



Report number: 809027RSPOCUCRPT –2009-01-MD

RSPO Annual Surveillance Assessment Report

UNITED PLANTATIONS BERHAD

PENINSULAR MALAYSIA

This public summary has been prepared in accordance with RSPO requirements and the information included is the result of a full RSPO assessment of the Mills and supply base as included in the scope of the certificate.

Report prepared by: Manivannan Duraisamy (Lead assessor).
Certification decision made by: Gerben Stegeman.

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

CU is accredited by the Dutch Council of Accreditation (RVA) on the European quality standard EN 45011 for the inspection and certification of CU Organic program (according to the EU regulation 2092/91) and EUREPGAP program. When requested a copy of the accreditation certificate can be obtained from CU.

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1. SCOPE OF THE CERTIFICATION ASSESSMENT.

1.1 Company details:	
Company name:	United Plantations Berhad
Business address:	Jendarata Estate, 36009 Teluk Intan, Perak Darul Ridzuan, Malaysia
Group name if applicable:	n/a
Office telephone:	+605 6411 411
Contact person:	Mr. C. Mathews
Mobile telephone:	+601 9339 2298
Fax:	+605 641 2337
e-mail:	cmm@unitedplantations.com
Web site:	www.unitedplantations.com

1.2 Surveillance assessment detail:	
Dates of the assessment:	23 – 25 th November 2009
Date of Partial certification Verification and Stakeholder Consultation	6 – 8 th December 2009 and 29 th December 2009 (Bogor, Indonesia)
Assessment number (1 to4).	ASA 1

1.3 RSPO membership details:	
RSPO membership number:	013-04(O)
Child numbers for each certification unit:	CU809027D01, CU809027D02, CU809027D03, CU809027D04, CU809027D05, CU809027D06
Certificate number:	CUC809027RSPO-1.2008
Date of original certification:	21 st August 2008
Date of last assessment:	26 -30 th May 2008



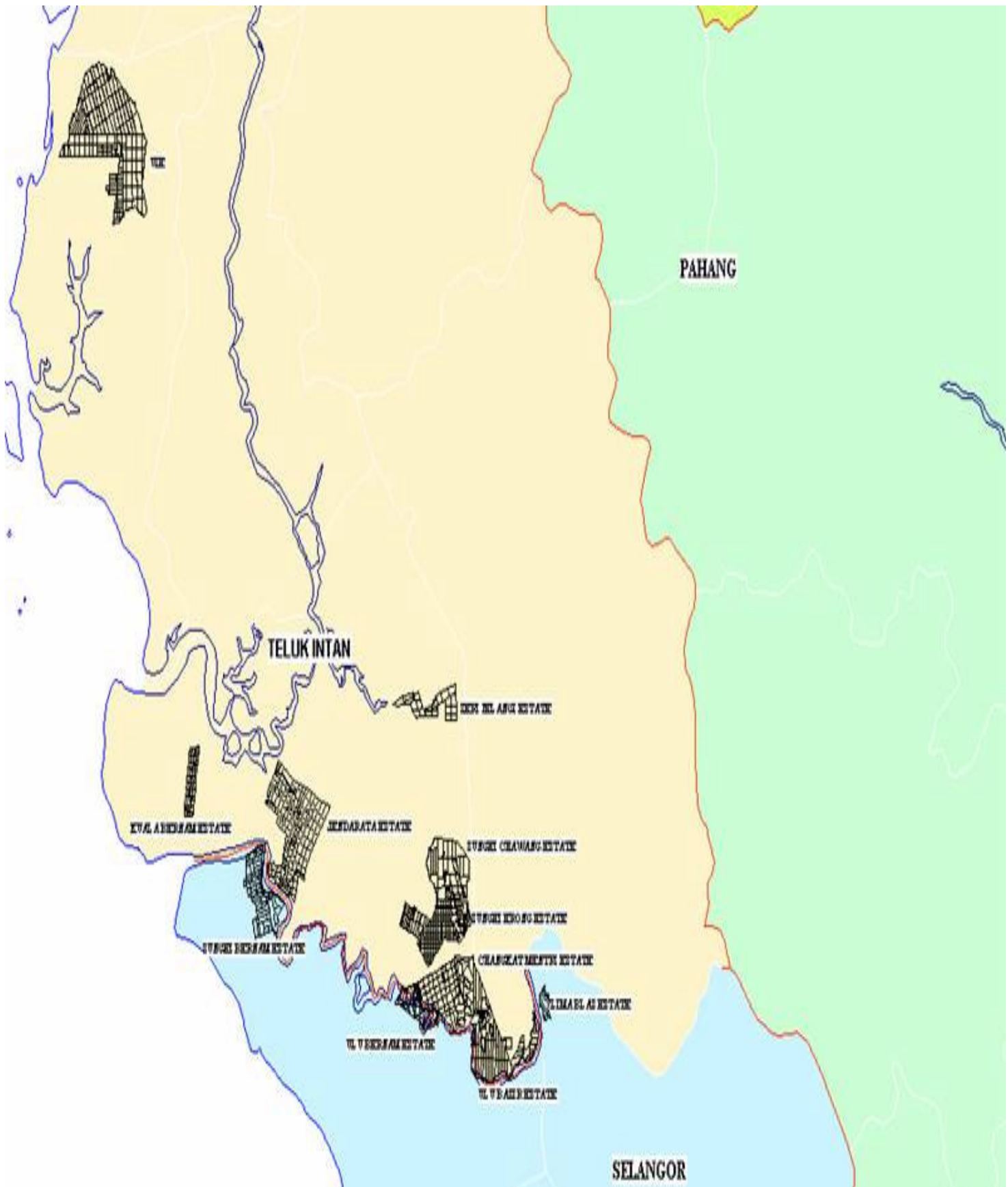
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1.4 Location maps.

Maps showing the location of estates included in the assessment.









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1.5 Location of mills.	
Name of Mill	Location address
Jendarata Palm Oil Mill.	Jendarata Business Unit, 36009 Teluk Intan, Perak, Malaysia
Seri Pelangi Palm Oil Mill.	Jendarata Business Unit, P.O Box 89 11¼ Miles, Jalan Bidor, 36008 Teluk Intan, Perak, Malaysia
Ulu Basir Palm Oil Mill	Up River Business Unit, 36500 Ulu Bernam, Perak, Malaysia.
Lima Blas Palm Oil Mill	Up River Business Unit, 35800 Slim River, Perak, Malaysia.
Ulu Bernam Palm Oil Mill.	Up River Business Unit, 36500 Ulu Bernam, Perak, Malaysia.
United International Enterprises Palm Oil Mill	United International Enterprise (Malaysia), Mail Bag No 1, 34900, Pantai Remis, Perak, Malaysia.

1.6 Metric tonnages certified and projected outputs.								
(These figures exclude any output product from non-certified suppliers).								
Name of mill	Projected from last audit.			Actual production (tonnes)			Projected production for next 12 months.	
	FFB	CPO	Palm Kernel	FFB	CPO	Palm Kernel	CPO	Palm Kernel
Jendarata Palm Oil Mill.		35,141	8,211		37,603	8,764	39,000	9,000
Seri Pelangi Palm Oil Mill.		9,376	2,130		9,781	2,082	10,000	2,200
Ulu Basir Palm Oil Mill		35,933	9,695		38,393	9,934	35,000	9,070
Lima Blas Palm Oil Mill		10,530	2,641		12,927	3,182	12,700	3,400
Ulu Bernam Palm Oil Mill.		36,136	10,513		39,464	11,107	34,600	8,910
United International Enterprises Palm Oil Mill		58,205	17,005		62,288	18,539	44,770	13,100
Total	855,400	185,321	50,195	915,194	200,456	53,608	176,070	45,680

1.7 Description of supply base.	
1.7.1 General description.	
<p>The supply base are the 9 plantations that make up the 3 business units of the United Plantations holdings located in Peninsular Malaysia. There are no plans to expand the land holding in Peninsular Malaysia and therefore Principle 7 is not applicable to this annual surveillance assessment.</p> <p>To comply with the RSPO rules for partial certification, verification assessment were carried out by the audit team at PT SSS1 in Central Kalimantan on 6 – 8th December 2009. Subsequently stakeholder consultation/discussion was conducted with interested NGO, Sawit Watch in Bogor, Indonesia on 29th December 2009.</p>	

1.7.2 Location of the supply base.				
CU Code	Name	Location address.	GPS reference	
			Longitude	Latitude
	Jendarata Business Unit	Teluk Intan, Perak		
PO1	Jendarata Estate		3° 52' N	101° 01' E
PO2	Seri Pelangi Estate		3° 59' N	101° 08' E
	UP River Business Unit.	Perak/Selangor		
PO3	Ladang Ulu Basir		3° 42' N	101° 15' E
PO4	Changat Mentri Estate		3° 44' N	101° 13' E
PO5	Ladang Sungei Erong		3° 46' N	101° 12' E
PO6	Ladang Sungei Chawang		3° 50' N	101° 14' E
PO7	Lima Blas Estate	Selangor	3° 42' N	101° 27' E
PO8	Ulu Bernam Estate	Perak	3° 45' N	101° 07' E
	UIEM Business Unit	Pantai Remis, Perak		
PO9	UIEM Sdn. Bhd. Estate 1 and Estate 2		4° 25' N	100° 40' E



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1.7.3 Statistics of the supply base.						
CU Code	Name	Area of oil palm (ha)		Estimate Tonnes FFB/yr	Planting years	Cycle (years)
		Oil Palm	Mature			
PO1	Jendarata Estate	6024	5679	171,000	1975-2009	25
PO2	Seri Pelangi Estate	1337	1337	42,470	1994-2004	25
PO3	Ladang Ulu Basir	3714	2388	60,000	1983-2009	25
PO4	Changat Mentri Estate	2411	1953	56,170	1988-2009	25
PO5	Ladang Sungei Erong	3499	2656	59,760	1985-2009	25
PO6	Ladang Sungei Chawang	3248	2727	64,250	1986-2009	25
PO7	Lima Belas Estate	2740	2227	61,400	1985-2009	25
PO8	Ulu Bernam Estate	3154	2946	77,090	1986-2209	25
PO9	UIEM Sdn. Bhd. Estate 1 and Estate 2	9622	9307	218,400	1988-2009	25

1.7.4 Percentage of planted areas of different ages.							
CU Code	Before 1990	1991 – 1995	1996-2000	2001 – 2005	2006 -2010	2011-2015	2016+
PO1	12.59	34.62	34.63	13.77	4.39	-	-
PO2	-	29.32	47.34	23.34	-	-	-
PO3	42.27	-	-	20.53	37.20	-	-
PO4	0.73	8.64	51.42	19.89	19.32	-	-
PO5	38.20	1.10	9.50	23.40	27.80	-	-
PO6	57.93	-	0.27	13.12	28.68	-	-
PO7	31.57	12.70	14.23	15.62	25.88	-	-
PO8	16.52	36.46	27.55	13.02	6.45	-	-
PO9	77.01	16.94	2.77	-	3.28	-	-

1.7.5 Calculation of the number of production units (N) to sample for each mill.				
N = 0.8√y, where y is the number of units, with the result always to be rounded UP to the next whole integer. Where only a sample of the supply base is assessed, units not previously assessed, or assessed earlier in the certification programme, are to be preferred over those more recently assessed.				
How many mills?		6		
For each mill, how many units make up the production base?				
Name of POM	Owned estates (Y)	N = 0.8√Y	Smallholders (Z)	N = 0.8√Z
Jendarata Palm Oil Mill.	1	1 (Jendarata Estate)	n/a	n/a
Seri Pelangi Palm Oil Mill.	1	1 (Seri Pelangi Estate)	n/a	n/a
Ulu Basir Palm Oil Mill	4	2 (Ulu Basir Estate) (Changat Mentri Estate)	n/a	n/a
Lima Blas Palm Oil Mill	1	1 (Lima Blas Estate)	n/a	n/a
Ulu Bernam Palm Oil Mill.	3	2 (Ulu Bernam Estate) (Sungei Erong Estate)	n/a	n/a
United International Enterprises Palm Oil Mill	1	1 (UIE Estate 1 and 2)	n/a	n/a

1.8 Progress of associated smallholders or outgrowers towards compliance with relevant standards - should be in accordance to the 3 year implementation plan.
There are 2 out growers associated with Seri Pelangi POM. The mill management already started to have RSPO familiarisation meetings with them and get them involved in trainings and meetings related to RSPO P&C. Once the standard for independent smallholder is ready, these out growers will be addressed accordingly.



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1.9 Rules for partial certification (NOTE: there are still ongoing discussions on the partial certification issue; report will be submitted later as an Annex)		
1.9.1	<ul style="list-style-type: none"> Progress made from the last assessment against the time-bound plan for certifying other units within the organisation. 	Company's Greenfield development at PT SSS1 is in progress. The Palm Oil Mill is expected to be completed by mid 2010. As per RSPO requirement the mill is the base for certification. Due to this PT SSS1 audit will commence once the mill is ready. The time bound plan revised to 2011, earlier than the time bound reported during main audit. As for PT SSS2, process of getting legal documents is ongoing. Management expects to go for certification by 2016 as reported during main audit, if all the permit issues are completed. It will be reviewed annually.
1.9.2	<ul style="list-style-type: none"> Any alteration made to the time-bound plan, for example, due to acquisitions/disposals, emergence/re-emergence of land disputes and/or labour conflicts must be reported. 	Plan to certify PT SSS1 has been revised from 2013 to 2011. There is no change on time bound plan for PT SSS2.
1.9.3	<ul style="list-style-type: none"> The company's justifications for any revision are also to be reported; with the audit team's considered opinion on the matter and recommendation for acceptance/rejection. 	The time bound plan for PT SSS1 has been brought forward to 2011 because the progress of developing the Greenfield and constructing the POM is expected to be completed earlier by mid 2010. The progress made by the company to comply with the time bound plan is acceptable.
1.9.4	<ul style="list-style-type: none"> Where the structure of the holding company is changed during the course of the implementation of the time-bound plan, so as to alter the plan, the change in structure must be legal and registered with the relevant authorities. The documentation relating to such structural changes must be presented to the audit team for verification, if necessary. 	There are no changes in the structure of the holding noted during the ASA1. Discussion with top management confirms that there are no such changes.
1.9.5	<ul style="list-style-type: none"> Where there is evidence that the time bound plan is not being adhered to, or the conditions justifying a time-bound plan have changed, the audit team must summarise this evidence here. 	The company is bringing forward their plan to 2011 for PTSSS1
1.9.6	<ul style="list-style-type: none"> The audit team must be satisfied that the company has not opened new land without HCV assessment since first certified. 	There is no new acquisition and opening since the first audit. HCV assessment for PT SSS2 carried out for Arut has been completed however Kumai and Amin Jaya are in progress and no development since the last audit. HCV assessment for Runtu verified during the visit to PT SSS1.
1.9.7	<ul style="list-style-type: none"> New acquisitions by the company which have not replaced primary forests or HCV areas are required to comply with certification requirements within three years of the date of acquisition. 	There are no new acquisitions since main assessment.
1.9.8	<ul style="list-style-type: none"> New acquisitions which have evidently replaced primary forests or HCV areas will not be eligible for RSPO certification and will, by the rules of partial certification, render the entire company ineligible for certification. 	There are no new acquisitions since main assessment.
1.9.9	<ul style="list-style-type: none"> Where there is a dispute whether a primary forest or HCV has been replaced or lost, the company shall, at its own cost, provide RSPO with expert opinion. 	There is no new dispute reported since the last audit.
1.9.10	<ul style="list-style-type: none"> The organisation is a member of RSPO Invoice and evidence of payment. 	Membership number: 013-04(O) Invoice no.: 0221-09 Membership payment Date: 27/7/09 Amount: RM10,038.00
1.9.11	<ul style="list-style-type: none"> There are no significant land conflicts. 	The negotiation on land conflict at PT SSS1 is



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	<ul style="list-style-type: none"> For ALL land disputes. Location maps, area involved. People involved. Contact details. Timetable of events and a summary as to the actions taken by all parties. 	<p>ongoing and company representatives in Indonesia have conducted several meetings with concerned parties. Full details of negotiations are available to stakeholders on request to the company.</p> <p>Four documented meetings with Sawit Watch and Runtu Lama villagers have been verified during the meeting with top management. Subsequently a visit to this property conducted on 6-8th December 2009 to verify the status with the stakeholders involved in this negotiation process. Documented discussions were held on 28/3/2009, 16/4/2009, 30/4/2009, 11/5/2009, 2/11/09 and 16/11/09. Meeting with Runtu villagers, Pak Syaridan and Sawit Watch is documented. Grievances procedure is socialised with the Runtu villagers by company representative (Ibu Dewi) attended by Pak Syaridan, Pak Ali Badri, Pak Hermansyah and other representatives from Runtu. Meeting took place during RT7 on 2/11/09 with the concerned parties involved in the land dispute along with Sawit Watch. On 16/11/09 Ibu Dewi and company representatives met the concerned parties to continue the discussion and paper trails are available as evidence. This meeting was attended by 14 representatives (Runtu Lama villagers, and Sawit Watch representative). Dialog is ongoing and progressing with both parties engaging positively to solve the dispute. During the interview with the Runtu village representative on 7th December 2009, he said that he is satisfied with the progress and understand that the negotiation process will take some time. As a positive response, he told the auditors that he is willing to sell his FFB to PT SSS1 once the mill is commissioned although he has a choice of not to do so. He was positively engaged in conversation with the auditors and indicated there is room for solution between two parties.</p> <p>Interview with the company's representative reveal that the Company will continue to have discussion with the concerned parties until a positive solution is found. The company is willing to compensate accordingly when all the evidence are in place and verified accordingly by their legal department.</p> <p>Interview with the Runtu village head, Pak Hasanudin conducted on 7th December 2009. He is aware of the ongoing negotiation process and stressed that if all the documented evidence is submitted, he will ensure that the parties involved in the dispute are compensated accordingly. As positive response, he highlighted that PT SSS1 has created more than 1500 jobs to the local communities and is looking forward for their continuous positive contribution to the local communities.</p>
<p>1.9.12</p>	<ul style="list-style-type: none"> No labour disputes that are not being resolved through an agreed process. Summary of any labour disputes. People involved. Timetable of events and summary as to the action taken by all parties. 	<p>There are no labour disputes since the last audit. During visit to PT SSS1, interview with the workers revealed that no labour disputes.</p>
<p>1.9.13</p>	<ul style="list-style-type: none"> No evidence of non-compliance with law in any of the non-certified holdings. <p>Indonesia: A list of the following: Ijin Prinsip, Ijin Lokasi, Ijin Usaha Perkebunan, Cadastral, HGU.</p>	<p>PT SSS1 HGU (2500ha) and remaining is in progress. United Plantation has suspended all developments at PT SSS2 as a self mitigation procedure until all the relevant law documents are in place. Field visit confirmed that no operations taking place. The process and documentations including correspondence to this effect were seen during audit. This document is available for stakeholders. Any interested stakeholders can approach the company</p>



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	for verification.
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2. ASSESSMENT PROCESS.

<p>2.1 Certification Body.</p> <p>Control Union Certifications is a member of the Control Union World Group - an international inspection and certification body. CU performs assessments and certification in many agricultural based fields such as FSC, RSPO, and Organic production, Sustainable Textile Production, Organic Exchange, Eurepgap/GlobalGAP, HACCP, BRC, GMP and GTP.</p> <p>CU is accredited by the Dutch Council of Accreditation (RVA) on the European quality standard EN 45011 for the inspection and certification of CU Organic program (according to the EU regulation 2092/91) and EUREPGAP program. When requested a copy of the accreditation certificate can be obtained from CU.</p>
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2.2 AUDIT TEAM.		
2.2.1	<p>Audit team.</p> <ul style="list-style-type: none"> • Lead auditor. • Legal. • Technical. • Environmental. • Social. 	<ul style="list-style-type: none"> • Manivannan Duraisamy • Senniah (Pratama Agung Sedayu – PT SSS visit) • Senniah ; Kong Pichit • Senniah ; Kong Pichit (Pratama Agung Sedayu – PT SSS visit) • Senniah (Pratama Agung Sedayu – PT SSS visit and Stakeholder Consultation)
2.2.2	Fluent in main local languages.	Manivannan Duraisamy Senniah (Pratama Agung Sedayu – PT SSS visit)
2.2.3	CV's for new team members who was not part of any previous audits of this company should be available.	Senniah Kong Pichit (Pratama Agung Sedayu – PT SSS visit)
2.2.4	Timing: Not earlier than 9 months after the anniversary of the awarding of the certificate.	ASA procedure was made available on 20 th Oct 2009 by RSPO. Subsequently CUC developed the "CUC RSPO Procedure Manual for ASA for CUC auditors". Discussion and arrangement was made with the company to conduct the ASA1 on 23-25 th November 2009. Subsequently a verification visit to PT SSS1 arranged to seek compliance with the rules for partial certification. The visit was carried out on 6-8 th December 2009 and a separate visit was organised on 29 th Dec 2009 to Sawit Watch Office in Bogor as part of stakeholder consultation.

2.3 Assessment methodology.
2.3.1 General overview.
<p>The annual assessment was carried out in conformity with the procedures as laid down in the CUC RSPO Procedure Manual for ASA and the program manual for the assessor and certifier. During the assessment qualified CUC assessors used the RSPO standard as endorsed for the country in which the assessment took place and recorded their findings.</p> <p>For each estate and small holder identified to be included in the sample for this audit, the original main assessment checklist was used, which includes any updates from previous annual surveillance audits.</p> <p>Workers and local communities were interviewed and evidence sought to confirm ongoing compliance which includes:</p> <ul style="list-style-type: none"> • Chemical stores. Storage. MSDS leaflets. Herbicide mixing areas. PPE. Ventilation. Security. • Field inspections. Herbicide application programmes. Harvesting sites and efficiency. Fertilising operations. SOP's. Soil maps. Land preparation. Ground cover. IPM. First aiders and boxes. Ground cover. Soil erosion. Field observations of all operations. • Worker interviews. OSH. Sexual, religious, racial harassment. Pay and contracts. Child labour. First aid. Awareness.



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- **Re-planting sites.** Zero burn.
- **HCV's.** Identification. Management plans. Environmental Impact Assessments. Implementation.
- **Riparian zones.** Width. Current and future management. Non maintenance regimes.
- **Water management.** Water courses. Water monitoring.
- **Road maintenance.** Run off.
- **Social amenities.** Social Impact Assessments.
- **Local communities.** Contributions made. Employment opportunities. Social impacts. Complaints procedures.
- **Workshops.** Oil traps. Safe working environment. PPE. Diesel tanks. Environmental waste management.
- **Line sites.** Interviews with householders. Inspection of water discharge points. Water improvement plans. Waste disposal.
- **Documentation review.**

Palm Oil mill audits include:

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

Verification.

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

2.3.2 Assessment Agenda.

Date	Location /main sites	Main activities
23 Nov. 2009	Auditorium Jendarata Business Unit	<ul style="list-style-type: none"> • Meeting with Top Management on partial certification. • Opening meeting. Introduction by team leader. Introduction of team members and assessment agenda. • Presentation by respective mill and estate managers on Continuous improvement status. <p>Jendarata Estate and POM Seri Pelangi Estate and POM</p>



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24 Nov. 2009	Morning Up River Business Unit	<ul style="list-style-type: none"> • Chemical stores. Storage. MSDS leaflets. Herbicide mixing areas. PPE. Ventilation. Security. • Field inspections. Herbicide application programmes. Harvesting sites and efficiency. Fertilising operations. SOP's. Soil maps. Land preparation. Ground cover. IPM. First aiders and boxes. Ground cover. Soil erosion. Field observations of all operations. • Worker interviews. OSH. Sexual, religious, racial harassment. Pay and contracts. Child labour. First aid. Awareness. • New planting sites. Zero burn. • HCV's. Identification. Management plans. Environmental Impact Assessments. Implementation. • Riparian zones. Width. Current and future management. Non maintenance regimes. • Water management. Water courses. Water monitoring. • Road maintenance. Run off. • Social amenities. Social Impact Assessments. • Local communities. Contributions made. Employment opportunities. Social impacts. Complaints procedures. • Work shops. Oil traps. Safe working environment. PPE. Diesel tanks. Environmental waste management. • Line sites. Interviews with householders. Inspection of water discharge points. Water improvement plans. Waste disposal. • Document inspection and assessment.
		<ul style="list-style-type: none"> • Interview with stake holder.
	Afternoon Up River Business Unit	<ul style="list-style-type: none"> • Mill and workshop inspections. Documentation. Worker interviews. • Mills. SOP's. Safe working environment. Gen sets. Walk ways. Signs. EFB. POME treatment. Emissions. Mass balance. Diesel tanks. PPE. Fire extinguishers. First aiders and boxes. Fuel and water usage. • OSH. Training. Management structure. First aiders. • Full document review. Completion of the checklist. Review and documentation of evidence. All aspects of RSPO P&C's. • Worker interviews. OSH. Sexual, religious, racial harassment. Pay and contracts. • Document inspection and assessment. •
25 Nov. 2009	UIE Estate and POM	<ul style="list-style-type: none"> • Field visit, Mill visit and Document verification as above.
		<ul style="list-style-type: none"> • Closing meeting. Chaired by the assessment team leader. Welcome and introduction by the team leader. Presentation of findings by the assessment team. Questions and answers. • Final summary by team leader. •
<p>Number of assessors participating: 3 Number of days spent for the assessment on site: 3 Total number of person days used for the assessment on site: 9</p>		
2.3.3 Verification visit to PT SSS1 & 2 under the Rule for Partial certification.		
6 Dec. 2009	Jakarta	CUC auditors Travelling to Jakarta
7 Dec. 2009	PT SSS1 & 2	Travelling to location – PT SSS1 & 2



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		<ul style="list-style-type: none"> -Opening meeting. Introduction by team leader. -Introduction of team members and assessment agenda. -Presentation by the Company Representative. -Discussion with the Management on the issues related to Partial Certification. -Interview with workers. -Field visit to village lands. -Interview with Runtu Village Head. -Interview with representative involve in the land dispute and family. -Visit to the construction area of the Palm Oil Mill.
8 Dec. 2009	PT SSS1 & 2	Closing Meeting.
Number of assessors participating: 3 Number of days spent for the assessment on site: 2 Total number of person days used for the assessment on site: 6		
2.3.4 Stakeholder Consultation visit to Sawit Watch, Bogor, Indonesia.		
29 Dec. 2009	Bogor	Meeting with Sawit Watch
Number of assessors participating: 2 (Winaryo and Pratama Agung Sedayu) Number of days spent for the assessment on site: 1 Total number of person days used for the assessment on site: 2		

3. ASSESSMENT FINDINGS.

3.1 Lead assessor's summary and recommendation for certification:

Based on the findings during the Annual Surveillance Assessment, the audit team concludes that United Plantations Berhad's operation comply with the requirement of RSPO P&C. It is therefore the recommendation of the assessment team leader that:

- A certificate of compliance is maintained.

Signed:

Name: D. Manivannan

Date: 5th January 2010

3.2 Summary of the findings.

- Over the 5 year period of the life of the certificate, there will be 4 annual surveillance assessments and a sample of the criterion will be summarised each year.
- Identified Non-Conformities and noteworthy Positive and Negative Observations.

3.2.1	Principle 1	All the Business Units have updated records of request for information from internal and external stakeholders. This includes request for assistance such as donations. Stakeholders meeting conducted regularly by individual operating estates to fulfil any information required by stakeholders. Visits by the regulatory bodies and government departments are recoded.
	1.1	All the information request are updated regularly and well documented. i.e. visit by delegates from German Federal Food, Agriculture and Consumer production to get information on CSPO.



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	1.2	<p>Except for the confidential documents, stakeholders are able to access documents that publicly available. Interview with Union Leader, contractor and external stakeholder confirm that this is in practise. No changes noted in land title and restrictions. The OSH policy has been reviewed on 9/9/09 and the date amended accordingly to ensure that the policy still relevant to United Plantations. New training matrix has been developed and newly recruited employees given necessary training. Continuous improvement plans have been implemented as planned during the main audit and the evidence verified on site during field and mill visits. Under continuous improvement plans, development of bio-gas plant at Ulu Basir POM and UIEPOM are ongoing and expected to be completed by 2010.</p> <p>Annual review on social and environmental plans has been carried out for all the operating units and new plans have been identified where necessary. Internal audit on RSPO on 14/5/09 and HIRARC conducted on 17/11/09. Pollution prevention plan reviewed on 14/10/2009 and new plan has been developed to continue maintaining the existing plans. Grievances are recorded and acted promptly. All the issues raised by the stakeholders during the main assessment have been addressed and interview with these stakeholders confirmed that action has been taken. i.e. insufficient water supply – overhead water tanks have been installed at the housing area. During interview with workers union representative, they confirmed that water supply is sufficient.</p>
3.2.2	Principle 2	<p>Group HR, Safety and Environmental Department and Company Secretary ensure compliance with relevant legal indicators. Group HR, Safety and Environment Department ensures that information from the company secretary is disseminated at operating units. There are 4 existing laws revised by government and has been informed to all units.</p> <ol style="list-style-type: none"> 1. Industrial Relation Act 1967 2. Factories and Machinerics Act 1967 3. Holiday Act 1951 4. Newsflash- 5 Nov 2009 <p>The changes tracked and informed to the operating units by company secretary through Group HR, Safety and Environment Department and duly acknowledged by the recipients at operating units. Interview with internal and external stakeholders revealed that no land disputes during the ASA1. Boundaries are well maintained and visible for inspection. All the legal ownership remains same as per main audit.</p>
3.2.3	Principle 3	<p>The management plan available in annual budget with attention given to quality of planting materials, crop projection, FFB yield trends, mill extraction rates, cost of production, cost per tonne of CPO trends, Forecast prices and Financial indicators to monitor the performance of each operating units. Budget for continuous improvement projects have been addressed i.e. biogas plant, biodiversity enhancement project, new housing, upgrading of road etc. Replanting is an ongoing practise. Revised replanting programme projected for next five years.</p>



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3.2.4	Principle 4	<p>Recently the SOP has been revised according to the latest requirement of the operating units. Revised SOP and updated documents are available during the ASA1. SOP has been reviewed and updated for estate operations. Fertilizer applications are as per recommendation from the research centre. Monitoring is carried out through field records and supervision in the field. Soil and Leaf analysis carried out by Research Centre. This result and field observation is carried out to develop the fertilizer recommendation. Field visit confirms that no burning carried out. POME and EFB applied area is monitored through field records. BOD of the POME applied to land is below the stipulated DOE standard of 5000mg/L. Latest water monitoring record dated 2/9/09 shows BOD level is 97gm/L. Good ground cover has been established at the replanted area with <i>Mucuna bracteata</i>. All the harvesting path (approximately 95%) at the matured area is maintained with grass cutting only. Road maintenance programme include resurfacing the road with asphalt/tarmac for the main roads and at housing area. Best practices are maintained with POME, EFB and decanter cake application to increase the organic matter of the soil. Water management includes water usage monitoring at POM, water quality analysis for domestic water supply and river riparian maintenance. Biodiversity enhancement is on going with planting of rare forest trees along the existing area. Each estate have planted 1500-1700 endangered forest trees such as "<i>Baccaurea brevipes</i>", "<i>Kneme hookerisna</i>", santang spicies, "<i>Diospyros diepenhorstii</i>". The company also has established tea tree corridor, santang park, silver oak avenue and tembusu park where the forest trees are planted to create biodiversity within the plantation. River buffer zone has been planted with cover crop along with the above forest trees.</p> <p>All the chemical stores visited and found to be adequately organised, secured and person in charge understand the OSH procedures i.e. issuing and mixing. MSDS are placed at the chemical stores and it is available in Bahasa Malaysia and English. The person in charge understands the information written in MSDS. Use of paraquat is reducing gradually and during store inspection very minimum stock level was observed. Overall about 5-6% reduction is noticed. Paraquat is being replaced with glyphosate. OSH policy well briefed to all workers. Interview with workers reveal that they understand the policy and importance of safety at work. External consultants engaged to do CHRA and audiometric test. Last test was done on March 2009. Comprehensive training record available for 2009 and 2010. Latest briefing on safety has been conducted on 14/9/09 for harvesters. MSDS well understood by the store operator. OSH also covers first aid training, first aid box and first aiders' availability at workplace, quarterly OSH committee meeting, accident records and investigation and accident insurance for both local and foreign workers.</p>
	4.1	<p>Beside the existing SOP's as reported during main audit, all SOPs have been reviewed and the following two updated ie. Locomotive and Mechanical collection of FFB. It is applicable for the whole company. The amended SOPs have been sent to the operating units on 17/11/09 to update their existing SOP. The mill SOP remains same as there are no new activities carried out (1st edition). Implementation of SOP re-verified during this annual surveillance audit. Monitoring is carried out for all the best practices and checklists maintained to ensure the implementation and practicality. This includes nursery practices, replanting with zero burn, improved harvesting infield collection, fertilizing, maintenance, water monitoring etc. The retention period for records of monitoring remains for a minimum of 12 months.</p>
	4.5	<p>IPM includes planting of beneficial plant (tunera, cassia, antignon, carambola and fox tail), increasing barn owl population through proper maintenance and monitoring of boxes, and owl population. Pesticide usage is monitored regularly. Record shows declining trend due to the aggressive IPM practices especially in controlling leaf eating pest. Effective establishment of beneficial plants to control leaf eating pest has helped the operating units to eliminate and reduce the use of methamidophos and warfrain. The IPM areas have been continuously increased to about 5-10 % with planting of <i>tunera subulata</i>, <i>antignon</i> spp and <i>cassia cobanensis</i>. Cover crop <i>mucuna bracteata</i> is quickly established to control weeds and reduce chemical spraying.</p>



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3.2.5	Principle 5	<p>An environmental Impact assessment of Oil Palm cultivation and processing in UP Berhad was completed in 2004 and includes the environmental loads, impacts and technical measures to mitigate these impacts. A confidential report has been prepared on the life cycle assessment of palm oil at UP Berhad involving the growing, , milling and refining operations. It has been peer reviewed and completed. HIRARC is done internally with the facilitation by the Group HR&ESH Dept. CHRA available in estates and mills. The review conducted in Sept 2009 and internal risk assessment audited by Group HR, Environment, Safety and Health Manager. Results discussed with operating units and action taken accordingly. To mitigate environmental impact, all the diesel tanks, containment walls, pumps and pipes have been upgraded, all the cracks have been sealed with concrete and wall size were increased to accommodate 110% of the diesel storage capacity. Checked and found to be adequately addressed with oil traps. No leakages found. HCV monitoring and latest study on bird community and primate diversity was carried out by Mr. Badrul of Australian National University on 20/7/2009 (Wildlife Ecological Research Unit, UPM). The review indicates that UP retains the natural forest and vegetation which have a significant conservation value. The archaeological site at CME is well protected and maintained with proper signages. Waste and pollutants have been identified. All the identified wastes are managed, monitored and sent to licensed and authorised waste disposal company ie. Pantai Medivest and G-planter. Records of delivery and collection by these collectors are kept by the operating units. Shell and fibre reused for boiler. EFB is applied to the field. POME is used for land application. Decanter cake is dried and applied to field has organic fertilizer. Renewable energy (shell and fibre) use and fossil fuel use in the mills is monitored daily and summarised at the end of the month. Zero burning is practised during replanting. Old palms are felled and chipped and systematically stacked to facilitate replanting.</p>
	5.6	<p>Documented plans to mitigate all polluting activities are available under pollution prevention plan. This includes latest improvement made to reduce noise level at kernel station with partition made to reduce noise. Construction of bund around the diesel tanks, oil traps and chemical mixing areas. Plans revised and recorded in the minutes of estate EWG and MWG meeting held on 23/10/09. G-Planter and Pantai Medivest are two waste management companies engaged to dispose all the schedule waste in safe manner. Proper schedule waste stores are available and good records are kept for verification.</p> <p>Further, Control Union wishes to correct a conflict of information given in the United Plantations Public Summary of the Main Assessment. In section 3.2, principle 5.6 it is stated "No peat". This is incorrect and conflicts with 4.3 "Water management in peat areas". The audit team inspected the water management systems for the peatland areas and noted in the checklist for 5.6.3 that "Water is maintained through a network of wears and pumps at around 0.6m. Observed on site and supported by SOP's and file number 5.6.3".</p>
3.2.6	Principle 6	<p>Stakeholder meetings are conducted to identify and address the social impacts due to the estate and mill operations. Minutes of stakeholders meeting held on 27/2/09 is available, conducted to review and identify any new impacts. Another meeting was held on 28/4/09. Interview with stakeholders confirm that they attended these meetings. Workers union meetings are held at operating units. OSH meeting is held quarterly to discuss and improve on issues related to safety and health. Female employees are attending Gender Committee meetings to discuss their issues.</p>
	6.5	<p>Payment records and employment contracts were checked and verified. All the workers are paid based on MAPA/NUPW terms and condition. During field and mill visit interview with employees and document audit confirms that it has been implemented among all employees. Housing complex visited. Improvement on going to upgrade housing complex. Water supply to housing improved with bigger storage tank installed. Besides good housing there is school, kindergarden, crèche, hospital, old folks home, playground, football field, community hall and other facilities within the plantation to cater for all the employees.</p>
3.2.7	Principle 7	NOT APPLICABLE TO UNITED PLANTATIONS BERHAD



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3.2.8	Principle 8 8.1	<p>United Plantation Berhad continuously monitors and reviews all improvement plans and activities. New plans are developed for the following year and action plans are formulated with associated budget allocation to address continual improvement in the operations. Since the last audit, the following improvement have been carried out as per in 8.1 below.</p> <p>IPM is implemented extensively to control pest and indirectly resulted reduction in pesticide usage. All the operating units have increased the planted area of beneficial plants such as tunera, cassia, antignon, carambola sp. and fox tail. Effective establishment of beneficial plants to control leaf eating pest have helped the operating units to eliminate/reduce the use of methamidophos and warfrain. Paraquat is being reduced about 5-6% and is gradually replaced with glyphosate. SOPs' provided for reducing herbicide by inter row mowing/grass cutting, which covers almost 98% of the area. Selective and spot spraying to control herbicide usage and careful calibration carried out to ensure no wastage.</p> <p>No pesticide usage at the riparian zones, weeding done manually.</p> <p>IPM also includes barn owl establishment. All the operating units have increased the boxes by 10% and to ensure the owl population, monthly monitoring of owl occupancy is conducted.</p> <p>Environmental policy is to increase biodiversity and conservation areas. All the operating units have begun the planting endangered forest trees around the plantation. This is mainly to create biodiversity enhancement and to ensure green environment around the plantations. 1500-1700 endangered forest trees such as "<i>baccaurea brevipes</i>", "<i>kneme hookerisna</i>", sentang spieces, "<i>diospyros diepenhorstii</i>" have been planted. The company also has established tea tree corridor, santang park, silver oak avenue and tembusu park, to create biodiversity within the plantation. River buffer zones have been planted with cover crop along with the above forest trees.</p> <p>Zero burning is practised during replanting to reduce impact on air quality and protect the environment. 1983 ha have been replanted and cover crop established to eliminate impact on soil surface.</p> <p>Construction of two bio-gas plants is in progress and expected to be commissioned by 2010. There is one at the moment at Jendarata POM. With this bio-gas project, it is expected that 90% of methane produced by mill effluent will be captured which is equivalent to Certified Emission Reduction Credit of 32800mt carbon dioxide per year. These noteworthy activities minimizes the waste /by-products generation, eg. EFB applied to the land, ash from the boilers to the roads, waste water after treatment used for land application, methane from effluent captured and used for power generation. Used oil, battery, oil filters, chemical containers sent to licensed waste collectors. Used oils are recycled to lubricate railing track and by the mill engineering department to lubricate machineries.</p> <p>All fibre and shell are recycled to operate boilers. Decanter cake is dried and used as organic fertilizers in the field.</p> <p>JPOM has captured 3,730,028Nm³ methane and used for generating power to operate the mill and internal consumption.</p> <p>Waste products – sources & reduction plans have been revised. Waste management action plan for each type of waste identified, G-Planters and Pantai Medivest have been identified as licensed and authorised waste collectors. Chemical containers are triple rinsed and punched before released to the waste collectors.</p> <p>Improvement of the diesel bunds and diesel discharge areas has taken place. Proper bunds as per DOSH requirements have been constructed and spillage containers available to prevent any spillage during discharge of lubricants and chemicals.</p> <p>Improvement also noticed in chemical mixing area with bunds to protect and mitigate any spillage and there is a sum to collect any spillage.</p> <p>1983ha replanted with zero burning is the evidence of company's commitment to control air pollution. Improvement has been carried out to reduce noise pollution at kernel stations in mills.</p>
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		<p>Estates are converting infield FFB collection from tractors to buffalo assisted collection where possible. With this the fossil fuel consumption reduced. About 10% overall reduction in fossil fuel consumed for tractors has been reduced.</p> <p>Cyclone dust traps installed at biomass reciprocating boiler at decanter drier system traps the un burnt carbon particulates and used for drying the decanter cakes.</p> <p>Stakeholder meetings are ongoing to review and identify new impacts. Based on the feedback from stakeholders during main audit, improvements have been made to supply adequate water supply, resurfacing road with asphalt/tarmac, renovation of school building to provide conducive education facility although the school belongs to the government, engaging female attendants at clinics, repainting of the facilities such as community halls, housing, crèche kindergarten etc. some new housing have been completed and waiting for Certificate of fitness (CF) from Labour Department. Once CF is obtained, workers will be moved to these new bigger houses. There are ongoing housing constructions in some of the operating units and will be ready by 2010. All the requested budget for improvements have been approved and fulfilled. New budget has been developed by the top management for year 2010 to address continuous improvements. This includes budget for developing two bio-gas plant at UIEPOM and UBPOM (RM6 million).</p> <p>Since the last main audit the following improvement has taken place and the expenditure details as follows:</p> <p>Social:</p> <ol style="list-style-type: none"> 1. Temple renovation RM11,000.00 at LBE 2. Prayer room for female Muslim workers RM4500.00 3. Tamil school extension RM169,979.00 4. Canteen for school RM79,469.00 5. Water supply RM109,00.00 (completed) and RM146,080.00 for UBE(completion by Early Jan. 2010) 6. Drama Hall RM88,158.00 7. TNB individual metering RM375,247.00 (Jendarata Business Unit) 8. TNB individual metering RM476,000.00 (Upriver Business Unit) 9. Road resurfacing/tarmac RM28,000.00 10. Housing road RM59,000.00 <p>Environment:</p> <ol style="list-style-type: none"> 1. Containment wall upgrading RM40,000.00 2. Bio-gas plant RM6 mill (in progress) 3. Continuous Emission Monitoring System (CEMS) linked with DOE completed RM10,800.00 4. Biodiversity enhancement-purchasing jungle fruit trees RM4000.00 5. Total spent on biodiversity-planting endangered jungle trees RM83,740.00
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3.2.9 Criterion to be summarised for each annual surveillance audit.				
Criterion	year 1	year 2	year 3	year 4
1.1	x	x	x	x
1.2	x	x	x	x
2.1			x	
2.2			x	
2.3			x	
3.1		x		x
4.1	x			
4.2		x		
4.3			x	
4.4				x
4.5	x			
4.6		x		
4.7			x	
4.8:				x
5.1		x		
5.2			x	
5.3				x
5.4			x	
5.5		x		
5.6	x			
6.1			x	
6.2				x
6.3			x	
6.4		x		
6.5	x			
6.6		x		
6.7			x	
6.8				x
6.9			x	
6.10		x		
6.11	x		x	
7.1	x			
7.2		x		
7.3	x			
7.4			x	
7.5				x
7.6		x		
7.7	x			
8.1	x	x	x	x



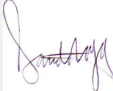

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3.3 Non conformity registers.

This section gives an over view of new or revised non-conformities raised during this assessment and of action taken to close out non-conformities raised during the previous assessments.


- If a minor-non-conformity raised at the last audit, is not closed out, then this will be raised to Major status and the company given 60 days to close this out.
- The NC number is comprised of 2 parts to include the year in which the NC is raised as well as a sequential number.

Annual assessment date:	23 – 25th Nov 2009; 6 – 8th Dec 2009 and 29th Dec 2009
Number settled:	3 (NC raised during Main Audit)
Number outstanding:	-

NON CONFORMITY REPORT	
NC number:	01/2008
Client name:	United Plantations Berhad
Date raised:	30 th May 2008
Major or Minor:	Minor
Raised by:	David Ogg FICFor.
Aspect of standard: 5.1.2 Environmental improvement plan to mitigate the negative impacts and promote the positive ones, is developed, implemented and monitored.	
Evidence of non-conformity: A number of diesel tanks inspected had inadequate drainage systems and / or pumps and pipes outside the bund. The result of this is ineffective containment of leakage. Assessors signature:  David Ogg Date: 30 th May 2008.	
Proposed corrective action / improvement action by company. Inspect ALL diesel tanks and ensure that they comply with environmental standards.	
Timeline for conformance: Time of next annual surveillance.	
Review of corrective /improvement action: NC raised during the main audit has been verified during ASA1. All the diesel tanks, containment wall, pumps and pipes checked and found to be adequately addressed with containment walls and oil traps. No leakages found. With this evidence the NC has been closed. Assessors signature:  D. Manivannan Date: 25 th November 2009	

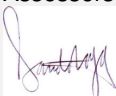



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NON CONFORMITY REPORT	
NC number:	02/2008
Client name:	United Plantations Berhad
Date raised:	30 th May 2008
Major or Minor:	Minor
Raised by:	David Ogg FICFor.
Aspect of standard: 6.3.2 The system resolves disputes in an effective, timely and appropriate manner.	
<p>Evidence of non-conformity: The system to resolve disputes is clearly in place and there are records of all meetings. The "grievances and complaints" that have been raised have been resolved in an effective and timely manner as confirmed by interview. However, it is not clear if the issues raised at stakeholder meetings have been acted upon in an effective and timely manner.</p> <p>Assessors signature:  David Ogg Date: 30th May 2008.</p>	
<p>Proposed corrective action / improvement action by company. Records need to be maintained of action taken.</p> <p>Timeline for conformance: Time of next annual surveillance.</p>	
<p>Review of corrective /improvement action: During the ASA1 it is noted through interview with stakeholders and verification of records that the implementation and action taken is very prompt and timely. Stakeholders confirmed that RSPO certification process has brought in huge improvement. The NC raised during Main audit has been closed and verified on site whereby interview with Workers Union representative and other stakeholders confirmed better and improved water supply and road upgrading taken place. Immediate action was taken to install bigger capacity water tanks to overcome the water shortage. All the records are checked and verified. NC closed.</p> <p>Assessors signature:  D. Manivannan Date: 25th November 2009</p>	



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NON CONFORMITY REPORT	
NC number:	03/2008
Client name:	United Plantations Berhad
Date raised:	30 th May 2008
Major or Minor:	Minor
Raised by:	David Ogg FIGFor.
<p>Aspect of standard: 6.5.3 Growers and millers provide adequate housing, water supplies, medical, educational and welfare amenities in accordance with Workers' Minimum Standard of Housing and Amenities Act 1990 (Act 446) or above, where no such public facilities are available or accessible not applicable to Smallholders).</p>	
<p>Evidence of non-conformity: The housing provided and the standard varies as there is an ongoing improvement programme. However, water supply was raised as an issue by stakeholders and during worker interviews. Supplies are not always adequate. (Especially Up River Business Unit). See also stakeholder record in public summary.</p> <p>Assessors signature:  David Ogg Date: 30th May 2008.</p>	
<p>Proposed corrective action / improvement action by company. Immediate action to ensure adequate water supplies.</p> <p>Timeline for conformance: Time of next annual surveillance.</p>	
<p>Review of corrective /improvement action: All the facilities provided as per main audit re-visited and verified. Improvement made for the water supply with installing bigger capacity overhead water tanks. UP has utilised RM109,000 to carry out the upgrading which include improved pipelines and repairing of all leakages. Workers representative interviewed (Union Secretary) satisfied with the water supply and facilities provided. The workers representative also mentions that there are many other upgrading works in progress including resurfacing/tarmac road. To date RM28,000 has been utilised and work is progressing in stages. NC closed.</p> <p>Assessors signature:  D. Manivannan Date: 25th November 2009</p>	



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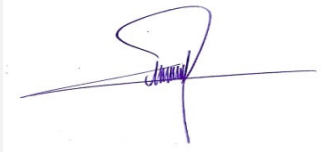
3.4 Issues raised during stakeholder consultation held at Main Audit and company responses. (Verified during ASA1)			
Subject raised	Company response and proposed action to be taken.	Assessment team Findings (Main Audit)	Verification during ASA1
Sound proof in mill.	Sound proofing has been built around the gen set.	Mill inspected and sound proofing noted. Further plans to extend to other mills.	Sound proofing has been extended to other mills.
Dust	Dusty areas where the furnaces are stoked. Will review and try to improve Ventilation.	To be reviewed at next audit.	Dusty area in the mill has been well covered and closed to contain the dust.
Education welfare and infrastructure of current school.	Claim that the school is not in good physical condition and that the government are not supporting it due to the status of the land which is owned by the Estate. The estate management feels that they have done the necessary and have requested the HM to write to the Education Ministry for any assistance needed, since there is fund allocated for Tamil schools. The HM further mentioned that the Education Ministry representative have informed that, if the land is given to the government, the ministry will treat this school with government aid. The management told the HM to immediately request the ministry to write in officially on their request to follow up.	Meeting was held on 2/4/08, with this person who happens to the head mistress of the Div 1, Tamil school. Upon visiting the school, the audit team found that the school is in good condition with all basic facilities. We further found out that almost 40% of the students are not from the estate but from surrounding areas, whose parents do not work in the estate.	The Tamil School extension was carried out by UP Berhad with RM169,979.00 and another RM79,469.00 was spent to built a Canteen for the school.



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4. Certified organisation's acknowledgement of internal responsibility

4.1 Date of next annual assessment:	August 2010
4.2 Date to close major non-conformities.	n/a
4.3 Date to close minor non-conformities.	n/a

4.4 Formal sign off of assessment findings.	
Acknowledgement of internal responsibility by the client.	
I the undersigned, being the legal representative of the inspected company, agree with the contents of this report and accept the liability in execution of the instructions given in the report.	
Name:	C. Mathews
Position:	Group Manager Human Resources And Environment, Safety & Health
Signature:	
Date:	11 th March 2010



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Appendix: Abbreviations used in the checklist.

ASA	Annual Surveillance Assessment/Audit
BM	Bahasa Malaysia
BOD	Biological Oxygen Demand
BPN	Badan Pertanahan Nasional (National Land Body)
BRC	British Retail Consortium
CF	Certificate of Fitness
CHRA	Chemical Health Risk Assessment
CoC	Chain of Custody
CPO	Crude Palm Oil
CSR	Corporate Social Responsibility
CU	Control Union
Div	Division
EFB	Empty Fruit Bunch
EUREPGAP	Euro-Retailer Produce Good Agricultural Practices
EWG	Estate Working Group
FFB	Fresh Fruit Bunch
FSC	Forest Stewardship Council
FPIC	Free Prior Informed Consent
FSC FM	Forest Stewardship Council Forest Management
GGL	Green Gold Label
GMP	Good Manufacturing Practice
GTP	Good Trading Practice
GOTS	Global Organic Textile Standard
GPS	Global Positioning System
HACCP	Hazard Analysis and Critical Control Point
HCV	High Conservation Value
HCVF	High Conservation Value Forest
HGU	Hak Guna Usaha (Land Right)
HIRARC	Hazard Identification, Risk Assessment and Risk Control
HM	Head Master
HUMAS	Hubungan Masyarakat (Public Relation)
IPM	Integrated Pest Management
KKPA	Smallholder Cooperative Association
MAPA	Malaysian Agriculture Producers Association
MSDS	Material Safety Data Sheet
MWG	Mill Working Group
N/A or n/a	Not Applicable
NC	Non Conformity
NIOSH	National Institute of Occupational Safety and Health
NUPW	National Union for Plantation Workers
OE	Organic Exchange
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
OSHAS	Occupational Safety and Health Assessment Scheme
P&C	Principle and Criteria
PEFC	<i>Programme for the Endorsement of Forest Certification</i>
PK	Palm Kernel
PKB	Perjanjian Kerja Bersama (Collective Agreement)
PKO	Palm Kernel Oil
PKS	Pabrik Kelapa Sawit (Palm Oil Mill)
POD	Policy Document
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
PT	Perseroan Terbatas (Limited Company)
PT SSS1	PT Surya Sawit Sejati
PT SSS2	PT Sawit Seberang Seberang
R&D	Research and Development