

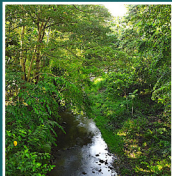


The Niu Briten Drum

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Higaturu observes Remembrance Day



HOP General Manager Vijou Vergis (seated), employees, families and local community observing the National Remembrance Day of PNG's Founding Father Sir Michael Somare at Somare Nature Reserve, Sangara Estate, on February 24 2023

Higaturu Oil Palm (HOP) made a decision in 2021 following the passing of PNG's first Prime Minister Sir Michael Somare to honor his legacy by reforesting a piece of company land, now referred to as Somare Nature Reserve, as a community project. Somare was instrumental in speaking out on behalf of small Pacific Island nations on the effects of climate change including

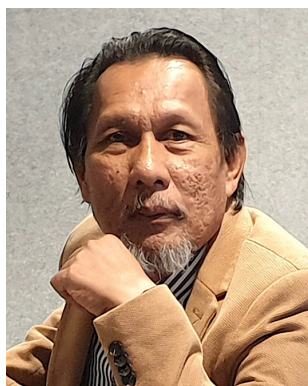
international efforts which led to the formation of the Coalition for Rainforest Nations. HOP has fully supported the project ever since and currently there are over 1500 native tree species remain planted and monitored. This year on February 24, HOP employees and their families and the local community observed the National Remembrance Day (Somare) at the reserve.

Poliamba supports UNICEF immunization program in New Ireland Province



With reported outbreaks of communicable diseases and low vaccine coverage in PNG, UNICEF has stepped in to assist public health with an immunization program in New Ireland Province during February 13-24 2023. Poliamba got on the bandwagon with awareness on immunization, patient screening and actual immunization at company estates within Kavieng District - from Siccacui to Bolegila. It was an integrated program which involved both immunization and Covid-19

vaccination. The team was led by Poliamba Health Worker Moses Penias. The estates on the Namatanai side were covered by Kimadan and Bol health centres. It was discovered that immunization coverage for both districts is very low, way below the 50% mark with dropout rates of vaccination being very high. Prior to the exercise, a training was conducted at Kavieng General Hospital for all health facilities in the district to train officers/OIC's on immunization.



Mohd Azlan Shah
CEO, NBPOL

CEO's Message

West New Britain, for the corporate team to come together and work more closely with operations. Our Port Moresby Office is now closed and all staff have relocated to Mosa.

As we are already moving through March (!), memories of 2022 will start to fade, and we must start looking forwards to 2023. With the upcoming launch of Mission 1, we are expected to reach new heights of operational excellence through our fields, mills and support services.

Together, I know that we can achieve this challenge through teamwork and collaboration. Field, Transport and Mill teams must be in close contact at all times to ensure that the best, freshest crop is delivered and milled.

Throughout, support from HR, Finance, Purchasing, Stores, R&D, IT is essential and operational teams must be able to rely on their support teams as and when needed. While I talk most about oil palm in these new snippets, I have not forgotten our two beef and one sugar operations!

I am especially pleased to note that Ramu Beef had a record breaking year in 2022; the highest ever volume processed and sold (close to 2 million kilograms of premium beef domestically produced and sold in PNG). Well done to the team!

With that, I sign off and invite you to enjoy the news and updates from around NBPOL.

Welcome to another edition of our newsletter.

At the end of February NBPOL hosted a visit from number of senior management of NBPOL and Sime Darby Plantation. Our outgoing Chairman, Dato' Henry Barlow was pleased to visit once more following his retirement as Chairman of the board of NBPOL; a position he has held since 2015.

We hope that Dato' Henry will continue to visit PNG in support of our Queen Alexandra Birdwing Butterfly (QABB) conservation project in Oro Province.

Also present was our new Chairman; Datuk Mohamad Nageeb Ahmad Abdul Wahab on his inaugural visit to NBPOL. We look forward to a long and fruitful term as Chairman as we, and our industry, move through new challenges.

Our Group Managing Director Mr Mohamad Helmy Othman Basha enjoyed his visit, soon after receiving news that he will now serve as Chairman of the Malaysian Palm Oil Board.

While this may seem like a position unrelated to NBPOL, it shows very clearly that Sime Darby is seen as a leader in the oil palm industry. The work that we do is on the forefront of current thinking and technology in farming, milling and refining of palm oil.

During the visits, we were also privileged to spend time with, and get to know some of the senior politicians who create and implement policies relevant to our operations. We also launched the new Corporate Office in Mosa,



VIPs at Opening of new Corporate Office at Mosa, WNB, on March 2 2023

MBE participates in 2023 SME launch in Alotau Town

The Alotau District in Milne Bay Province launched a Small and Medium Enterprise (SME) program on February 21 2023, which was attended by Milne Bay Estates (MBE) Community Engagement Officer, Jessica Iropu, and MBE women representatives from Mariawatte and Padipadi, among other SMEs and groups.

Each SME and women group association was given a stall to display their products and services. The delegates of the program took time to visit each display, leaning about the profiles and providing insights. The MBE Women Group took the opportunity to share its structure and core activities.

Former Prime Minister and Ialibu-Pangia MP Hon Peter O'Neil was the special guest who emphasized the importance of SME and MSME (Micro, Small and Medium Enterprise) ventures to reduce poverty and generate income locally. The day ended with cheque presentations by Alotau MP to MiBank and Mama Bank as startup capitals (equity) for SMEs, MSMEs and women group associations in the district.



An exhibit by MBE women representatives during the SME launch in Alotau

Higaturu remembers founding father's legacy in 'unity' for harmony and sustainable operation



Arehe creek flowing through Somare Nature Park at Higaturu; insert are HOP Vehicle and Workshop Superintendent Richard Taudevin (left) and Mrs Vergis

Higaturu Oil Palm (HOP) has commemorated the 2nd Anniversary of PNG's Founding Father and First Prime Minister Grand Chief Sir Michael Somare on Friday, February 24, which was a Government sanctioned public holiday - National Remembrance Day.

This was the 3rd consecutive year that the HOP family has gathered in unity for a short but significant program held at Somare Nature Reserve, which is located within Sangara Estate.

Among the participants were resident families of Ridge Management Village, Sangara Estate, Siroga Village, neighboring smallholder blocks and Sangara schools (vocational, primary and elementary). Flag raising, reciting of national pledge, speeches, light refreshment and relaxation at the reserve were the order of the program.

HOP General Manager Vijou Vergis and SQM Manager Benjamin Osa addressed the gathering, echoing strongly the spirit of 'unity' in living among the community

and operating sustainably in peace and harmony. It was the spirit of unity that the national icon set his vision on to unite the thousand different tribes and 860 different language speaking groups to become "One People, One Nation and One Country!"

In addition to promoting the company's sustainability purpose, the project seeks to serve as an awareness on the need for an unified stand just as Somare envisioned in ensuring an harmonious and continued relationship among the people, the natural environment and businesses to sustain the community.

Vergis reflected on the life of Somare as a symbol of unity and courage, driven by self confidence, adding that he gained independence for PNG without any spill of blood and lived to ensure democracy and the rights of people are upheld at all times.

"The power for change in behavior lies with people. If we spend time to teach ourselves to always strive to work together, we will achieve our objectives," Osa said.

WNB donates to Talasea displaced villagers



WNB's Smallholder Affairs Department delivering donations for the largest displaced group at Lotogam Plantation in the Talasea area of West New Britain Province on February 11 2023

West New Britain (WNB) has responded with much needed relief supplies to Pangalu growers in Talasea District whose homes were burned down by an unexpected fire on December 20 2022.

The displaced villagers lost not just homes but also a range of personal belongings including vehicles - all burned in a matter of minutes - and they have since been looked after at care centres.

Since WNB's Smallholder Affairs Department (SAD) manages oil palm matters of over 8, 300 growers from Pangalu, and WNB staff deal with them directly on a daily basis, the news has saddened many at personal level.

After much deliberations and appeals, donations in both cash and kind were received from various stakeholders including many of the WNB departments and operations in both Mosa and Dami, growers and contractors, and individuals. Staff at Smallholder Affairs led in donating items such as clothes, utensils, beddings and food items.

Among the external donors were PNG Oil Palm Research Association and Oil Palm Industry Corporation.

From ground assessments, basic needs identified at care centres were canvas/tents, medicines, tools, clothes, water containers, food items and others.

Items donated and bought using the donated cash, included;

- 2x canvas to each care centre (10 tents)
- 94 bags of 50 kg donated clothing
- 20 containers of 20L containers per care centre
- Food items
- Kitchen utensils
- Copra Knives x 6
- 12 pack Torches x 3
- 50x AA size batteries
- Detergents

On February 11, the donated goods were delivered to the care centres according to the number of heads per care centre.

There were five care centres with a total of 257 families and 1,181 heads who were supported through this exercise.



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In next month's issue

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Any newsworthy stories and events, please forward them to our PR/Communications Officer

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DAMI DIGEST

with Dr Marnie Light

What is sugarcane downy mildew?

Downy mildew is a disease affecting sugarcane that is caused by the organism *Peronosclerospora sacchari*. It is an oomycete, which is a fungal-like organism that reproduces via spores. It can also infect related sugarcane species, maize and various other grasses.

Sugarcane infected with downy mildew develops creamy-white leaf stripes that turn red with age and the leaves can eventually become 'shredded'. The stalks may also elongate, causing 'jump-ups', where the infected plants appear taller than the surrounding uninfected plants. However, general growth of the sugarcane is stunted resulting in economic losses.



Left: Sugarcane infected by downy mildew, with a few 'jump ups'. Right: Close-up of the underside of a sugarcane leaf showing the "downy" white spores that can spread to nearby plants.

As with many sugarcane diseases, the best option for managing sugarcane downy mildew is by planting resistant varieties. Another important strategy is to prevent spreading the disease by planting 'clean' seed cane that is not infected. To help produce clean seed cane, a fungicide treatment is usually applied in sugarcane nurseries with any infected plants removed.

Poliamba awards employees with monthly incentives for exceptional performance and compliance



Poliamba's Nalik Estate Manager Sanda Napin (left) presenting a certificate to the 'Best Loose Fruit Picker of the Month' for January 2023



Poliamba's Noatsi Estate Assistant Manager Alfred Lurang (left) presenting a certificate to the 'Best Cutter of the Month' for January 2023

In a bid to improve performance and productivity, Poliamba Limited has started giving away monthly awards to employees as incentives for exceptional workplace performances. The awards come in the form of store goods (food items) and 'Best Employee of the Month' certificates in various categories.

Facilitated by Human Resource, the program covers all operations across Poliamba. Besides performance and productivity, the initiative is also about ensuring compliance and safe workplace practices especially the correct and continuous use of Personal Protective Equipment (PPE) out in the plantations.

At the end of every month, each department or division submits a list of nominees to HR for final screening and announcement. The winning names are then sent back to respective line managers for awarding. Store goods of various types are locally procured and presented with the certificates as incentives.

For plantations, the awards are targeted at field workers, in the following categories:

- Best cutter - each division
- Best loose fruit collector - each division
- Best pruner - each division
- Best section leader - all divisions

For other support services, employees can vie for the 'Overall Best Employee' award each month.

The program started around October 2022 and continues into 2023, as an ongoing improvement plan for Poliamba to boost productivity.

Assistant Estate Manager for Noatsi Division 2, Alfred Lurang, said one of the key areas that the award initiative has boosted was PPE compliance, so that employee safety is protected. Lurang attended the presentation of certificates for January 2023 winners and also presented the certificate for best cutter of the month.

Australian Hepatitis B Free team visits MBE for a possible collaboration on disease awareness



Director of Hepatitis B Free Australia, Sue Huntley, donating baby clothes, medical instruments and Hepatitis B testing kits to MBE management

Milne Bay Estates (MBE) has welcomed a visit by Director of Hepatitis B Free Australia Sue Huntley to MBE for the first time this month.

Huntley was met on arrival by MBE Care-taker Clinic Manager Dorrecca Tobina, SMQ Manager Sarah Ekali and HR Manager Eric Mesak. She was on her way from Sydney to Popondetta where the Hep.B team has done much of their work.

The stopover was to explore possibilities in establishing a Hepatitis B clinic and awareness program at the MBE Clinic and to work along with the Milne Bay Provincial Health Authority in creating more awareness on the transmission, diagnosis and management of this viral disease.

Hepatitis B is a liver disease and a silent killer in the world. It is commonly spread through exposure to infected bodily fluids - though easily preventable by vaccines.

"We are losing lots of good employees through Hep.B-related cases and we would like to see more awareness and treatment are given to protect our workforce," Mesak said.

Huntley donated baby clothes, medical instruments and 100 test kits for Hepatitis B to the MBE Clinic. Mesak encouraged all employees to go for voluntary Hep.B testing to know their status before it is too late, adding that MBE will be working closely with the Hep.B free team to ensure this service is provided within the company and the province at large.

Hepatitis B symptoms are variable and include yellowing of eyes, abdominal pain and dark urine. In chronic cases, liver failure, cancer or scarring can occur. The condition often clears up on its own but chronic cases require medication and possibly liver transplant.

Higaturu union executives undertake induction

The Higaturu Oil Palms & Processing Workers Union (HOPPWU) undertook an induction/training program during February 17-19 2023 at Higaturu, conducted by the Department of Labour and Industrial Relations (DLIR).

The induction was conducted for newly elected executives of HOPPWU on their roles and responsibilities and operational guidance within Higaturu Oil Palms. It was facilitated by Industrial Registrar Helen Saleu and DLIR's Senior Liaison Officer Natasha Momo.

HOPPWU is now well versed to serve the interest of its financial members - according to the Industrial Act, company policies and HOPPWU constitution. HOPPWU Secretary Maxwell Tomseu said the immediate agenda is to amend the constitution to make it more applicable.

The union acknowledged HOP management for its continuous support and guidance to fully establish a good working relation. The executives were awarded certificates of participation after the event.



HOPPWU Secretary Maxwell Tomseu speaking during the induction

PROTECTION FOR WHISTLEBLOWERS AND WITNESSES

The Group does not tolerate retaliation against anyone who reported any actual or suspected violations in good faith.



Acting in good faith means acting without malicious intentions, and in the better interest of the Group.

As a Whistleblower or a Witness, you should not worry about possible repercussions when raising genuine concerns.



The identity of a Whistleblower or a Witness will be kept confidential, unless the individual gives consent to disclose.



No Directors or Employees will suffer harassment, discrimination or retaliation for speaking up or cooperating in an investigation regardless whether the allegation is proven true or not.



A Director or an Employee who retaliates against a Whistleblower or a Witness is subject to disciplinary action up to termination of employment and removal from directorship (where applicable).



Any retaliation by a Director or an Employee against external parties including, but not limited to, customers, suppliers or contractors, who reported any wrongdoings, shall also be subjected to similar disciplinary action.

REMEMBER

The Whistleblower/Witness protection will be revoked if:

- the Whistleblower/Witness reports or acts maliciously, recklessly or knowingly filed a false complaint.
- the Whistleblower/Witness in the course of making the disclosure or providing further information, commits an offence under any Whistleblower protection laws.

If you believe that you have suffered any retaliation, please lodge a report through the secure whistleblowing channels set out in the Group's corporate website and SharePoint.

For more information, please refer to the COBC Handbook and GPA B5 in SDP [SharePoint](#)

If you have further questions on the above issue, channel your queries to cobc@simedarbyplantation.com

Popondetta Police cell gets a timely wash-down



HOP SQM Staff with cleaning gear at Popondetta Police Station getting ready to move into the cell blocks for a wash-down on February 7 2023 (left to right) Denzel Amopa, Max Gairi, Fabien Tureha and Sylvester Dira

The Popondetta Police cell lockup was given a wash-down by staff of Sustainability & Quality Management (SQM) on behalf of Higaturu Oil Palm (HOP) on February 7 2023. Armed with a 1000 liter firefighting trailer, industrial cleaning detergents, steel brooms and Personal Protective Equipment; the team set off for the police station.

The cleanup was organised, as a Community Social Responsibility effort, following an official request by the Northern Provincial Police Commander.

The police cell has taken in a large number of detainees from police arrests recently, including re-arrests of escapees, under a special police operation, code named 'Operation Stabilize Oro'.

The large numbers in cell blocks posed a huge risk of disease outbreak; hence to minimize the risk, the request was made for assistance in cleaning up the facility.

On February 8, the cleaning team went to the police station again and did a full disinfection of the cellblocks.

HOP SQM Manager Benjamin Osa, who led his staff in this community work said the detainees also had their rights to a healthy and safe living environment, and he was pleased to see HOP assisting in creating a pleasant place for them.

In 2022, Higaturu also attended to the cleaning needs of Popondetta General Hospital's Children's Ward. Volunteer staff from several departments combined to undertake this task, coordinated by HOP Clinic as part of Higaturu's activities in promoting the SDP 200 Years of Volunteerism initiative.

The wash-down of the police cell and children's ward attracted a lot of positive feedback from managements of the two Government agencies and hence HOP is encouraged to attend to similar community service engagements in future.

PICTURES of the EDITION



Mangrove establishment along Numundo shoreline (Sept 2022) through a partnership between West New Britain and Mahonia Na Dari, a local NGO, for buffer requirements under sustainability



Members of the Milne Bay Estates Women Group Association pose for a group photo during their participation at the Alotau SME launch on February 21 2023



January 2023 winners in harvesting and upkeep under Poliamba's monthly awards initiative, Best Employee of the Month, receiving their certificates and incentives from POL Human Resource



Dr Emad Jaber (left), Head of PNGOPRA Crop Protection Department, explaining aspects of oil palm plant protection to a group of visiting officers from PNGOPRA and Ramu Research Services



Executives of Higaturu Oil Palms & Processing Workers Union and officials from the Department of Labour and Industrial Relations during an induction and training workshop at HOP on February 18



WNB's Smallholder Affairs Department delivering donations at Marihu Care Center in the Talasea District on February 11 to support families whose homes were destroyed by a fire in December 2022