



The Niu Briten Drum

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NBPOL sites observe Environment Day



Students of Ramu Valley High School in Madang Province getting ready for tree planting during 2022 World Environment Day with the support of RAIL Sustainability on June 3

Environmental protection and conservation, and sustainable oil palm development are at the heart of NBPOL. Actions are required in addressing deforestation, protecting areas of High Carbon Stock, conserving wildlife and adopting other ecosystem best practices. This month (June), NBPOL sites organised a range of activities to raise awareness and share actionable messages on protecting the

planet as part of the 2022 World Environment Day commemoration this month. A four-day awareness program was organised by Milne Bay Estates for selected schools and the company. Ramu Agri Industries Ltd also observed the day with a week-long competition for several schools as well, finishing off with tree planting. The events were enjoyed by all who took part. *Read more in this bulletin*

RAIL motorcycle users undergo first-hand training on defensive riding



As part of RAIL's ongoing commitment to safety in the workplace, General Manager Ruari Macwilliam conducted a one-day motorcycle training for users at the NBPOL Training Academy on June 17.

The training was both theory and practical. The theory component focused on traffic regulations, controls, pre-start up checks and riding while the practical aspect covered improving balance and control at low speed.

With RAIL having a high number of motorcycle users in its operations, the aim of the capacity building initiative was to reduce or prevent occurrence of accidents by improving the riders' understanding and observance of road and traffic rules, as well as promote safe and defensive riding habits, reactivity, and visual alertness.

The training has helped the riders to be vigilant and develop the presence of mind for healthy road disposition.

CEO's Message



Mohd Azlan Shah
CEO, NBPOL

Well, we have now passed the halfway point of 2022 (so soon??!!) and can take a moment to reflect on our achievements so far this year.

I am very pleased to see from the articles in this newsletter that all areas of NBPOL are continuing to demonstrate Corporate Social Responsibility by engaging employees and stakeholders in important activities outside of our commercial operations.

Just because these activities are not commercial does not mean they are not core activities of our business. In fact, quite the opposite!

All levels of NBPOL management recognise the need to work with and closely cooperate with our neighbours, business partners, and stakeholders on issues of common interest such as public health, education and environmental issues.

Sime Darby Plantations have launched a Net Zero carbon initiative, with an interim target of a 40% carbon intensity reduction by 2030. This target is in line with national and global initiatives to avoid a global average temperature increase greater than 1.5°C.

NBPOL has been monitoring and publicly reporting on carbon emissions since 2012, and our efforts this year include construction of a new Biogas plant at Higaturu to effectively capture methane emissions from POME ponds and reuse the gas for power generation.

With regards to Biodiversity, NBPOL remains a champion for tree planting both within land we manage, and in partnership with schools and local landowners.

NBPOL is also actively funding and supporting a project in Popondetta to better understand the world's largest butterfly; the Queen Alexandra Birdwing Butterfly (also known as QABB!) and enable the population to grow and thrive into the future.

As a large and rare butterfly, the QABB faces threats from habitat change, as well as collectors who seek to catch butterflies and smuggle them out of PNG.

This project aims to better understand the ecology of the butterfly and support breeding of the butterfly; potentially

even allowing a small local industry of sustainably farming butterflies for legal export to collectors and museums around the world.

These are just a few examples of our activities in support of environment and biodiversity, but we are looking for more.

In recognition of the 200th anniversary of the history of Sime Darby Plantations, the Volunteerism initiative has been launched to enable employees to volunteer (work) time to beneficial and proactive community projects around our areas of operations.

If you are aware of a useful cause, please discuss it with your line manager to get the activity recognised, and allow other employees the opportunity to assist in supporting your favourite project.

I wish you all a safe and productive month ahead, and I look forward to seeing reports of employee volunteer activities in new and exciting projects around PNG and the Solomon Islands in the coming months.



*Queen Alexandra
Birdwing Butterfly*

Poliamba trials new strategy on employee supervision

Poliamba will be implementing a strategy that will possibly change supervisory techniques for the better. This is an initiative of General Manager and Head of Transformation Nik Maziah Nik Mustapha, with the assistance of Izham Hidayat Ithnin from the Transformation team.

All field management and harvesting supervisors attended a training on June 9 to embark on this new chapter.

It is known as Structured Block Supervision strategy, an 'approach designed to enhance effective supervision through a structured tracking of performance for continuous improvement'.

The strategy stands to ensure accountability from section leaders up to GM level. The exercise involves "fresh checks" by section leaders and passed on to be confirmed by supervisors and then on to assistant managers, daily, ensuring all are aware of harvest operation progress, evacuation needs and productivity forecast.

The strategy is currently being trialed in Poliamba following the training.



POL GM Nik Maziah Nik Mustapha and staff after the training

NBPOL-WEW procures breast cancer machine



Officials of NBPOL-WEW and WNB Provincial Health Authority inspecting the mammography machine and containerized facility in Port Moresby on May 19

Kimbe Provincial Hospital will soon have a mammography system installed for the diagnosis of breast cancer, thanks to NBPOL-WEW (Women Empowering Women) for sourcing the much-needed unit through fund-raising.

The project which began in 2016, costing well over K700, 000, brings a sigh of relief to the female population not only in West New Britain Province but all of PNG.

NBPOL-WEW and WNB Provincial Health Authority (WNBPHA) had inspected the machine and its mammography suit or containerized facility in Port Moresby on May 19 2022, at the premises of Mobo Pharmaceutical Ltd, the contractor which procured the machine.

WNBPHA was represented by Kimbe Hospital Director for Infrastructure and Development Paul Tokavai and Officer in Charge of Cancer Unit (Oncology) Dr Yvonne Sapuri. The NBPOL-WEW team was led by Chairperson Ruth Jordan-Som.

Jordan said the equipment was procured at a cost of K497,500. The preparation of

the containerized facility cost K212,500; giving a total project cost around K710,000.

The mammogram machine was purchased in February 2020. The delay in moving it to Kimbe was due to Covid-19 as the hospital was fully occupied with Covid-19 operations, with the proposed space used as an ICU.

With the recent Government announcement on the redevelopment of Kimbe Hospital, it necessitated to containerize the machine before shipment to Kimbe.

Jordan said immense support was received from NBPOL and Sime Darby Plantations. "We are indebted to our employer for supporting us throughout the course of this project. This included management support and use of company resources/facilities in raising the initial K50,000 in-house." NBPO Foundation threw in K373,000, she said.

The commissioning and official handover will be done in Kimbe soon once the machine is delivered to the hospital.

MBE celebrates World Environment Day in style



Milne Bay Estates executives and staff commemorating the 2022 World Environment Day at Hagita Head Office on June 4

Milne Bay Estates (MBE) delivered a series of awareness programs and special events to commemorate the 2022 World Environment Day from June 1-4 as part of its annual Environment, Safety and Health Program under the Sustainability & Quality Management (SQM) Department. The celebrations centered around the theme, "Only One Earth".

Awareness programs were conducted in schools within the MBE vicinity at Waigani Elementary, Hagita Primary, Mariawatte Elementary and Bomata Elementary during the first three days.

The focus was on global environmental issues such as 'pollution' and 'climate change' and how one can contribute towards protecting the planet sustainability.

The final day was dedicated to company celebration involving Hagita Head Office and supporting departments, led by SQM Head of Department Sarah Ekali.

MBE General Manager Roland Soupa said MBE is a sustainable developer, and through the SQM department the company at all times aims to be complainant with requirements and strike a balance between the three pillars of sustainability - People, Planet and Profit.

Soupa added that MBE is also looking at sustainable project initiatives such as extraction of biomass energy through mill waste for power generation, and conservation of endangered species of flora and fauna which are unique only to Milne Bay Province.



A Sime Darby Plantation Company

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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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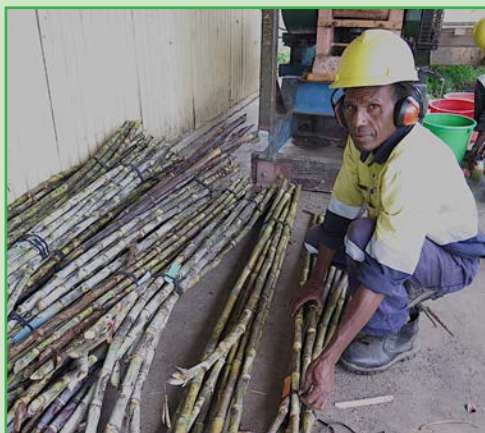
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DAMI DIGEST

with Dr Marnie Light

How do you know when sugarcane is ready for harvest?

In Ramu, the sugarcane harvest season usually starts in May, when the sugarcane plants are around 11-14 months of age. However, it is important to mill sugarcane that has matured and contains high levels of sugar. Every year, before harvesting starts, the Sugarcane Agronomy and Variety Selection team at Ramu Research Services carries out "maturity testing" on some sugarcane fields to check that the crop is ready.



This process involves SAMPLING stalks of sugarcane from selected fields, CRUSHING them in a small mill to extract the raw sugarcane juice, and then CALCULATING the purity of the juice by ANALYSING the juice using a refractometer to obtain the Brix value, and a polarimeter to measure the pool of the juice after clarification.



Ramu maintains production despite challenges



A sugarcane harvester cutting and loading harvested canes onto a tractor trailer for transportation to the main factory at Gusap

The 2022 sugar season at Ramu Agri Industries Ltd (RAIL) has officially started on May 16; PNG's 40th sugar crush! During a small occasion, it was revealed that the Gusap factory produces 38, 000 tonnes of sugar a day, and the company has been maintaining that production rate since 1982 to meet a strong and favorable domestic demand.

RAIL General Manager Ruari Macwilliam said the company's move to plant oil palm in some areas hasn't affected the output into the market.

"The production rate is maintained. The last time the company replaced some areas of sugarcane with oil palm was in 2014. From then till now, RAIL has maintained its production to meet customers' demand," said Macwilliam.

He said the sites that RAIL planted oil palm were categorized as low production areas and not suitable for sugarcane to grow, adding that RAIL is the only company that produces sugar in the country and it will continue to do so into the future.

However, according to Technical Services

Manager Eric Wise, the 2019 production was affected after sugarcane diseases were identified. "The following years up till now, we have improved after containing the diseases and this year, the company is back into producing the best to meet the demand by producing quality sugar for the people of this country," said Wise.

Sugar Agriculture Manager Samuel Jayakumar said the company did well this year in producing raw sugar for crushing compared to last year.

"We are expecting around 300 000 tonnes of cane to be crushed after we have managed pests very well this year. Pest infestation is a major challenge with a potential effect on the production rate," Jayakumar said.

He also pointed out that a major and ongoing challenge faced by Ramu Sugar is fire on cane fields, set by local people and those from settlements within the company vicinity.

When sugarcanes are set on fire, the sugar content in the cane is reduced and that affects the production rate.

GPPOL program promotes workplace health and wellness to improve productivity



GPPOL ladies after Zumba session under "Stap Helti lo GPPOL" initiative

Guadalcanal Plains Palm Oil Ltd (GPPOL) has taken steps in promoting health and wellness of its employees at Head Office through its newly coined "Stap Helti lo GPPOL" program.

The Environment, Health and Safety Committee has identified health and wellness in the workplace as important in the face of rising lifestyle and health challenges in the Solomon Islands. Having a healthy workforce will contribute to improved performance and productivity, with workers having more energy and endurance.

According to the concept paper, GPPOL workers and their family members will have a number of options available to them for their participation in the "Stap Helti lo GPPOL" initiative. The main activities include:

1. physical exercises,
2. health awareness, and
3. free medical checks.

Physical exercises comprise fortnightly



Staff of GPPOL Head Office doing monthly weigh-ins

walkabout (walk), Zumba and Aerobics and a GPPOL-wide sports program.

GPPOL Human Resource Manager Riby Tupiti said the program already started this month (June).

"We organise fortnightly walks, three hours Zumba per week and each staff works on improving their own health/weight. We will have monthly weigh-ins as we track everyone's weight.

"Our first weigh-in was on June 6; next is on July 6. We also have the Solomon Islands Independence Day celebrations coming up on July 7 and we are organizing a GPPOL Independence Day Sports competition," Tupiti said

Health and wellness programs have positive benefits to the community including healthier and happier employees resulting in fiscal benefits to the organization as well. It is expected this program will ensure that staff will "Stap Helti lo GPPOL".

MBE clinic staff commemorate Int'l Nurses Day

Milne Bay Estates SQM Clinic staff commemorated the International Nurses Day on May 13. This is an annual event observed around the world every year to recognize the tireless and invaluable contributions of nurses to health care and global health security.

The date selected for this event has a very strong significance, being the birthday of the world's most famous nurse, Florence Nightingale, founder of modern nursing.

The MBE event was officially opened by the SQM Head of Department (HOD) Sarah Ekali, followed by speeches from HR Manager Eric Mesak and other HODs.

Mesak congratulated the MBE nurses for choosing the profession and their unwavering dedication to serve and care for the sick. He added that the nursing profession is one that involves sacrifice, courage and dedication and the company appreciates their efforts and contributions.

The nurses thanked the management for turning up on that day to show their support for the work they do.



Part of MBE clinic staff participating in the commemoration of Nurses Day

Conflict of Interest (COI) - Outside Employment and Activities Outside the Group

COI - Series 3

COI Series 3 focuses on COI that may arise from activities carried out by directors or employees outside the Group and employment. Below are the examples of COI scenarios that should be declared in the COI form.

Scenario 1



Ms Aqla is an Executive of SDP. At the same time, she runs an online business selling cookies. She normally bakes her cookies after working hours.

She receives good feedback and keeps on getting orders from her customers and because of that, she has to bake her cookies until late at night. Sometimes she needs to attend to her customers by answering calls and replying to their messages during working hours.

Ms Aqla has become less focused and she tends to fall asleep while performing her job for not getting enough rest.



Scenario 2

Mr Lim is a Manager at one of SDP's estates in the Southern Region. With his experience, he has been identified as a subject matter expert in the mechanisation field.

Apart from his job as an Estate Manager, he also provides advisory services related to mechanisation to other parties outside SDP. Sometimes, he needs to take leave to attend meetings with his clients.



Although Mr Lim is rather active with his consultancy work, he did not inform his superior about this.

Ms Aqla and Mr Lim are in a situation of conflict for taking up employment outside the Group or engaging in an outside business/ service which may be in competition with the Group. These will potentially impair their abilities to perform their duties for the Group.

What should you do if you are in a similar situation as the above?

The Code of Business Conduct (COBC) requires you as an employee, to complete the COI Declaration Form as soon as a COI situation arises. The completed form shall be submitted to your immediate superior for approval.



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



If you have questions on COI, channel your queries to cobc@simedarbyplantation.com

RAIL commemorates global safety and health day



RAIL Building Department Safety Officer Enoch Wabu (left) discussing PPE issues with senior management team during the 2022 Safety & Health Day

The World Day for Safety and Health at Work is observed annually on April 28 to promote the prevention of occupational accidents and diseases globally.

The 2022 World Day for Safety and Health at Work focused on enhancing social dialogue towards a culture of safety and health.

RAIL Sustainability Department facilitated the observance of the earmarked day at the Graham Hall at Ramu Management Club, attended by all RAIL operations.

RAIL General Manager Ruari Macwilliam when delivering his keynote address emphasised that safety is everyone's business and all employees must take the responsibility to ensure safety compliance across all of RAIL operation.

Macwilliam further elaborated that emphasis on continuous improvement on safety compliance is critical.

Activities planned for the day were based

on the "RAIL Safety Improvement Plan 2022-2024" which involves five key areas: Reduce Loss Time, Vehicle Compliance, Contractor Management, P.I.I.R.O Reporting, and Fire Prevention and Control.

Various programs were facilitated by respective departments within RAIL to provide awareness and educate employees about recommended safety measures to ensure workplace safety.

These include Reverse Parking, Job Safety Assessment Analysis, Hazard Identification and Reporting, Medical Checks by the RAIL Medical Team, Basic Fire Extinguisher Trainings and Online Quiz.

A highlight of the day was the launch of an online Safety Hub Training platform by Head of Sustainability George Samson.

Safety-Hub is an online safety training solution featuring safety training videos and learning management system tools to deliver world-class safety training in an organization.

Emphasis on PPEs and safety at Haella Group



Haella Group Safety Officer Patrick Yesua conducting awareness with a demonstration on safety during the World Safety and Health Day

Haella Group of Plantations in West New Britain had a small but important safety demonstration and awareness to mark the 2022 World Day for Safety and Health at Work on April 28.

Haella Group Safety Officer Patrick Yesua addressed the participants in the context of the *International Commemoration Day for Dead and Injured Workers*, as observed worldwide by the trade union movement since 1996 to honor the memory of victims of occupational accidents and diseases - which also falls on this date.

Reference was made back to NBPOL employees, on the occasion of the safety and health day, who had lost their lives while at work; leaving behind loved ones and families due to lack of competent training, unavailability of proper personal protective equipment (PPEs), poor management and so forth resulting in loss of lives.

To remember this, Haella Plantation workers held a small 'safety walk the talk PPE demonstration' during morning muster at

Haella compound. Yesua also emphasised the need for due consideration of employee safety; that wearing PPE at workplace plays a very important role in protecting one from getting injured.

He further said the six letters of the word SAFETY, in a way, represent human body parts with connections to specific PPEs:

- S** = Skull (protected by helmet)
- A** = Arms (protected by hand gloves)
- F** = Face (protected by face mask/shield)
- E** = Eyes/ears (protected by goggle glass and ear muf)
- T** = Toes (protected by gumboot/safety boot)
- Y** = Yourself (your safety depends on your selves)

Yesua said: "Safety is the seam that joins life's fabric. Don't let loose threads bring it undone. Carefulness doesn't cost anything. Carelessness could cost your life."

"DO NOT BE IGNORANT TO WEAR PPEs AT WORKPLACE!"

bulletin

ISSUE 04/2022

Conflict of Interest (COI)
- Support Letter

COI - Series 4

The last part in the COI series will discuss situations that may arise from Support Letter.

What is Support Letter?
 Support Letter is a form of communication that is conveyed either verbally or in writing which includes letter, memo, minutes, email, short message, conversation, telephone call, or other types of communication which attempts to influence decision-making such as in tender exercises, projects, or applications.

Scenario 1

Mr. A is a Human Resources Manager in SDP. He receives an application for a vacant position within the Group. The application comes with a letter from a politician, indicating his support for the candidate.

What should be done?

Mr. A should not entertain the Support Letter. Employment-related decisions should always be made based on relevant qualifications, merit, performance, and other factors related to the job specifications.

Scenario 2

Ms. B is a Project Manager for an oil palm replanting project in SDP. During the tender evaluation, Ms. B receives a call from an influential community leader requesting for the tender to be awarded to Contractor PQR.

What should be done?

This request is an attempt to influence Ms. B's decision in evaluating the tender by providing an unfair advantage to Contractor PQR.

Ms. B should politely decline the request and inform the community leader of the Group's policy that prohibits Support Letter. Ms. B must ensure that all procurement decisions are made solely in the best interest of the Group and in compliance with the relevant policies and procedures.

Scenario 3

One of SDP operations was notified in writing by the Customs Department regarding a violation of duty and excise regulations.

To avoid potential penalty, Mr. C was directed by his superior to contact a high-ranking Public Official seeking a Support Letter to have this matter resolved.

What should be done?

Mr. C should not act on the instruction although it came from his superior. Operational issues should be resolved in consultation with the respective process owners. When in doubt, channel your queries to Group Compliance.

The Group views Support Letter as a form of conflict of interest. Therefore, any form of influence / pressure / insistence whether verbal or non-verbal by external parties on the Group's Directors and Employees are strictly prohibited.

For further details, please refer to the COBC Handbook or Anti-Corruption Guidelines & FAQ in SDP [SharePoint](#)

If you have questions on COI, send your queries to cobc@slmedarbyplantation.com

In Brief



2022 Graduate Engineer Mill Cadets at OJT Gusap Oil Mill – RAIL

(From left) RAIL Head of Oil Palm Bujang Frankie, Gusap Mill Assistant Manager Michael Kula, Laboratory Supervisor Peter Mai, NBPOL Training Academy Manager Guy Edwards; Mill Cadets: Crownan Sanduhu, Kieren Piso, John Diva, Steve Begani; and Gusap Mill Manager Ilagi Agi.



Milne Bay Estates during 2022 World Environment Day on June 4



RAIL commemorates 2022 World Environment Day with school activities

RAIL Sustainability embraced this year's World Environment Day, themed "Only one Earth", through environmental activities with schools. Five schools (Ramu Valley High, Ramu Inter Primary, St. Luke's Primary, Lanu Vocational and Bopirumpun Elementary) within the greater Ramu area took part. A week-long competition for

best poem (upper grades) and best poster (lower grades) was facilitated.

The event concluded with Sustainability team members conducting environmental awareness, presentation of prizes for best poem/poster winners and planting of tree seedlings on school grounds on June 3.

Safety day ticks off at RAIL

RAIL launched a program on World Day for Safety and Health at Work with a blast on April 28. The event was led by RAIL Sustainability Manager George Samson and was attended by most Oil Palm Managers. Everyone got new insights on safety measures enforced to ensure workplace safety for all.



June 2022 in PICTURES



NBPOL Group CEO, Mohd Azlan Shah (fourth from left), accompanied by a delegation, meeting with executive management of Higatu-ru during his official visit after taking over the top post



Poliamba General Manager and Head of Transformation, Nik Maziah Nik Mustapha, and staff are focused on a new Structured Block Supervision strategy for enhanced accountability



NBPOL Group CEO, Mohd Azlan Shah and members of the Group Executive Management visiting a primary school in New Ireland Province during his official visit to Poliamba recently



A Ramu Sugar display at Tininga Supermarket in the heart of Mt Hagen City, as part of the 40th Anniversary Promotion, set up by RAIL Sales & Marketing team in Mt Hagen this month



Representatives of NBPOL-WEW and WNB PHA inspecting the exterior of a containerized facility for diagnosis of breast cancer (mammography) in Port Moresby on May 19 2022



MBE SQM employees conducting awareness on environmental management to students of Botama Elementary School in Milne Bay during the 2022 World Environment Day early this month