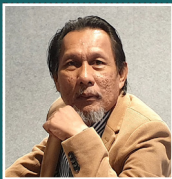




The Niu Briten Drum

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Higaturu undertakes RSPO Re-Certification



RSPO Lead Auditor Mohd Ezani Abdul Aziz meets a group of smallholder growers before doing a block inspection for RSPO Audit at Higaturu in January 2023

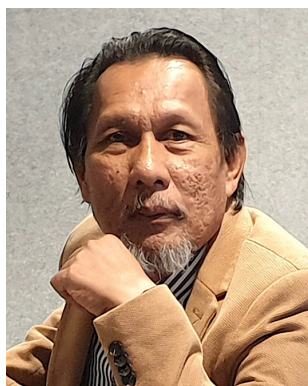
Higaturu Oil Palm (HOP) has successfully completed its second RSPO (Roundtable on Sustainable Palm Oil) Re-certification Audit in January (16-21) 2023. The first re-certification audit was conducted in 2018, following the initial certification in 2012. During Covid-19 restrictions, HOP had achieved two Annual Surveillance Audits (ASA) which were delivered online. The latest re-certification

audit was conducted by Malaysia-based licensed RSPO certification body, Control Union, and comprised of three external auditors from Control Union and a local expert. Two HOP estates (Ambogo and Sambogo) and 61 smallholder blocks were selected as audit samples. From these 61 smallholder blocks, 30 are under Sorovi Division and 31 under Igora Division. continues on Page 3

Engaging with the community with a positive intent upholds mutual relations



RAIL again came to the aid of Ramu Police with Ramu Sugar merchandises recently. RAIL's Community Engagement Team donated the merchandises to police officers who will be attending a prosecutions course graduation in Port Moresby next month. The donation was received by Police Station Commander Edward Alphonse, who acknowledged RAIL's support, emphasising that a fundamental aspect of their operation is securing a safer community through partnership.



Mohd Azlan Shah
CEO, NBPOL

CEO's Message

Happy New Year!

I wish all employees, friends and family a warm welcome to 2023. I also take this opportunity to thank all employees for their efforts and sacrifices towards making 2022 a successful year for NBPOL.

As we look forward to 2023, we must maintain focus on our three pillars;

Sustainability – All of our operations must seek to provide a safe working environment for employees and contractors, minimise impacts on the environment, support employees and stakeholders in the workplace and at home.

Importantly, we should be aware that all of our individual actions contribute to the company's international reputation. An increasing area of pressure is coming from financial institutions who are also demanding higher standards of commodity producers.

In response to this, Sime Darby Plantations has implemented a Net Zero initiative benchmarked by SBTi (Science Based Targets initiative).

Operational Excellence – In all activities we must strive for the best outcome to achieve efficient production and effective support services. NBPOL continues to review and update procedures to reflect the changing environment around us, as well as innovation and learning from within the workforce.

The intended combined outcomes of Mission One (yield enhancement) and Project Omega (mill efficiency and quality) will be to enhance the quantity and quality of our oils, and ensure our sales of oil at the best possible value.

Digitalisation and Automation – Where we can find benefits from emerging digital and mechanical/robotic technology, we should explore and embrace these technologies to improve operations. NBPOL's Project Omega continues to develop innovative and meaningful data products.

The Harvest Rounds reporting initiative has recently been released and will assist senior managers to see where

harvesting delays are occurring to promptly provide support.

Combined, we can see some very exciting and challenging work ahead of us in 2023. Sime Darby Plantations continues to be seen as a world leader in the production of Certified Sustainable Palm Oil, but we will continue to push the boundaries to see us forward into the future.

This is particularly important as global economists are predicting a slower pace of growth around the world in 2023. As less money is spent, less oil is purchased and prices may drop as supply outpaces demand. With this background, we must be both excited at the new challenges ahead, and careful with our production costs to ensure that we are prepared for any short term price variation.

All in all, it is an exciting time to be in our industry, and I am pleased to have such a fantastic team with me on this journey.



Showcasing innovations in quality management during the 2022 Morobe Show

Gender mainstreaming and empowerment launched

Ramu Agri-Industries Ltd (RAIL) recently participated in a research on Gender Mainstreaming and Empowerment, facilitated by GrowPNG, a NGO in Morobe.

The study focused on understanding major agri-business entities' commitment to social inclusion, specifically in integrating gender and empowerment in their ongoing business operations.

A report from this research, which was published through the Australian-Papua New Guinean partnership, was launched on November 24 at the Lae International Hotel. The launch was attended by multi-stakeholders, both private and public, within Lae and Morobe Province. Among them were the President of Lae Chamber of Commerce John Byrne and Australian Consul-General Mark Foxe.

RAIL was commended, during the launch, for ongoing considerations towards gender empowerment within the framework of social inclusion and equality. RAIL also received applause for its avid participation in the research, and was presented with a copy of the report.



RAIL Community Engagement Manager Nathan Wampe receives the report

continued...HOP undertakes RSP0 re-certification



HOP's Mamba Mill team conducts a safety briefing for RSP0 external auditors before entering the premises for Mamba Mill audit in January 2023

The Sorovi smallholder blocks are under the Village Oil Palm Scheme whilst the Ig-ora blocks are under the Land Settlement Scheme.

HOP's two mills, Sangara and Mamba, plus the Sangara Kernel Crushing Plant (KCP) were also audited. Various stakeholders, both internal and external, were independently consulted for their feedback, with particular attention on smallholder extension activities and Best Management Practices.

Since this was a re-certification audit, much attention was given to internal management systems and their applicability and relevance to the entire operations and supply chain. Wellbeing issues raised by internal stakeholders were other areas of interest.

The two mills, KCP and HOP Lands Department were highly commended by the audit team for their high levels of compliance requirements along with their implementation and records.

The audit commenced with an introductory meeting involving HOP executives; Sustainability & Quality Management staff; representatives from Oil Palm Industry Corporation, Oil Palm Research Association, Popondetta Oil Palm Growers Association; and Group Principal Sustainability Officer Peter Callister.

The audit found two major and one minor non-conformance and one observation with reference to the Principle and Criteria standards and one major non-conformance for Sangara KCP.

The audit team concluded that HOP is in conformity with certification requirements, and the certificate should be maintained provided that open non-conformances are closed within the given timeframes.

HOP has moved swiftly in planning the next steps to ensure the needed improvements are actioned immediately. The plan is to undertake ASA 1 in early November this year.

MBE commemorates World AIDS Day, December 1



A HIV/AIDS awareness conducted at Hagita Primary School in the Milne Bay Province by MBE SQM as part of its 2022 HIV/AIDS awareness program from November 15 to December 1

Milne Bay Estates (MBE), through the Sustainability & Quality Management Department, has captured the World AIDS Day, December 1, in its annual Environment, Safety and Health programme and has been observing it every year.

In 2022, awareness activities were carried out to commemorate the day with messaging centered around the theme - "Equalize".

The program was delivered in partnership with the National AIDS Council Secretariat (NACS). MBE's World AIDS Day program commenced on November 15 and ended on December 1.

Awareness initiatives were targeted at MBE employees, non-employees including dependents, students and the general public. Testing of HIV and STIs were also conducted as part of the program.

It began with official remarks at Hagita and concluded in the evening with a candle lighting ceremony at Giligili Estate. This was done in remembrance of those

who passed on from the HIV/AIDS pandemic and also for those who are living with the virus.

The HIV/AIDS awareness team extended coverage to teachers and students of Hagita Primary, Hagita Secondary and Padipadi Primary schools - on the premise that the future is the children and educating them at an early stage is important.

The program was successfully completed on December 1. MBE embraces a mutual partnership with NACS and will continue to work with it to create a safe and healthy work force.

Meanwhile, according to UNAIDS on the eve of the AIDS Day:

"Analysis by the UN ahead of World AIDS Day reveals that inequalities are obstructing the end of AIDS. On current trends the world will not meet agreed global targets on AIDS. But the new UNAIDS report, Dangerous Inequalities, shows that urgent action to tackle inequalities can get the AIDS response on track."



A Sime Darby Plantation Company

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- POM
- GPPOL

In next month's issue

Opening of the new Corporate Office at Mosa, WNB

Distribution List:

- All General Managers
- All Managers
- Board of Directors
- Sime Darby Corporate
- Communications

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 smut?

Sugarcane smut is a fungal disease that is caused by the organism *Sporisorium scitamineum*. When sugarcane is infected with smut, a structure called a 'smut whip' develops from the growing tip of the cane.

The infection causes economic losses because the plants become stunted, producing far less sugar than healthy plants.

The best option for managing sugarcane smut is by planting varieties that are resistant to sugarcane smut. It is also important to avoid spreading the disease through infected cuttings, by planting 'clean' seed cane.

Seed cane nurseries are regularly inspected to remove any infected plants and stage-one seed cane is also hot-water treated to kill various organisms that cause sugarcane diseases.



Left: Smut-infected sugarcane with the curved, gray/black smut whip. Right: Close-up of the whip showing the fungal spores that can spread in the wind.

Sugarcane smut can also infect related species, such as 'pit-pit' (*Saccharum edule*). If you observe this kind of 'whip' on any pit-pit or village sugarcane, please contact Leka Tom, the Ramu Research Services Plant Pathologist.

HOP's Ridge Guesthouse accommodates Japanese Ambassador during his visit to Northern Province



(Left to right) Oro Provincial Administrator Trevor Magei, Oro Governor Garry Juffa, Japan Ambassador to PNG His Excellency Nobuyuki Watanabe, HOP SQM Manager Benjamin Osa, Embassy of Japan Counsellor Satoshi Isono, and Oro Provincial Education Sector Chairman Sheldon Deilala

When there is a need for suitable accommodation for foreign missions, during official visits to Northern Province, the Ridge Guesthouse at Higaturu Oil Palm (HOP) remains a first choice.

In 2020, the guesthouse accommodated the then US Ambassador Her Excellency Erin McKee during her visit to the province. In January 2023, the guesthouse again accommodated the Japanese Ambassador to PNG His Excellency Nobuyuki Watanabe during his two-day mission.

His Excellency Nobuyuki Watanabe visited Kokoda War monuments at Kokoda Memorial hill, Oro Fishery Center at Oro Bay, and Buna Village. Kokoda and Buna areas remain special sites to the people and Government of Japan. They are places where the Japanese forces fought fierce and bloodiest battles against Allied Forces in their pursuit to capture Port Moresby during World War II.

On the evening of Monday 24, the Oro

Provincial Government hosted a dinner at the Ridge Club for His Excellency and his delegate which also attended by Senior Management of Oro Provincial Government and HOP Heads of Departments.

His Excellency Nobuyuki Watanabe showed particular interest in smallholder farmers and their involvement in the supply chain and HOP's role in ensuring their ability to manage their farms to support themselves and their families. This was also a topic of interest of the US Ambassador in 2020, particularly the role of women and children in smallholder farms.

Governor for Oro Honorable Garry Juffa thanked HOP Management for its continuous support to the people and Oro Provincial Government and for allowing the Guesthouse and Club Facilities to be used for His Excellency's visit.

His Excellency also expressed his greatest satisfaction and gratitude to HOP and guesthouse staff for the hospitality.

Bernard Lui takes up new post as Superintendent (Mechanical and Electrical) at GPPOL's Tetere Mill



(Left to Right) GPPOL Financial Controller Sila Luke, Sustainability Officers Rachael Wama and Nicola Matapape, and Superintendent Bernard Lui

Guadalcanal Plains Palm Oil Limited (GPPOL) welcomed Bernard Lui as its new Superintendent (Mechanical and Electrical) for Tetere Oil Mill on October 10 2022.

In this role, Bernard supervises the Electrical and Mechanical team at the Mill Workshop Department to ensure mill operations run smoothly at all times.

Lui, who hails from Milne Bay Province in PNG, is excited about his new posting; a promotion after working for Milne Bay Estates as an Assistant Electrical Engineer.

He started his career with NBPOL in 2012 as a senior support electrician before becoming a Mill Electrical Engineer Cadet in 2013, and then being an Assistant Electrical Engineer from 2016. He served NBPOL-MBE for 10 years before moving to the Solomon Islands in 2022.

A silent achiever, Lui believes that with hard-work, determination and commitment, anyone can excel in his/her career.

Lui appreciates NBPOL's Cadetship Program which helped him to develop in his career, as well as the training and support by the MBE Mill team which enabled him to progress further.

His goal is to find new challenges and broaden his skillset in his new role but he is excited with the change and looks forward to learning and growing in GPPOL.

The company was pleased to welcome Lui who brings vast experiences, backed by undergraduate degrees in Applied Physics and Electronics & Instrumentation, from the PNG University of Technology.

Within his past few months, Lui has already fit in well with team GPPOL, and the community at large.

NBPOL Corporate office in Port Moresby moves to WNB

The NBPOL Corporate office in Port Moresby was closed on January 27 2023, and its operations moved to the newly constructed Corporate office at Mosa in West New Britain. Staff transition began since 2020 with the majority relocated soon after this month's office closure.

The new Corporate Office at Mosa was ready just in time for occupancy. New Housing was also constructed for the relocating staff.

Among the main operations relocated were Group Finance, Group Human Resource, Group SQM, Group Legal and Group Travel.

Staff have settled in well with a new breath with much excitement of the new facilities but more so the beautiful landscape, environment and the people of Mosa and West New Britain.

Meanwhile, the new Corporate office and Housing facilities will be officially opened in late February, to coincide with the next NBPOL Board Meeting to be held in Mosa.



Part of staff at NBPOL Head Office in their final week before moving to Mosa

RAISING A CONCERN OR REPORTING A VIOLATION



It is our responsibility to report actual or suspected wrongdoings. If you see something, say something. Refer to the decision tree below to channel your concerns:



REMEMBER

- Your report/concern should be specific and supported by evidence, if possible.
- Include the time, place and the person/s involved, whether internal or external party(ies).
- Disclose your name and designation in your report to add credibility. Rest assured that your identity will be kept confidential.

MBE donates library books to primary school



MBE SQM Manager Sarah Ekari donates library books to Padipadi Primary School, received by Doreen Pahilele and students, on December 7 2022

A primary school within Milne Bay Estates (MBE) was fortunate to take delivery of new books for reading and learning, thanks to MBE. Padipadi Primary School, which had recently built a new library, requested the company to assist with library books and MBE responded immediately in donating a total of 120 library books.

Padipadi Primary is one of two such schools established within the MBE operational area, particularly at Padipadi Estate. The school enrolls children of both company workers and local communities.

As part of MBE's ongoing support to schools within and around its operations, the company, through the Sustainability Quality and Management (SQM) Department, donated the library books during the opening of the library.

The event took place on December 7 2022, within the school grounds, witnessed by parents, guardians, and the

local community who were present during the opening ceremony. SQM Manager Sarah Ekali presented the books and reiterated the importance of maintaining a balance between the three pillars of sustainability.

Ekali said whilst MBE operates as a business in the area, it also aims to maintain partnerships with the community surrounding its operation. Thus, MBE is always happy to work closely with schools in providing basic needs such as library books were possible, she said.

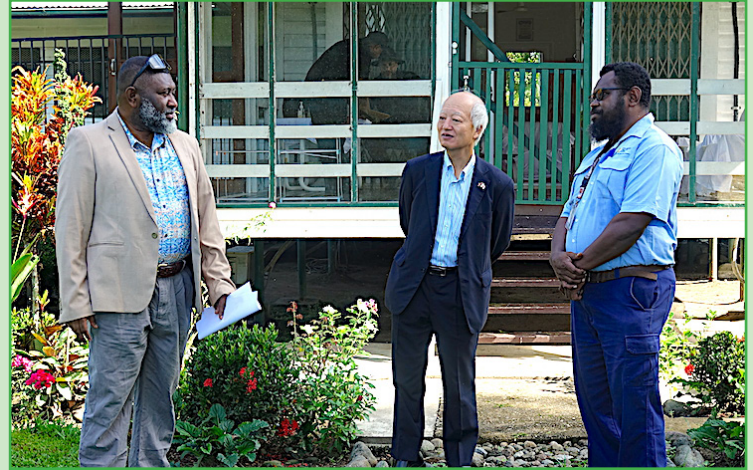
The donation comprised a range of textbooks for many different fields of study, from science to mathematics, English and so forth, as well as reading books for lower primary students.

School representative Doreen Pahilele, upon receiving the books, acknowledged MBE for the donation and its continued efforts in supporting the schools within its operational area in one way or the other.

PICTURES of the EDITION



Head of NBPOL Group IT Emmanuel Bungag pulling the plug on the main server at Group Head Office in Port Moresby on January 27 when operations closed for relocation to Mosa in WNB



HOP SQM Manager Benjamin Osa (right) sharing a light moment with Japanese Ambassador to PNG Nobuyuki Watanabe and Oro Provincial Administrator Trevor Magei at Higaturu on January 24



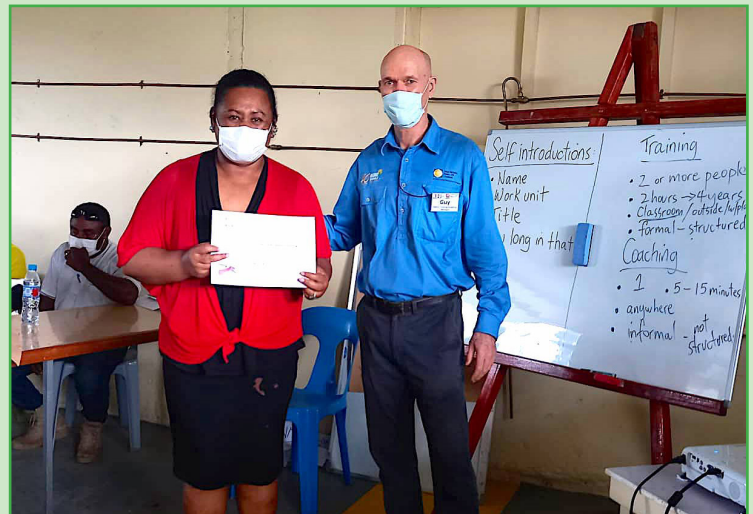
RAIL Plant Pathologist Leka Tom (left) with a visiting team of plant pathologists and botanists from NAQIA inspecting some diseased sugarcanes in a variety testing trial at Ramu recently



Members of the GPPOL management team, in groups, competing to create the longest paper chain during a recent training on Team Building, focusing on teamwork at the workplace



MBE SQM Manager Sarah Ekari presenting new library books to staff and students of Padipadi Primary School at MBE for their new library which was opened on December 7 2022



A participant of GPPOL's Generic Supervisor Training in November 2022 receives her certificate from NBPOL (Ramu) Academy Training Manager Guy Edwards (right) at the end of the training