics Policy • NBPOL Whistleblowing Policy • NBPOL Human Rights Policy • NBPOL OHS Policy • NBPOL Sexual Harassment Policy • NBPOL Forest Policy <p>Verified the Publicly available document updated on 23rd January 2024 and signed by the General Manager and public published at office entrance and security post.</p> <p><u>Smallholder</u> The smallholder department and OPIC have the necessary publicly available documents available and posted on the noticeboards for public viewing. Some documents include sexual harassment and gender violence policies, monthly FFB prices, and grievance and request procedure were sighted to be available.</p>	
1.1.2	<p>Under the Poliamba Limited Communications Procedure, it is evident that there are SOPs in place that stipulate for documents to be provided in English and in Tok Pisin where necessary.</p> <p>The briefing was conducted for external stakeholders during stakeholder consultation on 26th - 30th June 2023 including internal stakeholder.</p> <p>Interviews with Stakeholders such as Contractor, School representative, clinic and local communities also confirm that they are aware of the information available, and how and where to get it when needed.</p> <p>Information relevant to employees, communities, schools such as request and grievance procedures. Awareness to Communities, and Morning Muster Records confirm that policies, procedures, trainings are being communicated in Tok Pisin, the language that is mostly spoken throughout this area, and in Papua New Guinea.</p>	Yes
1.1.3 (C)	<p>Record of Request are well maintained for all estates and mill. Most of the received requests are only for assistance not for information request.</p> <p>Sample of Request Record as below:</p> <p><u>Nalik Estate</u></p> <ol style="list-style-type: none"> 1. Employee complaint about husband not living with her at house compound dated 04/10/2023 and action have been taken by management on 04/10/2023. <p><u>Kara Estate</u></p> <ol style="list-style-type: none"> 1. Niasangat (Lamau Compound) - complaint noisy at Lamau Compound since Friday and Saturday night, due to workers drinking and 	Yes

	<p>destroying company properties dated 19/08/2023 and action taken by management on 24/08/2023.</p> <p>There is no request of information for Poliamba Mill as at the audit date.</p>	
1.1.4 (C)	<p>A communication Policy was established by Poliamba Limited that has been signed by Mr. Bujang, General Manager for Poliamba Limited on 23/01/2024. Stated in the policy that Poliamba Limited is committed to maintain open and transparent communication with all stakeholders including employees, local communities, smallholders and other affected or interested parties. The process of consultation and communication has been outlined in the "Grievances Flow Procedure" - Grievance & Request SOP, Doc no SUS001, Rev 10, latest revision date on 09/01/2024.</p>	Yes
1.1.5	<p>Sighted the list and details for stakeholder are updated on 01/01/2024 by Sustainability Manager and identified through several stakeholder Groups.</p> <p><u>INTERNAL</u></p> <ol style="list-style-type: none"> 1. Employees 2. Employees and Dependents <p><u>EXTERNAL</u></p> <ol style="list-style-type: none"> 1. External Stakeholders: External Community and NGO Relations 2. Government: Provincial, District, LLG 3. Claimed Landowners 4. Neighbouring Communities: Surrounding communities to Poliamba Limited Operations. 5. Contractors and Suppliers <p>The list consists of Stakeholder name, Contact Name, Email Address, Full Postal Address, and Means of Contact. Upon a random check of stakeholder contacts, it was verified that the stakeholders contact information, and positions were correct, and up to date</p>	Yes
1.2.1	<p>Sime Darby's Ethical Business Practices are on the Company Website https://sime-darbyplantation.com/who-we-are/corporate-governance/, which guides the standards of behaviour expected by the company and its employees. The newly joined employees will be communicated with all these policies during the Employee Induction Session. Sighted each employee has the Poliamba Limited Employee Induction Form in their personal file.</p> <p>These policies are displayed on all Notice Boards, trained to all staff, and is advertised in Office areas.</p> <p>Sighted in contract agreement mentioned "Contractor" adhere with Sime Darby Human Right Charter and acknowledge the policy which disallowed employing under-age and there is no forced/trafficked labor in recruitment also code of business conduct.</p> <p>Verified list of contractor workers age are above 18 years old when being recruited and Sighted awareness training conducted to the contractor dated on 14/12/2023.</p> <p><u>Smallholders</u></p> <p>The policy is also adopted by the smallholder section and communicated to the farmers during field days. Sample training records of communication during field days dated 23/03/2023 and 26/04/2024 for</p>	Yes

	trainings on the Ethical Conducts, Sexual Harassment and other few polices are documented.													
1.2.2	<p>The implementation and monitoring of compliance of the ethical business practices includes:</p> <ol style="list-style-type: none"> Internal audits by the Sustainability Team, ensuring that the mills and estates maintain the contractors' contracts and contractor induction records. Internal audit procedure has been established and verified. Internal Audits are conducted quarterly in the operating centres to monitor compliance with legal requirement. Internal Audit reports were available for verification. Refer criteria 3.3.2. Management also have conducted contractor responsibilities induction from dated 26/07/2023. Periodic workers' training and briefing on policies and procedures. Samples of training records were available during the audit for the auditors to verify. Sample Date of Training conducted. <table border="1" data-bbox="475 766 1216 1064"> <thead> <tr> <th>Site</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Noatsi Estate</td> <td>14/11/2023</td> </tr> <tr> <td>West Coast Estate</td> <td>04/12/2023</td> </tr> <tr> <td>Nalik Estate</td> <td>21/02/2023</td> </tr> <tr> <td>Poliamba POM</td> <td>01/12/2023</td> </tr> <tr> <td>Kara Estate</td> <td>18/01/2024</td> </tr> </tbody> </table>	Site	Date	Noatsi Estate	14/11/2023	West Coast Estate	04/12/2023	Nalik Estate	21/02/2023	Poliamba POM	01/12/2023	Kara Estate	18/01/2024	Yes
Site	Date													
Noatsi Estate	14/11/2023													
West Coast Estate	04/12/2023													
Nalik Estate	21/02/2023													
Poliamba POM	01/12/2023													
Kara Estate	18/01/2024													

Principle 2: Operate legally and respect rights

Indicator	Summary of Findings	Compliance (Y/N) and NC#
2.1.1 (C)	<p>There are a total of 43 current laws and regulations that are applicable for oil palm activities in the PNG. Relevant national legislations (i.e., acts and regulations) that been listed by the NBPOL Poliamba which reflect with their business activities are as follows:</p> <ul style="list-style-type: none"> – Building (Amendment) Act 2022 & Building Regulation 1994 – Civil Registration Act 2014 & Civil Registration regulation 1967 – Conservation and Environment Protection Authority (Amendment) Act 2019 – Conservation Area (Amendment) Act 2015 – Customs Act 1951 & Custom Regulations 1951 – Employment Act & Employment Regulation 1980 – Employment of Non-citizens (Amendment) Act 2016 & Employment of non-citizens regulation 2008 – Environment Act 2000 & Environment (Water Quality Criteria) Regulation 2002; Environment (Fees & Charges) Regulation 2002; Environment (Prescribed Activities) Regulations 2002; Environment (Permits) Regulation 2002; Environment (Council's Procedure) Regulation 2002 – Environmental Contaminant Act 1978 & Environmental Contaminants Regulation 1988 – Fauna (Protection and Control) (Amendment) Act 2015 & Site-Specific Wildlife Management Area Rules 	Yes

	<ul style="list-style-type: none"> - Industrial Safety, Health and Welfare (Amendment) Act 2016 & Industrial Safety, Health and Welfare Regulations 1965; Industrial Safety (Building Works) Order 1967; Industrial Safety (Chemical Treatment of Timber) Order 1975 - Land Act 1996 & Land (Tunure Conservation) regulations 1964 - Land Dispute Settlement Act (Chapter 45) & Land Disputes Settlement Regulations 1975 - Land Registration Act 1996 & Land Regulations 1999 - Medical Registration (Amendment) Act 2021 & Medical Register by laws 1984 - Occupational Health, Safety and Welfare Act 1991 - Public Health Act (Chapter 226) 1973 & Public Health (Drinking Water) Regulations 1984; Public Health (Infectious Diseases) Regulations 1973; Public Health (Paint) Regulations 1973; Public Health (Sewerage) Regulations 1973; Public Health (Sanitation & General) Regulations 1973 and Public Health (Septic Tanks) regulations 1973 - Water Resources Act 1982 & Water Resources Regulations 1982 - Workers' Compensation Act 1978 & Workers Compensation Regulation 1983 <p>This regulatory list has been updated and reviewed on 28/12/2023 and this applicable law is still in used for current operation including Mill and respective estates. Any changes will be reference to legal register and this can be access thru the following links http://www.paclii.org/countries/pg.html & http://www.parliment.gov.pg/billsandlegislation. If there is changes on the legal requirement, legal officer in west new Britain will consult Poliamba"s Sustaiability Officer.</p> <p><u>Poliamba POM</u> Legal requirements applicable for Mill operation as below:</p> <ol style="list-style-type: none"> 1. Public health (drinking water) regulations 1984. 2. Whistleblower Act 2020. 3. Food Sanitation Regulation 2007. <p><u>Smallholders</u> The smallholders observe certain applicable legal requirement such as no employment of children below 18 years in their oil palm blocks, no clearing and planting along the rivers and streams buffer corridors and others as captured in the New Planting Procedure SOP Number SHA001. These were confirmed during the field interviews and field visits done.</p> <p>Blocks inspections are done on a biannual basis with suggestion for improvement were required noted during the first inspection and farmers given 1-2 months to improve, then follow up inspections done. Sampled records of inspection noted are.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Name</th> <th style="width: 25%;">Block number</th> <th style="width: 25%;">Date of inspection</th> <th style="width: 25%;">Next date of inspection done</th> </tr> </thead> <tbody> <tr> <td>Ferging K</td> <td>S4805</td> <td>08/06/2023</td> <td>03/07/2023</td> </tr> </tbody> </table>	Name	Block number	Date of inspection	Next date of inspection done	Ferging K	S4805	08/06/2023	03/07/2023	
Name	Block number	Date of inspection	Next date of inspection done							
Ferging K	S4805	08/06/2023	03/07/2023							

	Nick Soil	S4816	07/06/2023	03/07/2023	
	Eventa L	S4810	07/06/2023	03/07/2023	
	Augustine P.	S5019	05/06/2023	03/07/2023	
2.1.2	<p>This regulatory list has been updated and reviewed on 28th March 2023 and this applicable law is still in use for current operation including Mill and respective estates. Any changes will be reference to legal register and this can be access thru the following links http://www.paclii.org/countries/pg.html & http://www.parliment.gov.pg/billsandlegislation. If there are changes to the legal requirement, legal officer in west new Britain will consult Poliamba's Sustainability Officer.</p> <p>The management has prepared SOP for legal information updating (SOP No.: SUS016; Review No.; 05; Review Date: 29/12/2023; Originator & Approver: SQM Manager).</p> <p>Stated that the legal officer is responsible for identifying laws and other requirements such as conditions attached to permits issued by Government Agencies, Codes of Practices, RSPO P&C, ISO Standards etc. that apply to the company activities. This procedure enables the legal officer to search for all laws and other requirements that applicable to land ownership, managing safety, workplace conditions for employees, pollution emission (atmosphere & discharge to sea, surface, and ground water), waste disposal / land contamination, noise, use of fuels / material resources, clearing & land preparation, and extraction of water & other resources.</p> <p>Internal mechanisms to been practice ensuring the compliance onsite is through internal audit. The last internal was conducted on 07/09/2023 by Winne Kale & Missin Dangnae (Sustainability department).</p> <p><u>Smallholders.</u></p> <p>The Sustainability Department is responsible for communication changes. The information on legal compliance and changes to legal requirement is updated to the smallholder on a regular basis during the field days conducted. Compliance with legal and other requirements has been monitored during filed visit. There is no new regulation updated since the last assessment as per interview verification and document review.</p>				Yes
2.1.3	<p>SOP for Boundary Demarcation and Maintenance (SOP No.: LAN001; Review No.: 06; Review Date: 13/01/2024; Originator & Approver: Manager SQM; Page: 1 of 2).</p> <p>Details of procedure can be referred to Point 4 (a) to (j). Reference was made for sub point (a) Land Surveyor does the ID Survey as per leased land and confirm on boundary markers, encroachments if any and makes sure all data coordinates are updated; (i) Lands Officer checks from time to time to confirm Boundary is checked and maintained by the EMs and AEMs and Plantation Supervisors; sub point (j) If boundary markers have been disturbed, removed or destroyed, then the Lands Officer reports the issue to the TSD Manager to assign the Land Surveyor to go and re-aligns/reposition the boundary marker.</p>				Yes

	<p>Sighted in document 02 POL States Leases, this refers to POL Monthly lands report which total hectarage cover 7,435.57 Ha. This report covered all the estates and the mill under Poliamba Limited.</p> <p>The site visit was conducted to verify the location of boundary pegs and coordinate of the peg had been verified. The boundary pegs were maintained and available. Visit to the estate boundaries indicated that there were no plantings beyond the estate’s legal parameters.</p> <p><u>Smallholders</u></p> <p>Land is customary owned and the company through its smallholder department and OPIC ensure smallholder farmers have CLUA approved by Clan leaders before any interested clan member plants oil palm. Below are some CLUAs for the farmers noted:</p> <table border="1" data-bbox="421 712 1219 1321"> <thead> <tr> <th>Farmer name</th> <th>Blk No</th> <th>Clan</th> <th>Date signed</th> <th>Date planted</th> </tr> </thead> <tbody> <tr> <td>Bernard Michael</td> <td>S7207</td> <td>Maridan</td> <td>02/06/2015</td> <td>01/01/2015</td> </tr> <tr> <td>Joseph Laxala</td> <td>S7434</td> <td>Levenima</td> <td>16/12/2014</td> <td>01/01/2015</td> </tr> <tr> <td>Gordon Latima</td> <td>S7425</td> <td>Lamantada</td> <td>29/10/2013</td> <td>01/01/2014</td> </tr> <tr> <td>Pinikidu Christain Community</td> <td>S7107</td> <td>Panaxo</td> <td>20/11/2013</td> <td>01/01/2014</td> </tr> <tr> <td>Christian Kabauru</td> <td>S2906</td> <td>Moxoiva</td> <td>11/01/2014 *</td> <td>01/01/2014 *</td> </tr> <tr> <td>Velma Biria</td> <td>S2593</td> <td>Moxotivingut</td> <td>22/03/2016 *</td> <td>01/01/2007 *</td> </tr> </tbody> </table> <p>Note: * = Original CLUAs were displaced by OPIC Office, therefore new CLUAs were signed. Hence, the planting date is earlier than the CLUA signed date.</p>	Farmer name	Blk No	Clan	Date signed	Date planted	Bernard Michael	S7207	Maridan	02/06/2015	01/01/2015	Joseph Laxala	S7434	Levenima	16/12/2014	01/01/2015	Gordon Latima	S7425	Lamantada	29/10/2013	01/01/2014	Pinikidu Christain Community	S7107	Panaxo	20/11/2013	01/01/2014	Christian Kabauru	S2906	Moxoiva	11/01/2014 *	01/01/2014 *	Velma Biria	S2593	Moxotivingut	22/03/2016 *	01/01/2007 *	
Farmer name	Blk No	Clan	Date signed	Date planted																																	
Bernard Michael	S7207	Maridan	02/06/2015	01/01/2015																																	
Joseph Laxala	S7434	Levenima	16/12/2014	01/01/2015																																	
Gordon Latima	S7425	Lamantada	29/10/2013	01/01/2014																																	
Pinikidu Christain Community	S7107	Panaxo	20/11/2013	01/01/2014																																	
Christian Kabauru	S2906	Moxoiva	11/01/2014 *	01/01/2014 *																																	
Velma Biria	S2593	Moxotivingut	22/03/2016 *	01/01/2007 *																																	
2.2.1	<p>A list of contracted parties is maintained for the mill and estates. A verified contract agreement is available for all the contractors.</p> <p>Sample taken as below.</p> <ul style="list-style-type: none"> – Mamonda Limited (Construction) - Mill & Lawn Mowing Contractor (Martin)-Noatsi Estate signed agreement contract from 01/12/2023 to 01/02/2024. <p>From the interview with the contractor, there is no issue related to payment and verified they have valid contract agreement with the management.</p>	Yes																																			
2.2.2	<p>Sighted in contract agreement mentioned “Contractor” adhere to comply all the set operating standard in regard to occupational health and safety regulation, other national and international as implemented in the company.</p> <p>Verified payslip contractor workers under “Mamonda Limited” with contract agreement.</p> <p>1. <u>Sample 1</u></p>	Yes																																			

	<p>ID: ML062023 Rate pay: K5.00 Total Hrs.: 81.9 Hrs. Net Pay: K409.33 Sample workers contract agreement: Worker A (John Kevi) dated signed agreement on 01/10/2023 with PGK 6.00/HRS</p>													
2.2.3	<p>Sighted in contract agreement mentioned “Contractor” adhere with Sime Darby Human Right Charter and acknowledge the policy which disallowed employing underage personals and there are no forced/trafficked labor in recruitment.</p> <p>The verified list of contractor workers age are above 18 years old when being recruited. Management also have conducted contractor responsibilities induction from dated 26/07/2023.</p>	Yes												
2.3.1 (C)	<p>Poliamba Palm Oil Mill only received FFB from its own estates which are Kara Estate, Nalik Estate, West Coast Estate, Naotsi Estate and Madak Estate which fall under the scope of RSPO certification. Poliamba Palm Oil Mill also receives FFB from smallholders certified under NBPOL – Poliamba Palm Oil Mill. All land ownership documents were available for verification. The mill does not receive FFB from uncertified sources.</p>	Yes												
2.3.2	<p>No indirect source of FFB through third party traders received at all NBPOL – Poliamba Palm Oil Mill.</p>	Yes												
Principle 3: Optimise productivity, efficiency, positive impacts and resilience														
Indicator	Summary of Findings	Compliance (Y/N) and NC#												
3.1.1 (C)	<p>SDPB – Poliamba Limited Palm Oil has established a Business Plan from 2024 to 2033 and periodically reviewed on the progress, documented in the Plantations Upstream NBPOL (Poliamba) – Oil Palm Profit. This business plan provides the strategic roadmap for the Certification Unit to achieve long term goals. It also provides business direction and plan for the management to optimize the operation and improve efficiency. Among the information available in the Business Plan is FFB Production, Palm Production & Sales, Profit & Loss, Cost of Sales, Crop Profit from Group, Upstream Profit, Cost to Customer, Unit Costs of Production and Capital Expenditure 2024.</p>	Yes												
3.1.2	<p>NBPOL – Poliamba Limited have established a replanting program for the next 5 years and reviewed on a yearly basis. Records stating the replanting program was available for verification and sampled as below.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 15%;">Year</th> <th style="width: 15%;">2024</th> <th style="width: 15%;">2025</th> <th style="width: 15%;">2026</th> <th style="width: 15%;">2027</th> <th style="width: 15%;">2028</th> </tr> </thead> <tbody> <tr> <td>Ha</td> <td>0</td> <td>59.13</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>The replant for NBPOL – Poliamba Limited focuses at West Coast Estate in 2025.</p> <p><u>Smallholders</u></p> <p>A smallholder replanting program for a period of 5 years (2022-2027) is documented. It identifies the number of blocks and hectares to be replanted with required seedlings. The program commenced in 2023 and will cease in 2027.</p>	Year	2024	2025	2026	2027	2028	Ha	0	59.13	0	0	0	Yes
Year	2024	2025	2026	2027	2028									
Ha	0	59.13	0	0	0									
3.1.3	<p>SDPB NBPOL – Poliamba Palm Oil Mill held its Management Review meeting on 30/12/2023 for RSPO P&C and RSPO SCC. It was chaired by the Sustainability Manager. Based on the minutes of meeting, which was available for verification, among the agenda discussed were:</p>	Yes												

	<ol style="list-style-type: none"> 1. Results of Internal Audits. 2. Customer Feedback 3. Process Performance and Product Actions. 4. Follow-up actions from management reviews 5. Changes that could affect the Management System 6. Recommendations for Improvement 7. Any other Business. 	
3.2.1 (C)	<p>NBPOL – Poliamba Limited have established an Action Plan for Continuous Improvement, dated 25/01/2024.</p> <p>Among the implementation of the Continuous Improvement Plans that were verified during the assessment are as below.</p> <ol style="list-style-type: none"> 1. The estates have established cover crops and soft vegetation as part of efforts to reduce the use of herbicides in the estate. Cover crops were verified to be well established in the hilly areas. This also proves to control erosion in the estate. 2. Well established buffers were seen across the natural streams, creeks, and mangroves. No evidence of chemical or fertilizer application at the established buffers. Interview with pesticide applicators confirmed that they are aware of the prohibition of activities at the established buffers. 3. The disposal of clinical waste, chemical waste as well as hydrocarbon waste is centralized at Nalik Estate for better management. All mentioned waste is generated at respective estates and brought to the centralized waste pits at the month end. Records of waste generated were kept by the estates for verification. 4. NBPOL – Poliamba Limited conduct ongoing awareness and training to all NBPOL – Poliamba Limited workers on Zero Burning and No Open Fire. Signages were placed at all domestic waste landfills stating no open fire to be used for waste disposal. 5. Water Quality analysis is done for both internal and external water quality monitoring for rivers and creeks. Samples for all these rivers are collected and sent for external analysis. 6. NBPOL – Poliamba Limited has allocated garden areas near the housing complex for the employees to establish their own gardens by planting vegetables or fruits of their choice for their consumption. 7. Radio awareness on impacts of oil palm and its mitigation methods were done via Radio New Ireland as a faster mode to reach out to the community especially the stakeholders and smallholders. 8. NBPOL – Poliamba Limited key departments in cooperation with OPRA and Smallholder Affairs conduct regular field days for the smallholders. 	Yes
3.2.2	<p>RSPO metric template version 2.1 is used for the reporting of NBPOL – Poliamba Limited Certification Unit’s metrics (economic, social and environment). The data reporting period is January to December 2023 for (social and environment metrics) and economic metrics from December 2022 – November 2023 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	Yes
3.3.1 (C)	<p>Standard operating procedures (SOPs) for all unit under Poliamba certification which consist of mill and estates were reviewed on</p>	Yes

	<p>26/1/2024 by Sustainability Manager (Revision Number: 07). Currently, there is 148 SOPs in place for all the operation of mill and estates.</p> <p>Set of SOP had been sampled and reviewed including latest revised SOP. This to check on the implementation and reviewed on the records of the implementation. Below reviewed samples of mill and estates SOPs as follow:</p> <ol style="list-style-type: none"> 1. Boundary Demarcation (LAN001- 13/01/2024) 2. Grievance & Request (SUS001- 09/01/2024) 3. Digester-Press SOP (MILL 06, dated 31/11/ 2021) 4. Clarification-Oil Room SOP (MILL 07, dated 31 /11/2021). <p>Each department established, maintained, and control the SOPs which are related to its department. All updated SOPs from all departments also collected and controlled by SQM department.</p> <p>The Mill SOPs are related with mill operations activities within the mill area and the Estates SOPs are related with estates operation activities within the estates and smallholder.</p> <p><u>Smallholders</u></p> <p>Relevant Smallholder SOPs are in place such as the following.</p> <ol style="list-style-type: none"> 1. Smallholder New Planting SOP – SHA001 2. Ordering & Issuing of Fertilizer -SHA 002 3. Ordering and Issuing of Tools – SHA 003 4. Replanting - SHA004 5. Grievance Procedure – SHA005 6. Smallholder Sanction Crop Separation – SHA006 7. Intergraded Pest Management -Reporting - SHA007 	
3.3.2	<p>NBPOL had established the latest Internal Auditing Guideline for respective site and this guideline had been used to conduct the internal audit. Refer to Internal Auditing Guideline v2.3 (Basic Auditor Instructions and IA Auditor Guide for Internal Auditors, date: 24/1/2024, Issue No:4, Rev. 3.0). Implementation of the internal audit will be based on this guideline and all the outcome of the audit will be available in the IA Auditor dashboard. This system had been used for all mills and estates under NBPOL.</p> <ol style="list-style-type: none"> 1. <u>Poliamba Mill</u> Internal audit for mill was conducted on 7/9/2023 by Winne Kale & Missin Dangnae (Sustainability department) under document number NBPOL_IA Mill Report_000104. 2. <u>West Coast Estate</u> Internal audit for west coast estate had been conducted on 1/6/2023 by Winnie Kale and Missin Dangnae.. 3. <u>Kara Estate</u> Internal audit for Kara Estate had been conducted on 22/5/2023 by Winnie Kale. Internal audit available refer to document number 	<p>No</p> <p>Major Non-Conformity (Escalated Minor)</p> <p>NC# POL2024/ASA2 – M1</p>

	<p>000070 (NBPOL IMS-023 AA Integrated OP Plantation Internal Audit Checklist)</p> <p>4. <u>Naotsi Estate</u> Internal audit for Naotsi Estate had been conducted on 23/5/2023 by Naomi Pelis. Report available under document NBPOL _IA estates report_000210.</p> <p>5. <u>Nalik Estate</u> Internal audit for Nalik Estate had been conducted on 6/9/2023 by Missin Dangnae. Report available under document 000101.</p> <p><u>Smallholders.</u> As noted in 2.1.1 block inspection are done routinely to ensure compliance to best management practices. The smallholder section of the company manages the up-to-date production record of the farmers.</p> <p>Nevertheless, there were lapses in the implementation of procedures as evident below.</p> <p>1. During the document reviewed on Internal Audit Report (refer to document number 000070 (NBPOL IMS-023 AA Integrated OP Plantation Internal Audit) and iAuditor Dashboard, several major and minor non-conformances were raised from respective audits. Based on Internal Auditing Guideline v2.3 (Basic Auditor Instructions and IAuditor Guide for Internal Auditors, date: 24/1/2024, Issue No:4, Rev. 3.0), under clause 9. Determine Timing for Action Closure. The following outlines the closure timing for non-conformity and OFI.</p> <ul style="list-style-type: none"> i. Major NC- should be High Priority and initial action outlined within 7 working days. ii. Minor NC- Should be medium priority and due in 3 months (next audit) iii. Observation for improvement-should be low priority and is due by the end of the audit year. <p>However, during the iAuditor Dashboard review for the respective reports, sighted most of the Major NCs were not closed within the timeline as per guideline prevail. This refers to Document Number: AC- 6979 which stated “low priority” for Major NC raised during internal audit and this NC have not been closed even though the due date for this NC was 09/03/2023.</p> <p>2. During site visit for spraying activity (Noatsi Estate), it is observed that sprayers wash their hands during the break with water and soap (Refer to Chemical Storage and Usage SOP (FIL001, Rev No: 06, Review date: 16/1/2024)). However, they poured the water into a bucket and all the workers repeatedly washed their hands in the same water which defies the purpose as the water is then contaminated.</p> <p>3. NBPOL – Poliamba Limited have established Contractor Monitoring SOP which includes the usage of a checklist. It was identified that the sampled smallholders from West Division are hiring private vehicles to shift from West Coast (that is approximately 40km from the mill) to Lakurumau Village which is less than 1km from the mill. Then the</p>	
--	--	--

	<p>contractors pick up the FFB crop at the Lakurumau Village and transport them to the mill. This had resulted in the contractor double deducting the farmer's money because their crop weight is entered against their block number at West Coast as the contractors are paid based on the distance that they transport the crop to the mill from the market point. (The further the block the higher the rate (k/tonne of FFB) of deduction from the farmers earnings is paid to the FFB contractor that transports the smallholder's FFB).</p> <p>The company management through the smallholder department detected the practice of contractor transporting the FFB for West Divisions farmers at Lakurumau to mill. Consequently, a memo was issued on 05/12/2024 prohibiting them (contractors) from doing such practice as it is resulting in double charging of the farmers.</p> <p>Nevertheless, the West Coast farmers continue to shift their crop via hired vehicles and subsequently the contractors picking them up to be transported to the mill indicates that there is no effective monitoring to ensure compliance to the Contractor Monitoring SOP.</p>	
3.3.3	<p>Implementation of the internal audit will be based on this guideline and all the outcome of the audit will be available in the IA Auditor dashboard. This system had been used for all mills and estates under NBPOL. In the IA Auditor dashboard, all the records of internal audit were captured and together with all the NCs raised during the internal audit. The progress of NCs closure were also available to monitor the effectiveness of the closure and reference for follow up or further action. Records of internal audit as below:</p> <ol style="list-style-type: none"> 1. <u>Poliamba Mill</u> Internal audit for mill was conducted on 07/09/2023 by Winne Kale & Missin Dangnae (Sustainability department) under document number NBPOL_IA Mill Report_000104. Outcome of the internal audit with 7 Majors and 14 Minors non-conformities. 2. <u>West Coast Estate</u> Internal audit for west coast estate had been conducted on 01/06/2023 by Winnie Kale and Missin Dangnae (sustainability department) under document number NBPOL_IA Estates Report_000213. 3. <u>Kara Estate</u> Internal audit for Kara Estate had been conducted on 22/05/2023 by Winnie Kale. Internal audit available refer to document number 000070 (NBPOL IMS-023 AA Integrated OP Plantation Internal Audit Checklist with 17 majors, 7 minors and 1 OFI. 4. <u>Naotsi Estate</u> Internal audit for Naotsi Estate had been conducted on 23/05/2023 by Naomi Pelis. Report available under document NBPOL_IA estates report_000210. Outcome of the internal audit is 11 Minors and 3 Majors. 5. <u>Nalik Estate</u> Internal audit for Nalik Estate had been conducted on 06/09/2023 by Missin Dangnae. Report available under document 000101. Outcome of the internal audit is 14 Minors and 13 Majors. 	Yes
3.4.1 (C)	<p>NBPOL – Poliamba Limited have established the NBPOL – Poliamba Limited Social Environment Impact and Aspects Register Review Report conducted on 26/06/2023 – 01/07/2023. The SEIA covered all operations in the mill and estates under NBPOL – Poliamba Limited.</p>	Yes

	<p>Latest SEIA was conducted on 26th July 2023 to 1st July 2023 by Max Kuduk.</p> <p>The SEIA conducted in participatory way. This SEIA covered the whole operation mill and estates under Poliamba Limited.</p> <p>SEIA conducted covered on below items:</p> <ol style="list-style-type: none"> 1. Living Condition including Health and education services 2. Gender Based violence and social issues. 3. Respect Rights of pregnant and breast-feeding mothers 4. Environment consideration 5. Occupational Health and safety 6. Agrochemical Usage 7. Contractors 8. Smallholders 9. Key Stakeholders-Government 10. Village Planning Committee Chairman 11. Stakeholder-Law & Justice Sector 12. Stakeholder-Private Sectors 13. Non-Governmental Organization <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. There were no comments received and development of the area commenced in September 2021 with initial planting starting in February 2023. SEIA has been conducted for the proposed Tivingau Mini Estate covering 373.51ha as provided in the final SEIA report of the proposed new planting dated 17/04 2018. The SEIA undertaken in a participatory manner with records of consultations meetings sighted in the report.</p>																
3.4.2	<p>NBPOL – Poliamba Limited have established the NBPOL – Poliamba Limited Social Environment Impact and Aspects Register Review Report. SEIA for all activities such as clinic, field, harvesting and collection, pest and disease control, diesel, replanting, road, waste pit, transport were available for verification.</p> <p>Sighted the Social & Improvement Plan with latest revision on 18/01/2024 version 15. There are 34 issues/ scenario with scored more than 4 in risk score captured in this plan. This is a three-year plan that will be revised annually. Sample of issues mentioned in the plan.</p> <table border="1" data-bbox="422 1680 1220 1800"> <thead> <tr> <th colspan="5">Impact 1: Housing sanitation & water supply</th> </tr> <tr> <th>Stakeholder recommendation</th> <th>Planned action</th> <th>Completion Date</th> <th>Responsible personnel</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Impact 1: Housing sanitation & water supply					Stakeholder recommendation	Planned action	Completion Date	Responsible personnel	Status						Yes
Impact 1: Housing sanitation & water supply																	
Stakeholder recommendation	Planned action	Completion Date	Responsible personnel	Status													

	<p>Housing improvements need to follow a specific plan and include the provision on water and toilets as the initial step and followed by a review on electricity. At the moment, the existing facilities like toilets showers have leaking roofs and some with poor hygiene. New DLQ houses not used by single families.</p>	<p>Continuous R&M program implemented . Major repairs and maintenance is planned by Construction Department. Long term housing plan, replacement of housing and the consolidation of the compounds.</p>	<p>Continuous program as per annual R&M plan & CAPEX (ONGOING)</p>	<p>All HODS and CM</p>	<p>Long term housing programme has been developed and is reviewed on an annual basis. 21/02/2022</p> <p>1. New barracks have been built for West Coast – Siccacui compound and Noatsi – Kafkaf compound with showers and tanks installed. New septic tank and toile installed at Bolegila compound. 2. Water line for Katu fixed.</p> <p>21/02/2023 R&M still continues and been built 5 men barracks, open showers and laundry area for the compound.</p> <p>Ongoing</p>	
	<p>Overdue delay in doing repairs and maintenance of house where request had been made</p>	<p>Implement a housing repair and maintenance request register to capture request made at any time and monitor progress until it is closed</p> <p>Implement Quarterly Genco Inspection and corrective action where required</p>	<p>October 2017 and ongoing</p>	<p>ALL HODS, GM</p>	<p>17/01/2024- Maintaining housing repair & request register.</p> <p>-Ongoing.</p>	
	<p>Medicine to be ordered and readily in all POL clinic</p> <p>Poliamba Clinic to carry out mobile clinic to</p>	<p>Medicine are ordered according to budget for each year and also supply for the government</p>	<p>Ongoing</p>	<p>SM,GM, HEO</p>	<p>Ongoing</p>	

	its outer plantation	Mobile schedule in place to follow however as disrupted by Covid-19				
	MOU to be done with the government and church health to ensure easy access of clinic by company employee	MOU to be done between Poliamba Ltd and the respective church and government clinics	December 2016	SM, HEO	Jan 2024-MOU have been signed for all clinic and aid post in all oil palm operation.	
Impact 4: Livelihoods and benefit distribution						
	Increase employee and contractor salaries to accommodate increase in living cost	Salaries have been increased in 2011 & 2013. Contractors	Ongoing	ALL HODS, GM	25/06/2021: Employees receive a 5% increase to their salary.	
	Loss of Gardening at new planting-villager and company workers	Allocate 150m2 plot size to its workers. Villager can garden elsewhere	Ongoing	GM, SM, SEM	Ongoing	
	<p>NBPOL – Poliamba Limited have established the Environmental Monitoring & Management Program (EMMP) incorporated in the Environmental Permit (Permit Number: EP-L2 (155)). Besides that, the management have also established Poliamba Limited – Waste Management Plan; Issue 09; Document Date: 05/01/2024, Poliamba Limited – Water Management Plan, issued 17/01/2024 and Poliamba Habitat Management & Monitoring Plan, January 2024.</p> <p><u>Smallholders.</u></p> <p>A review SEAI was done by Max Kuduk on the 26th of June 2023, covering key stakeholders such as the oil palm farmers, workers and dependents, health workers, and selected representative of the surrounding communities.</p> <p>For the smallholders’ new planting, a New Planting Approval Form is used by the company to assess the potential for any proposed smallholder new planting. The form is part of the Smallholder New Planting SOP – SHA001.</p>					
3.4.3 (C)	Sighted the Social & Environment Improvement plan dated 18/01/2024 (Version 15). The social & environment plan captures the recommendation in the existing reports that are still valid and continuing social register review in 2016, 2017 until latest version. The plan shows the management team’s approach to addressing outstanding matters and to review the current social setting of Poliamba operations. The status of the stakeholders’ recommendations on the related issues will be updated					Yes

	<p>in the current version. Status of the Social & Environment improvement plan updated to respective stakeholder on yearly stakeholder meeting. SEIA Register Review conducted on 26/06/2023 for all stakeholders (Security, Mill, HR, VOPS, Contractors and internal stakeholders) to review and updated the status of implementation.</p> <p>NBPOL – Poliamba Limited have established the Environmental Monitoring & Management Program (EMMP) incorporated in the Environmental Permit (Permit Number: EP-L2 (155)).</p> <p>The Environmental and Management and Monitoring is also guided by the Government issued permit which stipulates the environmental requirements to be adhered to by the permit holder. Related requirements of environmental permit documented in NBPOL - Poliamba Limited’s Environmental Permit under Section 65 & 66 of the Environmental Act 2000; Permit Number: EP-L2(155); Issued Date: 26/07/1991; Expiry Date: 25/06/2047. The permit has an established Environmental Monitoring & Management Program (EMMP) issued February 2015.</p> <p>Among the implementation of the Environmental Management Plan are as below.</p> <ol style="list-style-type: none"> 1. Buffer zones have been well established along all rivers, creeks, and HCVs areas. No evidence of chemical or fertilizer application done among the buffer zones. Interview with the workers also confirmed that they are aware on the prohibition of chemical and fertilizer application at the area. The buffers have been clearly demarcated to indicate the areas that are prohibited from the operation. 2. Continuous awareness is provided to all workers on HCV, Buffer zones and RTE Species to protect and rehabilitate the areas that are affected. 3. The estates have established cover crops and soft vegetation as part of efforts to reduce the use of herbicides in the estate. Cover crops were verified to be well established in the hilly areas. This also proves to control erosion in the estate. 4. The disposal of clinical waste, chemical waste as well as hydrocarbon waste is centralized at Nalik Estate for better management. All mentioned waste is generated at respective estates and brought to the centralized waste pits at the month end. Records of waste generated were kept by the estates for verification. 5. NBPOL – Poliamba Limited conduct ongoing awareness and training to all NBPOL – Poliamba Limited workers on Zero Burning and No Open Fire. Signages were placed at all domestic waste landfills stating no open fire to be used for waste disposal. 6. Water Quality analysis is done for internal water quality monitoring for rivers and creeks. Samples for all these rivers and creeks are collected and sent for water analysis to determine if there is contamination due to the plantation operations. <p>Smallholders</p> <p>Block inspections are done as programmed, and suggestions for improvements are noted on the individual farmers’ inspection form. Follow-up inspections are done to ensure farmers had addressed their</p>	
--	---	--

	issues noted in the inspection report. See response under 2.1.1 for sampled farmers noted.	
3.5.1	<p>The company has established the Standard Operating Procedure for Recruitment & Selection, dated 10.4.2018. issue no. 1., Revised on 01/02/2021. The recruitment process is performed by the Human Resource Department and the responsibilities shall be handled by the Human Resource Manager and/or Recruitment Officer. The Standard Recruitment Procedure shall ensure an orderly hiring of qualified and suitable people to fill positions for permanent /seasonal/temporary employment/industrial training is performed adequately and efficiently. To achieve the best results, focusing on the background checks, academic verification, personality, and behavioral profiling are key source of information on candidates with the final decision on the offer is base of merit and the ability to provide accommodation onsite. This procedure will be along with the General Policies & Regulations Handbook, May 2010.</p> <p>The termination has been clearly explained in disciplinary policy and procedure document dated March 2017. Termination is based on 4 categories which are poor behavior, unacceptable, misconduct and gross misconduct.</p>	Yes
3.5.2	<p>The SOP and related memos are implemented throughout the HR processes of recruitment, transfer, or termination in all sites of Poliamba Limited.</p> <p>The HR Department keeps records of employees. Each worker’s personal file has the complete documents such as service contract for executive / staff order for non-executive employees, copy of their payslip, maternity, medical leave record. Sample documents are verified during the audit.</p> <p><u>Sample of Promotion</u></p> <ol style="list-style-type: none"> EMP: 316586 <ul style="list-style-type: none"> Promoted to “Security Coordinator” Change Grade from 3.4 to Grade 4.1 effectively in December 2023. <p><u>Sample of Termination</u></p> <ol style="list-style-type: none"> EMP;90699 <ul style="list-style-type: none"> Service No longer Required as the as the worker absenteeism for 3 weeks without any notice. sighted record of payment through the bank account on November 2023 	Yes
3.6.1 (C)	<p>Written in the Environmental Impact & OHS Risk assessment SOP (SOP No.: SUS013; Last Review Date: 30/12/2023). Job Safety Analysis (JSA) was conducted to identify potential Hazards and Risks for every new task in the operation.</p> <p>Risk assessment has been reviewed based on LTIs and field condition assessment with current controls to be maintained.</p> <p>All operations in the Mill were assessed and risk assessment established in document POL SMP Mill v17 dated on 05/01/2024 by Poliamba Mill Manager. Sighted all activities were assessed for the Mill. Example of the risk assessment conducted as below:</p> <ol style="list-style-type: none"> Opening hot sterilizers An unhooking hose reeled from the tow vehicle. Welding of leaks. 	Yes

	<p>All the risk identifies had been monitored using all the control measures such as training, awareness, and PPEs to mitigate those risks. OHS monthly inspection checklist for Mill conducted as below:</p> <ol style="list-style-type: none"> 1. Production- 31/08/2023 2. Maintenance Workshop- 31/08/2023 3. Kernel Crushing Plant- 31/08/2023. <p>Poliamba estate management had established Operational safety management plan (POL OSMP Field v16) dated on 22/1/2024 which include:</p> <ol style="list-style-type: none"> 1. Occupational safety and health policy 2. Safety roles and responsibilities 3. Emergency Information 4. NBPOL Safety Plan 5. Environmental issues 6. Hazard Identification & Risk Assessment. 7. Health and safety procedure-Plantations 8. OHS monthly inspection checklist. 9. Revised PPE Guidelines-Plantation Employees. 10. NBPOL Visitors induction checklist & Poster 11. Job Safety Assessment <ul style="list-style-type: none"> – Sighted the risk assessment onsite conducted on 22/1/2024 and based on the activities involve in the estate operation. – Sighted the record of P.I.I.R.O report related to Safety Issue (Record number: 261342) dated 22/6/2023 for Noatsi Estate. – OHS Monthly Inspection checklist for Kara Estate was conducted on 29/11/2023. Any issues raised had been rectified. – OHS Monthly inspection checklist for Noatsi estate was conducted on 20/12/2023 and 10/12/2023. All identified issues during inspection have already been rectified. Sighted the record of P.I.I.R.O available in Noatsi. <p><u>Smallholders</u></p> <p>Smallholder has a documented Operational Safety Management Plan revised 17th January 2024 (POL SMP Smallholder Affairs v6), that capture the key risks like foot puncture for sharp corals, lacerations from using bush knives from activities weeding, harvesting and frond staking are captured, with the mitigation and management actions.</p> <p>Workers interviewed are also aware of such risks, and most of the farmers mentioned that most of the harvest paths are cleaned. And corals found were removed.</p>	
3.6.2 (C)	<p>The management has established a Safety Improvement Plan for the year 2024. This safety improvement plan consists of:</p> <ol style="list-style-type: none"> 1. Safety Culture Evaluation 2. Switched on to safety. 	Yes

	<p>3. Crucial Conversations 4. P.I.I.R.O Booklets 5. Permits to Work</p> <p>The implementation of improvement plan still in progress and P.I.I.R.O booklets implementation continue from last year 2023 safety improvement plan.</p>	
3.7.1 (C)	<p>Procedure for training department (SOP No.: TRA001; Review No.: 07; Review Date: 07/01/2024; Originator & Approver: Training Department/Manager) was sighted. The purpose to the training SOP been established are (1) To up-skill personnel to effectively so that they can perform their job more effectively and efficiently as required and (2) To ensure that all employees do their work safely thereby maximizing daily employee outturn and consistent productivity output.</p> <p>Sighted Mill's training program for Year 2024 established and approved by Mill Manager on 15/01/2024 which related to safety and production training. Estate managements had established training plan for year 2024 based on below categorize:</p> <ol style="list-style-type: none"> 1. Poliamba field department training program (Approved date: 2/1/2024) 2. Poliamba Field safety & emergency training program (Approved date: 2/1/2024) 3. Poliamba Field department Nursery Training program (Approved date: 2/1/2024) <p>Sighted the Training Analysis conducted for Mill and Estate based on the In-House MG Training Assessment record based on individual staff from Assistant Manager to operation staff, considering gender-specific needs, and which covers applicable aspects of the RSPO P&C. Training analysis based on the module provided by Training Department.</p> <p><u>Smallholder</u> A documented training plan implemented for 2023 is in place, the current training plan is under review. Training number 5 captures the Risk Assessment and Management. Field day awareness and training are done at specific selected farmer sites. Basic risk assessment training on safe fertilizer application and upkeep was demonstrated to the farmers during 26th April 2023. Interview done with sampled farmers mentioned they are informed of the risks during field days and inspection. For example, some farmers mentioned that they removed sharp corals from their harvest paths to prevent foot puncture and do spiral harvesting to avoid falling frond puncture.</p>	Yes
3.7.2	<p>Training records are maintained based on an individual basis. Management has identified a type of training based on job analysis. Relevant training records for individual personnel from different site were maintained and properly kept at the training manager office. All new workers must undergo for proper induction and training for the task given to them. Refresher training must be done to all workers as per scheduled in the annual training program. Internal training records that been carried out from the respective site was properly documented.</p> <p>The training manager has identified types of internal and external training that need to be attended by the executive and non-executive with some</p>	Yes

budget allocation for the training plan in year 2023. Below details of exemplified training conducted for the respective sites under Poliamba limited:

Poliamba Mill

Sampled of internal training that were conducted to estate workers.

No.	Types of training	Date of training	Attendance
1	Boiler Training	27/06/2023	10 personnel
2.	Mill Chemical Handling	16/05/2023	6 personnel
3	Horizontal Sterilizer SOP	04/05/2023	10 personnel

Nalik Estate

Sampled of internal training that were conducted to estate workers.

No.	Types of training	Date of training	Attendance
1	Chemical Handling Safety Training	14/11/2023	7 personnel

West Coast Estate

Sampled of internal training that were conducted to estate workers.

No.	Types of training	Date of training	Attendance
1.	Upkeep and Pruning	28/08/2023	8 personnel
2.	Chemical Handlers training	23/06/2023	7 personnel
3.	Harvesting Training	25/10/2023	10 personnel

Kara Estate

Sampled of internal training that were conducted to estate workers.

No.	Types of training	Date of training	Attendance
1.	First Aid training	10/01/2024	9 personnel
2.	Upkeep training	10/11/2023	16 personnel
3.	Chemical Handlers training	07/03/2023	6 personnel
4	Harvesting training	21/07/2023	18 personnel

Noatsi Estate

Sampled of internal training that were conducted to estate workers.

No.	Types of training	Date of training	Attendance
1.	First Aid SOP training	23/10/2023	10 personnel
2.	Sprayers Training	15/08/2023	58 personnel
3.	Harvesting SOP training	12/12/2023	48 personnel

Smallholders.

Trainings were conducted by the Poliamba Smallholder Affairs Departments during the Field Days conducted at each Smallholder Groups. Records of Field Days were available for verification and sampled.

Training topics	Training date	Location
-----------------	---------------	----------

	<p>OPIC</p> <ul style="list-style-type: none"> • PNG OPRA • FFB Quality • Price Formulation • Social Policies • Niu Ailan Savings • TISA Finance 	23/06/2023	Ngavalus- North Division	
	<ul style="list-style-type: none"> • Ripeness standards • Other harvesting issues 	02/11/ 2023	Pinikidu-South Division	
	Importance of CLUA	26/04/2023	Smallholder-North Division	
	Pricing formula & Farm gate price	11.06.2023	Lamusmus – West Division	
	FFB pricing formula	26/04/2023	Pinikidu- South Division	
3.7.3	<p>NBPOL – Poliamba Limited – Poliamba POM have conducted their SCCS training in 2023 and 2024. The training was attended by the key personnel which includes the executives, admin clerks, weighbridge operators, laboratory, and security. Records of training were made available for verification as below.</p> <p>a. Training on Supply Chain Management Guideline (Ver 2021) – introduction, scope, aim, products, sales & goods out records and processing overview, conducted 04/05/2023.</p> <p>b. Supply Chain Guidelines Training conducted on 28/02/2023, 13/06/2023, and 24/10/2023.</p>			Yes
Supply Chain Requirements for Mills				
See also section 5 of this report				
3.8.1	FFB Processed by NBPOL – Poliamba Limited – Poliamba POM were obtained from all NBPOL – Poliamba Limited RSPO certified estates only (Own Supply Base) and Smallholders that are certified within the certification unit. There were no third party's crop nor non-certified FFB received by the mill. This was verified during the stakeholders meeting, transaction records and site visit at the mill weighbridge. Thus, the mill has opted for Identity Preserved Module.			Yes
3.8.2	FFB were obtained from all NBPOL – Poliamba Limited certified estates and smallholders only. There was no third party's crop nor non-certified FFB received by the mill. This was verified during the stakeholders meeting and site visit at mill. Thus, this indicator is not applicable.			NA
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 1.7 of this public summary report.			Yes
3.8.4	<p>NBPOL – Poliamba Limited – Poliamba POM have met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace. Company has registered in PalmTrace system as follows:</p> <p>Member Name: Poliamba Ltd</p>			Yes

	<p>Members ID: RSPO_PO1000000202</p> <p>License valid until 18/03/2024</p> <p>License Status: Active</p>	
3.8.5	<p>NBPOL – Poliamba Limited has developed their Supply Chain Guideline, documented in the Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15. The document outlines the procedures around the processing and production of CSPO, CSPK and CSPKO in compliance with the RSPO Supply Chain requirements for Identity Preserved at Poliamba Palm Oil Mill.</p> <p>Among the essential records maintained by the mill are the transaction documents of FFB reception, production and delivery of CPO and PK, mass balance accounts that show the volume received and dispatched. Apart from that, training records were also well maintained. Sampled records of training as below.</p> <ol style="list-style-type: none"> Training on Supply Chain Management Guideline (Ver 2021) – introduction, scope, aim, products, sales & goods out records and processing overview, conducted 04/05/2023. Supply Chain Guidelines Training conducted on 28/02/2023, 13/06/2023, and 24/10/2023. Annual Management Review Meeting conducted on 30/12/2023, chaired by Theresa Endy, Sustainability Manager. <p>Based on the Supply Chain Guideline, the Head of Oil Palm Department is the designated Management Representative responsible for the overall implementation and monitoring of NBPOL – Poliamba Limited’s RSPO Supply Chain Program in compliance with the Supply Chain Certification Standard. Based on the interview, the Head of Oil Palm Department was able to demonstrate awareness of the mills’ procedures for the implementation of this standard.</p> <p>Supply Chain Guideline, documented in the Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15 under Section 9: Purchasing and Good In and 15: Processing covers the receiving and processing activities in the mill. Since the mill does not accept any non-certified FFB, the risk of contamination is very unlikely.</p>	Yes
3.8.6	<p>The internal audit was conducted as per the Supply Chain Guideline, documented in the Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15 under Section 21.0 – Supply Chain Internal Audit. Based on the procedure, the internal audit is to be conducted annually.</p> <p>The latest Internal Audit was conducted on 11/12/2023 by the Sustainability Department. During the audit, 6 non-conformities on SCCS were raised. The mill has submitted the corrective action to the Sustainability Department. The CAP was accepted, and the implementation of the corrective action plans are in progress.</p>	Yes
3.8.7	<p>Purchasing Goods In</p> <ol style="list-style-type: none"> The Weighbridge Reception plays the role of verifying all incoming FFB into the mill. All incoming FFB provide FFB Chits to the Weighbridge Reception where they verify the documents to include all required information prior to receiving the FFB. All FFB received by Poliamba Palm Oil Mill are from RSPO certified source. Interview with the weighbridge operators confirmed that they can demonstrate understanding on the process of verifying the documents and 	Yes

	<p>documenting the sources and tonnage of the FFB. This process is overseen by the Mill Manager.</p> <p>b. The mill is aware that they are to inform the CB immediately if there is any projected overproduction of certified tonnage. As of to date there has been no projected overproduction from the mill.</p> <p>c. Documented in the SOP – Handling Non-conforming Oil Palm Products & Documents; Document Number: SUS017; Date: 03/01/2024 covers the Non-conforming Products and or Documents. Since the mill do not accept any non-certified FFB, the risk of contamination is very unlikely.</p>	
3.8.8	<p>NBPOL – Poliamba Limited - Poliamba Palm Oil Mill have ensured that the required information for RSPO Certified Products was available in the related documents. Sample documents for the sale of RSPO Certified CPO and PK were verified to include all required information. Evidence is below.</p> <ol style="list-style-type: none"> 1. CPO RSPO-IP (Contract Number: S/PLM/0423/RFCPO00001) <ol style="list-style-type: none"> a. Buyer: Sime Darby Oils Liverpool Refinery Limited b. Seller: Poliamba Limited c. Despatch Date: 11/04/2023. d. Document Date: 11/04/2023. e. RSPO Certificate Number: SCS-RSPOPC-000135 f. Product: RSPO Certified Segregated Sustainable Crude Palm Oil in Bulk g. Quantity: 2071.151 Mt h. Related Documents: Tanker Bill Lading, Nakovi Loading Report i. Weighbridge Ticket Number: POLKIM/LIV-01 <p>PK RSPO-IP – PK is produced by the mill and stored in the Storage Tank which continuously flows into the KCP which is located within the mill vicinity as well. Records of daily transfer of PK are recorded and available at the mill.</p>	Yes
3.8.9	<p>NBPOL – Poliamba Limited has developed their Supply Chain Guideline, documented in the Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15. The procedure states under Section 10.0. the procedures related to Outsourced Contractor which comply with the requirements of the indicator.</p> <p>The mill does not outsource any of its milling activities to any third party. The transport of CPO to the buyers is contracted out to third party transporters. It is stated in the contract agreement – RSPO SCC Outsourcing Agreement – Outsourcing Agreement for Companies Covered by Chain of Custody Certification.</p> <ol style="list-style-type: none"> 1. The certified products remain the property of the certified company while the products are processed or handled by a non-certified party. 2. Verified the contract agreement with March 2023 – December 2023) available for verification. The contract agreement renewal is in progress. 3. The Supply Chain Guideline, documented in the Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15 states under Section 10.0. the procedures related to Outsourced Contractor which comply with the requirements of the indicator. 	Yes

	4. The Contract Addendum – RSPO SCC Outsourcing Agreement outlines the subcontractor’s agreement which states “If an audit is deemed necessary, we give Poliamba Limited access to our premises”, signed on 28/03/2023.																																								
3.8.10	Details of contractors are available in the list of stakeholders and contractors. There are no changes on the list of contractors when comparing from previous audit result.	Yes																																							
3.8.11	The list of contractors is updated from time to time by the mill. The information of any newly appointed contractor is shared with Control Union Malaysia through basic information request prior to the audit. The information is provided to the assessment team. There are no changes on the list of contractors when comparing from previous audit result.	Yes																																							
3.8.12	<p>Record Keeping</p> <p>a. The mill maintained all records covering the RSPO SCCS requirements. Records such as mass balance records, training records, despatch documents and internal audits were available for verification.</p> <p>b. The document retention period for maintaining traceability records is 5 years as stated in Section 14.0 Records - Poliamba Limited Supply Chain Guideline; Date: January 2024; Issue No: 15.</p> <p>c. The mill recorded and balanced all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real time basis. This was evident in the Mass Balance Excel Sheet. Verified the data against the mill monthly production record, dispatch records and PalmTrace records to be all tallies.</p> <p>d. Section (iv) is Not Applicable as NBPOL – Poliamba Limited - Poliamba Palm Oil Mill uses the IP Module.</p>	Yes																																							
3.8.13	<p>The extraction rate for the mill is calculated in the daily production detail report. Conversion factor of CPO and PK production depends on the actual OER and KER.</p> <table border="1" data-bbox="416 1189 1214 1704"> <thead> <tr> <th>Month</th> <th>OER</th> <th>KER</th> </tr> </thead> <tbody> <tr><td>Jan-23</td><td>22.02</td><td>4.32</td></tr> <tr><td>Feb-23</td><td>21.86</td><td>4.30</td></tr> <tr><td>Mar-23</td><td>22.22</td><td>4.92</td></tr> <tr><td>Apr-23</td><td>22.16</td><td>4.20</td></tr> <tr><td>May-23</td><td>22.03</td><td>4.67</td></tr> <tr><td>Jun-23</td><td>20.57</td><td>4.15</td></tr> <tr><td>Jul-23</td><td>20.62</td><td>3.99</td></tr> <tr><td>Aug-23</td><td>21.46</td><td>3.91</td></tr> <tr><td>Sep-23</td><td>21.68</td><td>4.14</td></tr> <tr><td>Oct-23</td><td>19.40</td><td>3.86</td></tr> <tr><td>Nov-23</td><td>21.39</td><td>4.45</td></tr> <tr><td>Dec-23</td><td>20.59</td><td>4.06</td></tr> </tbody> </table>	Month	OER	KER	Jan-23	22.02	4.32	Feb-23	21.86	4.30	Mar-23	22.22	4.92	Apr-23	22.16	4.20	May-23	22.03	4.67	Jun-23	20.57	4.15	Jul-23	20.62	3.99	Aug-23	21.46	3.91	Sep-23	21.68	4.14	Oct-23	19.40	3.86	Nov-23	21.39	4.45	Dec-23	20.59	4.06	Yes
Month	OER	KER																																							
Jan-23	22.02	4.32																																							
Feb-23	21.86	4.30																																							
Mar-23	22.22	4.92																																							
Apr-23	22.16	4.20																																							
May-23	22.03	4.67																																							
Jun-23	20.57	4.15																																							
Jul-23	20.62	3.99																																							
Aug-23	21.46	3.91																																							
Sep-23	21.68	4.14																																							
Oct-23	19.40	3.86																																							
Nov-23	21.39	4.45																																							
Dec-23	20.59	4.06																																							
3.8.14	Conversion factor of CPO and PK production depends on the actual OER and KER. The OER and KER are calculated on a daily basis and recorded in the monthly production report.	Yes																																							
3.8.15	The mill produces only CPO RSPO-IP and PK RSPO-IP only. No noncertified oil palm products produced by the mill therefore there is no requirement for separation.	Yes																																							

3.8.16	<p>The registration of PalmTrace is carried out by the NBPOL – Poliamba Limited Sustainability Department, HQ. All transaction will be registered in the PalmTrace.</p> <p>Based on the announcement summary, all the registrations were found to be in order and announced within the 3 months after despatch. Sampled despatch of CPO and PK as below.</p> <p>a. CSPO RSPO-IP; Contract Number: S/PLM/0423/RFCPO00001; Despatch Date: 30/04/2023; PalmTrace Announcement Date: 11/06/2023.</p> <p>b. CSPO RSPO-IP; Contract Number: S/PLM/1123/RFCPO00002; Despatch Date: 29/11/2023; PalmTrace Announcement Date: 30/11/2023.</p> <p>c. CSPK RSPO-IP; Contract Number: S/PLK/0923/CPKO00002; Despatch Date: 03/08/2023; PalmTrace Announcement Date: 25/09/2023.</p> <p>d. CSPK RSPO-IP; Contract Number: S/PLK/0623/RFCPO00002; Despatch Date: 19/06/2023; PalmTrace Announcement Date: 18/09/2023.</p> <p>RSPO certified volumes sold as conventional were removed accordingly from the Mass Balance records. Removal in RSPO PalmTrace will be done towards the end of the license period.</p>	Yes								
3.8.17	<p>As one of Sime Darby Plantation Bhd’s subsidiaries, NBPOL has communicated their stakeholders about their RSPO Certification through on their website https://simedarbyplantation.com/. There is no trademark logo used by the certification unit. The description of the certification does not lead consumers to believe that being an RSPO member implies the company is producing RSPO certified oil palm products. There is also no communication regarding NBPOL’s RSPO membership. The only claims made was the business-to-business claims whereby the RSPO certificate number and the products was correctly stated in the CPO and PK delivery documents.</p>	Yes								
Principle 4: Respect community and human rights and deliver benefits										
Indicator	Summary of Findings	Compliance (Y/N) and NC#								
4.1.1 (C)	<p>The management has established the New Britain Palm Oil Human Rights Policy last reviewed in June 2011 and it’s available in local language (Tok Pisin). The company Human Rights Policy also was referred to the Sime Darby Responsible Agriculture Charter as NBPOL is part of the Sime Darby Plantation Berhad. As stated in the clause 2: Human Rights and Social Development Commitments that covered:</p> <p>2.1: Respect human rights and empower communities in accordance with UN Guiding Principles and Business and Human Rights</p> <p>2.2 Protect labour standards and enhance employment conditions based on International Labour Organization (ILO) as well as Fair and Free Labour Principles for Oil Palm</p> <p>Socialization conducted to all employees are recorded as below:</p> <table border="1" data-bbox="421 1798 1225 1993"> <thead> <tr> <th>Site</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Noatsi Estate</td> <td>14/11/2023</td> </tr> <tr> <td>West Coast Estate</td> <td>04/12/2023</td> </tr> <tr> <td>Nalik Estate</td> <td>21/02/2023</td> </tr> </tbody> </table>	Site	Date	Noatsi Estate	14/11/2023	West Coast Estate	04/12/2023	Nalik Estate	21/02/2023	Yes
Site	Date									
Noatsi Estate	14/11/2023									
West Coast Estate	04/12/2023									
Nalik Estate	21/02/2023									

	<table border="1"> <tr> <td>Poliamba Mill POM</td> <td>01/12/2023</td> </tr> <tr> <td>Kara Estate</td> <td>18/01/2024</td> </tr> </table> <p>For the external stakeholder the policy has been communicated through stakeholder meeting.</p>	Poliamba Mill POM	01/12/2023	Kara Estate	18/01/2024	
Poliamba Mill POM	01/12/2023					
Kara Estate	18/01/2024					
4.1.2	<p>There is evidence that each operating unit does not instigate violence or use any form of harassment where it has been confirmed through interview with sample workers and security coordinator. Based on the interview, there are no cases of harassment and violence done by the management. There is no evidence use of mercenaries and paramilitaries in their operations as well.</p>	Yes				
4.2.1 (C)	<p>There is an established the Grievance & Request Procedure, Doc no SUS001, Rev 10, latest revision date on 09/01/2024. The procedure is also available in Tok Pisin.</p> <p>Scope of Grievance and request mentioned POL is aware that the operation may directly or indirectly affect the stakeholders including its own employees and individuals in both positive and negative ways. Grievance and request can arise due to its operations including its system and standards.</p> <p>The grievances can be:</p> <ul style="list-style-type: none"> – Environment pollution or degradation – Health & safety issues – Land ownership & boundaries between locals and company. – Social issues – Welfare issues of employees <p>Requests can be,</p> <ul style="list-style-type: none"> – Assistance or information concerning company policies, procedures, rules to the extent that these are publicly available through internet, display at site or available upon request. – Employees request assistance for transportation, for repairs and maintenance of their houses (but not limited to these) – Other request for information is not available publicly will be upon GM approval. <p>The Sustainability & Quality Management Manager is responsible to monitor SOP including receiving and responding to grievance raised anonymously and ensured registered with confidentiality.</p> <p>The Whistle blower Policy has established and maintained strict confidentiality. In case a worker feels uncomfortable to raise the matter to the line manager,</p> <p>the worker can directly raise it to the Locally Designated Officer (LDO) who consist of the General manager, Company Secretary and Lands Officer.</p>	Yes				
4.2.2	<p>The grievance registers in all sites including mills and estates were verified. Most of the raised grievances related to remuneration and housing matters. The records have detailed with the action taken, date of the matter resolve, action taken by, timeline to be resolved, and the status of</p>	Yes				

	<p>the issue with open or close. All grievances were resolved within the stipulated time or not later than a month and found effectively addressed. Briefings are given to the external stakeholder during Stakeholder consultation and for internal briefing conducted during morning muster.</p>													
<p>4.2.3</p>	<p>This can be seen through the sampled complaints and grievance logbook, which was explained the progress of the grievance and request as per sampled below:</p> <p><u>West Coast Estate</u></p> <ol style="list-style-type: none"> Sighted the Request Register with the request from villagers are as per following: <ul style="list-style-type: none"> Smallholder FFB cartage request on 06-01-2023 and FFB cartage on 06-01-2023. Transporting sago leaves from Lavolai to school on 13-02-2023 and request was resolved on 14/02/2023. <p><u>Kara Estate</u></p> <ol style="list-style-type: none"> Sighted the Grievance Register, with latest grievance was reported by John Paul reporting passengers of driver was stealing and cooking in his garden dated 23-03-2023. The matter was solved by removing passengers out of the compound. The issue was closed on 24/03/2023. Complainant will sign on the register once they are satisfied with how the issue was resolved. <p><u>Nalik Estate</u></p> <ol style="list-style-type: none"> Pessie Maity raised his grievances of Eugene Joe (Checker) assaulting word to his wife dated 21/10/2023 and action have been taken by management on 23/10/2023. <p>Nevertheless, there were lapses as identified below. Sighted samples of complaints and grievances as below had not been attended to by the company management representatives. Most of the grievances registered are more than the 47 working days and no action taken or recorded by the management.</p> <p>The approach contradicts that 47 days maximum turn around time stated in the company SOP Procedure - Grievance & Request (Document Number: SUS001). The SOP indicates a total of 47 working days (Section 4.1-4.4 as shown below) to process the grievance and requests made by the complainant.</p> <p>Sample of grievance and request are not attended as below:</p> <table border="1" data-bbox="421 1637 1225 1928"> <thead> <tr> <th>Ref No</th> <th>Grievance</th> <th>Name of complainant</th> <th>Date Registered</th> <th>Dated action taken</th> <th>Comment</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>No replacement of disfunction lights on houses</td> <td>Main team (mill)</td> <td>24/01/2023</td> <td>13/07/2023</td> <td>Work Completely done after 7 months</td> </tr> </tbody> </table>	Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment	01	No replacement of disfunction lights on houses	Main team (mill)	24/01/2023	13/07/2023	Work Completely done after 7 months	<p>No Minor Non-Conformity NC# POL2024/ASA2 – N2</p>
Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment									
01	No replacement of disfunction lights on houses	Main team (mill)	24/01/2023	13/07/2023	Work Completely done after 7 months									

	02	Concerning Rate- Completed probation and still paid on rate K3.95	Patrick Laen (mill)	13/04/2023	18/12/2023	More than 6 months							
	03	Complained regarding rate of sprayer	David (Nalik)	15/05/2023	15/05/2023	No feedback to the complainant							
	04	Supervisor approaching with high voice	Virgil Anis (Kara)	16/08/2023	09/01/2024	No feedback to the complainant and dated closed on 09/01/2024							
	05	Accusation on the complainant	Nisangat (Kara)	11/09/2023	01/01/2024	More than 5 months							
4.2.4	As stated in the Whistleblower Policy, further choice is given to the complainant that if they are unsatisfied, they have the rights to bring the matter outside of the company by contacting Transparency International, external auditors, trade union, Local Member of Parliament, citizen advise bureau, professional bodies or regulatory organization, voluntary organization, and the police.						Yes						
4.3.1	<p>The contribution to community development was made by the mill and estates with consultation either through stakeholders' consultation or requests.</p> <p>Verified the contribution made by NBPOL – Poliamba Limited as below.</p> <ol style="list-style-type: none"> 1. Supply water to Revival Centre of PNG 2023. 2. Contribution for Independence Day for Tikana LLG. 3. Supply EFB to Smallholder Block. 4. Supply Transport Assistance to Student Mangai Secondary School. 5. Contribution for New Island Taekwondo Association Athletes to attend National Championship. <p><u>Smallholders</u></p> <p>Field day programs are scheduled and done, financial literacy trainings provided to the farmers and financial institutions are invited to talk to the farmers on the products available for farmers to save money. The following sample trainings were done during the field days.</p> <table border="1" data-bbox="422 1787 1225 1832"> <thead> <tr> <th>Training topics</th> <th>Training date</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>						Training topics	Training date	Location				Yes
Training topics	Training date	Location											

	<p>OPIC</p> <ul style="list-style-type: none"> • PNG OPRA • FFB Quality • Price Formulation • Social Policies • Niu Ailan Savings • TISA Finance 	23/06/2023	Ngavalus- North Division	
	<ul style="list-style-type: none"> • Ripeness standards • Other harvesting issues 	02/11/ 2023	Pinikidu-South Division	
	Importance of CLUA	26/04/2023	Smallholder-North Division	
	Pricing formula & Farm gate price	11.06.2023	Lamusmus – West Division	
	FFB pricing formula	26/04/2023	Pinikidu- South Division	
4.4.1 (C)	<p>The mill and estates have demonstrated legal ownership of their land by having legal land titles to the land. All land titles demonstrate the right to use the land. The land titles are kept in the estate office and were sighted during the audit.</p> <p><u>SDP-NBPOL Poliamba Complex – Poliamba KCP/Mill & Supply Base (Nalik Estate, Noatsi Estate, Kara Estates & Smallholders)</u></p> <p>A copy of the company land lease document for all estates was sighted. The status of the state land lease ownership is freehold.</p> <p><u>Lakurumau South (State land)</u> Portion Allotment: 1 Portion 18 Milinch Section: Lossuk Fourmile-Town: Kavieng Area: 313 Ha Province: New Ireland Scale: 1:20,000 File No.: 17202/0018-1 Ref. Plan: CT/6/34</p> <p><u>Lakurumau North (State land)</u> Portion Allotment: 2 Portion 18 Milinch Section: Lossuk Fourmile-Town: Kavieng Area: 500.2 Ha Province: New Ireland Scale: 1:20,000 File No.: 17202/0018-2 Ref. Plan: CT/6/34</p>			Yes

	<p><u>Siccacui (State land)</u> Portion Allotment: 72 Milinch Section: Lossuk Fourmile-Town: Kavieng Area: 99.90 Ha Province: New Ireland Scale: 1:10,000 File No.: 17202/0072 Ref. Plan: CT/10/66 & 23/2B Note: Letter of land lease (ownership of freeholds) for a period of 99 years starting from the day of 10th December 1992.</p> <p><u>Kamiraba (State land)</u> Portion No.: 255 Area: 99.90 Ha @ 424 acres more or less Province: New Ireland Scale: 80 chains to an inch Administration Leases: Vol 26 Fol. 192 Register of Titles/ L.S 5/4/1935 Note: Letter from land user for the purpose of agricultural lease for a period of 99 years starting from the day of 1st July 1999.</p> <p><u>Kafkaf (State land)</u> Portion No.: 114 Area: 255 Ha more or less Province: New Ireland Scale: 1:20,000 Administration Leases: Vol 7 Folio 19 Register of Titles 02/06/1936 Note: Letter of land user for the purpose of agricultural lease for a period of 99 years starting from the day of 1st July 1925</p> <p><u>Kafkaf (State land)</u> Portion No.: 212 Milinch Section: Lossuk Fourmile-Town: Kavieng Area: 514.39 Ha more or less Province: New Ireland Scale: 1:20,000 File No.: 17202/0212 Ref. Plan: CT/4/19</p> <p>Evidence of the Clan Land Usage Agreement (CLUA) is in place for all smallholders. These documents were signed by the clan and community leaders which indicate the engagement of clan and community leaders as part of the native customary land verification process. The sketch land</p>	
--	---	--

	<p>maps (location and area size) for individual smallholders were prepared by the OPIC/NBPOL.</p> <p>CLUAs are established for each of the subleases. Several cases noted where ILGs (clans) enter MOA with Poliamba to allow continuity of operations after lease expired while parties negotiate on lease renewal and replant options.</p> <p>The mini estate establishment will only be entered into a Sublease Agreement (SLA) with an Incorporated Land Group (ILG) or in special circumstances a Landowner Company.</p> <p>The management unit has identified and prepared a smallholder location map that shows the types of land (state land and sub lease). Most of the land in this map is customary land (Map scale: 1;338,400; Date drawn: 28/10/2019).</p>	
4.4.2	<p>The management has established FPIC SOP (SOP No.: LAN004; Review No.: 05; Review Date: 25/09/2020; Revision History: Change of Originator and Approver: Originator & Approver: SQM Manager; Page No.: 1 of 4)</p> <p>Stated in Point No. 4 Procedure – The FPIC process starts with the landowning clan or group of a customary land making the first move by seeking to invite the company into their land for agriculture project in oil palm. The company does not go out to seek or enquire about new land with any landowners without first receiving an open written invitation accordingly. A community can be made up of several landowning clans, but each clan has their individual rights to customary ownership or usage to different land portions recognized within or around a village or community boundary.</p> <p>Evidence of the Clan Land Usage Agreement (CLUA) is in place for all smallholders. These documents were signed by the clan and community leaders which indicate the engagement of clan and community leaders as part of the native customary land verification process. The sketch land maps (location and area size) for individual smallholders were prepared by the OPIC/NBPOL.</p> <p>CLUAs are established for each of the subleases. Several cases noted where ILGs (clans) enter MOA with Poliamba to allow continuity of operations after lease expired while parties negotiate on lease renewal and replant options.</p>	Yes
4.4.3 (C)	<p>The management unit has identified and prepared a smallholder location map that shows the types of land (state land and sub lease). Most of the land in this map is customary land (Map scale: 1;338,400; Date drawn: 28/10/2019).</p> <p>Sighted also new sub-lease renewal signing of Rangalis Plantation (Panakondo Plantation) with NBPOL for state land that owned by local people under Portion 13</p>	Yes
4.4.4	<p>The management unit has identified and prepared a smallholder location map that shows the types of land (state land and sub lease). Most of the land in this map is customary land (Map scale: 1;338,400; Date drawn: 28/10/2019).</p>	Yes

	<p>There is SEIA entitled Social Environment Impact Assessment have conducted and developed dated 9th & 10th February 2018. The SEIA does include the legal, customary and user rights of the area which can be sighted in the community profiles.</p> <p>The SEIA and NPP also new planting area at Tivingau mini estate have approved on year 2022.</p>	
4.4.5 (C)	The clan leader, being representative of the respective clan to acknowledge the participants' right under native law and custom.	Yes
4.4.6	<p>The implementation of agreements through FPIC was made during the engagement of stakeholders meeting or consultation.</p> <p>there were notifications from the stakeholders claiming to have legal, customary or user rights on the land as sighted in the SEIA report; the claim been identified and assess according to the protocol/SOP and the process follow and respect the FPIC principles and the land status as per P4.4.1.</p>	Yes
4.5.1 (C)	<p>NBPOL Lands & Mini Estate Guidelines under Land Acquisition Practices.</p> <p>There are 3 types of methods of customary land registration.</p> <ol style="list-style-type: none"> 1. Land Tenure Conversion Act – referred to Department of Land for the registration and issuance of land title. 2. Lease Lease Back (LLB) – covered by the Land Act 1996 3. Voluntary Customary Land Registration (VCLR) – as per Land Registration *Amendment) act 2009. <p>The mini estate establishment will only be entered into a Sublease Agreement (SLA) with an Incorporated Land Group (ILG) or in special circumstances a Landowner Company.</p> <p>NBPOL will manage the Mini Estates following all Environmental Policies and Codes of Practice as stipulated in its ISO14001 certification, RSPO guidelines and conditions formalised through the signing of a Sub-lease Agreement with the ILG.</p>	Yes
4.5.2 (C)	There is no evidence of disrespect of legal and customary lands been raised during the stakeholder interviews. The company are high aware about the sensitivity among the local communities especially the way of improving the livelihood of the smallholder farmers.	Yes
4.5.3	<p>Based on the stakeholder interview, the local communities understand their rights to surrender this land for joint-venture project or sub-lease their land for oil palm plantation.</p> <p>All land occupied by the company for oil palm plantation and mill is classified as state land.</p> <p>For smallholder farms, most of the land are declared as customary lands.</p> <p>The FPIC process are made available to facilitate OPIC before the lands being handed over to NBPOL for oil palm cultivation.</p> <p>The SEIA and NPP also new planting area at Tivingau mini estate have approved on year 2022 without no comment from public.</p>	Yes
4.5.4	Observed during onsite verification process, presence of buffer zones has been established along the boundaries of water source (stream and rivers), villages and gardening areas.	Yes

	No issue or concerns were raised during interviews with external stakeholders.	
4.5.5	The approach to enter the joint venture and establish a mini estate with NBPOL must originate from the Land-owner groups(s). A verbal invitation must be started first before followed up by a letter stating such interest signed by the leaders of the land-owning clans. The SEIA and NPP also new planting area at Tivingau mini estate have approved on year 2022 without no comment from public.	Yes
4.5.6	Verified the FPIC process and NPP process the communities are giving permission related to the operation.	Yes
4.5.7	The approach to enter the joint venture and establish a mini estate with NBPOL must originate from the Land-owner groups(s). A verbal invitation must be started first before followed up by a letter stating such interest signed by the leaders of the land-owning clans. There is NPP approved by RSPO for 22 nd May 2022 for Trivingau ILG for new planting.	Yes
4.5.8 (C)	Observed during onsite verification, there is no evidence that new lands acquired in areas inhabited by communities in voluntary isolation. There is NPP approved by RSPO for 22 nd May 2022 for Trivingau ILG for new planting.	Yes
4.6.1 (C)	Evidence of mutually agreed process and its documentation has been clearly demonstrated. Internal procedure for identify the user rights was stated in the FPIC procedures.	Yes
4.6.2 (C)	The calculation of monetary compensation was made based on a decision made by the court ruler. Records and correspondence letter related with compensation that been paid to the agreed parties are made available for the auditor review and these documents are classified as internal private and confidential files.	Yes
4.6.3	Evidence equal opportunities provided to men and women to hold land title for smallholders has been demonstrated in Statutory Declaration (SD) and Clan Land Usage Agreement (CLUA). Culturally through matrilineal lineage women hold land titles in the customary lands. The communities follow the matrilineal system where the land and resources are owned and transferred through the female lineage while men take a leadership role on their wife's land.	Yes
4.6.4	Records of compensation for overplanted land were sighted. A meeting with the affected parties has been organized and payment was made as per the court decision. Sampled of letter pertaining Deed and Release for Lubugem Overplanted Area.	Yes
4.7.1 (C)	Internal procedure for identify the user rights was stated in the FPIC procedures.	Yes
4.7.2 (C)	The calculation of monetary compensation was made based on a decision made by the court ruler. Records and correspondence letter related to compensation that has been paid to the agreed parties are made available for auditor review and these documents are classified as internal private and confidential files.	Yes

	<p>Records of compensation for overplanted land were sighted. A meeting with the affected parties has been organized and payment was made as per the court decision.</p> <p>Sampled of letter pertaining Deed and Release for Lubugem Overplanted Area</p> <p>There were no land disputes recorded during audit time.</p>	
4.7.3	<p>An ongoing effort to encourage the participation of local communities in contract works has been demonstrated as this is part of company corporate responsibility for those who are willing to work consistently and efficiently.</p> <p>Verified list of workers are from the surrounding local communities.</p>	Yes
4.8.1	<p>NBPOL Lands & Mini Estate Guidelines under Land Acquisition Practices. There are 3 types of methods of customary land registration.</p> <ol style="list-style-type: none"> 1. Land Tenure Conversion Act – referred to Department of Land for the registration and issuance of land title. 2. Lease - Lease Back (LLB) – covered by the Land Act 1996 3. Voluntary Customary Land Registration (VCLR) – as per Land Registration *Amendment) act 2009. <p>The mini estate establishment will only be entered into a Sublease Agreement (SLA) with an Incorporated Land Group (ILG) or in special circumstances a Landowner Company.</p> <p>NBPOL will manage the Mini Estates following all Environmental Policies and Codes of Practice as stipulated in its ISO14001 certification, RSPO guidelines and conditions formalized through the signing of a Sub-lease Agreement with the ILG</p> <p>There is a procedure established for Land Conflict Resolution. (SOP No.: LAN003; Review No.: 04; Review Date: 25/09/2020; Originator/Approver: SQM Manager).</p> <p>The contents of the procedures consist of point (a) until (k). All matters related to land conflict among landowner to be handled by The Provincial Lands Office. Soon after the land conflict been resolved, The Provincial Lands Office should report back the outcome of the resolution to the NBPOL. There is no direct involvement by NBPOL during the resolution process as the company only can be invited as witnesses to observe how the land conflict is resolved accordingly.</p>	Yes
4.8.2 (C)	<p>The management has established Land Conflict Resolution SOP (SOP No.: LAN003; Review No.: 04; Review date: 25/09/2020; Revision History: Full Document; Originator & Approver: SQM Manager; Page No.: 1 of 2).</p> <p>Stated in Point No.4 Procedure:</p> <ol style="list-style-type: none"> 1. Landowners formally register their grievances with NBPOL to begin the process of reconciliation and resolution. 2. Grievances that are statutory are referred to the Provincial Land Office for appropriate advice to be given to the landowners concerned. 3. Grievances that are customary landowner related are referred to the ILG to resolve the issue according to the ILG's constitution and custom. 	Yes

	<p>4. Grievances that are NBPOL directed are channeled through the management team for advice if it concerns management, otherwise, appropriate measures are taken, and the dispute is resolved mutually in the best interest of both parties.</p> <p>5. The Provincial Lands Office reports to NBPOL any registered disputes or conflicts it receives from aggrieving landowner clans or groups.</p> <p>6. The Provincial Land Office attempts to resolve the landowner conflict by talking to each aggrieving group at different times or separately. They do this to try and get more information and to better understand the dispute/conflict from each group's point of view.</p> <p>7. The Provincial Lands Office calls for a Land conflict resolution meeting for both parties where it acts as a neutral umpire to the Land conflict resolution process. NBPOL can be invited as witnesses to observe how the Land conflict is resolved.</p> <p>8. The Provincial Lands Office gives its decision on how the matter should be resolved internally amongst the parties concerned.</p> <p>9. The Provincial Lands Office decides whether the landowners should meet in the village themselves and try to agree and document something according to their custom of inheritance or that their meeting be witnessed by a village councilor or a land mediator.</p> <p>10. The Provincial Lands Office should report back to NBPOL on the accepted and agreed conflict resolutions with them being carefully noted and filed away by NBPOL for future reference.</p> <p>11. 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.</p> <p>So far there is no land conflict recorded during the audit time</p>	
4.8.3	There is no evidence forced abandonment been practice for local communities' customary land.	Yes
4.8.4	Based on the external stakeholder interview, currently there is no evidence of land conflict or dispute reported in the plantation area.	Yes
Principle 5: Support smallholder inclusion		
Indicator	Summary of Findings	Compliance (Y/N) and NC#
5.1.1	The FFB price for the months of January 2023 to December 2024, and for the month of January 2024 is documented. The current FFB price is displayed at the Smallholder Affairs Department and OPIC Notice Boards for farmers to access and read.	Yes
5.1.2 (C)	Farmers responded that they are educated on the pricing formula during the smallholder schedule field days Sampled training attendance records (revised and issued October 10, 2020) for field day awareness on pricing formula done on 02/11/2023, 11/06/2023, 26/04/2023 and 22/03/2023. Flow chart for the pricing formula indicating the price break until the final price per tonne of FFB that is paid to the farmers is demonstrated to the farmers.	Yes
5.1.3 (C)	Smallholders are informed of how the FFB, CPO and PKO prices are calculated and the final price they are paid. They also confirmed receiving their RSPO bonuses last year (2023) February and looking to another payment on the same month this year. Payment done last year was also confirmed by the management of the company.	Yes
5.1.4 (C)	Farmers from the three smallholder divisions (South, North and South) were interviewed (both male and female block owners) and stated that	Yes

	<p>they attended the training provided to them during the field days. Sampled training reports are indicated in the table below.</p> <table border="1"> <thead> <tr> <th>Training topics</th> <th>Training date</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>Financial Literacy</td> <td>11/06/2023</td> <td>Lakurumau-North Division</td> </tr> <tr> <td>FFB Pricing Formula</td> <td>02/11/ 2023</td> <td>Lakurumau-North Division</td> </tr> <tr> <td>Importance of CLUA</td> <td>26/04/2023</td> <td>Smallholder-North Division</td> </tr> <tr> <td>Pricing Formula & Farm Gate Price</td> <td>11.06.2023</td> <td>Lamusmus – West Division</td> </tr> <tr> <td>FFB Pricing Formula</td> <td>26/04/2023</td> <td>Pinikidu- South Division</td> </tr> </tbody> </table> <p>Financial institution like New Ireland Savings and Loans Society (NISLS), Nambawan Super Fund (NSF) and Bank of South Pacific are invited to participate in encouraging the farmer to save money. As per interview with the 35 sampled famers about 70% of them had opened accounts with banks and are making savings from their oil palm earnings. Others had indicated that they are in the process of opening their saving accounts with their preferred financial institutions.</p>	Training topics	Training date	Location	Financial Literacy	11/06/2023	Lakurumau-North Division	FFB Pricing Formula	02/11/ 2023	Lakurumau-North Division	Importance of CLUA	26/04/2023	Smallholder-North Division	Pricing Formula & Farm Gate Price	11.06.2023	Lamusmus – West Division	FFB Pricing Formula	26/04/2023	Pinikidu- South Division	
Training topics	Training date	Location																		
Financial Literacy	11/06/2023	Lakurumau-North Division																		
FFB Pricing Formula	02/11/ 2023	Lakurumau-North Division																		
Importance of CLUA	26/04/2023	Smallholder-North Division																		
Pricing Formula & Farm Gate Price	11.06.2023	Lamusmus – West Division																		
FFB Pricing Formula	26/04/2023	Pinikidu- South Division																		
5.1.5	<p>Poliamba Palm Oil Mill is the only milling company in the New Ireland Province that source FFBs from its plantations and the surrounding smallholder farmers. During the interviews, the farmers confirmed that there are appointed days scheduled for harvest and placing their crops at their respective market points at the roadsides for pick up. For instance, the South Smallholders are told to harvest every Tuesdays of the company week.</p> <p>The monthly price per ton of FFB is clearly calculated and explained to the farmers during field days as noted in response to indicator 5.1.2. Moreover, the monthly FFB price is displayed on the OPIC, and Smallholder Affairs Department notice boards. Farmers are at liberty to harvest their crops to sell to the oil mill at the current monthly price.</p>	Yes																		
5.1.6(C)	<p>Smallholder FFB payments are made to farmers on a fortnightly basis, their monies are transferred directly into their respective bank accounts. The amount paid to individual farmers equates to the total FFB weight they produced over the weigh bridge.</p>	Yes																		
5.1.7	<p>Independent Consumer and Competition Commission (ICCC) is the government body that does the annual weighbridge calibration and testing. And only upon proper calibration of the mill weigh bridge, it issues the Certificate of Inspection (COI).</p> <p>The mill weighbridge certificate was issued at COI (No. ICC3082) on the 19/09/2023 and expires on 19/11/2024.</p>	Yes																		
5.1.8	<p>Poliamba oil mill is the only mill where the smallholders sell their FFB directly to. Their (smallholder) crop is picked up at their respective market's points by the company for milling. The mutual agreement is implied through the crop being placed at the roadside market's points by</p>	Yes																		

	<p>the smallholder. And that arrangement is deemed as a contract stated under PNGNI indicator 2.2.1.</p> <p>The smallholders are supported by the mill through the milling company's Smallholder Affairs Department and are certified under Poliamba Oil Mill RSPO certificate.</p>																															
<p>5.1.9 (C)</p>	<p>A smallholder grievance and request procedure (SOP No. SHA005) is in place, and based on the interview, most of the sampled farmers indicated they are informed of the grievance procedure during the field days. Sampled awareness records done on field days dated.</p> <table border="1" data-bbox="421 539 1222 741"> <thead> <tr> <th>Division</th> <th>Date done</th> <th>Location conducted</th> </tr> </thead> <tbody> <tr> <td>North</td> <td>02/11/2023</td> <td>Lakurumau</td> </tr> <tr> <td>South</td> <td>26/04/2023</td> <td>Pinikidu</td> </tr> <tr> <td>West</td> <td>11/07/2023</td> <td>Lamusmus number two</td> </tr> </tbody> </table> <p>The SOP indicates a total of 47 working days (Section 4.1 - 4.4 as shown below) to process the grievance and requests made by the farmers as per the procedure. And if not satisfied with the process, the affected person can take it to court as noted in Section 4.5 of the procedure to settle the issue.</p> <p>As per the grievance records for smallholders, famers sampled as below had not been attended to or partially attended by the company management representative. Most of the grievances registered were more than 6 months max and no action taken. The approach contradicts that 47 days maximum turn around time stated in the smallholder grievance SOP. Evidence as below.</p> <table border="1" data-bbox="421 1200 1222 1908"> <thead> <tr> <th>Ref No</th> <th>Grievance</th> <th>Name of complainant</th> <th>Date Registered</th> <th>Dated action taken</th> <th>Comment</th> </tr> </thead> <tbody> <tr> <td>002</td> <td>Payment on hold due to crop theft suspect</td> <td>PS</td> <td>06/01/2023</td> <td>06/01/2023</td> <td>Suspension uplifted on 31/01/2023 and signed off by management representative. But as required on the register the complainant did not sign off.</td> </tr> <tr> <td>003</td> <td>Over deduction fertilizer loan for block S207</td> <td>AL</td> <td>10/01/2023</td> <td>Still open</td> <td>1 year and still pending</td> </tr> </tbody> </table>	Division	Date done	Location conducted	North	02/11/2023	Lakurumau	South	26/04/2023	Pinikidu	West	11/07/2023	Lamusmus number two	Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment	002	Payment on hold due to crop theft suspect	PS	06/01/2023	06/01/2023	Suspension uplifted on 31/01/2023 and signed off by management representative. But as required on the register the complainant did not sign off.	003	Over deduction fertilizer loan for block S207	AL	10/01/2023	Still open	1 year and still pending	<p>No</p> <p>Major non-conformity</p> <p>NC# POL2024/ASA2 – M2</p>
Division	Date done	Location conducted																														
North	02/11/2023	Lakurumau																														
South	26/04/2023	Pinikidu																														
West	11/07/2023	Lamusmus number two																														
Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment																											
002	Payment on hold due to crop theft suspect	PS	06/01/2023	06/01/2023	Suspension uplifted on 31/01/2023 and signed off by management representative. But as required on the register the complainant did not sign off.																											
003	Over deduction fertilizer loan for block S207	AL	10/01/2023	Still open	1 year and still pending																											

	007	Fertilizer over deduction	Etson Jnr Naturu	25/05/2023	Still open	6 months and still pending	
	008	Fertilizer over deduction	SP	25/05/2023	Still open	6 months and still pending	
	009	Fertilizer over deduction	SP	25/05/2023	Still open	6 months and still pending	
	013	Deduction on tools not received	MJ	26/06/2023	Still open	6 months and still pending	
	018	Deduction on tools not received	NA	22/08/2023	Still open	5 months and still pending	
	Hence the timeline taken to attend/respond to the smallholders grievances were not in line with the NBPOL – Grievance and Request Procedure.						
5.2.1	NBPOL – Poliamba Limited - Smallholder Affairs Department continuously conducts Field Days to consult with the smallholders on their needs and requirements, where it has been confirmed through consultation with smallholders. It can be seen through the field visit and inspection report where advice and evaluation, especially in good agriculture practices were available. Apart from those various trainings covering the subjects of occupational safety, environment, field upkeep techniques and financial literacy were also given. Records of trainings were well maintained for verification.						Yes
5.2.2	<p>NBPOL – Poliamba Limited - Smallholder Affairs Department provides extension services to smallholders to support the development and implementation of livelihood improvement programs. The extension service program has been captured in the Smallholders Training Program 2024. The services have been provided on waste management, basic first aid, land preparation, sexual harassment and gender equality and financial literacy. Consultation on best management practices will be done by PIC for each smallholder group that has been appointed by the Smallholder Department.</p> <p>Field day programs are implemented to enhance farmers’ understanding of the best practice and importance of fertilizer application. Company policies such as sexual harassment and No Child Labour Policies are also communicated to the farmers during the time. Financial institution like New Ireland Savings and Loans Society (NISLS), Nambawan Super Fund (NSF) and Bank of South Pacific are invited to participate in encouraging the farmer to save money. As per interview with the 32/35 sample farmers, about 60% of them had opened accounts with banks and are saving from their oil palm earnings. Some said they are in the process of opening their accounts.</p>						Yes

	Eight of the sampled farmer blocks were inspected to verify the best management practices of their block. All blocks' demonstrated weeds were kept low and good for fertilizing. Fertilizers were issued to all the sample 32 farmers.	
5.2.3	PIC for each group of smallholders has been appointed by NBPOL – Poliamba Limited - Smallholder Affairs Department where they are responsible for communicating and training smallholders in understanding of legal requirements. It has been confirmed through consultation with smallholders. Field days are done as programmed at various smallholder locations. Like sampled evidence provided in 5.1.4, the farmers are made aware of the legal requirements such as the No Child Labour or killing of RTE species. As per interview with the farmers the farmers were fully aware of these requirements.	Yes
5.2.4 (C)	It was confirmed during the assessment that the smallholders do not use chemicals for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.	NA
5.2.5	Field days reports are documented, the Local Planning Committees (LPC) consist of the Poliamba GM, Smallholder Manager, Technical Service Manager and OPIC Manager and Chairman do review performance. Based on the first review meeting on 29 th June 2023, the LPC discussed several key issues such as improving smallholder transport, replanting program, fertilizer application program and crop theft by local in company plantations. Follow up meeting number 2 was done on 17/10/23, progress on actions taken noted. Fertilizers were supplied to farmers as requested, but for the replanting program, OPIC is yet to agree with the Company on the arrangement of funding so that more seedlings can be produced and supplied to the smallholders. Two trucks were allocated by the company to evacuate smallholder crops but were undergoing repair and maintenance in the workshop during the audit.	Yes
Principle 6: Respect workers' rights and conditions		
Indicator	Summary of Findings	Compliance (Y/N) and NC#
6.1.1 (C)	The company has established a non- discrimination and equal opportunity policy entitled NBPOL Human Rights Policy which is available in English and Tok Pisin. There have been no changes since last year for the policy. The company Human Rights Policy also was referred to the Sime Darby Responsible Agriculture Charter as NBPOL was part of the Sime Darby Plantation Berhad. As stated in the clause 2: Human Rights and Social Development Commitments that covered: 2.1: Respect human rights and empower communities in accordance with UN Guiding Principles and Business and Human Rights 2.2 Protect labour standards and enhance employment conditions based on the International Labour Organization (ILO) as well as Fair and Free Labour Principles for Oil Palm. Human Rights Policy is posted on the public notice boards, in the company website.	Yes

	<p>Socialization conducted during morning muster to all employees are recorded as below:</p> <table border="1" data-bbox="422 293 1222 600"> <thead> <tr> <th>Site</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Noatsi Estate</td> <td>14/11/2023</td> </tr> <tr> <td>West Coast Estate</td> <td>04/12/2023</td> </tr> <tr> <td>Nalik Estate</td> <td>21/02/2023</td> </tr> <tr> <td>Poliamba Mill</td> <td>01/12/2023</td> </tr> <tr> <td>Kara Estate</td> <td>18/01/2024</td> </tr> </tbody> </table>	Site	Date	Noatsi Estate	14/11/2023	West Coast Estate	04/12/2023	Nalik Estate	21/02/2023	Poliamba Mill	01/12/2023	Kara Estate	18/01/2024	
Site	Date													
Noatsi Estate	14/11/2023													
West Coast Estate	04/12/2023													
Nalik Estate	21/02/2023													
Poliamba Mill	01/12/2023													
Kara Estate	18/01/2024													
6.1.2 (C)	<p>Based on Interview with the workers shows that the management uphold the policy as per previous year comprises of different gender and nationalities as well as were confirmed that no discrimination has reported. The management treated all equally, providing free accommodation and medical to all the workers and offered jobs based on capability. The worker can request a job transfer if they find they unfit for the job assigned to them.</p> <p>No use of recruitment agent and no migrant worker has been hired under Poliamba Limited.</p>	Yes												
6.1.3	<p>NBPOL has developed Employee Rights & Equal Employment Opportunities Policy dated 25/07/2016 where NBPOL is committed to eliminate any unlawful or unfair discrimination on the grounds of race, colour, gender, religion, disability, age, ethic/national origins, marital status, religious or ethical beliefs, etc.</p> <p>The management will also recruit and select their employees based on skills and capabilities as per the Recruitment & Termination SOP, Doc No HR004, rev 7, dated 09/01/2024.</p> <p>The responsibilities of HR and HOD include the following.</p> <ul style="list-style-type: none"> - Interview applicants and select the best candidate. - Successful applicants are hired and settled with new job. - Contract is signed with the recruited employee. - Inductions are done. <p>For any upgrading or promotion will be discussed between HOD, HR and GM. Any new position or grade will be commenced after the approval of GM</p>	Yes												
6.1.4	<p>No pregnancy testing was not conducted in a discriminatory manner. Workers who handle chemicals will inform the management of their pregnancy and the management will transfer them to the suitable task.</p> <p>This confirms during the interview with female worker during site visit and also from gender committee during stakeholder consultation.</p>	Yes												
6.1.5 (C)	<p>Poliamba Limited has a combined Social Issues Committee within mill and all estates in to specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. The SIC currently has 43 personnel that represent each site.</p> <p>They also established the Poliamba Social Issues Committee Terms of Reference in November 2021 version. According to the ToR, the role of SIC is to ensure a healthy and safe environment where employees, irrespective of status, position, or gender, are treated with dignity and free from any form of gender-based grievances. They also must make</p>	Yes												

	<p>aware and provide guidance to employees of company policies, procedures, and overall stance on GBV in the workplace and communities.</p> <ul style="list-style-type: none"> • Poliamba Referral Pathway for Gender Based Crimes <p>Sighted the meeting minute as below: Poliamba Social Issues Committee Quarter 3 dated 20/07/2023 & 31/10/2023, Venue Poliamba Training Centre– Chaired by Ms. Winnie Kale and they have refreshed on GBV or Gender Based Violence. The GBV cases must be reported to SIC and resolved. GBV includes mental / physical violence / abuse. GBV committee must be made known to all employees and workers and they can help to resolve the case.</p>																																			
<p>6.1.6</p>	<p>The management paid their employees equally. Verification for evidence of equal pay for same work scope is based on the payslips and their contract agreement.</p> <p>Wages are paid every fortnightly.</p> <p>Sighted the memo dated 23-01-2024, “Non-Executive Wage Rates for Grade 1.1 to 2.3 wef. Jan – Dec 2024” from Human Resources Department.</p> <table border="1" data-bbox="421 835 1217 1178"> <thead> <tr> <th colspan="2">NBPOL Grades and Levels</th> <th colspan="2">New Rates Effective Jan – Dec 2024</th> </tr> <tr> <th>Grade</th> <th>Level</th> <th>Pay Fortnight</th> <th>Hourly</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td>1</td> <td>343.20</td> <td>3.90</td> </tr> <tr> <td>2</td> <td>365.20</td> <td>4.15</td> </tr> <tr> <td>3</td> <td>391.60</td> <td>4.45</td> </tr> <tr> <td rowspan="3">2</td> <td>1</td> <td>409.20</td> <td>4.65</td> </tr> <tr> <td>2</td> <td>435.60</td> <td>4.95</td> </tr> <tr> <td>3</td> <td>462.88</td> <td>5.26</td> </tr> </tbody> </table> <p>The rate payment for above the minimum wages standard that is K3.50/Hrs.</p>	NBPOL Grades and Levels		New Rates Effective Jan – Dec 2024		Grade	Level	Pay Fortnight	Hourly	1	1	343.20	3.90	2	365.20	4.15	3	391.60	4.45	2	1	409.20	4.65	2	435.60	4.95	3	462.88	5.26	<p>Yes</p>						
NBPOL Grades and Levels		New Rates Effective Jan – Dec 2024																																		
Grade	Level	Pay Fortnight	Hourly																																	
1	1	343.20	3.90																																	
	2	365.20	4.15																																	
	3	391.60	4.45																																	
2	1	409.20	4.65																																	
	2	435.60	4.95																																	
	3	462.88	5.26																																	
<p>6.2.1 (C)</p>	<p>The payslips and employment contracts are prepared in English language and the company explained to them in the language they understand during induction training and general awareness entitled. The pay rate has also been explained to all employees during morning muster and new employee induction training.</p> <table border="1" data-bbox="421 1435 1217 1778"> <thead> <tr> <th colspan="2">NBPOL Grades and Levels</th> <th colspan="2">New Rates Effective Jan – Dec 2024</th> </tr> <tr> <th>Grade</th> <th>Level</th> <th>Pay Fortnight (kina)</th> <th>Hourly</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1</td> <td>1</td> <td>343.20</td> <td>3.90</td> </tr> <tr> <td>2</td> <td>365.20</td> <td>4.15</td> </tr> <tr> <td>3</td> <td>391.60</td> <td>4.45</td> </tr> <tr> <td rowspan="3">2</td> <td>1</td> <td>409.20</td> <td>4.65</td> </tr> <tr> <td>2</td> <td>435.60</td> <td>4.95</td> </tr> <tr> <td>3</td> <td>462.88</td> <td>5.26</td> </tr> </tbody> </table> <p>Sighted Training provided to employees that related to workers welfare and employment conditions and pay rate.</p> <table border="1" data-bbox="421 1906 1217 2002"> <thead> <tr> <th>Site</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Noatsi Estate</td> <td>14/11/2023</td> </tr> <tr> <td>West Coast Estate</td> <td>04/12/2023</td> </tr> </tbody> </table>	NBPOL Grades and Levels		New Rates Effective Jan – Dec 2024		Grade	Level	Pay Fortnight (kina)	Hourly	1	1	343.20	3.90	2	365.20	4.15	3	391.60	4.45	2	1	409.20	4.65	2	435.60	4.95	3	462.88	5.26	Site	Date	Noatsi Estate	14/11/2023	West Coast Estate	04/12/2023	<p>Yes</p>
NBPOL Grades and Levels		New Rates Effective Jan – Dec 2024																																		
Grade	Level	Pay Fortnight (kina)	Hourly																																	
1	1	343.20	3.90																																	
	2	365.20	4.15																																	
	3	391.60	4.45																																	
2	1	409.20	4.65																																	
	2	435.60	4.95																																	
	3	462.88	5.26																																	
Site	Date																																			
Noatsi Estate	14/11/2023																																			
West Coast Estate	04/12/2023																																			

	Nalik Estate	21/02/2023	
	Poliamba Mill	01/12/2023	
	Kara Estate	18/01/2024	
6.2.2 (C)	<p>NBPOL has implemented General Policies & Regulations Handbook released in May 2010 where summary of employment conditions was clearly stated in the handbook such as hours of work, overtime, annual leave, sick days, housing, electricity, water, promotion, loans and advances, probation notice and maternity leave. Reviewed payslips where all types of work done, and the deduction made by the company have stated in the payslips.</p> <p>It was evidenced that the agreements have been prepared in language understood by employees and signed by both company and employees. The required manager will brief the details of the employment to employee.</p> <p>Sighted fair wages and payslip to male worker, female worker, administration worker, loose fruit collector etc. which being paid every fortnight in sample below this including Overtime, Nasfund:</p> <ul style="list-style-type: none"> - Payslip for worker with Employee Number 58078 (Kara Estate); Harvester (Male); Contract Agreement dated 03/02/2020. - Payslip for worker with employee number 55669 (Kara Estate). - Payslip for worker with employee number 313366 (West Coast Estate); Loose Fruit (Female); Contract Agreement date on dated on 22/05/2013. - Payslip for worker with employee number 314389 (West Coast Estate); Sprayers (Male); Contract agreement dated on 05/03/2014. - Payslip for worker with employee number 315478 (West Coast Estate); Harvester (Male); Contract Agreement dated on 03/10/2016. - Payslip for worker with employee number 95726 (West Coast Estate); Weeding Manual Selective (Female); Contract Agreement dated on 28/08/2023. - Payslip for worker with employee number 93315 (Nalik Estate); Weeding (Male); Contract agreement dated on 08/05/2023. - Payslip for worker with employee number 93314 (Nalik Estate); Harvester (Male); Contract agreement dated on 08/05/2023. - Payslip for worker with employee number 311916 (Nalik Estate); Loose Fruit Collector (Female); Contract agreement dated on 07/09/2012. - Payslip for worker with employee number 315461(Nalik Estate); Loose Fruit Collector (Female); Contract Agreement dated on 03/10/2016. - Payslip for worker with employee number 97125 (Mill); Production (Male); Contract Agreement dated on 03/10/2016. - Payslip for worker with employee number 314082 (Noatsi Estate); Harvester (Male); Contract agreement dated on 25/11/2023. - Payslip for worker with employee number 315461 (Noatsi Estate) Fertilizer Application (Female); Contract agreement dated on 03/10/2016. - Payslip for worker with employee number 311916 (Noatsi; Loose Fruit Collector (Female); Contract agreement dated on 07/09/2012. 		Yes

6.2.3 (C)	<p>The regular working hours, deductions, overtime, sickness, holiday entitlement, maternity, reasons for dismissal and period of notice complied with the legal and other labour requirement.</p> <p><u>Working hours</u></p> <p>Week 1 – Monday to Thursday - 7.00am - 4.15pm</p> <p>Week 2 – Monday to Saturday - 7.00am - 4.15pm</p> <p>Annual Paid Leave - 17 days per year</p> <p><u>Reasons for Dismissal</u></p> <p>Misconduct – dishonesty, insobriety, insubordination, or assault on a company officer.</p> <p>Total 65 sample of workers’ payslip and contract agreement have been reviewed and verified as per detail in Criteria 6.2.2</p>	Yes
6.2.4 (C)	<p>The management provided the habitable housing and necessities facilities for their worker with required facilities such as housing units, treated water, electricity, clinic, and primary school etc. as verified on site.</p> <p>Management have established the “General Repair & Maintenance Work” procedure for monitoring of housing maintenance refer to SOP CON006 dated 01/12/2022.</p> <p>Refer to attachment 7.3, Workflow Process</p> <p>-To improve efficiency on this, all R&M work request categorized into 4 group</p> <ol style="list-style-type: none"> 1) Emergencies work 2) Priority Repair works 3) Planned or Programmed works 4) Capital Works <p>Due to the limited manpower and material availability, its confirmed that some of the work maintenances are delayed until month.</p> <p><u>West Coast Estate, Nallik Estate & Kara Estate</u></p> <p>The Housing Maintenance Checklist was sighted. They conducted inspection for bi-monthly. The site safety supervisor is conducting the housing inspection.</p> <p>Sighted for Siccacui Plantation housing maintenance checklist date on 30/12/2023.</p>	Yes
6.2.5	<p>The site has a canteen outside the gate where workers / employees can get their food and groceries.</p> <p>Based on interviews with staff and workers who live within the housing facilities, they have good access to the stores to get adequate, sufficient, and affordable food. The plantation and mill location are nearest to Main Road to the town. Sighted in the Social & Environment Improvement Plan latest revision 2023, in Impact 4 – Livelihood and benefit distribution, whereby stakeholder recommend controlling store prices properly. The</p>	Yes

	action taken on this matter is to conduct basket survey to check on price of food sold in shops to compare with the workers' pay.	
6.2.6	<p>A Basket Survey Report August 2023 is conducted on an annual basis and determines the cost of living for the workers earning basic minimum wage of 3.50K in pay grade 1:1 and as per the national minimum wage.</p> <p>The current rate for grade 1 for NBPOL, Poliamba Limited is K3.71 and it's above the Papua New Guinea's Minimum Wages.</p> <p>It is also to assess if the amounts earned in a fortnight by workers grade 1:1 can meet their basic needs over the fortnight period. A total of 166 participants from 5 estates and Human Resource and Construction Department are selected. There is a 5% increment of salary provided to workers.</p> <p>Based on the survey, prices of store goods have increased over 6% between 2022 and 2023. The following recommendations stated including:</p> <ul style="list-style-type: none"> - The 2 shops on Poliamba Plantation Lakurumau (Bisi & Hamamas Trading) seem to have increased a little less than to Hamamas Trading. - Price Controller or ICCC must be brought in to check and confirm item prices in the Poliamba Plantation local shop. 	Yes
6.2.7	<p>The management has maintained practices to recruit permanent workers for all core works. All the core works are performed by permanent and full-time employees in mills and plantations. At palm oil mill, temporary or short-term contract offered to non-core type of work such as general worker and miscellaneous labour.</p> <p>All workers at mill and estates are permanent workers and they are being paid daily rates at the lowest rate for grade 1 at K3.71/Hrs. that is above from the minimum wages of K3.50/Hrs.</p>	Yes
6.3.1 (C)	<p>There is no Trade Union organization in Poliamba Limited Estates and Mill, but the NBPOL Human Rights Policy have stated their commitment on Rights for workers states "All employees have the right to join and form organizations of their own choosing and to bargain collectively".</p> <p>Based on the interview with workers during site visit and stakeholder meeting the employees aware regarding the right for them to join any association and union.</p>	Yes
6.3.2	<p>There is no labour union or workers representatives in Poliamba Ltd, but they did have a quarterly meeting organized by the Social Issues Committee.</p>	Yes
6.3.3	<p>No Trade Union but management given commitment to employee to join any registered union and not interfere with their formation and election if any.</p>	Yes
6.4.1	<p>NBPOL has established a Human Rights Policy where no children below 16 working paid or unpaid on their premises. They will seek to ensure that schooling opportunities are available to children in the areas where they operate.</p> <p>Sime Darby Plantation has developed a Human Rights Charter 2020 to recognize that they protect the wellbeing of children by safeguarding them from any form of maltreatment or exploitation. They will not employ anyone under the age of 18 years. Please refer to indicator 2.2.3 providing audit details on suppliers complying with this policy.</p>	Yes

	Consultation with stakeholders and field observation during the onsite audit has not identified any use of child labour.													
6.4.2 (C)	<p>The NBPOL - Poliamba Limited. Standard Operating Procedure for Minimum Age Specification was established and reviewed. Steps of verification of the age are conducted with 2 criteria verification. Legal documentation such as birth certificate and national identification card must be provided unless not available due to the condition/ culture of the country.</p> <p>Alternatives procedure may be relied upon to provide assurance that minors are not employed such as:</p> <ol style="list-style-type: none"> i. School certificates ii. Letter from parents confirming the date of birth. iii. Letter from village court/ District Court Magistrate, or local church pastor iv. Previous employment records v. Statutory declaration signed by Commissioner of Oaths vi. Assurance during interview that the candidate has strong recollection of key events that aligns with their claimed age. <p>The age or date of birth of each worker are registered in the company database and it can be shown in the workers list.</p> <p>During this audit, the sample sites workers master lists were reviewed. Referring to the date of birth, there is no worker with the age on below 18 years old.</p>	Yes												
6.4.3 (C)	<p>There is no new policy that has been updated on NBPOL Poliamba Limited with Sime Darby Plantation regarding no young person employed policy. The memo is publicly displayed at the mill / estate office in both Tok Pisin and English language.</p> <p>The reminder on the practice is done during the morning muster held in estate / mill.</p>	Yes												
6.4.4	<p>The No Child Labour Policy of NBPOL Poliamba Limited were communicate through several channels including but not limited to:</p> <ol style="list-style-type: none"> 1. Through suppliers' contract and supplier Induction program, refer to indicator 2.2.1 and 2.2.3 for more details on the contracts audited. 2. Continuous awareness program with workers through periodic 3. training and briefing regarding company policies. 4. included in Gender committee meeting. 	Yes												
6.5.1 (C)	<p>NBPOL – Poliamba Limited has established a Sexual Harassment and Violence Policy. Sighted Training provided to employee that related to sexual harassment and violence as below:</p> <table border="1" data-bbox="422 1608 1220 1841"> <thead> <tr> <th>Site</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Noatsi Estate</td> <td>14/11/2023</td> </tr> <tr> <td>West Coast Estate</td> <td>04/12/2023</td> </tr> <tr> <td>Nalik Estate</td> <td>21/02/2023</td> </tr> <tr> <td>Poliamba Mill</td> <td>01/12/2023</td> </tr> <tr> <td>Kara Estate</td> <td>18/01/2024</td> </tr> </tbody> </table> <p><u>Smallholders</u> The company has a Sexual Harassment Policy updated on 10/01/2024, and the same policy is update to the smallholder sections and farmers. Interview done with the sample farmers indicated they are informed of</p>	Site	Date	Noatsi Estate	14/11/2023	West Coast Estate	04/12/2023	Nalik Estate	21/02/2023	Poliamba Mill	01/12/2023	Kara Estate	18/01/2024	Yes
Site	Date													
Noatsi Estate	14/11/2023													
West Coast Estate	04/12/2023													
Nalik Estate	21/02/2023													
Poliamba Mill	01/12/2023													
Kara Estate	18/01/2024													

	the policy. Sample awareness records on Sexual Harassment Policy communicated on the dates 26/04/2023 and 02/11/2023 respectively during field days to a total of 135 farmers	
6.5.2 (C)	<p>As stated in the document "Gender Rights Policy" dated 10/08/2021 that NBPOL does not allow pregnant women and breast-feeding mothers to do any tasks dealing with chemical handling and spraying. They will transfer to light duty work when they are confirmed pregnant.</p> <p><u>Smallholders</u> A Reproductive Rights Policy is maintained. Policy awareness training records dated 22/03/2023, 26/04/2023 and 02/11/2023 captures communication of this policy to about 200 farmers during separate field day. Most farmers interviewed also mention they were informed of this policy plus others like Zero Burning and No Killing of RTE species.</p>	Yes
6.5.3	<p>Poliamba Limited maintained the practiced in doing assessment for the new mother needs as below: Sampled of Assessment of New Mother Needs conducted as below:</p> <p><u>Noatsi Estate</u></p> <ol style="list-style-type: none"> Fafilia Gafe dated 24/01/2024-transport assistance during pregnancy/breast feeding-Action taken by management. Carnellia Cameron dated 24/01/2024-transport assistance during pregnancy/breast feeding-Action taken by Management. <p><u>Noatsi Estate</u></p> <ol style="list-style-type: none"> Change of Duty from Medical to lighter work dated 10/03/2023-Mrs Linda Hendry- Action taken by Management. <p><u>Kara Estate</u></p> <ol style="list-style-type: none"> Ketura Langes-transport assistance during pregnancy/breast feeding dated 28/10/2023- Action taken by Management. 	Yes
6.5.4	NBPOL maintained same mechanism to handle any issues of sexual harassment. The Special Grievance handling that includes grievances related to gender and sexual harassment that goes directly to the Human Resource department.	Yes
6.6.1 (C)	<p>A total of 65 workers have been samples for each operating unit which from category such as different gender, newly recruited workers, different races have been taken for verification. Employment contract, pay slips, and recruitment document has been taken and verified to ensure no forms of forced or trafficked labour are used in each operating unit.</p> <p>Description as per below:</p> <p><u>Retention of identity documents or passports</u> A copy of identity documents retained for employment purpose and kept under individual files. No foreign or guest workers in NBPOL.</p> <p><u>Payment of recruitment fees</u> No recruitment fees paid for employment. The method of recruitment of general labour and semi- skilled are from hearing of vacancies through word of mouth and putting up notice on notice board.</p>	Yes

	<p><u>Contract substitution.</u> No contract substitution observed. Clear job designation and scope of work written in the contract. No foreign or guest workers in NBPOL.</p> <p><u>Involuntary overtime</u> Overtime is voluntary and must be approved in advance by the appropriate Manager. All the overtime recorded maintained and tally with workers record before payment been made.</p>	
6.6.2 (C)	<p>SDPB has implemented a Sime Darby’s Human Rights Charter revised 2020 and can be easily access via www.simedarbyplantation.com where they committed as below:</p> <ol style="list-style-type: none"> 1. Providing equal opportunity 2. Respecting freedom of association 3. Eradicating any form of exploitation 4. Providing decent and fair wages, reasonable working hours with adequate rest, achievable productivity targets, voluntary overtime as well as adequate housing with access to basic needs 5. Eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking, and sexual exploitation by eliminating the need to retain identification documents, eliminating risk caused by debt bondage and avoiding contract substitution. <p>As per verification through interview with the workers at each operating units, it has been confirmed that there was no foreign labour or migrant workers employed in Poliamba Limited.</p>	Yes
6.7.1 (C)	<p>Sighted internal memo (Sustainability/2024/Policies) from Acting General Manager Poliamba Limited date on 10/01/2024 for onsite representatives Company’s Occupational Health and Safety System was sighted. This memo has formally advised members of the Senior Management Team the appointment of Sustainability & Quality Manager Madam Theresa Endy as management representative in the aspect of health and safety.</p> <p><u>Poliamba POM</u> Sighted the EHS Committee Structure for Poliamba and chairperson is the Mill Manager and was updated on 19/12/2023. EHS committee structure updated on 19/12/2023 chairperson is Mill Manager. EHS meeting was conducted on 22/12/2023, attended by 9 personnel. Latest Minutes meeting files refer to ME-EHSM-10/23. Agenda of the committee meeting has discussed the several issues as follows:</p> <ul style="list-style-type: none"> ✓ Review of near misses ✓ Review of safety incidents ✓ Overview of Safety Inspections & Safety Permits ✓ Review of PPE ✓ Employee health status ✓ Health & hygiene of company premises ✓ Chemical handling and storage ✓ First aid kits ✓ Emergency drills 	Yes

	<ul style="list-style-type: none"> ✓ New employee induction ✓ Review of internal / external audits ✓ Grievance & request register ✓ ESH & SOP training ✓ Environmental monitoring ✓ Policy awareness & safety talks ✓ Any other business (AOB) <p><u>Nalik Estate</u> Sighted minute of Health & Safety Committee meeting (Minute File No.: 12) was conducted on 28/12/2023.</p> <p><u>Kara Estate</u> The management has appointed Hermania Bata as Site Safety Officer (SSO) for Kara field. Her duties would cover the following:</p> <ul style="list-style-type: none"> ✓ Report all incidents and accidents to management. ✓ Provide Training/Awareness on safe work practices. ✓ Promote Environment, Health & Safety Programs & Activities ✓ Follow up on corrective measure on EH&S ✓ Receive and record all department employee grievances. <p>OSH committee structure was led by SAEM Mr. Jerry Joel as chairman while vice-chairman is Mr. Pius Wai, and the committee consists of 9 persons including Site safety officer as secretary. Sighted minute of Health & Safety Committee meeting (Minute File No.: 10-23 & 11-23) was conducted on 26/10/2023 and 29/12/2023 respectively.</p> <p><u>West Coast Estate.</u> The management has appointed Mr. Vigil Anis as Site Safety Officer (SSO) for West Coast field. His duties would cover the following:</p> <ul style="list-style-type: none"> ✓ Report all incidents and accidents to management. ✓ Provide Training/Awareness on safe work practices. ✓ Promote Environment, Health & Safety Programs & Activities ✓ Follow up on corrective measure on EH&S ✓ Receive and record all department employee grievances. <p>OSH committee structure was led by AEM Mr. Christ Malira, and the committee consists of 6 persons named Mr. Vigil Anis (Site Safety Officer), Estate clerk (Sandra Varily), Nursing officer (Louis Balik), Section leader Chemical Spraying (Milla Eliuda), Trainee Field Supervisor (Joshua Kanai), Team Leader Security (Nonnie Isie), Compound Representative (Nelson Passangan) and Women’s Representative (Wendy Peter) The EHS meeting are conducted on every month (either 3rd week or 4th week of the month whichever comes first). Sighted minute of Health & Safety Committee meeting (Minute File No.: 0423) was conducted on 28/11/2023 and Minute file 0523 dated on 03/12/2023. The meeting has discussed overview of safety inspections & permits, PPE review (its register, compliance status & records), employees health status (malaria, pneumonia & general body aches cases), health</p>	
--	---	--

	<p>hygiene at company premises, chemical handling & storage, first aid kits, review of internal/external audits (outstanding NCs), ESH & SOP training, environmental monitoring (waste register & HCV signage), policy awareness & any other business (replacement of old barracks and PIRO training).</p> <p><u>Noatsi Estate</u> The management has appointed Ms. Zuriel Balik as Site Safety Officer (SSO) for Notasi field. Her duties would cover the following:</p> <ul style="list-style-type: none"> ✓ Report all incidents and accidents to management. ✓ Provide Training/Awareness on safe work practices. ✓ Promote Environment, Health & Safety Programs & Activities ✓ Follow up on corrective measure on EH&S ✓ Receive and record all department employee grievances. <p>OSH committee structure was led by Mr. Edwin Janbahavi (chairman) & Darius Robin. The committee consists of 11 persons. Sighted the EHS minute meeting conducted on 30/11/2023 & 23/12/2023 with file no: 0523 & 0623 attended by 19 personnel.</p>																																	
6.7.2	<p>Sighted Poliamba Limited Emergency Response SOP and emergency response plan reviewed on 04/01/2024. These emergency procedures have covered motor vehicle accident, injuries, sickness, drowning, plantation fire/bush fire within or around plantation boundary. The equipment that has been included in the SOP are first aid kit, ambulance, water containers, fire tanks and water truck.</p> <p>The management has prepared an Emergency Response Plan (ERP) (Doc. No.: HSP-ERP-010; Date Reviewed & Issued: 4/1/2024; Form: HSP-ERP-010). The drill frequency was made every 6 months and the scope of emergencies that covered by the ERP are as follows:</p> <ol style="list-style-type: none"> 1. Earthquake 2. Flooding 3. Riots 4. Robbery 5. Environmental damage 6. OHS emergency. 7. Equipment operation 8. Fire <p>Records of ERP drill that been conducted are:</p> <table border="1" data-bbox="421 1576 1219 1960"> <thead> <tr> <th>Date of Emergency Drill</th> <th>Type of Drill</th> <th>No of Participants</th> <th>Site</th> </tr> </thead> <tbody> <tr> <td>31/04/2023</td> <td>OHS Emergency</td> <td>46 personnel</td> <td>Mill</td> </tr> <tr> <td>05/07/2023</td> <td>OHS Emergency</td> <td>10 personnel</td> <td>Mill</td> </tr> <tr> <td>18/01/2024</td> <td>Fire emergency</td> <td>49 personnel</td> <td>Mill</td> </tr> <tr> <td>21/08/2023</td> <td>Earthquake</td> <td>60 Personnel</td> <td>West Coast Estate</td> </tr> <tr> <td>24/08/2023</td> <td>Accident at workplace</td> <td>15 personnel</td> <td>West Coast Estate</td> </tr> <tr> <td>30/06/2023</td> <td>Earthquake</td> <td>11 personnel</td> <td>Kara Estate</td> </tr> <tr> <td>03/08/2023</td> <td>Tsunami</td> <td>21 personnel</td> <td>Kara Estate</td> </tr> </tbody> </table>	Date of Emergency Drill	Type of Drill	No of Participants	Site	31/04/2023	OHS Emergency	46 personnel	Mill	05/07/2023	OHS Emergency	10 personnel	Mill	18/01/2024	Fire emergency	49 personnel	Mill	21/08/2023	Earthquake	60 Personnel	West Coast Estate	24/08/2023	Accident at workplace	15 personnel	West Coast Estate	30/06/2023	Earthquake	11 personnel	Kara Estate	03/08/2023	Tsunami	21 personnel	Kara Estate	<p>No</p> <p>Minor non-conformity</p> <p>NC# POL2024/ASA2 – N1</p>
Date of Emergency Drill	Type of Drill	No of Participants	Site																															
31/04/2023	OHS Emergency	46 personnel	Mill																															
05/07/2023	OHS Emergency	10 personnel	Mill																															
18/01/2024	Fire emergency	49 personnel	Mill																															
21/08/2023	Earthquake	60 Personnel	West Coast Estate																															
24/08/2023	Accident at workplace	15 personnel	West Coast Estate																															
30/06/2023	Earthquake	11 personnel	Kara Estate																															
03/08/2023	Tsunami	21 personnel	Kara Estate																															

15/03/2023	Emergency Drill - Fire	30 personnel	Kara Estate
09/12/2023	Earthquake	10 personnel	Naotsi Estate
11/12/2023	Flooding	11 personnel	Naotsi Estate

An emergency escape route layout (aerial view) for Poliamba mill site was sighted. The management has included both internal and external emergency contact number in the ERP such as Emergency #1 Ambulance, Senior Supervisor Security, General Manager, Mill Manager, SQM Manager, HEO and Polimba clinic (internal) and fire station, police station and emergency/disaster (external).

All safety and warning signage were physically observed. Signage indicating potential danger has been included to indicate high voltage, moving machinery, hot surface, authorized personnel only, hazardous chemicals and flammable liquids. Other than that, the management has listed out mandatory items that must be worn by the workers such as hearing protection, hand protection, protective clothing, hard hat area, dust mask and foot protection.

Certificate of trained first aider as below:

Name	Course Date	Certificate Expiry Date	Site
Nigel Maup	10 - 11/08/2022	11/08/2025	Mill
Lester Toniaring	10 - 11/08/2022	11/08/2025	Mill
Kelly Mazewin	10 - 11/08/2022	11/08/2025	Mill
Milla Eliuda	10 - 11/08/2023	11/08/2025	West Coast Estate
Vigil Anis	19 - 20/04/2023	20/04/2026	West Coast Estate
John Pantu	10 - 11/08/2022	11/08/2025	West Coast Estate
David Yambu	08 - 09/08/2022	09/08/2025	Kara Estate
Gibson Kas	19 - 20/04/2023	20/04/2026	Kara Estate
Joriel Balik	19 - 20/04/2023	20/04/2026	Noatsi

Observed during onsite verification at the Poliamba mill, information for the presence of 2 certified first aid representatives named Willie Lee and Julieanne Ruchai was sighted. Both certified first aider are required to perform the following tasks:

- Be on standby to deliver First aid requirements to employees where necessary.
- Ensure First Aid Kits are properly acquired and restocked regularly.
- Always available when required.
- Provide First Aid awareness and training to work colleagues.

Kara Estate

Currently the estate has a total of 8 persons as certified first aider. Noted that a total of 7 units of first aid bags has been acknowledge received by

	<p>the trained first aider (First aid bag item numbers #04, #19, #18, #08, #17 & Office first aid kit).</p> <p>There are 2 units of fire extinguisher (ABE and CO2 type) were allocated at fertilizer shed/store and genset/powerhouse room. Last inspection was conducted on January, February and March 2023 and status of this units are in good condition.</p> <p>SOP for Fire Extinguisher Check (SOP No.: SUS011; Review No.: 04; Review Date: 03/11/2020; Originator & Approver: SQM Manager; Page No.: 1 of 2).</p> <p>Stated in Point No. 4 Procedure:</p> <ol style="list-style-type: none"> 1. SSO and or SQM Officers to conduct monthly checks to ensure that all fire extinguishers are full and pressured. Ensure to mark on the service tag the date fire extinguisher have been checked. 2. If empty due to released pressure, report it directly to SQM Department. 3. If used and is empty fill in the SHEQ001 form and report it directly to SQM Department. 4. SQM will issue new fire extinguisher upon the report on the SHEQ001 form if used. 5. For refilling, Sustainability is responsible to check, raise purchase order and take extinguishers to Fire Service Station for refilling when Contractor is in province. Inspection will be done by the extinguisher service contractor in order to change any parts of fire extinguisher that need to be replaced. 6. SSO and SQM Officers are ensure extinguishers are properly registered in the POL Fire extinguisher Inspection register. 7. Only trained personal are allowed to check and replace fire extinguisher. <p>Sighted layout evacuation route for office area. A clear instruction for correct way how to handle the fire extinguisher i.e., PASS – Pull, Aim, Squeeze and Sweep.</p> <p><u>Noatsi Estate</u></p> <p>First aid kit available to respective activities sites such as spraying, harvesting and others. Total of 13 first aid box available for the estate.</p> <p>The fire extinguisher registers for 2023 has covered admin office, powerhouse, tool shed, pesticide shed, and petrol shed. Monthly inspection records starting from January until March 2023 reported that the fire extinguisher equipment is in good condition.</p> <p><u>West Coast Estate</u></p> <p>Currently this plantation has a total of 3 persons as certified first aider. Sampled of certified first aider are Joshua Kanai and Benjamin Sion. A total of 7 units of first aid kit has been issue to each personnel and this item has been acknowledged received on 7th December 2023 (First aid bag item numbers #031, #029, #030, #026, #019 & #032).</p> <p>There are 4 units of fire extinguisher (ABE and CO2 type) were allocated at office, fuel shed, genset and clinic. Last inspection was conducted on January, February and March 2023 and the status of this units are in good condition.</p>	
--	---	--

	<p>All accidents records are available and maintained by respective Safety and Health Officer. This record will be available on the KPI records and kept by Sustainability Department for overall sites.</p> <p>Monitoring of first aid kits were done by respective Estate's Clinics. Poliamba Management had established a form titled "Workplace First Aid Checklist" as current practice to monitor the items in the first aid kits. However, the items contain in the first aid kit were not consistent with the Industrial Safety, Health, and Welfare Regulation 1965. Missing scissors in first kit for spraying gang at Noatsi Estate, alternatively they are using razor blade to replace scissors. Monitoring of items in the first aid kit were not consistent based on the form and this happened on few other occasions in the estates as well.</p>	
6.7.3 (C)	<p>The management has prepared PPE SOP (SOP No.: SUS015; Review No. 07; Review date: 15/1/2024; Originator: Acting General Manager; Approver: Bujang Tabau Frankie). The requirement of PPE was made based on the approved PPE list. The PPE list must be provided to all employees whose task that requires PPE by the respective Department Management. The approved guideline is based on risk assessment. All employees are required to wear their PPE when attending morning musters and when at the worksite doing assigned tasks. Revised PPE guideline updated in appendix 3. Stated in PPE SOP several provisions have been highlighted as follows:</p> <p><u>Under Clause b) PPE Check and Register:</u></p> <p>Sub clause (iv) For field the muster chit must be used to check all employees are with PPE before giving their task for the day.</p> <p>Sub clause (v) All field employees will be marked present if they have fully required PPE for their task. The PPE check section will be marked (v) and the worker sent to work.</p> <p>Sub clause (vi) For other Department like Mill, VWS and construction checks must be done during schedule musters and PPE checks done for all employees.</p> <p><u>Under Clause c) Penalties for PPE non-compliance:</u></p> <p>Sub clause (viii) Workers without appropriate PPE for the jobs that require the PPE are to be sent to get their PPE and come to work. <i>NO PPE means NO WORK.</i></p> <p>Sub clause (ix) If an employee is dishonest by giving his PPEs away and reported to be stolen or for whatever reason that is not acceptable, replacement and cost of the PPE deducted from the employees pay.</p> <p>Document for PPE Register (Appendix 2) has been developed and list of items as follows:</p> <ol style="list-style-type: none"> a. Body Protection (Overall, shirt, trouser, apron, Hi-vis vest & raincoat/poncho) b. Foot Protection (Gumboot, safety gumboot & safety shoe) c. Face Protection (Face shield, 3M disposable respirator, disposable carbon filter respirator, dust mask & respirator) d. Hand Protection (Sprayer nitrile elbow length, rubber gloves & welders leather gloves) e. Head Protection (Spray cap, helmet & hard hat) f. Ear Protection (Earmuffs/plugs) and 	Yes

	<p>g. Eye Protection (Clear safety glasses).</p> <ol style="list-style-type: none"> <u>West Coast Estate</u> The latest PPE issuance record was made on 22/01/2024 for harvesters, sprayers & loose fruit collectors and drivers such as safety shoe, Hi-Vis Vest, Gumboots, and shirt. <u>Kara Estate</u> The PPE issuance record was made on 30/01/2024 for harvester and 17/1/2024 for spraying gang, issuance of gumboots. <u>Notasi Estate</u> PPE issuance record was made on 23/01/2024 for driver and harvester for gumboots and safety boots. <u>Nalik Estate</u> PPE issuance record was made on 27/01/2024 for driver and harvester for gumboots and safety boots. 													
6.7.4	<p>The employees and their dependents are provided with a free of charge medical facility on site. The cost of referrals for treatment at the local General Hospital and its admissions including employee's dependents (spouse and children) are covered by the company. The company also included the cost for treatment at other public medical facilities within PNG (with local General Hospital recommendation). Employees' compensation for work-related accidents and injuries is covered to all employees. Individual employees are responsible for immediately reporting all accidents at work to their supervisor or manager. An insurance policy from Aon Risk Services (PNG) Limited (valid until 31/01/2025) has covered the workers compensation claim. Sighted the records for workers compensation claims and latest case was on 25/01/2023 related to amputate right fingertip (claim no: 001136)</p>	Yes												
6.7.5	<p>The management has prepared a document named Injury Assessment Report (Doc. No.: POMS0108; Revision No.: 4; Date: 21/08/2017). Reporting for Lost Time Injuries (LTI) for the year 2023 was made available.</p> <table border="1"> <thead> <tr> <th>Complex</th> <th>Sum of LTI cases</th> </tr> </thead> <tbody> <tr> <td>Poliamba POM</td> <td>1</td> </tr> <tr> <td>Nalik Estate</td> <td>12</td> </tr> <tr> <td>Noatsi Estate</td> <td>4</td> </tr> <tr> <td>West Coast Estate</td> <td>0</td> </tr> <tr> <td>Kara Estate</td> <td>3</td> </tr> </tbody> </table> <p>For the year 2023, Poliamba has no major LTI and fatality, only minor LTIs. Most of the cases related to soft tissues injuries in the harvesting operation at the plantations with 1 day or 2days loss of workdays. The management has introduced PIIRO booklets and register with their targets and KPI are made to assist the team to be more alert on safety.</p>	Complex	Sum of LTI cases	Poliamba POM	1	Nalik Estate	12	Noatsi Estate	4	West Coast Estate	0	Kara Estate	3	Yes
Complex	Sum of LTI cases													
Poliamba POM	1													
Nalik Estate	12													
Noatsi Estate	4													
West Coast Estate	0													
Kara Estate	3													
Principle 7: Protect, conserve and enhance ecosystem and environment														
Indicator	Summary of Findings	Compliance (Y/N) and NC#												
7.1.1 (C)	<p>Integrated Pest Management Plan is established and implemented for all estates under Poliamba Limited Management. The purpose is to reflect the company's position concerning its responsibility for the handling, collection, storage, application, and disposal of pesticides within the plantation management environment. Latest updated on 7th July 2021 (Revision No.12) by Stephanie Opiti (TSD Manager).</p>	Yes												

The IPM outlines the procedures for the Safe and Effective use of pesticides and has been developed for use by staff involved in pest management and control, storage, handling, and application of pesticides within Poliamba Plantations. Its purpose is to reflect the company’s position concerning its responsibility for the handling, collection, storage, application, and disposal of pesticides within the plantation management environment.

Pests identified affecting the plantation include weeds (Calapogonium sp. And Pueraria phaseoloides), fungal diseases (leaf spot, spear rot, ganoderma), rhinoceros beetles, grasshoppers, sexava and caterpillars. Non-chemical methods of pest treatment include:

- Hand picking of weeds and pests.
- Manual weeding
- Use of pheromones to lure rhinoceros beetles of beetles with

Metarhizium fungus

Stated in the IPM Plan on the treatment, monitoring, and chemical application for each pest identified. Monitoring on the effectiveness of this treatment option had been updated via census conducted on monthly basis.

Pest	Treatment option	Monitoring method	Chemical used
Weed Control	Selective approach (mechanical, chemical, or handpicking) can be used to target specific noxious weeds and woody regrowth.	1. Field audits 2. Path & Circle Inspection 3. Nursery Inspections	Herbicides chemical
	Herbicides		
Insect control	Trunk injection	Routine patrol	Dimehypo
Fungal Disease	Used in the nursery, strictly in formulations without benomyl and carbofuran	Patrols	Thiram
		Host management	
		Palm drenching	
		Palm Removal	

Smallholders

The company has an IPM plan (Revision No. 12, dated 7th July 2021) that includes the smallholder operations also. Sexava and Ganoderma are two main pest and diseases that attack both smallholder and company planted oil palms. Consistent with the plan and IPM SOP (Revision No 4, dated 26/01/2023), Oil Palm Research Association officer is informed of the occurrence. And further assessment is done to determine the extent of the damage and recommend the appropriate control measures.

Currently there are no sexava attacks and no sexava treatment chemicals are used. For Ganoderma, the palm trunks are chipped and exposed in the sun to destroy the fungal growth. Weeds are manually slashed and uprooted.

7.1.2	Based on the IPM Plan, approval from PNG OPRA and the Poliamba Management is to be given to authorize the importing of exotic biological control agents. Any imported species must first be approved in PNG by National Agriculture Quarantine and Inspection Authority (NAQIA). Stated in the IPM Plan, the company uses Pueraria phaseoloides on the plantations as cover crop for soil amelioration and erosion control. Although Pueraria phaseoloides is listed in the Global Invasive Species Database and CABI.org it is a native species in Papua New Guinea. Sighted email from NAQIA stated “there is no invasive species in New Ireland Province” dated on 08/01/2024.	Yes																				
7.1.3	<p>Stated in the IPM plan, the use of fire to control pest infestations within the Poliamba operations is prohibited unless in exceptional circumstances such as plantation sanitation, where no effective methods exist. Site visit and interview with workers conducted to observe any fire that is used in estate operation. No fire was used in the estate operation. Additional to this, sighted the “Zero Burning Statement” by General Manager of Poliamba Limited, dated on 10/01/2024 regarding no burning can take place in all estate land, field, roadside, compound, office and workshop area and landfill sites.</p> <p>To monitor and control pests, refer to integrated pest management plan clearly mentioned on the procedure of.</p> <ol style="list-style-type: none"> 1. Insect control (2.3) <ul style="list-style-type: none"> - To detect insect infestations before large scale control measures are required and implement an effective control strategy promptly. 2. Fungal disease (2.4) <ul style="list-style-type: none"> - To detect disease outbreaks before large scale control measures are required and implement an effective control strategy promptly. 	Yes																				
7.2.1 (C)	<p>All the pest has been identified and the action to resolve the spread of pest has been formulated.</p> <table border="1" data-bbox="421 1256 1214 1854"> <thead> <tr> <th>Pest</th> <th>Treatment option</th> <th>Monitoring method</th> <th>Chemical used</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Weed Control</td> <td>Selective approach (mechanical, chemical, or handpicking) can be used to target specific noxious weeds and woody regrowth.</td> <td rowspan="2">1. Field audits 2. Path & Circle Inspection 3. Nursery Inspections</td> <td rowspan="2">Herbicides chemical</td> </tr> <tr> <td>Herbicides</td> </tr> <tr> <td>Insect control</td> <td>Trunk injection</td> <td>Routine patrol</td> <td>Dimehypo</td> </tr> <tr> <td rowspan="4">Fungal Disease</td> <td rowspan="4">Used in the nursery, strictly in formulations without benomyl and carbofuran</td> <td>Patrols</td> <td rowspan="4">Thiram</td> </tr> <tr> <td>Host Management</td> </tr> <tr> <td>Palm drenching</td> </tr> <tr> <td>Palm Removal</td> </tr> </tbody> </table> <p>Poliamba Management uses different kinds of pesticides in its operations to control pest infestations and the justification for the use of any pesticides is based on the technical advice of PNGOPRA (PNG Oil Palm</p>	Pest	Treatment option	Monitoring method	Chemical used	Weed Control	Selective approach (mechanical, chemical, or handpicking) can be used to target specific noxious weeds and woody regrowth.	1. Field audits 2. Path & Circle Inspection 3. Nursery Inspections	Herbicides chemical	Herbicides	Insect control	Trunk injection	Routine patrol	Dimehypo	Fungal Disease	Used in the nursery, strictly in formulations without benomyl and carbofuran	Patrols	Thiram	Host Management	Palm drenching	Palm Removal	Yes
Pest	Treatment option	Monitoring method	Chemical used																			
Weed Control	Selective approach (mechanical, chemical, or handpicking) can be used to target specific noxious weeds and woody regrowth.	1. Field audits 2. Path & Circle Inspection 3. Nursery Inspections	Herbicides chemical																			
	Herbicides																					
Insect control	Trunk injection	Routine patrol	Dimehypo																			
Fungal Disease	Used in the nursery, strictly in formulations without benomyl and carbofuran	Patrols	Thiram																			
		Host Management																				
		Palm drenching																				
		Palm Removal																				

	<p>Research Association INC.) A research arm of the oil palm industry in Papua New Guinea, all the technical or advice related to pest control on Palm Oil plantation is communicate via Pest Infestation Recommendation report. Types and justification of chemicals used are defined in the company’s IPM plan last updated 07th July 2021. Biological and mechanical methods for pest treatment are also defined in the IPM plan and prioritized overuse of chemicals and has been well implemented as there has been no chemical application for treatment of pests required since year 2019.</p>																																																																																																					
<p>7.2.2 (C)</p>	<p>All records on the pesticide use in terms of amount applied per hectare, type/active ingredients, their LD50 and number of applications were updated on monthly basis. Daily record of pesticides used with the corresponding information from Jan 2023 to Dec 2023 were seen and reviewed as seen from pesticide issuance stock cards and pesticide stock cards sampled for Nalik, Noatsi, Kara, and West Coast estate. Sighted the pesticide application program (Year 2023) and this program implemented to each of respective estates under Poliamba Limited. Record from SAP pesticide data as below:</p> <table border="1" data-bbox="421 882 1222 1084"> <thead> <tr> <th>Simple Name</th> <th>01_kg/L</th> <th>02_kg/L</th> <th>03_kg/L</th> <th>04_kg/L</th> <th>05_kg/L</th> <th>06_kg/L</th> <th>07_kg/L</th> <th>11_kg/L</th> <th>12_kg/L</th> <th>Tot_kg/L</th> </tr> </thead> <tbody> <tr> <td>2,4D</td> <td>580</td> <td>180</td> <td>940</td> <td>480</td> <td>760</td> <td>2998</td> <td>3240</td> <td></td> <td></td> <td>9178</td> </tr> <tr> <td>Garlon</td> <td></td> <td>40</td> <td></td> <td>40</td> <td></td> <td>40</td> <td>80</td> <td></td> <td></td> <td>200</td> </tr> <tr> <td>Glyphosate</td> <td>560</td> <td>320</td> <td>1200</td> <td>1160</td> <td>1240</td> <td>6880</td> <td>4530</td> <td>200</td> <td>2880</td> <td>18970</td> </tr> <tr> <td>Lambda cyhalothrin</td> <td>1</td> <td>1.75</td> <td></td> <td></td> <td></td> <td>1</td> <td>3.5</td> <td>2.9</td> <td>1.1</td> <td>13.75</td> </tr> <tr> <td>Metsulfuron</td> <td></td> <td>20</td> <td>40</td> <td>20</td> <td>10</td> <td>50</td> <td>40</td> <td></td> <td></td> <td>270</td> </tr> <tr> <td>Wet & Stick</td> <td>300</td> <td>80</td> <td>220</td> <td>120</td> <td>80</td> <td>1880</td> <td>1780</td> <td></td> <td></td> <td>5320</td> </tr> <tr> <td></td> <td>1,441</td> <td>642</td> <td>2,400</td> <td>1,820</td> <td>2,091</td> <td>11,852</td> <td>9,673</td> <td>201</td> <td>3,833</td> <td>33,952</td> </tr> </tbody> </table> <p>The list of chemicals as follows:</p> <table border="1" data-bbox="421 1146 1211 1361"> <thead> <tr> <th>Chemical</th> <th>Active Ingredient</th> </tr> </thead> <tbody> <tr> <td>Supremo 41.0</td> <td>Glyphosate isopropylammonium</td> </tr> <tr> <td>Canyon 20 WG</td> <td>Metsulfuron Methyl</td> </tr> <tr> <td>Wet & Stick 747</td> <td>Ethylhydroxylethyl cellulose</td> </tr> <tr> <td>Dimehypo</td> <td>Thiosultap Disodium Salt</td> </tr> <tr> <td>Thiram</td> <td>Thiram</td> </tr> </tbody> </table> <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Simple Name	01_kg/L	02_kg/L	03_kg/L	04_kg/L	05_kg/L	06_kg/L	07_kg/L	11_kg/L	12_kg/L	Tot_kg/L	2,4D	580	180	940	480	760	2998	3240			9178	Garlon		40		40		40	80			200	Glyphosate	560	320	1200	1160	1240	6880	4530	200	2880	18970	Lambda cyhalothrin	1	1.75				1	3.5	2.9	1.1	13.75	Metsulfuron		20	40	20	10	50	40			270	Wet & Stick	300	80	220	120	80	1880	1780			5320		1,441	642	2,400	1,820	2,091	11,852	9,673	201	3,833	33,952	Chemical	Active Ingredient	Supremo 41.0	Glyphosate isopropylammonium	Canyon 20 WG	Metsulfuron Methyl	Wet & Stick 747	Ethylhydroxylethyl cellulose	Dimehypo	Thiosultap Disodium Salt	Thiram	Thiram	<p>Yes</p>
Simple Name	01_kg/L	02_kg/L	03_kg/L	04_kg/L	05_kg/L	06_kg/L	07_kg/L	11_kg/L	12_kg/L	Tot_kg/L																																																																																												
2,4D	580	180	940	480	760	2998	3240			9178																																																																																												
Garlon		40		40		40	80			200																																																																																												
Glyphosate	560	320	1200	1160	1240	6880	4530	200	2880	18970																																																																																												
Lambda cyhalothrin	1	1.75				1	3.5	2.9	1.1	13.75																																																																																												
Metsulfuron		20	40	20	10	50	40			270																																																																																												
Wet & Stick	300	80	220	120	80	1880	1780			5320																																																																																												
	1,441	642	2,400	1,820	2,091	11,852	9,673	201	3,833	33,952																																																																																												
Chemical	Active Ingredient																																																																																																					
Supremo 41.0	Glyphosate isopropylammonium																																																																																																					
Canyon 20 WG	Metsulfuron Methyl																																																																																																					
Wet & Stick 747	Ethylhydroxylethyl cellulose																																																																																																					
Dimehypo	Thiosultap Disodium Salt																																																																																																					
Thiram	Thiram																																																																																																					
<p>7.2.3 (C)</p>	<p>As per current moment, there is no outbreak of pest within estates management by Poliamba Limited and no treatment being intensively conducted. Estate management applied optimum dosage as per recommended to minimise the usage of pesticide. Poliamba Estate Management ensures reduce usage of agrochemicals through refraining from prophylactic and periodic application of pesticides. As part of the IPM plan to reduce pesticide usage the company monitor the pesticide application if necessary and if a non-chemical solution might be just as effective by employing the practice of target weed control as in palm circle and harvesting paths. Plan to minimize usage of pesticides has been well</p>	<p>Yes</p>																																																																																																				

	<p>implemented as there has been no chemical application for treatment of pests required since year 2019.</p> <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>									
7.2.4	<p>Based on list of chemicals and pesticides provided and onsite visit to chemical store, there is no prophylactic use of pesticides. All chemicals are used according to safety data sheet and recommendation from R&D Department.</p>	Yes								
7.2.5	<p>There is no class 1A and 1B within the Poliamba complex as per listed chemicals in IPM plan. Records of pesticides used by Poliamba, and cross check of chemical store did not identify any of the pesticides categorized as World Health Organization Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions or paraquat. The use of pesticides by Poliamba are mainly based on the technical advice of PNG OPRA. The company implements Sime Darby Plantation's Responsible Agriculture Charter revised 2020 which states that the company's to eradicating the use of pesticides that are categorized as World Health Organization Class 1A or 1B, or that are listed by Stockholm or Rotterdam Conventions and to ensure that paraquat is not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorized by government authorities for pest outbreaks.</p> <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Yes								
7.2.6 (C)	<p>Standard operating procedures is established for "Chemical storage and usage, SOP Number: FIL001 (Rev. No: 05, dated on 09/03/2023). This SOP covered proper storage and effective use of the chemicals in plantation operation and minimize potential chemical loss through fall and spill, wastage, and theft.</p> <p><u>Nalik Estate</u> Sampled of internal training that were conducted to estate workers.</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Types of training</th> <th>Date of training</th> <th>Attendance</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Chemical Handling Safety Training</td> <td>14/11/2023</td> <td>7 personnel</td> </tr> </tbody> </table> <p><u>Noatsi Estate</u> Training was conducted on 21/8/2023 by OHS officer related to chemical handling and safety training, chemical storage and chemical disposal. This training was attended by 14 personnel (sprayer gang).</p>	No.	Types of training	Date of training	Attendance	1	Chemical Handling Safety Training	14/11/2023	7 personnel	Yes
No.	Types of training	Date of training	Attendance							
1	Chemical Handling Safety Training	14/11/2023	7 personnel							

	<p><u>Kara Estate</u></p> <p>Training was conducted on 7/3/2023 by OHS officer related to chemical handling and safety training, chemical storage and chemical disposal. This training attended by 6 personnel (sprayer gang). For Year 2024, training yet to be conducted and training plan had been established.</p> <p>During on-site visit, sprayers are sighted wearing appropriate PPE including aprons, rubber gloves, gum boots, and masks workers involved in chemical handling or application can demonstrate understanding of the hazards and risks related to chemicals used when interviewed. Safety data sheets are also available at the chemical storage area.</p> <p><u>West Coast</u></p> <p>Sampled of internal training that were conducted t estate workers.</p> <table border="1" data-bbox="421 730 1224 833"> <thead> <tr> <th>No.</th> <th>Types of training</th> <th>Date of training</th> <th>Attendance</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Chemical Handlers training</td> <td>23/06/2023</td> <td>7 personnel</td> </tr> </tbody> </table> <p><u>Smallholders.</u></p> <p>It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	No.	Types of training	Date of training	Attendance	1.	Chemical Handlers training	23/06/2023	7 personnel	
No.	Types of training	Date of training	Attendance							
1.	Chemical Handlers training	23/06/2023	7 personnel							
7.2.7 (C)	<p>Sighted the Standard Operation Procedure for “Chemical storage and usage, SOP Number: FIL001 (Rev. No: 06, dated on 16/1/2024). Below the SOP for storage of chemical:</p> <p>4.1 Pesticide storage</p> <ul style="list-style-type: none"> - All chemicals must be stored in a well-ventilated centrally designated chemical shed at the respective estate office yard. - Place all chemical in correctly labelled containers in bunded areas. Do not store chemicals in unlabeled containers. - Heavy containers (20L) must be placed on the ground with no more than two layers. - Chemical containers with contents less than or equal to 5 L can be stored on higher shelves at shoulder height. - Acids must be stored separately from the bases to avoid chemical reactions when vapours or spill come into contact. - Ensure enough spacing between different pesticides stored in the shed. <p>During site visit, all estates follow instruction as per procedure. Chemical store equipped with fire extinguisher and spill kit.</p> <p><u>Smallholders.</u></p> <p>It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Yes								

7.2.8	<p>Based on Chemical storage and usage SOP, under 4.2.3 Disposal clearly mentioned on the disposal of empty pesticide containers. All empty containers should be triple rinsed, punctured or bottoms cut open. The waste register was reviewed, and management had identified the waste material, date of disposal, quantity of waste to be disposed, nature of waste, waste treatment method used, and waste disposal method used. All records of disposal were updated and implementation onsite as per SOP sighted for the respective estates. There are no regulations related to disposal of used pesticide containers in local law. Sighted the pesticide containers stock card for the respective estates and these records updated on monthly basis refer to Kara estate January 2024 record.</p> <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemicals for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Yes
7.2.9 (C)	<p>It was verified that there was no aerial spraying done at Poliamba Limited certification unit sites.</p> <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemicals for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Yes
7.2.10 (C)	<p>Medical surveillance records show no negative health impacts affecting workers are identified. For those operators who handle organophosphate insecticides, and documented action to treat related health conditions, is demonstrated.</p> <ol style="list-style-type: none"> 1. <u>Nalik Estate.</u> Sighted the Medical check report dated 25/04/2023 and 07/10/2023 for all the sprayer and chemical handler, medical check-ups were conducted by HEO Poliamba. 2. <u>West Coast Estate.</u> Sighted the Medical check report dated 24/01/2023 and 25/09/2023 for all the sprayer and chemical handler, medical check-ups were conducted by HEO Poliamba. 3. <u>Kara Estate.</u> Sighted the Medical check report dated 24/05/2023 and 07/10/2023 for all the sprayer and chemical handler, medical check-ups were conducted by HEO Poliamba. 4. <u>Noatsi Estate.</u> Sighted the Medical check report dated 25/01/2023 and 26/09/2023 for all the sprayer and chemical handler, medical check-ups were conducted by HEO Poliamba. <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemicals for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to</p>	Yes

	the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.	
7.2.11 (C)	<p>There are no persons under the age of 18, pregnant or breast-feeding women or other people that have medical restrictions work with pesticides. The company does not hire any workers under 18 and does not engage females to carry out work with pesticides. Onsite verification, no female staffs engaged with spraying work. At the moment, estates do not implement any mechanism to identify pregnant and breast-feeding women as no women are engaged to handle chemicals.</p> <ol style="list-style-type: none"> 1. <u>Nalik Estate.</u> A list of sprayers and chemical handlers has been established and verified for the youngest employee aged 21 years old. No pregnant/breastfeeding women allowed to handle chemical activities. 2. <u>West Coast Estate.</u> A list of sprayers and chemical handlers has been established and verified for the youngest employee aged 23 years old. No pregnant/breastfeeding women allowed to handle chemical activities. 3. <u>Kara Estate.</u> A list of sprayers and chemical handlers has been established and verified the youngest employee BOD is 11/12/1996. No pregnant/breastfeeding women allowed to handle chemical activities. 4. <u>Noatsi Estate.</u> A list of sprayers and chemical handlers has been established and verified the youngest employee BOD is 15/03/2002. No pregnant/breastfeeding women allowed to handle chemical activities. <p><u>Smallholders.</u> It was confirmed during the assessment that the smallholders do not use chemical for operations in the field. Weeds are eradicated manually by slashing using bush knives. This was further confirmed during the visit to the fields where there was no evidence that there were pesticide/chemical applications. Therefore, this indicator is not applicable.</p>	Yes
7.3.1	<p>NBPOL - Poliamba Limited have established a Waste Management Plan documented in the Poliamba Limited – Waste Management Plan; Issue 09; Document Date: 05/01/2024. The Waste Management Plan has been prepared to control and manage the environmental effects associated with the generation of wastes during land clearing (if any) & preparation, oil palm plantings, harvesting operations as well as associated housing villages and infrastructures, the vehicle workshop, offices and the operations of Mill and other establishments with the Poliamba Limited. Related requirements of environmental compliance as such:</p> <ol style="list-style-type: none"> a. NBPOL - Poliamba Limited’s Environmental Permit under Section 65 & 66 of the Environmental Act 2000; Permit Number: EP-L2(155); Issued Date: 26/07/1991; Expiry Date: 25/06/2047. b. Environmental Code of Practice for Sanitary Landfill Sites, Papua New Guinea 2001. 	Yes

	<p>Type of Waste generated, and the management plan summarized in the Waste Management Plan and verified accordingly.</p> <p><u>Smallholders.</u></p> <p>The company has an overall Waste Management Plan (Issue No. 9), revised on 5th January 2024. The plan captures all the major industrial, hydrocarbon, domestic and chemical wastes.</p> <p>The smallholder section is also included in the overall waste management plan. Main waste generated by smallholders are organic, domestic such as plastics and empty tins, empty fertilizer bags.</p> <p>During site visits sampled farmers at South, North and West Divisions mentioned that they have pits were domestic rubbish like tins are disposed. While fertilizer bags are tripled rinsed at the block and used for loose fruit collection. Organic wastes are disposed into their banana gardens.</p>	
7.3.2	<p>NBPOL - Poliamba Limited have established a Waste Management Plan documented in the Waste Management Plan documented in the Poliamba Limited – Waste Management Plan; Issue 09; Document Date: 05/01/2024.</p> <p>Waste disposal strategies are to dispose of into sanitary landfill based on the established plan. The landfill location placement is in accordance with the NBPOL - Poliamba Limited’s Environmental Permit under Section 65 & 66 of the Environmental Act 2000; Permit Number: EP-L2(155); Issued Date: 26/07/1991; Expiry Date: 25/06/2047 under section 20; Landfill. Visit to the Landfill at NBPOL – Poliamba Limited estates, Domestic Waste and Garden Waste at each operating unit confirmed that they have been managed in accordance with the Waste Management Plan and Environmental Permit. There were no evidence of fire being used to dispose the domestic and garden waste. The pits were free from any chemical or hydrocarbon waste. Signages have been erected stating the type of pit and the date the pit was opened.</p> <p>Chemical, Clinical and Hydrocarbon waste is collected and inventoried at the respective estates and mill before being transferred during month end to Nalik Estate. A centralized waste pit for hydrocarbons and chemical waste has been established at Nalik Estate to dispose of all these wastes generated by NBPOL – Poliamba Limited. Records of these wastes generated were available at the respective estates, recorded by the PIC responsible for managing the waste.</p> <p><u>Smallholders</u></p> <p>Smallholders are made aware of Waste Management during field days and awareness training conducted by MFCL officers. Based on the interview with the sampled smallholder, they have confirmed that they are made aware of waste management and understand the requirements and methods of managing waste.</p> <p>Sampled sites visited indicated they have established waste pits for disposing aluminum and plastics waste and domestic waste. Garden Waste are thrown into the Banana Gardens as soil composts.</p>	Yes
7.3.3	<p>Sime Darby Plantation Berhad has established the SDP – Responsible Agriculture Charter, 2020 which states the organisations commitment of “3.2: Commitment towards no deforestation and new development on peat – 3.2.5 – Zero use of fire for land preparation and establish effective</p>	Yes

	<p>monitoring and prevention as well as proactive firefighting measures within a reasonable radius beyond our operational boundaries.</p> <p>Operations at NBPOL – Poliamba Limited is guided as per the requirement under Environmental Code of Practice for Sanitary Landfill Sites, December 2001:</p> <ul style="list-style-type: none"> - <i>Disposing of refuse anywhere outside the premise is illegal and that spot fines are imposed in indiscriminate dumping outside the land fill site.</i> - <i>Instruction to refrain from setting fire for refuse within the premise.</i> <p>A Zero Burning Statement was established dated 10/01/2024 undersigned by the current Acting General Manager that states as a reminder to all that the estates in compliance with RSPO must observe No Burning in the company operations.</p> <p>During the visit to the mill and the estates, there was no evidence that waste was disposed of via the use of fire. All waste was disposed of in a responsible manner, in accordance with the NBPOL – Poliamba Limited Waste Management Plan.</p> <p><u>Smallholders</u> Farmers interviewed affirmed that they should not use fires to burn their waste. There was evidence of green wastes disposed into their banana garden and also into their coconut plots.</p>	
7.4.1	<p>NBPOL – Poliamba Limited have established Plantation Management Procedures to guide the implementation of best management Practices in all its operations. As to optimize yield and minimize environmental impacts, all practices are covered under the procedures as sampled below.</p> <ol style="list-style-type: none"> a. Replanting; SOP Number: SHA004; Document Revision Date: 16/01/2024. b. Replant Practices; SOP Number: MG01B; Document Revision Date: October 2018. c. Nursery Practices; SOP Number: MG02; Document Revision Date: October 2018. d. Pesticide Practices; SOP Number: MG03; Document Revision Date: October 2018. e. Upkeep Practices; SOP Number: MG04; Document Revision Date: October 2018. f. Harvesting Practices; SOP Number: MG05; Document Revision Date: October 2018. <p><u>Smallholders</u> Smallholders have several SOPs documented and implemented, some of this SOPs noted are indicated below.</p>	Yes

	<ul style="list-style-type: none">  SHA001_Smallholders New Planting SOP v5  SHA002_Ordering and Issuing Fertiliser SOP v5  SHA003_Ordering and Issuing Tools & PPE SOP v5  SHA004_Small Holder Replanting SOP v6  SHA005_Smallholder Grievance & Request SOP (Pidgin) v7  SHA005_Smallholder Grievance & Request SOP v7  SHA006_Smallholders Sanctioned Crop Separation Procedure v5  SHA007_Smallholders Intergrated Pest Management - v4  SHA008_STOP Smallholder Crop Shifting SOP signed <p>Field inspection are done and farmers are provided advice to improve their block. Field days training and demonstration are done at selected blocks asper the schedule. For instance, during the field day on the 26/04/2023 at Pinikidu - South Division farmer were demonstrated the quality standards of bunch ripeness, harvesting techniques and issues. And on the 22/03/2023 at Ngavalus- North Division, farmers were thought quality harvesting standards good block management and better fertilizer application practices by PNGOPRA.</p>																			
7.4.2	<p>NBPOL – Poliamba Limited has conducted periodic Soil and Foliar sampling at the estates, which is guided by procedures established by NBPOL.</p> <p>NBPOL – Poliamba Limited conducted leaf sampling for all its estates to monitor and manage the plant health as well as to determine the fertilizer program for the upcoming year. The latest Leaf Analysis was conducted by <i>Minamas Plantation - Minamas Research Centre Laboratory Services</i> with the Leaf and Rachis Sample Analysis Result available for verification. Records of Leaf and Rachis Analysis are available as below.</p> <table border="1" data-bbox="422 1344 1220 1646"> <thead> <tr> <th>Estate</th> <th>Sampling Date</th> <th>Report Date</th> </tr> </thead> <tbody> <tr> <td>Kara Estate</td> <td>22 - 25/08/2022</td> <td>07/10/2022</td> </tr> <tr> <td>West Coast Estate</td> <td>22 - 25/08/2022</td> <td>10/10/2022</td> </tr> <tr> <td>Nalik Estate</td> <td>22 - 25/08/2022</td> <td>25/10/2022</td> </tr> <tr> <td>Noatsi Estate</td> <td>22 - 25/08/2022</td> <td>08/11/2022</td> </tr> <tr> <td>Madak Estate</td> <td>22 - 25/08/2022</td> <td>15/11/2022</td> </tr> </tbody> </table> <p>Leaf sampling for 2023 has been completed and the results are being computed by the laboratory. The sampling was conducted from 16/11/2023 – 09/12/2023.</p> <p>NBPOL – Poliamba Limited conducted soil sampling for all its estates to monitor and manage the soil nutrient content as well as to determine the fertilizer program for the upcoming years. The latest Soil Sampling was conducted by <i>Minamas Plantation - Minamas Research Centre Laboratory Services</i> with the Soil Nutrient Analysis Result available for verification. Records of Leaf and Rachis Analysis were available dated 15/11/2018 for</p>	Estate	Sampling Date	Report Date	Kara Estate	22 - 25/08/2022	07/10/2022	West Coast Estate	22 - 25/08/2022	10/10/2022	Nalik Estate	22 - 25/08/2022	25/10/2022	Noatsi Estate	22 - 25/08/2022	08/11/2022	Madak Estate	22 - 25/08/2022	15/11/2022	Yes
Estate	Sampling Date	Report Date																		
Kara Estate	22 - 25/08/2022	07/10/2022																		
West Coast Estate	22 - 25/08/2022	10/10/2022																		
Nalik Estate	22 - 25/08/2022	25/10/2022																		
Noatsi Estate	22 - 25/08/2022	08/11/2022																		
Madak Estate	22 - 25/08/2022	15/11/2022																		

	<p>all estates documented in “Poliamba Estate - Soil Nutrient Levels by Parameter.”</p> <p><u>Smallholders</u></p> <p>Leaf sampling results for sampling done in 2022 indicated deficiencies in potassium and nitrogen despite application of fertilizer in full. In order to address the deficiencies for smallholders, they were encouraged to request fertilizers from the company through the OPIC Office as per the SOP Ordering & Issuing of Fertilizer - SHA 002. Application of fertilizer is ongoing with the assistance from the Smallholder Affairs Department.</p>											
<p>7.4.3</p>	<p>NBPOL – Poliamba Limited have established Plantation management Procedures to guide the implementation of best management Practices in all its operations.</p> <p>a. EFB generated from the NBPOL – Poliamba Limited - Poliamba Palm Oil Mill is sent to Nalik Estate and placed in between the palms to serve as organic mulch. Records of EFB application and distribution is recorded in the EFB Loading Record Book which was available for verification. Verified that a total of 30,320.45 Mt of EFB was distributed at Nalik Estate in 2023.</p> <p>b. Palm Frond are stacked in between palms neatly as verified during the site visit. There were no traces of fronds being burned.</p> <p>c. POME is treated via Effluent Pond and channeled to a reed bed that performs a straining process and further delaying the retention process before being discharged into cave. Monthly monitoring of the effluent final discharge is done via effluent water sampling by accredited labs where results have showed the BODs are well within the parameters stated in the Environmental Permit.</p> <p>d. Fiber produced by the mill is used as fuel for the Mill Boiler.</p>	<p>Yes</p>										
<p>7.4.4</p>	<p>NBPOL – Poliamba Limited estates maintained the record of the fertilizer application in the fields to monitor and ensure the application is carried out as recommended by the NBPOL Research and Development – DAMI OPRS. Among the information available in the NBPOL 2024 Fertilizer Program (Jan – Dec) where records were division, block number, date of application and type & quantity of fertilizers. As for the NBPOL 2023 Fertilizer Program, it was verified that the fertilizers have been applied as per recommendation and documented.</p> <p>The company has an updated list of fertilizer issuance to the smallholders. Fertilizers are only issued to the farmers that come forward and request for it. Fertilizer request forms are filled in by the farmers and endorsed by the Smallholder management for the issuance of fertilizer.</p> <p>Sampled records of request form noted with fertilizers issued are indicated below. Delays in shipment resulted in delayed issuance of the fertilizers.</p> <p><u>Smallholders.</u></p> <table border="1" data-bbox="422 1877 1225 1957"> <thead> <tr> <th>Farmer</th> <th>Block No</th> <th>Date requested</th> <th>Date Issued</th> <th>Types issued</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Farmer	Block No	Date requested	Date Issued	Types issued						<p>Yes</p>
Farmer	Block No	Date requested	Date Issued	Types issued								

	OHO Tau	S1810	22.05.23	14.11.23	MOP – 6 bags NPK - 4	
	Micheal Baia	S2224	22.05.23	14.11.23	MOP – 6 bags NPK - 4	
	Smith Saulak	S2658	17.05.23	20.10.23	MOP – 6 bags NPK – 4 Bags	
	Tarapet Mosely	S2683	17.05.23	20.10.23	MOP – 6 bags NPK – 4 Bags	
7.5.1 (C)	NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no marginal or fragile soils identified at the MFCL Estates.					Yes
7.5.2	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the Management Unit and HCV Maps, all areas classified as steep terrains have been demarcated and categorized as conservation areas. There was no replanting conducted in these areas. A further visit to the respective steep terrain sites confirmed that there was no planting as the area has been left abandoned.</p> <p><u>Smallholders</u> All the sampled blocks visited were not planted on steep slopes. Also, the company has Smallholder New Planting SOP No. SHA001 in place. And Subsection 2.2 of the SOP prohibits any new planting of oil palms on slopes more than 25 degrees.</p>					Yes
7.5.3	NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea, there were no steep terrains identified in the identified area.					Yes
7.6.1 (C)	NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no marginal or fragile soils identified at the NBPOL – Poliamba Limited Estates. NBPOL – Poliamba Limited have abandoned areas with steep terrains and mangroves and classified them as conservation areas.					Yes
7.6.2	NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no marginal or fragile soils identified at the NBPOL – Poliamba Limited Estates.					Yes
7.6.3	NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated					Yes

	24/10/2019. The information provided by the maps is used to guide the implementation of drainage, water management, roads and other infrastructures.	
7.7.1 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.7.2	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.7.3 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.7.4 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes

7.7.5 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.7.6 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.7.7 (C)	<p>NBPOL – Poliamba Limited has established Soil Map, Contour Maps and Slope maps in appropriate scales by Fiona Abe GIS & Mapping Unit dated 24/10/2019. Based on the maps, there are no peat soils identified at the NBPOL – Poliamba Limited Estates.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Based on the Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020, there were no fragile or peat soil within the proposed area.</p>	Yes
7.8.1	<p>NBPOL - Poliamba Limited has established a Water Management Plan documented in the Poliamba Limited – Water Management Plan, issued 17/01/2024. The objective of the Water Management Plan is to achieve best water management practices and promote continual improvement in the management of water resources by Poliamba Limited. The management plan strives to provide high quality water for consumption by humans and protection of water courses, swamps, and coastlines.</p> <p>Workers have no restriction access to clean water where the company has provided access to clean water from bore-well source. Housing situated far from the mill have water tanks stored with rainwater for domestic use. During drought period, water tanks are sent from the mill to the respective housing compounds. As per the Environmental Permit EP-L2(155) requirements under Condition 50: Water Quality Criteria for Non-Disinfected Water Supplies. The monitoring is carried out on monthly basis as required under the environmental permit and available for verification.</p>	Yes

	<p>Water provided to workers housing for domestic consumption is monitored monthly. Records of Water Monitoring were available for verification as below.</p> <p>Laboratory Report Number: PG/POM/WMW/LEM/21/12/17-2004-1-11 Sampling Date: 06/12/2023 Report Date: 21/12/2023</p> <table border="1" data-bbox="422 409 1216 622"> <thead> <tr> <th>Parameter</th> <th>Standard (PNG & WHO)</th> <th>Mill Tank - Outflow</th> <th>Domestic Tank</th> </tr> </thead> <tbody> <tr> <td>T. Coliforms</td> <td>< 3</td> <td>23</td> <td>0</td> </tr> <tr> <td>E. Coli</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>The results indicated that the Total Coliform does not comply with the National and World Health Organization Standards. As a current action plan, the management conduct regular training to all workers to create awareness about boiling water prior to consumption.</p>	Parameter	Standard (PNG & WHO)	Mill Tank - Outflow	Domestic Tank	T. Coliforms	< 3	23	0	E. Coli	0	0	0	
Parameter	Standard (PNG & WHO)	Mill Tank - Outflow	Domestic Tank											
T. Coliforms	< 3	23	0											
E. Coli	0	0	0											
7.8.2 (C)	<p>Water courses at the estates have been clearly demarcated in the estates Hydrology maps and Poliamba habitat Management & Monitoring Plan. Based on the site observation at each of the water courses at the estates it was confirmed that appropriate buffer zones have been established. There were no traces of agrochemicals or fertilizers being applied to the area. The buffer zones have been well demarcated with signages being erected at the area as well.</p> <p>Monitoring of buffer zones is conducted by the management during the HCV and Conservation Area Monitoring which is done quarterly. Verified the Quarterly HCV & Conserve Area Monitoring Report available for verification for all estates.</p> <p>Awareness on RTE Species, buffer zones and HCV areas was conducted for NBPOL Poliamba Limited workers as detailed in indicator 7.12.4. Interview with the workers confirmed that they are aware of the establishment of the buffer zones and the prohibitions laid out by the management at the area.</p> <p>The management of NBPOL - Poliamba Limited monitors the water quality of all rivers that flow through the certification unit. Monthly monitoring was done where water samples are extracted from the river and sent to an internal laboratory for sampling to monitor contamination that may have been caused by the mill and estates operations. The Water Sampling Analysis Register was available with no results of contamination reported.</p> <p><u>Smallholders</u> The visit to the smallholders' rivers and creeks indicated that the rivers and creeks were well established with appropriate buffers. Interview with the smallholders indicated that they are well trained and aware of the importance of ensuring proper buffers and the prohibition of operational activities along the buffers, especially agrochemicals and fertilizer applications. Signages have been erected stating the prohibition as well which was verified during the visit.</p>	Yes												
7.8.3	<p>NBPOL - Poliamba Limited's Environmental Permit under Section 50 of the Environmental Act 2000; Permit Number: EP-L2(155); Issued Date: 29/07/1991; Expiry Date: 31/12/2053 is referred to. The Environment Permit has established the Effluent Quality Criteria as below.</p>	Yes												

Parameter	Land Application	Discharge to Water Surface																																					
pH	5 - 9	5 – 9																																					
Biological Oxygen Demand (BOD)	4000	100																																					
Total Solids	3000	1500																																					
Suspended Solids	1000	500																																					
Oil and grease	50	50																																					
<p>The effluent system consists of one cooling pond, two anaerobic ponds and an aerobic pond. The final effluent is discharged into the managed reed bed which serves as a perfect straining process and delaying the retention time. The treated water then seeps and discharges into a cave. The mill conducts monthly Effluent Quality Monitoring to monitor the effluent discharged with BOD Results available for verification as below.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Lab Report Number</th> <th>Report Date</th> <th>BOD Results</th> </tr> </thead> <tbody> <tr> <td>Dec 2023</td> <td>PG/POM/WMW/LEM/28/09/17-1812-1-10</td> <td>21/12/2023</td> <td>30</td> </tr> <tr> <td>Dec 2023</td> <td>PG/POM/WMW/LEM/24/10/17-1884-1-11</td> <td>24/10/2023</td> <td>22</td> </tr> <tr> <td>Dec 2023</td> <td>PG/POM/WMW/LEM/21/12/17-2004-1-11</td> <td>21/12/2023</td> <td>24</td> </tr> </tbody> </table> <p>Monthly effluent final discharge sampling conducted by WMW laboratory Environment Management has shown results below the minimum allowable limit of 90mg/L as per Environmental Monitoring & Management Program (EMMP).</p>				Month	Lab Report Number	Report Date	BOD Results	Dec 2023	PG/POM/WMW/LEM/28/09/17-1812-1-10	21/12/2023	30	Dec 2023	PG/POM/WMW/LEM/24/10/17-1884-1-11	24/10/2023	22	Dec 2023	PG/POM/WMW/LEM/21/12/17-2004-1-11	21/12/2023	24																				
Month	Lab Report Number	Report Date	BOD Results																																				
Dec 2023	PG/POM/WMW/LEM/28/09/17-1812-1-10	21/12/2023	30																																				
Dec 2023	PG/POM/WMW/LEM/24/10/17-1884-1-11	24/10/2023	22																																				
Dec 2023	PG/POM/WMW/LEM/21/12/17-2004-1-11	21/12/2023	24																																				
7.8.4	<p>Mill water usage per tonne FFB is monitored monthly. Records were projected in the Monthly KPI Report.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water Usage to CPO</th> <th>Water Usage to FFB</th> </tr> </thead> <tbody> <tr><td>January 2023</td><td>4,24</td><td>0.93</td></tr> <tr><td>February 2023</td><td>4.25</td><td>0.93</td></tr> <tr><td>March 2023</td><td>4.82</td><td>1.07</td></tr> <tr><td>April 2023</td><td>4.45</td><td>0.99</td></tr> <tr><td>May 2023</td><td>4.29</td><td>0.95</td></tr> <tr><td>June 2023</td><td>4.58</td><td>0.94</td></tr> <tr><td>July 2023</td><td>4.82</td><td>0.99</td></tr> <tr><td>August 2023</td><td>4.72</td><td>1.01</td></tr> <tr><td>September 2023</td><td>4.89</td><td>1.06</td></tr> <tr><td>October 2023</td><td>5.31</td><td>1.03</td></tr> <tr><td>November 2023</td><td>5.62</td><td>1.20</td></tr> </tbody> </table>		Month	Water Usage to CPO	Water Usage to FFB	January 2023	4,24	0.93	February 2023	4.25	0.93	March 2023	4.82	1.07	April 2023	4.45	0.99	May 2023	4.29	0.95	June 2023	4.58	0.94	July 2023	4.82	0.99	August 2023	4.72	1.01	September 2023	4.89	1.06	October 2023	5.31	1.03	November 2023	5.62	1.20	Yes
Month	Water Usage to CPO	Water Usage to FFB																																					
January 2023	4,24	0.93																																					
February 2023	4.25	0.93																																					
March 2023	4.82	1.07																																					
April 2023	4.45	0.99																																					
May 2023	4.29	0.95																																					
June 2023	4.58	0.94																																					
July 2023	4.82	0.99																																					
August 2023	4.72	1.01																																					
September 2023	4.89	1.06																																					
October 2023	5.31	1.03																																					
November 2023	5.62	1.20																																					

	December 2023	7.25	1.49																			
7.9.1	<p>NBPOL - Poliamba Limited have developed the Environment Management Plan 2020 – 2023 stating its compliance towards efficient use of fossil fuels. Among the action plans implemented by the estates are by doing preventive maintenance of vehicles and machineries and an educational program for the workers on fuel and electricity saving. The fossil fuel consumption is recorded as part of monitoring.</p> <p>Records of Diesel, Kw Produced and Electricity usage for the year 2023 (Jan – Dec) as below.</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Poliamba POM</th> <th>Poliamba Estates</th> </tr> </thead> <tbody> <tr> <td>Diesel Usage (L)</td> <td>1,042,760</td> <td>401,355</td> </tr> <tr> <td>Turbine KW Produced (kWh)</td> <td>1,429,200</td> <td>-</td> </tr> <tr> <td>Total Kw Produced</td> <td>4,626,900</td> <td>-</td> </tr> <tr> <td>Diesel Usage to FFB</td> <td>8.96</td> <td>3.45</td> </tr> <tr> <td>Electricity Usage (MWh)</td> <td>39.76</td> <td>-</td> </tr> </tbody> </table>	Description	Poliamba POM	Poliamba Estates	Diesel Usage (L)	1,042,760	401,355	Turbine KW Produced (kWh)	1,429,200	-	Total Kw Produced	4,626,900	-	Diesel Usage to FFB	8.96	3.45	Electricity Usage (MWh)	39.76	-			Yes
Description	Poliamba POM	Poliamba Estates																				
Diesel Usage (L)	1,042,760	401,355																				
Turbine KW Produced (kWh)	1,429,200	-																				
Total Kw Produced	4,626,900	-																				
Diesel Usage to FFB	8.96	3.45																				
Electricity Usage (MWh)	39.76	-																				
7.10.1 (C)	<p>Main sources of GHG emission identified were methane (CH4) emission through POME treatment and boiler stack from the mill. Other less significant GHG emissions have been identified including CO, SOx and NOx from various sources including fossil fuel, chemical and fertilizer consumptions, and applications mainly from estates activities.</p> <p>The emission value is recorded and calculated through the utilization of RSPO’s Palm GHG Calculator ver. 4. The data were verified against the mill and estate issuance records and bin cards and were found to be accurate.</p>			Yes																		
7.10.2 (C)	<p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. The Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020 was established which includes a High Carbon Stock Assessment and the Integrated NCV – HSS Assessment has been established.</p>			Yes																		
7.10.3 (C)	<p>NBPOL – Poliamba Limited implemented Environment Monitoring & Management Program (EMMP) February 2015. The sources of pollutants in the estate and mill have been identified and action plans to control and monitor the pollutants were established and available for verification. Implementation of the Environment Management Plans were monitored by the management on a regular basis. Sighted the Implementation as follows.</p> <p><u>Poliamba Palm Oil Mill</u></p> <ol style="list-style-type: none"> Smoke Density Monitoring was monitored monthly as per Papua New Guinea Oil Palm Processing Industry – Environmental Code of Practice 2013. The method to monitor the Smoke Density is via the Ringelmann Chart. The results state that throughout the year the smoke density did not exceed Ringelmann 2 (40%) by more than 20% of operating time. 			Yes																		

	<p>2. All liquid waste is treated in POME before being discharged to the estate via land application. Parameter of BOD < 90mg/m³.</p> <p>3. All waste was managed and disposed of in a responsible manner and in compliance with legal requirements. Refer 7.3.2.</p> <p><u>NBPOL – Poliamba Limited estates.</u></p> <p>1. Well established cover crop was seen around the field of the estates to control erosion.</p> <p>2. All waste was stored and disposed of in compliance to procedures and legal requirements. Refer 7.3.2.</p> <p>3. Oil Trap at the workshop area was verified to be regularly maintained and free from spillages.</p> <p>4. Signages stating “No Burning” were erected and sighted at the buffers and housing complex. During the site visit there was no evidence of open burning conducted by the mill and estates. Weekly housing inspection is conducted at the mill and the estates to monitor on open burning incidents.</p>	
7.11.1 (C)	<p>Sime Darby Plantation Berhad has established the SDP – Responsible Agriculture Charter, 2020 which states the organisations commitment of “3.2: Commitment towards no deforestation and new development on peat – 3.2.5 – Zero use of fire for land preparation and establish effective monitoring and prevention as well as proactive firefighting measures within a reasonable radius beyond our operational boundaries.</p> <p>A Zero Burning Statement was established dated 10/01/2024 undersigned by the current Acting General Manager that states as a reminder to all that the estates in compliance with RSPO must observe No Burning in the company operations.</p> <p>During the visit to the estates there was no evidence that replanting is prepared by burning. All previous crops were felled and chipped and placed in the interrow to decay.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. Development of the area commenced in September 2021 with initial planting starting in February 2023. Visit to the Lokono New Planting confirmed that there were no burning activities at the site.</p>	Yes
7.11.2	<p>The Fire Prevention and Control Measures have been established in the document Poliamba Fire Prevention and Control Guideline; Document Date: 04/01/2024. The document is established to minimize the risks of fire and ensure the safety of individuals and property and surrounding stakeholders. The primary goal of the fire prevention guideline is to protect the lives and well-being of individuals within the given environment. This can reduce the likelihood of fires and minimize the potential harm to workers, people and their assets.</p>	Yes
7.11.3	<p>NBPOL – Poliamba Limited Community Awareness was conducted throughout the year of 2023, targeting all adjacent communities to create awareness on Fire Preventive Measures among others. Records of community awareness were documented in the training attendance records and sampled as below.</p>	Yes

	<ol style="list-style-type: none"> 1. West Coast Estate conducted community awareness trainings on 21/10/2023 - 28/10/2023 in stages for all adjacent communities. 2. Kara Estate conducted community awareness trainings on 21/08/2023 focusing on Zero Burning Statement and Fire & Emergency Response Plans to all adjacent communities. 3. Nalik Estate conducted Stakeholder Engagement with the adjacent stakeholders on 22/01/2024 discussing the Zero Burning Policy as well as Fire Prevention and Control Measures. 4. Noatsi Estate conducted Stakeholder Engagement with the adjacent stakeholders on 26/06/2023 discussing the Zero Burning Policy as well as Fire Prevention and Control Measures. 	
7.12.1 (C)	<p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report.</p> <p>LUCA was conducted as part of the requirements of the new planting procedure which was submitted to RSPO as part of the NPP notification documentation. No liability was reported for this new planting area. An HCV-HCSA assessment for this NPP area was conducted and has passed through the HCVRN ALS quality review process on 19 November 2019.</p> <p>The Land Clearing done in NBPOL – Poliamba Limited has not affected nor damaged any primary forest or areas protected as HCVs.</p>	Yes
7.12.2 (C)	<p>NBPOL – Poliamba Limited have established Poliamba Habitat Management & Monitoring Plan, January 2024. The document has identified the HCV and Biodiversity areas that need to be managed in accordance with the recommendations. The identified areas included streams and creeks, pocket jungles, mainly secondary forests, swamp areas and buffer areas as conformed in the reports as well as site visits.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. There were no comments received and development of the area commenced in September 2021 with initial planting starting in February 2023. SEIA has been conducted for the proposed Tivingau Mini Estate covering 373.51ha as provided in the final SEIA report of the proposed new planting dated 17/04/2018. The SEIA undertaken in a participatory manner with records of consultations meetings sighted in the report. The Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020 was established which includes a High Carbon Stock Assessment and the Integrated NCV – HSS Assessment has been established.</p>	Yes
7.12.3 (C)	<p>NBPOL – Poliamba Limited have established Poliamba Habitat Management & Monitoring Plan, January 2024. Based on the HCV report, no formally gazetted Protected Area, or Intact Forest Landscape within the certification unit.</p>	Yes
7.12.4 (C)	<p>NBPOL – Poliamba Limited have established Poliamba Habitat Management & Monitoring Plan, January 2024. The document has identified the HCV and Biodiversity areas that need to be managed in</p>	Yes

	<p>accordance with the recommendations. Evidence of management was verified as below.</p> <p>a. Awareness Training on HCV, Buffer zones and RTE Species has been conducted as below.</p> <ul style="list-style-type: none"> - Awareness Training on Protection of RTE Species, HCV and Buffer Zones was conducted on 07/06/2023 at West Coast Estate. - Kara Estate conducted Protection of RTE Species Training on 05 - 08/06/2023 for its workers. - Nalik Estate conducted Training on Protection of Rare and Endangered Species for their workers on 18/05/2023. - HCV Awareness conducted at Nalik Estate on 26/05/2023 and Noatsi Estate on 25/04/2023 for all workers. - Noatsi Estate conducted Training on Protection of Rare and Threatened Species for all their workers on 08/06/2023. <p>b. Sighted signages being erected at HCV areas stating no hunting, no fishing, no chemical, and fertilizer application.</p> <p>c. Well established riparian reserves and fences were sighted along the water bodies within the estates. There was no evidence of agrochemicals or fertilizers being applied within the conservation areas.</p> <p>d. The management of NBPOL – Poliamba Limited monitors the water quality of all rivers and creeks that flow through the certification unit. The Laboratory Report Cover Sheet for the water samples was available for verification. Monthly monitoring was done where water samples are extracted from the river and sent to an accredited laboratory for sampling to monitor contamination that may have been caused by the mill and estates operations.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. The Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020 was established which includes a High Carbon Stock Assessment and the Integrated NCV – HSS Assessment has been established.</p>	
7.12.5	<p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report.</p> <p>For the proposed area, a HCV 5 and HCV 6 Report has been established dated June 2018. The management plan incorporated in the HCV Report is implemented to ensure the rights of access to the area for the adjacent villagers for use such as food, water, cultural values among others.</p>	Yes
7.12.6	<p>NBPOL – Poliamba Limited have established a Poliamba Habitat Management & Monitoring Plan dated January 2024. The action plan of the management plan states the need to educate and create awareness to the workers on protection of RTE species.</p>	Yes

	<p>The mill and estates continue to train the workers on RTE Species protection. Records of training and awareness briefings were available for verification as stated under indicator 7.12.4. Signages on prohibition of illegal hunting or fishing within the estate were erected at the estate entrance and housing area to educate the workers and visitors.</p> <p>As of to date there were no reports of RTE species being captured, harmed, collected, traded, possessed, or killed in the estates.</p> <p><u>Smallholders</u></p> <p>Interviews done with the south division confirm that the farmers are aware of the RTE species. Farmers mentioned that during the field days they are inform not kill the bridge and animal such as cockatoos and hornbills. Sampled records of awareness to farmers concerning RTE species protection done on 11/06/2023, 02/11/2023 and 26/04/2023.</p>	
7.12.7	<p>NBPOL – Poliamba Limited have established a Poliamba Habitat Management & Monitoring Plan dated January 2024 where it is being used to monitor concerns such as encroachment, sighting of trespassing, wildlife sightings or conflicts, pollution, and erosion issues. The plan was available for verification at all estates. Monitoring is currently being done monthly and results from the monitoring is used to develop and revise the HCV Monitoring Plan on a yearly basis.</p> <p>NBPOL – Poliamba Limited has a new planting area Tivingau Mini Estate located at Lokono, Kavieng District, New Ireland Province which has undergone and completed the RSPO New Planting Procedure with notification posted on 23/05/2020 which has been reported in the ASA 1 Summary Report. The Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020 was established which includes a High Carbon Stock Assessment and the Integrated NCV – HSS Assessment has been established and the management plans are being implemented accordingly.</p>	Yes
7.12.8 (C)	<p>No land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018 within NBPOL – Poliamba Limited have established a Poliamba Habitat Management & Monitoring Plan dated January 2024 and Assessment Summaries and Management Plans for Proposed New Development in Tivingau ILG of Lokono Village, New Ireland Province, Papua New Guinea dated 05/03/2020.</p>	Yes

4.3 Non-conformity Raised During this Audit and Any from the Previous Year, if applicable

This section gives an overview of new or revised non-conformities raised during this audit and of action taken to close out non-conformities raised during the previous audits, if applicable

- If a minor-non-conformity raised at the last audit is not closed out, then this will be raised to Major status and the company given 90 days to close this out.
- The NC number is comprised of 2 parts to include the year in which the NC was raised as well as a sequential number.

4.3.1 Non-Conformities Identified during this Audit

The following NCs were raised for this audit.

NC number:	POL2024/ASA2 – M1
Client name:	NBPOL – POLIAMBA LIMITED
Date raised:	02/02/2024

Major or Minor:	Major (Escalated Minor)	Site:	POLIAMBA LIMITED
Raised by:	Muhammad Hariz Bin Abdul Rahman Ipsio Junior	Deadline:	01/05/2024
<p>Aspect of standard: Indicator RSPO P&C 3.3.2 – Escalated to Major A mechanism to check consistent implementation of procedures is in place.</p> <p>Evidence of non-conformity:</p> <ol style="list-style-type: none"> During the document reviewed on Internal Audit Report (refer to document number 000070 (NBPOL IMS-023 AA Integrated OP Plantation Internal Audit) and iAuditor Dashboard, several major and minor non-conformances were raised from respective audits. Based on Internal Auditing Guideline v2.3 (Basic Auditor Instructions and IAuditor Guide for Internal Auditors, date: 24/1/2024, Issue No:4, Rev. 3.0), under clause 9. Determine Timing for Action Closure. The following outlines the closure timing for non-conformity and OFI. <ol style="list-style-type: none"> Major NC- should be High Priority and initial action outlined within 7 working days. Minor NC- Should be medium priority and due in 3 months (next audit) Observation for improvement-should be low priority and is due by the end of the audit year. <p>However, during the iAuditor Dashboard review for the respective reports, sighted most of the Major NCs were not closed within the timeline as per guideline prevail. This refers to Document Number: AC- 6979 which stated “low priority” for Major NC raised during internal audit and this NC have not been closed even though the due date for this NC was 09/03/2023.</p> During site visit for spraying activity (Noatsi Estate), it is observed that sprayers wash their hands during the break with water and soap (Refer to Chemical Storage and Usage SOP (FIL001, Rev No: 06, Review date: 16/1/2024)). However, they poured the water into a bucket and all the workers repeatedly washed their hands in the same water which defies the purpose as the water is then contaminated. NBPOL – Poliamba Limited have established Contractor Monitoring SOP which includes the usage of a checklist. It was identified that the sampled smallholders from West Division are hiring private vehicles to shift from West Coast (that is approximately 40km from the mill) to Lakurumau Village which is less than 1km from the mill. Then the contractors pick up the FFB crop at the Lakurumau Village and transport them to the mill. This had resulted in the contractor double deducting the farmer’s money because their crop weight is entered against their block number at West Coast as the contractors are paid based on the distance that they transport the crop to the mill from the market point. (The further the block the higher the rate (k/tonne of FFB) of deduction from the farmers earnings is paid to the FFB contractor that transports the smallholder’s FFB). The company management through the smallholder department detected the practice of contractor transporting the FFB for West Divisions farmers at Lakurumau to mill. Consequently, a memo was issued on 05/12/2024 prohibiting them (contractors) from doing such practice as it is resulting in double charging of the farmers. Nevertheless, the West Coast farmers continue to shift their crop via hired vehicles and subsequently the contractors picking them up to be transported to the mill indicates that there is no effective monitoring to ensure compliance to the Contractor Monitoring SOP. <p>Lead Assessor signature:</p>  <p>Date: 02/02/2024</p>			

Root Cause Analysis and extent: (To be filled by Auditee)

1. Failure in monitoring, follow-up and closure within the timeframe as stated in the IAuditor Guideline when it should be done within the time mentioned.
2. Chemical Storage and Usage SOP (FIL001, Rev No: 06, Review date: 16/1/2024 was not followed by the Noatsi team by having a bucket present during the external audit which is not practice of Poliamba estates. This particular sprayer gang took it upon themselves to deviate from the procedure of washing their hands in the field.
3. Due to bad road condition in West Coast and FFB cartage contractors' trucks are not going down to West Coast and picking up smallholders FFBs as per their Contracts and Poliamba failing to monitor as per the memo given.

Corrections: (To be filled by Auditee)

Corrective Action for *NC on Internal Auditing Guideline v2.3:*

1. Review and update Internal Auditing Guideline to capture changes especially to Section 9 and including additional information under Section 10. Section 10 elaborates on the use of an action plan to be uploaded into IAuditor for Major NC's that may take longer than 7 days to close.
2. Refresher training to be conducted with all Managers to ensure that they understand the NC closure timeframes and they know how to use the NC link (internal auditing system) for them to upload evidence and change the status of the NC.

Corrective Action for *NC on inconsistent application for Chemical Storage and Usage SOP:*

1. Conduct refresher training and competency against the SOP for Noatsi Estate sprayers, focusing on 'washing of hands', ensuring it is done in line with the SOP.

Corrective Action for *NC on Cartage Contractor:*

1. Budget have been put up and work on the roads in West Coast will be done over the next month.
2. Pol GM will do memo on reminder that FFB cartage contractors are not to encourage double payment and their contracts will be terminated.
3. Meeting to be held with FFB cartage contractors next week regarding the Memo and their contractors.
4. A 2nd meeting will be held with the West Coast farmers on not to encourage double payment to contractors as it will lead to FFB contractor contract suspension.

Preventive Actions: (To be filled by Auditee)

1. Continue monitoring and make sure timeline in the procedures and implementation of Memos are followed and maintained within the time stated.
2. Internal auditor to monitor and raise NCs on poor implementation of SOP.
3. Routine review of all NC's to be conducted to be conducted between the Sustainability Manager and General Manager. Where required, the General Manager will follow up with the respective Managers to ensure corrective action is taken and the NCs are closed, in line with the SOP requirements.
4. Costings to be done and application to be put forward for Tax credit scheme approval to maintain the smallholders' roads.

Review of evidence and conclusion by CUC:

1. Internal Auditing Guideline
 - a. NBPOL - Internal Audit Guideline – Basic Auditor Instructions and IAuditor Guide for Internal Auditors; Version: 3.0; Date: 24/01/2024 has been verified. The guideline has included action plans under Section 10, which states “where immediate closure within the timeframe of the finding is not feasible, steps 3, 4 & 5 should be implemented”. The steps are further detailed out, *Step 3: Action Plan Developments, Step 4: Review and Approval, Step 5: Implementation.*
 - b. A re-training has been conducted on 09/03/2024 for the Managers on the revised NBPOL – Internal Auditor Guidelines with records of re-training available for verification.
 - c. Internal Audit has been reconducted at all the estates, Centra Stores, Clinic, and Smallholders Affairs as well. Records of Internal Audit was available for verification. The revised Internal Audit Guideline has

been used to implement the Internal Audit and the timeline for closure has also been flagged in the report in accordance with the revised guidelines as well. All records were available for verification.

2. Chemical Storage and Usage SOP

a. Noatsi Estate Sprayers were retrained on the requirements of the SOP. Records of training dated 20/03/2024 was available for verification. Refresher trainings for the other estates also were conducted and evident. Records for Kara Estate (07/03/2024 & 20/02/2024), Nalik Estate (27/03/2024) and West Coast Estate (26/03/2024) was available for verification.

3. Cartage Contractor

a. West Coast Lamusmus - Lavolai Road repairs were conducted in March 2024. Photographic evidence was provided by the management showing the before and after images, conforming that the roads were well repaired and accessible.

b. A memo dated 19/02/2024 was provided to the FFB Cartage Contractors, stating the cease of double charging the smallholders FFB transported to the mill. The memo was available for verification.

c. A meeting was organised and held with the FFB Cartage Contractors on 22/02/2024. The meeting was attended by 12 personnel including the Poliamba Limited Management representatives. The meeting minutes was available for verification.

d. Meeting was conducted with the smallholders, mainly as an awareness to the prohibition of “Double Payments” to the FFB Cartage Contractors. Sighted the Meeting Minutes as below.

- Pangefua Village Smallholders Meeting – 24/02/2024.

The implementation of the corrective and preventive action plan to address the raised major non-conformity was deemed to be effective based on the evidence provided. Therefore, the major non-conformity was successfully closed on 12/04/2024.

NC Status: Yes (CLOSED) No (OPEN)

ON SITE VERIFICATION WAS REQUIRED Yes No

Lead Assessor signature: 	Date: 12/04/2024
--	---------------------------------------

NC number:	POL2024/ASA2 – M2		
Client name:	NBPOL – POLIAMBA LIMITED		
Date raised:	02/02/2024		
Major or Minor:	Major	Site:	POLIAMBA LIMITED
Raised by:	Ipiso Junior	Deadline:	01/05/2024

Aspect of standard: Indicator RSPO P&C 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.

Evidence of non-conformity:

A smallholder grievance and request procedure (SOP No. SHA005) is in place, and based on the interview, most of the sampled farmers indicated they are informed of the procedure during the field days. The SOP indicates a total of 47 working days (Section 4.1-4.4 as shown below) to process the grievance and requests made by the farmer. And if not satisfied with the process, the affected person can take it to court as noted in Section 4.5 of the procedure to settle the issue.

As per the grievance records for smallholders, famers sampled as below had not been attended to or partially attended by the company management representative. Most of the grievances registered were more than 6 months max and no action taken. The approach contradicts that 47 days maximum turn around time stated in the smallholder grievance SOP. Evidence as below.

Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment
002	Payment on hold due to crop theft suspect	Paul Saplagas	06/01/2023	06/01/2023	Suspension uplifted on 31/01/2023 and signed off by management representative But as required on the register the complainant did not sign off.
003	Over deduction fertilizer loan for block S207	Able Lambonge (S2705)	10/01/2023	Still open	1 year and still pending
007	Fertilizer over deduction	Etson Jnr Naturu	25/05/2023	Still open	6 months and still pending
008	Fertilizer over deduction	Stanely Pasurai	25/05/2023	Still open	6 months and still pending
009	Fertilizer over deduction	Stanely Pasurai	25/05/2023	Still open	6 months and still pending
013	Deduction on tools not received	Mathew Jaran	26/06/2023	Still open	6 months and still pending
018	Deduction on tools not received	Nason Anania (S3816)	22/08/2023	Still open	5 months and still pending

Hence the timeline taken to attend/respond to the smallholders grievances were not in line with the NBPOL – Grievance and Request Procedure.

Lead Assessor signature:



Date: 02/02/2024

Root Cause Analysis and extent: (To be filled by Auditee)

Smallholder and OPIC team did not monitor on timeline taken to attend/respond to the smallholders grievances were not in line with the POL – Smallholder Grievance and Request Procedure.

Corrections: (To be filled by Auditee)

1. Conduct a refresher training on the grievance SOP covering all aspects, starting from reporting to registration, follow up and closure of reported grievances for Poliamba Smallholder Manager and OPIC Officers.
2. Review and address all outstanding smallholder grievances accordingly.

Preventive Actions: (To be filled by Auditee)

1. Internal audit for smallholder Department to check and review full implementation of the grievance SOP, with particular focus on timely corrective action.
2. NCs to be raised against inconsistent implementation of grievance SOP for smallholders.

Review of evidences and conclusion by CUC:	
<ol style="list-style-type: none"> 1. The Smallholder Manager and Staffs were trained on Grievance and Request SOP with records of training dated 04/04/2024 was available for verification. 2. Awareness Training was conducted during the Field Days for the Smallholders in the presence of OPIC on the Grievance and Request SOP. Records of Field Days were available for verification such as at Lagagun – South Division (26/03/2024). 3. The Grievance Register was updated to include all Complaints and Grievance. The register contains information about the Nature of Grievance, Details of Complaint, Details of Recipient of Grievance, Action Taken and Resolution Status (Closed/Pending). The complaints and grievance mentioned above have been included and have all been effectively closed. Evidence of closure was available for verification. The SHEQ forms were also available for verification, verified by the complainant that the issues raised have been addressed effectively. 	
<p>The implementation of the corrective and preventive action plan to address the raised major non-conformity was deemed to be effective based on the evidence provided. Therefore, the major non-conformity was successfully closed on 12/04/2024.</p>	
NC Status: Yes <input type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input type="checkbox"/>	
Lead Assessor signature: 	Date: <p style="text-align: center;">12/04/2024</p>

NC number:	POL2024/ASA2 – N1		
Client name:	NBPOL – POLIAMBA LIMITED		
Date raised:	02/02/2024		
Major or Minor:	Minor	Site:	POLIAMBA LIMITED
Raised by:	Muhammad Hariz Bin Abdul Rahman	Deadline:	Next ASA
Aspect of standard: Indicator RSPO P&C 6.7.2			
<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>			
Evidence of non-conformity:			
<p>Monitoring of first aid kits were done by respective Estate’s Clinics. Poliamba Management had established a form titled “Workplace First Aid Checklist” as current practice to monitor the items in the first aid kits. However, the items contain in the first aid kit were not consistent with the Industrial Safety, Health, and Welfare Regulation 1965. Missing scissors in first kit for spraying gang at Noatsi Estate, alternatively they are using razor blade to replace scissors. Monitoring of items in the first aid kit were not consistent based on the form and this happened on few other occasions in the estates as well.</p>			
Lead Assessor signature:			
			
Date: 02/02/2024			

<p>Root Cause Analysis and extent: (To be filled by Auditee)</p> <p>Scissors were listed as a stock item for first aid kit but was missing on the day of the audit. Furthermore, the following has also been identified.</p> <ol style="list-style-type: none"> 1. The industries safety and health regulation were not taken into consideration when developing the first aid kit contents list. 2. Inconsistent monitoring of first aid kit contents. 3. Competency assessment for first aiders and clinic staff not implemented to verify understanding of the first aid content list and the fact that they cannot take it upon themselves to replace any of the contents with another item. 	
<p>Corrections: (To be filled by Auditee)</p> <ol style="list-style-type: none"> 1. External consulting Doctor will be engaged to conduct a complete review of all First Aid kit requirements, not just for Poliamba Limited, but across all NBPOL Oil Palm field operations. This will ensure consistency with the Industrial Safety, Health, and Welfare Regulation 1965 as well as develop standardised procedures relating to First Aid kit contents, restocking and the ongoing monitoring and management of the First Aid kits. 2. Create central first Aid registry per site to be used to regularly track and monitor all first aids used within the operation. 3. Competency assessment for first aiders and clinic staff to be implemented to verify understanding of the first aid content list 	
<p>Preventive Actions: (To be filled by Auditee)</p> <p>All first aiders responsible for dispensing first aid to undertake routine training relating to the First Aid kit. Training will also include the monitoring and recording/reporting of items used during operation.</p>	
<p>Review of evidence and conclusion by CUC:</p> <p>The root cause and corrective action plans were reviewed and deemed able to address the raised minor non-conformity. The effectiveness of the plan will be verified during the next annual surveillance assessment.</p>	
<p>NC Status: Yes <input type="checkbox"/> (CLOSED) No <input checked="" type="checkbox"/> (OPEN)</p> <p>ON SITE VERIFICATION WAS REQUIRED Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p>Lead Assessor signature:</p> 	<p>Date:</p> <p style="text-align: center;">12/04/2024</p>

NC number:	POL2024/ASA2 – N2		
Client name:	NBPOL – POLIAMBA LIMITED		
Date raised:	02/02/2024		
Major or Minor:	Major (Escalated Minor)	Site:	POLIAMBA LIMITED
Raised by:	Mohd Shauki Bin Mohd Ghazali	Deadline:	01/05/2024

<p>Aspect of standard: Indicator RSPO P&C 4.2.3</p> <p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p>
<p>Evidence of non-conformity:</p> <p>Sighted samples of complaints and grievances as below had not been attended to by the company management representatives. Most of the grievances registered are more than the 47 working days and no action taken or recorded by the management.</p> <p>The approach contradicts that 47 days maximum turn around time stated in the company SOP Procedure - Grievance & Request (Document Number: SUS001). The SOP indicates a total of 47 working days (Section 4.1-4.4 as shown below) to process the grievance and requests made by the complainant.</p>

Sample of grievance and request are not attended as below:

Ref No	Grievance	Name of complainant	Date Registered	Dated action taken	Comment
01	No replacement of disfunction lights on houses	Main team (mill)	24/01/2023	13/07/2023	Work Completely done after 7 months
02	Concerning Rate- Completed probation and still paid on rate K3.95	Patrick Laen(mill)	13/04/2023	18/12/2023	More than 6 months
03	Complained regarding rate of sprayer	David (Nalik)	15/05/2023	15/05/2023	No feedback to the complainant
04	Supervisor approaching with high voice	Virgil Anis(Kara)	16/08/2023	09/01/2024	No feedback to the complainant and dated closed on 09/01/2024
05	Accusation on the complainant	Nisangat (Kara)	11/09/2023	01/01/2024	More than 5 months

Lead Assessor signature:



Date: 02/02/2024

Root Cause Analysis and extent: (To be filled by Auditee)

There is a lack of understanding and adequate implementation of the SOP Procedure - Grievance & Request (Document Number: SUS001) in relation to timely response and closure of grievances and requests.

Corrections: (To be filled by Auditee)

1. Ensure all grievances that have exceeded the closure timeframe are immediately addressed and closed.
2. Refresher training and competency to be conducted with all line Managers and those involved in managing, monitoring, addressing, and responding to requests and grievances.

Preventive Actions: (To be filled by Auditee)

1. Ongoing monitoring and checks to be conducted to ensure timeline in the procedures are followed and complied with.
2. Routine training and competency to be conducted with all line Managers and those involved in managing, monitoring, addressing, and responding to grievances and requests.
3. SDP program Social Dialogue Online Tracker System (SDOTS) to be trialed in POL as a long-term solution to managing grievances and requests.

Review of evidences and conclusion by CUC:

The root cause and corrective action plans were reviewed and deemed able to address the raised minor non-conformity. The effectiveness of the plan will be verified during the next annual surveillance assessment.

NC Status: Yes (CLOSED) No (OPEN)

ON SITE VERIFICATION WAS REQUIRED Yes No

Lead Assessor signature:



Date:

12/04/2024

4.3.2 Non-Conformity Identified during the last ASA, not applicable for MA				
The following NCs were raised during the last audit and the status was reviewed as indicated below.				
NC number:	Major 1			
Client name:	Poliamba Palm Oil Mill - Sime Darby Plantation - NBPOL			
Date raised:	06/04/2023			
Major or Minor:	Major	Site:	Mill	
Raised by:	Mohd Ezani Bin Abdul Aziz	Deadline:	05/07/2023	
Aspect of standard: Indicator 3.8.16 (C)				
3.8.16 Registration of Transactions				
<ul style="list-style-type: none"> 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. 				
Evidence of non-conformity:				
The actual production of certified product for the year 2022 was tabulated as per table.				
Actual Production for this Audit Year (MT) Jan 22-Dec 22				
FFB	CPO	PK		
124,457.04	27,804.08	5840.60		
Based on the data in the palm trace for year 2022, the announced (with confirmed status) CSPO and CSPK were				
	CSPO (mt)	CSPK		
Confirmed transaction	16091.04	2623.08		
Unannounced	11,713.04	3,217.52		
The remaining balance of CSPO was announced on March 2023 while for CSPK there were 2 transactions announced more than 3 months.				
No	UTZ PalmTrace Trading ID	Shipping date	Announce date	Volume (mt)
1	TR-f5975556-e528	25-08-2022	08-12-2022	100.19
2	TR-9b30aa91-925f	25-08-2022	08-12-2022	300
Findings				
There were CSPO & CSPK transactions being announced more than 3 months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.				
Lead Assessor signature:				
				
Date: 06/04/2023				
Root Cause Analysis and extent: (To be filled by Auditee)				
No designated PIC to do the shipping announcement in Palm Trace platform.				
Corrective/Preventive Actions: (To be filled by Auditee)				
<ol style="list-style-type: none"> 1. Management to identify PIC for supply chain palm trace shipping announcement. 2. Announcement must be made within the 3 months after dispatch. 3. Training to be done to PIC on how to enter data or do announcement in the palm trace platform. 4. The PIC is to follow-up with Jennifer and the Kimbe team every month to check if there was a sale and if yes to provide documents to update palm trace. Sustainability to be put on email copies. 				
Review of evidence and conclusion by CUC:				
The NC evidence are sufficient for closure.				

NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN) ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: <p style="text-align: center;">06/06/2023</p>

NC number:	Major 2		
Client name:	Poliamba Palm Oil Mill - Sime Darby Plantation - NBPOL		
Date raised:	06/04/2023		
Major or Minor:	Major	Site:	Noatsi Estate & Kara Estate
Raised by:	Aida Lydia	Deadline:	05/07/2023

Aspect of standard: 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, including work done by family members.

National Interpretation (NI): Family members who work must be employed to ensure that they have access to those benefits. Notwithstanding that, young children may assist their parents on Smallholder blocks provided it does not interfere with their schooling, their physical and emotional development and they are under the direct supervision of their parents.

Evidence of non-conformity:

Noatsi Estate

In Noatsi, Worker A, a female worker is recruited as fertilizer application worker. However, in the payslips for the following dates 26-03-2023, 12-03-2023, 26-02-2023 and 12-02-2023, there is payment for harvesting work, under Earning Task, "80% cut, carry". Based on the interview with assistant estate manager, Worker A's father, is doing the harvesting work. Sighted the "Bunch check docket no" slip and "Daily Upkeep Summary for Harvesting" as proof of the harvesting work done. The father did the harvesting work without any contract with the company or official payslip; thus, the payment of his work was made via Worker A's account. The details are as below:

- Employee No xxxxxx
- Employer xxxx-POL-Noatsi Estate
- Job: Fertilizer Application
- Basic rate= 3.71K

26-03-2023		12-03-2023		26-02-2023		12-02-2023	
Task	Amount	Task	Amount	Task	Amount	Task	Amount
R-Fertilizing	88 (HR) = 326.48K	M-Bags Manual	185 (Bag) = 285.01K	M-Bags Manual	173 (Bag) = 266.53K	AS-Welfare Manual	8.00(HR) = 29.68K
80% Cut, Carry	2655 (BCH) = 324.98K	Loose Fruit Collection	45 bags = 81.71K	Loose Fruit Collection	21 (bag) = 38.13K	M-Bags Manual	169 (Bag) = 260.36K
		80% Cut, Carry	6387 (BCH) = 781.77K	80% Cut, Carry	5660 (BCH) = 692.78K		
				PH Pay	8.00(HR) = 29.68K	80% Cut, Carry	2645(BCH) = 323.74K
Gross pay	651.46K	Gross pay	1148.49K	Gross pay	1027.12K	Gross pay	613.78K

It was verified that, company has issued a memo, “Engaging of Helpers by Employee’s in Poliamba Plantation”, dated 20-09-2022, signed by GM, which stated that engaging helper’s or assistant including their dependent or children which will not be entertained. The company also has their “Recruitment & termination SOP”, SOP No HR004 from Human Resource Department in place for hiring of executive and non-executive.

Kara Estate

In Kara, Worker B, a female worker is hired as Loose Fruit Collector since 2015 as sighted in her contract agreement. However, in her payslip the following details are sighted:

- Employee No xxxxxx
- Employer xxxx-POL-West Coast Estate
- Section No 210-23- Harvester
- Payslip date: 12-03-2023
- Basic rate: 3.71K

Earnings – Task	K/\$
M-Cut & Carry-Hourly	8.00(HR) = 29.68K
Loose Fruit Collect	81.00 (40KG) = 147.07K

Worker B job scope is supposed to be Loose Fruit Collector in her payslip, but it was stated as Harvester. The “M-Cut & Carry-Hourly” is indicated for harvesting work as verified in other harvesters’ payslips records. Based on interview with estate personnel, the data entry clerk would key in data based on the Team Leader checkroll report. The estate management has not been able to confirm the actual work done for the “M-Cut & Carry-Hourly” payment. The payroll document for Worker B has not been able to give accurate information on compensation and the worker’s job as stated in the indicator.

As per the findings above, non-conformity against indicator 6.2.2 is raised.

Lead Assessor signature:



Date: 06/04/2023

Root Cause Analysis and extent: (To be filled by Auditee)

Estates were not in compliance with national requirements and payroll documents on compensation for work performed by family members.

Corrective/Preventive Actions: (To be filled by Auditee)

1. SEM to conduct training for estate clerks on estate operation reporting – April.
2. SEM to emailed out a memo to estates on practice of helpers needs to be stopped – First week May.
 - 2.1 EM & AEMs ignorance on this will be dealt with. - CIP
 - 2.2 EM and AEMs to do awareness on this memo to workers - Second week May.
 - 2.3 Attendance must be taken - Second week May.
3. Check roll of April 2023 to be checked to make sure we do not have any indication of double work done – First week May.
4. Flagged up when seeing a B1, B2, B3 for other field task workers - WIP.
5. Confirm estate labour stats and no work performed by family members not on payroll - WIP.
6. Refresher Training to estate check roll and SAP users by Finance – 3rd week May
7. ILO training especially family members or helpers or child labour to be rolled out by HR to sites – 3rd week May.
8. Change of duty, there must be training conducted, attendance for that particular time when other field task workers want to do B1, B2 and B3 work and vice versa.

All employee's designation in the system to be checked and paid accordingly.	
Review of evidence and conclusion by CUC: The NC evidences are sufficient for closure.	
NC Status: Yes <input checked="" type="checkbox"/> (CLOSED) No <input type="checkbox"/> (OPEN)	
ON SITE VERIFICATION WAS REQUIRED Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Lead Assessor signature: 	Date: 06/06/2023

NC number:	Major 3		
Client name:	Poliamba Palm Oil Mill - Sime Darby Plantation - NBPOL		
Date raised:	06/04/2023		
Major or Minor:	Major	Site:	Smallholders Affair
Raised by:	Mohd Ezani Bin Abdul Aziz	Deadline:	05/07/2023
Aspect of standard: 5.2.2 The Company and Government Extension Service provide extension services to support the development and implementation of livelihood improvement programs, including capacity building to enhance productivity, quality, organizational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard.			
Evidence of non-conformity: The Smallholders Division and OPIC are 2 entities who are responsible for providing extension services to support the smallholders' development in Poliamba. As for correction of the nonconformance issued during RSPO audit 2022, The finding was included in the company CIP for implementation. The company planned an extensive and ongoing awareness/training to smallholders, clearly explaining the importance & benefits of applying fertilizer and cleaning the blocks. The latest training was conducted on 1.4.22 last year which at Noatsi Division and the smallholders are explained about fertilizers deduction (30% from gross pay). However, there were some inputs from the site visit from smallholder's block showing the corrections were not efficiently implemented and comprehensive due to. <ol style="list-style-type: none"> Several blocks identified being inflicted with nutrient deficiencies – yellowish fronds and leaflet. Some of them were not receiving fertilizers since 2016. This is confirmed with their personal record. Signs of Ganoderma attack and pest (insects) The majority of the yield was below 15mt/ha with the lowest at 1mt/ha/year. Most of the sampled smallholders were expecting the company to issue them with fertilizers. There were no outstanding fertilizers payment sighted in their payslip. They informed that they must burn some of the bunches because they become rotten after being uncollected. The majority of smallholders informed that there is a lack of assistance being provided by the company to treat nutrient deficiencies and pest attacks on their palms. Lead Assessor signature: 			

Date: 06/04/2023

Root Cause Analysis and extent: (To be filled by Auditee)
Smallholders Division and OPIC are 2 entities who responsible to provide extension services to support the smallholder's development in Poliamba have not done enough extensive and ongoing awareness/training to smallholders, clearly explaining the importance & benefits of applying fertilizer and cleaning the blocks and fertilizer issuing.

Corrective/Preventive Actions: (To be filled by Auditee)

- Identify of the 42 selected blocks if they had requested for:
 - Fertilizers
 - Tools
 - Have CLUAs and Stat.Dec copies.
- SHA & OPIC should have block inspection reports for 42 smallholder blocks.
- Trainings done to the 42 selected farmers on best management practice (clearly explaining the importance & benefits of applying fertilizer and cleaning the blocks)
- The rest to work with the Plan attached.

Review of evidence and conclusion by CUC:
The NC evidences are sufficient for closure.

NC Status: Yes (CLOSED) No (OPEN)

ON SITE VERIFICATION WAS REQUIRED Yes No

Lead Assessor signature:  **Date:** **06/06/2023**

NC number:	Minor 1		
Client name:	Poliamba Palm Oil Mill - Sime Darby Plantation - NBPOL		
Date raised:	06/04/2023		
Major or Minor:	Minor	Site:	Smallholders Affair
Raised by:	Mohd Ezani Bin Abdul Aziz Muhammad Hariz Bin Abdul Rahman James Lopaz Anak Luhum	Deadline:	02/02/2024

Aspect of standard: 3.3.2

A mechanism to check consistent implementation of procedures is in place.

Evidence of non-conformity:

There are 2 findings against 3 SOPs and Procedures respectively.

- SHA 008 Smallholders Crop Shifting.
- Pesticide Practices (NBPOL-EI-MG 03) Rev. No: 8, Document Date:23/10/2018 Under clause 2.2.4

Refer to table.

Supply Bases	Actual (mt)	Budget(mt)	Ha	Yield/ha	
				Actual	Budget
Kara	20,469.16	21,107	895.41	22.86	23.57
Madak	3610.08	6495	259.19	13.93	25.06
Nalik East	36,719.94	42946	1833.96	20.02	23.42

Noatsi	27,897.10	24850	1398.83	19.94	17.76
West Coast	5925.4	5904	389.42	15.22	15.16
Smallholder	20,441.70	14,146.00	2805.88	7.29	5.04
Total	115,063.38	115,448.00	7582.69	15.17	15.23

Div	Block	ha	Yield 2022	Yield/ha 2022
South/Luapul	S1810	0.58	18.61	32.09
	S1933	1.23	27.68	22.50
	S1963	0.85	12.71	14.95
	S1920	1.35	12.57	9.31
	S1961	0.66	0.81	1.23
South/Medina	S2026	0.94	16.83	17.90
	S2037	1	12.99	12.99
	S2043	0.84	112.15	133.51
South/Tofabi	S1812	0.81	14.787	18.26
	S1814	0.85	8.26	9.72
South/Pamafu	S2112	0.86	15.21	17.69
South/Munawai	S2336	0.71	17.32	24.39
	S2330	0.59	9.8	16.61
	S2329	0.89	8.55	9.61
South/ Lugagun	S221	0.96	21.59	22.49
	S2224	0.57	6.84	12.00
	S2229	0.85	22.62	26.61
	S2230	0.99	8.1	8.18
South/Bura	S1601	2.67	5.69	2.13
South/ Fissosa	S1728	0.51	2.78	5.45
North/Putput	S5207	1.87	44.99	24.06
	S5216	0.99	13.25	13.38
North/Lakurumau	S2683	0.98	24.35	24.85
	S2658	1.57	20.46	13.03
North/Fangalawa	S2916	0.88	10.16	11.55
	2911	0.86	11.12	12.93
North/Peruai	S3345	0.63	10.47	16.62
North/Luburua	S2728	0.83	25.37	30.57
	S2740	0.47	6.73	14.32
North/Lakarol	S2812	0.83	17.56	21.16
	S2816	0.55	17.22	31.31
	S2803	1.61	15.2	9.44
North/Lemakot	S3024	0.86	0	0.00
North/Nanopai	S3136	0.83	16.59	19.99
West/Namusmus	S4119	0.76	8.43	11.09
	S4122	0.79	15.38	19.47
	S4208	0.8	8.08	10.10

	S42016	0.48	3.78	7.88
West/Lavolai	S4064	0.78	26.38	33.82
	S4049	0.6	12.86	21.43
	S4062	1.41	20.3	14.40
	S4059	1.21	34.23	28.29

Poliamba POM is an IP mill that receives 100% certified FFB from its own certified supply bases consisting of smallholders. The estates contribute 80% of total certified FFB to the mill while smallholders contribute 20% FFBs. The estates consist of prime mature palm which recorded the lowest yield/ha (year 2022) approximately lowest at 15 mt/ha and the highest at 25 mt/ha.

However, based on the data; the smallholders' performance shown the highest yielding beyond the potential achievement of the estates, at the highest yield of 133.51 mt/ha. For record most of the smallholder's area were tall palms, not having practical access for evacuation and there were not receive fertilizers since 2016. The overall FFB production also recorded a surplus performance at 20,441.70 mt for year 2022 (44% more than budgeted total FFB).

Therefore, this is issued as a non-conformity as the mill cannot demonstrate a mechanism of determining certified sources traceability based on the significant yield potential from its supply bases and mechanism to encounter any crop shifting within its supply bases which may only source fruit from their own plantations and directly from the Smallholders as stipulated in SOP Number: SHA 008 Smallholders Crop Shifting.

3. Based on Plantation management guidelines- Pesticide Practices (NBPOL-EI-MG 03) Rev. No: 8, Document Date:23/10/2018 Under clause 2.2.4; protecting the environment stated "never spray within buffer zones. However, during the site visit sighted the chemical applications (spraying activities) were conducted at the HCV buffer zone areas (AA0170 and AA0160) of Katu Plantation (Kara Estate).

Lead Assessor signature:



Date: 06/04/2023

Root Cause Analysis and extent: (To be filled by Auditee)

Corrective/Preventive Actions: (To be filled by Auditee)

Review of evidence and conclusion by CUC:
The NC evidence are sufficient for closure.

NC Status: Yes (CLOSED) No (OPEN)

ON SITE VERIFICATION WAS REQUIRED Yes No

Lead Assessor signature:	Date:
	06/06/2023

4.3.3 Opportunity for Improvements Raised During this Audit

None were raised during this audit.

Note: OFIs does not need to be raised against the requirements of the standard.

4.4 Issues that were raised during the Stakeholder Consultation, if any

Stakeholders that are likely to have information relevant for the evaluation were identified during the evaluation planning process.

- For Main and Re-Assessments, a 30-day Stakeholder consultation announcement is published on the RSPO website prior to the audit. The same announcement is circulated by the client and independently by the Control Union prior to the audit.
- For subsequent Annual Assessments, it is based on stakeholders reading the approved public summary reports available on the RSPO website, the client’s procedures in receiving on-going feedback or if feedback was sent directly to Control Union prior to an audit or thorough RSPO complaints procedures.

Prior to and during all assessments (Main and annual), the audit team will seek to gather evidence about all relevant principles and criteria directly from stakeholders including statutory bodies, indigenous peoples, local communities (including displaced communities, if any), workers and workers’ organizations [including migrant workers], smallholders, and local and national NGOs.

During each assessment the audit team will review the company’s implemented procedures in receiving feedback and will execute field visits and interviews. Not limited to the following questions, any feedback received is reviewed and summarized in this summary report for either Part 2 – Partial Certification or Part 4 – Assessment Findings above or noted below, if applicable:

1. Do you have any remarks on the RSPO standard?
2. What is your relationship with the applicant?
3. Are there any plantation or mill management practices that affect you?
4. Do you consider any management conflicts with the RSPO principles and criteria?
5. Do you have any suggestions for management?
6. Are you aware of any HCV in the plantations or in adjacent land?
7. Are you aware of any endangered or rare species?
8. Are there any adverse (or positive) effects on local communities?
9. Additional comments?
10. Do you have any comments about the assessment team, and would you like to meet with them?
11. Do you have any comments for the client’s management of any other plantations?

RSPO Principle	Stakeholder comment	CUC response
1 – Behave ethically and transparently	Below are the responses/requests gained during stakeholder consultation conducted with external stakeholders. Comments are covering elements in RSPO implementation: <u>Security Superintendent</u> – Have good working relationship with company. – Have been prompt in addressing issues arising within the company. – No sexual harassment issues at present – Involved with awareness to reduce domestic violence. – Aware of no killing of HCV species <u>Gender Committee</u>	NC number: POL2024/ASA2 – M1 Corrective Action for <i>NC on Cartage Contractor</i> : 1. Budget have been put up and work on the roads in West Coast will be done over the next month. 2. Pol GM will do memo on reminder that FFB cartage contractors are not to encourage double payment and their contracts will be terminated. 3. Meeting to be held with FFB cartage contractors next week regarding the Memo and their contracts.
2 - Operate legally and respect rights		
3 - Optimise productivity, efficiency, positive impacts and resilience		
4 - Respect community and human rights and deliver benefits		
5 - Support smallholder inclusion		
6 – Respect workers’ rights and conditions		
7 - Protect, conserve and enhance ecosystems and the environment		

	<ul style="list-style-type: none"> - No sexual harassment issues. - Involved with awareness to reduce domestic violence. - Company has been very supportive in implementing the Gender Committee's program. - Assisted with resources such as transport to make awareness. <p><u>Primary Schools Representative</u></p> <ul style="list-style-type: none"> - The schools appreciate the contribution from the company. - Good commitment from company to supply transportation to students. - The relationship with the company and the other surrounding schools is also in good relationship. <p><u>Local Community Representative & Smallholder from West Coast</u></p> <ul style="list-style-type: none"> - Lavolai community appreciated the contribution and the good relationship with company. - They are aware of the complaint and grievances procedure. - Due to the bad road condition, the contractor trucks are not going down to collect their FFB from West Coast, so the smallholders are hiring private transport to move their crop from West Coast to Lakurumau and the contractor is transporting the FFB from Lakurumau to Poliamba Mill. But they are being double charge because the system for smallholder charged the rate is from smallholder block to the Mill. <p><u>Contractors</u></p> <ul style="list-style-type: none"> - The compound upkeep contractors Request management to revise the price for contract due to increasing of material cost (Grass Cutting). - Have a good relationship with the company. - No issue related to payment. <p><u>Clinic/Medical Representative</u></p>	<ol style="list-style-type: none"> 4. A 2nd meeting will be held with the West Coast farmers on not to encourage double payment to contractors as it will lead to FFB contractor contract suspension. 5. Continue monitoring and make sure timeline in the procedures and implementation of Memos are followed and maintained within the time stated. 6. Internal auditor to monitor and raise NCs on poor implementation of SOP. 7. Routine review of all NC's to be conducted to be conducted between the Sustainability Manager and General Manager. Where required, the General Manager will follow up with the respective Managers to ensure corrective action is taken and the NCs are closed, in line with the SOP requirements. 8. Costings to be made and application to be put forward for Tax credit scheme approval to maintain the smallholders' roads. 9. Company to revise the price for grass cutting contract and see how best can fit for both contractor and company.
--	---	---

	<ul style="list-style-type: none"> – BOL Nursing officer was unhappy with company regarding removing the freezer from the clinic in 2020 but now they have solar freezer at the clinic and the issue is solved. – MOU has been signed between company and the clinic. 	
--	---	--

PART 5: RSPO SUPPLY CHAIN CERTIFICATION

The palm mill mentioned in the scope of the audit was audited against the requirements of the RSPO P&C 2018 under Principle 3.8 for Mills.

5.1 POM Included In The Scope Of The Audit

PRU	Name Palm Oil Mill (POM)	Mill Capacity MT/Hour	Location Address	Supply Chain Model (IP or MB)
POM 1	Poliamba POM	30	Lot 6-7, Section 13, Lakurumau Plantation, Kavieng District, New Ireland Province, Papua New Guinea	IP

5.2 Confirmation Of The Company's Summary Of Annual Certified Volume Of RSPO Certified Palm Oil And Palm Kernel Over A Specified Period

Product CU Code	CPO (MT)	PK (MT)	Specified 12 month period
POM 1	24,672.21	4,910.94	Actual volumes between 01/01/2023 to 31/12/2023 See also 1.6 above.
	27,735	5,818	Forecasted volumes between 01/01/2024 to 31/12/2024

5.3 Monthly Records of Certified and Uncertified FFB Received Since the Last Audit – 12 months back In case of Main Assessment, it shall be the last 12 month figure.

Figure are actual FFB production on monthly basis

No	MONTH-YEAR	Certified Supply Bases (MT)	Uncertified Supply Bases (MT), if any	Total (MT)
		Poliamba POM		
1	Jan 2023	9,393.66	-	9,393.66
2	Feb 2023	7,989.42	-	7,989.42
3	Mar 2023	8,147.77	-	8,147.77
4	Apr 2023	4,882.29	-	4,882.29
5	May 2023	6,869.35	-	6,869.35
6	Jun 2023	8,653.71	-	8,653.71
7	Jul 2023	8,236.60	-	8,236.60
8	Aug 2023	10,393.45	-	10,393.45
9	Sep 2023	11,459.43	-	11,459.43
10	Oct 2023	13,520.83	-	13,520.83
11	Nov 2023	13,934.83	-	13,934.83
12	Dec 2023	12,886.24	-	12,886.24
TOTAL		116,367.58	-	116,367.58

5.4 Monthly Records of Certified CPO and PK Since the Last Audit – 12 months back

In case of Main Assessment, it shall be the last 12 month figure.

Figure are actual CPO and PK production on monthly basis

No	MONTH-YEAR	Certified CPO (MT)	Certified PK (MT)
1	Jan 2023	2,068.66	405.65
2	Feb 2023	1,746.55	343.84
3	Mar 2023	1,810.52	401.01
4	Apr 2023	1,082.11	205.25
5	May 2023	1,513.46	320.85
6	Jun 2023	1,780.34	358.81
7	Jul 2023	1,698.62	328.77
8	Aug 2023	2,230.10	406.74
9	Sep 2023	2,484.02	474.36
10	Oct 2023	2,623.01	521.90
11	Nov 2023	2,981.13	619.95
12	Dec 2023	2,653.69	523.81
TOTAL		24,672.21	4,910.94

Note:

- CPO: 6,785.13 carried forward from Dec 2022 to Jan 2023.
- PK: 2,491.09 carried forward from Dec 2022 to Jan 2023.

5.5 Records of Certified CPO & PK Sold under Credit to Buyers since the Last Audit, if Any – 12 months back

In case of Main Assessment, it shall be the last 12 month figure.

Figure are actual Certified CPO & PK Sold under Credit to Buyers on monthly basis

No	Credit Trading ID	Certified CPO (MT) Sold	Certified PK (MT) Sold
POM 1: Poliamba POM			
1	-	-	-
Total		-	-

5.6 Records of Certified CPO & PK Sold under UTZ PalmTrace to Buyers since the Last Audit, if Any – 12 months back

In case of Main Assessment, it shall be the last 12-month figure.

If this is an Annual Surveillance Assessment, the figures used are since the last audit.

The transactions were sighted from the clients registered UTZ PalmTrace Account.

No	UTZ PalmTrace Trading ID	Certified CPO (MT) Sold	Certified PK (MT) Sold
POM 1: Poliamba POM			
1	TR-f7de22cf-4933	2,002.08	-
	TR-9e914434-4842	2,071.15	-
	TR-1eb8edc8-cc9d	3,916.26	-
2	TR-70510240-da78	-	1428.00
	TR-b372521b-84f5	-	714.00
	TR-1e1713f0-74a7	-	476.00
	TR-02da03f5-30a7	-	476.00
	TR-2a223167-8ec1	-	714.00
	TR-07306864-3e91	-	476.00
Total		7,989.49	4,284.00
Sold as other certified scheme (eg: ISCC)		-	-
Sold/downgraded as conventional		20,491.10	-

PART 6: CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

6.1 Date of next ASA

The provisional date for the next ASA is: January 2024

6.2 Date for Closure of Non-Conformities

See sections above for details of NC's, if any

- All major NCs to be closed by: 12/04/2024
- All minor NCs to be closed by: During next surveillance audit

6.3 Signing by the Client

I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents and audit findings as presented in this document.

I also confirm:

- Acceptance of liability in execution of the instructions given.
- That this company was made aware that the findings of the audit team are tentative; pending review and decision making by the duly designated representatives of Control Union Certifications.
- That during the closing meeting all agenda items was covered by the Lead Auditor.

Acknowledged by:

Name:	TERESA ENDY
Position:	SUSTAINABILITY MANAGER
Date:	15/04/2024



Signature

6.4 Signing by the Lead Auditor

I the undersigned, being the Lead Auditor, confirm that this report is an accurate record of the findings and of the closing meeting. I further confirm that the summary of the findings as presented in this report are a true representation of the actual findings of the audit team.

Acknowledged by:

Name:	VIJAY KANNA PAKIRISAMY
Position:	Lead Auditor
Date:	15/04/2024



Signature

6.5 Signing by the Certifier

I the undersigned, being the Certifier, confirm that the information and conclusions included in this report have been prepared in good faith and that the certification decision has been based upon this information.

Acknowledged by:

Name:	Mohd Ezani Bin Abdul Aziz
Position:	Certifier
Date:	20/04/2024



Signature

PART 7: APPENDICES

Appendix 1: Location Map for this Certification Unit
From 1.9, the location map(s)

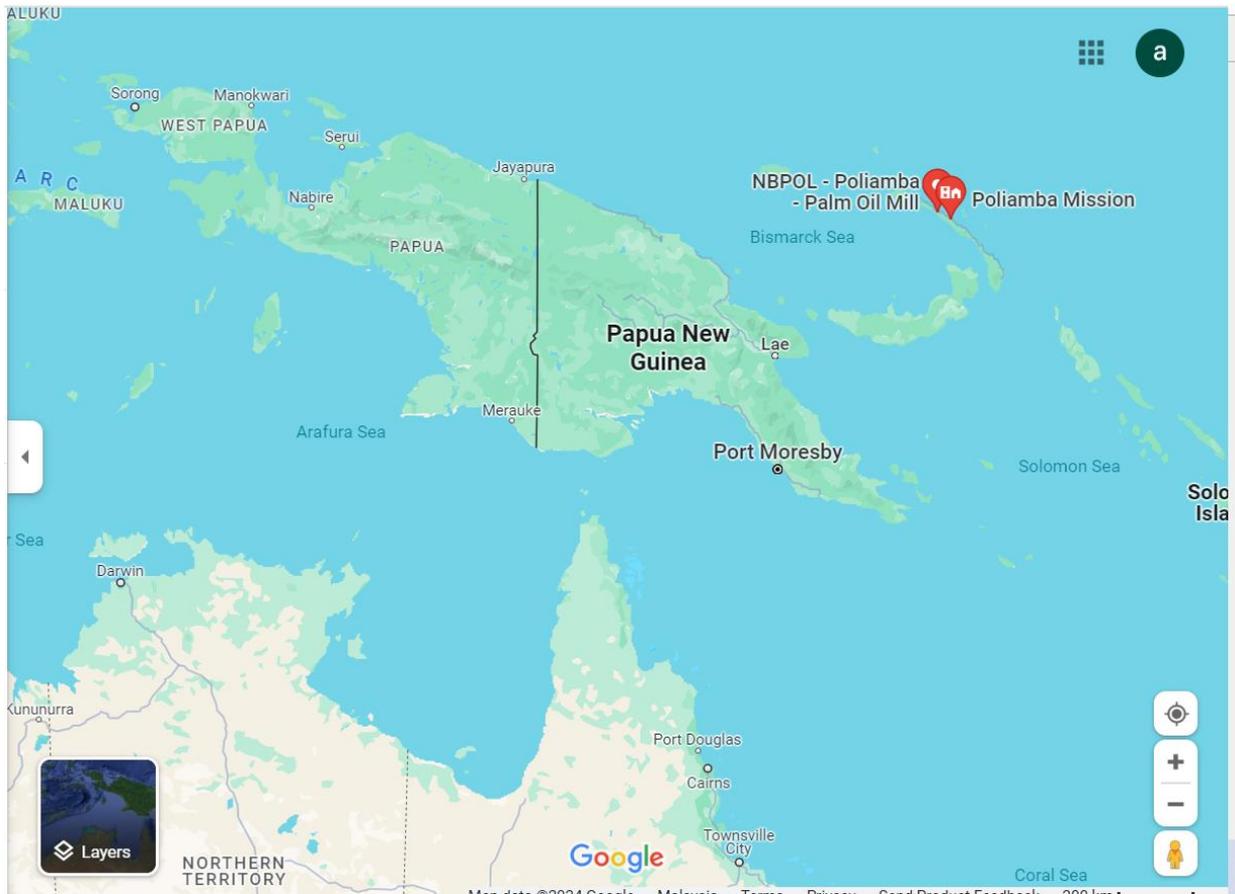
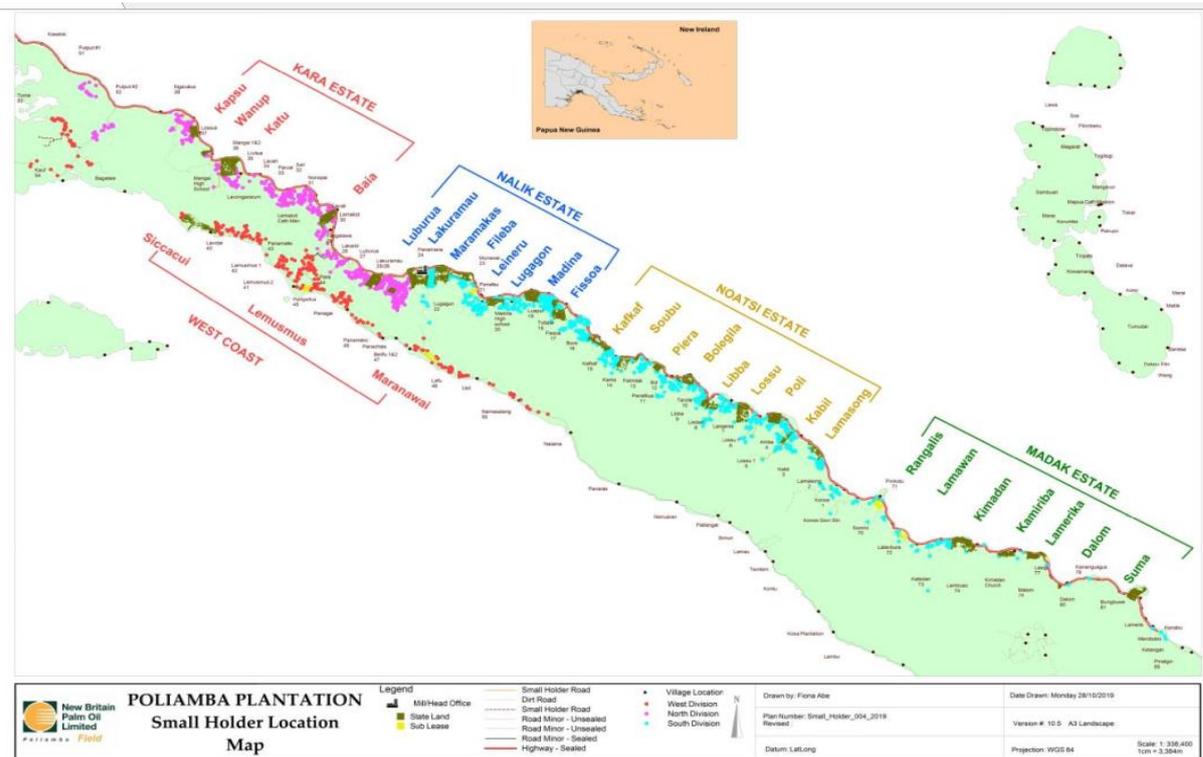
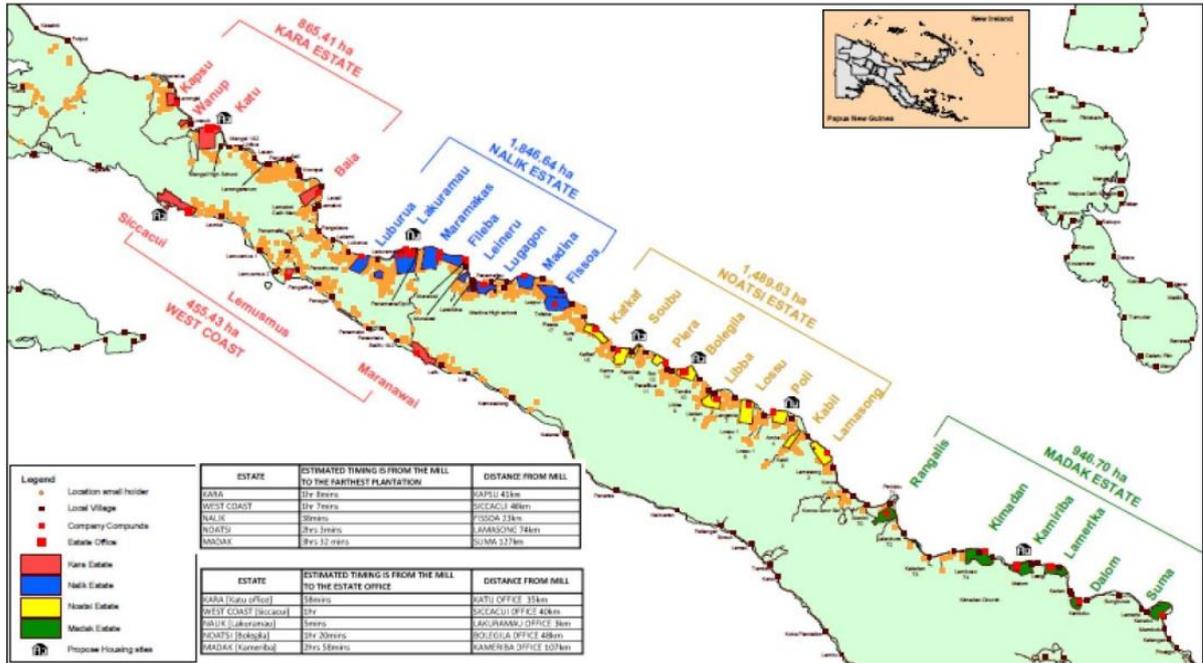


Photo 1: Location of Poliamba Ltd. POM in Papua New Guinea



Appendix 2: Summary of GHG Emissions

All data inputs and the use of RSPO PalmGHG Calculator (include the version number) have been verified with the final summary of the net GHG emissions (tCO₂e/tCPO) figure in relation to C5.6

Calculation option applied for the reporting: Full Version

All information and data below can be retrieved from the summary report generated through PalmGHG Calculator.

POM 1: Poliamba POM

Summary of Net GHG Emissions

Emissions per Product	tCO ₂ e/tProduct
CPO	0.42
PK	0.42

Extraction	%
OER	20.73
KER	4.13

Production	t/yr
FFB processed	119,017.52
CPO Produced	2,4672.16

Land use	Ha
OP planted area	8331.96
OP planted on peat	0
Conservation (forested)	521.21
Conservation (non-forested)	2004.11
Total	10,857.28

Summary of Field Emissions and Sinks

Emissions	Own Crop		Group		3rd Party	
	tCO ₂ e	tCO ₂ e /tFFB	tCO ₂ e	tCO ₂ e /tFFB	tCO ₂ e	tCO ₂ e /tFFB
Land Conversion	31200.01	0.32	0.00	0.00	27703.94	0.00
*CO ₂ Emissions from Fertiliser	3185.36	0.03	0.00	0.00	66.88	0.00
**N ₂ O Emissions	2666.13	0.03	0.00	0.00	0.00	0.00
Fuel Consumption	3386.72	0.03	0.00	0.00	85.55	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00
Sinks						
Crop Sequestration	-50348.79	-0.51	0.00	0.00	-26259.66	0.00
Conservation Sequestration	-4779.50	-0.05	0.00	0.00	0.00	0.00

Summary of Mill Emissions and Credits

	tCO ₂ e	tCo ₂ e/tFFB
Emissions		
POME	23329.45	0.20
Fuel Consumption	2088.29	0.02
Grid Electricity Utilisation	0.00	0.00
Credits		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	25417.74	0.21

Palm Oil Mill Effluent (POME) Treatment

Divert to compost	0 %
Divert to anaerobic digestion	100 %

POME Diverted to Anaerobic Digestion:

Divert to anaerobic pond	100 %
Divert to methane capture (flaring)	0 %
Divert to methane capture (electricity generation)	0 %

Appendix 3: GHG assessment for new plantings

GHG assessment report for new plantings developed as per 'Chapter 6 – Reporting of GHG assessment for new plantings' within RSPO GHG Assessment Procedure for New Plantings Version 3 was verified by the auditors as part of this evaluation in relation to C7.8

Note: Extract the GHG assessment for new plantings developed by the client under 'Chapter 6 – Reporting of GHG assessment for new plantings' in RSPO GHG Assessment Procedure for New Plantings Version 3 and list below.

Appendix 4: Details of Scheme Smallholders Related to Certification

No	Division	Block No.	Name	Total Ha
1.	South Division	S0101	Edmund Langau	3.22
2.	South Division	S0102	Peter Wapi	1.00
3.	South Division	S0103	Samuel Bungpes	2.03
4.	South Division	S0104	Robert Waigo	2.09
5.	South Division	S0105	Felix Saibung	0.96
6.	South Division	S0106	Jeremiah Erebe	0.96
7.	South Division	S0107	Lepan Penias	1.00
8.	South Division	S0108	Joseph Sammy	1.00
9.	South Division	S0109	Roland Abraham	0.97
10.	South Division	S0110	Charles Paruea	1.04
11.	South Division	S0111	Elison Lali Beve	1.00
12.	South Division	S0112	Jude Sition	1.06
13.	South Division	S0114	Jim Teke	0.45
14.	South Division	S0115	Komut Bungpes	0.86
15.	South Division	S0116	Thomas Butung	0.95
16.	South Division	S0117	John Merebu	0.81
17.	South Division	S0119	Joshua Tamun	0.86
18.	South Division	S0201	Lamasong Catholic Local Sios	3.01
19.	South Division	S0202	John Mai	2.25
20.	South Division	S0203	Arnold Kiptu	2.08
21.	South Division	S0204	Walter Sagari	1.53
22.	South Division	S0205	Ben Emba	0.90
23.	South Division	S0206	Rodney Sadun	0.91
24.	South Division	S0207	Raymond Konga	1.00
25.	South Division	S0208	Gerald Maramba	2.49
26.	South Division	S0209	Joseph Tangus	0.49
27.	South Division	S0210	Johnson Nalau	2.47
28.	South Division	S0211	Enes Pulo	1.02
29.	South Division	S0212	Savaka Penias	0.54
30.	South Division	S0213	Venantius Kabuak	1.65
31.	South Division	S0214	Anna Matak	0.96
32.	South Division	S0215	Robert Maipen	1.00
33.	South Division	S0216	Joe Vaila	0.77

34.	South Division	S0217	Boas Pilipilis	1.00
35.	South Division	S0218	Robin Unsop	0.41
36.	South Division	S0219	Stanley Aisoli	0.75
37.	South Division	S0220	Jude Joe	1.81
38.	South Division	S0221	Hedwig Moses	1.45
39.	South Division	S0222	Dennis Marabe	0.95
40.	South Division	S0223	Zagape Kiptu	0.92
41.	South Division	S0224	Engelbert Bobo	1.00
42.	South Division	S0225	Augustine Toirau	1.00
43.	South Division	S0226	Boniface Laru	1.00
44.	South Division	S0227	George Sioni	1.00
45.	South Division	S0228	Michaelyn Bendo	1.00
46.	South Division	S0229	Margreth Joe	1.00
47.	South Division	S0230	Junior Abraham	1.00
48.	South Division	S0231	Harris Gerald	1.00
49.	South Division	S0301	Gerson Atau	6.30
50.	South Division	S0302	Ben Tolulupa	3.05
51.	South Division	S0303	Sikion Lakabus	1.51
52.	South Division	S0304	Langu Philip	1.68
53.	South Division	S0305	John Kikia	1.49
54.	South Division	S0306	Orim James	1.46
55.	South Division	S0307	Baitas Ruben	1.00
56.	South Division	S0308	Lagasi Nofuna	3.03
57.	South Division	S0309	Mode Kova	1.97
58.	South Division	S0310	Kabu Mathias	2.39
59.	South Division	S0311	James Yenari	0.93
60.	South Division	S0312	Soles Marau	3.08
61.	South Division	S0313	Ruben Matauk	1.10
62.	South Division	S0314	Ellison Boromun	1.08
63.	South Division	S0315	Titikoi Atau	3.65
64.	South Division	S0316	Elizah Tukasi	2.00
65.	South Division	S0317	Png Bible Church - Kabil	0.17
66.	South Division	S0318	John Kupe	2.00
67.	South Division	S0319	Ruben Henry Sakui	1.88
68.	South Division	S0320	Emmanuel Mitr	0.50
69.	South Division	S0321	Ben Aisini	1.78

70.	South Division	S0322	Gais Kepas	1.00
71.	South Division	S0323	Belestar Pagis	0.70
72.	South Division	S0324	Simon Taleo	1.00
73.	South Division	S0325	Kupet Kaspar	1.00
74.	South Division	S0326	Robert Sirimai	1.00
75.	South Division	S0327	Kunang Abel	3.20
76.	South Division	S0328	Peter Pebire	1.20
77.	South Division	S0329	David Messa	0.58
78.	South Division	S0330	Kuma Abraham	1.64
79.	South Division	S0331	Sirimai Robert	1.34
80.	South Division	S0332	Daniel Apisai	1.81
81.	South Division	S0333	Eliab Papadek	0.86
82.	South Division	S0334	Biagos Eruel	1.01
83.	South Division	S0335	Eugene Kominang	0.98
84.	South Division	S0336	David Hoga	0.56
85.	South Division	S0337	Luboro Adam	1.28
86.	South Division	S0338	George Kasolik	1.29
87.	South Division	S0339	Donald Samson	1.00
88.	South Division	S0340	Emmanuel Pitak	1.93
89.	South Division	S0341	Edward Mandale	1.00
90.	South Division	S0342	Betty Romalus	0.90
91.	South Division	S0343	Bosep Timbaru	1.00
92.	South Division	S0344	Silawa Lawati	1.00
93.	South Division	S0345	Jotham Amos	1.00
94.	South Division	S0346	Pr.Bill Sai	1.00
95.	South Division	S0347	Abel Simba	1.00
96.	South Division	S0348	Seth Pebire	1.00
97.	South Division	S0349	Jacob Sabutan	1.00
98.	South Division	S0350	Kabil United Church	1.00
99.	South Division	S0351	Erick Taksir	1.00
100.	South Division	S0352	Allan Langu	1.00
101.	South Division	S0353	Wally Nathan	1.00
102.	South Division	S0354	Nelson Kunak	1.00
103.	South Division	S0355	Neman Paulus	1.00
104.	South Division	S0401	Joseph Kauk	1.51
105.	South Division	S0402	Veliu Pasuak	1.41

106.	South Division	S0403	Paul Ahgaden	1.81
107.	South Division	S0404	Sobung Perau	1.75
108.	South Division	S0405	Robuam Paka	1.67
109.	South Division	S0406	Anthon Toluaina	1.60
110.	South Division	S0407	Albert Bika	1.25
111.	South Division	S0408	Sagari Lamasuk	1.66
112.	South Division	S0409	Derol Nick	1.50
113.	South Division	S0410	Siba Noah	1.33
114.	South Division	S0411	Noah Kapu	2.88
115.	South Division	S0412	Simon Noah	1.72
116.	South Division	S0413	Lamangau Tatsang	1.00
117.	South Division	S0414	Melchior Kuroh	1.49
118.	South Division	S0415	Hosea Bokau	0.33
119.	South Division	S0416	Horim Turave	1.00
120.	South Division	S0417	Susan Luge	2.00
121.	South Division	S0418	Dominic Laru	1.00
122.	South Division	S0419	Adam Taupis	1.00
123.	South Division	S0420	Jonathan Samare	1.00
124.	South Division	S0421	Apelis Bakovi	1.00
125.	South Division	S0422	Francis Mataseng	1.00
126.	South Division	S0423	Delta Walter	1.00
127.	South Division	S0424	Eddie Warren	1.00
128.	South Division	S0425	Birum Noah	1.00
129.	South Division	S0426	Justin Bobo	1.00
130.	South Division	S0427	Ben Mata	1.00
131.	South Division	S0428	Apelis Bakovi	1.00
132.	South Division	S0429	Enoch Bakovi	1.00
133.	South Division	S0430	Jade Bolut	1.00
134.	South Division	S0431	Mano Bakovi	1.00
135.	South Division	S0432	Allan Angos	1.00
136.	South Division	S0433	Buckley Boxau	1.00
137.	South Division	S0434	Tonny Fidelis	1.00
138.	South Division	S0435	Fredrick Tukan	1.00
139.	South Division	S0436	Nigel Towaira	1.00
140.	South Division	S0501	Freddie Harvey	3.92
141.	South Division	S0502	Banam Epiu	0.80

142.	South Division	S0503	Jerry Kuba	0.98
143.	South Division	S0504	Joshua Lavo	1.00
144.	South Division	S0505	Obed Elpi	1.55
145.	South Division	S0506	Lute Tatsang	1.25
146.	South Division	S0507	Lagan Kale	1.40
147.	South Division	S0508	Bernard Unsop	0.82
148.	South Division	S0509	Sam Amos	0.79
149.	South Division	S0510	Joel Malungas	1.88
150.	South Division	S0511	Samuel Vatnabar	0.78
151.	South Division	S0512	Reinard Jerry	1.00
152.	South Division	S0513	Isaac Palau	0.77
153.	South Division	S0514	Jeremiah Mitir	1.00
154.	South Division	S0515	Mathew Lavo	1.00
155.	South Division	S0516	Noel Lugam	1.00
156.	South Division	S0517	Michael Daniel	1.00
157.	South Division	S0518	Betty Obed	1.00
158.	South Division	S0601	Joshua Clay	3.22
159.	South Division	S0602	Mathew Pandum	2.70
160.	South Division	S0603	Steven Kilala	2.63
161.	South Division	S0604	Patrick Kanabis	1.12
162.	South Division	S0605	Charlie Bernard	2.34
163.	South Division	S0606	Steven Geis	2.67
164.	South Division	S0607	Wak Mark	3.35
165.	South Division	S0608	Gerson Kongkong	2.33
166.	South Division	S0609	Jerome Taun	2.20
167.	South Division	S0610	Kuklis Paika	2.11
168.	South Division	S0611	Aupa Arnold	1.03
169.	South Division	S0612	Ismael Mark	4.49
170.	South Division	S0613	Hillary Larius	1.00
171.	South Division	S0614	Joseph Leroga	1.20
172.	South Division	S0615	Nelson Johnson	1.70
173.	South Division	S0616	Francis Lamun	1.83
174.	South Division	S0617	Mathias Kilang	2.00
175.	South Division	S0618	Lossu #2 Catholic Local Sios	2.00
176.	South Division	S0619	Richard Kilala	0.80
177.	South Division	S0621	Felix Bale	2.03

178.	South Division	S0623	George Sagare	0.98
179.	South Division	S0624	Josepha Belai	2.04
180.	South Division	S0625	Bosko Lupui	1.00
181.	South Division	S0626	Stephan Kanarou	1.00
182.	South Division	S0628	Nelson Joe	1.00
183.	South Division	S0701	Leo Lasumau	2.45
184.	South Division	S0702	William Lakaus	1.77
185.	South Division	S0703	Blasius Lusabak	1.15
186.	South Division	S0704	Bruno Lumur	1.96
187.	South Division	S0705	Blaise Lolau	2.37
188.	South Division	S0706	Henry Lamut	1.99
189.	South Division	S0707	Evodia Tomilat	2.25
190.	South Division	S0709	Alponia Mengal	1.79
191.	South Division	S0710	Daniel Lubeng	2.76
192.	South Division	S0711	Henry Tase	1.93
193.	South Division	S0712	Saurai Beka	1.95
194.	South Division	S0713	Bernard Sau	1.79
195.	South Division	S0714	Nalu Tamela	1.24
196.	South Division	S0715	Mathew Bulukat	1.00
197.	South Division	S0716	Joseph Titikoi	2.09
198.	South Division	S0717	Sam Tokaraik	2.28
199.	South Division	S0718	Bernard Kasau	1.00
200.	South Division	S0719	Paul Pagoli	0.78
201.	South Division	S0720	Tabaramas Blaise	1.00
202.	South Division	S0721	Ismael Titikoi	0.92
203.	South Division	S0722	Moses Taupis	1.00
204.	South Division	S0723	Jeffery Titikoi	1.02
205.	South Division	S0724	Herman Ungaia	1.00
206.	South Division	S0725	Robroy Unini	2.00
207.	South Division	S0726	Tom Nyataman	1.00
208.	South Division	S0727	Beno Lubini	1.00
209.	South Division	S0728	Lawrence Silen	1.00
210.	South Division	S0729	Martin Pereng	1.00
211.	South Division	S0730	John Rengsu	1.00
212.	South Division	S0731	Lamatau Lait	1.00
213.	South Division	S0732	John Biagos	1.00

214.	South Division	S0733	Joseph Labusi	1.00
215.	South Division	S0734	Norbert Bosep	1.00
216.	South Division	S0735	Martin Dake	1.00
217.	South Division	S0736	Janet Pagoli	1.00
218.	South Division	S0737	Gregory Kale	1.00
219.	South Division	S0738	Philip Lapsalom	1.00
220.	South Division	S0739	Petrus Kiapen	1.00
221.	South Division	S0740	Robroy Unini	1.00
222.	South Division	S0741	Sam Tokaraik	1.00
223.	South Division	S0801	Paul Lagigi	1.73
224.	South Division	S0802	John Bosco	2.43
225.	South Division	S0803	Savian Mekon	1.74
226.	South Division	S0804	Obedia Bekas	1.26
227.	South Division	S0805	Mechtild Paike	0.75
228.	South Division	S0806	Lukar Manuel	1.26
229.	South Division	S0807	Leo Mora	3.27
230.	South Division	S0808	Sebastine Kovang	0.23
231.	South Division	S0809	Simon Paike	1.84
232.	South Division	S0810	Chris Sau	1.33
233.	South Division	S0811	Gabriel Moibu	1.64
234.	South Division	S0812	Liedan Catholic Local Sios	0.81
235.	South Division	S0813	Robert Peter	1.99
236.	South Division	S0814	Susan Pentipung	1.00
237.	South Division	S0815	Anthony Mora	1.08
238.	South Division	S0816	Raymond Burahong	0.60
239.	South Division	S0901	Herman Lagau	2.91
240.	South Division	S0902	Dorothy Ellison	3.94
241.	South Division	S0903	David Taupis	1.99
242.	South Division	S0904	Evodia Lalu	1.00
243.	South Division	S0905	Josephat Musten	1.74
244.	South Division	S0906	John Lagiri	1.30
245.	South Division	S0907	David Malau	2.46
246.	South Division	S0908	Emos Banamu	1.84
247.	South Division	S0909	Tommy Enos	1.79
248.	South Division	S0910	Benson Kode	2.50
249.	South Division	S0911	Benson Kaia	2.04

250.	South Division	S0912	Ronddy Ramalus	1.98
251.	South Division	S0913	Karawit Sanek	2.95
252.	South Division	S0914	Daniel Biwan	1.64
253.	South Division	S0915	Ulinda Kasikit	1.98
254.	South Division	S0916	Marawas Paut	1.37
255.	South Division	S0917	Stanley Dali	0.87
256.	South Division	S0918	Vincent Kekeris	1.65
257.	South Division	S0919	Rakis Emos	1.75
258.	South Division	S0920	Koniel Wilson	1.00
259.	South Division	S0921	Libba Congregation	1.62
260.	South Division	S0922	Richard Kamat	1.00
261.	South Division	S0923	Lasoro Daniel	1.00
262.	South Division	S0924	Janet Saplagas	0.81
263.	South Division	S0925	Libba U.C Circuit	1.84
264.	South Division	S0926	Ngan Lkabul	0.63
265.	South Division	S0927	Issac Lakidak	1.20
266.	South Division	S0928	John Kukulo	1.03
267.	South Division	S0930	Mark Lakani	1.01
268.	South Division	S0931	Moses Liuliu	1.46
269.	South Division	S0932	Gideon Raphael	0.85
270.	South Division	S0933	David Bekas	0.81
271.	South Division	S0934	Unias Tioti	1.00
272.	South Division	S0935	Jonathan Beka	1.00
273.	South Division	S1001	Ahgaden Papun	2.08
274.	South Division	S1002	Bais Lagava	1.92
275.	South Division	S1003	Obed Lungas	1.00
276.	South Division	S1004	Sokas Lareng	1.25
277.	South Division	S1005	Tandis United Church	1.91
278.	South Division	S1006	Stella Lakidak	2.14
279.	South Division	S1007	Donald Lati	0.98
280.	South Division	S1008	Benny Wode	1.30
281.	South Division	S1009	Emmanuel Lamunai	1.90
282.	South Division	S1010	Johnson Samare	1.00
283.	South Division	S1011	Israel Lait	1.06
284.	South Division	S1012	Leo Mambax	1.14
285.	South Division	S1013	Nathan Tadang	1.00

286.	South Division	S1014	Charlie Jonah	2.00
287.	South Division	S1015	Oxley Benny	1.26
288.	South Division	S1016	Darusila Gamu	1.00
289.	South Division	S1017	Karam Linge	1.00
290.	South Division	S1018	Walik Lawat	1.00
291.	South Division	S1019	Joyce Laguna	1.00
292.	South Division	S1021	Edward Kariris	1.00
293.	South Division	S1022	Elias Leki	1.00
294.	South Division	S1024	Tumat Naseli	1.00
295.	South Division	S1028	Joyce Keseva	1.00
296.	South Division	S1101	Blaise Sakala	1.63
297.	South Division	S1102	Luke Andrew	2.86
298.	South Division	S1103	Ekonia Tige	3.50
299.	South Division	S1104	Julius Lakau	2.08
300.	South Division	S1105	Paul Sachala	2.32
301.	South Division	S1106	Joe Lakapai	1.48
302.	South Division	S1107	Jerry Labonga	2.00
303.	South Division	S1108	Damien Anska	1.84
304.	South Division	S1109	Jacinta Natura	2.61
305.	South Division	S1110	Martha Wali	1.95
306.	South Division	S1111	Alfred Kovang	2.23
307.	South Division	S1112	Charles Bango	2.34
308.	South Division	S1113	Tom Tukon	0.50
309.	South Division	S1115	John Adaima	1.68
310.	South Division	S1116	Joshua Kowang	2.40
311.	South Division	S1117	Wesley Kurang	1.07
312.	South Division	S1118	Kaminiel Kavali	2.35
313.	South Division	S1119	Elpat Enoch	3.78
314.	South Division	S1122	Steven Galo	1.00
315.	South Division	S1123	Lamis Elias	2.15
316.	South Division	S1124	Ambrose Sapla	1.06
317.	South Division	S1125	Sebastian Bopai	2.37
318.	South Division	S1126	Panafilua Catholic Church	2.00
319.	South Division	S1127	Eston Natura	1.82
320.	South Division	S1129	Lasaro Saplagas	1.01
321.	South Division	S1130	Lagiro Ben	0.95

322.	South Division	S1131	Vincent Lopang	1.00
323.	South Division	S1132	Gerard Zikites	1.00
324.	South Division	S1133	Raphael Elias	1.00
325.	South Division	S1134	Kepas Yato	1.00
326.	South Division	S1135	Vincent Lopang	0.87
327.	South Division	S1136	Alex Kovang	1.00
328.	South Division	S1201	Clement Silaka	1.75
329.	South Division	S1202	Palis Taxabai	0.61
330.	South Division	S1203	Ekonia Achomat	0.93
331.	South Division	S1204	Jackson Julius	0.97
332.	South Division	S1205	Lawrence Talakui	0.66
333.	South Division	S1206	Robert Paskalis	0.98
334.	South Division	S1207	Willie Seno	1.00
335.	South Division	S1211	Bol United Church	1.33
336.	South Division	S1212	Kamo Edmun	1.99
337.	South Division	S1213	Nicholas Sakala	1.80
338.	South Division	S1214	Christopher Damien	1.00
339.	South Division	S1215	Smith Leto	1.00
340.	South Division	S1216	Matilda Marasilau	1.00
341.	South Division	S1217	Melita Sairu	1.00
342.	South Division	S1218	Lilian Daniel	1.00
343.	South Division	S1219	William Waiut	1.00
344.	South Division	S1220	Augustine Waiut	1.00
345.	South Division	S1301	Semos Taluat	1.43
346.	South Division	S1302	Geoffrey Willie	0.90
347.	South Division	S1303	Nelson Salatiel	1.86
348.	South Division	S1304	Lawrance Gagau	2.58
349.	South Division	S1305	Leto Balane	1.40
350.	South Division	S1306	Dickson Bilas	3.85
351.	South Division	S1307	Machirou Bilas	1.00
352.	South Division	S1308	Peter Murou	1.00
353.	South Division	S1309	Mosely Lahaen	1.71
354.	South Division	S1310	Demas Apelis	1.70
355.	South Division	S1311	Miriam Lukas	0.67
356.	South Division	S1312	Doreen Silas	2.19
357.	South Division	S1313	Eileen Paia	0.71

358.	South Division	S1314	Nelson Baise	0.95
359.	South Division	S1315	Darius Bobo	0.98
360.	South Division	S1316	Oripa Wavu	0.87
361.	South Division	S1317	Yvonne Mosley	0.90
362.	South Division	S1318	Somaru Mosely	0.91
363.	South Division	S1319	Maing Salatiel	1.00
364.	South Division	S1320	Charles Naturu	0.87
365.	South Division	S1321	James Tigaum	1.00
366.	South Division	S1322	Dinge Rommy	1.00
367.	South Division	S1323	Steven Batu	1.00
368.	South Division	S1324	Lameris Malon	1.00
369.	South Division	S1325	Pauline Saker	1.00
370.	South Division	S1326	Nason Tulu	1.00
371.	South Division	S1327	Henry Saxui	1.00
372.	South Division	S1328	Oripa Philip	1.00
373.	South Division	S1401	John Alois	3.12
374.	South Division	S1402	Clement Silachot	1.88
375.	South Division	S1403	Stanley Essau	2.20
376.	South Division	S1501	Elizabeth Pilasluk	2.28
377.	South Division	S1502	Roslyne Marus	1.69
378.	South Division	S1503	Vincent Rangau	3.05
379.	South Division	S1504	Fidelis Nango	1.00
380.	South Division	S1505	Vincent Nango	1.00
381.	South Division	S1506	Albert Nodai	2.94
382.	South Division	S1507	Sebastine Komo	4.83
383.	South Division	S1508	Anthon Tongi	2.14
384.	South Division	S1509	Caspar Vakaup	2.13
385.	South Division	S1510	Saimon Mandaso	1.21
386.	South Division	S1511	Nilla Bopali	2.63
387.	South Division	S1512	Menmen Marapai	1.95
388.	South Division	S1513	Andrew Achomat	2.66
389.	South Division	S1514	Kevin Belai	1.60
390.	South Division	S1515	Cathrine Malumbau	2.26
391.	South Division	S1516	Felix Gerat	3.26
392.	South Division	S1517	Joyce Gamela	1.76
393.	South Division	S1518	Demas Kavavu	2.25

394.	South Division	S1519	Michael Dafut	1.35
395.	South Division	S1520	Frankline Kaskas	1.68
396.	South Division	S1521	Patrick Simat	1.05
397.	South Division	S1522	Michael Muvai	1.76
398.	South Division	S1523	Kenneth Turukai	1.29
399.	South Division	S1524	Christian Bopali	1.06
400.	South Division	S1525	Cliff Komoi	0.73
401.	South Division	S1526	King Belai	1.54
402.	South Division	S1527	Allan Mungai	1.00
403.	South Division	S1529	Flavia Gorivo	2.61
404.	South Division	S1530	Michael. Meregai	0.95
405.	South Division	S1531	Jeffrey Kawis	0.63
406.	South Division	S1532	Philip Vakaup	1.32
407.	South Division	S1533	Lagu Marapaif	0.91
408.	South Division	S1534	Hubert Kabakasau	1.33
409.	South Division	S1535	Vincent Wanariu Nango	1.01
410.	South Division	S1536	Magdalyne Baulana	1.00
411.	South Division	S1537	Peter Malabau	1.52
412.	South Division	S1539	Walter Nango	1.00
413.	South Division	S1540	Epel Lungas	1.00
414.	South Division	S1541	Kas Komoi	0.50
415.	South Division	S1542	Joe Manmantuk	1.60
416.	South Division	S1543	Desmond Gilbert	1.06
417.	South Division	S1544	Floretta Dafut	2.62
418.	South Division	S1545	Blaise Kitang	1.00
419.	South Division	S1546	Jimmy Maramba	0.75
420.	South Division	S1547	Francis Vatnamur	1.10
421.	South Division	S1548	David Turuchai	1.00
422.	South Division	S1549	Konnie Dafut	0.91
423.	South Division	S1550	Jebedy Rembas	1.00
424.	South Division	S1601	Marian Avaging	2.88
425.	South Division	S1602	Peter Matari	1.94
426.	South Division	S1603	Albert Belai	1.85
427.	South Division	S1604	Ignasius.B.Kubuk	1.00
428.	South Division	S1605	Hildagard Bilas	1.81
429.	South Division	S1606	Loku Basua	2.52

430.	South Division	S1607	Leto Patsi	1.79
431.	South Division	S1608	Martin Savian	1.73
432.	South Division	S1609	Trish Masset	1.90
433.	South Division	S1610	Lorraine Kimbai	3.00
434.	South Division	S1611	Iso Kuba	1.00
435.	South Division	S1612	Nick Daviriu	1.67
436.	South Division	S1613	Mary Menamin	1.85
437.	South Division	S1614	Gregory Kubuk	1.49
438.	South Division	S1615	Paul Piling	2.04
439.	South Division	S1616	Wilfred Bilas	1.59
440.	South Division	S1617	Henry Kariris	1.30
441.	South Division	S1618	Clement Naki	2.24
442.	South Division	S1619	Benedict Lau	2.38
443.	South Division	S1620	Cathleen.Kubuk	1.44
444.	South Division	S1621	Engleberth Belai	0.37
445.	South Division	S1622	Joe Tamela	0.98
446.	South Division	S1623	Peter M Matari	1.91
447.	South Division	S1624	Bruno Fezing	0.84
448.	South Division	S1625	Misiaring Lukas	2.41
449.	South Division	S1626	Geoff Boles	1.02
450.	South Division	S1627	John Kubuk Jnr	1.02
451.	South Division	S1628	Paul Gamala	0.98
452.	South Division	S1629	Lucy Tarapoti	1.41
453.	South Division	S1630	Valentine Kubuk	0.85
454.	South Division	S1632	Joe Pachulep	0.83
455.	South Division	S1633	Grace Somaru	2.33
456.	South Division	S1634	Daniel Getsi	0.90
457.	South Division	S1635	Desmond Don	0.99
458.	South Division	S1636	Josephine Tamelagai	1.83
459.	South Division	S1637	Benedicta Male	0.75
460.	South Division	S1638	Paul Nevel	1.02
461.	South Division	S1639	Peter Lakau	1.06
462.	South Division	S1640	Joan Lumanang	0.32
463.	South Division	S1641	Lawrence Bopai	0.41
464.	South Division	S1642	Emmanuel Warisen	1.00
465.	South Division	S1644	Waga Simba	1.00

466.	South Division	S1645	Annemary Gema	1.00
467.	South Division	S1646	Clement Naki Junior	1.00
468.	South Division	S1647	Madonna Aiking	1.00
469.	South Division	S1648	Charles Aiking	1.00
470.	South Division	S1649	Junior Tamela	0.90
471.	South Division	S1652	Priscilla Kuba	0.70
472.	South Division	S1701	Francis Boles	1.34
473.	South Division	S1702	Genevive Savitas	4.00
474.	South Division	S1703	Paul Neko	1.72
475.	South Division	S1704	Robert Avuchul	1.71
476.	South Division	S1705	Anita Millie	1.95
477.	South Division	S1706	Michaelyn Kalina.Millie	1.58
478.	South Division	S1707	Caspar Saulai	2.60
479.	South Division	S1708	Hillary Gona	2.01
480.	South Division	S1709	Dominic Melake	1.74
481.	South Division	S1710	Juliana Tursen	1.22
482.	South Division	S1711	Sabutan Connie	2.45
483.	South Division	S1712	Morris Millie	0.96
484.	South Division	S1713	Oswalrd Komoi	0.76
485.	South Division	S1714	James Baking	1.56
486.	South Division	S1715	Mary Gigiri	1.00
487.	South Division	S1716	Margaret Aruke	0.81
488.	South Division	S1717	Fredrica Orang	1.13
489.	South Division	S1718	Paul Morgan	1.49
490.	South Division	S1719	Joe Moses Jnr	1.32
491.	South Division	S1720	Augusta Baking	0.81
492.	South Division	S1721	James Lavaness	0.65
493.	South Division	S1722	Edwick Mitveves	0.83
494.	South Division	S1723	Alex Longe	1.73
495.	South Division	S1724	Noah Yawes	1.01
496.	South Division	S1725	Nathan Somba	1.00
497.	South Division	S1726	Glenson Melake	0.95
498.	South Division	S1727	Alex Kambalangit	0.83
499.	South Division	S1728	Francis Kakot	0.83
500.	South Division	S1729	Paul Saplagas	1.00
501.	South Division	S1730	Eddie Kabalangit	0.53

502.	South Division	S1731	Kala Benedict	0.83
503.	South Division	S1732	Alfred Meleke	1.00
504.	South Division	S1733	Allan Sanglis	1.00
505.	South Division	S1734	Alfred Mamun	2.00
506.	South Division	S1735	Eron Sorombo	1.00
507.	South Division	S1736	Etta Kupe	1.00
508.	South Division	S1737	Robert Tovue	1.00
509.	South Division	S1801	Joseph Laravin	1.21
510.	South Division	S1802	Josephine Lalas	1.94
511.	South Division	S1803	Naki Mochalang	1.95
512.	South Division	S1804	Makading Felix	1.91
513.	South Division	S1805	Richard Hagger	2.01
514.	South Division	S1806	Mathew Kowang	0.98
515.	South Division	S1807	Liman Auka	1.00
516.	South Division	S1808	Osborne Oahui	1.32
517.	South Division	S1809	Jeffrey Hagger	1.89
518.	South Division	S1810	Otto Tau	0.76
519.	South Division	S1811	Jacob Tau	1.00
520.	South Division	S1812	Tony Lepilis	1.00
521.	South Division	S1813	Richard Kabalangit	1.00
522.	South Division	S1814	Kenan Matura	1.00
523.	South Division	S1901	Noah Lawakisong	1.31
524.	South Division	S1902	Damat Maralu	1.93
525.	South Division	S1903	Mesulam Kamis	1.06
526.	South Division	S1904	Jolam Masmass	1.58
527.	South Division	S1905	Jotham Bangala	3.00
528.	South Division	S1906	Dorothy Manase	1.63
529.	South Division	S1907	William Connie	1.88
530.	South Division	S1908	Gail Ephraim	2.76
531.	South Division	S1909	Domi Elipas	2.14
532.	South Division	S1910	Ahot Ebes	0.81
533.	South Division	S1911	Salin Piskaut	2.05
534.	South Division	S1912	Daniel Elipas	1.95
535.	South Division	S1913	Albert Masos	1.96
536.	South Division	S1914	Baulong Logoroa	2.69
537.	South Division	S1915	Tofraide Jolam	2.36

538.	South Division	S1916	David Stanley	4.06
539.	South Division	S1917	Mathew Landun	1.82
540.	South Division	S1918	Sughot Maris	3.26
541.	South Division	S1919	Walter Sokaret	2.86
542.	South Division	S1920	Ngahos Maris	2.11
543.	South Division	S1921	Liman Maris	1.00
544.	South Division	S1922	Linda Samuel	2.39
545.	South Division	S1923	Tito Boski	1.06
546.	South Division	S1924	Boski Aisoli	4.16
547.	South Division	S1925	Cathy Miroi	1.93
548.	South Division	S1926	Firis Launa	1.74
549.	South Division	S1927	Samandi Masus	1.00
550.	South Division	S1928	Steven Stanley	1.81
551.	South Division	S1929	Albert Wanaru	1.00
552.	South Division	S1930	Paul Gabb	1.06
553.	South Division	S1931	August Albert	0.59
554.	South Division	S1932	Lesley Somoko	1.06
555.	South Division	S1933	Vanamos Komatak	1.55
556.	South Division	S1934	Aianis Esau	1.85
557.	South Division	S1935	Joe Maramol	2.35
558.	South Division	S1936	Anthon Adolf	1.77
559.	South Division	S1937	Margaret Mailik	0.85
560.	South Division	S1938	Wendy Maza	1.70
561.	South Division	S1939	Paul Lambau	1.90
562.	South Division	S1940	Nileton Wanariu	1.08
563.	South Division	S1941	Michelle Milla	0.83
564.	South Division	S1942	Dollie Luai	0.88
565.	South Division	S1943	Patrick Birau	0.70
566.	South Division	S1944	Steven Silipak	1.15
567.	South Division	S1945	Josepha Steven Aft Junior Ste	1.00
568.	South Division	S1946	James Pius	1.03
569.	South Division	S1947	Jelucique Caleb	0.78
570.	South Division	S1948	Gary Adolf	1.19
571.	South Division	S1949	Mazep Maris	0.91
572.	South Division	S1950	Moses Boski	1.10
573.	South Division	S1951	Kalangis Laisias	1.30

574.	South Division	S1952	Paul Thomas	2.14
575.	South Division	S1953	Tito Maris	1.61
576.	South Division	S1954	Samson Launa	1.00
577.	South Division	S1955	Joyce Silachot	2.08
578.	South Division	S1956	Leto Wilson	1.00
579.	South Division	S1959	Kapilis Michael	0.66
580.	South Division	S1960	Gassi Landum	1.00
581.	South Division	S1961	Doreen Matagal	0.96
582.	South Division	S1962	Manau Famas	1.00
583.	South Division	S1963	Lagisang Komatak	0.99
584.	South Division	S1964	Kalu Jolam	0.83
585.	South Division	S1970	John Tumat	1.00
586.	South Division	S1971	Misbil Harry	0.85
587.	South Division	S1972	Ahot Ebes	1.00
588.	South Division	S1973	Esau Masmias	1.00
589.	South Division	S1974	Paul Mai David	1.30
590.	South Division	S1975	Richard Launa	1.00
591.	South Division	S1976	Ben Lamarau	1.00
592.	South Division	S1977	Delyn Maris	0.75
593.	South Division	S1978	Aidah Kakot	1.00
594.	South Division	S1979	Sulamita Maris	1.00
595.	South Division	S1980	Anisa Babe	1.00
596.	South Division	S1981	David Golias	2.01
597.	South Division	S1982	Paxulap Henery	1.00
598.	South Division	S1983	Lemuel Stanley	0.83
599.	South Division	S1984	Joe Mila	1.00
600.	South Division	S1985	Getrude Kale	1.12
601.	South Division	S1987	Robin Nahos	1.00
602.	South Division	S1988	John Matlam	1.00
603.	South Division	S1989	Demas Lambau	1.00
604.	South Division	S1990	Betong Samandi	1.00
605.	South Division	S1991	Tonghol Bangala	1.00
606.	South Division	S1992	Banamu Makalo	0.93
607.	South Division	S1993	Lemuel Sailas	1.00
608.	South Division	S1994	Terence Junior	1.00
609.	South Division	S1995	Trevor Adolf	2.00

610.	South Division	S1996	Piskaut Maxalo	1.00
611.	South Division	S1997	Lee Maris	1.00
612.	South Division	S1998	Aisaia Jack	1.00
613.	South Division	S1999	Robert Lowa	1.00
614.	South Division	S2001	Steven Tamela	2.59
615.	South Division	S2002	Danny Pombi	1.98
616.	South Division	S2003	Smith Manau	1.91
617.	South Division	S2004	Ufale Aki	1.21
618.	South Division	S2005	Dorcas Timot	1.81
619.	South Division	S2006	Carol Nicholai	1.10
620.	South Division	S2007	Dinah Daniel	0.97
621.	South Division	S2008	Lupai Likodan	1.42
622.	South Division	S2009	Obed Wanariu	1.60
623.	South Division	S2010	Essau Kosep	2.19
624.	South Division	S2011	Douglas Wandalu	0.86
625.	South Division	S2013	Clematsia Tamela	1.15
626.	South Division	S2014	Alfred Lumbai	1.77
627.	South Division	S2015	Elina Langua	3.00
628.	South Division	S2016	Sakias Maki	0.87
629.	South Division	S2018	Chris Riwas	0.89
630.	South Division	S2019	Malingan Nicholai	0.50
631.	South Division	S2020	Paul Turuchai	0.95
632.	South Division	S2021	Lukas Maki	1.00
633.	South Division	S2023	Samuel Tamela	1.00
634.	South Division	S2024	Owen Matare	0.99
635.	South Division	S2025	Ephraim Kugas	3.42
636.	South Division	S2026	Alfred Perry	0.91
637.	South Division	S2027	Getrude Nicholai	1.08
638.	South Division	S2030	David Kout	0.50
639.	South Division	S2033	Joe Langua	1.00
640.	South Division	S2034	Patonga Tamela	0.97
641.	South Division	S2035	Israel Awatle	1.00
642.	South Division	S2036	Clifton Kosep	1.00
643.	South Division	S2037	Alex Sanaila	1.00
644.	South Division	S2038	Josephine Kaiwi	1.00
645.	South Division	S2039	Aramis Malisa	1.00

646.	South Division	S2040	Rodney Kelep	1.00
647.	South Division	S2041	Esther Kossep	1.00
648.	South Division	S2043	Samson Fangaleo	1.00
649.	South Division	S2050	Edwin Amfrey	2.00
650.	South Division	S2101	Bruno Malazimba	1.78
651.	South Division	S2102	Alfred Mamus	1.85
652.	South Division	S2103	Oliver Mora	0.78
653.	South Division	S2104	Grace Tande	0.41
654.	South Division	S2105	Peter Mora	1.71
655.	South Division	S2106	Nicholas Ferry	1.99
656.	South Division	S2107	Listilla Lagazai Waitok	1.98
657.	South Division	S2109	Joel Saris	1.00
658.	South Division	S2110	Dorothy Tokom	1.00
659.	South Division	S2111	Kiriel Kaian	1.00
660.	South Division	S2112	Francis Kambahal	1.00
661.	South Division	S2113	Adam Paskalis	1.00
662.	South Division	S2114	Peter Waika	1.00
663.	South Division	S2115	Bangan Sairu	1.00
664.	South Division	S2116	Daniel Chare	1.00
665.	South Division	S2201	Roland Momos	2.00
666.	South Division	S2202	Paulus Kapien	1.92
667.	South Division	S2203	Bernard Kasomat	1.93
668.	South Division	S2204	Steven Bokaf	2.00
669.	South Division	S2205	Felix Late	2.90
670.	South Division	S2206	Greg Gedion	1.90
671.	South Division	S2207	Jeremy Melachon	5.00
672.	South Division	S2208	Edward Kame	1.58
673.	South Division	S2209	Margaret Tukana	2.34
674.	South Division	S2210	Joe Lando	0.96
675.	South Division	S2211	Francis Tak	2.03
676.	South Division	S2212	Paul Lando	3.23
677.	South Division	S2213	Lorraine Simon	1.78
678.	South Division	S2214	Philip Tsikula	0.90
679.	South Division	S2216	Allan Melachon	2.63
680.	South Division	S2217	Apelis Alapi	2.28
681.	South Division	S2218	John Vanis	2.04

682.	South Division	S2219	Noel Ogarapa	0.96
683.	South Division	S2220	Albert Pulo	1.90
684.	South Division	S2221	Greg Sanglis	1.80
685.	South Division	S2222	Mongop High School	0.95
686.	South Division	S2223	Joe Melachon	0.85
687.	South Division	S2224	Michael Baia	0.56
688.	South Division	S2225	Sebastian Mataule	1.02
689.	South Division	S2226	Terence Kunak	0.75
690.	South Division	S2227	Cynthia Samare	1.00
691.	South Division	S2228	Sohon Gabie	1.00
692.	South Division	S2229	Fedelma Alfred	1.00
693.	South Division	S2230	Micheal Langiri	1.00
694.	South Division	S2231	Greg Nagui	1.00
695.	South Division	S2232	Xavier Ferry	1.00
696.	South Division	S2233	Sukes Damien	1.00
697.	South Division	S2234	Vincent Bale	1.00
698.	South Division	S2235	Daniel Sanglis	1.00
699.	South Division	S2236	Keith Carpenter	1.00
700.	South Division	S2237	Max Sabastian	1.00
701.	South Division	S2238	Ralph Pombi	1.00
702.	South Division	S2239	Robert Vanis	1.00
703.	South Division	S2240	Raphael Ogarapa	1.00
704.	South Division	S2241	Steven Langiri	1.00
705.	South Division	S2242	Alex Kiapen	1.00
706.	South Division	S2243	Benjamin Talo	1.00
707.	South Division	S2244	Valentine Kiliwat	1.00
708.	South Division	S2245	Samuel Maxo	1.00
709.	South Division	S2246	Mongop High School	10.00
710.	South Division	S2301	Talita Boas	3.49
711.	South Division	S2302	Michael Banamu	0.48
712.	South Division	S2303	Sam Tangaule	1.14
713.	South Division	S2304	Ezekiel Hohosan	3.55
714.	South Division	S2305	Wasa Kasarot	1.81
715.	South Division	S2306	Israel Kelep	1.87
716.	South Division	S2307	Nelson Lerry	1.58
717.	South Division	S2308	Nelson Amat	1.82

718.	South Division	S2309	Israel Saxail	0.61
719.	South Division	S2310	Darius Lambui	1.92
720.	South Division	S2311	Kieth Tevong	1.06
721.	South Division	S2312	Jonathan Keke	0.85
722.	South Division	S2313	Lamut Daniel	1.45
723.	South Division	S2314	Francis Mazakmat	0.72
724.	South Division	S2315	Banamu Kelep	0.85
725.	South Division	S2316	Naweda Gagea Kombeng	1.08
726.	South Division	S2317	Obed Bauf	2.00
727.	South Division	S2318	Arawes Mazakmat	1.44
728.	South Division	S2319	Victor Bale	1.89
729.	South Division	S2320	Wakapal Minisaup	0.75
730.	South Division	S2321	John Karapo	0.60
731.	South Division	S2322	Martha Lilau	1.00
732.	South Division	S2323	Wesley Kale	1.02
733.	South Division	S2324	Salaniet Selam	1.26
734.	South Division	S2325	Junior Kevi	0.98
735.	South Division	S2326	Stanley Pasurai	1.00
736.	South Division	S2327	Bopali Tangala	1.00
737.	South Division	S2328	Moses Yamalo	1.00
738.	South Division	S2329	Kunak Kamarol	1.00
739.	South Division	S2330	Jonathan Hosea	1.00
740.	South Division	S2331	Melanga Aron	1.00
741.	South Division	S2332	Esther Darius	1.00
742.	South Division	S2333	Wasa Jonathan	0.50
743.	South Division	S2334	David Mamun	1.00
744.	South Division	S2335	Joseph Matura	1.00
745.	South Division	S2336	Johnson Malamba	1.00
746.	South Division	S2401	John Kabakasau	2.64
747.	South Division	S2402	Stanley Noah	1.93
748.	South Division	S2403	Daisy T Millie	2.56
749.	South Division	S2404	Gabriel Nason	1.50
750.	South Division	S2405	Allan Natavai	2.03
751.	South Division	S2406	Lesley Lakin	6.01
752.	South Division	S2407	James Pulo	1.05
753.	South Division	S2408	Kunak Lakaleng	2.69

754.	South Division	S2409	Simon Waling	0.92
755.	South Division	S2410	Wasiton Murou	2.90
756.	South Division	S2411	Philip Tomundik	3.14
757.	South Division	S2412	Gerson Rabana	6.35
758.	South Division	S2413	Davidson Rabana	5.63
759.	South Division	S2414	Tami Petali	1.76
760.	South Division	S2415	Ismael Benson	2.05
761.	South Division	S2416	Oliver Moses	2.01
762.	South Division	S2417	Talita Menamin	0.97
763.	South Division	S2418	Tobias Van	1.69
764.	South Division	S2419	Cecilia Pulo	2.93
765.	South Division	S2420	Lavanan Nodai	1.96
766.	South Division	S2421	Langin Pepe	2.75
767.	South Division	S2422	Emma Maramon	1.80
768.	South Division	S2423	Albert Moses	0.82
769.	South Division	S2424	Misbil Noel	0.88
770.	South Division	S2425	Wilson Kasau	0.56
771.	South Division	S2426	Linge Benson	1.44
772.	South Division	S2428	Rabana Mol	0.79
773.	South Division	S2429	Daniel Mol	1.13
774.	South Division	S2430	Dessie Mellie	2.16
775.	South Division	S2431	Douglas Mellie	1.00
776.	South Division	S2432	Mitaraf Bauf	1.99
777.	South Division	S2433	Lukas Kanis	1.01
778.	South Division	S2434	Stanley Mellie	0.87
779.	South Division	S2435	Daniel Benson	1.52
780.	South Division	S2436	Orim Somoko	1.80
781.	South Division	S2437	Chris Malira	1.55
782.	South Division	S2441	Suchot Langin	1.30
783.	South Division	S2442	Mellie Lakaleng	0.98
784.	South Division	S2443	Mika Wariu	1.06
785.	South Division	S2444	Andrew Bauf	0.97
786.	South Division	S2446	Lavah Nason	1.07
787.	South Division	S2447	Edgar Nodai	1.96
788.	South Division	S2448	Sandison Valing	1.96
789.	South Division	S2449	Caroline Rabana	2.30

790.	South Division	S2450	Nobert Smith	0.92
791.	South Division	S2451	Richard Mitrap	1.00
792.	South Division	S2452	Donald Dauma	1.00
793.	South Division	S2453	Ruth Philip	0.95
794.	South Division	S2454	Deborah Nason	1.00
795.	South Division	S7001	Johnson Laka	1.00
796.	South Division	S7002	Ilip Michael	1.00
797.	South Division	S7003	Francis Rungof	1.00
798.	South Division	S7004	Margreth Baleo	1.00
799.	South Division	S7005	Desmond Hubert	1.00
800.	South Division	S7101	Samuel Siba	0.74
801.	South Division	S7102	Natasha Balasam	1.70
802.	South Division	S7103	Pikut Vitus	1.00
803.	South Division	S7104	Wesley Balasam	1.71
804.	South Division	S7105	Sebastian Lutam	1.40
805.	South Division	S7106	Pinikidu Curcuit	2.00
806.	South Division	S7107	Pinikidu Lkk	1.00
807.	South Division	S7201	Raphael Blingha	0.88
808.	South Division	S7202	Benard Wokravis	0.98
809.	South Division	S7203	Raymond Subin	1.75
810.	South Division	S7204	John Ransu	0.95
811.	South Division	S7205	Alfred Neta	0.98
812.	South Division	S7206	Alphonse Sega	1.00
813.	South Division	S7207	Bernard Michael	1.00
814.	South Division	S7208	Ruben Suta	1.00
815.	South Division	S7210	Luruvin Labau	1.00
816.	South Division	S7301	Oscar Kalangan	1.00
817.	South Division	S7302	Robert Mai	1.03
818.	South Division	S7303	Delilah Tualet	1.53
819.	South Division	S7304	Kennie Muneve	0.20
820.	South Division	S7305	Peter Sisilin	1.00
821.	South Division	S7306	Joe Sixan	1.00
822.	South Division	S7307	Sonia Kenny	1.00
823.	South Division	S7308	Jacob Sana	1.00
824.	South Division	S7401	Michael Kuis	0.85
825.	South Division	S7402	John Kamasiang	1.00

826.	South Division	S7403	Sandra Michael	2.97
827.	South Division	S7404	Ben Malames	2.67
828.	South Division	S7405	Christian Lavasi	3.35
829.	South Division	S7406	Valentine Philemon	3.16
830.	South Division	S7407	William Toigin	1.00
831.	South Division	S7408	Vincent Tadigu	1.00
832.	South Division	S7409	David Kasisk	2.56
833.	South Division	S7410	Puputan Kabavas	2.25
834.	South Division	S7411	Gorothy Wali	9.28
835.	South Division	S7412	Magau Kusmat	1.00
836.	South Division	S7413	Vincent Laberong	2.71
837.	South Division	S7414	Danny Tegaum	1.00
838.	South Division	S7423	Vincent Ladie	0.78
839.	South Division	S7424	Bernard Potkap	1.00
840.	South Division	S7425	Gordan Latima	1.00
841.	South Division	S7426	Stanis Pirikai	1.00
842.	South Division	S7427	Julius Luti	1.00
843.	South Division	S7428	Lale Prutang	1.00
844.	South Division	S7429	Peter Edward	1.00
845.	South Division	S7430	Taus Kasik	1.00
846.	South Division	S7431	Bill Polo	1.00
847.	South Division	S7432	Vincent Leberong	1.00
848.	South Division	S7433	Nick Motbeng	1.00
849.	South Division	S7434	Josepha Laxala	1.00
850.	South Division	S7435	Thadeus Langongpene	1.00
851.	South Division	S7437	Dorcas John Kamasiang	1.00
852.	South Division	S7438	Frank Thomas	1.00
853.	South Division	S7601	Kowen Laki	1.00
854.	South Division	S7602	John Holis	1.00
855.	South Division	S7603	Cherish Laki	1.00
856.	South Division	S7701	Mentong Lado	1.00
857.	South Division	S7702	Jack Koma	1.00
858.	South Division	S7801	John Labamat	1.00
859.	South Division	S8001	William Kana	1.10
860.	South Division	S8101	Savu Selamat	1.00
861.	South Division	S8103	August Selamat	1.00

862.	South Division	S8501	Polos Sepmat	1.00
863.	South Division	S8502	Pinatgin United Church	2.00
864.	South Division	S8503	Benson Sepmat	1.00
865.	South Division	S8504	Labilong Somi	1.00
866.	South Division	S8505	Aida Sagaun	1.00
867.	North Division	S2501	Eddie Schulze	2.15
868.	North Division	S2502	Bila Smith	1.03
869.	North Division	S2503	Delilla Wilson	2.08
870.	North Division	S2504	Manase Tarangama	0.50
871.	North Division	S2505	Edwing Sikil	1.00
872.	North Division	S2506	Tiamu Hogoras	1.00
873.	North Division	S2507	Jacobeth Kongales	2.16
874.	North Division	S2508	Isaac Aisoli	1.85
875.	North Division	S2509	Ednah Leto	1.30
876.	North Division	S2510	Darusila Malupen	0.97
877.	North Division	S2511	Lak Cong	0.60
878.	North Division	S2512	Siriu Helary	1.97
879.	North Division	S2513	Botong Nason	0.80
880.	North Division	S2514	Elina Kavuk	1.01
881.	North Division	S2515	Clara Ronie	1.10
882.	North Division	S2516	Tamulik Aisoli	0.87
883.	North Division	S2517	Naxos Willie	1.49
884.	North Division	S2518	Benjamin Wanariu	1.00
885.	North Division	S2519	Gila Miskaram	1.00
886.	North Division	S2520	Richard Tolivai	1.01
887.	North Division	S2521	Rondah Richard	1.01
888.	North Division	S2522	Junias Tovalura	2.90
889.	North Division	S2523	Samare Lukake	1.00
890.	North Division	S2524	Semmy Maxarax	1.00
891.	North Division	S2525	Mandas Magavung	2.43
892.	North Division	S2526	Bilam Aisoli	1.00
893.	North Division	S2527	Jane Joshua	1.00
894.	North Division	S2528	Lusem Walwal	1.02
895.	North Division	S2529	Bruce Lukake	1.00
896.	North Division	S2530	Edward Mamus	1.00
897.	North Division	S2531	Kerry Galis	1.00

898.	North Division	S2532	Wesley Toilip	1.87
899.	North Division	S2533	Unangui William	2.00
900.	North Division	S2534	Pakan Tovalura	2.03
901.	North Division	S2535	David Tau	0.78
902.	North Division	S2536	Allan Vutuamat	1.43
903.	North Division	S2537	Doris Salamangas	1.00
904.	North Division	S2538	Sonia Schulze	1.87
905.	North Division	S2539	Pole Sioni	2.04
906.	North Division	S2540	Sorah Julius	1.00
907.	North Division	S2541	Kotu Dangui	2.01
908.	North Division	S2542	Gideon Wilson	1.46
909.	North Division	S2543	Herman Tobeno	2.00
910.	North Division	S2544	Manuel Tomboka	1.05
911.	North Division	S2545	Stephanie Marus	1.00
912.	North Division	S2546	Kinovi Wartovo	2.00
913.	North Division	S2547	Elizabeth Lassingan	1.00
914.	North Division	S2548	Kakin Kabawas	2.00
915.	North Division	S2549	Narong Daniel	1.01
916.	North Division	S2550	Nemaiha Tokau	1.97
917.	North Division	S2551	Madlyn Albert	1.36
918.	North Division	S2552	Danny Aisoli	0.73
919.	North Division	S2553	Jessy Malon	1.00
920.	North Division	S2554	Apsalom Roboam	0.80
921.	North Division	S2555	Mathew Jaran	3.38
922.	North Division	S2556	Pauline Prokha	0.38
923.	North Division	S2557	Ignatius Warwakai	1.67
924.	North Division	S2558	Mary Josiah	1.00
925.	North Division	S2559	Emil Pulamba	1.24
926.	North Division	S2560	Pangas Johny	1.00
927.	North Division	S2561	Ellison Duvia	2.52
928.	North Division	S2562	Wolis Biria	1.00
929.	North Division	S2563	Martha Zachariaiah	0.60
930.	North Division	S2564	George Lee	1.00
931.	North Division	S2565	Lagaia Vengine	1.00
932.	North Division	S2566	Adoninjah.Timothy	1.00
933.	North Division	S2567	Betual Yaraga	1.00

934.	North Division	S2568	Mandau Bokaf	1.00
935.	North Division	S2569	Taia Kambavas	2.00
936.	North Division	S2570	Quinton Biria	1.00
937.	North Division	S2571	Eddie Tauan	1.00
938.	North Division	S2572	Rachel Salatiel	0.31
939.	North Division	S2573	Nellie Saott	2.00
940.	North Division	S2574	Biria Nalik	2.00
941.	North Division	S2575	Nason Sioni	1.00
942.	North Division	S2576	Esther Benson	1.00
943.	North Division	S2577	Serah Z.Tomboka	1.00
944.	North Division	S2578	Martha Tomboka	1.00
945.	North Division	S2579	Semaymace Konte	2.00
946.	North Division	S2580	Douglas Nonok	1.00
947.	North Division	S2581	Wasiro Nonok	0.74
948.	North Division	S2582	Meli Kaminiel	1.00
949.	North Division	S2583	Wilson Pombi	0.83
950.	North Division	S2584	Everlyn Schulze	2.09
951.	North Division	S2585	Miriam Mosley	0.82
952.	North Division	S2586	Lasi Pate	0.42
953.	North Division	S2587	Wasita Wilson	1.86
954.	North Division	S2589	Josah Iao	1.00
955.	North Division	S2590	Elizah Lakin	1.00
956.	North Division	S2591	Maris Noah	1.00
957.	North Division	S2592	Oripa Wariu	1.00
958.	North Division	S2593	Velma Biria	1.00
959.	North Division	S2594	Jemimah Biria	1.00
960.	North Division	S2595	Abraham Valaka	1.00
961.	North Division	S2596	Linda Lakau	2.52
962.	North Division	S2597	Noah Kolavang	1.00
963.	North Division	S2598	Dorothy Kelep	1.00
964.	North Division	S2599	Julie Bokaf	1.00
965.	North Division	S2601	Kamau Kasolik	2.24
966.	North Division	S2602	Albert Nalik	5.03
967.	North Division	S2603	Doreen Seno	2.26
968.	North Division	S2604	Malupan Nalik	2.20
969.	North Division	S2605	Dickson Fauma	2.47

970.	North Division	S2606	Lali Shulze	1.96
971.	North Division	S2607	Mesulam Wariu	3.00
972.	North Division	S2608	Karus Kak	1.95
973.	North Division	S2609	Wilson Worarak	11.66
974.	North Division	S2610	Anis Elias	1.18
975.	North Division	S26100	Gorethy Tobeno	3.00
976.	North Division	S26101	Morgan Tobeno	1.00
977.	North Division	S26102	Lamasi Tarapet	1.00
978.	North Division	S26103	Sarop Pennie	2.35
979.	North Division	S2611	P. Paul Vengine	4.06
980.	North Division	S2612	Albert Aisoli	2.16
981.	North Division	S2613	Dinah Gurumang	3.65
982.	North Division	S2614	David Tolivai	2.71
983.	North Division	S2615	Matagal Lee	2.40
984.	North Division	S2616	Ruth Nason	1.00
985.	North Division	S2617	Malura Aisoli	1.75
986.	North Division	S2618	Ruthy David	1.12
987.	North Division	S2619	John Japet	1.36
988.	North Division	S2620	Garile Tolivai	2.14
989.	North Division	S2621	Dangui Mosley	2.42
990.	North Division	S2622	Waira Wanariu	1.96
991.	North Division	S2623	Andrius Walwal	2.47
992.	North Division	S2624	Esther Tuken	2.26
993.	North Division	S2625	Yaraga Pikia	3.43
994.	North Division	S2626	Gawi Aisoli	3.10
995.	North Division	S2627	Steven Samelut	2.13
996.	North Division	S2628	Willy Aisoli	1.85
997.	North Division	S2629	Regan Nason	1.99
998.	North Division	S2630	Kong Mosley	2.69
999.	North Division	S2631	Lusio Darius Gurumang	1.15
1000.	North Division	S2632	Mary Gurumang	0.98
1001.	North Division	S2633	Esther Rovino	4.92
1002.	North Division	S2634	Besalyn Tago	1.80
1003.	North Division	S2635	Cathrine Peij	0.48
1004.	North Division	S2636	Asi Salatiel	2.13
1005.	North Division	S2637	Somsom Edward	1.93

1006.	North Division	S2638	Joseph Langay	2.47
1007.	North Division	S2639	Wanariu Pinai	5.07
1008.	North Division	S2640	Emmanuel Saranap	1.64
1009.	North Division	S2641	Maite Mosley	1.99
1010.	North Division	S2642	Edward Salamangas	3.23
1011.	North Division	S2643	Francis Tokau	5.06
1012.	North Division	S2644	Bill Sialis	2.41
1013.	North Division	S2645	William Tolingare	1.75
1014.	North Division	S2646	Luta Graham	1.16
1015.	North Division	S2647	Bokaf Elias	1.55
1016.	North Division	S2648	Esther Sioni	3.88
1017.	North Division	S2649	Waram Schulze	3.97
1018.	North Division	S2650	Wilson Balane	1.91
1019.	North Division	S2651	John Kagawuk	2.70
1020.	North Division	S2652	Stanley Maramon	3.14
1021.	North Division	S2653	Dominic Jaran	1.31
1022.	North Division	S2654	Pinamat Malon	3.30
1023.	North Division	S2655	Siri Mosley	2.05
1024.	North Division	S2656	Nickson Wanamos	1.00
1025.	North Division	S2657	George Pakolai	1.00
1026.	North Division	S2658	Smith Saulak	2.00
1027.	North Division	S2659	Saranos Wilson	1.60
1028.	North Division	S2660	Bopis Loko	1.47
1029.	North Division	S2661	Martha Zachari	2.85
1030.	North Division	S2662	Tomeli Seno	1.13
1031.	North Division	S2663	Nonok Wilson	2.28
1032.	North Division	S2664	Haran Ngakatt	2.75
1033.	North Division	S2665	Mandaso Elias	1.00
1034.	North Division	S2666	Malazimba Rakum	1.29
1035.	North Division	S2667	Jeremy Mathau	1.99
1036.	North Division	S2668	Toboka Ruben	2.50
1037.	North Division	S2669	Lydia Lambung	1.00
1038.	North Division	S2670	Paul Pombi	0.54
1039.	North Division	S2671	Kulak Messak	2.02
1040.	North Division	S2672	Lakau Gila	1.05
1041.	North Division	S2673	Rebecca Jaran	1.58

1042.	North Division	S2674	Klemson Garapos	1.83
1043.	North Division	S2675	Joseph Konda	0.87
1044.	North Division	S2676	Kamrai Wasiton	0.54
1045.	North Division	S2677	Pennie Philip	1.00
1046.	North Division	S2678	Kepas Wasiton	1.41
1047.	North Division	S2679	Petalie Siri	3.51
1048.	North Division	S2680	Tobeno Tokau	2.12
1049.	North Division	S2681	Bangutgut Sohon	1.70
1050.	North Division	S2682	Ludy Tokau	1.43
1051.	North Division	S2683	Tarapet Mosley	1.29
1052.	North Division	S2684	Isaiah Vengine	1.91
1053.	North Division	S2685	Pulamba Eliap	1.00
1054.	North Division	S2686	Orim Karo	1.71
1055.	North Division	S2687	Tauan Edward	1.43
1056.	North Division	S2688	Ruby William	1.82
1057.	North Division	S2689	Kelep Graham	0.56
1058.	North Division	S2690	Manase Aisoli	2.03
1059.	North Division	S2691	Malinaro Totas	1.00
1060.	North Division	S2692	Sapilai Bokaf	1.03
1061.	North Division	S2693	Tuken Keresi	2.00
1062.	North Division	S2694	Wilson Pirik	2.33
1063.	North Division	S2695	Alexson Ross	1.39
1064.	North Division	S2696	Susan Johnny	1.50
1065.	North Division	S2697	Joseph Boqunn	2.51
1066.	North Division	S2698	Mamus Ekonia	2.43
1067.	North Division	S2699	Polas Noah	2.43
1068.	North Division	S2701	Obed Pangin	1.66
1069.	North Division	S2702	Aaron Kai	1.00
1070.	North Division	S2703	Steven Lurang	4.18
1071.	North Division	S2704	Daniel Laklis	8.79
1072.	North Division	S2705	Abel Lambonge	1.44
1073.	North Division	S2706	Jolis Masa	2.98
1074.	North Division	S2707	Ningi Lopang	2.62
1075.	North Division	S2708	Ezekiel Tom	5.22
1076.	North Division	S2709	Robinson Wanariu	1.99
1077.	North Division	S2710	Darius Gurumang	1.55

1078.	North Division	S2711	Emmanuel Solanau	0.70
1079.	North Division	S2712	Tande Koat	1.54
1080.	North Division	S2713	Tavu Kulamere	2.04
1081.	North Division	S2714	Serah Mogigis	2.38
1082.	North Division	S2715	Rachael Emmanuel	1.53
1083.	North Division	S2716	George Lamo	1.05
1084.	North Division	S2717	Hayai Sukot	1.68
1085.	North Division	S2718	Sulai Adam	4.09
1086.	North Division	S2719	Alfred Mokis	1.03
1087.	North Division	S2720	Joshua Lopang	1.87
1088.	North Division	S2721	Tovalura Mosly	2.77
1089.	North Division	S2722	Regan Tom	1.00
1090.	North Division	S2723	Magas Meli	1.37
1091.	North Division	S2724	Susan Malmalit	1.03
1092.	North Division	S2725	Oliver Toingel	1.88
1093.	North Division	S2726	Joseph Pirik	5.11
1094.	North Division	S2727	Albert Luriu	1.33
1095.	North Division	S2728	Wak Borosae	1.07
1096.	North Division	S2729	Esther Maman	1.00
1097.	North Division	S2730	Tabita Piskaut	0.69
1098.	North Division	S2731	Fidelma Rangalai	1.00
1099.	North Division	S2732	Janet Mel	1.13
1100.	North Division	S2733	Darius Borosi	1.00
1101.	North Division	S2734	Natasha Luriu	1.00
1102.	North Division	S2735	Mckenzie Lamasisi	1.00
1103.	North Division	S2736	Tomoup Lopang	1.65
1104.	North Division	S2737	Aisaac Mogigis	2.13
1105.	North Division	S2738	Wirang Tapan	1.03
1106.	North Division	S2739	Sigai Borosi	1.00
1107.	North Division	S2740	Edward.Rofai	0.52
1108.	North Division	S2741	Gerson Rabana	6.56
1109.	North Division	S2742	Silom Erick	0.96
1110.	North Division	S2743	Betty Nason	1.00
1111.	North Division	S2744	Justice Joseph	2.00
1112.	North Division	S2745	Joan Ruben	0.94
1113.	North Division	S2746	Vabau Robinson	0.75

1114.	North Division	S2747	Bill Mogigis	0.94
1115.	North Division	S2748	Rebecca Tande	0.64
1116.	North Division	S2749	Sausai Tande	1.00
1117.	North Division	S2751	Mathew Mogigis	2.00
1118.	North Division	S2752	Jeremiah Saplagas	1.00
1119.	North Division	S2753	Lydia Patrick	1.00
1120.	North Division	S2754	Kavok Marabaf	1.00
1121.	North Division	S2755	Eva Masa	1.00
1122.	North Division	S2756	Malam Manuel	1.00
1123.	North Division	S2801	Daina Makis	1.30
1124.	North Division	S2802	Gamala Darius	1.59
1125.	North Division	S2803	Emmanuel Misu	2.85
1126.	North Division	S2804	Peter Gasu	1.58
1127.	North Division	S2805	Edwick Misu	1.59
1128.	North Division	S2806	Wanariu Maris	0.50
1129.	North Division	S2807	Gabriel Piskaut	2.38
1130.	North Division	S2808	Brenda Daniel	1.00
1131.	North Division	S2809	Nick Koma	1.00
1132.	North Division	S2810	Ednah Kongas	1.00
1133.	North Division	S2811	Lekiu Tavu	2.00
1134.	North Division	S2812	Vila Engelberth	1.00
1135.	North Division	S2813	Mirriam Engelberth	1.00
1136.	North Division	S2814	Wilson Rangit	1.00
1137.	North Division	S2816	James Lowa	1.00
1138.	North Division	S2818	Samson Matagal	1.00
1139.	North Division	S2901	Alfred Stampa	0.94
1140.	North Division	S2902	Josepha Sabaramus	1.99
1141.	North Division	S2903	Maria Korobung	1.57
1142.	North Division	S2904	Joe Papau	1.81
1143.	North Division	S2905	Clarence Masor	1.94
1144.	North Division	S2906	Chris Kabauru	1.00
1145.	North Division	S2907	Rose Elias	0.69
1146.	North Division	S2908	Albertina Inguba	1.00
1147.	North Division	S2909	Michael Essau	1.00
1148.	North Division	S2910	Samuel Kasolik	1.13
1149.	North Division	S2911	Laura Sungak	1.00

1150.	North Division	S2912	Jacklyn Tokmun	1.35
1151.	North Division	S2914	Michael Monai	1.07
1152.	North Division	S2915	Joe Bilam	1.00
1153.	North Division	S2916	Lainol Levi	1.00
1154.	North Division	S2917	Moreen Jim	1.00
1155.	North Division	S2999	Geraldine Gee	31.48
1156.	North Division	S3001	Peter Malikun	1.95
1157.	North Division	S3002	Martin Ogga	2.23
1158.	North Division	S3003	Lawren Lapangot	2.04
1159.	North Division	S3004	Moris Tamelagai	0.97
1160.	North Division	S3005	Ben Mapatai	2.05
1161.	North Division	S3006	Michael Panda	1.42
1162.	North Division	S3007	Lawrence Sabutan	1.63
1163.	North Division	S3008	Martha Vutuamat	6.03
1164.	North Division	S3009	Pius Mamai	2.33
1165.	North Division	S3010	Louis Peuka Tasia	2.00
1166.	North Division	S3011	Josuha Emanuel	2.12
1167.	North Division	S3012	Pius Kapilis	1.84
1168.	North Division	S3013	Lorraine Sarei	1.86
1169.	North Division	S3014	Graham Marulai	0.98
1170.	North Division	S3015	Simon Wama	0.96
1171.	North Division	S3017	Marius Kakasam	1.40
1172.	North Division	S3018	Felix Luvakot	1.48
1173.	North Division	S3019	Shane Yip	0.69
1174.	North Division	S3020	Lawrence Monga	0.36
1175.	North Division	S3021	Andrew Rangit	0.59
1176.	North Division	S3022	Eward Laboran Junior	1.00
1177.	North Division	S3023	Martin Sai	0.79
1178.	North Division	S3024	Valentine Meta	1.00
1179.	North Division	S3025	John Rabonaf	0.74
1180.	North Division	S3026	Simon Mekai	3.65
1181.	North Division	S3027	Edward Kauke	1.38
1182.	North Division	S3028	Bernard Bongas	1.00
1183.	North Division	S3029	Annette Malatana	1.00
1184.	North Division	S3030	Max Biagong	1.00
1185.	North Division	S3031	John Kebu	1.00

1186.	North Division	S3032	Charles Kobeng	0.89
1187.	North Division	S3033	Raphael Tukul	1.00
1188.	North Division	S3034	Eva Tasia	3.65
1189.	North Division	S3035	Jennifer Fidelis	1.00
1190.	North Division	S3036	Engelberth Tamismis	1.00
1191.	North Division	S3037	Patrick Tamelagai	1.00
1192.	North Division	S3038	Florence Kamrai	1.00
1193.	North Division	S3040	Jerry Kapilis	1.00
1194.	North Division	S3041	Ludwina Allan	1.00
1195.	North Division	S3042	Dorothy Hellen	1.00
1196.	North Division	S3043	Anastasia Tamapiu	1.00
1197.	North Division	S3044	Janet Raymond	1.00
1198.	North Division	S3045	Christopher Kasarot	1.00
1199.	North Division	S3101	Delvin Apelis	0.70
1200.	North Division	S3102	Michael Wanari	1.11
1201.	North Division	S3103	Julius B Tamos	1.28
1202.	North Division	S3104	Elthy Batok	0.98
1203.	North Division	S3105	Banga Waisale	1.55
1204.	North Division	S3106	Esther Levi	1.03
1205.	North Division	S3107	Nonopai United Church	1.70
1206.	North Division	S3108	Sylvester Lapuk	2.58
1207.	North Division	S3109	Patrick Tulak	1.18
1208.	North Division	S3110	Peter Ponau	1.00
1209.	North Division	S3111	Annette Sialis	0.70
1210.	North Division	S3112	Lesik Tamos	1.00
1211.	North Division	S3113	Steven Mavus	1.78
1212.	North Division	S3114	Roland Maturau	0.78
1213.	North Division	S3115	Robin Gasmala	1.01
1214.	North Division	S3116	Joanna Tamos	1.29
1215.	North Division	S3118	Alfreda Ontimo	0.91
1216.	North Division	S3119	Ben Lavet	0.93
1217.	North Division	S3120	Janet Lekiu	1.10
1218.	North Division	S3121	Albert Apelis	1.09
1219.	North Division	S3122	Wally Piskaut	1.71
1220.	North Division	S3123	Makus Lavanen	0.98
1221.	North Division	S3124	Gamala Maulai	1.06

1222.	North Division	S3126	Lillian Maturau	0.64
1223.	North Division	S3127	Michael Oliver	0.85
1224.	North Division	S3128	Kapiten Kaminiei	0.50
1225.	North Division	S3129	Greg Yayii	1.03
1226.	North Division	S3131	Ritako Ian	0.94
1227.	North Division	S3132	Peni Matimat	0.84
1228.	North Division	S3133	Noah Tamekus	0.93
1229.	North Division	S3135	Miulang Gasmala	1.03
1230.	North Division	S3136	Goliath Lapuk	1.00
1231.	North Division	S3138	Paul Wanariu	1.80
1232.	North Division	S3141	Ruby Levi	0.63
1233.	North Division	S3143	Mirriam Levi Sivati	1.30
1234.	North Division	S3144	Lavinia Maturau	0.35
1235.	North Division	S3145	Fagaleo Lavanen	0.70
1236.	North Division	S3201	Daniel Robin	2.59
1237.	North Division	S3202	Lukareka Rupen	1.13
1238.	North Division	S3203	Joyce William	1.95
1239.	North Division	S3204	Lesley Marengi	2.88
1240.	North Division	S3205	Umat Francisca	2.56
1241.	North Division	S3206	Gollan Karabuso	4.18
1242.	North Division	S3207	Kateng Kobeng	0.62
1243.	North Division	S3208	Koriu Esau	1.80
1244.	North Division	S3209	Judas Essau	0.85
1245.	North Division	S3210	Melly Steven	1.01
1246.	North Division	S3211	Sila William	1.50
1247.	North Division	S3212	Hellen Martin	1.02
1248.	North Division	S3213	Joyce Kase	0.65
1249.	North Division	S3214	Tametap Orim	1.09
1250.	North Division	S3215	Lalot Orim	0.98
1251.	North Division	S3216	Laving Matagos	2.19
1252.	North Division	S3217	Rerem William	1.00
1253.	North Division	S3218	Graham Levi	1.48
1254.	North Division	S3219	Neman Balbate	0.68
1255.	North Division	S3220	Shirley Lamon	0.75
1256.	North Division	S3221	Jeremiah.S.Kombeng	1.09
1257.	North Division	S3222	Sailas Tolabong	1.19

1258.	North Division	S3223	Ethel.B.Madas	1.00
1259.	North Division	S3224	Matusel Banga	0.87
1260.	North Division	S3225	Elias Kival	1.10
1261.	North Division	S3226	Elias Lamasisi	1.00
1262.	North Division	S3227	Tiligis Rupen	1.13
1263.	North Division	S3301	Francis Yaii	1.54
1264.	North Division	S3302	Nellie Towani	1.90
1265.	North Division	S3303	Banamu Misbil	1.88
1266.	North Division	S3304	Tata Jesica	1.83
1267.	North Division	S3305	Marabui Alipat	1.41
1268.	North Division	S3306	Peter Blood	1.67
1269.	North Division	S3307	Darusilla Mala	1.80
1270.	North Division	S3308	Maxion Eremas	1.47
1271.	North Division	S3309	Garry Mazewin	11.23
1272.	North Division	S3310	Gwendah.B.Tarakmat	1.80
1273.	North Division	S3311	Barnabas Gwae	1.78
1274.	North Division	S3312	Chris Yaraka	1.02
1275.	North Division	S3313	Esley Kaplimut	1.61
1276.	North Division	S3314	Moat Kulemare	3.72
1277.	North Division	S3315	Timothy Levi	1.62
1278.	North Division	S3316	Pauline Marabui	0.38
1279.	North Division	S3317	Margaret Julius	1.74
1280.	North Division	S3318	Scott Samba	1.38
1281.	North Division	S3319	Dinah Piskaut	2.37
1282.	North Division	S3320	Paul Piskaut	3.15
1283.	North Division	S3321	Titus Tafula	1.94
1284.	North Division	S3322	John Karabuso	0.53
1285.	North Division	S3323	Norman Daniel	1.95
1286.	North Division	S3324	Anna Hau	0.96
1287.	North Division	S3325	Alexius Igua	1.72
1288.	North Division	S3326	Makading Lapan	0.90
1289.	North Division	S3327	Obed Kakale	1.00
1290.	North Division	S3328	Jotham Yayii	1.46
1291.	North Division	S3329	Mamus Julius	0.88
1292.	North Division	S3330	Paul Tarakmat	0.97
1293.	North Division	S3331	James Fangalamas	0.81

1294.	North Division	S3333	Loumoro Haiverava	0.93
1295.	North Division	S3334	Semsi Namat	1.01
1296.	North Division	S3335	Marangat Kaminiel	1.13
1297.	North Division	S3336	Steven Gwae	1.86
1298.	North Division	S3337	Steven Koma	0.83
1299.	North Division	S3338	Arther Yayii	0.51
1300.	North Division	S3339	Jeremiah Pitalai	0.69
1301.	North Division	S3340	Silames Dom	1.00
1302.	North Division	S3341	Lesik Igua	0.83
1303.	North Division	S3342	Chris Wandalu	1.00
1304.	North Division	S3343	Vabes Yahii	1.00
1305.	North Division	S3344	Tumomo Yaraka	1.00
1306.	North Division	S3345	Oliver Mavas	1.00
1307.	North Division	S3346	Roselyn Kup Sialis	1.00
1308.	North Division	S3347	Essau Piskaut	1.00
1309.	North Division	S3348	Jonathan Kasaun	2.00
1310.	North Division	S3349	Tehrani Singas	1.00
1311.	North Division	S3350	Lorraine.Siara.Koma	1.00
1312.	North Division	S3351	Jeremiah Fero	1.00
1313.	North Division	S3401	Samat Kanau	1.67
1314.	North Division	S3402	Robin Meleke	1.00
1315.	North Division	S3403	Jennifer Gasot	1.00
1316.	North Division	S3405	Patricia Ngasmangil Malisa	2.60
1317.	North Division	S3406	Damaris Latu	2.48
1318.	North Division	S3407	Moses Normba	1.61
1319.	North Division	S3408	Domis Valuai	1.25
1320.	North Division	S3409	Balafai Pitalai	2.05
1321.	North Division	S3410	Sukot Lumas	1.01
1322.	North Division	S3411	Livai Gasot	0.98
1323.	North Division	S3412	Ness Suma	0.92
1324.	North Division	S3413	Patas Pitalai	1.01
1325.	North Division	S3414	Marshall Moses	2.13
1326.	North Division	S3415	Roland Suan	1.00
1327.	North Division	S3416	Sepuk Semi	2.10
1328.	North Division	S3417	William Kamak	2.30
1329.	North Division	S3419	William Gasot	1.00

1330.	North Division	S3420	Martha Kabina	1.00
1331.	North Division	S3421	Tuan Likas	1.17
1332.	North Division	S3422	Joan William	1.83
1333.	North Division	S3423	Alfred Malisa	1.00
1334.	North Division	S3424	Titus Sukot	1.00
1335.	North Division	S3425	Tiep Uaria	1.00
1336.	North Division	S3501	Gorethy Marrot	2.71
1337.	North Division	S3502	James Votui	1.37
1338.	North Division	S3503	Pesusat Tukas	2.34
1339.	North Division	S3504	Joe Pakasak	1.45
1340.	North Division	S3505	Larames William	0.84
1341.	North Division	S3506	Lamasisi Lavir	1.00
1342.	North Division	S3601	Obed Israel	2.05
1343.	North Division	S3602	Simik.B.Lovan	2.18
1344.	North Division	S3603	Nicholas Lagama	1.70
1345.	North Division	S3604	Josephine Pitalai	1.93
1346.	North Division	S3605	Andrew Quino	1.63
1347.	North Division	S3606	Mathew Sibokon	1.88
1348.	North Division	S3607	Lavina Aisoli	1.95
1349.	North Division	S3608	Chris Seeto	3.38
1350.	North Division	S3609	Sabou Mark	1.60
1351.	North Division	S3610	Fipam Jacob	2.23
1352.	North Division	S3611	James Komong	1.20
1353.	North Division	S3612	Sakias Watong	1.78
1354.	North Division	S3613	Nicholas Ritako	0.63
1355.	North Division	S3614	Randell Aisoli	2.08
1356.	North Division	S3615	Wafe Paulus	1.87
1357.	North Division	S3616	Salome Karake	1.33
1358.	North Division	S3617	Aundrey Pitala	0.95
1359.	North Division	S3618	George Pitalai	0.99
1360.	North Division	S3619	Patrick William	1.00
1361.	North Division	S3620	Tili Danny	1.43
1362.	North Division	S3621	Soles Manuel	0.78
1363.	North Division	S3622	Bongore Vurus	1.74
1364.	North Division	S3623	Salatiel Lakal	1.72
1365.	North Division	S3624	Soi Aquila	0.98

1366.	North Division	S3625	Aius Lowan	0.90
1367.	North Division	S3626	Martin Gamala	1.82
1368.	North Division	S3627	Bolomes Arawes	1.00
1369.	North Division	S3628	Serry Obed	0.38
1370.	North Division	S3629	Scholly Benson	1.85
1371.	North Division	S3630	Noelyn.Eva Minsaup	1.00
1372.	North Division	S3631	Boro Billy	1.80
1373.	North Division	S3632	Wilson Matthew (Jnr)	1.00
1374.	North Division	S3633	Nicholas Ritako	0.21
1375.	North Division	S3634	Takau Benny	1.00
1376.	North Division	S3635	Jonathan Korogis	1.00
1377.	North Division	S3637	Raphael Rarai	1.00
1378.	North Division	S3701	Kalaiah William	1.99
1379.	North Division	S3702	Lossuk United Church	1.66
1380.	North Division	S3703	Bila Raymond	3.54
1381.	North Division	S3704	Bekol Liman	3.33
1382.	North Division	S3705	Lavol Samson	3.98
1383.	North Division	S3706	Robin Liman	17.25
1384.	North Division	S3707	David Yoni	1.91
1385.	North Division	S3708	Jennifer Matunga	1.68
1386.	North Division	S3709	Laramen Leleu	0.86
1387.	North Division	S3710	Ruben Aisoli	2.78
1388.	North Division	S3712	Apelis Danny	2.08
1389.	North Division	S3714	Sion Eric	1.00
1390.	North Division	S3715	Martin Liman	2.00
1391.	North Division	S3801	Abraham Kamat	1.96
1392.	North Division	S3802	Kupeng Jonah	1.52
1393.	North Division	S3803	John Pokot	3.11
1394.	North Division	S3804	Alois Maksi	3.52
1395.	North Division	S3805	Amos Kavok	1.00
1396.	North Division	S3806	Loras Jonah	2.00
1397.	North Division	S3807	Kamon Samare	1.38
1398.	North Division	S3808	Malevu Esira	1.00
1399.	North Division	S3809	John Maikun	0.67
1400.	North Division	S3810	Morgan Karam	2.44
1401.	North Division	S3811	Malisa Tole	2.62

1402.	North Division	S3812	Silian William	2.03
1403.	North Division	S3813	Lakas Papalis	1.13
1404.	North Division	S3814	John Saramala	1.23
1405.	North Division	S3815	Naomi Abraham	2.03
1406.	North Division	S3816	Nason Anania	3.53
1407.	North Division	S3817	Madiu Rabana	2.53
1408.	North Division	S3818	John Penias	1.31
1409.	North Division	S3819	David Kekebo	2.01
1410.	North Division	S3820	Luriu Sapan	0.43
1411.	North Division	S3821	Jacob Togopi	1.50
1412.	North Division	S3822	Aumi Leto	1.94
1413.	North Division	S3823	James Maramon	1.63
1414.	North Division	S3824	Edward Tiamu	2.20
1415.	North Division	S3825	Micah Manase	0.45
1416.	North Division	S3826	Ellison Tuksukui	1.32
1417.	North Division	S3827	Tony Penias	2.20
1418.	North Division	S3828	Samantha Ramis	1.67
1419.	North Division	S3830	Enock Panau	1.18
1420.	North Division	S3831	Rachael Tiamu	1.24
1421.	North Division	S3832	Betuel Vaking	1.07
1422.	North Division	S3834	Ramis Maramon	1.91
1423.	North Division	S3835	Leah Fiona Mondo	1.87
1424.	North Division	S3836	Danny T Move	2.66
1425.	North Division	S3837	Noah Sangin	1.00
1426.	North Division	S3838	Ezekiel Mitbut	0.70
1427.	North Division	S3839	Rupen Paris	2.05
1428.	North Division	S3840	Toringa Maramon	0.96
1429.	North Division	S3841	Lamun Samson	0.47
1430.	North Division	S3842	Graham Seno	1.06
1431.	North Division	S3843	Florence Jonah	1.58
1432.	North Division	S3844	Russel Vaking	1.06
1433.	North Division	S3846	Doreen Murava	1.00
1434.	North Division	S3847	Henry Lakaia	0.50
1435.	North Division	S3848	Thomas Aron	0.54
1436.	North Division	S3849	Mathew Luweng	0.49
1437.	North Division	S3850	Pi-Es Robert Homingu	1.00

1438.	North Division	S3851	Frank Silas	1.00
1439.	North Division	S3852	Augustine Mali	1.00
1440.	North Division	S3853	Eruel Anis	1.00
1441.	North Division	S5101	Emil Miting	1.00
1442.	North Division	S5103	Miriam Pangin	1.50
1443.	North Division	S5104	Ruta Tangap	1.00
1444.	North Division	S5105	Aisoli Kival	1.00
1445.	North Division	S5106	Selvin Jason	1.00
1446.	North Division	S5107	Issac Laros	1.00
1447.	North Division	S5108	Malerau Laros	1.00
1448.	North Division	S5109	Jenny Sakias	1.00
1449.	North Division	S5110	Darius Velen	1.00
1450.	North Division	S5111	Tokapi Pengas	1.00
1451.	North Division	S5112	Garamia Biung	1.00
1452.	North Division	S5113	Rachael Noel	1.00
1453.	North Division	S5115	Soden Lamasisi	1.00
1454.	North Division	S5116	William Peka	1.00
1455.	North Division	S5117	Moab Minu	1.00
1456.	North Division	S5118	Dinah Kasup	1.00
1457.	North Division	S5119	Kathleen Pamel	1.00
1458.	North Division	S5120	Enos Lakau	1.00
1459.	North Division	S5121	Shedrick Norman	1.00
1460.	North Division	S5122	Gerald Sikewing	1.00
1461.	North Division	S5123	Leo Gesmond	1.00
1462.	North Division	S5124	Lembeth Lamasisi	1.00
1463.	North Division	S5201	Darius Kamba	3.38
1464.	North Division	S5202	Jeffrey Lukas	2.27
1465.	North Division	S5203	Micheal Lukas	1.39
1466.	North Division	S5204	Charles Roy	2.92
1467.	North Division	S5205	Tom Tawakra	4.16
1468.	North Division	S5207	Robert Savon	2.17
1469.	North Division	S5208	Cis Services - Kavieng	9.53
1470.	North Division	S5209	Tom Akai	2.86
1471.	North Division	S5210	Richard Nendekot	1.08
1472.	North Division	S5212	Joshua Lukas	1.00
1473.	North Division	S5213	Ben Roy	5.31

1474.	North Division	S5214	Kaloi Sammy	1.72
1475.	North Division	S5215	Graham Langa	1.00
1476.	North Division	S5216	Jelyn Jeffrey	1.00
1477.	North Division	S5217	Justine Lukas	1.00
1478.	North Division	S5218	Moses Savon	1.00
1479.	North Division	S5219	Sebbie Akamiau	0.81
1480.	North Division	S5220	Simon Nelson	1.00
1481.	North Division	S5221	Sebbie Akamiau	1.00
1482.	West Division	S4001	Eremas Torivia	1.41
1483.	West Division	S4002	Matlau Vagarangis	1.00
1484.	West Division	S4003	Enock Hongorote	1.00
1485.	West Division	S4005	Eric Joe	2.65
1486.	West Division	S4006	Joe Graham	1.94
1487.	West Division	S4008	John Vagarangis	2.77
1488.	West Division	S4009	Leo Lukai	0.98
1489.	West Division	S4010	Jeremiah Kasau	1.83
1490.	West Division	S4011	Robert Langani	1.00
1491.	West Division	S4012	Kidson Balanga	1.69
1492.	West Division	S4013	Tommy Vaitas	2.08
1493.	West Division	S4014	Gomin Hosea	2.14
1494.	West Division	S4015	Roland Maris	2.00
1495.	West Division	S4017	David Marakai William	1.00
1496.	West Division	S4018	Dole Litan	1.87
1497.	West Division	S4019	Leo Yanis	2.10
1498.	West Division	S4020	Baijah Lamasisi	2.96
1499.	West Division	S4021	Nelson Holanan	2.74
1500.	West Division	S4022	Paul Kinongi	2.00
1501.	West Division	S4023	Larози Piloc	2.90
1502.	West Division	S4024	William Machading	1.96
1503.	West Division	S4025	Leonard Malata	4.08
1504.	West Division	S4026	Herman Wanariu	0.80
1505.	West Division	S4027	Atunais Kakarol	0.86
1506.	West Division	S4028	Gereson Kavok	0.97
1507.	West Division	S4029	Christopher Molat	1.27
1508.	West Division	S4030	Eliakim Siliva	1.73
1509.	West Division	S4032	Delilaha Natavai	1.78

1510.	West Division	S4033	Timoty Baula	1.84
1511.	West Division	S4034	Robouam Pulamba	1.74
1512.	West Division	S4035	Petro Savarang	0.79
1513.	West Division	S4037	Kures Samuel	2.80
1514.	West Division	S4038	Petro Holangan	1.73
1515.	West Division	S4039	Daniel Vagarangis	1.19
1516.	West Division	S4040	Henry Boneng	0.83
1517.	West Division	S4041	Josephine Kelly	1.00
1518.	West Division	S4043	Mathew Kolos	2.01
1519.	West Division	S4044	Tony Giram	0.99
1520.	West Division	S4045	Gabriel Sulunga	1.57
1521.	West Division	S4046	Albert Epinery	1.02
1522.	West Division	S4048	Taptap Benedict	0.92
1523.	West Division	S4049	Richard Lapan	1.77
1524.	West Division	S4050	Henest Eric	0.88
1525.	West Division	S4051	Kopus Lumba	4.50
1526.	West Division	S4052	Otto Eremas	1.03
1527.	West Division	S4053	Lisachai Kaminiel	1.00
1528.	West Division	S4054	Mathew Oliver	2.04
1529.	West Division	S4056	Joe Bosmailik	1.13
1530.	West Division	S4057	Lamos United Church	0.96
1531.	West Division	S4058	Junior Christine	0.83
1532.	West Division	S4059	Richard Malpen	1.00
1533.	West Division	S4060	Petro Batu	1.00
1534.	West Division	S4061	Bernard Samuel	2.00
1535.	West Division	S4062	Elizah Tamelaman	1.00
1536.	West Division	S4063	Sesel Savarang	1.00
1537.	West Division	S4064	Topia Kunar	1.00
1538.	West Division	S4065	Malusan Sivitan	1.00
1539.	West Division	S4101	Ludvick Lagiri	1.61
1540.	West Division	S4102	Orim Wanariu	2.00
1541.	West Division	S4103	Peter Tombet	1.70
1542.	West Division	S4104	Michael Longai	1.92
1543.	West Division	S4105	Maris Tito	2.98
1544.	West Division	S4106	Paul Mogigis	2.50
1545.	West Division	S4107	Theodore Marisau	1.75

1546.	West Division	S4108	Augustine Langechai	2.00
1547.	West Division	S4109	Charles Komek	0.84
1548.	West Division	S4114	Walter Unagui	0.98
1549.	West Division	S4116	Martin Towartabar	0.51
1550.	West Division	S4117	Clement Rangit	0.68
1551.	West Division	S4119	Francisca Mira	1.05
1552.	West Division	S4120	Caroline Kamerau	1.13
1553.	West Division	S4121	Peter Mogigis	0.80
1554.	West Division	S4122	James Lona	1.00
1555.	West Division	S4123	Christian Buram	1.00
1556.	West Division	S4124	Nixson Malawa	1.00
1557.	West Division	S4125	Graham Malusmat	1.00
1558.	West Division	S4126	Josephine Donella Lamond	2.00
1559.	West Division	S4201	Francis Turuchai	2.60
1560.	West Division	S4202	Clement Melik	2.00
1561.	West Division	S4203	Rudolf Bonga	2.15
1562.	West Division	S4204	Noel Kavi Jnr	1.19
1563.	West Division	S4205	Leon Domarua	1.00
1564.	West Division	S4206	Gabriel Leves	0.90
1565.	West Division	S4207	Hillary Kambawas	1.00
1566.	West Division	S4208	Edward Ngingin	1.00
1567.	West Division	S4209	Justine Bunga	1.00
1568.	West Division	S4301	Daniel Lali	3.56
1569.	West Division	S4302	Mathias Matua	1.75
1570.	West Division	S4303	Oliva Namus	3.84
1571.	West Division	S4304	Steven Sabarangit	0.87
1572.	West Division	S4305	Michael Wandalu	0.91
1573.	West Division	S4306	Theresia Laravin	1.00
1574.	West Division	S4307	Norman Gasmala	0.79
1575.	West Division	S4308	Paris Wanariu	3.00
1576.	West Division	S4309	Abraham Saol	2.95
1577.	West Division	S4310	Ben Marus	1.24
1578.	West Division	S4311	Beverly Wandalu	1.18
1579.	West Division	S4312	Nelson Walut	1.00
1580.	West Division	S4313	Henry Walut	0.94
1581.	West Division	S4315	Tametak Urumang	1.72

1582.	West Division	S4316	John Ngakot	1.00
1583.	West Division	S4317	Allan Wanariu	1.00
1584.	West Division	S4318	Mandasin Emil	0.86
1585.	West Division	S4319	Eruel Malala	0.89
1586.	West Division	S4320	Robert Maris	1.00
1587.	West Division	S4321	Tokole Delian	0.93
1588.	West Division	S4322	Joe Lavin	0.50
1589.	West Division	S4323	Jerry Gasmala	0.79
1590.	West Division	S4324	Ephraim Erick	0.87
1591.	West Division	S4325	Garami Lainal	1.00
1592.	West Division	S4326	Kuhkung Bokaf	0.81
1593.	West Division	S4327	Patawan Isidor	1.00
1594.	West Division	S4328	Armstrong Pitalot	0.83
1595.	West Division	S4329	William Malambes	1.00
1596.	West Division	S4330	Filomina Palon	0.90
1597.	West Division	S4331	Mandasin Manuel	1.00
1598.	West Division	S4333	Cecilia Tsikula	2.00
1599.	West Division	S4334	Sam Soni	1.00
1600.	West Division	S4335	Rebecca Mogigis	0.96
1601.	West Division	S4336	James Wakalia	0.96
1602.	West Division	S4337	Carola Eruel	2.00
1603.	West Division	S4338	David Pitalot	1.00
1604.	West Division	S4401	Raphael Sukot	0.68
1605.	West Division	S4402	Fredrick Longai	0.69
1606.	West Division	S4403	Isaac.Benjamin Lereking	2.11
1607.	West Division	S4404	George Tarambele	1.00
1608.	West Division	S4405	Mandiu Kasau	1.00
1609.	West Division	S4406	Sion Lesacho	1.00
1610.	West Division	S4407	Gabriel.Bob	1.00
1611.	West Division	S4408	Feddy Lesacho	1.00
1612.	West Division	S4409	Simaran Levi	1.00
1613.	West Division	S4410	Sius Tazo	1.00
1614.	West Division	S4411	Linus Rangau	1.00
1615.	West Division	S4412	Robert Tangauli	1.00
1616.	West Division	S4413	Laisias Lavarabet	1.00
1617.	West Division	S4501	Pukak Mareto	1.40

1618.	West Division	S4502	Baleng Mareto	1.60
1619.	West Division	S4503	Tukai Mareto	1.50
1620.	West Division	S4504	Taia Aisoli	1.80
1621.	West Division	S4505	Robinson Aisoli	3.42
1622.	West Division	S4506	Samuel Aisoli	2.00
1623.	West Division	S4507	Togopi Aisoli	2.90
1624.	West Division	S4508	Wesley Wanariu	0.90
1625.	West Division	S4510	Tomaliu Loi	1.32
1626.	West Division	S4511	Goliath Baleng	1.50
1627.	West Division	S4512	Johnny Kepas	2.34
1628.	West Division	S4513	Magavung Pinau	2.30
1629.	West Division	S4514	Wasman Talawei	1.02
1630.	West Division	S4515	Linda Kasau	0.97
1631.	West Division	S4516	Suluwet M.Lurang	1.00
1632.	West Division	S4517	Base Kopat	1.88
1633.	West Division	S4518	Betty Wilson	1.20
1634.	West Division	S4519	Selangas Aisoli	1.65
1635.	West Division	S4520	Elma Tomaliu	1.60
1636.	West Division	S4522	Jennifer Pawal	1.70
1637.	West Division	S4523	Esley Elias	0.93
1638.	West Division	S4524	Kelepi Tamanda	1.85
1639.	West Division	S4525	Peter Mam	1.50
1640.	West Division	S4526	Douglas Orim	1.00
1641.	West Division	S4527	Ruben Loi	0.99
1642.	West Division	S4529	Lavinia Samuel	1.15
1643.	West Division	S4531	Willy Lepu	0.76
1644.	West Division	S4532	Rebecca Talot	1.00
1645.	West Division	S4533	Karamaiu Moses	1.00
1646.	West Division	S4534	Sailos Lesley	1.00
1647.	West Division	S4535	Epita Kepas	1.00
1648.	West Division	S4536	Samuel Joshua	0.95
1649.	West Division	S4537	Esther Robuam	1.00
1650.	West Division	S4538	William P Noah	1.00
1651.	West Division	S4539	Michael Alland	1.00
1652.	West Division	S4540	Matmasin Kalik	1.00
1653.	West Division	S4601	Laten Bafun	1.05

1654.	West Division	S4602	Melkie Silas	1.00
1655.	West Division	S4604	Sabutan Matimat	1.00
1656.	West Division	S4611	Judas Lumbai	0.75
1657.	West Division	S4612	Kris Bongare	19.75
1658.	West Division	S4613	Kris Issach R Bongare	11.25
1659.	West Division	S4614	Delta Bongare	15.46
1660.	West Division	S4615	Daniel Piniau Bongare	19.14
1661.	West Division	S4701	Tom Silachot	1.55
1662.	West Division	S4702	Steward Kaktol	1.20
1663.	West Division	S4703	Patrick Lebeliu	1.87
1664.	West Division	S4704	Ges Clement	1.50
1665.	West Division	S4705	Joseph Beno	1.95
1666.	West Division	S4707	Lambo Iare	0.85
1667.	West Division	S4708	Joseph Palakai	2.50
1668.	West Division	S4709	Engelbert Bose	2.42
1669.	West Division	S4710	Veronica Malai	1.95
1670.	West Division	S4712	Gerson Fanguleo	0.55
1671.	West Division	S4713	Michael Bomat	0.84
1672.	West Division	S4800	Francis Kasau	1.49
1673.	West Division	S4801	Komaia Parumai	2.41
1674.	West Division	S4802	Nakas Sioni	1.60
1675.	West Division	S4803	Dokas Patonga	2.15
1676.	West Division	S4804	Edward Temes	1.53
1677.	West Division	S4805	Ferzing Kivareng	2.60
1678.	West Division	S4806	Hanson Daniel	1.77
1679.	West Division	S4807	Letto Francis	2.06
1680.	West Division	S4808	Milika Levi	1.48
1681.	West Division	S4809	Merilyn Lamasisi	1.00
1682.	West Division	S4810	Eventa Limakun	1.87
1683.	West Division	S4812	Michael Toreu	1.00
1684.	West Division	S4813	Elizabeth Vinarau	1.00
1685.	West Division	S4814	Sition Palau	1.92
1686.	West Division	S4816	Nick Tsoi	1.00
1687.	West Division	S4817	Jotham Kapat	1.70
1688.	West Division	S4818	Abraham Saraliu	0.86
1689.	West Division	S4819	Pinamat Ramis	1.00

1690.	West Division	S4820	Rimai Ruben	1.00
1691.	West Division	S4821	Aron Launa	1.85
1692.	West Division	S4822	Robert Marangit	2.59
1693.	West Division	S4824	Boski Aisoli	2.50
1694.	West Division	S4825	James Igua	1.00
1695.	West Division	S4826	Timoty Joshua	0.81
1696.	West Division	S4828	Robinson Mangandah	3.24
1697.	West Division	S4829	Hellen Messi	1.00
1698.	West Division	S5001	Pennie Kaminiel	1.52
1699.	West Division	S5002	Mary Kong	3.69
1700.	West Division	S5003	Francis Albert	3.00
1701.	West Division	S5004	Dinah Hohosang	2.10
1702.	West Division	S5005	John Kunak	1.35
1703.	West Division	S5006	Magdalyn Palai	1.00
1704.	West Division	S5007	Ben Francis	1.17
1705.	West Division	S5008	Elias Magai	2.00
1706.	West Division	S5010	Bitty Metak	1.00
1707.	West Division	S5012	Kulaini Luhaup	1.00
1708.	West Division	S5013	Jemina Elias	1.00
1709.	West Division	S5014	Dorcas Maranabung	1.00
1710.	West Division	S5017	Jeffrey Metak	1.00
1711.	West Division	S5018	Pauty Nangui	1.00
1712.	West Division	S5019	Augustine Patan	1.00
1713.	West Division	S5020	Kamalu Sioti	1.00
1714.	West Division	S5024	Sakias Tabita	1.00
1715.	West Division	S5027	Bazo Nason	1.00
1716.	West Division	S5029	Lavah John	1.00
1717.	West Division	S5030	Taubas Darius	1.00
1718.	West Division	S5301	Jacob Wama	2.93
1719.	West Division	S5302	Kasup Sukot	0.75
1720.	West Division	S5304	Jimmy Goss Salatiel	0.71
1721.	West Division	S5305	Ohi Pinari	0.48
1722.	West Division	S5306	Roland Simang	0.76
1723.	West Division	S5307	Laxas Roboam	0.70
1724.	West Division	S5308	Orim Laitas	2.00
1725.	West Division	S5309	Willie Issac	1.28

1726.	West Division	S5311	Enoch Walaun	1.78
1727.	West Division	S5312	Aidah.M.Oliver	0.67
1728.	West Division	S5313	John Moses	0.98
1729.	West Division	S5314	Nerius Issac	1.12
1730.	West Division	S5315	Silo Moses	0.80
1731.	West Division	S5316	Tito Linglavu	1.97
1732.	West Division	S5317	Walau Sitiona	1.02
1733.	West Division	S5318	Jimmy Salatiel	2.63
1734.	West Division	S5319	Tome United Church	0.75
1735.	West Division	S5320	Wilson Pasingan	0.50
1736.	West Division	S5322	July Moses	1.00
1737.	West Division	S5323	Benjamin Tibil	3.00
1738.	West Division	S5331	Stella Salatiel	1.00
1739.	West Division	S5332	Elizaberth Salatiel	1.00
1740.	West Division	S5333	Gigie Salatiel	1.00
1741.	West Division	S5334	Donowan Moi	1.00
1742.	West Division	S5335	Jamaine Moi	1.00
1743.	West Division	S5336	Judith Moi	1.00
1744.	West Division	S5337	Essau Moses	1.00
1745.	West Division	S5338	Namur Sitionah	1.00
1746.	West Division	S5340	John Moses Jnr	1.00
1747.	West Division	S5341	Robin Enoch	1.00
1748.	West Division	S5342	Towalaun Enoch Jnr	1.00
1749.	West Division	S5344	Sale Jacob	1.00
1750.	West Division	S5346	Loyrip Holdings	3.00
1751.	West Division	S5347	Linda Kihua	1.00
1752.	West Division	S5401	Ignasius Viringa	1.98
1753.	West Division	S5402	Dora Benjamin	1.46
1754.	West Division	S5403	Nick Tibil	2.00
1755.	West Division	S5404	Ephraim Kaplaten	1.66
1756.	West Division	S5405	David Kaplaten	1.50
1757.	West Division	S5406	John Kapu	2.04
1758.	West Division	S5407	Elly Sarapang	0.61
1759.	West Division	S5408	Ben Stanley	1.13
1760.	West Division	S5409	Johnson Wafu	1.78
1761.	West Division	S5410	Felix Kasup	1.04

1762.	West Division	S5411	Gilmay Tibil	1.00
1763.	West Division	S5412	Bernard Walai	1.00
1764.	West Division	S5501	Aminio Kamkamuk	1.68
1765.	West Division	S5502	Motley Piopai	0.73
1766.	West Division	S5504	Jessie Nagai	3.53
1767.	West Division	S5601	Garasale Emmanuel	3.03
1768.	West Division	S5603	Elizabeth Koniel	2.63
1769.	West Division	S5604	Kaloi Sammy	3.31
1770.	West Division	S5605	Tresia Paino	1.79
1771.	West Division	S5606	Tito Linglavo	1.79
1772.	West Division	S5607	Paulius Maup	2.28
1773.	West Division	S5608	Leleu Maup	2.28
1774.	West Division	S5609	Taikon Aisoli	1.95
1775.	West Division	S5610	Tarakas Aisoli	1.96
1776.	West Division	S5611	Mina Paino	2.08
1777.	West Division	S5612	Piskaut Maup	2.08
1778.	West Division	S5613	Serah Augus	2.10
1779.	West Division	S5614	Bart Vikie	1.00
1780.	West Division	S5615	Ben Paino	2.00
1781.	West Division	S5616	Jonah Dicky	2.00
1782.	West Division	S5617	Kulap Aisoli	2.63
1783.	West Division	S5618	Sailas Manuel	1.83
1784.	West Division	S5619	Malachai Manuel	1.83
1785.	West Division	S5620	Raphael Tata	8.50
1786.	West Division	S5621	Michelle Tata	2.00
1787.	West Division	S5622	Rovu Maup	4.57
1788.	West Division	S5623	Bait Ephraim	3.09
1789.	West Division	S5625	Graham Lagana	3.04
1790.	West Division	S5701	Steven Orong	4.09
Total				2,805.09

No.	Scheme Smallholders Group	Number of Smallholders	Total Hectarage
1.	South Division	866	1,252.82
2.	North Division	615	1,021.57
3.	West Division	309	530.70
TOTAL		1790	2,805.09

