



# The Niu Briten Drum

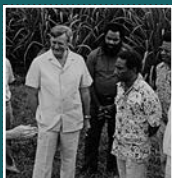
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## 'Integrity Day' observed at NBPOL sites



SDP, Head, Group Compliance Officer Myra Abdul Mutalib, speaking to RAIL management and staff on October 26 in commemoration of the 2022 Integrity Day

West New Britain and Ramu Agri-Industries Limited participated in the 2022 Integrity Day on October 24 and 26 respectively with much enthusiasm. From the series of events across operations, Sime Darby Plantation (SDP) expected to reap the benefits of enhanced awareness among the workforce on matters relating to integrity and governance. It was anticipated that the awareness

among employees will contribute to:

- improve objectivity in decision making,
- create a healthy environment of trust,
- advocate a culture of vigilance, and
- set off the spread of positive influence across SDP value chain and third parties.

SDP adopts a zero-tolerance approach against all forms of bribery and corruption and takes a strong stance against such acts.

## Markham VOP farmers capacitated in financial literacy and entrepreneurship



Ongoing engagements with relevant stakeholders are important for sustainable development in the agri-business front. The RAIL Community Engagement team has assisted over 40 Village Oil Palm (VOP) women farmers from Markham with training on basic skills in Financial Literacy, Digital Financial Literacy and Small-Medium Enterprise (SME). The series of external training was delivered by TokStret Consultancy Ltd and AgBook Consultancy Ltd at Markham Vocational

Technical School. The training was an initiative of United Nations Capital Development Fund's Rapid Finance Facility, a project targeting women, and was made possible through a partnership with Grow-PNG Ltd, Digicel CellMoni and Tokstret Consulting Ltd with the support of RAIL, Markham District Development Authority and Micro SMEs within the Markham Valley of Morobe Province. RAIL has provided such avenues for upskilling of over 300 VOP smallholders so far.

## CEO's Message



**Mohd Azlan Shah**  
**CEO, NBPOL**

As 2022 draws to a close, I want to take the opportunity to reflect on a year that had probably turned out differently or unexpectedly to some of us.

Whilst it was certainly challenging and strenuous in many aspects, it also portrayed the strength of us as a team and a company in the most difficult time.

We must take pride in and value our commitment towards resilience when the pandemic had first taken the world to a halt and forced us into restrictions.

Fortunately, this crisis has at least become lesser of our concern though it is still affecting us in some aspects. However, the hard work and efforts by us all have helped a lot socially, economically, and environmentally.

It was no easy task trying to manage the safety of all of our employees, the continuous demands and the increased use of our platforms; all the while continuing to provide a superior outcome and amazing content.

I must say I am proud that while 2022 might have slowed us down in some ways, it certainly did not stop us – to keep learning, gain new experiences,

and work more dedicatedly to meet the year's targets.

Furthermore, this upcoming year is predicted to be fairly challenging, particularly for planters. This stems from the fact that Crude Palm Oil (CPO) prices are foreseen to fall in 2023.

There are quite several concerns over supply risks, yet the main one being the heavier-than-usual rainfall in key oil palm regions, due to the third consecutive year of La Nina.

So many other successes were achieved in a time when we were all forced to adapt to very adverse circumstances. You all have shown what we can achieve when we work and think as a team. Therefore, I want to thank you all for the hard work and commitment you have demonstrated over this past year.

Our combined strength is what makes us successful as a company. I have full faith and trust in all your abilities to face the upcoming challenges in 2023.

Future wise, I wish to see all of our employees are willing to begin this year with full optimism and cautious, along with aiming to put in the commitment in stabilizing operating costs and higher yields.

In addition, given the constant threat of global economic and environmental slowdowns that could potentially lead to many uncertainties, 2023 will assuredly not be a good time for planters to be selective in their work.

To sum up, it is worth noting that all employees must stay vigilant and alert in their social, economic, environmental and sustainability agendas that might or might not influence the current world demands in the plantation sector. All the best to everyone.

I hope that when you are celebrating the upcoming holidays with families and friends, you also take a look back on the year with some sense of accomplishment that we all should feel.

Happy New Year everyone.



*Kumbango operations (refinery, mill, biogas and estate) in West New Britain*

## New General Manager for West New Britain

West New Britain (WNB) has a new General Manager in Mohamed Azhaza Abdul Aziz, effective October 17 2022, as announced by SDP Group Managing Director Mohamad Helmy Othman Basha.

WNB is the largest operation in NBPOL and Papua New Guinea, making up 43% of planted area in NBPOL.

Prior to joining NBPOL, Mohamed Azhaza worked in PNG for over five years with the East New Britain Resource Group as General Manager Operations in two sites - Tzen Plantation Limited in Wide Bay and East New Britain Palm Oil Limited in Kairak.

Prior to that, he held senior positions with Sime Darby Plantation in Malaysia at Pahang Zone, Sabah North Zone and Kuala Lumpur.



A career professional, Mohamed Azhaza has more than 30 years experience in the plantation industry with over 13 years in various leadership roles. He brings on-board indepth knowledge in oil palm operational management. We welcome Mohamed Azhaza to the NBPOL family!

## GPPOL embraces teamwork spirit at workplace

Training on 'team building' empowers GPPOL management to refocus on the importance of teamwork for enhanced effectiveness



*Members of the GPPOL Management Team pose for a group shot during their training on Team Building on October 22 2022*

The executive and management team at GPPOL undertook a team building training to re-explore the importance of working together as a team.

Twelve executive staff and senior supervisors attended the one-day training which took place on October 22 at a location outside of the GPPOL operation site, and away from emails and day-to-day work.

The purpose was to help the management team to refocus on the importance of teamwork in the workplace. Through team building activities during the training, the participants learnt the fundamentals of an effective team including effective communication, collaboration, trust building, conflict resolution, support for one another, creativity, listening and learning from others. Mohamed Azhaza Abdul Aziz

One employee highlighted that he came to know his other work colleagues better through this activity which is important for

collaborations in the work setting.

Another highlighted: "When there's effective communication within the team, there's a high chance of effective teamwork as well".

Yet another stated that "creativity is an important skill that everyone in the team must learn and develop; being creative helps develop ideas that improve work efficiency and effectiveness leading to problem solving and fulfilment.

Human Resources Manager Riby Tupiti said when employees communicate and collaborate, they improve employee performance, help resolve conflicts, and enhance respect for each other which lead to increased collaboration and team camaraderie and improved productivity.

Tupiti said Team GPPOL will continue to strive to build a stronger leadership team to lead the company forward.

## RAIL clocks 40 years of sugar production



*New Ireland Governor and then Prime Minister Sir Julius Chan (centre) with a delegation visiting the Ramu Sugar Estate during the commissioning of Sugar Factory in 1982*

**T**his year marked four decades of continued production and supply of PNG's finest quality sugar - Ramu Sugar – out of the majestic Gusap Estate in Ramu Valley.

Ramu Sugar is a household brand with a taste and quality that is close to the hearts of many loyal and patriotic consumers all across the country. Since its establishment in 1982, the Gusap factory has maintained a production capacity of 38, 000 tonnes of sweet sugar per day.

Ramu is PNG's only home-grown sugar and takes up 80-90% of the market share for both domestic and industrial uses. It is one of the agribusinesses of Ramu Agri-Industries Limited (RAIL) that provides food, employment and revenue; and adds to the government agenda of downstream processing and PNG manufacturing.

**Brief history ....** Sugar cane production in PNG had been considered since the earliest days of European settlement. The early German settlers in Rabaul had plans to establish a sugar cane industry but it wasn't until 1965 that the Government of PNG began to study the idea seriously. By 1975 enough information was collected

which showed that it would be possible to begin a sugar cane industry in PNG.

Gusap was shown to be an ideal site for this project, taking over what used to be wartime airfield for American and Australian bombers. As a result, the then Ramu Sugar Company was formed. The Government became the major shareholder along with many local and international investors.

In 1978 work began on the first commercial sugar plantation in PNG. The cane was first planted in May 1979 over a three hectare land. By July 1982, 6,000 hectares of sugar cane were under cultivation. A factory capable of processing 2,800 tonnes of sugar cane per day was ready. Roads, houses, service buildings and recreational facilities for the hundreds of full time workers were built. The production of Ramu Sugar began in mid 1982.

Today about 12,000 hectares of land is under cultivation. Meanwhile, cattle activities at Ramu took place in parallel, from 17,000 head in 1982 to 23,000 today. Oil palm planting commenced in 2004.



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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 are parasitoids, and how do they help with IPM?

A **biological control agent** is a natural enemy of a pest (e.g. a predatory or parasitic insect, or a pathogen such as a virus or fungi) that is used to control a pest in an integrated pest management (IPM) programme. An important approach for sugarcane IPM against the damaging stalk borers is through the use of parasitoids as biological control agents.

**Parasitoids** are insects (usually tiny wasps) whose larvae develop in or on other insects, which they eventually kill. In Ramu, there are two species of parasitoid wasps that are used to help control stalk borers *Sesamia grisea* and *Chilo terrellus*:

- ***Cotesia flavipes***, a larval parasitoid (the wasp lays its eggs in the larva of the stalk borers, thereby killing the pests in the larval stage)
- ***Pediobius fuscus***, a pupal parasitoid (the wasp lays its eggs in the pupa of the stalk borers, thereby killing the pupa and preventing emergence of adult moths)

Parasitized larvae and pupae are collected from the field and parasitoids are reared in the laboratory for release into the sugarcane fields to augment the parasitism levels in the stalk borers.



Left: A parasitized *Sesamia* pupa with emerged *Pediobius* wasps. Right: A large container holding several parasitized pupae and thousands of emerged *Pediobius* wasps which will be released into the fields as biocontrol agents.

## Supervisors learn generic enhancement skills



*GPPOL Group 2 participants of the Generic Supervisor Enhancement Training with trainer and NBPOL Academy Training Manager Guy Edwards*

Supervisors provide important links between the non-management workforce and the rest of the management. They can influence the morale, motivation and productivity of the employees they supervise; they can also serve as focal points for their teams' attitudes and values.

Fifty supervisors and senior clerks of Guadalcanal Plains Palm Oil Limited (GPPOL) in the Solomon Islands were fortunate to undergo a two-day Generic Supervisor Enhancement Training during November 7-8 (Group 1) and November 9-10 (Group 2), conducted by NBPOL's Ramu-based Academy Training Manager Guy Edwards.

The training which covered fundamental supervisory skills was well received by all who participated. It re-emphasized key skills, knowledge and discipline the workforce must develop to be effective in their roles as supervisors and leaders in their respective teams.

One of the trainees commented, the training reminded her that: "We are a team -

we have our values and the company's core values and we take risks; and we try our best. We learn from mistakes and respect each other in our working environment."

The training reminded the participants to improve on how they will interact with other colleagues and customers like contractors and suppliers. The opportunity helped them to realize one of the six winning mindsets of "customer first" into practice on how they treat and respond to customers who are work colleagues, other workers, customers and contractors.

The training helped them to realize the importance of their roles as leaders of their own teams and the links that they provide between workers and the senior management team. The training addressed the important 'soft skills' qualities required of an effective supervisor.

The GPPOL team acknowledges Edwards for taking his time out to be in the Solomons to deliver the program.

## RAIL launches campaign and awareness on 'Elimination of Violence Against Women' on-site



*RAIL has been a consistent advocate of the campaign against GBV*

The 16 Days of Activism against Gender-Based Violence is an international campaign that kicks off on November 25, the International Day for the Elimination of Violence against Women and Men, and runs until December 10. The annual campaign was initiated by Women's Global Leadership Institute in 1991.

Ramu Agri-Industries Limited (RAIL) has been a consistent advocate of this global campaign in commemorating the days with employees as a responsible and sustainable developer on the corporate front.

On November 30, the official campaign commenced at the Recreational Hall, Balus Hauslain, spearheaded by the RAIL Gender Committee.

The focus was to emphasis to both the employees and their dependents on the importance of the campaign and its relevance, both nationally and locally.

Alice Bailasi, a member of the RAIL Gender Committee emphasized during the event that 97% of victims of violence are females as opposed to the male population.

Acting Industrial Relations Manager Vachel Ulolo and RAIL Welfare Officer Fenebe Ibusubu reiterated on the workplace avenues on violence that employees can use to seek assistance and the procedures associated with them.

A highlight of the event was the presence of Kenneth Alutao, Officer-In-Charge of Family Sexual Violence Unit at Ramu Police, who stressed on recent amendments to relevant legislations related to Gender Based Violence.

The launch was the first part of an awareness series which featured in various sites within RAIL and Markham Farming Company Limited during the 16-day campaign.

## MBE promotes safety-walk initiative to identify hazards

Milne Bay Estates, through the Sustainability and Quality Management (SQM) Department, has sent out schedules to conduct safety-walks around the compounds, office work areas, estates and the mill.

Safety-walk, though not as formal as safety inspections, is a great way of identifying safety hazards. The SQM Team has itself maintained safety-walks with few areas of concern being identified.

The PIIRO Booklet has been used during safety-walks and hazards identified have been forwarded to respective site managers for corrective actions.

One of the improved safety performances noted to date is that MBE has a nil 'lost time injury' record and SQM wishes to maintain that for the rest of the year.

The support has been overwhelming and the company believes the safety-walk initiative has assisted in creating a safe and conducive working environment and everyone is safety conscious.



*A truck driver doing a safety check during a safety-walk at MBE recently*

## Monsoon season brings much rainfall to PNG

PNG is presently breathing a sigh of relief with the timely rainfalls, courtesy of the monsoon season, compounded by a prevailing La Niña condition. According to a Seasonal Climate Outlook (January-March 2023) released on December 6, the National Weather Service says the monsoon season is well established.

“The monsoon season for the country has been well established resulting in much, if not, all of the country receiving much needed rainfall for the past fortnight.

PNG is expected to see more wetter conditions in the interim however the rainfall forecast after January 2023 shows much wider spread of dryness across the country with highest rainfall deficiencies in parts of the New Guinea Islands.

Meanwhile, over the past six months, drought risk status showed that 11 provinces had faced severe droughts due to rainfall deficiencies - based on drought hazard, exposure and vulnerability - though no province reached extreme drought risk status before the return of rainfalls.



*Rainfall deficiencies at RAIL's Gusap had affected animal grazing in 2022*

## RAIL drives Pink October campaign for employees



*RAIL's SPL Team with their Head of Department Raheed Khan in pink during the Pink October Campaign at Ramu on October 28 2022*

Pink October is an important campaign platform to raise the awareness on breast cancer and also remember friends and family members who have fallen victims to this disease, says Sister Anne Julia of Ramu Agri-Industries Ltd (RAIL) Clinic.

“Breast cancer awareness is the first step towards preventing the disease from having an irreversible impact on one’s life,” Sister Julia told the staff of Tarangau Management Compound in Ramu.

A series of awareness was facilitated by RAIL Clinic, Sustainability Department, and a visiting team from University of Goroka's Nursing Faculty to commemorate this global event.

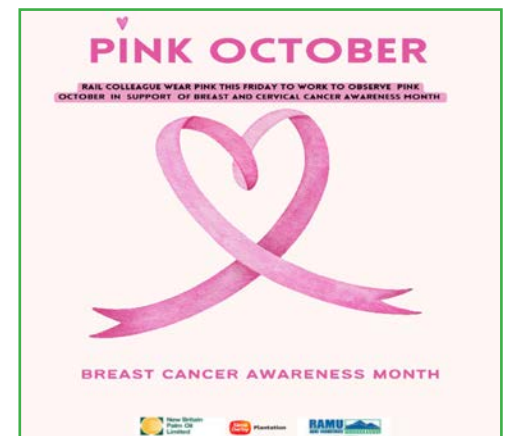
It was further emphasized that the Pink October campaign is also important to raise awareness on other forms of cancer which have had a steady growth in statistics in the past 10 years in PNG.

Globally, there are still major challenges but there has been a driven determination

by world bodies in increasing the awareness on breast cancer and raising the funds to research the causes, preventative measure, diagnosis, treatment and a cure for the disease.

RAIL Management has dedicated Friday October 28 for employees to wear pink attires to work to show the support and commemorate the significance of the month.

RAIL continues to commemorate internationally marked days to communicate and share important messaging to its workforce and the immediate stakeholders.



## NBIS students into public speaking competition



Winners of the NBIS Public Speaking Competition 2022

This term, the New Britain International School (NBIS) hosted its very first public speaking competition for its students. The competition was sponsored by the Ramu Sugar Marketing Dept in Lae and Spirit of West New Britain.

A huge thankyou to the very generous sponsors for donating great prizes and for shipping them to Mosa in WNB.



Year 3 - 1st Place  
Biandrah Mirio

NBIS Principal Gabriel Cooper said all of the classes, from Prep – Year Six, participated in public speaking activities across the term which accumulated in the winners (per grade) presenting their speeches to the school and community on Friday, November 11, 2022.

Cooper said the students wrote their own persuasive essays on a vast range of given topics from 'Technology in Papua New Guinea' to 'How different the world would be if animals could talk'.

"All the students presented their learnt speeches to an audience. The students' focus was on increasing skills in public speaking and presentation; and some aspects of the marking criteria included eye contact, body language and gestures, use of palm cards, clarity of speech, timing, use of language, research and structure," she said.

"At the end of the day, the real winners were all of the students who achieved and learnt new skills!"

## bulletin



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### Environment, Occupational Safety and Health

#### Working with One Another - Series 3

Series 3 of Working with One Another will discuss matters related to the environment, occupational safety, and health. As an employee, you are responsible for your own safety and for the safety of others by complying with the standards, rules and regulations in performing your duties. Below are the common scenarios of unsafe working conditions that may occur in the workplace.

<p>Failure to use appropriate Personal Protective Equipment (PPE) such as safety harnesses, safety glasses, safety helmets and earplugs</p>	<p>Flooring that has debris, or slippery substances like water or oil, that can create slip, trip or fall hazard</p>	<p>Using equipment or machinery that is not regularly maintained</p>
<p>Blocked safety exits</p>	<p>Electrical hazards that arise from poor maintenance or improper wiring</p>	<p>Going into confined spaces without proper preparation, training and authorisation</p>
<p>Store chemicals in undesignated areas/ Use chemical containers to store food</p>	<p>Texting while driving or using a mobile phone while handling machinery</p>	<p>Unergonomic sitting position or uncondusive workstation</p>

#### Learning Points/Note

If you encounter any of the scenarios above, you must immediately report the unsafe equipment and tools, hazardous conditions, and accidents to the Management. As an employee, you must create and maintain a safe working environment to prevent injury at the workplace.

**SAFETY TIPS**

- ✓ Always wear PPE
- ✓ Follow safety procedures
- ✓ Report unsafe conditions
- ✓ Intervene when you see unsafe act

For further details, please refer to the COBC Handbook or videos in SDP [SharePoint](#) and SDO Life-Saving Rules

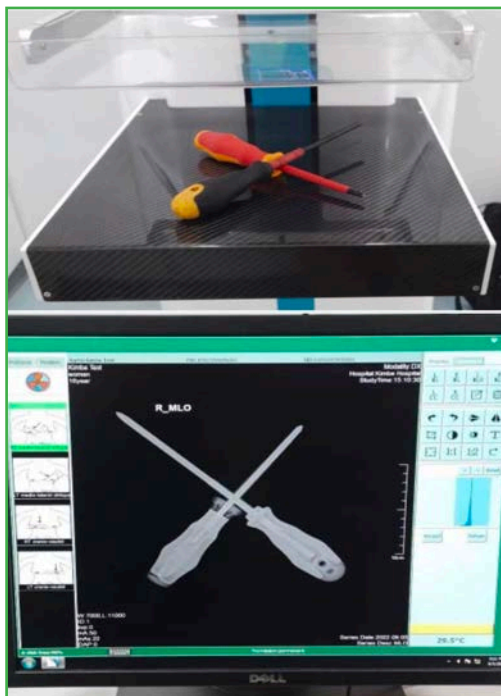
If you have further questions on environment, occupational safety, and health at the workplace, channel your queries to [cobc@simedarbyplantation.com](mailto:cobc@simedarbyplantation.com)

# Kimbe hospital finally receives mammogram system

Daughters and women will have better access to mammogram services, thanks to NBPOL-WEW for pulling together a mammoth project



NBPOL Community Projects Manager Steven Raphael (left) and WNBPHA Planning Director Paul Tokavai



Installation and testing of the Mammogram machine at Kimbe General Hospital



NBPOL-WEW Chairlady Ruth Jordan-Som (center) and WNBPHA Chairman Dr Mathias Supari (right)

The long wait for a specialized service in mammography for daughters and women in West New Britain has finally paid off with the arrival of a Digital Mammogram System in Kimbe this year.

A NBPOL-WEW (Women Empowering Women) led project since 2016, the much needed unit has been sourced through sweat and patience by a group of determined women led by Chairlady Ruth Jordan-Som.

A Mammogram Unit is an x-ray machine used by doctors to detect early signs of breast cancer.

Jordan-Som with some NBPOL-WEW Committee members were at Kimbe wharf to welcome the arrival of the Mammogram machine on its final leg from Lae. It was a memorable and moving moment as the team could not hold back their excitement

and tears as Kimbe Chief gracefully berthed on August 12 2022.

The machine was purchased in February 2020 but could not be delivered earlier due to Covid-19. In May 2022, NBPOL-WEW and the WNB Provincial Health Authority (WNBPHA) inspected the machine and its mammography suit or containerized facility in Port Moresby, at the premises of Mobo Pharmaceutical Ltd, the contractor which procured the machine.

Mobo installed the system at the Kimbe General Hospital on September 5 soon after shipment at a designated site prepared by NBPOL Construction. NBPOL built a roofing over the containerized unit and connected electricity, water and other important fittings.

On October 15, the National Department of Health (Standards & Accreditation) from

Port Moresby inspected and ensured the facility's compliance to national health standards. The 'go ahead' was given for the contractor to proceed with end-users training, a prerequisite for commissioning. This specialist training will be provided to WNBPHA in the coming months.

WNBPHA CEO Stanislaus Tao congratulated NBPOL-WEW, saying the authority was extremely delighted and grateful for the machine which will be an important resource in the overall context of the hospital's redevelopment.

The journey to acquire the mammogram machine is a family story and saw all walks of life participating to move this mammoth project, said Jordan-Som.

NBPOL-WEW has formed a working group to prepare for the commissioning and hand-over of the machine to WNBPHA.

PICTURES of the EDITION



NBPOL Technical Services Division Senior Manager, Will Unsworth, making a point during the 2022 Integrity Day commemoration in West New Britain on October 24



NBPOL Management Committee Members (MCM) pose for a group shot while attending one of the 2022 MCM meetings at Stanley Hotel in Port Moresby on November 10



Visiting scientist from Sugar Research Australia, Dr Kevin Powell, overseeing Ramu Research Services Entomology Technician, Stanley Patrom, in a collaborative sugarcane research trial at RAIL



With many still planning or already engaged during this festive period, a group of employees and their families in WNB gathered for the Diwali 'festival of lights' dinner at the New Mosa Club recently



Members of the PNG Community in Solomon Islands getting ready to put on a cultural performance during the GPPOL Day on Saturday November 12 2022



HOP SQM Manager, Benjamin Osa (right), presenting an ILG certificate to the Chairman and Secretary of Barunapa ILG at New Warisota Village in Popondetta, Northern Province