



The Niu Briten Drum

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New ministry for PNG oil palm announced



NBPOL Chairman Dato' Henry Sackville Barlow (L), PNG Oil Palm Minister Hon Francis Maneke, NBPOL Country Manager Robert Nilkare and NBPOL Head of SMQ Ian Orrell

A new ministry for oil palm in PNG has been created by the Government this month. In announcing his cabinet after the formation of Government, following the 2022 National General Elections, Prime Minister Hon James Marape surprised the country with the announcement of three new ministries out of the Ministry of Agriculture and Livestock. The others are ministries of coffee and livestock.

Hon Marape said agriculture in PNG has declined over the years, and the allocation of new ministries is to give specific attention to the major commodities as the sector remains a major source of income for the economy. Open Member of Parliament for the Nakanai Electorate in West New Britain Province, Hon Francis Maneke, is the inaugural Minister for Oil Palm.

Happy children at new Ziffasing VOP displaying donations by Markham Farming



NBPOL is open to partnerships with local stakeholders within oil palm development catchments. Markham Farming Company Ltd (MFCL), NBPOL's newest project in Morobe Province, shares the same value.

On August 23, basic school stationaries were donated to Orogawi Early Childhood Center at Ziffasing in the Huon District of Morobe. Staff and students of the center were excited to receive the items.

Center Director Henry Pital said the center has had many challenges in catering for its programs, and he commended MFCL for the gesture.

MFCL Transport Coordinator Ashley See-to was on hand to present the items. He reiterated that MFCL looks forward to a continued partnership as the early childhood learning center is within the catchment of the newly established Ziffasing Village Oil Palm.

CEO's Message



Mohd Azlan Shah
CEO, NBPOL

With the travel restrictions of the pandemic gradually fading to memory, we are pleased to once again be able to receive visitors to NBPOL.

In particular, the Chairman of our NBPOL Board of Directors, Dato' Henry Sackville Barlow, has visited Higaturu, West New Britain and Ramu.

Even though his flights were disturbed by airport closures, we were able to complete much of the planned itinerary and show our Chairman the best of NBPOL. The visit clearly displayed to me some of the best aspects of living and working in PNG and NBPOL.

Firstly, we are always appreciative of guests, and I know that the Chairman felt very welcome wherever he went.

Secondly, all of our teams went the extra mile to ensure that the visit was well organised and displayed the best of our efforts and hard work.

Thirdly, when the unexpected happened, our teams were resilient and responded quickly and efficiently to look after our guest.

I would like to dwell on the third point; our resilience. We often hear that managers must be resilient; we also increasingly hear about climate resilience, but the true

meaning of the word is not always well understood as the meaning changes with our surroundings.

Resilience initially means that we resist change. In the face of adversity, we stand up for what is true and correct; we uphold laws, policies and procedures.

We ensure the safety and wellbeing of our employees regardless of the pressures we face. But resilience also means adapting to change. Sometimes we cannot prevent circumstances and so we must be flexible and respond without losing sight of our core values.

One of the hallmarks of good character is knowing when to stand our ground and hold the line, and when to accept that we cannot control a changing situation and try out new approaches.

When circumstances force us into a reactive position then we must hold true to certain principles. At every level of our company, I want all employees to consider that human rights, national laws, employee health and safety, care for the

environment, and respect for local communities are our guiding principles that we must never lose sight of.

Over the coming months, we will be reviewing our operational procedures with the intent that these will help to guide our teams to ensure that everyone knows when we must hold firm and maintain established company protocols and, if we exceed 'normal' situations, guidance on where we can look for solutions to new challenges we face. This will help to increase our collaboration within and between sites, especially on sharing knowledge and experiences.

I also note that with the PNG National Elections now completed, the country welcomes the returning Government with a new Cabinet of National Ministers, as well as new and returning leaders at provincial and district levels.

NBPOL Senior Management congratulates all candidates, and looks forward to working with the newly elected government in achieving their goals.



Chairman of NBPOL Board of Directors Dato' Henry Sackville Barlow taking interest in the QABB Laboratory Facility at Higaturu during his visit

RAIL commences online training on food safety

An online training on Hazard Analysis Critical Control Point (HACCP) for Food Safety was conducted for the RAIL team - Sustainability, Sugar and Oil Palm Mill - during August 11-12.

HACCP is a management system in which food safety is addressed through analysis and control of biological, chemical and physical hazards from raw material production, procurement and handling to manufacturing, distribution and consumption of finished products.

Being a food producer (sugar, beef, ethanol and oil palm), RAIL is required by its clients to adhere to strict protocols to meet food safety standards. The training focused on how to set up an internal management system, covering information on its food products, identifying areas of potential improvement in RAIL's processes and systems, and establishing areas of RAIL's food business deficiencies with appropriate actions. The training was the first part of a series of up-skilling efforts anticipated over the coming weeks.



RAIL Sustainability Manager George Samson participates in the HACCP training

MBE invests for improved intellectual capital



Part of 30 MBE drivers who undertook a training on defensive driving skills offered by Safety Assurance Systems during July 11-23

Milne Bay Estates (MBE) continues its desire for improved performance and productivity with ongoing capacity development of its workforce. An array of educational methods and programs have been employed over the past three months.

A large number of employees attended numerous virtual and onsite training initiatives facilitated by MBE. They were issued with certificates which qualified them to practice at their respective workplaces.

On-site training involving external trainers:

- Safety Officer Level One by Safety Assurance Systems for 12 ESH officers and representatives (June 6-9)
- Safety Officer Level 1-3 by University of Technology for two employees (June 20-July 4)
- Defensive driving by Safety Assurance Systems, 30 drivers (July 11-23)
- Vector Control by RAIL for two SQM teams (August 15-24)

The external visual training included:

- Hazards Analysis and Critical Control Point Auditor by Shukrina Binti, attended by five SQM Officers and four Mill Officers
- Supply Chain Training by a David Ogg, attended by three SQM Officers and three Mill Officers
- RSPO Palm Trace by RSPO Secretariat, attended by five SQM Officers, three Mill Officers and one Finance Officer

MBE believes that investing in employee training and development not only serves as a motivation to the individuals but also enables the organization to create a highly skilled workforce.

The trainings were intensive yet informative and many were appreciative of the improved and newly acquired skills and knowledge. The beneficiaries have been encouraged to practice what they learnt for continuous improvement in their roles.

Smith: "Cattle branding done to prove ownership"



Ramu Beef Cowboy, Kayak Nunuka, showing off a new branding done to a month-old calf of the Brahman breed at Leron Plains recently

Livestock branding with fire-heated marks has been an ancient technique used world-wide to identify or prove ownership of animals. Although other branding techniques have evolved, such as ear tagging, fire-heated marking remains a popular method.

Cattle at Ramu Agri Industries Ltd (RAIL) go through the branding process, using fire-heated marks, carrying the company's own registered brand - BGD (Bulolo Gold Drilling), according to John Smith, Head of RAIL's Ramu Beef.

Smith said branding is a legal requirement to prove ownership of cattle and horse stock in PNG.

"Ramu Beef brands when the calf is over one month of age. The calf should be healthy and growing well with a good bond

with its mother when fire branding is done," Smith said.

"The brand is heated in a gas fired burner till red hot and then placed on the animal for a second."

The brand is placed on the left-near side rump of the animal. He said once a calf has been branded, it is registered on the company cattle inventory books.

"If you sell the animal, the new owner must put his brand on the animal after purchase."

All brands are registered with the National Agriculture and Quarantine Inspection Authority on an annual basis. Ramu Beef currently has a quality herd of 23,000 head out of the Leron Plains and Gusap Downs in the Markham Valley.



**New Britain
Palm Oil
Limited**

A Sime Darby Plantation Company

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DAMI DIGEST

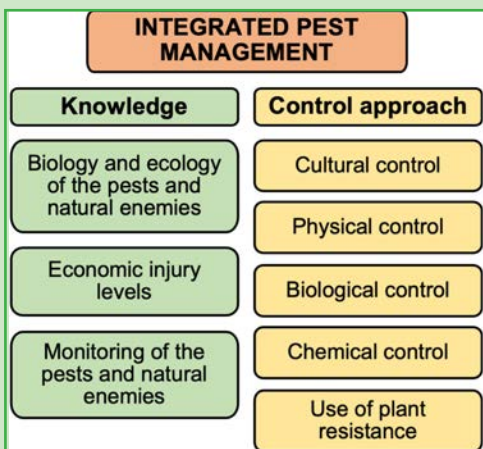
with Dr Marnie Light

What is integrated pest management?

Integrated pest management (IPM) is a way of managing agricultural pests in a particular environment and uses different methods in a compatible way to maintain pest population levels below those that result in high economic losses (the pest is not necessarily completely eradicated).

When developing IPM, it is important to understand the biology and ecology of the pest, and to establish the economic injury level (lowest number of pests that will cause yield losses equal to the costs of managing the pest). It is also important to monitor population levels of the pest and natural enemies to know when to act and what approach to take.

Control approaches do not always need to involve using agrochemicals (i.e. chemical control). There are other approaches that can be effective in managing pests in agricultural crop systems including using resistant varieties, cultural control (e.g. changing planting time), physical control (e.g. catching and removing pests), and biological control (i.e. using natural enemies of the pest). The key to IPM is to integrate these different approaches in the best way possible.



Blood donation as part of SD 200yrs volunteerism



HOP Clinic Manageress Olive Tarumuri (standing left), Popondetta Hospital Blood Bank OIC Sr Rose Begawa and HOP VWS Executive Felicity Kote

The Popondetta Provincial Hospital relies on donations to serve patients in need of blood every day. The hospital's Blood Bank collects donations from volunteers on a monthly basis, according to Blood Bank Officer-In-Charge Sr Rose Begawa.

Higaturu Oil Palms (HOP), on August 3, invited the Blood Bank team to the site where employees had the opportunity to voluntarily donate blood and save lives.

The event was coordinated by HOP Clinic Manageress Olive Tarumuri and Vehicle Workshop Executive Felicity Kote as part of Sime Darby 200 years volunteerism activities. In consultation with Sr Begawa, a target of 30 bags was set, which was achieved in the one-day program.

This was an initiative that will go a long way not just for volunteerism hours for Sime Darby HOP employees but also in saving lives in Northern Province.

A total of 49 volunteers from different

departments turned up to donate blood. However, only 30 were able to donate after successfully completing the screening process. For employees whose results posed some concerns, they have been scheduled for health awareness and monitoring by the HOP Medical team.

Some benefits of blood donation:

- Free health screening – before you are allowed to donate blood; your vital signs such as blood pressure and blood level are checked.
- Healthier heart and vascular system – blood donations are linked to lower blood pressure and a lower risk for heart attacks.
- Happier/longer life – a single donation can save the lives of those receiving the blood. It is also a good feeling for the donor in that one has positively helped a stranger in need.

Some tips to follow before donating blood:

- Drink plenty of water
- Eat well
- Rest well

New communications tower delivered and commissioned for use at Milne Bay Estates



MBE General Manager Roland Soupa and management team with contractors officiating the conclusion of the tower project on July 29

A 50-meter Tower project was initiated by Milne Bay Estates' (MBE) Information Technology Department in 2019 with the intent of having its own communications tower.

Three different contractors have been engaged in the construction of this project. They were MPLC, Niugini Comms and L&L Construction.

Eventually, on July 29, the project was officially opened for use with a brief ceremony held at the project site.

The launching of this milestone achievement began with speeches by General Manager Roland Soupa and Human Resource Manager Eric Mesak, thanking the team on successfully delivering the project.

MBE Information Technology Systems Administrator Carlton Awamaki said currently

Altech (MBE Internet Service Provider) provides the internet and wireless network services.

"However, with this new tower we are now able to setup our own wireless networks and expand the LAN network to the nearby estate offices and executive areas," Awamaki said.

Moreover, this project is a first of its kind across NBPOL operations and MBE is proud to be the first to own a tower.

Awamaki further revealed that MBE plans to rent out the facility to interested service providers in future so in a way this significant project will also be able to generate some revenue for the company.

The initiative was finally concluded and commissioned with the presentation of Certificate of Completion by the contractors to the project owner, MBE.

Officials discuss Fire Station for Ramu township

Every year RAIL faces issues with fires from field burnings to building damages, causing injuries and asset damages amounting to millions of kina.

Fire safety protocols developed and implemented with the company can cover for fire emergencies however resources and man-days are stressed due to continuous and prolonged fires.

Recently, RAIL management agreed to have dialogue with the PNG Fire Brigade for the possibility of establishing a Fire Station at the Ramu township. An initial meeting was held with the Chief Fire Officer in Ramu on August 4. This was followed by a site inspection to a building facility within Ramu township, proposed to house the Fire Station.

Fire Stations are designed and intended for the sole purpose of housing firefighters and their equipment to allow the fastest response possible to customers within their specific response area. The proposed Ramu Fire Station is a major project that will benefit RAIL, business houses as well as the surrounding community.



Site inspection for the establishment of Ramu Fire Station on August 4

Harassment and Violence at Workplace

Working with One Another - Series 1

The Group is committed to fostering an inclusive environment where everyone is treated with respect, trust and dignity. Any types of harassment and violence committed within the Company premises will not be tolerated. Series 1 of Working With One Another will discuss harassment and violence at the workplace, focusing on physical and verbal harassment.

What is physical and verbal harassment?

Physical harassment refers to the methods of coercion or threats involving physical gestures. Meanwhile, verbal harassment refers to the words used by the speaker, which cause emotional or psychological harm to another.



Examples of physical harassment

- Physical attacks (hitting, shoving, kicking)
- Sexual assault or abuse
- Destroying property with ill intention



Examples of verbal harassment

- Threatening, insulting or cursing in front of others or in private
- Making inappropriate jokes, remarks, teasing, spreading lies or asking sexually related questions
- Using abusive language, offensive name-calling, commenting negatively about a person's appearance, body or personal behaviour

Scenario 1

Mr S is a new worker at Refinery KLM. He is having difficulty in completing his task because he is not familiar with the process. Instead of helping him, Mr P resorts to repeatedly provoking and demeaning Mr S by saying he is not capable of doing his job. Mr S feels very frustrated and unhappy with the comments that he decided to punch Mr P in the face.



PROVOCATION



PHYSICAL ATTACK

Learning Points/Note

- Mr S should not act recklessly towards the provocation. He should tell Mr P that he is not comfortable with the remarks. If Mr P continues to annoy Mr S even after being warned, Mr S should inform his superior about this matter.
- At the same time, Mr P may also be subjected to disciplinary action for provoking Mr S as it is tantamount to verbal harassment.

Scenario 2



Ms C is a secretary at one of the departments in SDP. Her colleague, Mr R really fancies her and always finds ways to have small talks with her. Mr R will follow her around and would try to touch her hand especially when no one is around. He also expresses his preference for specific colours or the type of clothes that he likes Ms C to wear. These gestures have put Ms C in an uncomfortable situation.

Learning Points/Note

- Ms C should confront Mr R and inform him that she is not comfortable with his behaviour. At the same time, she may speak to her immediate superior or other support functions i.e. Chief Human Resources Officer (CHRO) regarding this matter.
- If none of these options are suitable, she may report her concerns through the whistleblowing channel.

Scenario 3

Mr Q is an Assistant Manager at Estate DEF. He is very passionate about his work and always ensures the tasks assigned to him or workers under his supervision are completed within the given time frame. He believes that the workers productivity will increase if he threatens them with salary deduction, no overtime and no day off. These threats made the workers uncomfortable and anxious.



NO OVERTIME



NO DAY OFF



SALARY DEDUCTION

Learning Points/Note

- Instead of threatening the workers, Mr Q should inform and encourage the workers to complete their task in a more respectful manner.
- Workers should communicate their concerns to Mr Q and consult the Estate Manager if it could not be resolved. If the situation persists, workers can lodge their complaints via the whistleblowing channel.

For further details, please refer to the COBC Handbook or videos in SDP. [SharePoint](#)

If you have further questions on harassment and violence at the workplace, channel your queries to cobc@simedaryplantation.com

HOPIS donates teaching and learning resources



Popondetta Secondary School Principal Clarence Honani (right), HOP HR Officer Fred Goviro, HOPIS Principal Shayne Siega and HOPIS students

Higaturu Oil Palm International School (HOPIS) has been a leader in Oro Province to donate an extensive range of teaching and learning resources such as reading books, textbooks, tables and desks to local schools.

The school's gesture is paramount in line with its vision to promote quality education of future generations in the community.

This year the school's endeavor to donate has continued to grow, from strength to strength with the support of Higaturu Oil Palm (HOP) Management, General Manager Vijou Vergis, Human Resource Manageress Lillian Safitua and HOPIS Board Chairman Mesach Boge and his board members.

These key stakeholders see the value in sustaining schools and giving back into the community as a way of investment for the future.

On August 22, HOPIS donated 12 cartons of textbooks, New Century Grade 12

Physics Books, New Quest Jacarandra Grade 12 Maths Books, Accounting, and English Textbooks to Popondetta Secondary School. HOPIS students have continued to high school/secondary education at Popondetta Secondary and further into universities.

Popondetta Secondary Principal Clarence Honani was pleased with the kind gesture and extended his appreciation and gratitude to the school, HOP, Vergis and the board.

"Our societies are made up of people. These people are students and when students are provided with quality learning they excel in schools. These students later in life contribute in the economic and social developments of our families, communities and the country," Honani said.

HOPIS Principal Shayne Siega acknowledged the writers - Albert Nyathi, Caroine Evari, Tina Clark, June Perkins and Philip Kettle - for ensuring that the shipment of the donations made it through to HOP.

August 2022 in PICTURES



Head of Sustainability & Quality Management, Ian Orrell (left), and Group-wide SQM managers during a sustainability managers meeting at NBPOL Head Office in Port Moresby during August 30-31



A group of cowboys from Ramu Beef posing for the moment before setting off to work at Leron Plains. Ramu currently maintains 23,000 head of cattle spread across two properties - Leron and Gusap.



MBE Management and representatives of contractors posing during the commissioning of a 50m communication tower at MBE on July 29. The tower is owned by MBE as a key infrastructure.



Senior officials from the PNG Fire Brigade meeting with RAIL management representatives on August 4 in Ramu to discuss the possibility of establishing a Fire Station for the Ramu township



Saint John Ambulance conducted an Emergency First Aid Training for 30 employees recently. Pictured are some of the participants displaying information pack on the training.



Twelve MBE Environment, Safety and Health officers and representatives undertook Safety Officer Level One Training, conducted by Safety Assurance Systems during June 6-9