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PUBLIC SUMMARY REPORT
ANNUAL SURVEILLANCE ASSESSMENT (ASA3)

SIME DARBY PLANTATION Sdn Bhd
Management Unit SOU8
Carey Island, Selangor, Malaysia

Report Author

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SUMMARY

BSi Group Singapore Pte Ltd (BSi) has conducted the Third Annual Surveillance Assessment (ASA3) of Sime Darby Plantation Sdn Bhd Management Unit SOU8 (SOU8) operations comprising East Mill and supply base. During 2011/12, Sime Darby completed the re-alignment of Management Units and Sepang Estate crop was supplied to East Mill. East Mill ceased receiving non-certified outside crop in January 2012. The East Mill supply base now consists of East, Dusun Durian and Sepang Estates. BSi concludes that SOU8 operations comply with the requirements of RSPO Principles & Criteria: 2007; MY-NI Indicators and Guidance : 2010; and RSPO Supply Chain Certification Standard : November 2011, Module D – CPO Mills : Segregation.

BSi recommends the continuation of the approval of SOU8 as a producer of RSPO Certified Sustainable Palm Oil.

ABBREVIATIONS

AMESU	All Malayan Estates Staff Union
BOD	Biological Oxygen Demand
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
DOE	Department of Environment
DOSH	Department of Occupational Safety & Health
EFB	Empty Fruit Bunch
ESHMS	Environment Safety Health Management System
FFB	Fresh Fruit Bunch
HCV	High Conservation Value
LCC	Leguminous Cover Crop
LTA	Lost Time Accident
MAPA	Malayan Agricultural Producers Association
MPOB	Malaysian Palm Oil Board
MSDS	Material Safety Data Sheet
MY-NI	Malaysian National Interpretation
NUPW	National Union of Plantation Workers
OER	Oil Extraction Rate
OSH	Occupational Safety & Health
PK	Palm Kernel
POME	Palm Oil Mill Effluent
R&D	(Sime Darby) Research and Development
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
SOU	Strategic Operating Unit
TSS	Total Suspended Solids

1.0 SCOPE OF SURVEILLANCE ASSESSMENT

1.1 Identity of Certification Unit

The SOU8 East Mill and East Estate are located on Carey Island, and Dusun Durian Estate and Sepang Estate are located on the mainland approximately 40 km from the Mill in Selangor, Malaysia (Figure 1). Additional maps showing details of Dusun Durian and Sepang Estates are included (Figures 2 and 3). The GPS location of the Mill is shown in Table 1.

Table 1: Mill GPS Location

MILL	LONGITUDE	LATITUDE
East (30 t/hr capacity)	2° 53' 0-00" N	101° 26' 10-09" E

1.2 Production Volume

The production tonnages for CPO and PK for the period from the start of the Certificate (19/05/2010) through to the 31 January 2013 and projected for the next twelve months are listed in Table 2.

During the first year of the Certificate all of the Sime Darby Estates supplying FFB to the East Mill became RSPO Certified and the tonnage of Certified CPO increased from 12,965 to 21,163. It should be noted that the tonnage of CPO reported for 2010/11 (21,163 t) is **not** for a full 12 month period. Sime Darby has completed re-aligning several Management Units and all of the Sepang Estate crop has been processed at SOU8 Mill since 2011/12. The quantity of FFB processed at SOU8 Mill is expected to increase in 2012/13 due to recovery of East Estate palms from bagworm attack.

Table 2: Production Tonnages

East Palm Oil Mill	CPO	PK
At Certification	12,965	3,414
Actual ASA1	21,163	5,456
Actual ASA2	25,040	5,797
Actual 01/02/2012 – 31/01/2013	27,119	5,659
Projected 01/02/13 – 31/01/14	33,189	8,389

1.3 Certification Details

Sime Darby RSPO Membership No: 035-04(O)
BSi RSPO Certificate No: SPO 543543
Initial Certification Assessment: January 2009
Date of Certification: 19/05/2010

1.4 Description of Fruit Supply Base

At the time of Initial Certification, the SOU8 supply base was mainly East and Dusun Durian Estates, supplemented with crop diverted from other adjacent Sime Darby Management Units.

Since 2011/12, all the Sepang Estate crop has been processed at East Mill. The East Mill supply base now consists of FFB from East, Sepang and Dusun Durian Estates (Table 3). When breakdowns occur at nearby mills, the crop is diverted to East Mill for processing.

LOCATION MAP FOR SOU 8

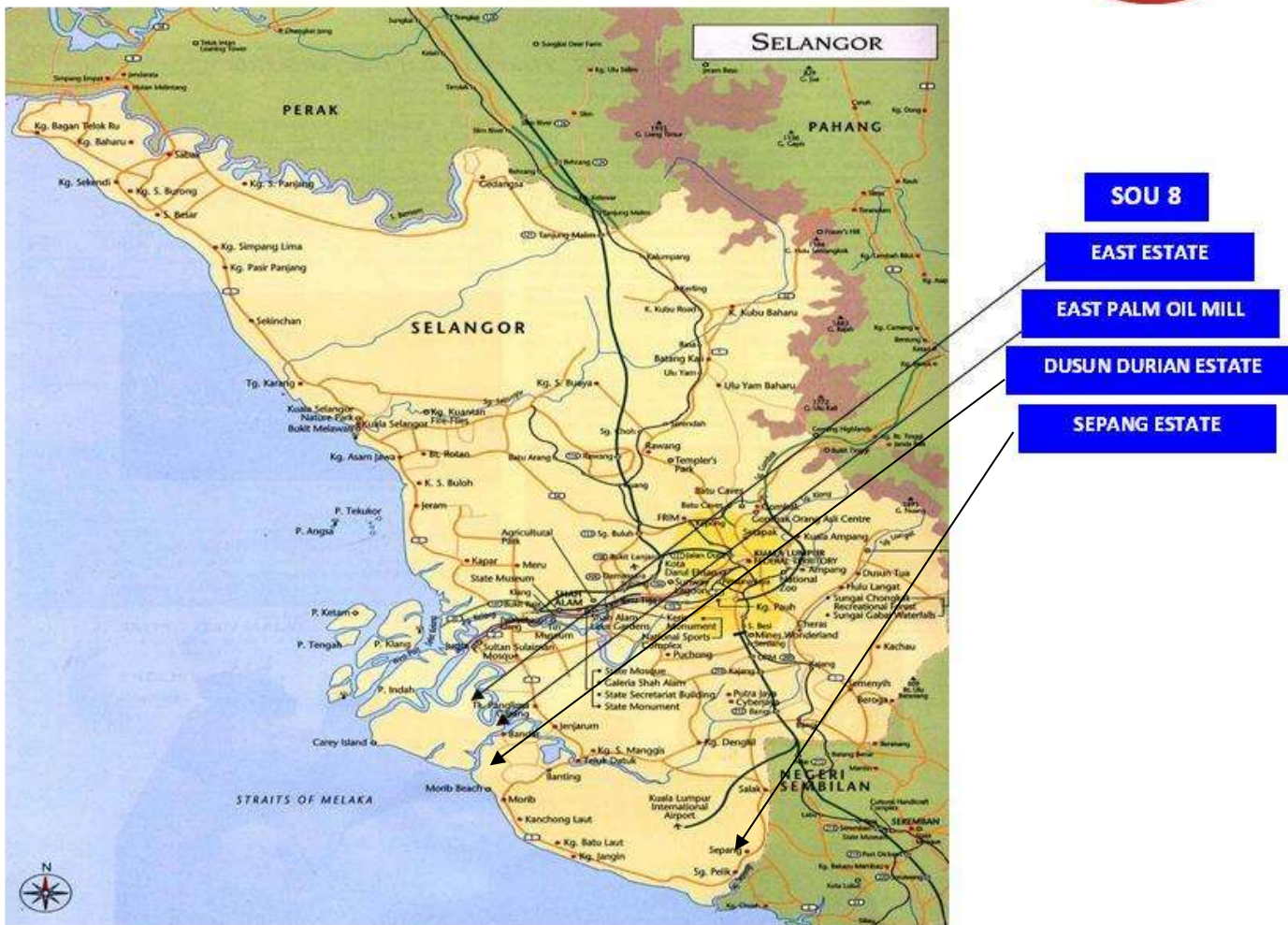


Figure 1: SOU8 Location Map out

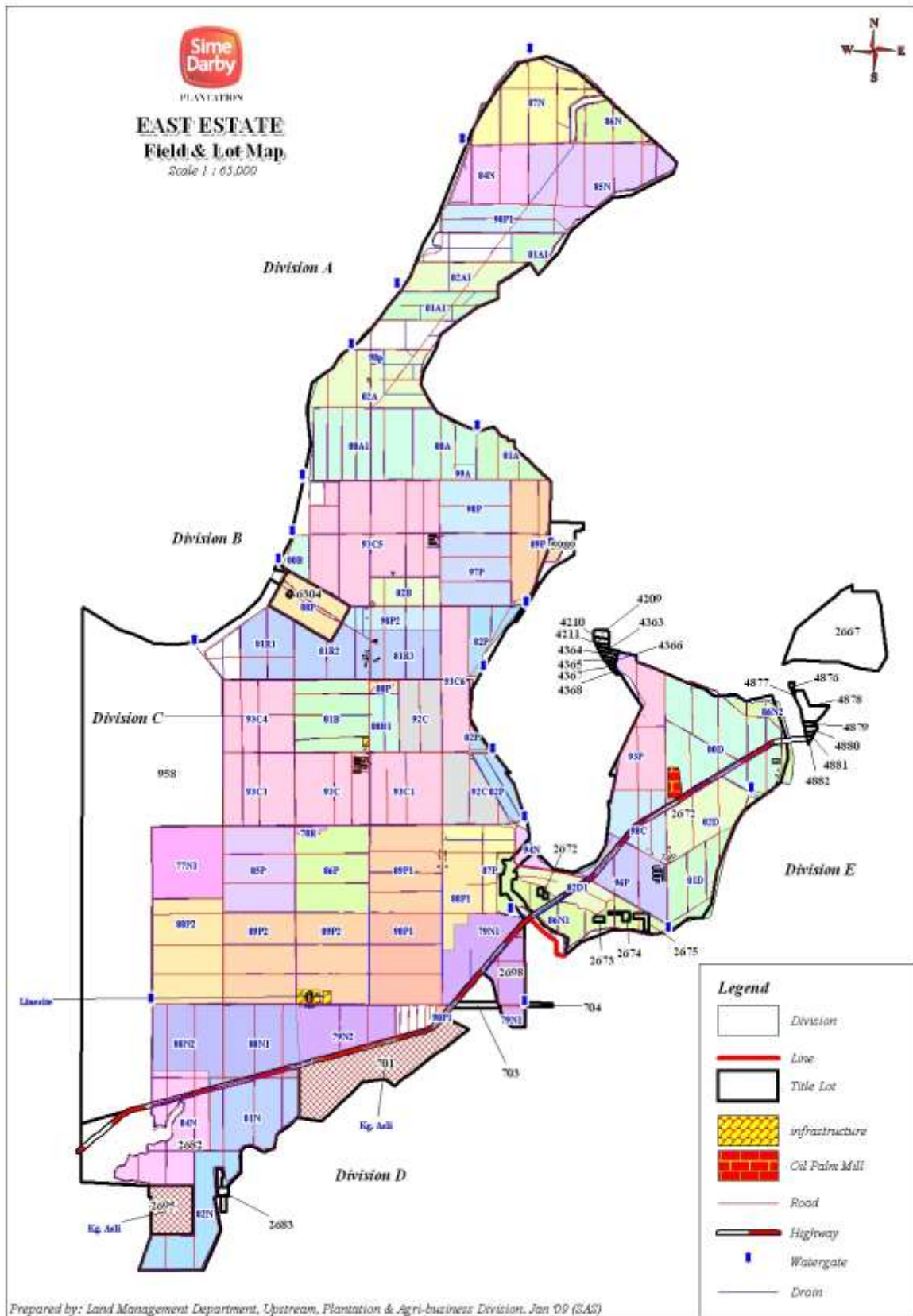


Figure 2: East Estate Layout



Figure 3: Dusun Durian Estate Layout

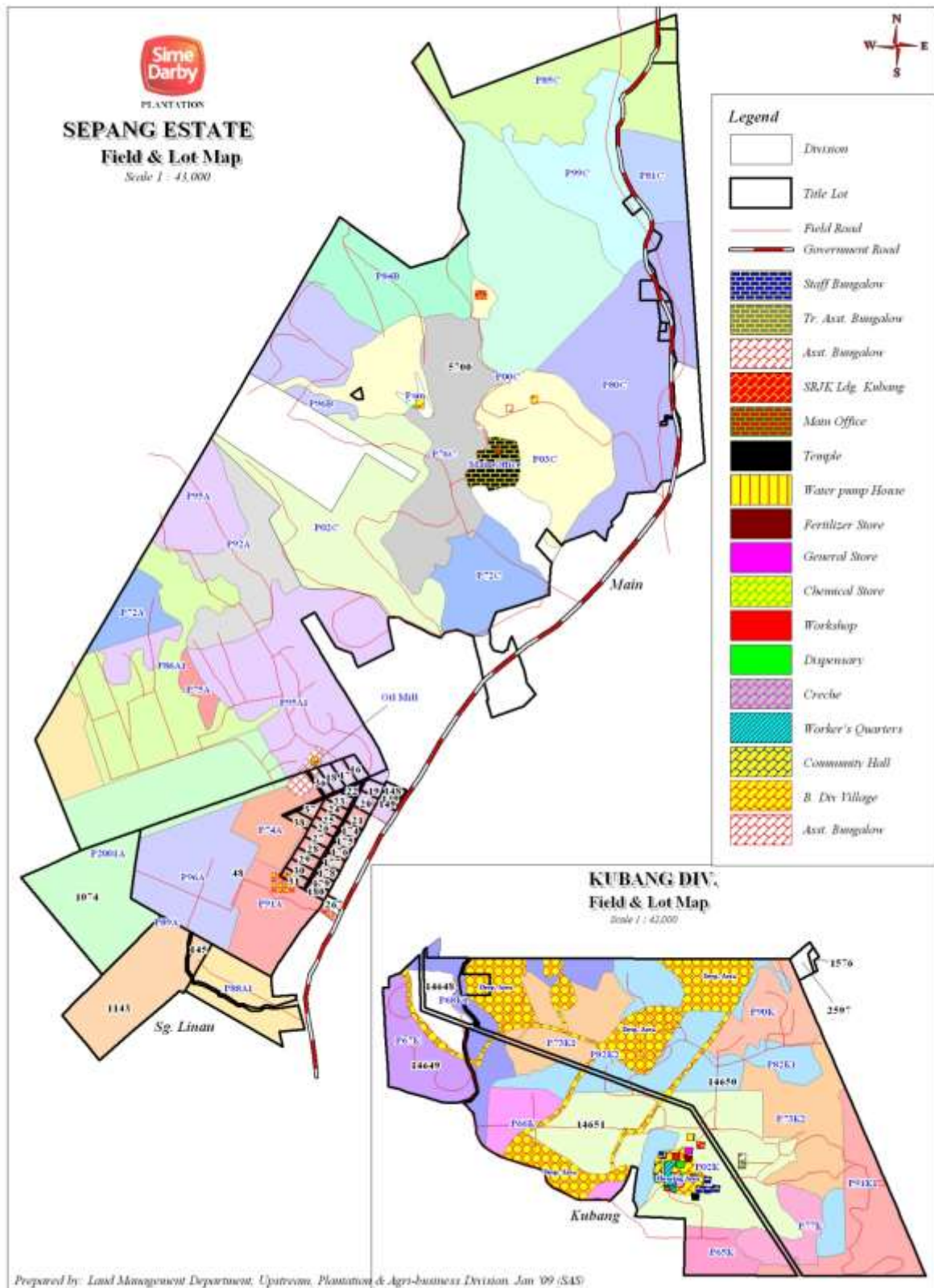


Figure 4: Sepang Estate Layout

Table 3: FFB Production

Source	At Initial Certification	Actual 01/02/12 – 31/01/13	Projected 01/02/13 – 31/01/14
SOU8 Estates			
East	21,597	13,157	38,876
Dusun Durian	37,133	41,254	43,015
Sepang	1,688	67,094	70,628
Sub-total	60,418	121,505	152,519
Adjacent Sime Darby Estates			
West	380	0	0
Bukit Cheraka	1,435	0	0
Sg Kapar	1,739	0	0
Bukit Rajah	4,697	0	0
Jalan Acob	713	0	0
A Tenang	45,467	0	0
Bradwall	3,023	2	0
Labu	4,064	0	0
New Labu	281	0	0
Linsum	1,289	0	0
Kerby	305	0	0
Sub-total	63,393	2	0
Smallholders*			
	1,774	0	0
Sub-total	1,774	0	0
OVERALL TOTAL	125,585	121,507	152,519

* SOU8 has ceased processing outside crop

The SOU8 Estates were developed in the 1920s for rubber and other crops, such as cocoa. Oil palms were first planted in 1954 at Dusun Durian Estate and in the 1960s at East and Sepang Estates and are in their second and third cycle. The age profile of the palms is shown in Table 4a.

Table 4a: Age Profile of SOU8 Palms

Age (years)	Estate and % of Planted Area		
	East	Dusun Durian	Sepang
21–35	12	16	27
11–20	40	20	39
4–10	45	39	18
0–3	3	25	16

The areas planted are shown in Table 4b. Compared to the areas provided during ASA2, the area planted at Dusun Durian Estate increased due to reclaim of 23 ha previously utilised by Sime Darby R&D.

Table 4b: SOU8 Estates and Areas Planted

Estate	Mature (ha)	Immature (ha)	Total
East	4717	155	4,872
Dusun Durian	1,563	515	2,078
Sepang	2,353	362	2,715
Overall Total	8,633	1,032	9,665

Supply Chain

In January 2012 SOU8 ceased receiving non-certified crop from outside suppliers and now uses the segregation mechanism for the supply chain. All deliveries of FFB to the Mill are issued with a weighbridge docket that records the details of the supplier, truck registration number, driver's name and the tonnage. The weighbridge system is computerised and the FFB delivery and product despatch records are used as the basis for payment for deliveries and invoicing for shipments, respectively. Inspection of documents confirmed that SOU8 maintains all of the documentation required for verification of implementation of the RSPO Supply Chain Certification Standard : November 2011, Module D – CPO Mills : Segregation – Refer to Appendix A for details.

1.5 Progress against Time Bound Plan

Sime Darby Time Bound Plan (updated January 2013) is included as Appendix B. Sime Darby has closed down two of its mills – Sg Samak and Jeleta Bumi and due to strategic re-alignment has converted two mills (Sepang and Mostyn) to third-party operation and excluded these from Certification. This has reduced the total number of Strategic Operating Units to 36 in Malaysia and 22 in Indonesia. Sime Darby has achieved RSPO Certification of all 36 of the Management Units in Malaysia, and 19 of the 22 in Indonesia. Initial Certification Audits have been completed for the remaining 3 Management Units in Indonesia and the assessment reports are pending review by the RSPO. Upon certification of the remaining 3 Management Units, Sime Darby will have achieved the Time Bound Plan.

BSi has continued involvement with assessments of 13 of the Sime Darby Management Units during the 2011/12 period. During this time, Sime Darby has kept BSi informed of issues and claims made against it, as indicated in Appendix B. Sime Darby is addressing the claims and issues through consultation and mediation as appropriate and is keeping the RSPO Secretariat informed of progress. At the time of preparation of this Report, BSi is not aware of:

- (1) any unresolved significant land disputes;
- (2) any replacement of primary forest or loss of HCVs;
- (3) any labour disputes that are not being resolved through an agreed process;
- (4) any evidence of noncompliance with any law at any of the landholdings.

BSi considers that Sime Darby meets the RSPO requirements for Partial Certification.

1.6 Progress of Associated Smallholders/ Outgrowers towards RSPO Compliance

SOU8 has ceased, and will no longer, receive crop from outside suppliers.

1.7 Organisational Information / Contact Person

Sime Darby Plantation Sdn Bhd
Management Unit SOU8
East Estate
42960 Carey Island
Selangor Malaysia

Contact Person: Mr Abdul Jalil Sulaiman
Senior Manager East Estate
Phone: 03-3122 0519
Fax: 03-3122 0524
Email: ldg.east@simedarby.com

2.0 ASSESSMENT PROCESS

2.1 Assessment Team Members

Charlie Ross – Lead Assessor RSPO
B.App.Sc. M.Sc (Env.Studies)
Lead Auditor EMS RABQSA Cert N^o14370
Topics assessed: Legal, Environment, Agricultural Practices, Social, Sustainability, Supply Chain

Iman Nawireja – Assessor RSPO
B.Ag.Sc. M.Sc. (Comm)
Topics assessed: Legal, Environment, Agricultural Practices, Social, Sustainability

Robyn Ross – Social Assessor RSPO
Topics assessed: Legal, Social, Women and Families, Sustainability

Dian Ekowati – Facilitator (Women and Families)

CV for Ms Ekowati, a new team member, is included at Appendix C.

2.2 Assessment Programme

The ASA3 was carried out 5–6 February 2013. The Assessment Programme is included as Appendix D.

The Programme included assessments of East Palm Oil Mill, East and Dusun Durian Estates against all of the RSPO P&C and applicable indicators, Supply Chain Standard: 2011 and the Supply Chain Requirements for Segregation.

The Nonconformities that were assigned during previous assessments (CR01 – CR04) and the Observations that were identified during ASA2 were followed up to check the effectiveness of corrective actions – refer Section 3.3 Page 17.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interview of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Checklists and questionnaires were used to guide the collection of information. The ASA3 findings are detailed in Section 3.2 Page 16.

This report is structured to provide a summary for each Principle, together with details for selected indicators. The assessment was based on random samples and

therefore nonconformities may exist that have not been identified.

Mr Aryo Gustomo, BSi RSPO Scheme Manager, has reviewed this report for conformance with BSi Procedures and the RSPO Certification System requirements.

2.3 Stakeholder Consultation

Internal and external stakeholders were consulted to obtain their views on SOU8 environmental and social performance and any issues of concern that they may have. External stakeholders were interviewed at their premises where practical or they were invited to the Mill or the Estate. Internal stakeholders were interviewed in groups in the workplace or at their housing. Company officers were not present at any of the meetings. A list of stakeholders contacted is included at Appendix E.

3.0 ASSESSMENT FINDINGS

3.1 Summary of Findings

During ASA3, a Nonconformity was assigned against Minor Compliance Indicator 6.1.3 (CR05). Eight (8) Observations/Opportunities for Improvement were identified – Refer Section 3.2 Page 16 for details. SOU8 prepared a Corrective Action Plan for addressing the identified Nonconformity, which BSi reviewed and accepted.

Review of the nonconformities (CR01 – CR03) assigned during previous assessments found the corrective actions were being effectively and consistently implemented and the nonconformities remain closed. The Nonconformity (CR04) that was assigned to Minor Compliance Indicator 4.4.6 and the three (3) Observations that were identified during ASA2 were followed up to check the effectiveness of corrective actions. Refer Section 3.3 Page 17 for details.

BSi recommends continuation of Certification for SOU8 as a producer of RSPO Certified Sustainable Palm Oil.

PRINCIPLE 1: Commitment to Transparency

SOU8 policies and procedures and management plans have been kept up to date and copies are made available if requested. The majority of requests for information are received at Sime Darby Head Office and are then forwarded to the Estates and Mills for provision of site-specific information. The correspondence held on file showed SOU8 sent the requested information in a timely manner.

Criterion 1.1: Oil palm growers and Millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages & forms to allow for effective participation in decision making.

SOU8 has maintained the filing system for storage of records of requests for information and copies of the

company's responses. For example, the Mill received a request from MPOB on 12 January 2012 on a Survey on "POME and Biogas for Renewable Energy in Palm Oil Mills", to which the Mill replied on 17 January 2012. Review of records showed the Estate and Mill reply constructively and promptly to requests.

Criterion 1.2: Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.

Inspection of documents confirmed SOU8 holds copies of each of the management documents that are required to be publicly available. The Mill displays copies of Certificates and Licenses in the Main Office and makes information available on request.

PRINCIPLE 2: Compliance with Applicable Laws and Regulations

Inspection of records confirmed that the SOU8 Mill and the Estates have maintained legal compliance with statutory requirements, such as the Factories & Machinery Act 1967, the OSH Act 1994, the Environmental Quality (Clean Air Regulation) 1978 and the Employment Act 1955. The Mill and Estates are on freehold land and the boundaries of the Estates are well defined by trenches and boundary stones are clearly marked. Interview of local community representatives did not identify any land tenure issues.

Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.

The Mill has maintained the internal audits for the Environmental Management System and the Quality Management System. The Mill is in compliance with DOSH inspections and there were no outstanding issues following the inspection on 23 July 2012 for hydrostatic testing of the steriliser. The DOE visited the Mill on 21 January 2012 and sampled the treated effluent. Mill boiler emissions were tested by UiTM A&A Laboratory quarterly, with the most recent sampling on 19 December 2012 for Boiler #2 and found well within compliance with Regulations 14 and 25 of the Malaysian Environmental Quality (Clean Air) Regulations, 1978. The Mill has maintained continuous monitoring of smoke density and records confirmed operation was within the licence limit. Inspection confirmed the smoke density meter was operating and had been calibrated by St Tech Sdn Bhd on 03 October 2012.

Housing is of a fair standard and a programme to refurbish existing houses is expected to commence in March 2013. The water for domestic use at housing is supplied from the government reticulation system. Houses also are supplied with electricity from the Government Supply. Inspection confirmed the Mill and Estates' machinery inspection certificates (Factories and Machinery Act, 1967) were current and copies were displayed in the Offices. Treated Mill effluent is disposed by land application and the treated effluent

quality complied with the DOE licence requirements for land application during the previous 12 months, for example, BOD (Figure 5).

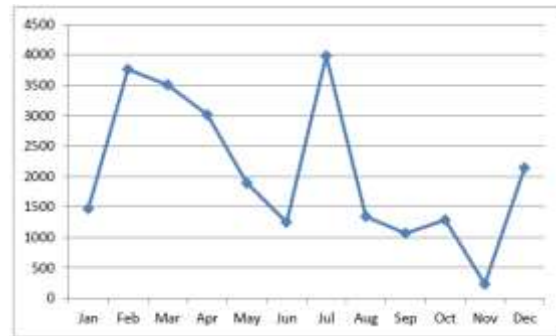


Figure 5: BOD (mg/L) of Treated Mill Effluent January - December 2012

The Mill has approval from the Labour Department for extension of monthly overtime hours worked. Inspection of a sample of pay records indicated all overtime hours were within compliance. **Observation 01– The Labour Department approval of the extension to the number of overtime hours worked at East Mill each month will expire on 30.11.2013. It is important to ensure sufficient time to complete the renewal process – refer Section 3.2 Page 16.**

The Mill maintains a Register of legal requirements for environment, safety and health, fire services, factory and machinery, housing and amenities, and labour, which was reviewed and a compliance assessment carried out on 11 January 2013.

Estate Legal Compliance is evaluated by internal self-assessment by the Plantation Advisor, with the most recent visit 29 May-01 June 2012. Mill Legal compliance is assessed by the Mill Advisor during internal audits, with the most recent 11 and 14 January 2013.

Criterion 2.2: The right to use the land can be demonstrated and is not legitimately contested by local communities with demonstrable rights.

The Estates are on Freehold land and copies of the Land Titles are held at the Estates. The original Freehold Titles were granted in 1913 and have been held by the company since that time.

The Estates boundaries have been surveyed and new boundary stones installed to replace missing ones. A sample of boundary stones was inspected during the audit and confirmed these were marked with red and white paint and were being maintained. For example, inspection of Dusun Durian Estate Block 96K bordering with Kampong Kelanang Baru, confirmed that boundary stones have been maintained.

There are two separate land issues in East Estate.

- (1) SOU8 surrendered land close to Field 08 to be used as a local indigenous reserve on 31 February 2002. However, the issue is now waiting for the Land and

Survey Department Selangor to grant the land title to the local community. As the land certificate has not yet been issued to local people, the Estate has agreed to keep paying the land tax on the parcel of land.

- (2) Following the completion of the boundary survey by certified surveyor (Juruukur Maju Jaya; MK, Chua Eng Surveyor) as part of the replanting programme on 17 July 2008, 10.61 hectares of company land along field 08 boundary with Kampong Sg Bumbun had been encroached by several villagers and about 1,500 oil palms planted. A meeting was held on 09 December 2008 between SOU8 and the local community to identify the “land holding”, where the people requested compensation of MYR 170 per palm. Sime Darby referred the matter to the MPOA 27 September 2008 for advice on the compensation rate per palm. On 09 October 2008, MPOA forwarded the letter to the Valuation Department – Selangor for advice but did not receive a reply. After being idle for three years, East Estate held another meeting on 24 March 2011 with the villagers to discuss the hand-over of the land to the company, where local people repeated their previous request of compensation of MYR 170 per palm. The Estate once again has forwarded a letter of request to Sime Darby Head office on 14 February 2012 for advice on the settlement of the issue.

On 16 January 2013, a follow up meeting was held to discuss compensation for the overplanting of the palms between the estate and the villagers, which was attended by 12 participants (4 Estate officials, Kampung Melayu Head, Kg Kepau Laut Head, Kg Tan Sri Manickavasagam Head, Kg Sg Bumbun Head, 4 school officials and auxiliary police). The meeting reached agreement that the Estate will pay compensation of MYR 170 per palm. East Estate has sent a letter to Sime Darby Head Office on 23 January 2013 regarding the matter and is now waiting for approval and finalisation of the process.

Criterion 2.3: Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users without their free, prior and informed consent.

There are Government roads through the Estates and access through the Divisions is unrestricted, except in relation to trucks, in order to minimise the risk of FFB theft.

PRINCIPLE 3: Commitment to Long Term Economic and Financial Viability

SOU8 has implemented the Sime Darby management system for monitoring and reporting of performance against production targets for achieving long-term economic and financial viability. Reports are kept up to date with the details of production and costs.

SOU8 has continued its commitment to sustainability by funding improvements at the Mill and Estates.

Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.

The Estates and the Mill have an annual budget (2012/13) with a four year projection. The Mill and Estates budgets include performance objectives and targets related to production, efficiency and quality. The East Mill OER target for 2012/13 is 22.0%.

The Estate and Mill production are reported monthly against the performance objectives and targets. The Estates average palm yields have increased since 2006 (Figure 6). East Estate suffered severe palm defoliation due to bagworm attack in 2010, with about 2,000 ha affected and the FFB yield is now recovering in 2012/13. The incidence of Ganoderma also has increased in the older palms at East Estate.

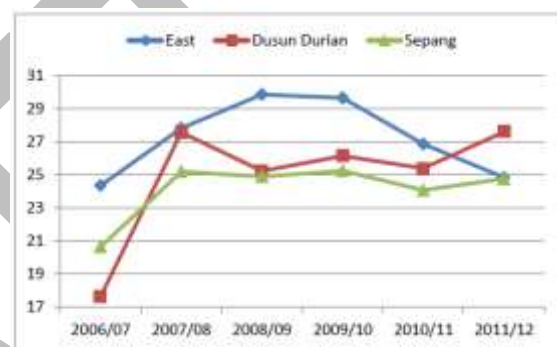


Figure 6: Average Annual FFB Yield (t/ha/yr)

The Estates have a Replanting Programme that is projected to 2020 and was revised in mid-2012 during the annual budget preparation process. East Estate is replanting 140.86 ha in 2012/13.

PRINCIPLE 4: Use of Appropriate Best Practices by Growers and Millers

Sime Darby has well established management systems for monitoring and control of best practice implementation at its Mills and Estates. This includes a programme of regular internal audits by Mill Advisors and Plantation Inspectors and Agronomists for evaluating and improving production. The Mill OER (Figure 7) has increased over the past year due to changing the ripeness standard and ceasing the processing of crop from outside suppliers which had a lower FFB quality.

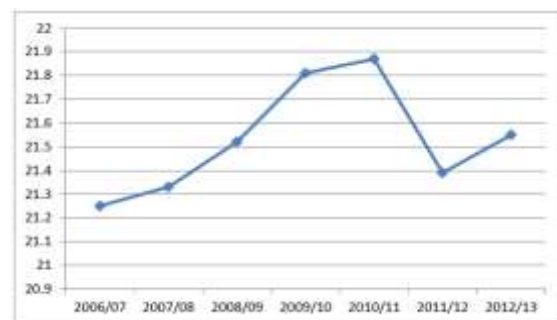


Figure 7: Average Annual OER (%)

The Estates have continued to implement soil conservation practices and groundcover vegetation has been consistently managed. East and Dusun Durian Estates are near the sea and small areas of acid sulphate soils are present. Watergates are used to maintain the watertable and to prevent ingress of salt water.

The Estates have continued to expand the integrated pest management programmes, with the aim of reducing the use of pesticides. The storage and use of pesticides is well managed and the OHS programmes have continued to be implemented.

Criterion 4.1: Operating procedures are appropriately documented and consistently implemented and monitored.

Senior Assistant Managers and the Estate Manager monitor SOP implementation on a daily basis, while the Plantation Advisor carries out approximately 6 monthly checks. Inspection of field conditions and observation of tasks during the audit indicated field practices generally were consistent with the SOPs.

The implementation of the Mill SOPs is subject to the Quality Management System controls. The Mill carries out daily checks of operating conditions for all work stations, which are recorded on Shift Log Sheets. The Shift Supervisor and Assistant Engineer review the Shift Log Sheets for any maintenance or repairs that may be required. The Mill Advisor inspects and checks implementation of SOPs quarterly, and the most recent visit was 11 and 14 January 2013. Inspection of the Mill confirmed that SOPs were current, for example the Oil Room Issue #2 dated 01 July 2012 and operational log sheets were filled in consistently and accurately.

Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.

Sime Darby Agronomy Section of R&D Department carries out annual inspection of the palms and leaf sampling to monitor nutrient status. The Estate holds a summary of the results on file. The R&D Department maintains detailed records of palm nutrition monitoring. The palm nutrient status is determined by annual visual inspection of palms and foliar sampling and analysis. The annual fertiliser program is determined from the palm nutrient status, soil nutrients and FFB yields. The most recent Agronomist visit to East Estate was on 02, 03 and 08 August 2012 and recommendations were made for the 2012/13 fertiliser program. Soil sampling was carried out at all divisions of the Estates in August 2009, Soil Report No S51/2009.

R&D Department monitors the nutrition of palms at areas where EFB and POME are applied. The results from the foliar sampling are used to advise on the annual fertiliser requirement at these areas.

Criterion 4.3: Practices minimise and control erosion and degradation of soils.

All of the Dusun Durian Estate land is flat, while at Sepang Estate it is gently undulating. Harvesting paths

are maintained using a tractor-driven rotary slasher. *Mucuna bracteata* is planted along sides of drains to minimise erosion. Inspection of field conditions showed adequate groundcover vegetation was maintained for minimising soil erosion.

At replanting, LCC is established immediately following palm planting. Field inspection and observation of spray application to palm circles confirmed appropriate techniques are applied to maintain ground cover vegetation and to minimise bare soils.

The Estates have an annual budget and programme for road maintenance. This includes grading and rolling, manual repair of potholes and selective resurfacing. Repairs also are carried out to culverts and bridges.

The Estates maintain records of daily water level monitoring in relation to operation of the watergates for preventing inflow of saline water at high tide.

Criterion 4.4: Practices maintain the quality and availability of surface and groundwater

The system of Watergates is operated to maintain a stable level of the watertable. Inspection of records and interview of staff showed the water management system has been operated consistently.

The Mill has continued the program of monthly sampling at the three monsoon drain outlets, as well as at three Watergates before discharge off-site as well as the receiving river water. The quality of the water discharged at the Mill drain outlets and the Watergates showed consistently low concentrations of BOD, Oil & Grease and TSS, indicating good segregation and management of Mill rainfall runoff water quality.

The Mill water supply is obtained from the Government Reticulation System and consumption is monitored closely and reported to head office monthly. The average annual water usage of 1.02 t/t FFB in 2012/13 year to date was slightly less than the 2011/12 (Figure 8). The Mill has a number of improvement actions for reducing water usage, such as collecting the steam condensate from the heating coils for oil storage tanks and the kernel storage silo for re-use for floor cleaning.

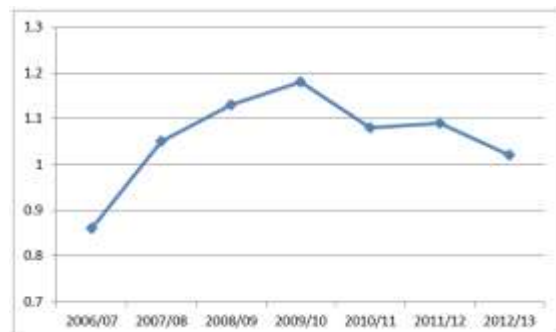


Figure 8: Annual Mill Water Usage (t/t FFB)

Sime Darby Engineering Department has engaged a contractor for rehabilitation of the bund within East Estate for protection against river erosion. **Observation 02 – East Estate had recently completed rehabilitation**

earthworks on the bund beside the river channel at Block 07B3 and plans to engage the Mangrove Research Centre to plant mangroves along the riverbank to protect it from erosion. Presently there is no documented Plan or Timetable for re-establishment of mangroves along the river – refer Section 3.2 Page 16.

Inspection of the Mill drainage and review of water quality monitoring results showed high BOD effluents were well segregated from monsoon drains and rainfall runoff contained only relatively low concentrations of TSS.

Observation 03 – East Estate monitors the pH and salinity of water discharged from drains weekly and the results are stored manually on file. The value of the information could be improved by presenting the data graphically for evaluation of trends in water quality – refer Section 3.2 Page 16.

The East Estate water management plan continues to be adequately resourced with dedicated staff for conducting twice daily inspections, monitoring and making adjustments to the Watergates as necessary. Inspection indicated consistent implementation of water management to maintain the target water level and water quality.

Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

The IPM program includes monitoring of pest numbers and the use of triggers for initiation of control measures when necessary.

The Estates monitor barn owl occupancy of the nesting boxes twice yearly. At East Estate the occupancy rate of barn owl nesting boxes was 57%. The Estates have a program for establishment of beneficial plants, with extensive planting of *Turnera subulata*, *Cassia cobanensis* and *Antigonon leptopus* along roadsides, especially at newly replanted areas. The R&D Department monitors the effectiveness of the IPM techniques for controlling the targeted pest.

The Estates maintain records of the quantities and locations where pesticides have been applied and information is available since July 2007.

Criterion 4.6: Agrochemicals are used in a way that does not endanger health or the environment. There is no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. Where agrochemicals are used that are categorised as World Health Organisation Type 1A or 1B, or are listed by the Stockholm or Rotterdam Conventions, growers are actively seeking to identify alternatives and this is documented.

Inspection of the Pesticide Stores and review of stock records confirmed only Pesticide Board approved chemicals were used. The Estates have approval from the Pesticides Board for the use of Methamidophos, for

example, East Estate ref: SE/METHA(GL)/12/035) and Dusun Durian Estate ref: SG/METHA(GL)13/001.

Inspection of the pesticide stores confirmed pesticides are stored safely meet the regulatory requirements in relation to security, ventilation, spill containment, separation and labeling of chemicals. Facilities are provided at the pesticide mixing area for sprayers to shower and to wash their PPE and work clothes upon return from the field.

Observation 04 – Pre-mixed pesticide of unknown composition was stored in un-marked plastic containers on a tractor in an un-secure situation at East Estate. A Nonconformity initially was assigned but the Estate implemented immediate corrective action and moved the containers to a secure store and labelled them together with the tractor-mounted spray tank to show the contents – refer Section 3.2 Page 16.

At the pesticide stores, all chemicals were labelled in Bahasa Malaysia. In addition, signs with simple symbols and pictorials illustrating precautions for safe handling of chemicals were displayed prominently. Interview of spray supervisors and workers and observation of tasks indicated good understanding of the hazards and safe work practices for the chemicals being used.

Observation 05 – Field inspection showed the technique for use of Controlled Droplet Application spray equipment needs improving to ensure complete and effective spraying of palm circles for weed control. This will require re-training of mandors and sprayers – refer Section 3.2 Page 16.

The Clinic Hospital Assistant carries out monthly medical checks of pesticide operators, for example, on 3/1/2013 for 28 East Estate operators with all confirmed fit. An annual medical check of pesticide operators in accordance with CHRA requirements was carried out 12 December 2012 for 12 East Estate operators and on 30 December 2012 for 8 Dusun Durian Estate operators by Department of Occupational Safety and Health (DOSH) Malaysia – Klinik Hartati Telok Panglima Garang Selangor. All operators were confirmed fit to work with pesticides.

Use of Paraquat at the Estates ceased in 2004. Inspection of the pesticide stores and stock records confirmed nil stock of Paraquat.

Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented.

The Mill and the Estates revise their OSH Plans each year and include a schedule of work place inspections, meetings, training and LTA targets.

The Mill (01 September 2012) and the Estates carried out reviews of the Hazard Identification, Risk Assessment and Risk Control for all tasks under the Group ESHMS Programme 2012/13.

The Estates have a Training Programme that covers harvesting, spraying, tractor drivers, motorcycle riders, and training for Contractors. The Mill has documented a

Safety Training Programme with details of the topics and schedule for the 2012-13 year.

The Mill and Estates have maintained records of training, including on-the-job instruction, for individual workers with description of the training and signature of trainer and attendees. For example The Malaysian Defence Department conducted training at Dusun Durian Estate on CPR, First aid and Fire Fighting on 01 February 2013 attended by 43 mill and estate staff and workers.

Interview of workers at the Estate and Mill, observation of tasks and site inspections confirmed a good level of safety awareness. **Observation 06** – *The wearing of hearing protection at the Mill was not consistent and enforcement is recommended to ensure compliance with company policy – refer Section 3.2 Page 16.*

East Estate carried out safety training for trunk injection operators on 03 February 2013 attended by one mandor and 15 operators. Observation of spray preparation and spraying indicated appropriate product safety requirements were understood and implemented.

SOU8 provides appropriate PPE to all workers, including safety boots, hard hats and for specific tasks, gloves, aprons, masks, safety spectacles and high visibility vests. Records are held of PPE issues to individual staff and workers, including signatures of recipient for each item of PPE issued.

The Senior Assistant Manager is the designated Estate coordinator of OSH. The Mill Assistant Engineer is the designated coordinator of OSH.

Estate OSH Meetings are held quarterly with the most recent at East Estate on 18 December 2012, attended by 29 staff, mandors and worker representatives. The Mill also has held quarterly safety meetings with the most recent on 31 January 2013, attended by 11 staff and worker representatives. The safety meeting minutes included details on accidents, hazards identified, corrective action and progress.

The Estates (August 2012) and the Mill (December 2012) have revised the Emergency Response Plans to take into account personnel changes. The Mill has posted emergency information at work stations throughout the Mill. The Mill carried out a trial evacuation in November 2012 to test the emergency procedures.

First Aid Kits are held at the Estate workshop and at each Division Office, as well as at four locations in the Mill. Inspection of a sample confirmed kits were stocked and records showed that kits were checked and replenished when necessary.

The Mill and Estates maintain records of all accidents, including the associated investigation. The Annual Lost Time Accident Rate (No of Accidents/200,000 hrs worked) shows considerable variation over the past 5 years, with recent improvement at Sepang Estate (Figure 9).

Malaysian staff and workers are covered by Social Security Organisation (SOCSO) Insurance. Foreign workers are covered with RHB Insurance Berhad under

Master Policy Number D08WFWC8606982KL current 01/07/2011 to 30/06/2013.

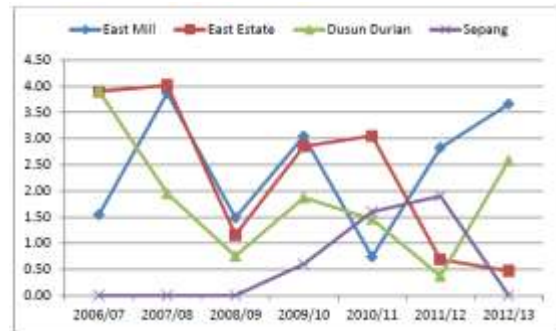


Figure 9: Annual Lost Time Accident Rate

Criterion 4.8: All staff, workers, smallholders and contractors are appropriately trained.

The Estates and Mill have developed a Training Programme for the period July 2012- June 2013 that includes training in SOPs and safety (OSH). Training of workers in SOPs is ongoing in order to maintain and improve skill levels. Records are held for all types of training and include details of trainer, topic and attendees. The Mill and Estates maintain up to date records of driving licences and trade certificates, such as steam certificate for the fireman.

PRINCIPLE 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity

The Mill and Estates have revised the Environmental Improvement Plans that continued to focus on water management. The Estates priority is to manage the water levels using watergates in order to minimise the generation of acid sulphate and soil salinity. Water conservation is the most pressing issue at the Mill because fresh water is purchased from the government supply.

The scheduled wastes were well controlled, with workshop and pesticide wastes consistently disposed to DOE licensed recyclers. The company's zero burn policy has been consistently applied at replanting areas and there was no evidence of fire being used for waste disposal at housing or at operational areas. SOU8 continued to support mangrove conservation.

Criterion 5.1: Aspects of plantation and Mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

The Mill and Estates revised the Environmental Aspects and Impacts Registers on 12 January 2013.

The Estates have implemented good control of hydrocarbons and management of water levels in the palms has been given high priority. The Mill

Improvement Programme continues to focus on water conservation to maximise recycling and reduce consumption of fresh water below the target of 1.1 t/t FFB. This is important because the water for the mill is purchased from the government supply. Two water conservation initiatives that are in progress are the collection of condensate from steam used for heating the oil storage tanks and the palm kernel silo for re-use.

Criterion 5.2: The status of rare, threatened or endangered species and high conservation value habitats, if any, that exist in the plantation or that could be affected by plantation or Mill management, shall be identified and their conservation taken into account in management plans and operations.

All land within the Estate boundaries was cleared during the early years of development for rubber, with HCV4 assigned to the water supply pond at Dusun Durian and Sepang Estates. The fringing mangroves at Carey Island are important for protecting the inter-tidal area from erosion, for nutrient cycling and for providing important habitat for aquatic fauna. Sime Darby has continued support for the Mangrove Research Centre at West Estate. Sime Darby R&D Department is collaborating with the University of Malaya on research associated with mangrove stabilisation of foreshores to enhance the mangrove habitat and prevent erosion.

The Estates have maintained signboards prohibiting hunting, fishing and lighting of fires. Each Estate and the Mill have carried out awareness of staff and workers at morning muster on the protection of HCVs.

Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.

The Mill and Estates have revised the waste management plans and the main focus continues to be reduction of waste and to minimise the use of raw water where possible.

Inspection of facilities and records confirmed that scheduled wastes are stored and disposed in accordance with DOE regulatory requirements. The small quantity of spent lubricating oil generated at Dusun durian Estate workshop is transferred to East Oil Mill for disposal to a licensed recycler. The Mill and Estates maintain records of monthly stocktakes, copies of manifests for removal and disposal of scheduled wastes. The Mill arranged collection of waste oil by A&C Technology Waste Oil Sdn Bhd on 27 December 2012 by lorry registration number WGD6810. The Estates engage G-Planter for disposal of used pesticide containers and holds records of transport manifests, for example Lorry No KMG1008 on 30 January 2013. Medical wastes from all SOU8 and SOU9 Clinics are delivered to the "Group Hospital" for transfer to Clinic Sentosa for disposal with records showing the last transfer was made on 18 January 2013.

Field inspection confirmed EFB and treated Mill effluent are recycled to the field. Treated Mill effluent is recycled by discharge into a system of furrows, which appeared well maintained. The Mill maintains weighbridge

records of the quantities of crop residues recycled to the field.

Criterion 5.4: Efficiency of energy use and use of renewable energy is maximised.

Renewable and Non-renewable energy use are monitored and reported monthly to top management. The main steam turbine was returned to service in 2012, although diesel fuel consumption still remains elevated compared to earlier years (Figure 10).

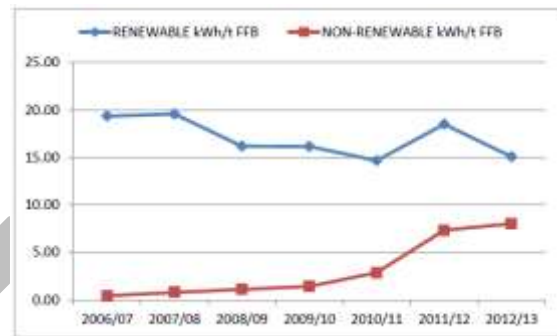


Figure 10: Mill Energy Usage (kWh/t FFB)

Criterion 5.5: Use of fire for waste disposal and for preparing land for replanting is avoided except in specific situation, as identified in the ASEAN guidelines or other regional best practice.

Field inspections found no evidence of open burning being used for waste disposal during replanting at the estates. Inspection of replanting areas confirmed felled palms are chipped and placed in trenches in the field for decomposition as mulch.

Inspection of the Mill, Dusun Durian and East Estate housing, workshops and stores indicated fire has not been used for disposal of packaging, garden wastes or other materials.

Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.

The Pollution Prevention Plan for East Mill was revised in 2012/13 for mitigation of the impacts identified for the Mill. An improvement is a pilot project for Methane Capture from POME anaerobic Digester Tank#1 and use for biogas. To date, a membrane has been installed on top of Digester Tank#1, and equipment installed for compression of the collected biogas. A system also has been built for flaring the biogas.

PRINCIPLE 6: Responsible Consideration of Employees and of Individuals and Communities by Growers and Millers

The Mill and Estates' SIAs were revised, taking into consideration internal and external stakeholders' input, although East and Dusun Durian Estates had not updated their Social Action Plans. Internal and external stakeholders confirmed they have an open relationship

with the company and the lines of communication with senior management were well known. The company supports Freedom of Association and the union officials had unrestricted access to workers. The company anti-discrimination policy appeared consistently implemented and there were no issues identified during the assessment.

A considerable number of the contractors and suppliers have worked with the company for more than 10 years, which is a good indicator of fair and transparent dealings. Contractors confirmed there were no issues associated with payment of invoices.

Criterion 6.1: Aspects of plantation and Mill management, including replanting, that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

The SIA was revised at each Estate, for example, at Dusun Durian on 15 June 2012, following meetings with Local communities. The results of the interviews of stakeholders and contractors and the issues raised were included in the update.

The Mill and Estates had updated the Social Action Plan, but Dusun Durian and East Estates had not done so and there were issues at Dusun durian around cattle entering the estate and damaging the palms. **ASA3 Findings: Dusun Durian Social Action Plan was revised 01 July 2012 but has not been updated with the completion of actions taken from the previous year, nor for the new actions and assignment of responsibility. Similarly, East Estate met with the local community Kg Sg Rambai on 16 January 2013 but did not include in the Social Action Plan details for resolving the land issue or the target completion dates and assignment of responsibility. As there was no improvement to the previous SIA, this observation was upgraded to a nonconformity against minor compliance indicator 6.1.3 – refer to Section 3.2 page 16.**

Criterion 6.2: There are open and transparent methods for communication and consultation between growers and/or Millers, local communities and other affected or interested parties.

The Estates and the Mill have updated their list of stakeholders, for example the Mill 1 November 2012 and Dusun Durian Estate 4 January 2013. Files are maintained of communications from stakeholders including action taken by the Company.

Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.

The Mill and Estates continued to use the dispute resolution procedure that is documented in the Sime Darby Sustainable Plantation Management System Appendix 5 and is shown as a flow chart.

Follow-up of the issue at Kampung Sungai Rambai where local people had overplanted on Sime Darby land found that the status quo was maintained. Discussions with the local people involved indicated they were happy to keep maintaining and harvesting the palms until the matter was resolved.

The review of documents found the only complaints received were related to requests for repairs to housing from internal stakeholders. These requests for repairs are discussed under Criterion 6.5.

Criterion 6.4: Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

No new complaint was received over the past year in relation to land.

Criterion 6.5: Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.

Pay and conditions are documented in the NUPW/AMESU and MAPA Agreement. Interview of Mill and Estate male and female staff and workers confirmed they understand terms and conditions of employment and receive correct leave entitlements.

SOU8 provides a good standard of housing for workers and their families. Refurbishing of 32 existing houses is expected to commence March 2013. 4 new staff houses have been completed and are awaiting government approval. Interview of a sample of staff, workers and residents indicated their houses were comfortable and requested repairs were carried out in a timely manner.

Observation 07 – The Mill and East Estate Housing Repairs Registers do not record actions taken or the date repairs were carried out. For example, inspection of the Register showed most entries appeared unactioned but when the linesite was inspected and these specific houses were visited the repairs had been carried out. It is important to ensure all requests for repairs, including verbal requests, are recorded – refer Section 3.2 Page 16.

Observation 08 – Inspection of the Mill and East Estate linesite found drains at the rear of houses were broken and contained stagnant water and litter. Long grass was also observed adjacent to the palms – refer Section 3.2 Page 16.

Water and electricity are from the Government supply. Primary and Secondary Schools are readily accessible with the company providing transport and subsidising transport costs. A Crèche is available free to all Staff and Worker children with milk and biscuits provided for free. Good medical facilities are provided at four separate locations and a Visiting Medical Officer attends the Group Hospital weekly.

Criterion 6.6: The employer respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.

Interview of workers confirmed that meetings are held with worker representatives of the NUPW when requested and the company respects freedom of association. For example, the most recent meeting with NUPW Union representatives was on 26 October 2012 at Dusun Durian Estate. Records are held on file of communications with the Unions and Worker Representatives.

Criterion 6.7: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education programmes. Children are not exposed to hazardous working conditions.

The Mill and Estates minimum hire age is 18. No children were observed at or near any of the Estate or Mill workplaces during the ASA3 inspections.

Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.

The anti-discrimination policy is included in the Social Policy, which is displayed in Bahasa Malaysia and English at Offices and at Muster areas. Interviews of workers and examination of pay records confirmed that there is no discrimination between workers on the basis of ethnicity, religion or gender.

Criterion 6.9: A Policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied.

The policy to prevent sexual harassment is stated in the Social Policy. A Gender Policy has been implemented and a Committee formed. Interview of female staff and workers confirmed their knowledge of the Committee and inspection of records indicated meetings are held regularly. A gender grievance mechanism has been established however interviewees stated that the necessity to follow the grievance procedure had never arisen.

Criterion 6.10: Growers and Mills deal fairly and transparently with smallholders and other local businesses.

SOU8 ceased purchasing FFB from outside suppliers in January 2012.

Interviews of Contractors at the Mill and Estates confirmed understanding of Contract Terms and Conditions and that the company was fair in its dealings. The contractors further stated at interview that payments are made in a timely manner.

Criterion 6.11: Growers and Millers contribute to local sustainable development wherever appropriate.

The local communities have reasonably well developed infrastructure and access to government services, for example, sealed road access, government electricity and water supplies to housing and schools. The Estate and Mill make donations to local communities for their places of worship and local schools when requested. These contributions are considered appropriate for the socio-economic setting.

Principle 7: Responsible Development of New Plantings

SOU8 has not carried out any new oil palm developments and there are no plans for expansion of plantings. Principle 7 is therefore not applicable to this Assessment.

PRINCIPLE 8: Commitment to Continuous Improvement in Key Areas of Activity

SOU8 has continued to work on improving the aspects of its operations that contribute to overall sustainability. Importantly, gains have been made in the average FFB yield per hectare in line with the maturing of replanted palms, East Estate yield was affected by bagworm attack. The Mill OER improved slightly to 21.5%.

Environmental and social issues also continue to be addressed appropriately. The expansion of beneficial plants and application of pest census are important factors in the IPM programme. The company has continued to maintain an open relationship with internal and external stakeholders.

Criterion 8.1: Growers and Millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.

SOU8 uses Class I chemicals only for situations assessed as necessary on the basis of pest census data. Paraquat has not been used at the Estates since 2005.

The Mill and Estates' environmental improvement plans, respectively, include reducing mill water consumption and the quantity of pesticides used, by limiting the use of herbicide to spraying of palm circles. In addition, plantings of "beneficials" have been expanded for the Integrated Pest Management Programme. The Estates have limited the use of Class 1 pesticides to situations where pest census shows chemical control is necessary.

The Mill by-products are recycled to the field, and scheduled wastes are well controlled and sold to DOE licensed recyclers. The awareness training of workers for the separation of household wastes at source is ongoing.

The Estates' Pollution Prevention Plans continue to target the establishment and maintenance of groundcover vegetation for control of soil erosion. The Mill Plan is focusing on water conservation, which will reduce the quantity of wastewater requiring discharge.

The Social Action Plan for internal stakeholders continues to focus on housing improvements.

3.2 Identified Nonconformities and Noteworthy Positive and Negative Observations (ASA3)

A Nonconformity was assigned to Minor Compliance Indicator 6.1.3. Eight (8) Observations/Opportunities for improvement were identified. SOU8 has prepared a Corrective Action Plan for addressing the identified Nonconformity, which BSI has reviewed and accepted.

SOU8 has made a commitment to implement corrective action for addressing the Nonconformity immediately and the effectiveness of these corrective actions will be checked at the next Surveillance Assessment (ASA4) that will be scheduled within twelve months of RSPO approval of continuation of Certification.

CR05: 6.1.3 A timetable with responsibilities for mitigation and monitoring is reviewed and updated as necessary.

Observation 03 identified during ASA2 was raised to a Nonconformity against this Minor Compliance Indicator because Dusun Durian Social Action Plan was revised 01 July 2012 but has not been updated with the completion of actions taken from the previous year, nor for the new actions and assignment of responsibility. Similarly, East Estate met with the local community Kg Sg Rambai on 16 January 2013 but did not include in the Social Action Plan details for resolving the land issue or target completion dates and assignment of responsibility.

SOU8 has prepared a Corrective Action Plan for addressing the identified nonconformity that involves:

Dusun Durian Estate

The Social Action Plan has been updated and reviewed by Estate management. Additional issues discussed with the local community have been included in the Plan.

East Estate

The Estate agreed to update the Social Action Plan based on the issues discussed at the meeting with the local community held on 16 January 2013.

The BSI Assessors considered that the corrective action was satisfactory and appropriate. Progress toward resolution of the issue will be followed up at the next Annual Surveillance Assessment (ASA4).

Observations/Opportunities for Improvement

Eight (8) Observations/Opportunities for Improvement were identified. The progress with the Observations/Opportunities for Improvement will be checked at the next Annual Surveillance Assessment (ASA4).

01 (2.1.1) The Labour Department approval of the extension to the number of overtime hours worked at East Mill each month will expire on 30.11.2013. It is important to ensure sufficient time to complete the renewal process.

02 (4.4.1) East Estate had recently completion of the rehabilitation earthworks on the bund beside the river channel at Block 07B3 and plans to engage the

Mangrove Research Centre to plant mangroves along the riverbank to protect it from erosion. Presently there is no documented Plan or Timetable for re-establishment of mangroves along the river.

03 (4.4.3) East Estate monitors the pH and salinity of water discharged from drains weekly and the results are stored manually on file. The value of the information could be improved by presenting the data graphically for evaluation of trends in water quality.

04 (4.6.3) Pre-mixed pesticide of unknown composition was stored in un-marked plastic containers on a tractor in an un-secure situation at East Estate. A Nonconformity initially was assigned but the Estate implemented immediate corrective action and moved the containers to a secure store and labelled them together with the tractor-mounted spray tank to show the contents.

05 (4.6.4) Field inspection showed the technique for use of Controlled Droplet Application spray equipment needs improving to ensure complete and effective spraying of palm circles for weed control. This will require re-training of mandors and sprayers.

06 (4.7.1) The wearing of hearing protection at the Mill was not consistent and enforcement is recommended to ensure compliance with company policy.

07 (6.5.3) The Mill and East Estate Housing Repairs Registers do not record actions taken or the date repairs were carried out. For example, inspection of the Register showed most entries appeared unactioned but when the linesite was inspected and these specific houses were visited the repairs had been carried out. It is important to ensure all requests for repairs, including verbal requests, are recorded.

08 (6.5.3) Inspection of the Mill and East Estate linesite found drains at the rear of houses were broken and contained stagnant water and litter. Long grass was also observed adjacent to the palms.

Noteworthy Positive Components

- Mill OER increased to 21.5%
- The Estate FFB yield increased to an overall average of 25.7 t/ha/year for the three Estates.
- Mill water usage decreased to 1.02 t/t FFB.
- Continuing good relations with internal and external stakeholders.

3.3 Status of Nonconformities (Major and Minor) Previously Identified

Corrective actions for the Nonconformities (CR01 – CR03) assigned during previous Assessments have been effectively and consistently implemented and the Nonconformities remain closed.

CR04 assigned ASA2: 4.4.6 Water drainage into protected areas is avoided wherever possible. Appropriate mitigating measures will be implemented following consultation with relevant stakeholders

A Nonconformity was assigned to this Minor Compliance Indicator because insufficient freeboard was maintained at the anaerobic pond and sediment bed number 2 to prevent overflow of partly treated effluent.

ASA3 Findings: Inspection confirmed the Mill has maintained freeboard of at least 1.0 metre for all of the effluent ponds and the sediment bed was empty.

The Nonconformity was closed 06/02/2013

Review of Progress with Observations/ Opportunities for Improvement Previously Identified (ASA2)

01 (5.3.2) At Sepang Estate Contractor Workshop, minor leakage of oil from parked vehicles could be controlled by using “drip trays”.

ASA3 Findings: The Estate provided photographic evidence to confirm the use of “drip trays” under parked vehicles.

02 (5.3.2) At the East Estate landfill, rainfall runoff could be prevented from entering the trench by constructing an earth bund.

ASA3 Findings: A new landfill trench had recently been excavated and was appropriately located to minimise runoff entry.

03 (6.1.3) The Mill and Estates Social Action Plans have been reviewed and updated but input from local stakeholders has not been taken into account at all locations. The Mill Action Plan could be improved by including more details of the completion of actions from the previous year Plan.

ASA3 Findings: Dusun Durian Social Action Plan was revised 01 July 2012 but has not been updated with the completion of actions taken from the previous year, nor for the new actions and assignment of responsibility. Similarly, East Estate met with the local community Kg Sg Rambai on 16 January 2013 but did not include in the Social Action Plan details for resolving the land issue or target completion dates and assignment of responsibility. **As there was no improvement to the previous SIA, this Observation was upgraded to a nonconformity against minor compliance indicator 6.1.3 – refer to Section 3.2 the previous page.**

The Assessment Team concluded SOU8 had implemented appropriate and effective improvements for the Observations 01 and 02 identified during ASA2.

3.4 Issues Raised by Stakeholders

The issues raised by stakeholders during ASA2 were followed up during this Assessment and found to have been actioned appropriately by the company.

Stakeholders interviewed during ASA3, both internal and external, had mainly positive comments. Issues raised during the interview process and the Company’s responses are detailed below.

Harvesters at Dusun Durian and East Estates indicated they are not being briefed on the new payment system following the enactment of “Minimum Wage Policy” as of 01 January 2013. They are requesting more awareness be carried out so that they can understand the new payment system—as they are worried that the MYR 200 bonus will be terminated under the new system.

Company Response: Meeting with workers representatives has been carried out to brief the new policy in line with the implementation of “Minimum Wage Policy”, where the MYR 200 bonus will be included in the monthly salary. It seems that workers’ representatives did not sufficiently disseminate this information to the members. The Estates will carry out more awareness so that the workers will understand the policy.

A Night Market “Pasar Malam” visits Division B linesite once each month but mainly clothing items are available – no vegetable sellers. The linesite shop sells vegetables and a mobile seller visits the linesite daily but supply is not sufficient for demand. A much larger Pasar Malam also operates at Telok where all household items and supplies are available but residents stated that it is difficult for those without transport to attend as they cannot always afford the RM15 for transport.

Company Response: The Estate will discuss with the shop operator to increase the quantities held for sale.

The Assessment Team considered the above responses appropriate and will follow up during the next visit (ASA4).

4.0 CERTIFIED ORGANISATION’S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Date of Next Surveillance Visit

The next Surveillance Assessment (ASA4) will be scheduled within twelve months of RSPO approval of continuation of Certification.

4.2 Date of Closing Nonconformities (Major and Minor)**Table 5: Status of Nonconformities**

CAR	CLASS	ISSUED	STATUS
CR01 2.1.1	Major	23/01/2009	Closed 30/01/2009
CR02 5.3.1	Major	05/04/2011	Closed 10/05/2011
CR03 2.2.3	Minor	05/04/2011	Closed 21/03/2012
CR04 4.4.6	Minor	21/03/2012	Closed 06/02/2013
CR05 6.1.3	Minor	06/02/2013	“Open”

4.3 Sign-off of ASA3 Findings

SOU8 acknowledges and confirms acceptance of the Assessment Report contents, including assessment findings. SOU8 accepts the responsibility for implementing the corrective actions and addressing the opportunities for improvement detailed in the Assessment Report.

Signed for on behalf of
Sime Darby Plantation Sdn Bhd (SOU8)

.....
Mr Abdul Jalil Sulaiman
Senior Manager East Estate

Date:

Signed for on behalf of
BSi Group Singapore Pte Ltd

.....
Mr Charlie Ross
Lead Auditor

Date:

Appendix "A"

Supply Chain Assessment

DRAFT

APPENDIX A – SUPPLY CHAIN ASSESSMENT REPORT – SOU8 – SEGREGATION**EAST OIL MILL****Certified Mill Production – 01 February 2012 – 31 January 2013**

CAPACITY	CSPO	CSPK
30 t/hr	27,119	5,659

Physical Sales of Certified Mill Products (UTZ) – 01 February 2012 – 31 January 2013

CSPO	CSPK
132.29	0.0

Sales of Sime Darby Certified Mill Products (GreenPalm Certificates) – 01 February 2012 – 31 January 2013

CSPO	CSPK
1,326,183*	330,374*

* Greenpalm Certificates are the total overall for the 58 Sime Darby Mills. Certificates are not allocated to individual Mills

Sime Darby Commodities Trading and Marketing Department sold GreenPalm Certificates on behalf of all the company mills, but these were not recorded against the individual mills. The monthly sales of CSPO and CSPK are summarised in the tables below. The total numbers of GreenPalm Certificates sold for CSPO and CSPK did not exceed the total production of CSPO and CSPK.

Sales of CSPO (GreenPalm Certificates)
01 February 2012 – 31 January 2013

Month	BUYER (CPO)	TONNES/ CERTIFICATES
Feb-12	GreenPalm Certificates	21,515
Mar	GreenPalm Certificates	35,263
Apr	GreenPalm Certificates	197,319
May	GreenPalm Certificates	35,088
Jun	GreenPalm Certificates	218,694
Jul	GreenPalm Certificates	32,065
Aug	GreenPalm Certificates	11,263
Sep	GreenPalm Certificates	134,406
Oct	GreenPalm Certificates	14,537
Nov	GreenPalm Certificates	52,165
Dec	GreenPalm Certificates	59,525
Jan-13	GreenPalm Certificates	22,660
TOTAL		834,500*

Sales of CSPK (GreenPlam Certificates)
01 February 2012 – 31 January 2013

Month	BUYER (PK)	Tonnes
Feb-12	GreenPalm Certificates	1,000
Mar	GreenPalm Certificates	7,130
Apr	GreenPalm Certificates	20,000
May	GreenPalm Certificates	1,700
Jun	GreenPalm Certificates	34,085
Jul	GreenPalm Certificates	25
Aug	GreenPalm Certificates	0
Sep	GreenPalm Certificates	15,077
Oct	GreenPalm Certificates	595
Nov	GreenPalm Certificates	18,715
Dec	GreenPalm Certificates	8,633
Jan-13	GreenPalm Certificates	3,228
TOTAL		110,188*

* Greenpalm Certificates are the total overall for the 58 Sime Darby Mills. Certificates are not allocated to individual Mills

EAST MILL SUPPLY BASE**Certified FFB Received Monthly - 01 February 2012 – 31 January 2013**

Month	East	Dusun Durian	Selangor	Bradwall	Total FFB/Month
Feb	447.79	2,996.72	4,811.09	-	8,255.60
Mar	976.85	3,277.27	5,064.52	-	9,318.64
Apr	1153.19	2,815.54	5,223.59	-	9,192.32
May	295.17	3,012.62	5,409.43	-	8,717.22
Jun	891.81	3,171.33	5,894.88	-	9,958.02
Jul	958.63	3,892.75	6,913.19	-	11,764.57
Aug	1,582.06	3,304.11	6,852.22	-	11,738.39
Sep	1,745.68	3,923.15	6,655.46	-	12,324.29
Oct	1,463.03	3,695.84	6,006.60	-	11,165.47
Nov	1,215.19	3,542.94	4,852.58	-	9,610.71
Dec	1,283.03	3,936.60	4,840.77	0.96	10,061.36
Jan	1,144.76	3,685.47	4,569.81	0.69	9,400.73
TOTAL	13,157.19	41,254.34	67,094.14	1.65	121,507.32

Certified Company Details

Sime Darby Plantation Sdn Bhd
Management Unit SOU8
Carey Island Selangor Malaysia
42960 Carey Island
SELANGOR MALAYSIA

Contact Person: Mr Abdul Jalil Sulaiman
Senior Manager East Estate
Phone: 03-3122 0528
Fax: 03-3122 0526
Email: kks.east@simedarby.com

RSPO Membership No: 035-04(O)

RSPO Supply Chain Certification System for Sime Darby Plantation (SDP)

No	Business Unit	RSPO SCCS Certification Y/N	Trading Option	Certification Body	Date of Certification
1	Unimills B.V., Netherlands	Yes	SG, MB	Control Union (CUC)	Interim self-assessment in March 2009. Certified by CUC on 28 June 2011. Annual Surveillance Audit May 2013
2	SD Biodiesel, Malaysia	Yes	SG, MB	SIRIM	Interim self-assessment in March 2010. Certified by SIRIM on 25 March 2011. Annual Surveillance Audit February 2013
3	SD Jomalina, Malaysia	Yes	SG, MB	SIRIM	Certified by SIRIM on 10 March 2011. Annual Surveillance Audit February 2013
4	SD Kempas, Malaysia	Yes	MB	SIRIM	Certified by SIRIM on 19 Aug 2011. Annual Surveillance Audit July 2013
5	SD Austral, Malaysia	Yes	MB	SIRIM	Certified by SIRIM on 13 April 2012. Annual Surveillance Audit March 2013
6	NURI Edible Oil Refinery, Malaysia	Yes	MB	SIRIM	Certified by SIRIM on 13 April 2012. Annual Surveillance Audit March 2013
7	NURI Edible Oil Kernel Crushing Plant, Malaysia	Yes	SG, MB	SIRIM	Certified by SIRIM on 13 April 2012. Annual Surveillance Audit March 2013
8	Hudson & Knights Boksburg, South Africa	Yes	MB	-	Certified on 14th December 2012. Annual Surveillance Audit November 2013
9	SDEPL, Singapore	No	-	-	Planned for Certification in FY 12/13
10	Morakot, Bangkok, Thailand	Yes	MB	-	Certified on 10th September 2012. Annual Surveillance Audit August 2013
11	GH Nhabe, Ho Chi Minh City, Vietnam	No	-	-	Planned for Certification in FY 12/13.
12	Emery, Selangor Malaysia	Yes	MB	SIRIM	Certified on October 2012. Annual Surveillance Audit September 2013

Certification Body Details

BSi Group Singapore Pte Ltd
(Co. Reg. 1995 02096-N)
3 Lim Teck Kim Road #10-02
Genting Centre
SINGAPORE 088934

Contact Person: Mr Aryo Gustomo
BSi RSPO Scheme Manager
Phone: +65 6270 0777
Fax: +65 6270 2777
Email: Aryo.Gustomo@bsigroup.com

Summary

Supply Chain assessments were made at East Oil Mill that is owned and operated by Sime Darby. The assessment included site visits to East Oil Mill and East and Dusun Durian Estates, review of records and interviews of staff. The assessor concluded SOU8 has implemented an appropriate management system for controlling the purchase of certified FFB, processing of same and sales of CSPO and CSPK. SOU8 maintains adequate records for confirming compliance with the RSPO supply Chain requirements and staff were able to demonstrate an appropriate knowledge of the requirements.

Conclusion

The SOU8 management system and records meet the requirements of the RSPO supply chain requirements, November 2011, Module D – CPO Mills : Segregation.

Certificate Details**Background to the Report****(a) Report authors****Assessor**

Mr Charlie Ross, BSi RSPO Lead Auditor

CB Management Representative

Mr Aryo Gustomo, BSi RSPO Scheme Manager

(b) Previous assessments ASA2**(c) On-Site Visits****Visit Itinerary**

Tuesday 5 February 2013 – East Mill – Opening Meeting held at Mill Meeting Room; Weighbridge Station; examined weighbridge records; daily records of FFB deliveries, CPO and PK production; CPO Bulk Tank and PK Silo records; shipments of CPO and PK. Closing Meeting Wednesday 6 February 2013.

People consulted: S. Kogolanathan (Manager); Mohan s/o Sivasubramaniam (Assistant General Manager); Velu Nadesan (QA Supervisor), Noraza (Weighbridge Operator).

Scope

The scope of the assessment covered the East Oil Mill and the supply base of Sime Darby owned Estates. The Supply Chain mechanism used is Segregation. The SOU8 operations were assessed against the RSPO Supply Chain Standard : November 2011, Module D – CPO Mills : Segregation.

Description of Operation's Management System

SOU8 uses the Segregation Mechanism for the supply chain. All deliveries of FFB to the Mill are issued with a weighbridge docket that records the name of the Estate, Field Number, /block Number, Harvest Road, Harvest Date, truck registration number, driver's name and the tonnage. The weighbridge system is computerised and delivery records are used as the basis for payment for FFB deliveries. A sample of weighbridge dockets was checked at the Mill against the summaries of FFB deliveries from each Sime Darby Estate supply source. This confirmed the details of the source and quantity of FFB were recorded accurately and could be verified by tracking. The source of the FFB can be traced back to the Estate and the oil palm block from which it was harvested. The Mill summarises and reports daily to Sime Darby Head Office: the quantity of FFB received from the Estates; the tonnage of FFB processed; the tonnages of CPO and PK produced; shipment tonnages; and the quantities of materials held in storage. The Mill and Estates also report the above quantities monthly to Sime Darby Head Office.

Checks of records confirmed SOU8 East Mill sold 500 tonnes of CSPO during the preceding 12 months (01 February 2012 – 31 January 2013) to the Sime Darby owned Golden Jomalina Food Industries Sdn Bhd Refinery. During the same period, NIL tonnes of CSPK produced by the East Mill were sold. Inspection of documents confirmed that SOU8 maintains all of the documentation required for supply chain verification (RSPO Supply Chain Standard November 2011, Module D – CPO Mills : Segregation).

Certified Volume Purchased and Claimed

The following certified FFB material was received from SOU8 and adjacent Sime Darby Estates during the 01 February 2012 – 31 January 2013 year and processed at East Mill: 121,507 t/FFB.

1 Documented Procedures

- 1.1 The facility shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:
- Complete and up to date procedures covering the implementation of all the elements in these requirements. *Complies – Procedures are current and include all elements of the Supply Chain for controlling the receipt, sale and dispatch of palm products. For example, SPMS: 2012 Draft/ Appendix 15 - Standard Operating Procedure for Traceability and RSPO Supply Chain Certification System. A copy of this SOP is held by the Mill.*
 - The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the facilities procedures for the implementation of this standard. *Complies – The Mill Manager has responsibility for the Supply Chain aspects of FFB receipts, processing and shipping of palm products. Interview of the Mill Manager and the Assistant Manager confirmed their knowledge of the RSPO Supply Chain requirements for the respective areas of the operations.*
- 1.2 The facility shall have documented procedures for receiving and processing certified and non- certified FFBs. *Complies – the Mills Weighbridge SOP covers the receiving of FFB and recording details of the Supplier and Transporter. All deliveries of FFB are subject to verification of documentation and quality checks. For example: MQMS/V1:2008/Level 3/Standard Operating Procedure/Station No. 1/Reception Station/1.3.1:Weighbridge MQMS/V1:2008/Level 3/Standard Operating Procedure/Section V:Introduction/Crop Quality Standards.*

2 Purchasing and Goods In

- 2.1 The facility shall verify and document the volumes of certified and non-certified FFBs received. *Complies – the Mill records tonnages and the source of the FFB received at the weighbridge and these are reported daily to Head Office. East Mill ceased receiving non-certified outside crop in January 2012.*
- 2.2 The facility shall inform the CB immediately if there is a projected overproduction. *Complies – the company has a mechanism for advising the CB of production variations, which are monitored internally.*

3 Record Keeping

- 3.1 The facility shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of these requirements. *Complies – Inspection of records at the Mill confirmed these were updated daily.*
- 3.2 Retention times for all records and reports shall be at least five (5) years. *Complies – Records archived and stored for >5 years.*
- 3.3 The facility shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO, PKO and palm kernel meal on a three-monthly basis. *Complies – these are updated monthly and reported to Head Office.*
- 3.4 The following trade names should be used and specified in relevant documents, e.g. purchase and sales contracts, e.g. *product name*/SG or Segregated. The supply chain model used should be clearly indicated. *Complies – The company uses the prefix SG on the Product Code.*

4 Sales and Goods Out

- 4.1 The facility shall ensure that all sales invoices issued for RSPO certified products delivered include the following information:
- The name and address of the buyer; *Complies*
 - The date on which the invoice was issued; *Complies*
 - A description of the product, including the applicable supply chain model (Segregated) *Complies*
 - The quantity of the products delivered; *Complies*
 - Reference to related transport documentation. *Complies – all of these items (a-e) included in company's invoices to buyers*

5 Processing

- 5.1 The facility shall assure and verify through clear procedures and record keeping that the RSPO certified palm oil is kept segregated from non-certified material including during transport and storage and be able to demonstrate that it has taken all reasonable measures to ensure that contamination is avoided. The objective is for 100 % segregated material to be reached. The systems should guarantee the minimum standard of 95 % segregated physical material, up to 5 % contamination, is allowed. *Complies – East Oil Mill ceased receiving outside crop in January 2012 and since then processes 100% Certified material.*
- 5.2 The facility shall provide documented proof that the RSPO certified palm oil can be traced back to only certified segregated material. *Complies – the Weighbridge records the Estate Name, Division, Field Number, Harvest Road and Harvest Date from the Estate Delivery Docket, together with the Vehicle Registration Number, Driver Name & Driver License Number. Checks of a sample of records confirmed only certified segregated crop has been processed by the Mill since January 2012.*
- 5.3 In cases where a mill outsources activities to an independent palm kernel crush, the crush still falls under the responsibility of the mill and does not need to be separately certified. The mill has to ensure that:
- The crush operator conforms to these requirements for segregation *Complies – East Mill does not out-source crushing to an independent palm kernel crush.*
 - The crush is covered through a signed and enforceable agreement *NA*

6 Training

- 6.1 The facility shall provide the training for all staff as required to implement the requirements of the Supply Chain Certification Systems. *Complies – The company maintains records of training. For example, the Assistant Manager and the QA Supervisor attended training on SCCS on 31 January 2013 and additional SCCS training was held at East Mill for 8 staff on 02 February 2013. Interviews of Mill Staff confirmed their knowledge of the Supply Chain & Traceability requirements.*

7 Claims

- 7.1 The facility shall only make claims regarding the use of or support of RSPO certified palm oil that are in compliance with the RSPO Rules for Communication and Claims. *Complies – To the best of the Assessor's knowledge, the company has not made claims outside of the RSPO rules for Communications and Claims related to the SCCS.*

Appendix "B"

Sime Darby Time Bound Plan

Table 1: Time Bound Plan and Summary of RSPO Certification Status as at 31 Dec 2012

Financial year (July –	Targeted	Achieved/Status	Attachments
Jun-08	5 SOUs	Sime Darby Plantation has had all its SOUs (Malaysian & Indonesian) completing the RSPO Main Assessment.	Details please refer to Worksheet below (Table 2) for SDP - RSPO Certification Status for <i>Malaysia</i> and <i>Indonesia</i> .
2008/2009	20 SOUs (from Malaysia and Indonesia)	CSPO: To date (as at 31 Dec 2012) 55 SOUs have been certified with RSPO (36 Malaysian SOUs and 19 Indonesian SOUs). Refer to Table 2: RSPO Certification Status as at 31 Dec 2012.	
2009/2010	20 SOUs (from Malaysia and Indonesia)	The total number of SOUs have been revised from 62 SOU to 58 SOUs with effect from 1st July 2012 due to strategic alignments/closure of mills.	
2010/2011 (End Dec 2011)	17 SOUs (from Malaysia and Indonesia)		

Table 2: Details of RSPO Certification Status as at 31 Dec 2012

Status	Malaysia	Indonesia	Total	Remarks
Certified	36*	19	55	* Effectively only 36 SOUs: Sg Samak and Jeleta Bumi POM has been closed down. Due to strategic alignment, there are mills (Mostyn, Sepang POM) converted to third party oil mill and not included in the RSPO Certification timebound plan.
RSPO EB Review	0	3	3	• Pending review by RSPO EB. * Tamiang POM ceased operations and combined with Blang Simpo POM.
Total SOUs	36	22	58	Note: Revised number of SOUs for SDP is 58 beginning July 2012.

Sime Darby Plantation's (SDP) Status in Compliance to Land/Social Issues

Please find below the updates of the previous grievance cases filed against SDP which have been addressed and the necessary actions taken by SDP to resolve the matters. All cases/issues are progressing as planned also reported to the RSPO Secretariat accordingly.

	Issues/Background	Status
1	<p>A) Indonesia Operations</p> <p>1.1 PT MAS has been facing fourteen claims made by the Project Affected Community (PAC) since 2007 and a few remain relevant currently.</p> <p>1.2 The PAC has requested for a meeting with Sime Darby management (31st October 2012) facilitated by Sawit Watch in the 10th RSPO Roundtable Meeting (RT 10, 29 Oct – 2nd Nov 2012), and the Secretary General of RSPO was also present during the meeting.</p> <p>1.3 After the meeting with the PAC, a complaint was officially filed by the PAC to RSPO on the unresolved claims. SD has responded to RSPO on 7 December 2012 in regards to the letter of complaint filed on 5th November 2012 to the Secretary-General of RSPO against PTMAS by the PAC through the RSPO Grievance mechanism.</p> <p>1.4 SDP has officially responded to RSPO on 7 December 2012 in regards to the letter of complaint filed to the Secretary-General of RSPO against PT MAS by the PAC through the RSPO Grievance mechanism.</p>	<ul style="list-style-type: none"> • SDP carried out a full Social Impact Assessment (SIA) in November 2009. It was followed by a review on the claims through a Social Management Planning by LINKS in May 2011, with recommendation to formulate a strategy on resolving social claims by SPKS and to establish an SOP in social engagement. • Engagement of LINKS was extended into the 2nd phase of Social Management Plan in August 2012 on Social Engagement Facility with a timeframe of 12 months. • Subsequent from the complaint, a series of meeting held on 22 Nov 2012 and 19 Feb 2013 was conducted between SD and the PAC. • OXFAM has also requested for a meeting with Sime Darby on 3rd November 2012. Both meetings highlighted result of a study by Asep Yunan Firdaus on PT MAS fourteen claims made in 2007. SDP has engaged LINKS to conduct similar study. Findings from both studies are comparable and recommendations especially from LINKS have been considered in producing action plan for moving forward. • As an outcome of the meeting, Sime Darby has agreed to send progress reports on the matter to RSPO on a quarterly basis. • RSPO Main Assessment report for PT MAS is currently under the review by RSPO EB pending RSPO certification.

	Issues/Background	Status
2	<p>B) Liberia Operations</p> <p>2.1 SDP received comments by Forest People's Programme on Parcel 2 – 20,000ha at Bopolu District, Gbarpolu County in July 2011(during NPP public consultation period). Following that, SDP has:</p> <p>2.1.1. Conducted the necessary investigation</p> <p>2.1.2. Provided a response to the RSPO on the complaints made</p>	<ul style="list-style-type: none"> • NPP completed. • In January 2013, Forest Peoples Program officially informed RSPO that in its opinion SDPL made good progress in addressing PAC's grievances, although the remedial activities could be conducted more expeditiously; in response to the above, RSPO requested SD to provide additional, detailed information on the status of negotiations between PAC and SDPL and supporting documents, all of which was forwarded to RSPO.
3	<p>C) Others</p> <p>3.1 For responses/clarification on media reports/releases for the period 2011-2012, please refer to the following websites:</p> <p>3.1.1 http://www.simedarbyplantation.com/False and Inaccurate Reports on Liberian Operations.aspx</p> <p>3.1.2 http://www.simedarbyplantation.com/Sime Darby's Response to New York Times Article .aspx</p> <p>3.1.3 http://www.simedarbyplantation.com/Sime Darby Plantation's Response To Oxfam's Press Release.aspx</p>	<ul style="list-style-type: none"> • Media reports/releases have been clarified and responses are published in the Sime Darby Plantation website.

SDP is committed to conform to the RSPO requirements for partial certification, and during the period under review, SDP management has not identified any new/outstanding issues related to the following (besides the above reported cases):

- (1) unresolved significant land disputes;
- (2) replacement of primary forest or loss of HCVs;
- (3) labour disputes that are not being resolved through an agreed process;
- (4) evidence of non-compliance with any law at any of the landholdings.

Appendix “C”

CV for New Team Member

DRAFT

DIAN EKOWATI

ADDRESS

Ciomas Cluster Residence, Jalan Gabus 5, Blok A No. 3A
Rt. 6/10, Kelurahan Padasuka. Kecamatan Ciomas, Kabupaten Bogor
Phone +62 812 2219 162

Personal Email: dee.ekowati@gmail.com

EDUCATION BACKGROUND

- | | |
|------|---|
| 2012 | Graduate Degree: Bogor Agricultural Institute Graduate School (Master Level), Faculty of Human Ecology, Rural Sociology Study Program, Majoring in Gender and Social Demography. Thesis: Fertility and Gender Relation in Neglasari Village, Jasinga, Bogor, West Java. |
| 2006 | Bachelor Degree: Bogor Agricultural Institute, Communication and Community Development Study Program. Thesis: Community Empowerment in Ecotourism Development; Pesisir Krui, West Lampung. |

PROFESSIONAL HISTORY

- | | |
|------------|---|
| 2010 - now | Facilitator for British Standards Institution (BSI) auditors in conducting RSPO (Roundtable on Sustainable Palm Oil) audits. |
| 2011-2012 | Research on Landless Farmers Livelihood in West Java rural areas, Neglasari Village, Jasinga Sub-District, Bogor, West-Java, Sajogyo Institute (SAINS). |
| 2011-2012 | Research on Gender Relation and Women's Decision on the Number of Children, Neglasari Village, Jasinga Sub-District, Bogor, West-Java. Rural Sociology, IPB Graduate School. |
| 2011 | Co-researcher on research; Farmers Movement to Defend their Land, Atenco, Mexico. SEPHIS. |
| 2010-2011 | Desk Study on Indonesian Land Reform Initiative – SAINS, Asian NGO Association and International Land Coalition. |
| 2010 | Study on Women Participation in Government Program aimed for Women Empowerment (Program Pemberdayaan Wanita Keluarga Sehat Sejahtera), Research Institution of IPB, Bogor District, West Java. |
| 2010 | Impact Study of Government Assistance on Farmers: Superior Rice and Corn Seedlings, Chemical and Organic Fertilizer, Pasuruan and Situbondo Districts, East Java, Indonesia. IPB Research Center. |
| 2010 | Agrarian Systematic Research;"HGU and its Implications: Tajau Pecah Village, Batu Ampar Sub District, Tanah Laut District and Hayup Village, Haruai Sub District, Tabalong District, South Kalimantan Province. Sajogyo Institute and |

- National Land Academy.
- 2009-2010 Research on Community Satisfaction on PT Antam Tbk's Community Development Program. Bogor. West Java. IPB Research Center.
- 2009 Agrarian Systematic Research; "Agricultural Institution of Production and Distribution in Rural Households Post Land Reform in Gender Perspective: a Case Study in Banjarnayar and Pasawahan Village, Ciamis, West Java." Sajogyo Institute and National Land Academy.
- 2008 Study on Adaptation and Ecological Conflict: Kasepuhan Sinar Resmi (Abah Asep), Sirna Resmi Village, Cisolok Sub District, Sukabumi District, West Java. Rural Sociology Study Program, IPB Graduate School.
- 2008 PT. Aqua Transportation Impact in Social Economic Aspect of the Community, Part of PT. Aqua CSR Research, Sukabumi, West Java.
- 2007 Facilitating community to manage program from the government in PPK-IPM project (West Java Provincial Government Program to Increase the People's Human Development Index).
- 2005 Research on the Potency to Develop Community Based Ecotourism as an Effort in Empowering Rural-Agro forest Community, Lembaga Alam Tropika Indonesia (LATIN), West Lampung.
- 2005 Research on Local Participative Technology, Petungkriyono Sub District, Pekalongan District, Central Java, LATIN.
- 2004 Facilitating community to establish and manage their own Community Radio, LATIN NGO (Lembaga Alam Tropika Indonesia), West Lampung.
- 2003 Research on Rural Community's Social Economic Potency, Pamijahan Sub District, Bogor, IPB.

TRAINING AND FELLOWSHIP

- 2011 Tailor Made Short Course Agrarian Transition For Rural Development in Institute of Social Studies (ISS), Erasmus University The Netherland - a cooperation of ISS and Sajogyo Institute.
- 2010 International Workshop on Agrarian Transition in Indonesia, Department of Anthropology, Faculty of Cultural Science, Gadjah Mada University, Jogjakarta.
- 2009 Workshop on Methodology and Public Lecturer with Tania Muray Li and Ben White - SAINS - Agrarian Research Center of IPB and STPN
- 2008 Training on Analyzing Village Potency Data, Sajogyo Institute.
- 2007 Workshop on Character Building - Teacher Institute, Sampoerna Foundation, Jakarta
- 2004 Facilitator Techniques Training, LATIN NGO, WALHI (Wahana Lingkungan Hidup Indonesia) and West Lampung Government.

PAPER PRESENTED IN CONFERENCES

- 2010 "Negotiating Space of Critical Collaboration" Presented in Yale International Forum: Interdisciplinary Conference, Social Justice and Rule of Law: Addressing the Growth of a Pluralist Indonesian Democracy, Diponegoro University and Yale University, Semarang, Indonesia.
- 2010 "Gender and Fertility in Plantation". Presented in the International Workshop on Agrarian Transition in Indonesia, Department of Anthropology, Faculty of Cultural Science, Gadjah Mada University, Yogyakarta.
- 2009 "Return to Local Knowledge to Achieve Resilient Agriculture to Climate Change". Presented in the International Seminar on Achieving resilient-agriculture to climate change through the development of Climate-Based Risk Management Scheme, on November 2009, held by Indonesian Association of Agricultural Meteorology.
- 2009 "Poverty and Disparity between Upland and Lowland; Indonesian Case". Presented in the 2nd IRSA (Indonesian Regional Science Association) International Institute (July 2009), held By IRSA and IPB.
- 2005 "The Potency to Develop Community Based Ecotourism; Pekon Pahlungan, Krui, West Lampung" Presented in the Meeting of Petani Repong Damar (P2RD), West Lampung Government.

BOOK CHAPTERS IN BAHASA INDONESIA

- 2010 "Membaca Ulang Keberadaan Hak Guna Usaha dan Kesejahteraan Rakyat". (Second Author) in Pengembangan Kebijakan Agraria Untuk Keadilan Sosial, Kesejahteraan Masyarakat dan Keberlanjutan Ekologis. Yogyakarta, Indonesia: SAINS dan STPN Press.
- 2009 "Kelembagaan Produksi-Distribusi Pasca Okupasi dalam Perspektif Gender, Studi Kasus Dua Desa di Kabupaten Ciamis". (First Author) in Memahami dan Menemukan Jalan Keluar dari Problem Agraria & Krisis Sosial Ekologi. Yogyakarta, Indonesia: SAINS dan STPN Press.

ARTICLE IN NATIONAL JOURNAL

- 2009 "Poverty and Disparity between Upland and Lowland Communities". (First Author) in Economic Journal of Emerging Markets. Special Edition on Regional Economics. Yogyakarta: Faculty of Economics, Universitas Islam Indonesia.

Appendix "D"

ASA3 Programme

DRAFT

ASA3 PROGRAMME – 05 – 06 February 2013**TEAM: CR: Charlie Ross; RR: Robyn Ross; IN: Iman Nawireja; DE: Dian Ekowati**

DATE	TIME	ACTIVITY	CR	RR	DE	IN
Tuesday 5 February 2013	AM	Opening Meeting	√	√	√	√
		Mill Documentation including Supply Chain	√			
		Interview Contractors/Suppliers	√		√	
		Interview Male Workers		√	√	
		Interview Female Office Staff/Workers		√	√	
		Review Pay Documentation		√	√	
	PM	Inspect Mill, Effluent Ponds, Landfill, Land Application, Workshop, Stores	√		√	
		Inspect Housing and Interview Residents		√	√	
		Closing Briefing				
TEAM 2 DUSUN DURIAN ESTATE	AM	Opening Briefing				√
		Inspect Estate and any Buffer Zones				√
		Interview Male Fieldworkers				√
		Inspect Workshop, Stores, Landfill				√
		Interview Contractors/Suppliers				√
		Inspect Housing				√
	PM	Visit any Local Communities				√
		Estate Documentation Closing Briefing				√
Wednesday 6 February 2013	AM	Opening Briefing	√	√	√	√
		Inspect Estate including Buffer Zones,	√			
		Interview Male Fieldworkers				√
		Interview Female Fieldworkers		√	√	
		Interview Contractors/Suppliers				√
		Contact Government Offices DOSH, DOE, Labour Department, NUPW Regional Office, AMESU, NGOs				√
	PM	Inspect Stores, Land Application, Landfill, Contractor's Workshop	√			
		Interview Female Office Staff/Workers		√	√	
		Review Pay Documentation		√	√	
		Estate Documentation	√			
PM	Inspect Housing and Interview Residents		√	√		
	Visit any Local Communities				√	
	Prepare Visit Reports and Closing Presentation		√	√		
	Combined Closing Meeting SOU8 and SOU9	√	√	√	√	

Appendix "E"

Stakeholders Contacted

DRAFT

STAKEHOLDERS CONTACTED

<p>Internal Stakeholders</p> <ul style="list-style-type: none"> 5 Foreign Harvesters (Dusun Durian Estate) Clinic Hospital Assistant (Dusun Durian) 11 Foreign Harvesters (East Estate) 4 Foreign Male Sprayers (East Estate) Health Assistant (Mill/Estate Clinic) 	<p>Internal Stakeholders</p> <ul style="list-style-type: none"> 3 Female Mill Staff/Workers 3 Local Male Mill Workers 2 Foreign Male Mill Workers Group of Residents Mill and Estate Housing 5 Female Staff/Workers (East Estate)
<p>Contractors</p> <ul style="list-style-type: none"> Grass Cutting Contractor Electrical Supplier Hardware Supplier Harvesting/Transport Contractor 2 General Contractors 	<p>Local Communities</p> <ul style="list-style-type: none"> Kampung Kepau Laut Representatives Kg Kelangka Representatives
<p>Government Departments</p> <ul style="list-style-type: none"> Department of Labour Lands Department Department Occupational Safety & Health Department of Environment 	<p>Others</p> <ul style="list-style-type: none"> AMESU, Subang Jaya NUPW, Selangor