



# New Britain Palm Oil Limited

## *Celebrating 50 years in Papua New Guinea*

May 2017 Annual PNGHRI National Conference  
Crowne Plaza, Port Moresby  
16-18 May 2016

Anthony Price  
Head, Human Resource  
NBPOL Group



# Introduction

## *PNG's largest private sector employer*

■ New Britain Palm Oil Limited (NBPOL) is a large scale, fully vertically integrated, industrial producer of sustainable palm oil, headquartered in PNG with operations in Solomon Islands, Indonesia, Singapore, Malaysia and the United Kingdom.

■ c. 25,000 employees in PNG of total 26,000 employees world-wide

■ NBPOL is now part of the Sime Darby group of companies with c.132,000 employees across 26

### Worldwide Locations



# NBPOL Group Operations

## Locations and Land Use

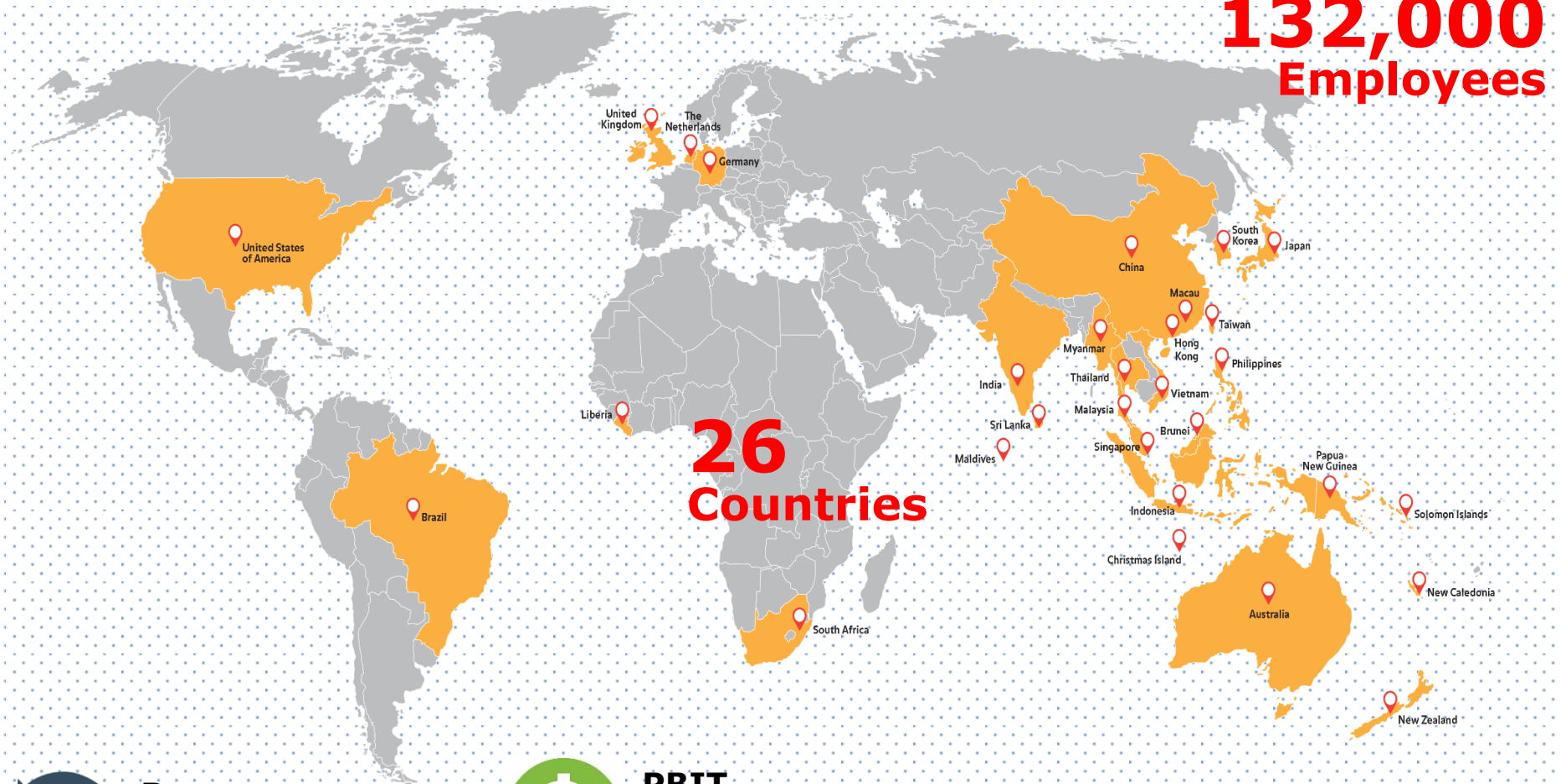


# Sime Darby Today



Plantation

**132,000**  
**Employees**



**26**  
**Countries**



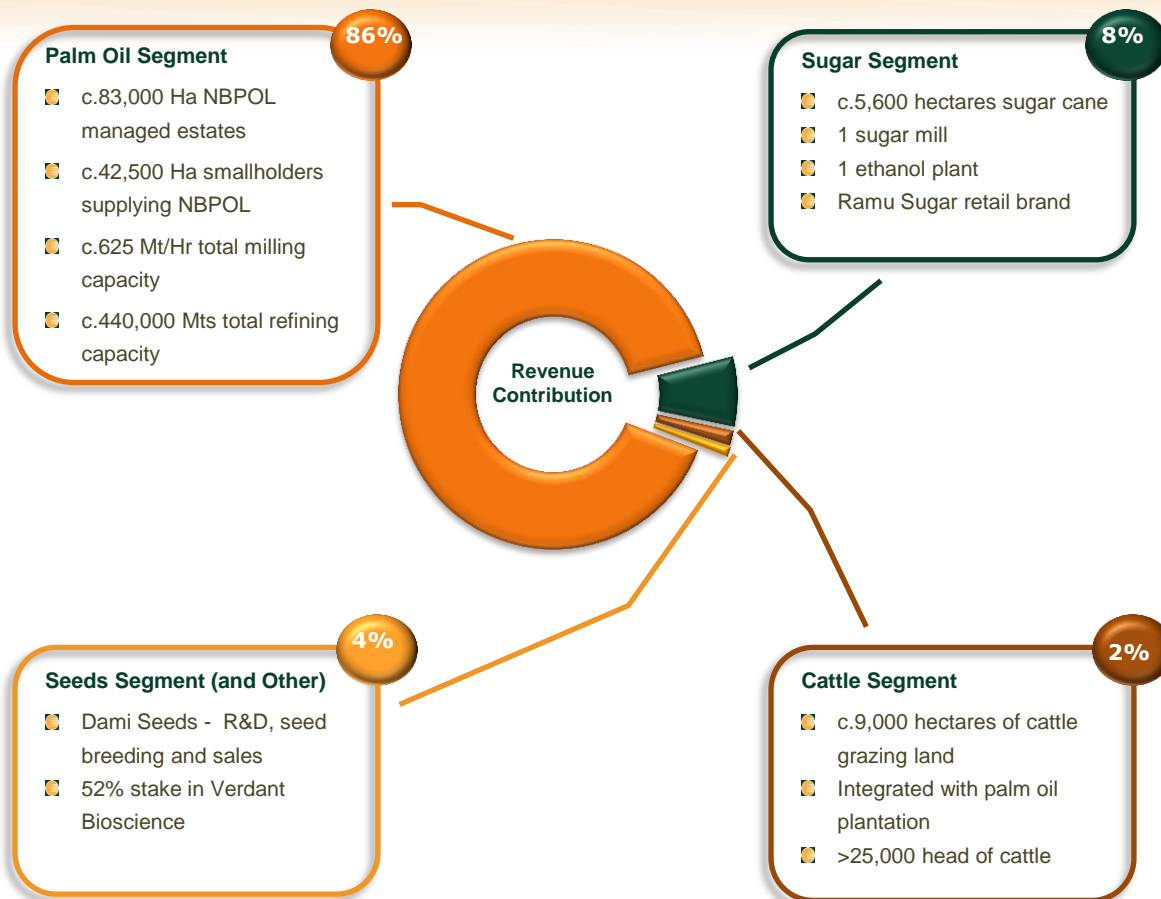
Revenue  
**USD 10B**



PBIT  
**USD 0.75B**

# NBPOL Group Operations

## Snapshot of NBPOL Group Today



### Palm Oil Segment

- c.83,000 Ha NBPOL managed estates
- c.42,500 Ha smallholders supplying NBPOL
- c.625 Mt/Hr total milling capacity
- c.440,000 Mts total refining capacity

### Sugar Segment

- c.5,600 hectares sugar cane
- 1 sugar mill
- 1 ethanol plant
- Ramu Sugar retail brand

### Seeds Segment (and Other)

- Dami Seeds - R&D, seed breeding and sales
- 52% stake in Verdant Bioscience

### Cattle Segment

- c.9,000 hectares of cattle grazing land
- Integrated with palm oil plantation
- >25,000 head of cattle



Total Land Bank  
**136,000 hectares**



FFB Production  
**2.27m metric tonnes**



CPO Production  
**503k metric tonnes**



PKO Production  
**54k metric tonnes**



Seed Sales  
**4.0m oil palm seeds**



Sugar Production  
**29k metric tonnes**



Beef Production  
**1.86m kilograms**

# Sustainable Agriculture

## Our Approach: Sustaining People, Planet and Prosperity

- Building 100% segregated, traceable and certified sustainable supply chains is core to our business philosophy
- Sustainability certification is not a 'cost of doing business' – rather a way to differentiate our business in a commoditised industry and satisfy customer requirements
- NBPOL has a long history of industry leadership and innovation in sustainable palm oil
- Active engagement with all stakeholder groups: employees, customary landowners, smallholders, community groups, customers/consumer groups, investors, Governments, NGOs
- Committed to achieving tangible objectives, not just policies – a 'Principle-to-Practice' approach

### NBPOL APPROACH TO SUSTAINABLE AGRICULTURE

#### Environmental Responsibility

- Breaking the link between palm oil expansion and deforestation
- Greenhouse gas (GHG) accountability
- Protect and conserve wildlife
- Pesticides use minimisation and chemical fertiliser
- Water accountability
- GMOs prohibition
- Peat land planting prohibition

#### Partnerships with Communities

- Free, Prior and Informed Consent (FPIC) of indigenous peoples and local communities
- Food security
- Effective conflict resolution
- Social conditions
- Workers' rights
- Support of palm oil smallholders

#### Corporate and Product Integrity

- RSPO certification and responsible supply chains
- Traceability
- Transparency and anti-corruption
- Report on Social, Labour and Environmental Performance

# Methane Capture & BioGas Power Plant - WNB

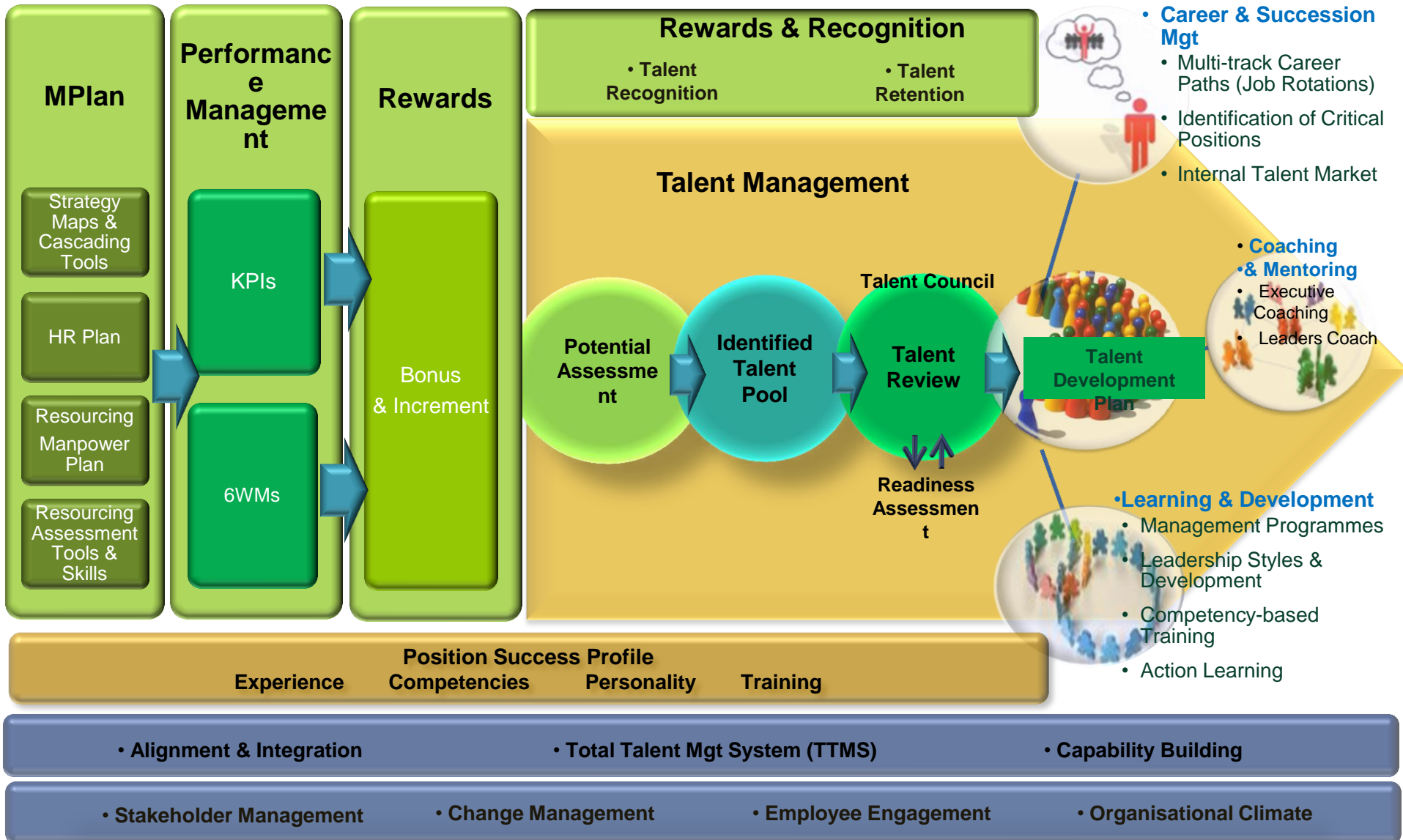


# Human Resources



## Talent & Performance Management Framework – Integrating Key Components

Plantation







Thank you!

