



The Niu Briten Drum

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Poliamba Jetty offers efficiency in loading



Poliamba has a slightly unique setup of palm oil storage and loading. Crude oil coming out of the mill is reserved in four tanks - three for CPO and one for PKO. These RSPO certified palm and kernel oils are delivered to the Kimbe Bulk Terminal on a quarterly basis for bulking before shipment to Europe. Stock levels at Poliamba are monitored weekly and once sufficient levels are reached, Sime

Darby Oils and NBPOL Procurement ensure they are transferred to West New Britain. Pictured above is a vessel loading both CPO and PKO at the Poliamba Jetty in June 2022. Oils were pumped from the storage tanks, next to the mill on-site, down to the jetty and onto a barge. The process is considered one of the efficient, safest and economical that has been in operations for many years.

Momentous occasion for new Village Oil Palm growers in Markham Valley



Ziffasing Village Oil Palm under Markham Farming Company Limited (MFCL) has held its first ever smallholders Field Day on September 2 2022. It was a momentous occasion for the Ziffasing community and NBPOL as new planting only commenced in October 2021.

MFCL Senior Plantation Manager Nache Seenivasan said the company will continue to engage with local stakeholders not only to maintain good working relations

but also to provide knowledge and expertise on best management practices, including compliance indicators. He encouraged everyone, both the existing Ziffasing VOP growers and others who are interested, to seek more from NBPOL.

Respective departments and sections within RAIL (Research and Development, VOP, SQM and Clinic) and MFCL Plantation participated with demonstration and awareness materials.

CEO's Message



Mohd Azlan Shah
CEO, NBPOL

As we are now well into the fourth quarter of 2022, it is appropriate that we review some of our achievements for the year, as well as our strategies for moving forwards into 2023 and beyond.

A milestone achievement in 2022 has been the improvements in the supply chain for Poliamba CPO sales. Due to the coastal features of New Ireland, neither NBPOL or previous management companies have been able to construct a jetty at Poliamba. This limited the size of ships that could access the site to transport oil internationally.

However, a very successful lab initiative to transfer CPO and PKO from Poliamba to Kimbe by barge has allowed us to greatly reduce the cost of exporting oil from PNG, while maintaining stringent RSPO supply chain requirements for our customers. I congratulate all team members involved in this transformative exercise.

As we look forward, we can see the three guiding principles of our future growth Sustainability, Operational Excellence, and Innovation.

In line with our **Sustainability** credentials we are focusing our expansion programs on the Markham Valley where grasslands allow us to develop oil palm without damaging forests or nationally significant biodiversity.

Our **Operational Excellence** is guided by the knowledge and experience of our teams throughout the operational and support departments. We will capitalise on the value of this expertise by identifying best practices from across our sites.

Thirdly, we will continue to **Innovate** and maximise the use of technology to ease workflows, particularly labour intensive tasks, and create time for greater analysis and use of data to improve our performance.

A great example of this has been the automation of the Daily Mill Production Report (DMPR) through Project Meta. Once again, I congratulate the team members involved with this initiative.

Through all of these, we will continue to collaborate with the National Governments of both PNG and Solomon Islands to ensure that national and corporate visions are aligned. This approach will achieve the best outcomes for employees, NBPOL, and national development aspirations.

With our remaining time in 2022, I urge all field and mill teams to maximise their time in the operations to ensure that we can achieve the best results possible.

Our yields in terms of FFB per hectare and Oil Extraction Ratios are critical in achieving a solid production of oil for our financial stability in these times of rising costs.

And finally, as we approach the end of the year, I remind all of our team members to cooperate in ensuring a safe and secure work and home environment. We all want to maximise our time at work, and nobody wants to see the aftermath of an incident resulting in injuries.

Reporting of hazards and near miss incidents through PIIRO forms should form part of every employee's workday to assist in avoiding future incidents.

Equally important, our security and asset protection teams are already preparing for the festive season to ensure that all employees and families can enjoy Christmas in safety and comfort.



Kumbango Mill and
Oil Refinery, WNB

NBPOL attends Sime Darby conference in Malaysia

ANBPOL delegation from PNG attended the '2022 SDP Upstream Managers Conference' in Selangor, Malaysia, during June 24-25.

The event presented an opportunity for NBPOL PNG to meet, greet and exchange conversations with Sime Darby Malaysia and other stakeholders. There was so much to take from booth setups to presentations during the event.

The delegation comprised NBPOL CEO, Head of Group Corporate Assurance, Head of Procurement, Head of Engineering and Mill Services, Chief Financial Officer, Group Technical Services Manager, Head of Transformation & Poliamba GM, Ramu Agri Industries GM and Plantation Senior Manager representative, Higaturu Oil Palm GM and Plantation Senior Manager representative, Milne Bay Estates GM, WNB Plantation Senior Manager representative, Head of Group Sustainability & Quality Management and a Sustainability Manager representative.

Sustainability Manager representative Zaralyn Yakopa made a presentation on 'NBPOL Challenges on Human Rights'.



NBPOL celebrates PNG's Independence Day in style



A Kiriwina group performing the famous Tapioka dance during PNG's 47th Independence celebrations at Milne Bay Estates on September 16

September 16 was Independence Day for PNG, and NBPOL joined the rest of the country in commemorating the 47th Anniversary. The operational sites organized their own programs which turned out to be sensational and fun-filled, enjoyed by employees, their families and local communities.

Among the highlights were speeches, parades and school marches, flag raising, traditional dances (singsings), sporting games, departmental challenges, music, cultural activities and awarding of prizes.

West New Britain observed the Independence Day at the Sir Brown Bai Stadium at Mosa, which also attracted the participation of Governor Hon Sasindran Muthuvel, Member for Talasea Hon Freddie Reu Kumai, and Member for Nakanai and Minister for Oil Palm Hon Francis Galia Maneke.

Ramu Agri Industries had theirs at the Balus Estate Soccer Field which also saw a parade by the local Police.

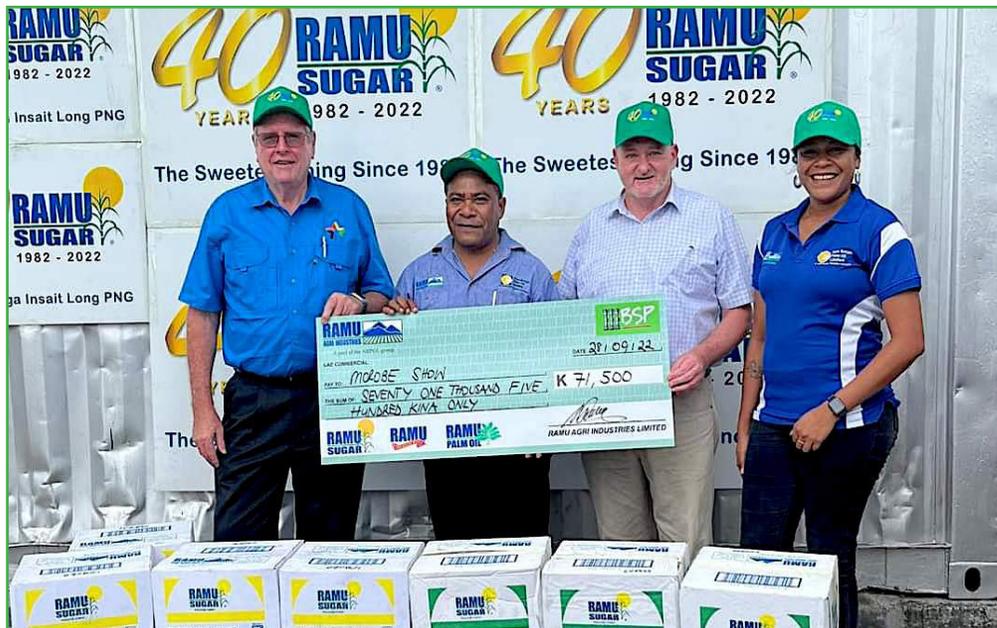
Milne Bay Estates (MBE) had a spectacular independence celebration over two days at Magisubu Oval, Giligili Estate. Similarly Poliamba organised a variety of activities including sports for staff and families.

Governor Muthuvel told the participants to have a reason to celebrate the independence. "Now is time to enforce accountability and transparency. The future is promising but needs collective effort to achieve a society that will positively impacts all our people," he said.

Hon Manake said the creation of Oil Palm Ministry is a way forward in life. He said the new Ministry will work closely with the industry for the benefit of the economy.

MBE HR Manager Eric Mesak called on those present to be proud in celebrating the day; not just in enjoying the event's celebrations but to really have a "reflection on how far we've come as a nation, how much we have achieved and where we can improve on".

RAIL backs Morobe Provincial Agriculture Show



(L) Show President Mike Quinn, RAIL Marketing Manager Harry Kaisa, Show Counsellor Bill Rannie and RAIL Marketing Assistant Jacqueline Eva Isoy

The spectacular Morobe Provincial Agricultural Show was back after two years of no show due to the corona virus pandemic. The annual event had thousands of women, men and children from all parts of PNG enjoying the show highlights during October 8-9 in the heart of Lae City.

Morobe Show is PNG's biggest community event that showcases a variety of agricultural, horticultural, livestock, commercial, industrial, educational and cultural activities and displays.

Ramu Agri Industries Ltd (RAIL) was delighted to be part of this year's show in a big way as a Blue-Ribbon Sponsor; as well as through displays and exhibits of its agri-businesses and related services. The two-day event was officially opened by Deputy Prime Minister and Lae Member of Parliament Hon John Rosso.

RAIL was crowned as the Champion Exhibitor for the 59th Morobe Show (2022), a feat demonstrating success in preparations, showcasing and engaging with the community with much value and interest.

The sponsorship went towards supporting some 60 traditional dancing (singsing) groups representing the diverse culture of PNG at the showgrounds.

The main NBPOL pavilion had displays of Ramu Oil Palm, Ramu Beef, Ramu Sugar and other services and processes which attracted a huge traffic to learn a thing or two.

Colourful displays were presented by the Oil Palm Team, Human Resource Team (Sugar), Research & Development Team (Sugar & Oil Palm), Sugar Production Team, Ramu Beef Team, Sustainability Team (Sugar) and Sales & Marketing Team.

The second stall was all for RAIL's Lae-based Sales & Marketing Department (Sugar) for its sales and merchandising.

Ramu Sugar also provided a Photo Booth for show-goers and customers to take pictures and walk away with printed copies as memories of RAIL at this year's show.



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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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POPA congratulates Government leaders



PM Hon J. Marape

DPM Hon J. Rosso

The Palm Oil Producers Association of Papua New Guinea (POPA) has congratulated Prime Minister Hon James Marape on his election to the top post for the 11th Parliament. Marape returned his Pangu Party led Government following the National General Elections in August.

POPA Chairman Robert Nilkare also congratulated Lae MP Hon John Rosso on his appointment as the Deputy Prime Minister.

Nilkare said oil palm is the most successful agriculture crop in PNG, generating over 50% of agricultural export earnings and providing direct income and livelihoods for over 700,000 rural households.

He added that the industry is also the single largest employer and contributes significantly to the national revenue base.

“We as an industry remain committed to continue supporting government agendas on sustainable agriculture, food production and job creation for economic growth and national development,” Nilkare said.

NBPOL and RAIL are members of POPA.

MBE engages in awareness on infrastructure

Milne Bay Estates (MBE) recently collaborated with the Department of Works (DoW) for an awareness drive on the reconstruction and maintenance of Kalo Bridge in the Yaneyanene Ward of Alotau District, Milne Bay Province.

The MBE team comprised Construction Manager Francis Solomon, Construction Safety Officer James Pinne, Vehicle Workshop Manager George Gwagem and Sustainability & Quality Management’s Social and Community Engagement Officer Jessica Iropu.

The meeting involved MBE, DoW, Contractor Miceys Carrier, and the locals.

The purpose was to make people become aware of the project, as it is right there in their area, and ensure they know the anticipated benefits to the community. It was also to get the views of the locals.

Solomon and Pinne talked about compliance aspects (social safety, environment and construction works).

Gwagem covered the road and safety aspects of the project whilst Provincial Works Manager Douglass Wura expounded on the scope of the project and opening and closing times of traffic.

The project is funded by MBE through the TAX Credit Scheme and implemented through DoW.

Wura added the project is expected to be completed within three months under normal weather conditions. He said currently the bridge can cater for only eight tonnes.

However the new infrastructure would handle over 44 tonnes; and an excess passage way for pedestrians will also be considered.

The community acknowledged the partners’ visit and the project initiative, and assured them of cooperation and care.

DoW also assured the community of open consultations in future for road works and bridges along the Magi Highway.



Representatives of MBE, Milne Bay Provincial Works Department and partners meeting with Yaneyanene community on infrastructure development

HOP presents ILG certificates to Oro landowners



Representatives of HOP and Provincial Lands Office with six ILG Chairmen during presentation of certificates at Serembe village in Sohe District, Oro

Higaturu Oil Palm (HOP) has presented 17 Incorporated Land Group certificates to landowners of mini estates in Oro Province.

This was by far the largest number of ILG certificates, under the current Land Groups Incorporated (amendment) Act 2009, delivered by HOP to customary landowners under its new oil palm mini estate development concept.

A total of 21 applications for Registration for Recognition as ILGs were lodged at the office of the Registrar of ILGs, Department of Lands and Physical Planning, between September 2018 and January 2019.

The 17 certificates were eventually issued in June 2022 after a delay due to compliance checks, missing files, changes in requirements and ongoing system outage. Eleven of these were for Poponedetta Urban District while six for Sohe.

The presentation and an ILG compliance awareness was organized by HOP Lands

Section and the landowner groups. In attendance were Oro Provincial (Customary) Lands Section, HOP and respective ward members.

The ILGs, now recognized as legal entities upon registration of their customary groups, can participate meaningfully in any economic development on their registered customary land.

ILG executives were advised to strictly comply with the Code of Conduct and other necessary compliance requirements under the Act. The awareness emphasized on the functions of ILG executives, as bounded by law, and the requirements.

Despite the long delay in the registration process, the customary land groups were excited to be amongst the first groups in the province to receive their certificates under the current ILG Act.

HOP also lodged five applications for re-registration for recognition as ILGs under the current Act in September 2021.

RAIL deploys iAuditor app for improved audit results

The application of iAuditor mobile app has enabled RAIL receiving one of the best RSPO audit results recently.

A cloud-based backup management system, iAuditor is one of the world's most popular inspection checklist apps developed by SafetyCulture.

RAIL's Sustainability Department currently uses this mobile app to digitize all elements of its RSPO Internal Audit process - from scheduling of audits to conducting inspections, capturing of issues, assigning actions, managing tasks to critical data analytics and reporting.

iAuditor has enhanced the RSPO Internal Audit process by allowing RAIL to capture consistent data, identify areas of improvement, share reports, leverage critical communication and enhance collaboration across different departments at RAIL.

The use of iAuditor contributed significantly to RAIL receiving one of the best audit results in its recently completed annual external RSPO audit where only one observation was received.



RAIL Internal Auditor Cindy Caleb conducting an audit at Gusap Estate

DAMI DIGEST

with Dr Marnie Light

How are pest population levels monitored for sugarcane IPM?

For integrated pest management (IPM), it is important to monitor pest population levels to know when to act and what approach to take in managing a particular pest (see the previous issue for more information on IPM).

In Ramu, the sugarcane estates are regularly surveyed for two major sugarcane borers, namely *Sesamia griseascens* (pink stalk borer) and *Scirpophaga excerptalis* (top shoot borer).

For *Sesamia*, a technique called “pheromone trapping” is useful for monitoring when the adult moths are the most prevalent. A small rubber “lure” is infused with the same pheromone chemicals that female *Sesamia* moths emit to attract male moths. The lure is placed inside a cardboard trap coated with a thin layer of sticky glue, and male moths get trapped when they are attracted to the pheromone that is gradually released from the lure.



Above: Adult moths of *Sesamia griseascens* (pink stalk borer). Below: Pheromone trap showing the orange rubber lure and two *Sesamia* moths caught in the trap.



Foot-and-mouth disease poses animal threat



Foot-and-mouth disease leads to reduced feed intake and a sharp drop in milk production can be seen in dairy cows. [Photo](#)

The impact of the current outbreak of Foot-and-mouth disease (FMD) in Indonesia is a cause for concern as it poses a threat to the PNG livestock industry.

FMD is a highly contagious animal disease that affects cattle, sheep, goats, pigs and other cloven-hoofed animals – both domesticated and wild.

Since Indonesia’s first case was reported in early May, almost 459,000 cases were detected; of which 4,720 animals were killed by the disease as of August 4.

While the Indonesian Government is aiming at getting the outbreak under control by the end of the year, largely through nationwide rollout of vaccinations, the outbreak has caused an estimated annual loss of US\$1.37bn to the economy.

The disease is caused by a virus with infections resulting in blisters (vesicular lesions) in and around the mouth and on the feet, making the animals reluctant to eat or move.

It is spread by infected animals when in contact with contaminated farming equipment, vehicles, clothing, and feed, and by domestic and wild predators.

PNG shares land and sea borders with Indonesia hence an incursion of the virus would have significant consequences on PNG’s animal health and trade.

This is so given that pig is a large part of PNG’s customary lifeline for social and economic needs while cattle, sheep and goats are considerably reared.

Australia and New Zealand, two nearby cattle producing nations, have stepped up their biosecurity measures against FMD. Australia estimates an economic loss of \$5-6 billion Aussie dollars for a small, contained outbreak of FMD.

NBPOL is presently the dominant local producer of cattle for over 50% of the domestic beef market. Ramu Beef has been monitoring the situation in Indonesia, Bali and Australia.

RAIL researchers co-author journal publication



RAIL Community Forestry champion participant, Andrew Sendi, of Ramu at a project site where he planted uphill (trees) for landscape restoration

In 2018 Ramu Agri Industries Limited's (RAIL) Sustainability & Quality Management Department went into partnership with Australia's University of Sunshine Coast to implement a series of 'community forestry research approaches' in select communities in Ramu and Markham.

Part of the research, supported by funding from the Australian Center for International Agricultural Research (ACIAR), was to identify opportunities in implementing global environmental initiatives at local level with modifications to accommodate site specific factors such as social organization, land tenure and gender.

However it was particularly challenging for forest restoration initiatives such as Forest Landscape Restoration (FLR), which require the cooperation and support of local communities and families.

The study was undertaken in three villages near the Ramu township, and aimed at improving the grassland landscape of the Ramu-Markham Valley through forest

restoration and simultaneously improving local livelihoods. The study findings highlighted the importance of establishment and understanding of a detailed context as an essential preliminary step in FLR implementation.

A paper out of this research, "What could forest landscape restoration look like in the Ramu-Markham Valley of Papua New Guinea?", dated September 1 2022, has been published with international journal 'Land Use Policy' under the prestige Netherlands based publishing platform, ELSEVIER.

This was again a capacity building opportunity and collaboration for RAIL-based Project Researcher Nathan Wampe who acknowledged the opportunity given by University of Sunshine Coast and ACIAR.

The findings of this study can inform approaches in FLR across the valley and in Papua New Guinea broadly.

[Click here for the full article.](#)

bulletin

GROUP COMPLIANCE ISSUE #17/2022

Harrasment and Violence at the Workplace

Working with One Another - Series 2

While Series 1 discussed physical and verbal harassment, Series 2 of Working with One Another will focus on non-verbal harassment.

What is non-verbal harassment?

Non-verbal harassment refers to instances of harassment wherein non-verbal communication is used as a medium of harassment. Some common examples of non-verbal harassment include unwelcome stares, sending unsolicited pictures or showing sexual photos, unwanted physical touch, displaying inappropriate messages and denying someone's presence.



Shown below are examples of scenarios of non-verbal harassment and how you should react when facing such situations.

Scenario 1



Mr G is an administrator of his department's WhatsApp group. The channel acts as a medium to communicate any matters or updates on staff, messages from the Management etc. One of his colleagues, Mr J, likes to share inappropriate messages such as jokes about races or religions, uses abusive text or graphic messages, and forwarding unverified information to the group. This creates an uncomfortable situation among members.



Learning Points/Note

- As an administrator, Mr G should personally reprimand Mr J about his behaviour. If he continues with his act, Mr G should consider removing Mr J from the group to maintain camaraderie and harmony in the group.
- Mr J should only share accurate and verified information to avoid spreading fake news.

Scenario 2

Ms E is a protégé at Estate MNO. She was invited to attend a Management Meeting together with her superiors and colleagues. During the meeting, she gave several recommendations that she felt could improve the operational process. Since Ms E is new in the Company, her superiors and colleagues did not acknowledge her suggestions.



Ms E was sad with the treatment she received and felt that she was being ignored.

Learning Points/Note

- Such situation should not have happened. We should always encourage others to give opinions and respect their suggestions regardless of their gender, position, experience, and race.
- If possible, Ms E should confront her superiors and colleagues to resolve the issue and seek their opinion on how to improve the situation. If the situation prolongs, she should report to support functions i.e. Chief Human Resources Officer (CHRO) or Whistleblowing Unit to resolve this matter as this could affect her mental health and work performance.

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



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

Mill cadets complete training at NBPOL Academy

Training emphasises importance of self-discipline, setting high standards, demonstrating appropriate behaviours and having a professional attitude.



NBPOL Training Manager Guy Edwards (center) with Graduate Engineering Mill Cadets on August 12 2022 after the completion of their three-month program at the NBPOL Management Training Academy at Ramu Agri Industries Ltd

Seven graduate engineers who joined the NBPOL Cadetship Program early this year have completed their three-month attachment at the NBPOL Management Training Academy at Ramu in August.

This 2022 batch of Graduate Engineering Mill Cadets were recent graduates of the PNG University of Technology (Unitech), who have now been assigned to the Erap Mill (MFCL), Numundo and Kumbango Mills (WNB), Sangara Mill (HOP) and Madang Copra Mill.

Besides the three months of classroom based training at the Academy, the group also completed 10 weeks of On-the Job Training (OJT) at the Gusap and Erap mills. They spent about five months in the Ramu and Markham valleys between March and August.

Training Manager Guy Edwards said the training program also included having visiting mill management trainers from several NBPOL sites.

“The cadets received classroom-based training on management, leadership, sustainability, building better teams, train the trainer, cost management, First Aid and HACCP awareness training,” said Edwards.

He said throughout the Academy Cadet training, there was strong emphasis on developing and understanding the importance of self-discipline, setting high standards, demonstrating appropriate management behaviors, being a good role model, and core to all this is having a professional attitude.

They will continue with their cadet OJT programs at their assigned mills under

the direction of their mill managers, following a Mill Cadet OJT Schedule.

Edwards added that while on OJT, the cadets are expected to receive meaningful and ongoing Coaching and Mentoring (C & M) from their managers, submit monthly Cadet OJT reports, C&M log sheets and mill station assignments. Finally, the cadets will need to present OJT research projects to a senior management panel.

“The cadets are monitored closely during the cadet OJT period and must submit monthly reports, monthly C&M log sheets and Mill Station Assignments, plus OJT research projects. Mill Managers managing the cadets during the OJT have a key responsibility to support, C&M and develop their cadet/s into competent and confident Shift Engineers / Shift Superintendents by the end of the Cadet Training Program,” Edwards said.

..... **September 2022 in PICTURES**



Bebere Field Supervisor Daniel Kumin (right) and a FFB Loader checking a load of loose fruits at Bebere Estate in West New Britain before its delivery to Mosa Mill on September 21 2022



RAIL R&D team (R-L) Head of Research Services Dr Marnie Light, Entomologist Lawrencia Kikitam, Sugar Agronomist Onsy Ure, Plant Pathologist Leka Tom and Oil Palm Agronomist John Palolen



MFCL Senior Plantation Manager Nache Seenivasan (right), Erap Estate Manager Andrew Less and Maralumi & Munum estates' Manager Subramaniam Karrupaiah at Maralumi Estate on September 15



The historic Boluminski Highway, which covers the entire stretch of mainland New Ireland on the East-Coast, from Kavieng in the North to Namatanai to the South, runs through Poliamba estates



Pollinator at Dami Oil Palm Research Services, Nigel Albert, seated on a palm sheath, ensuring control-pollination of a female flower at a Dami Seed Garden in West New Britain on September 20



Students of Waigani Primary School at Millne Bay Estates marching to the main arena for flag raising during Independence celebrations at Magisubu Oval, Giligili Estate, on September 16