

# **National Interpretation of RSPO Principles and Criteria for Thailand**

*Working Draft*

**Roundtable on Sustainable Palm Oil  
Thailand National Interpretation Working Group  
(RSPO TH-NIWG)**

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***Thailand National Interpretation Working Group  
(TH-NIWG)***

## **Preamble**

The working draft of the Thailand National Interpretation (TH-NI) of the RSPO Principles and Criteria was developed based on the generic document on the Principles & Criteria for Sustainable Palm Oil (RSPO – P&C). This document shall be developed further into the final TH-NI document during the Thai National Interpretation Working Group (TH-NIWG) meetings which shall involve consultation with relevant stakeholders of the palm oil industry in Thailand.

This working draft also includes specific guidance for Thai smallholders (which includes independent smallholders and scheme smallholders). Smallholders are defined as farmers growing oil palm, sometimes along with subsistence production of other crops, where the family provides the majority of labour and the farm provides the principal source of income and where the planted area of oil palm is usually below 20 hectares in size, or 125 rai. Smallholders can be categorized into schemed smallholders and independent smallholders. Scheme smallholders are smallholders that have a contract or credit agreement with a mill or plantation, and the mill may manage and finance specific aspects of their smallholder's operations. Independent smallholders are those that are not bound by contract or agreement to any mill, are self-organized, self-managed and self-financed.

The working draft is available in both English and Thai languages. In case of any difference in meaning between the English and Thai versions, the final reference shall be the national interpretation in English.

**Principle 1: Commitment to Transparency**

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 1.1</b> Oil palm growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages &amp; forms to allow for effective participation in decision making.</p>	<p><b>IN 1.1.1</b> Records of requests and responses must be maintained.</p>		<p>Growers and millers should respond constructively and promptly to requests for information from stakeholders. See criterion 1.2 for requirements relating to publicly available documentation. See also criterion 6.2 relating to consultation.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers are to provide copies of the following information kept at the smallholders organisation:</p> <ul style="list-style-type: none"> <li>• Contract between scheme manager and smallholders (criteria 1.2)</li> <li>• Land titles/smallholders' user rights (2.2)</li> <li>• Training material in IPM and safe use of agrochemicals (4.6)</li> <li>• Health and safety plan (4.7)</li> <li>• Plans and impact assessments relating to environmental and social impacts (5.1, 6.1, 7.1, 7.3).</li> <li>• Pollution prevention plans (5.6)</li> <li>• Details of complaints and grievances (6.3)</li> <li>• Negotiation procedures (6.4).</li> <li>• Procedure for calculating prices, and for grading, FFB (6.10)</li> <li>• Up-to-date records of debts and repayments, charges and fees (6.10)</li> <li>• Continuous improvement plan (8.1)</li> </ul> <p>Independent smallholders should maintain copies of:</p> <ul style="list-style-type: none"> <li>▪ Land titles / smallholders' user rights (2.2)</li> <li>▪ Training materials pertaining to Good Agricultural Practices, IPM and safe use of agrochemicals (obtained from government or other organizations, if any)</li> </ul>

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			<ul style="list-style-type: none"> <li>▪ Up-to-date records of debts and repayments, charges and fees (6.10)</li> <li>▪ Documents or plans pertaining to improvement of quality, environment, social impacts and occupational health and safety, if any.</li> </ul> <p>Scheme and independent smallholders should be able to demonstrate that they respond constructively to requests for information from stakeholders.</p>
<p><b>Criterion 1.2</b> Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p>	<p><b>IN 1.2.1</b> Management documents relating to environmental, social and legal issues that are relevant to compliance with RSPO Criteria are made publicly available. These documents include, but are not necessarily limited to:-</p> <ul style="list-style-type: none"> <li>• Land titles / user rights (C2.2)</li> <li>• Safety and health plan (C4.7)</li> <li>• Plans and impact assessments relating to environmental and social impacts (C 5.1, 6.1, 7.1, 7.3)</li> <li>• Pollution prevention plans (C5.6)</li> <li>• Details of complaints and grievances (C 6.3)</li> <li>• Negotiation procedures (C6.4)</li> <li>• Continuous improvement plan (C 8.1)</li> </ul>		<p>Examples of commercially confidential information include financial data such as costs and income, and details relating to customers and/or suppliers. Data that affect personal privacy should also be confidential.</p> <p>Examples of information where disclosure could result in potential negative environmental or social outcomes include information on sites of rare species where disclosure could increase the risk of hunting or capture for trade, or sacred sites which a community wishes to maintain as private.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers should ensure that appropriate systems are in place for their organized smallholders to comply with the above. This may include ensuring smallholders make available the following information:</p> <ul style="list-style-type: none"> <li>• Evidence of legal ownership of the land or land-use rights</li> <li>• SEIA document and related monitoring reports are available at the smallholders' organisation</li> <li>• Documented evidence of organizational and social activities.</li> <li>• Appropriate Management Plans</li> </ul> <p>Independent smallholders should make documents</p>

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			available demonstrating their rights in land use such as land title, user rights, as well as any other documents pertaining to social, environmental or legal issues.

**Principle 2: Compliance with applicable laws and regulations**

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<p><b>Criterion 2.1</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>	<p><b>IN 2.1.1</b> Evidence of compliance with relevant legal requirements.</p>	<p><b>IN 2.1.2</b> A documented system, which includes written information on legal requirements, including assessment of status of compliance to legal requirements.</p> <p><b>IN 2.1.3</b> A mechanism for ensuring that they are implemented.</p> <p><b>IN 2.1.4</b> A system for tracking any changes in the law.</p>	<p>The systems used should be appropriate to the scale of the organisation. Relevant legislation includes, but is not limited to, regulations governing land tenure and land-use rights, labour, agricultural practices (e.g., chemical use), environment (e.g., wildlife laws, pollution, environmental management and forestry laws), storage, transportation and processing practices. It also includes laws made pursuant to a country's obligations under international laws or conventions (e.g. the Convention on Biodiversity, CBD). Furthermore, where countries have provisions to respect customary law, these must be taken into account. Key international laws and conventions are set out in Appendix 1, while Thai legal regulations are listed in Appendix 2.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers should ensure that their organized smallholders are aware of and comply with relevant legal requirements. These would require provision of information regarding relevant legal requirements to the participants or their appointed representatives. Independent smallholders should be aware of and comply with the relevant legal requirements.</p>

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<p><b>Criterion 2.2</b> The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.</p>	<p><b>IN 2.2.1</b> Documents showing legal ownership or lease and actual legal use of the land.</p> <p><b>IN 2.2.2</b> Growers must show that they comply with the terms of the land title.</p> <p><b>IN 2.2.3</b> Where there are, or have been, disputes, additional proof of legal acquisition of title and that fair compensation has been made to previous owners and occupants; and that these have been accepted with free prior and informed consent.</p>	<p><b>IN 2.2.4</b> Evidence that land boundaries are marked with boundary stones or other forms of demarcation in accordance with the land ownership permits, and these are visibly maintained. Maps of legal boundaries are also maintained.</p> <p><b>IN 2.2.5</b> Absence of significant land conflict, unless requirements for acceptable conflict resolution processes (criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p>	<p>For any conflict or dispute over the land, the extent of the disputed area should be mapped out in a participatory way. Where there is a conflict on the condition of land use as per land title, growers should show evidence that necessary action has been taken to resolve the conflict with relevant parties. Ensure a mechanism to solve the conflict (Criteria 6.3 and 6.4). All operations should cease on land planted beyond the legal boundary. Requirements for demarcation of land boundaries may differ according to the land ownership permit owned by the grower. Growers should comply with the terms for land boundary demarcation as defined in their land ownership permit.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should ensure that:</p> <ul style="list-style-type: none"> <li>• The members are able to show legal ownership of their land or land use rights</li> <li>• If such titles are yet to be issued the scheme management should show evidence of legal legitimacy of land allocated.</li> </ul> <p>The management should facilitate in processing/procuring land ownership for their participants. Independent smallholders can demonstrate rights to their land holdings and there is no evidence of major land disputes.</p>
<p><b>Criterion 2.3</b> Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.</p>	<p><b>IN 2.3.1</b> For any conflict or dispute over the land, the extent of the disputed area should be mapped out in a participatory way.</p>	<p><b>IN 2.3.2</b> Copies of negotiated agreements detailing process of consent (criteria 2.3, 7.5 and 7.6)</p>	<p>Where lands are encumbered by legal or customary rights, the grower must demonstrate that these rights are understood and are not being threatened or reduced. This criterion should be considered in conjunction with criteria 6.4, 7.5 and 7.6. Where customary rights areas are unclear these are best established through participatory mapping exercises involving affected and neighbouring communities.</p>

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			<p>This criterion allows for sales and negotiated agreements to compensate other users for lost benefits and/or relinquished rights. Negotiated agreements should be non-coercive and entered into voluntarily, carried out prior to new investments or operations and based on an open sharing of all relevant information in appropriate forms and languages, including assessments of impacts, proposed benefit sharing and legal arrangements. Communities must be permitted to seek legal counsel if they so choose. Communities must be represented through institutions or representatives of their own choosing, operating transparently and in open communication with other community members. Adequate time must be given for customary decision-making and iterative negotiations allowed for, where requested. Negotiated agreements should be binding on all parties and enforceable in the courts. Establishing certainty in land negotiations is of long-term benefit for all parties. For definition of 'customary rights', see definitions.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers can show that lands acquired for participants do not diminish legal or customary rights. Where other customary lands have been taken-over, there is documentary proof of transfer of rights (e.g. sale) or payment of agreed compensation. Independent smallholders can demonstrate rights to their landholdings. Where others' customary or legally owned land has been taken-over there is documentary proof of transfer of rights (e.g. sale) and of payment/ provision of agreed compensation.</p>



**Principle 3: Commitment to long-term economic and financial viability**

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<p><b>Criterion 3.1</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>	<p><b>IN 3.1.1</b> A documented business or management plan for minimum 3 years period.</p>	<p><b>IN 3.1.2</b> Annual replanting programme, where applicable, projected for a minimum of 5 years with yearly review.</p>	<p>Whilst it is recognised that long-term profitability is also affected by factors outside their direct control, top management must be able to demonstrate attention to economic and financial viability through long-term management planning. The business or management plan may contain:</p> <ul style="list-style-type: none"> <li>• Attention to quality of planting materials.</li> <li>• Crop projection = FFB yield trends.</li> <li>• Mill extraction rates = OER trends.</li> <li>• Cost of Production = cost per tonne of CPO trends.</li> <li>• Forecast prices.</li> <li>• Financial indicators.</li> <li>• Suggested calculation – trends in 3-year running mean over the last decade (FFB trends may need to allow for low yield during major replanting programmes).</li> </ul> <p>Growers should have a system to improve practices in line with new information and techniques</p> <p><b>Specific National Guidance for Smallholders:</b> Smallholders are required to have knowledge or obtain information on:</p> <ul style="list-style-type: none"> <li>• Estimation of FFB production</li> <li>• Access to new information and technology as well as market/price information</li> <li>• Factors affecting cost of production</li> <li>• Smallholder organizations should be involved in the calculation of debts and repayments, relevant agreement with bank, loan mechanism, etc.</li> <li>• Scheme smallholders receive training services from scheme manager in relation to the</li> </ul>

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			<p>management of plantation to optimize continuous productivity.</p> <p>For smallholder schemes, the scheme management will be expected to provide their members with latest information or new techniques for improvements to management practices.</p> <p>This criterion is not applicable to individual smallholders.</p>

**Principle 4: Use of appropriate best practices by growers and millers**

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<p><b>Criterion 4.1</b> Operating procedures are appropriately documented and consistently implemented and monitored.</p>	<p><b>IN 4.1.1</b> Standard Operating Procedures (SOP) for estates and mills are documented</p>	<p><b>IN 4.1.2</b> Records of monitoring of SOP implementation and actions taken are maintained.</p>	<p><b>Specific National Guidance for Smallholders:</b> For scheme smallholders, working practices should be consistent with documented procedures provided by scheme managers. SOP's are not required to independent smallholders.</p>
<p><b>Criterion 4.2</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		<p><b>IN 4.2.1</b> Records of fertilizer inputs are maintained (e.g. Type of fertilizer used, area applied, amount applied and dates of application)</p> <p><b>IN 4.2.2</b> Records of soil sampling conducted at least once and periodic leaf sampling and visual analysis to monitor changes in nutrient status.</p> <p><b>IN 4.2.3</b> Records of efforts to maintain and increase soil fertility (e.g. the use of fertilizer, legume cover crops, compost, and land applications of POME or EFB) based on the results of analysis carried out as in IN 4.2.2).</p>	<p>Long-term fertility depends on maintaining the structure, organic matter content, nutrient status and microbiological health of the soil. Managers should ensure that best agricultural practice is followed. Nutrient efficiency must take account of the age of plantations and soil conditions. Techniques for nutrient recycling may include land application of EFB, POME, palm residues after replanting.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers are able to demonstrate that the participants have an understanding of the techniques required to maintain soil fertility and that they are being implemented. Evidence of implementation can be in the form of: 1. Records of fertilizer application (e.g. Type of fertilizer used, area applied, amount applied and dates of application) 2. Records of EFB or POME application (if practiced) (e.g. Amount and location of EFB or POME application) Independent smallholders should be able to demonstrate that they have an understanding of the techniques required to maintain soil fertility and that these are being implemented.</p>

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<p><b>Criterion 4.3</b> Practices minimise and control erosion and degradation of soils.</p>	<p><b>IN 4.3.1</b> Maps of fragile soils must be available.</p> <p><b>IN 4.3.2</b> A management strategy should exist for plantings on slopes above a certain limit as defined by the plantation owner (needs to be soil and climate specific).</p>	<p><b>IN 4.3.3</b> Presence of road maintenance programme.</p> <p><b>IN 4.3.4</b> Subsidence of peat soils should be minimized under an effective and documented water management programme.</p> <p><b>IN 4.3.5</b> A management strategy should be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulfate soils)</p> <p><b>IN 4.3.6</b> Avoid or minimize bare or exposed soil within estates.</p>	<p>Techniques that minimise soil erosion are well-known and should be adopted, wherever appropriate. This may include practices such as ground cover management, biomass recycling, terracing, and natural regeneration or restoration instead of replanting.</p> <p>For existing plantings on peat, water table should be maintained at a mean of 60cm (within a range of 50-75cm) below ground surface through a network of appropriate water control structures e.g. weirs, sandbags, etc. in fields, and watergates at the discharge points of main drains (see also Criterion 4.4 and 7.4).</p> <p><b>Specific National Guidance for:</b> Both scheme smallholders and independent smallholders are not required to have maps of fragile soils developed, but they shall be able to demonstrate that they have an understanding of the techniques required to manage their soils and that they are being implemented. Evidence of techniques implemented by smallholders to control soil erosion should include, as a minimum:</p> <ul style="list-style-type: none"> <li>• Terracing or other conservation efforts for plantings on sloping terrains at or before replanting</li> <li>• Ground cover crops establishment during immature plantings</li> <li>• Proof of drainage system construction on peat and low lands</li> </ul>
<p><b>Criterion 4.4</b> Practices maintain the quality and availability of surface and ground water.</p>	<p><b>IN 4.4.1</b> Protection of water courses and wetlands, including maintaining and restoring</p>	<p><b>IN 4.4.3</b> An implemented water management plan.</p>	<p>Growers and millers should address the effects of their use of water and the effects of their activities on local water resources. The Water Management Plan may include:</p>

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	<p>appropriate riparian buffer zones.</p> <p><b>IN 4.4.2</b> Outgoing water into main natural waterways shall be monitored at a frequency that reflects the estates and mills current activities which may have negative impacts. This should include monitoring of levels of BOD, COD, SS, pH and Oil &amp; Grease.</p>	<p><b>IN 4.4.4</b> Monitoring of mill water use per tonne of FFB (e.g. m<sup>3</sup> of water used/ per tonne FFB processed).</p>	<ul style="list-style-type: none"> <li>• Taking account of the efficiency of use and renewability of sources.</li> <li>• Ensuring that the use of water does not result in adverse impacts on other users.</li> <li>• Avoiding contamination of surface and ground water through run-off of soil, nutrients or chemicals, or as a result of inadequate disposal of waste including POME.</li> <li>• Appropriate treatment of mill effluent and regular monitoring of discharge quality, which should be in compliance with national regulations.</li> </ul> <p>Mills should implement techniques to recycle wastewater produced. However, for any water discharged from the mill into natural waterways, water sampling and analysis shall be conducted and analysis results should comply with the wastewater standards as defined in the Notification on the Standard on Discharging of Wastewaters (ฉบับที่ ๓) พ.ศ. ๒๕๓๙ (เรื่อง กำหนดมาตรฐาน ควบคุมการระบายน้ำทิ้งจากแหล่งกำเนิด ประเภทโรงงานอุตสาหกรรมและนิคมอุตสาหกรรม) from the Ministry of Science and Technology.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme smallholders are not required to carry out water sampling and analysis, but scheme Managers should provide appropriate training for their participants on the importance of maintaining the quality and availability of surface and ground water and these are being implemented. Independent smallholders are not required to carry out water sampling and analysis, but should be able to demonstrate that they understand the need to maintain the quality and availability of surface and ground water and these are being implemented.</p>

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<p><b>Criterion 4.5</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p>	<p><b>IN 4.5.1</b> An IPM plan is documented and current.</p>	<p><b>IN 4.5.2</b> Monitoring extent of IPM implementation including training and records of areas where pesticides have been used.</p> <p><b>IN 4.5.3</b> Monitoring of pesticide toxicity units per hectare or per rai (active ingredient per hectare or per rai).</p>	<p>Growers should apply recognised IPM techniques, incorporating cultural, biological, mechanical or physical methods to minimise use of chemicals. Native species should be used in biological control wherever possible.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should provide training for their organized smallholders in IPM techniques and provide appropriate assistance on agrochemical application. Independent smallholders should be able to demonstrate adequate knowledge on IPM and are able to implement it.</p>
<p><b>Criterion 4.6</b> Agrochemicals are used in a way that does not endanger health or the environment. There is no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. Where agrochemicals are used that are categorised as World Health Organisation Type 1A or 1B, or are listed by the Stockholm or Rotterdam Conventions, growers are actively seeking to identify alternatives, and this is documented.</p>	<p><b>IN 4.6.1</b> Written justification in Standard Operating Procedures (SOP) of all agrochemicals use.</p> <p><b>IN 4.6.2</b> Records of pesticide use (including active ingredients used, area treated, amount applied per ha and number of applications).</p> <p><b>IN 4.6.3</b> Pesticides selected for use are those officially registered under the Hazardous Substances Act (2001).</p> <p><b>IN 4.6.4</b> Chemicals should only be applied by qualified persons</p>	<p><b>IN 4.6.10</b> Documentary evidence that use of chemicals categorized as World Health Organisation Type 1A or 1B, or listed by the Stockholm or Rotterdam Conventions, and paraquat, is reduced and/or eliminated.</p> <p><b>IN 4.6.11</b> Material Safety Data Sheets (MSDS) of hazardous chemicals are available.</p>	<p>Growers shall implement practices pertaining to the use of chemicals, provision of PPE and washing facilities to workers, records maintained and training of pesticide operators in accordance with the requirements of the Notification of Safety at Work in connection with Environmental Conditions (Chemical Substances) from the Interior Ministry, or the Notification of Safety at Work in connection with Hazardous Chemical from the Interior Ministry (B.E. 2534).</p> <p>(กำหนดหลักเกณฑ์และวิธีการตรวจสอบสุขภาพของลูกจ้าง และส่งผลการตรวจแก่พนักงานตรวจแรงงาน พ.ศ. ๒๕๔๑).</p> <p>Washing facilities for pesticide operators and equipment used in hazardous chemical applications should include wash basins, eye washer, and bathing area. The medical check up and surveillance of pesticide operator should be conducted by a registered doctor of Occupational Medicine.</p>

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	<p>who have received the necessary training and should always be applied in accordance with the product label.</p> <p><b>IN 4.6.5</b> Appropriate safety equipment must be provided and used.</p> <p><b>IN 4.6.6</b> Safe and appropriate storage and labeling of all chemicals as defined in the Manual for Storage of Chemicals and Hazardous Substances 2007 (Factories Department) and related requirements.</p> <p><b>IN 4.6.7</b> No work with pesticides for pregnant and breast-feeding women</p> <p><b>IN 4.6.8</b> Medical check up for new pesticide operators and specific annual medical surveillance for pesticide operators, and documented action to eliminate adverse effects.</p> <p><b>IN 4.6.9</b> Provision of washing facilities for pesticide operators and</p>		<p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should provide regular training to their organized smallholders on agrochemical use. The training should include but not necessary limited to</p> <ol style="list-style-type: none"> <li>1. Type of chemicals allowed to be used and precautions attached to their use</li> <li>2. Methods of application, safety usage and appropriate PPE to be used.</li> <li>3. Storage of chemicals and safe disposal of the empty containers.</li> <li>4. No chemical handling and spraying by pregnant woman</li> <li>5. Chemicals should only be applied following the product label.</li> </ol> <p>The scheme managers should maintain necessary records on agrochemicals provided to their participants and to monitor their use so as proper measures are adhered to minimize risk and impacts. Independent smallholders must be able to identify and justify chemical applications as well as adopt appropriate safety precautions.</p>

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	equipment used in hazardous chemical applications.		
<p><b>Criterion 4.7</b> An occupational health and safety plan is documented, effectively communicated and implemented.</p>	<p><b>IN 4.7.1</b> A health and safety policy, which is implemented and monitored.</p> <p><b>IN 4.7.2</b> All operations have been risk assessed and documented, and a documented procedure to control the hazards has been established.</p> <p><b>IN 4.7.3</b> Records should be kept of all accidents or occupational injuries and periodically reviewed. Suggested calculation: Lost Time Accident (LTA) rate.</p>	<p><b>IN 4.7.4</b> Records that all workers involved in the operations have been adequately trained in safe working practices (see also criterion 4.8).</p> <p><b>IN 4.7.5</b> The appropriate personal protective equipment (PPE) is used for each risk assessed operation.</p> <p><b>IN 4.7.6</b> Individuals responsible for occupational safety (Safety Official and Safety Committee) shall be identified.</p> <p><b>IN 4.7.7</b> There are records of regular meetings between the responsible person(s) and workers where concerns of all parties about health, safety and welfare are discussed. Records detailing the occurrence and issues raised should be kept.</p> <p><b>IN 4.7.8</b> Accident and emergency procedures should exist and</p>	<p>Growers and millers should ensure that the workplaces, machinery, equipment, transport and processes under their control are safe and without undue risk to health. Growers and millers should ensure that the chemical, physical and biological substances and agents under their control are without undue risk to health when appropriate measures are taken. A safe and healthy working environment should be provided for all workers whether they are employees or contractors. The health and safety plan should also reflect guidance in ILO Convention 184 (see Appendix 1). Growers should implement safe work practices pertaining to fire safety in accordance with the Notification on Safety at Work Related to Fire Prevention in the Workplace in Regard to Employee's Safety (เรื่อง การป้องกันและระงับอัคคีภัย ในสถานประกอบการเพื่อความปลอดภัยในการทำงาน สำหรับลูกจ้าง) from the Interior Ministry. In addition to the requirements mentioned in IN 4.7.10 to IN 4.7.12, fire safety should also cover the following aspects:</p> <ul style="list-style-type: none"> <li>▪ Annual testing of fire emergency response plan</li> <li>▪ Maintenance of fire-safety equipment conducted at least once every 6 months</li> <li>▪ Fire alarm is available and maintained monthly</li> <li>▪ Fire exits are available</li> </ul> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should implement a health and safety plan for their organized smallholders that include agrochemical use.</p>



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		<p>instructions should be clearly understood by all workers and be in the appropriate language of the workforce.</p> <p><b>IN 4.7.9</b> Appropriate fire-fighting equipment shall be made available.</p> <p><b>IN 4.7.10</b> Records that training in basic fire fighting is provided to at least 40 percent of employees.</p> <p><b>IN 4.7.11</b> Safe and appropriate storage of flammable chemicals.</p> <p><b>IN 4.7.12</b> Assigned operatives trained in First Aid should be present in both field and other operations.</p> <p><b>IN 4.7.13</b> First aid equipment should be available at worksites.</p> <p><b>IN 4.7.14</b> Appropriate medical personnel (doctors or nurses) should be available.</p> <p><b>IN 4.7.15</b> Workers shall be covered by</p>	<p>The management should keep records of all accident and review them periodically. If records are not easily available, the management has to show evidence of measures adopted to seek such records.</p> <p>For independent smallholders, a more informal approach to documentation and record keeping is acceptable, provided that they are able to identify and justify chemical applications and working practices for all workers are safe.</p>

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		accident and social insurance as required under the Workmen Compensation Fund Act (พ.ร.บ.เงินทดแทน).	
<b>Criterion 4.8</b> All staff, workers, smallholders and contractors are appropriately trained.	<b>IN 4.8.1</b> A formal training programme that includes regular assessment of training needs, documentation of the programme and records of training for each employee, including contractors, are kept.		<p>Training should be given to all staff and workers by growers and millers to enable them to fulfill their jobs and responsibilities in accordance with documented procedures, and in compliance with the requirements of these principles, criteria and guidance. Contractors should be selected for their ability to fulfill their jobs and responsibilities in accordance with documented procedures, and in compliance with the requirements of these principles, criteria and guidance.</p> <p><b>Specific National Guidance for Smallholders:</b> Workers on scheme smallholder plots are provided with relevant and adequate training and skills from the scheme manager, government agencies or other qualified bodies, and this is documented. For independent smallholders, training records are not required but smallholders can show that they have received necessary training relevant to their duties.</p>

**Principle 5: Environmental responsibility and conservation of natural resources and biodiversity**

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 5.1</b> Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.</p>	<p><b>IN 5.1.1</b> Environmental Impact Assessment (EIA), including evidence of stakeholder participation, conducted by mills or estates required to conduct EIA under The Enhancement and Conservation of National Environmental Quality Act (NEQA) 1992.</p> <p><b>IN 5.1.2</b> Documented environmental aspects and impacts risk assessment that is periodically reviewed and updated</p> <p><b>IN 5.1.3</b> Environmental improvement plan to mitigate the negative impacts and promote the positive ones, is developed, implemented and monitored.</p>		<p>The Enhancement and Conservation of National Environmental Quality Act (NEQA) 1992 from the Ministry of Science Technology and Energy includes Notification 2535, which prescribes Types and Sizes of Projects or Activities of Government Agencies, State Enterprises or Private Persons Required to Prepare an Environmental Impact Assessment Report (เรื่อง ก หนดประเภทและขนาดของโครงการหรือกิจการของส่วนราชการ รัฐวิสาหกิจ หรือเอกชนที่ต้องจัดทำ รายงานการวิเคราะห์ผลกระทบสิ่งแวดล้อม). The notification lists 29 types of projects required to conduct EIA in Thailand, which include irrigation, coastal reclamation, building in areas adjacent to rivers, lakes or beaches or in the vicinity of National Park or Historical Park, and all types of projects located at watershed areas. Growers and millers should have evidence of having checked with relevant authorities if their estate or mill is listed as one of these 29 projects, and if so, the EIA for their location has been conducted as required. Stakeholder participation is required in conducting the EIA. The EIA may only be performed a person or entity with the jurisdiction to do so as approved by Office of Natural Resources and Environmental Policy and Planning นิติบุคคลที่ได้รับอนุญาตจากสำนักงานนโยบายและแผนทรัพยากรธรรมชาติและสิ่งแวดล้อม (สผ.)</p> <p>The environmental aspects and impacts risk assessment may be a non-restrictive format e.g. ISO 14001 EMS and/or EIA report incorporating elements spelt out in this criterion and raised through stakeholder consultation. Documented management action plans addressing issues raised from the above impact assessment, which is monitored annually.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			<p>Environmental impacts may be identified on soil and water resources, air quality (see criterion 5.6), biodiversity and ecosystems, and people's amenity (see criterion 6.1 for social impacts), both on and off-site. It is important that where activities, techniques or operations change over time, identification of impacts, and any required mitigation, are updated as necessary.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers are responsible to undertake impact assessment of smallholder schemes and to plan and operate in accordance with the results. Independent smallholders are not required to undertake formal impact assessments but should have a good understanding of the potential negative impacts of their activities and appropriate mitigation techniques.</p>
<p><b>Criterion 5.2</b> The status of rare, threatened or endangered species and high conservation value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and their conservation taken into account in management plans and operations.</p>	<p><b>IN 5.2.1</b> Identification and assessment of high conservation value (HCV) habitats, such as rare and threatened ecosystems, as well as rare, endangered or threatened species (ERTs) within landholdings.</p> <p><b>IN 5.2.2</b> Management plan for conservation of HCV habitats and ERTs.</p>	<p><b>IN 5.2.3</b> Legal requirements relating to the protection of the species or habitat are met.</p> <p><b>IN 5.2.4</b> Damage to and deterioration of applicable habitats is avoided.</p> <p><b>IN 5.2.5</b> Evidence of efforts made to control any illegal or inappropriate hunting, fishing or collecting activities; and developing responsible measures to resolve human-</p>	<p>This information gathering should include checking available biological records and consultation with relevant government departments, research institutes and interested NGOs if appropriate. Depending on the biodiversity values that are present, and the level of available information, some additional field survey work may be required. Identify ERTs and establish their conservation status based on national and state conservation schedules; and should provide evidence of attempts to do likewise for immediate adjacent areas. Management plans to include areas for improvement. Where appropriate, the above activities to be conducted involving relevant stakeholders. Efforts to protect ERTs should be carried out in accordance with the requirements of the Wildlife</p>

Criterion	National Indicators		Guidance
	Major	Minor	
		wildlife conflicts	<p>Reservation and Protection Act BE. 2535 (1992). The Wildlife Reservations and Protection Act lists 15 endangered, rare or threatened species of animals for which hunting, breeding, possessing or trading is prohibited except when done for scientific research with permission from the Permanent Secretary of National Park, Wildlife and Plant Conservation. These animals include:</p> <ol style="list-style-type: none"> <li>1) White-eyed River – Martin (นกเจ้าฟ้าหญิงสิรินธร หรือนกตาพอง)</li> <li>2) Lesser One-Horned Javan Rhinoceros (แรด หรือแรดขาว)</li> <li>3) Asian Two- Horns or Sumatran Rhinoceros (กระซู่)</li> <li>4) Kuoprey or Kouproh (กูปรี หรือ โคไพร)</li> <li>5) Asiatic or Wild Water Buffalo (ควายป่า หรือมทิงสา)</li> <li>6) Brow-antlered Deer or Eld's Deer (ละอง หรือละมั่ง)</li> <li>7) Schomburkg 's Deer (สมันหรือเนื้อสมัน)</li> <li>8) Serow (เสียงผา หรือ กูร่า หรือโคร่า)</li> <li>9) Goral or Chinese Goral (กวางผา)</li> <li>10) Gurney 's Pitta (นกแก้วแล้วทองดำ)</li> <li>11) Grus antigone (นกกระเรียน)</li> <li>12) Marble Cat (แมวลายหินอ่อน)</li> <li>13) Asian or Malayan Tapir (สมเสร็จ)</li> <li>14) <a href="http://www.oknation.net/blog/antimals07.html">http://www.oknation.net/blog/antimals07.html</a></li> <li>Muntiacus feai (แก้งหม้อ)</li> <li>15) Dugong (พะยูนหรือหมูน้ำ)</li> </ol> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should compile information about the status of these aspects for their organized smallholders, as well as the associated mill and directly managed estate (if any). If ERTs or HCV habitats are present or potentially affected by the</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			<p>small holdings, appropriate measures should be employed to maintain or enhance them depending on the size of the scheme.</p> <p>Independent smallholders show a basic understanding of any applicable species or habitats, together with their conservation needs. If rare, threatened or endangered species or high conservation value habitats are present, appropriate measures for its conservation should be conducted.</p>
<p><b>Criterion 5.3</b> Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>	<p><b>IN 5.3.1</b> Documented identification of all waste products and sources of pollution</p> <p><b>IN 5.3.2</b> Having identified wastes, a waste management and disposal plan must be developed and implemented, to avoid or reduce pollution.</p>	<p><b>IN 5.3.3</b> Safe disposal of pesticide containers and other scheduled waste through licensed contractors.</p> <p><b>IN 5.3.4</b> Mill has obtained approval for waste disposal from the Factories Department, and implements methods of waste disposal in accordance with the approval received.</p> <p><b>IN 5.3.5</b> Mill maintains records of annual waste report, and report of any wastes kept more than 3 months, with evidence of submission to the Factories Department.</p> <p><b>IN 5.3.6</b> Evidence that crop residues / biomass are used, either for energy production at the mill or</p>	<p>The waste management and disposal plan should include measures for:</p> <ul style="list-style-type: none"> <li>• Identifying and monitoring sources of waste and pollution.</li> <li>• Improving the efficiency of resource utilisation and recycling potential wastes as nutrients or converting them into value-added products (e.g. through animal feeding programmes).</li> <li>• Appropriate disposal of hazardous chemicals and their containers. Surplus chemical containers should be disposed of or cleaned in an environmentally and socially responsible way (e.g. returned to the vendor or cleaned using a triple rinse method), such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to. Mills should comply with regulations for disposal of waste from factories as defined in the notification from the Industrial Ministry (เรื่อง การกำจัดสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้ว พ.ศ. ๒๕๔๘).</li> </ul> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers should develop and implement an appropriate plan for the management and disposal of waste from smallholdings including the safe disposal of pesticide containers. Scheme managers should</p>

Criterion	National Indicators		Guidance
	Major	Minor	
		<p>application at fields (Cross ref. C 4.2).</p> <p><b>IN 5.3.7</b> Evidence that wastewater produced from the mill is recycled.</p>	<p>encourage/ educate participants to use resources efficiently and apply reduce, reuse, recycle methods wherever feasible/possible</p> <p>Independent smallholders should adopt appropriate measures to dispose of hazardous chemicals and their containers. They should be able to explain measures to dispose hazardous chemicals and their containers in accordance to instruction labels as stated by the manufacturer.</p>
<p><b>Criterion 5.4</b> Efficiency of energy use and use of renewable energy is maximised.</p>		<p><b>IN 5.4.1</b> Monitoring of renewable energy use per tonne of CPO or palm product in the mill.</p> <p><b>IN 5.4.2</b> Monitoring of direct fossil fuel use per tonne of CPO (or FFB where the grower has no mill).</p> <p><b>IN 5.4.3</b> A plan to improve efficiency of energy use at the mill.</p>	<p>Growers and mills should assess the direct energy use of their operations, including fuel and electricity, and energy efficiency of their operations. This should include estimation of fuel use by contractors, including all transport and machinery operations. The feasibility of collecting and using biogas should be studied if possible.</p> <p><b>Specific National Guidance for Smallholders:</b> An appropriate guidance for improving the efficiency of energy use by scheme smallholders should be prepared by scheme manager. Not applicable to independent smallholders.</p>
<p><b>Criterion 5.5</b> Use of fire for waste disposal and for preparing land for replanting is avoided except in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>	<p><b>IN 5.5.1</b> Documented assessment where fire has been used for preparing land for replanting, which includes control measures to prevent the spread of fire to other areas.</p>	<p><b>IN 5.5.2</b> Use of fire on peat soils is avoided.</p>	<p>Fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimising the risk of severe pest and disease outbreaks, and with evidence that fire-use is carefully controlled.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should carry out training and provide extension support to their participants to avoid using fire for land preparation or open burning is not used except in accordance with ASEAN guidelines or other regional best practice. Independent smallholders should have an</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			understanding of potential environmental impacts of open burning and implement measures to reduce these impacts.
<p><b>Criterion 5.6</b> Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>	<p><b>IN 5.6.1</b> Evidence of identification of pollution and emissions sources at estates and mill.</p> <p><b>IN 5.6.2</b> Mill conducts monitoring and analysis of pollution and emission quality of the sources identified, which includes monitoring of levels of TSP, SO<sub>2</sub>, and NO<sub>x</sub> in air emissions.</p> <p><b>IN 5.6.3</b> A documented plan for reduction of pollution and emissions at estates and mill.</p>	<p><b>IN 5.6.4</b> Standard operating procedures to maintain and control production of pollutants at the mill.</p> <p><b>IN 5.6.5</b> The treatment methodology for POME is recorded.</p>	<p>Monitoring and analysis of pollution and emissions sources conducted by the mill should be conducted in accordance with the notification from the Industrial Ministry (เรื่อง กำหนดค่าปริมาณของสารเจือปนในอากาศ ที่ระบายออกจากโรงงาน พ.ศ. ๒๕๔๘).</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should include an assessment of all polluting activities by their participants and develop abatement plan to be implemented by the scheme smallholders. Not applicable to independent smallholders.</p>



**Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and mills**

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 6.1</b> Aspects of plantation and mill management, including replanting, that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.</p>	<p><b>IN 6.1.1</b> A documented social impact assessment including records of meetings, with evidence that the assessment has been done with the participation of affected parties.</p>	<p><b>IN 6.1.2</b> A management plan to mitigate and monitor negative social impacts and promote positive impacts is available, reviewed and updated as necessary.</p> <p><b>IN 6.1.3</b> Where the mill has scheme smallholders or outgrowers, particular attention is paid to the social impacts of these parties.</p>	<p>Identification of social impacts should be carried out by the grower with the participation of affected parties, including women and migrant workers as appropriate to the situation. Participation in this context means that affected parties are able to express their views through their own representative institutions, or freely chosen spokespersons, during the identification of impacts, reviewing findings and plans for mitigation, and monitoring the success of implemented plans. The involvement of independent experts should be sought where this is considered necessary to ensure that all impacts (both positive and negative) are identified.</p> <p>Potential social impacts may result from activities such as: building new roads, processing mills or other infrastructure; replanting with different crops or expansion of planting area; disposal of mill effluents; clearing of remaining natural vegetation; changes in employee numbers or employment terms. Plantation and mill management may have social impacts (positive or negative) on factors such as:</p> <ul style="list-style-type: none"> <li>• Access and use rights.</li> <li>• Economic livelihoods (e.g. paid employment) and working conditions.</li> <li>• Subsistence activities.</li> <li>• Cultural and religious values.</li> <li>• Health and education facilities.</li> <li>• Other community values, resulting from changes such as improved transport/communication or arrival of substantial migrant labour force.</li> </ul>

Criterion	National Indicators		Guidance
	Major	Minor	
			<p><b>Specific National Guidance for Smallholders:</b> Social impact assessments conducted by scheme managers should include the social impacts of their scheme smallholders. Independent smallholders should be able to explain social impacts of their operations and respond constructively to complaints, if any.</p>
<p><b>Criterion 6.2</b> There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>	<p><b>IN 6.2.1</b> Documented consultation and communication procedures.</p>	<p><b>IN 6.2.2</b> A nominated management official responsible for handling communications with other parties.</p> <p><b>IN 6.2.3</b> Maintenance of a list of stakeholders, records of all communication and records of actions taken in response to input from stakeholders.</p>	<p>Decisions that the growers or mills are planning to make should be made clear, so that local communities and other interested parties understand the purpose of the communication and/or consultation. Communication and consultation mechanisms should be designed in collaboration with local communities and other affected or interested parties. These should consider the use of existing local mechanisms and languages. Consideration should be given to the existence/formation of a multi-stakeholder forum. Communications should take into account differential access to information of women as compared to men, village leaders as compared to day laborers, new versus established community groups, and different ethnic groups. Consideration should be given to involving third parties, such as disinterested community groups, NGOs, or government (or a combination of these), to facilitate smallholder schemes and communities, and others as appropriate, in these communications.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers should provide the necessary mechanism and designate an officer for consultation and communication with participants/ representatives and other stakeholders and this should be documented. Independent smallholders are not required to have</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			documented procedures, but should be able to respond constructively to their respective stakeholders.
<p><b>Criterion 6.3</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.</p>	<p><b>IN 6.3.1</b> A documented and open system accepted by all parties (both internal and external), for dealing with complaints and grievances, which resolves disputes in an effective, timely and appropriate manner.</p>	<p><b>IN 6.3.2</b> Documentation of the process by which a dispute was resolved and the outcome.</p>	<p>Dispute resolution mechanisms should be established through open and consensual agreements with relevant affected parties. Grievances may be internal (employees) or external.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should provide the necessary mechanism to deal with complaints and grievances by their participants and other stakeholders and the outcome is open to affected parties. The management should actively seek to resolve the complaint and grievances within a reasonable period. Individual smallholders are not required to have a documented system, but must be able to show that they respond constructively to any issue or complaint.</p>
<p><b>Criterion 6.4</b> Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>	<p><b>IN 6.4.1</b> A procedure for identifying legal and customary rights and a procedure for identifying people entitled to compensation.</p>	<p><b>IN 6.4.2</b> A procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented. This takes into account gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities; differences in ethnic groups' proof of legal versus communal ownership of land.</p> <p><b>IN 6.4.3</b> The process and outcome of</p>	<p>This criterion should be considered in conjunction with Criterion 2.3 and the associated guidance.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should assist their smallholders in ensuring that they have acquired land in compliance with this criterion. If any land acquisition requires fair compensation, it should be dealt with through a documented system that includes respective parties involved and settlement details, if such provision is not available judicially. Independent smallholders can demonstrate that they have paid compensation to previous legal or customary rights-holders which were agreed upon by both parties through free, prior and informed consent.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
		any negotiated agreements and compensation claims is documented and made publicly available. This includes records of compensation payments made.	
<p><b>Criterion 6.5</b> Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>	<p><b>IN 6.5.1</b> Documentation of pay and conditions.</p>	<p><b>IN 6.5.2</b> Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g., working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc) are available in the languages understood by the workers or explained carefully to them by a management official.</p> <p><b>IN 6.5.3</b> Growers and millers provide adequate housing, water supplies, medical, educational and welfare amenities, where no such public facilities are available or accessible</p>	<p>Where temporary or migrant workers are employed, a special labour policy should be established. This labour policy would state the non discriminatory practices; no contract substitution; post arrival orientation program to focus especially on language, safety, labour laws, cultural practices etc; decent living conditions to be provided. Migrant workers are legalised, and a separate employment agreement should be drawn up to meet immigration requirements for foreign workers, and international standards. Deductions do not jeopardize a decent living wage. Forced labour is not used (see ILO conventions 29 and 105, Annex 1). Growers and millers should comply with the requirements of the Labour Protection Act 1998, and ensure that hired contractors also comply with this legal requirement.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should educate scheme smallholders on legal obligations in employing workers on their plot/land and scheme smallholders should comply with these legal obligations. Independent smallholders should comply with national legislation protecting workers' rights, pay and working conditions.</p>
<p><b>Criterion 6.6</b> The employer respects the right of all personnel to form and join trade unions</p>	<p><b>IN 6.6.1</b> A published statement in local languages recognizing freedom of association.</p>	<p><b>IN 6.6.2</b> Documented minutes of meetings with main trade unions or workers</p>	<p>The right of employees and contractors to form associations and bargain collectively with their employer should be respected, in accordance with Conventions 87 and 98 of the International Labour</p>

Criterion	National Indicators		Guidance
	Major	Minor	
of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.		representatives.	<p>Organisation. Labour laws and union agreements or in their absence, direct contracts of employment detailing payments and other conditions are available in the languages understood by the workers or explained carefully to them by a management official.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers must respect the right of participants to form and represent themselves through their own representative associations and / or trades unions and accept them as parties to participatory processes, consultations, communications and negotiations in the management of the scheme. Not applicable for independent smallholders.</p>
<p><b>Criterion 6.7</b> Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</p>	<p><b>IN 6.7.1</b> Documentary evidence that the minimum age requirement of 15 years old is met.</p> <p><b>IN 6.7.2</b> Records of report on employees aged between 15 to 18 years old which are sent to Labour Department are available as required by the Labour Protection Act B.E. 2541 (1998) and Child Protection Act B.E. 2546 (2003).</p>		<p>Growers and millers should clearly define the minimum working age, together with working hours, and this should be integrated in the company's policy. Only workers who are at least 15 years old may be employed, with the stated exception of family farms. Where workers between the ages of 15 to 18 years old are employed, the company shall make a report to the Labour Department or relevant authorities as required by law.</p> <p><b>Specific National Guidance for Smallholders:</b> For both scheme and independent smallholders, work by children is acceptable on self-managed family smallholdings, if under adult supervision and not disturbing their education and also in accordance with existing regulations.</p>
<p><b>Criterion 6.8</b> Any form of discrimination based on race, caste, national origin, religion,</p>	<p><b>IN 6.8.1</b> A publicly available equal opportunities policy including identification of relevant/</p>	<p><b>IN 6.8.2</b> Evidence that employees and groups including migrant workers have not been</p>	<p>The grievance procedures detailed in 6.3 applies. Positive discrimination to provide employment and benefits to specific communities is acceptable as part of negotiated agreements.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.	affected groups in the local environment.	discriminated against.	<p><b>Specific National Guidance for Smallholders:</b> Scheme managers must ensure that women, indigenous peoples and minorities participate in negotiating processes. Positive discrimination to provide employment and benefits to specific communities is acceptable as part of negotiated agreements. All stakeholders should participate in the negotiating processes. Independent smallholders need only comply with Indicator 6.8.2.</p>
<p><b>Criterion 6.9</b> A policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied.</p>	<p><b>IN 6.9.1</b> A policy on sexual harassment and violence and records of implementation.</p> <p><b>IN 6.9.2</b> A specific grievance mechanism is established and made accessible to all workers, including contractors</p>	<p><b>IN 6.9.3</b> A nominated representative or gender committee to address issues concerning workers is available.</p>	<p>There should be a clear policy developed in consultation with employees, contractors and other relevant stakeholders, and the policy should be publicly available. Progress in implementing the policy should be regularly monitored, and the results of monitoring activities should be recorded. A gender committee specifically to address areas of concern to women may be requested to comply with the criteria. This committee, to have representatives from all areas of work, will consider matters such as; trainings on women's rights, counselling for women affected by violence, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding. However, cases of discrimination against males may also occur, and these issues should also be taken into consideration.</p> <p><b>Specific National Guidance for Smallholders:</b> The policy of scheme managers should be made available and apply to scheme participants. Independent smallholders are to demonstrate that they</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			respect the reproductive rights of their workers. There should be evidence that female workers on smallholder farmers are able to bring up their grievances.
<p><b>Criterion 6.10</b> Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>	<p><b>IN 6.10.1</b> Pricing mechanisms for FFB and inputs/services shall be documented.</p>	<p><b>IN 6.10.2</b> Current and past prices paid for FFB shall be displayed or made publicly available.</p> <p><b>IN 6.10.3</b> Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> <p><b>IN 6.10.4</b> Agreed payments to parties with contractual agreements with the mill or estate shall be made in a timely manner.</p>	<p>Transactions with smallholders should consider issues such as the role of middle men, transport and storage of FFB, quality and grading. The need to recycle the nutrients in FFB (under 4.2) should also be considered; where it is not practicable to recycle wastes to smallholders, compensation for the value of the nutrients exported might be made via the FFB price.</p> <p>The need for a fair and transparent pricing mechanism is particularly important for outgrowers, who are contractually obliged to sell all FFB to a particular mill. If mills require smallholders to change practices to meet the RSPO criteria, consideration must be given to the costs of such changes, and the possibility of advance payments for FFB could be considered.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers must ensure they are transparent and deal fairly with scheme smallholders and other local businesses, by complying with Criteria 6.10. Scheme and independent smallholders must have access to the grievance procedure under criterion 6.3, if they consider that they are not receiving a fair price for FFB, whether or not middle men are involved. Contracts made should be understood by all involved parties, fair, legal and transparent and all costs, fees and levies are explained and agreed in advance.</p>
<p><b>Criterion 6.11</b> Growers and millers contribute to local sustainable development wherever appropriate.</p>		<p><b>IN 6.11.1</b> Demonstrable contributions to local development that are based on the results of consultation with local</p>	<p>Contributions to local development should be based on the results of consultation with local communities. See also criterion 6.2. Such consultation should be based on the principles of transparency, openness and participation, and should encourage communities to</p>

Criterion	National Indicators		Guidance
	Major	Minor	
		communities.	<p>identify their own priorities and needs, including the different needs of men and women. Where candidates for employment are of equal merit, preference should always be given to members of local communities. Positive discrimination should not be recognized as conflicting with Criterion 6.8.</p> <p><b>Specific National Guidance for Smallholders:</b> For scheme smallholders, contributions to local development should be based on the results of consultation with local communities, depending on the scale of the organization. Not applicable to independent smallholders.</p>



**Principle 7: Responsible development of new plantings**

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 7.1</b> A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</p>	<p><b>IN 7.1.1</b> A social and environmental impact assessment (SEIA), undertaken through a participatory methodology including external stakeholder groups.</p> <p><b>IN 7.1.2</b> The results of the SEIA to be incorporated into an appropriate management plan and operational procedures developed, implemented, monitored and reviewed.</p>	<p><b>IN 7.1.3</b> The social and environmental impact assessment shall also consider impacts of outgrower and smallholder schemes, if applicable.</p>	<p>For mills or estates required to conduct an EIA under the Enhancement and Conservation of National Environmental Quality Act (NEQA) 1992, this EIA may be integrated into social and environmental impact assessment required under indicator 7.1.1. See also criteria 5.1 and 6.1. The SEIA may be carried out internally or by independent experts with the necessary competency and expertise to conduct the assessment. Evidence of competency shall be maintained. A participatory methodology including external stakeholder groups is essential to the identification of impacts, particularly social impacts. Stakeholders such as local communities, government departments and NGOs should be involved, through the use of interviews and meetings, and by reviewing findings and plans for mitigation.</p> <p>The potential impacts of all major proposed activities should be assessed prior to development. The assessment should include, in no order of preference, as a minimum:</p> <ul style="list-style-type: none"> <li>• Assessment of the impacts of all major planned activities, including planting, mill operations, roads and other infrastructure.</li> <li>• Assessment, including stakeholder consultation, of High Conservation Values (see criterion 7.3) that could be negatively affected.</li> <li>• Assessment of potential effects on adjacent natural ecosystems of planned developments, including whether development or expansion will increase pressure on nearby natural ecosystems.</li> </ul>

Criterion	National Indicators		Guidance
	Major	Minor	
			<ul style="list-style-type: none"> <li>• Identification of watercourses and assessment of potential effects on hydrology by planned developments. Measures should be planned and implemented to maintain the quantity and quality of water resources.</li> <li>• Baseline soil surveys and topographic information, including the identification of marginal and fragile soils, areas prone to erosion and slopes unsuitable for planting.</li> <li>• Analysis of type of land to be used (forest, degraded forest, cleared land).</li> <li>• Analysis of land ownership and user rights.</li> <li>• Analysis of current land use patterns.</li> <li>• Assessment of potential social impact on surrounding communities of a plantation, including an analysis of differential effect on women versus men, ethnic communities, migrant versus long-term residents.</li> </ul> <p>Assessment of above and below ground carbon storage is important but beyond the scope of an EIA.</p> <p>Plans and field operations should be developed and implemented to incorporate the results of the assessment. One potential outcome of the assessment process is that the development should not proceed, because of the magnitude of potential impacts.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers should be responsible to carry out the SEIA for scheme smallholders. Scheme smallholders should be aware of the social and environmental impacts of their operations as identified in the SEIA, and actively implement plans for its management.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			For independent smallholders, in planning and acquiring new holdings, must identify and consult prior occupants and land users and ensure that proposed new plantings take into consideration relevant RSPO P&C.
<p><b>Criterion 7.2</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>	<p><b>IN 7.2.1</b> Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation should be available.</p>	<p><b>IN 7.2.2</b> Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure should be available.</p> <p><b>IN 7.2.3</b> Results of soil surveys and topographic information are incorporated into operational plans for establishment of new plantings.</p>	<p>These activities may be linked to the SEIA (7.1) but need not be done by independent experts. Soil suitability maps or soil surveys should be appropriate to the scale of operation and should include information on soil types, topography, rooting depth, moisture availability, stoniness, fertility and long-term soil sustainability. Soils unsuitable for planting or those requiring special treatment should be identified. This information should be used to plan planting programmes, etc. Measures should be planned to minimise erosion through appropriate use of heavy machinery, terracing on slopes, appropriate road construction, rapid establishment of cover, protection of riverbanks, etc.</p> <p><b>Specific National Guidance for Smallholders:</b> For scheme managers, soil surveys should be conducted for scheme smallholders and these should be adequate to establish the long-term suitability of land for oil palm cultivation. Soil suitability maps or soil surveys should be appropriate to the scale of operation. Information on soils may be collected and provided by scheme management or the mill that purchases the scheme's FFB. Soils unsuitable for planting or those requiring special treatment should be identified. Scheme managers must ensure that they apply the same procedures required for mills and new estates to all schemes. These activities may be linked to the</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			SEIA (7.1) but need not be done by independent experts. Assessing soil suitability is also important for smallholders, particularly where there are significant numbers operating in a particular location. Information may be collected and provided by the relevant government agencies or the mill that purchases FFB from individual smallholders.
<p><b>Criterion 7.3</b> New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>	<p><b>IN 7.3.1</b> An HCV assessment, including stakeholder consultation, is conducted prior to any conversion.</p>	<p><b>IN 7.3.2</b> Dates of land preparation and commencement are recorded.</p>	<p>This activity could be integrated with the SEIA required by 7.1. This criterion applies to forests and other vegetation types. This applies irrespective of any changes in land ownership or farm management that have taken place after this date. High Conservation Values (HCVs) may be identified in restricted areas of a landholding, and in such cases new plantings can be planned to allow the HCVs to be maintained or enhanced. The HCV assessment process requires appropriate training and expertise, and must include consultation with local communities, particularly for identifying social HCVs. HCV assessments should be conducted according to the National Interpretation of the HCV criteria or according to the Global HCV Toolkit if a National Interpretation is not available [see Definitions]. Development should actively seek to utilise previously cleared and/or degraded land. Plantation development should not put indirect pressure on forests through the use of all available agricultural land in an area. Where landscape level HCV maps have been developed, these should be taken into account in project planning, whether or not such maps form part of government land use plans. For definition of 'High Conservation Values', see</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			<p>definitions.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should assist their scheme smallholders in identifying HCV areas within their smallholdings. Scheme smallholders and individual smallholders should be aware of HCV areas located within their smallholding and should be able to show that no new plantings have been established on primary forests and land with high conservation value. Independent smallholders should consult relevant authorized agencies or other organizations to obtain information on HCV in or around their lands.</p>
<p><b>Criterion 7.4</b> Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.</p>		<p><b>IN 7.4.1</b> Maps identifying marginal and fragile soils, including excessive gradients and peat soils, should be available.</p> <p><b>IN 7.4.2</b> Where limited planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.</p>	<p>This activity may be integrated with the SEIA required by 7.1. Planting on extensive areas of peat soils and other fragile soils should be avoided (see also Criterion 4.3). Fragile or marginal soils in this case mainly include steep slopes, sandy soils, and peat soils. Adverse impacts may include increased erosion, hydrological risks or significantly increased risks (e.g. fire risk) in areas outside the plantation. (Criterion 5.5).</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should avoid establishing new plantings on steep terrain and/or on marginal and fragile soils. If it's the only source of livelihood, it should be developed with the use of appropriate conservation measures through the guidance of the scheme management. Independent smallholders must not establish new plantings on steep terrain and/or on marginal and fragile soils. If it's the only source of livelihood, it should be developed with the use of appropriate conservation measures.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 7.5</b> No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>	<p><b>IN 7.5.1</b> Social and environmental impact assessment document which include analysis of both positive and negative environmental and social impacts, and made with the participation of affected parties with records of participation. (This activity should be integrated with the SEIA required by 7.1.)</p> <p><b>IN 7.5.2</b> Documented programs or meetings with local communities and other stakeholders to communicate plans for new plantings and obtain stakeholder feedback.</p> <p><b>IN 7.5.3</b> Documented proof of transfer of rights and non-coerced agreement from affected local communities, where customary land has been acquired.</p>	<p><b>IN 7.5.4</b> Maps showing areas of relinquished rights.</p>	<p>Where new plantings are considered to be acceptable, management plans and operations should maintain sacred sites. Agreements with indigenous peoples, local communities and other stakeholders should be made without coercion or other undue influence (see guidance for 2.3). Evidence may be in the form of letter of agreement from indigenous people and local communities, which is acknowledged or approved by the head of indigenous people/ village head or in accordance with local regulations. Relevant stakeholders include those affected by or concerned with the new plantings.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme managers can show that lands acquired for participants do not diminish legal or customary rights. Where other customary lands have been taken-over, there is documentary proof of transfer of rights (e.g. sale) or payment of agreed compensation. Independent smallholders can demonstrate rights to their landholdings. Where others' customary or legally owned land has been taken-over there is documentary proof of transfer of rights (e.g. sale) and of payment or provision of agreed compensation.</p>
<p><b>Criterion 7.6</b> Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent</p>	<p><b>IN 7.6.1</b> Documented identification and assessment of legal and customary rights (This activity should be integrated with the SEIA required by 7.1).</p>	<p><b>IN 7.6.4</b> Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>	<p>Local communities have rights to appoint their own representatives and this process is documented. Refer also to 2.2, 2.3 and 6.4 and associated guidance. This requirement includes indigenous peoples.</p>

Criterion	National Indicators		Guidance
	Major	Minor	
and negotiated agreements.	<p><b>IN 7.6.2</b> Establishment of a system for identifying people entitled to compensation, as well as a system for calculating and distributing fair compensation (monetary or otherwise).</p> <p><b>IN 7.6.3</b> The process and outcome of any compensation claims should be documented and made publicly available.</p>		<p><b>Specific National Guidance for Smallholders:</b> Refer to guidance stated in Criteria 6.4.</p>
<p><b>Criterion 7.7</b> Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>	<p><b>IN 7.7.1</b> Documented assessment where fire has been used for preparing land for planting. This activity should be integrated with the SEIA required by 7.1.</p> <p><b>IN 7.7.2</b> Evidence of approval of controlled burning as specified in ASEAN guidelines or other regional best practice.</p>	<p><b>IN 7.7.3</b> Records of trainings on the use of fire and control measures used to prevent spread of fire.</p>	<p>Fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimising the risk of severe pest and disease outbreaks, and with evidence that fire-use is carefully controlled. Extension/training programmes for smallholders may be necessary.</p> <p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should ensure fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimizing the risk of severe pest and disease outbreaks during the preparation of new plantings, and with evidence that fire-use is carefully controlled. Where such use of fire may be acceptable, for example through reference to 'Guidelines for the implementation of the ASEAN policy on zero burning', or comparable guidelines in other locations. Independent smallholders should have an understanding of the potential environmental and</p>

Criterion	National Indicators		Guidance
	Major	Minor	
			safety impacts of use of fire during preparation of new plantings, and have measures in place to control spread of fire. Training and education to independent smallholders should be facilitated by relevant organizations.



**Principle 8: Commitment to continuous improvement in key areas of activity**

Criterion	National Indicators		Guidance
	Major	Minor	
<p><b>Criterion 8.1</b> Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.</p>	<p><b>IN 8.1.1</b> Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations. As a minimum, these must include, but not necessarily be limited to:</p> <ul style="list-style-type: none"> <li>• Reduction in use of certain chemicals (criterion 4.6).</li> <li>• Occupational Safety &amp; Health (CR 4.7)</li> <li>• Environmental impacts (criterion 5.1).</li> <li>• Waste reduction (criterion 5.3).</li> <li>• Pollution and emissions (criterion 5.6).</li> <li>• Social impacts (6.1).</li> </ul>		<p><b>Specific National Guidance for Smallholders:</b> Scheme Managers should develop an action plan for continual improvement in a participatory manner with their organized smallholder representatives, based on consideration of the main social and environmental impacts and opportunities for improvement. Independent smallholders should be aware of the need to understand the importance of continuous improvement. For smallholders, there should be systematic guidance and training for continuous improvement.</p>

## Definitions

**Customary rights:** Patterns of long standing community land and resource usage in accordance with indigenous peoples' customary laws, values, customs and traditions, including seasonal or cyclical use rather than formal legal title to land and resources issued by the State. (From World Bank Operational Policy 4.10).

**Environmental Impact Assessment:** a process of predicting and evaluating the effects of an action or series of actions on the environment, then using the conclusions as a tool in planning and decision-making.

**High Conservation Value Forest (HCVF):** The forest necessary to maintain or enhance one or more High Conservation Values (HCVs):

- HCV1. Forest areas containing globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species).
- HCV2. Forest areas containing globally, regionally or nationally significant large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance.
- HCV3. Forest areas that are in or contain rare, threatened or endangered ecosystems.
- HCV4. Forest areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control).
- HCV5. Forest areas fundamental to meeting basic needs of local communities (e.g. subsistence, health).
- HCV6. Forest areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).

(See: 'The HCVF Toolkit' – available from [www.hcvnetwork.org](http://www.hcvnetwork.org))

**ISO Standards:** Standards developed by the International Organization for Standardization (ISO: see <http://www.iso.ch/iso>).

**Natural vegetation:** Areas where many of the principal characteristics and key elements of native ecosystems such as complexity, structure and diversity are present.

**Plantation:** The land containing oil palm and associated land uses such as infrastructure (e.g., roads), riparian zones and conservation set-asides.

**Primary Forest:** A primary forest is a forest that has never been logged and has developed following natural disturbances and under natural processes, regardless of its age. Also included as primary, are forests that are used inconsequentially by indigenous and local communities living traditional lifestyles relevant for the conservation and sustainable use of biological diversity. The present cover is normally relatively close to the natural composition and has arisen (predominantly) through natural regeneration. National interpretations should consider whether a more specific definition is required. (From FAO Second Expert Meeting On Harmonizing Forest-Related Definitions For Use By Various Stakeholders, 2001, [http://www.fao.org/documents/show\\_cdr.asp?url\\_file=/DOCREP/005/Y4171E/Y4171E11.htm](http://www.fao.org/documents/show_cdr.asp?url_file=/DOCREP/005/Y4171E/Y4171E11.htm)).

**Prophylactic:** A treatment or course of action applied as a preventive measure.

**Rai:** The measurement unit of area commonly used in Thailand, which is equivalent to 1600 square metres (40m x 40m). One hectare is also equivalent to 6.25 rai.

**Restore:** Returning degraded or converted areas within the plantation to a semi-natural state.

**Smallholders:** Farmers growing oil palm, sometimes along with subsistence production of other crops, where the family provides the majority of labour and the farm provides the principal source of income and where the planted area of oil palm is usually below 50 hectares in size.

**Stakeholders:** An individual or group with a legitimate and/or demonstrable interest in, or who is directly affected by, the activities of an organisation and the consequences of those activities.

**Outgrowers:** Farmers, where the sale of FFB is exclusively contracted to the grower/miller. Outgrowers may be smallholders.

**Undue influence:** The exertion by a third party of any kind of control such that a person signs a contract or other agreement which, absent the influence of the third party, he would not have signed.

**Use rights:** Rights for the use of forest resources that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques.

## Appendix 1 – List of Related International Laws

Principles	International Standards	Key Provisions	Summary of Protections
Just Land Acquisition	ILO Convention 169 (1989) on Indigenous and Tribal Peoples	Articles 13-19	Respect and safeguard rights to lands and natural resources traditionally occupied and used; respect for customs of inheritance; no forced removals; compensation for loss and injury.
	UN Declaration on the Rights of Indigenous Peoples (2007)	Articles 25, 26	Right to distinctive relationship with land; right to own, use, develop and control their lands, territories and other resources.
	UN Convention on Biological Diversity (1992)	Article 10(c)	Protect and encourage customary use of biological resources in accordance with traditional practices.
Fair Representation and Participation of Indigenous and Tribal Peoples	ILO Convention 169 (1989) on Indigenous and Tribal Peoples	Articles 6-9	Represent themselves through their own representative institutions; consultations with objective of achieving agreement or consent; rights to decide their own priorities, retain their own customs and resolve offences according to customary law (compatible with international human rights).
	UN Declaration on the Rights of Indigenous Peoples (2007)	Articles 10, 11(2), 19, 28(1), 29(2) and 32(2).	Right to free, prior and informed consent to any project affecting their lands as expressed through their own representative institutions.
	Convention on the Elimination of All Forms of Racial Discrimination, International Covenant on Economic, Social and Cultural Rights, InterAmerican Human Rights System.	UN CERD Committee, UN Committee on Social Cultural and Economic Rights, Inter-American Commission on Human Rights. <sup>1</sup>	Free, Prior and Informed Consent for decisions that may affect indigenous peoples.  (This standard has been widely accepted as a 'best practice' standard by bodies such as World Commission on Dams, Extractive Industries Review, Forest Stewardship Council, UNDP, CBD, IUCN and WWF).
No Forced Labour	ILO Convention 29 (1930) Forced Labour	Article 5	No concession to companies shall involve any form of forced or compulsory labour.
	ILO Convention 105 (1957) Abolition of Forced Labour	Article 1	Not make use of any form of forced or compulsory labour.
Protection of Children	ILO Convention 138 (1973) Minimum Age	Articles 1-3	Abolition of child labour and definition of national minimum age for labour not less than 15-18

<sup>1</sup> For details see [www.forestpeoples.org](http://www.forestpeoples.org)

			years (depending on occupation).
	ILO Convention 182 (1999) Worst Forms of Child Labour	Articles 1-7	Abolition of child slavery, debt bondage, trafficking and procurement for prostitution; suitable methods to monitor and enforce compliance.
	UN Declaration on the Rights of Indigenous Peoples (2007)	Articles 17(2), 21, 22(2)	No exploitation or exposure to hazard or discrimination against indigenous women and children
Freedom of Association and Collective Bargaining	ILO Convention 87 (1948) Freedom of Association and Protection of Right to Organise	Articles 2-11	Freedom to join organisations, federations and confederations of their own choosing; with freely chosen constitutions and rules; measures to protect the right to organise.
	ILO Convention 98 (1949) Right to Organise and Collective Bargaining	Articles 1-4	Protection against anti-union acts and measures to dominate unions; established means for voluntary negotiation of terms and conditions of employment through collective agreements.
	ILO Convention 141 (1975) Rural Workers' Organisations	Articles 2-3	Right of tenants, sharecroppers and smallholders to organise; freedom of association; free from interference and coercion.
	UN Declaration on the Rights of Indigenous Peoples (2007)	Article 3	Indigenous peoples have the right to self-determination and to freely pursue their economic, social and cultural development.
Non-Discrimination and Equal Remuneration	ILO Convention 100 (1951) Equal Remuneration	Articles 1-3	Equal remuneration for men and women for work of equal value.
	ILO Convention 111(1958) Discrimination (Employment and Occupation)	Articles 1-2	Equality of opportunity and treatment in respect to employment and occupation; no discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.
	UN Declaration on the Rights of Indigenous Peoples (2007)	Articles 2, 8(2e), 9, 15(2), 16(1), 21(2), 22, 24(1), 29(1), 46(3)	No discrimination based on origin or identity; free to express identity based on custom; special attention to and full protection of rights of indigenous women.
Just Employment of Migrants	ILO Convention 97 (1949) Migration for Employment	Articles 1-9	Provision of information; no obstacles to travel; provision of health care; nondiscrimination in employment, accommodation, social security and remuneration; no forced repatriation of legal migrant workers; repatriation of savings.

	ILO Convention 143 (1975) Migrant Workers (Supplementary Provisions)	Articles 1-12	Respect basic human rights; protection of illegal migrants from abusive employment; no trafficking in illegal migrants; fair treatment of migrant labour.
Protection of Plantation Workers <sup>2</sup>	ILO Convention 110 (1958) Plantations	Articles 5-91	Protection of members of families of recruited workers; protection of workers' rights during recruitment and transport; fair employment contracts; abolition of penal sanctions; fair wages and conditions of work; no coercion or obligation to use company stores; adequate accommodation and conditions; maternity protection; compensation for injuries and accidents; freedom of association; right to organise and collective bargaining; proper labour inspection; decent housing and medical care.
Protection of Tenants and Sharecroppers	ILO Recommendation 132 (1968) Tenants and Sharecroppers	Articles 4-8	Fair rents; adequate payment for crops; provisions for well-being; voluntary organisation; fair contracts; procedures for the settlement of disputes.
Protection of Smallholders	ILO Convention 117 (1962) Social Policy (Basic Aims and Standards)	Article 4	Alienation with due regard to customary rights; assistance to form cooperatives; tenancy arrangements to secure highest possible living standards.
Health and Safety	ILO Convention 184 (2001) Safety and Health in Agriculture	Articles 7-21	Carry out risk assessments and adopt preventive and protective measures to ensure health and safety with respect to workplaces, machinery, equipment, chemicals, tools and processes; ensure dissemination of information, appropriate training, supervision and compliance; special protections for youth and women workers; coverage against occupational injuries and disease.
Control or Eliminate Use of Dangerous Chemicals and Pesticides	Stockholm Convention on Persistent Organic Pollutants (2001)	Articles 1-5	Prohibit and/or eliminate production and use of chemicals listed in Annex A (e.g. Aldrin, Chlordane, PCB); restrict production and use of chemicals in Annex B (e.g. DDT); reduce or eliminate releases of chemicals

<sup>2</sup> Convention 110 Article 1(1) defines a plantation as 'an agricultural undertaking regularly employing hired workers... concerned with the cultivation or production of ... [inter alia] palm oil....'

			listed in Annex C (e.g. Hexachlorobenzene).
	FAO International Code of Conduct on the Distribution and Use of Pesticides (1985, Revised 2002)	Article 5	Curtail use of dangerous pesticides where control is difficult; ensure use of protective equipment and techniques; provide guidance for workers on safety measures; provide extension service to smallholders and farmers; protect workers and bystanders; make available full information on risks and protections; protect biodiversity and minimize impacts on environment; ensure safe disposal of waste and equipment; make provisions for emergency treatment for poisoning.
	Rotterdam Conventions on Prior and Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (1998)	Articles 1, 5 and 6	Curb trade in banned and hazardous chemicals and pesticides; develop national procedures for control of their use and trade; list banned and hazardous chemicals and pesticides.
	UN Declaration on the Rights of Indigenous Peoples (2007)	Articles 21(1), 23, 24, 29(3)	Improvement of livelihood in sanitation, health and housing; participate in health delivery; maintain traditional health systems; effective monitoring of health.

## Appendix 2 – List of Related Laws, Regulations & Guidelines Used in the Thailand Palm Oil Industry

Criterion	Related Laws, Regulations & Guidelines
1.1	-----
1.2	-----
2.1	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>2. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2518: (The Agricultural Land Reform Act B.E. 2518 (1975))</li> <li>3. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 2) พ.ศ.2519: (The Agricultural Land Reform Act (No. 2) B.E. 2519 (1976))</li> <li>4. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 3) พ.ศ. 2532: (The Agricultural Land Reform Act (No. 2) B.E. 2532 (1989))</li> <li>5. พระราชบัญญัติจัดที่ดินเพื่อการครองชีพ พ.ศ. 2511: (Land Allocation for Living Act B.E. 2511)</li> <li>6. พระราชบัญญัติการเช่าที่ดินเพื่อเกษตรกรรม พ.ศ. 2524</li> <li>7. พระราชบัญญัติจัดรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2517</li> <li>8. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526: (Land Development Act B.E. 2526 (1983))</li> <li>9. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>10. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่ 8) พ.ศ. 2542: (The Land Code Amendment Act (No. 8) B.E. 2542 (1999))</li> <li>11. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่ 11) พ.ศ. 2551: (The Act Amending the Land Code (No. 11), B.E. 2551 (2008))</li> <li>12. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่ 12) พ.ศ. 2551: (The Act Amending the Land Code (No. 12), B.E. 2551 (2008))</li> <li>13. พระราชบัญญัติป่าไม้ พ.ศ. 2484: Forest Act B.E. 2484 (1941)</li> <li>14. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504: National Park Act B.E. 2504 (1961)</li> <li>15. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507: National Reserved Forest Act B.E. 2507 (1964)</li> <li>16. พระราชบัญญัติ สงวนและคุ้มครองสัตว์ป่า พ.ศ. 2535: Wild Animal Reservation and Protection Act B.E. 2535 (1992)</li> <li>17. พระราชบัญญัติคุ้มครองพันธุ์พืช พ.ศ.2542: (Plant Varieties Protection Act B.E. 2542 (1999))</li> <li>18. กฎกระทรวง ฉบับที่ 4 (พ.ศ.2537) ว่าด้วยการกำหนดสัตว์ป่าให้เป็นสัตว์ป่าคุ้มครอง</li> <li>19. อนุสัญญาว่าด้วยความหลากหลายทางชีวภาพ: (Convention on Biological Diversity)</li> <li>20. อนุสัญญาว่าด้วยการอนุรักษ์พื้นที่ชุ่มน้ำ: (Convention on Wetlands of International Importance as Waterfowl Habitat: RAMSAR, 1971)</li> <li>21. พระราชบัญญัติสิทธิมนุษยชน พ.ศ. 2542: (National Human Rights Commission Act B.E. 2542 (1999))</li> <li>22. พระราชบัญญัติคุ้มครองแรงงาน (ฉบับที่ 2 และ 3) พ.ศ. 2551: (Labor Protection Act (No. 2, 3) B.E. 2551 (2008))</li> <li>23. พระราชบัญญัติแรงงานสัมพันธ์ (ฉบับที่ 3) พ.ศ. 2544: (Labour Relations Act (No. 3), B.E. 2544)</li> <li>24. พระราชบัญญัติ คุ้มครองเด็ก พ.ศ. 2546: (Child Protection Act B.E. 2546 (2003))</li> <li>25. พระราชบัญญัติกองทุนเงินทดแทน พ.ศ. 2537: (Workmen's Compensation Act B.E. 2537)</li> <li>26. พระราชบัญญัติวัตถุอันตราย พ.ศ. 2544: (Hazardous Substance Act B.E 2544 (2001))</li> <li>27. ประกาศกระทรวงแรงงาน เรื่อง กำหนดสารเคมีอันตรายที่ให้นายจ้างจัดให้มีการตรวจสุขภาพของลูกจ้าง พ.ศ. 2552</li> <li>28. ประกาศกระทรวงเกษตรและสหกรณ์ เรื่อง การขึ้นทะเบียนวัตถุอันตรายที่กรมวิชาการเกษตรเป็นผู้รับผิดชอบ พ.ศ. ๒๕๓๘</li> <li>29. พระราชบัญญัติโรงงาน พ.ศ. 2535: (Factory ACT B.E. 2535 (1992))</li> <li>30. พระราชบัญญัติสาธารณสุข พ.ศ. 2535: (Public Health Act B.E. 2535 (1992))</li> <li>31. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2535: (The Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992))</li> <li>32. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานเกี่ยวกับสารเคมีอันตราย 2534: Notification</li> </ol>



	<p>of Safety at Work in connection with Hazardous Chemical (B.E. 2534)</p> <ol style="list-style-type: none"> <li>33. ประกาศกระทรวงมหาดไทย เรื่องการป้องกันและระงับอัคคีภัยในสถานประกอบการ เพื่อความปลอดภัยในการทำงานสำหรับลูกจ้าง</li> <li>34. กฎกระทรวงแรงงาน เรื่อง การจัดสวัสดิการในสถานประกอบกิจการ</li> <li>35. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ.2535</li> <li>36. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดประเภทและขนาดของโครงการหรือกิจการของส่วนราชการ รัฐวิสาหกิจ หรือเอกชนที่ต้องจัดทำรายงานการวิเคราะห์ผลกระทบสิ่งแวดล้อม</li> <li>37. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดหลักเกณฑ์ วิธีการ ระเบียบปฏิบัติ และแนวทางในการจัดทำรายงานการวิเคราะห์ผลกระทบสิ่งแวดล้อม</li> <li>38. ประกาศกระทรวงอุตสาหกรรม เรื่อง การกำจัดสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้ว พ.ศ. 2548</li> <li>39. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดมาตรฐานควบคุมการระบายน้ำทิ้งจากแหล่งกำเนิด ประเภทโรงงานอุตสาหกรรมและนิคมอุตสาหกรรม</li> <li>40. ประกาศกระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม เรื่อง กำหนดมาตรฐานควบคุมการปล่อยทิ้งอากาศเสียจากโรงงานอุตสาหกรรม พ.ศ. 2549</li> <li>41. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 2 (พ.ศ. 2539) ออกตามความในพ.ร.บ.โรงงาน พ.ศ. 2535 เรื่อง กำหนดคุณลักษณะน้ำทิ้งที่ระบายออกจากโรงงาน: (Ministerial Notifications No 2 on the requirements on the characteristic of discharge wastewater from the factory)</li> <li>42. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 6 (พ.ศ. 2540) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ.2535 เรื่อง การกำจัดสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้ว</li> <li>43. ประกาศกระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม เรื่อง กำหนดให้โรงงานอุตสาหกรรมเป็นแหล่งกำเนิดมลพิษที่จะต้องถูกควบคุมการปล่อยทิ้งอากาศเสียออกสู่บรรยากาศ</li> <li>44. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดค่าปริมาณของสารเจือปนในอากาศที่ระบายออกจากโรงงาน พ.ศ. 2549</li> </ol>
<p>2.2</p>	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>2. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2518: (The Agricultural Land Reform Act B.E. 2518 (1975))</li> <li>3. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 2) พ.ศ.2519: (The Agricultural Land Reform Act (No. 2) B.E. 2519 (1976))</li> <li>4. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 3) พ.ศ. 2532: (The Agricultural Land Reform Act (No. 2) B.E. 2532 (1989))</li> <li>5. พระราชบัญญัติจัดที่ดินเพื่อการครองชีพ พ.ศ. 2511: (Land Allocation for Living Act B.E. 2511)</li> <li>6. พระราชบัญญัติการเช่าที่ดินเพื่อเกษตรกรรม พ.ศ. 2524</li> <li>7. พระราชบัญญัติที่ราชพัสดุ พ.ศ. 2518</li> <li>8. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504: National Park Act B.E. 2504 (1961)</li> <li>9. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507: National Reserved Forest Act B.E. 2507 (1964)</li> <li>10. พระราชบัญญัติธนาคารเพื่อการเกษตรและสหกรณ์การเกษตร พ.ศ. 2518</li> <li>11. พระราชบัญญัติจัดรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2517</li> <li>12. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526: (Land Development Act B.E. 2526 (1983))</li> <li>13. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>14. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่ 8) พ.ศ. 2542: (The Land Code Amendment Act (No. 8) B.E. 2542 (1999))</li> <li>15. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่ 11) พ.ศ. 2551: (The Act Amending the Land Code (No. 11), B.E. 2551 (2008))</li> <li>16. พระราชบัญญัติแก้ไขเพิ่มเติมประมวลกฎหมายที่ดิน (ฉบับที่. 12) พ.ศ. 2551: (The Act Amending the Land Code (No. 12), B.E. 2551 (2008))</li> </ol>

2.3	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>2. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2518: (The Agricultural Land Reform Act B.E. 2518 (1975))</li> <li>3. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 2) พ.ศ.2519: (The Agricultural Land Reform Act (No. 2) B.E. 2519 (1976))</li> <li>4. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม (ฉบับที่ 3) พ.ศ. 2532: (The Agricultural Land Reform Act (No. 2) B.E. 2532 (1989))</li> <li>5. พระราชบัญญัติจัดที่ดินเพื่อการครองชีพ พ.ศ. 2511: (Land Allocation for Living Act B.E. 2511)</li> <li>6. พระราชบัญญัติการเช่าที่ดินเพื่อเกษตรกรรม พ.ศ. 2524</li> <li>7. พระราชบัญญัติจัดรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2517</li> <li>8. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526: (Land Development Act B.E. 2526 (1983))</li> <li>9. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> </ol>
3.1	-----
4.1	-----
4.2	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526: (Land Development Act B.E. 2526 (1983))</li> <li>2. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>3. ระเบียบของคณะกรรมการพัฒนาที่ดิน (พ.ศ.2533) ว่าด้วยหลักเกณฑ์เกี่ยวกับคำขอให้ปรับปรุงดินหรือที่ดินหรือการอนุรักษ์ดินและน้ำเป็นการเฉพาะราย</li> </ol>
4.3	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526: (Land Development Act B.E. 2526 (1983))</li> <li>2. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2551: (Land Development Act B.E. 2551 (2008))</li> <li>3. ระเบียบของคณะกรรมการพัฒนาที่ดิน (พ.ศ.2533) ว่าด้วยหลักเกณฑ์เกี่ยวกับคำขอให้ปรับปรุงดินหรือที่ดินหรือการอนุรักษ์ดินและน้ำเป็นการเฉพาะราย</li> </ol>
4.4	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติโรงงาน พ.ศ. 2535: (Factory ACT B.E. 2535 (1992))</li> <li>2. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดให้โรงงานที่ต้องมีระบบบำบัดน้ำเสีย...(ฉบับที่2) พ.ศ. 2548</li> <li>3. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดให้โรงงานที่ต้องมีระบบบำบัดน้ำเสีย ต้องติดตั้งเครื่องมือหรืออุปกรณ์พิเศษและเครื่องมือหรืออุปกรณ์เพิ่มเติม พ.ศ.2547</li> <li>4. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดมาตรฐานควบคุมการระบายน้ำทิ้งจากแหล่งกำเนิด ประเภทโรงงานอุตสาหกรรมและนิคมอุตสาหกรรม</li> <li>5. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 2 (พ.ศ. 2539) ออกตามความในพ.ร.บ.โรงงาน พ.ศ. 2535 เรื่อง กำหนดคุณลักษณะน้ำทิ้งที่ระบายออกจากโรงงาน: (Ministerial Notifications No 2 on the requirements on the characteristic of discharge wastewater from the factory)</li> <li>6. พระราชบัญญัติน้ำบาดาล พ.ศ.2520: Artesian Water Act B.E. 2520 (1978)</li> <li>7. พระราชบัญญัติ น้ำบาดาล (ฉบับที่ 3) พ.ศ. 2546: Artesian Water Act (No. 3), B.E. 2546 (2003)</li> <li>8. ประกาศคณะกรรมการสิ่งแวดล้อมแห่งชาติ ฉบับที่ 8 (พ.ศ. 2537) ออกตามความในพระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2535 เรื่อง กำหนดมาตรฐานคุณภาพน้ำในแหล่งน้ำผิวดิน</li> <li>9. ประกาศคณะกรรมการสิ่งแวดล้อมแห่งชาติฉบับที่ 20 (พ.ศ.2543) เรื่อง กำหนดมาตรฐานคุณภาพน้ำใต้ดิน</li> <li>10. ประกาศคณะกรรมการสิ่งแวดล้อมแห่งชาติฉบับที่ 8 (พ.ศ.2537) เรื่อง กำหนดมาตรฐานคุณภาพน้ำในแหล่งน้ำผิวดิน</li> <li>11. ร่างพระราชบัญญัติทรัพยากรน้ำ (Draft)</li> </ol>
4.5	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติวัตถุอันตราย พ.ศ. 2535: (Hazardous Substance Act B.E. 2535 (1992))</li> </ol>
4.6	<ol style="list-style-type: none"> <li>2. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</li> <li>3. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2551: (Labor Protection Act (No. 2) B.E. 2551 (2008))</li> <li>4. พระราชบัญญัติวัตถุอันตราย พ.ศ. 2535: (Hazardous Substance Act B.E. 2535 (1992))</li> <li>5. พระราชบัญญัติวัตถุอันตราย (ฉบับที่ 2) พ.ศ. 2544: (Hazardous Substance Act (No. 2) B.E. 2544 (2001))</li> <li>6. พระราชบัญญัติวัตถุอันตราย (ฉบับที่ 3) พ.ศ. 2551: (Hazardous Substance Act (No. 3) B.E. 2551 (2008))</li> <li>7. ประกาศกระทรวงเกษตรและสหกรณ์ เรื่อง การขึ้นทะเบียนวัตถุอันตรายที่กรมวิชาการเกษตรเป็นผู้รับผิดชอบ พ.ศ. 2538</li> <li>8. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานเกี่ยวกับสารเคมีอันตราย พ.ศ. 2534</li> <li>9. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานเกี่ยวกับภาวะแวดล้อม (สารเคมี) พ.ศ. 2520</li> </ol>

	<ol style="list-style-type: none"> <li>10. ประกาศกรมสวัสดิการและคุ้มครองแรงงาน เรื่อง กำหนดชนิดและประเภทของสารเคมีอันตราย พ.ศ. 2535</li> <li>11. กฎกระทรวง ว่าด้วยการคุ้มครองแรงงานในงานเกษตรกรรม พ.ศ.2547</li> <li>12. ประกาศกระทรวงแรงงาน เรื่อง กำหนดสารเคมีอันตรายที่ให้นายจ้างจัดให้มีการตรวจสุขภาพของลูกจ้าง พ.ศ. 2552</li> </ol>
4.7	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</li> <li>2. พระราชบัญญัติคุ้มครองแรงงาน ฉบับที่ 2 พ.ศ. 2551: (Labor Protection Act (No. 2) B.E. 2551 (2008))</li> <li>3. พระราชบัญญัติโรงงาน พ.ศ. 2535: (Factory ACT B.E. 2535 (1992))</li> <li>4. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานเกี่ยวกับภาวะแวดล้อม (สารเคมี) พ.ศ. 2520</li> <li>5. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานเกี่ยวกับสารเคมีอันตราย พ.ศ. 2534</li> <li>6. ประกาศกระทรวงมหาดไทย เรื่อง ความปลอดภัยในการทำงานในเกี่ยวกับหม้อน้ำ พ.ศ. 2534</li> <li>7. ประกาศกระทรวงเกษตรและสหกรณ์ กระทรวงสาธารณสุขกระทรวงอุตสาหกรรม เรื่อง กำหนดวิธีการขนส่ง การเก็บรักษา การทำลายวัตถุมีพิษ หรือการปฏิบัติกับภาชนะบรรจุซึ่งมีพิษ (ฉบับที่ 1) พ.ศ. 2525</li> <li>8. กฎกระทรวงกำหนดมาตรการความปลอดภัยเกี่ยวกับหม้อน้ำ หม้อต้มที่ไซของเหลวเป็นสื่อทำความร้อน และภาชนะรับแรงดันในโรงงาน พ.ศ. 2549: (Ministerial Regulation on the safety standard requirements for boilers, pressure vessels in the factory B.E. 2549 (2006))</li> <li>9. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 3 (พ.ศ. 2542) ออกตามความในพ.ร.บ. โรงงาน พ.ศ. 2535 เรื่อง มาตรการคุ้มครองความปลอดภัยในการดำเนินงาน: (Ministerial Notifications No 3 on Safety at work of employee)</li> <li>10. กฎกระทรวง กำหนดหลักเกณฑ์และวิธีการตรวจสุขภาพของลูกจ้าง และส่งผลการตรวจแก่พนักงานตรวจแรงงาน พ.ศ. 2547</li> <li>11. กฎกระทรวง ว่าด้วยการจัดสวัสดิการในสถานประกอบกิจการ พ.ศ. 2548</li> <li>12. กฎกระทรวง ว่าด้วยการคุ้มครองแรงงานในงานเกษตรกรรม พ.ศ.2547</li> <li>13. กฎกระทรวง กำหนดมาตรฐานในการบริหาร และการจัดการด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงานเกี่ยวกับความร้อน แสงสว่าง และเสียง พ.ศ. 2549</li> <li>14. กฎกระทรวงกำหนดมาตรฐานในการบริหารและการจัดการด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน พ.ศ. 2549</li> <li>15. ประกาศกรมสวัสดิการและคุ้มครองแรงงาน เรื่อง กำหนดหลักเกณฑ์และวิธีการเกี่ยวกับการขนส่ง เก็บรักษา เคลื่อนย้าย และกำจัด หนีบห่อ ภาชนะบรรจุ หรือวัสดุห่อหุ้มสารเคมีอันตราย</li> <li>16. ประกาศกรมสวัสดิการและคุ้มครองแรงงาน เรื่อง หลักเกณฑ์และวิธีการแจ้งชื่อเจ้าหน้าที่ความปลอดภัยในการทำงานเพื่อขึ้นทะเบียน และแจ้งกรณีลูกจ้างประสบอันตราย เจ็บป่วย หรือสูญหาย</li> <li>17. ระเบียบกรมโรงงานอุตสาหกรรม ว่าด้วยหลักเกณฑ์การขังอันตราย การประเมินความเสี่ยง และการจัดทำแผนงานบริหารจัดการความเสี่ยง พ.ศ.2543: (The Regulation of DIW B.E. 2543 - Criteria for hazard identification, risk assessment, and establishment of risk management plan)</li> </ol>
4.8	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</li> <li>2. พระราชบัญญัติคุ้มครองแรงงาน ฉบับที่ 2 พ.ศ. 2551: (Labor Protection Act (No. 2) B.E. 2551 (2008))</li> <li>3. ประกาศกรมสวัสดิการและคุ้มครองแรงงาน เรื่อง หลักเกณฑ์และวิธีการฝึกอบรมเจ้าหน้าที่ความปลอดภัยในการทำงาน</li> </ol>
5.1	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2535: (The Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992))</li> <li>2. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ ฉบับที่ 2 พ.ศ. 2521</li> <li>3. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2518</li> </ol>
5.2	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติป่าไม้ พ.ศ. 2484: (Forest Act B.E. 2484 (1941))</li> <li>2. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504: (National Park Act B.E. 2504 (1961))</li> <li>3. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507: (National Reserved Forest Act B.E. 2507 (1964))</li> <li>4. พระราชบัญญัติสงวนและคุ้มครองสัตว์ป่า พ.ศ. 2535: (Wild Animal Reservation and Protection Act B.E. 2535 (1992))</li> <li>5. พระราชบัญญัติคุ้มครองพันธุ์พืช พ.ศ.2542: (Plant Varieties Protection Act B.E. 2542 (1999))</li> <li>6. กฎกระทรวง ฉบับที่ 4 (พ.ศ.2537) ว่าด้วยการกำหนดสัตว์ป่าให้ป็นสัตว์ป่าคุ้มครอง</li> <li>7. กฎกระทรวง กำหนดให้เป็นสัตว์ป่าบางชนิดเป็นสัตว์ป่าคุ้มครอง พ.ศ. 2546</li> </ol>
5.3	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติโรงงาน พ.ศ. 2535: (Factory ACT B.E. 2535 (1992))</li> <li>2. กฎกระทรวงฉบับที่ 2 (พ.ศ. 2535) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ. 2535 เรื่อง กำหนด</li> </ol>

	<p>มาตรฐาน และวิธีการควบคุมการปล่อยของเสีย มลพิษ หรือสิ่งใด ๆ ที่มีผลกระทบต่อสิ่งแวดล้อม ซึ่งเกิดจากการประกอบกิจการโรงงาน</p> <ol style="list-style-type: none"> <li>3. กฎกระทรวงฉบับที่ 3 ( พ. ศ.2535) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ. 2535 เรื่อง กำหนดให้โรงงานที่มีผลกระทบต่อสิ่งแวดล้อมตามที่รัฐมนตรีกำหนด ต้องจัดทำรายงานการตรวจสอบประสิทธิภาพการป้องกันสิ่งแวดล้อมเป็นพิษ การวิเคราะห์ปริมาณสารมลพิษในระบบป้องกันสิ่งแวดล้อมเป็นพิษ และการตรวจสอบสภาพสิ่งแวดล้อม</li> <li>4. ประกาศกระทรวงอุตสาหกรรม เรื่อง การกำจัดสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้ว พ.ศ. 2548</li> <li>5. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดมาตรฐานควบคุมการระบายน้ำทิ้งจากแหล่งกำเนิด ประเภทโรงงานอุตสาหกรรมและนิคมอุตสาหกรรม</li> <li>6. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 2 (พ.ศ. 2539) ออกตามความในพ.ร.บ. โรงงาน พ.ศ. 2535 เรื่อง กำหนดคุณลักษณะน้ำทิ้งที่ระบายออกจากโรงงาน: (Ministerial Notifications No 2 on the requirements on the characteristic of discharge wastewater from the factory)</li> <li>7. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 6 (พ.ศ. 2540) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ.2535 เรื่อง การกำจัดสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้ว</li> <li>8. ประกาศกระทรวงอุตสาหกรรม เรื่อง ระบบเอกสารกำกับการขนส่งของเสียอันตราย (Hazardous Waste Manifest System) พ.ศ. 2547</li> <li>9. ประกาศกระทรวงอุตสาหกรรม เรื่อง หลักเกณฑ์และวิธีการแจ้งรายละเอียดเกี่ยวกับสิ่งปฏิกูลหรือวัสดุที่ไม่ใช้แล้วจากโรงงานโดยทางสื่ออิเล็กทรอนิกส์(Internet) พ.ศ. 2547</li> <li>10. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดชนิดและขนาดของโรงงานกำหนดวิธีการควบคุมการปล่อยของเสีย มลพิษ หรือสิ่งใด ๆ ที่มีผลกระทบต่อสิ่งแวดล้อม กำหนดคุณสมบัติของผู้ควบคุมดูแล ผู้ปฏิบัติงานประจำและหลักเกณฑ์การขึ้นทะเบียนผู้ควบคุมดูแล สำหรับระบบป้องกันสิ่งแวดล้อมเป็นพิษ พ.ศ. 2545: (The Notification of MOI B.E. 2545 - Descriptions of Factory Types and Sizes, Procedure for the Control of Discharges of Wastes, Pollutants, or Any Substances that Cause Adverse Effects on the Environment, Qualifications of Supervisors and Operators, and Criteria for Registration of the Supervisors of Pollution Prevention Systems)</li> <li>11. ประกาศกระทรวงเกษตรและสหกรณ์ กระทรวงสาธารณสุข กระทรวงอุตสาหกรรม เรื่อง กำหนดวิธีการขนส่ง การเก็บรักษา การทำลายวัตถุมีพิษ หรือการปฏิบัติกับภาชนะบรรจุซึ่งวัตถุมีพิษ (ฉบับที่ 1) พ.ศ. 2525</li> </ol>
<p>5.4</p>	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติการส่งเสริมการอนุรักษ์พลังงาน (ฉบับที่ 2) พ.ศ. 2550: (Energy Conservation Promotion Act B.E. 2535 (1992))</li> <li>2. กฎกระทรวงว่าด้วยหลักเกณฑ์ วิธีการ และระยะเวลาในการส่งข้อมูล และการบันทึกข้อมูลเกี่ยวกับการอนุรักษ์พลังงาน พ.ศ. 2547</li> <li>3. กฎกระทรวงว่าด้วยหลักเกณฑ์ วิธีการ และระยะเวลา ในการกำหนดเป้าหมายและแผนอนุรักษ์พลังงาน และการตรวจสอบและวิเคราะห์การปฏิบัติตามเป้าหมายและแผนอนุรักษ์พลังงานสำหรับโรงงานควบคุมและอาคารควบคุม พ.ศ. 2547</li> <li>4. กฎกระทรวง ฉบับที่ 5 (พ.ศ. 2540) ว่าด้วยกำหนดแบบและระยะเวลาการส่งข้อมูลเกี่ยวกับการผลิต การใช้พลังงานและอนุรักษ์พลังงาน</li> </ol>
<p>5.5</p>	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติป่าไม้ พ.ศ. 2484มาตรา 54: (Forest Act B.E. 2484 (1941))</li> <li>2. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507มาตรา 14: (National Reserved Forest Act B.E. 2507 (1964))</li> <li>3. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504มาตรา 16: (National Park Act B.E. 2504 (1961))</li> <li>4. พระราชบัญญัติสงวนและคุ้มครองสัตว์ป่า พ.ศ. 2535 มาตรา 38: (Wild Animal Reservation and Protection Act B.E. 2535 (1992))</li> <li>5. พรบ.ส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ.2535 มาตรา 96</li> </ol>
<p>5.6</p>	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติโรงงาน พ.ศ. 2535: (Factory ACT B.E. 2535 (1992))</li> <li>2. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดค่าปริมาณเขม่าควันที่เจือปนในอากาศที่ระบายออกจากปล่องของหม้อน้ำของโรงงาน พ.ศ. 2549</li> <li>3. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดค่าปริมาณของสารเจือปนในอากาศที่ระบายออกจากโรงงาน พ.ศ. 2549</li> <li>4. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดค่าปริมาณของก๊าซซัลเฟอร์ไดออกไซด์ที่เจือปนในอากาศที่ระบายออกจากโรงงาน ซึ่งใช้น้ำมันเตาเป็นเชื้อเพลิงในการเผาไหม้ พ.ศ. 2547</li> <li>5. ประกาศกระทรวงวิทยาศาสตร์และเทคโนโลยี เรื่อง กำหนดมาตรฐานควบคุมการระบายน้ำทิ้งจากแหล่งกำเนิด ประเภทโรงงานอุตสาหกรรมและนิคมอุตสาหกรรม</li> </ol>

	<p>6. ประกาศกระทรวงอุตสาหกรรม ฉบับที่ 2 (พ.ศ. 2539) ออกตามความในพ.ร.บ.โรงงาน พ.ศ. 2535 เรื่อง กำหนดคุณลักษณะน้ำทิ้งที่ระบายออกจากโรงงาน: (Ministerial Notifications No 2 on the requirements on the characteristic of discharge wastewater from the factory)</p> <p>7. กฎกระทรวงฉบับที่ 2 (พ.ศ. 2535) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ. 2535 เรื่อง กำหนดมาตรฐาน และวิธีการควบคุมการปล่อยของเสีย มลพิษ หรือสิ่งใดๆ ที่มีผลกระทบต่อสิ่งแวดล้อม ซึ่งเกิดจากการประกอบกิจการโรงงาน: (The Ministerial Regulation No. 2 B.E 2535 (1992) – Chapter IV: Control of a release of waste, pollutants, or other materials affecting the environment)</p> <p>8. กฎกระทรวงฉบับที่ 3 ( พ. ศ.2535) ออกตามความในพระราชบัญญัติโรงงาน พ.ศ. 2535 เรื่อง กำหนดให้โรงงานที่มีผลกระทบต่อสิ่งแวดล้อมตามที่รัฐมนตรีกำหนด ต้องจัดทำรายงานการตรวจสอบประสิทธิภาพการป้องกันสิ่งแวดล้อมเป็นพิษ การวิเคราะห์ปริมาณสารมลพิษในระบบป้องกันสิ่งแวดล้อมเป็นพิษ และการตรวจสอบสภาพสิ่งแวดล้อม</p> <p>9. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดให้โรงงานประเภทต่างๆ ต้องติดตั้งเครื่องมือหรือเครื่องอุปกรณ์พิเศษเพื่อตรวจสอบคุณภาพอากาศจากปล่องแบบอัตโนมัติ พ.ศ.2544: (The Notification of MOI B.E. 2544 - Requirement for installation of an automatic instrument or equipment to measure quality of air emissions from stacks)</p> <p>10. ประกาศกระทรวงอุตสาหกรรม เรื่อง กำหนดให้โรงงานที่มีระบบบำบัดน้ำเสียต้องติดตั้งเครื่องมือหรืออุปกรณ์พิเศษและเครื่องมือหรือเครื่องอุปกรณ์เพิ่มเติม ฉบับที่ 3 พ.ศ.2549</p>
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6.5	<p>1. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</p> <p>2. พระราชบัญญัติส่งเสริมการจัดสวัสดิการสังคม (ฉบับที่ 2) พ.ศ.2550: (Social Welfare Promotion Act (No 2) B.E. 2550)</p> <p>3. พระราชบัญญัติคุ้มครองแรงงาน ฉบับที่ 2 พ.ศ. 2551 (หลักประกัน ขอบบังคับการทำงาน ค่าชดเชยพิเศษ และบทลงโทษ): (Labor Protection Act (No. 2) B.E. 2551 (2008))</p> <p>4. พระราชบัญญัติคุ้มครองแรงงาน (ฉบับที่ 3) พ.ศ. 2551(อัตราค่าจ้าง): (Labor Protection Act (No. 3) B.E. 2551 (2008))</p>
6.6	<p>1. พระราชบัญญัติแรงงานสัมพันธ์ พ.ศ.2518: (Labour Relations Act B.E. 2518)</p> <p>2. พระราชบัญญัติแรงงานสัมพันธ์ (ฉบับที่ 3) พ.ศ. 2544: (Labour Relations Act (No. 3) B.E. 2544)</p>
6.7	<p>1. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</p> <p>2. พระราชบัญญัติคุ้มครองแรงงาน ฉบับที่ 2 พ.ศ. 2551: (Labor Protection Act (No. 2) B.E. 2551 (2008))</p> <p>3. พระราชบัญญัติ คุ้มครองเด็ก พ.ศ. 2546: (Child Protection Act B.E. 2546 (2003))</p>
6.8	<p>1. พระราชบัญญัติสิทธิมนุษยชน พ.ศ. 2542: (National Human Rights Commission Act B.E. 2542 (1999))</p> <p>2. พระราชบัญญัติคณะกรรมการสิทธิมนุษยชนแห่งชาติ พ.ศ. 2542</p> <p>3. อนุสัญญาว่าด้วยการขจัดการเลือกปฏิบัติต่อสตรีในทุกรูปแบบ (CEDAW)</p> <p>4. พระราชบัญญัติการทำงานของคนต่างด้าว พ.ศ. 2551</p> <p>5. กฎกระทรวง ว่าด้วยการคุ้มครองแรงงานในงานเกษตรกรรม พ.ศ. 2547</p>
6.9	<p>1. พระราชบัญญัติ คณะกรรมการสิทธิมนุษยชนแห่งชาติ พ.ศ. 2542</p> <p>2. พระราชบัญญัติคุ้มครองแรงงาน พ.ศ. 2541: (Labor Protection Act B.E. 2541 (1998))</p> <p>3. พระราชบัญญัติความรุนแรงในครอบครัว พ.ศ. 2550</p>
6.10	-----
6.11	-----
7.1	<p>1. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2535: (The Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992))</p> <p>2. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ ฉบับที่ 2 พ.ศ. 2521</p> <p>3. พระราชบัญญัติส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ. 2518</p>



7.2	1. พระราชบัญญัติพัฒนาที่ดิน พ.ศ. 2526
7.3	<ol style="list-style-type: none"> <li>1. พระราชบัญญัติป่าไม้ พ.ศ. 2484: (Forest Act B.E. 2484 (1941))</li> <li>2. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504: (National Park Act B.E. 2504 (1961))</li> <li>3. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507: (National Reserved Forest Act B.E. 2507 (1964))</li> <li>4. พระราชบัญญัติสงวนและคุ้มครองสัตว์ป่า พ.ศ. 2535: (Wild Animal Reservation and Protection Act B.E. 2535 (1992))</li> <li>5. พระราชบัญญัติคุ้มครองพันธุ์พืช พ.ศ.2542: (Plant Varieties Protection Act B.E. 2542 (1999))</li> <li>6. กฎกระทรวง ฉบับที่ 4 (พ.ศ.2537) ว่าด้วยการกำหนดสัตว์ป่าให้เป็นสัตว์ป่าคุ้มครอง</li> <li>7. อนุสัญญาว่าด้วยความหลากหลายทางชีวภาพ: (Convention on Biological Diversity)</li> <li>8. อนุสัญญาว่าด้วยการอนุรักษ์พื้นที่ชุ่มน้ำ: (Convention on Wetlands of International Importance as Waterfowl Habitat: RAMSAR, 1971)</li> </ol>
7.4	-----
7.5	-----
7.6	1. พระราชบัญญัติการปฏิรูปที่ดินเพื่อเกษตรกรรม พ.ศ. 2518: (The Agricultural Land Reform Act B.E. 2518 (1975))
7.7	<ol style="list-style-type: none"> <li>6. พระราชบัญญัติป่าไม้ พ.ศ. 2484มาตรา 54: (Forest Act B.E. 2484 (1941))</li> <li>7. พระราชบัญญัติป่าสงวนแห่งชาติ พ.ศ. 2507มาตรา 14: (National Reserved Forest Act B.E. 2507 (1964))</li> <li>8. พระราชบัญญัติอุทยานแห่งชาติ พ.ศ. 2504มาตรา 16: (National Park Act B.E. 2504 (1961))</li> <li>9. พระราชบัญญัติสงวนและคุ้มครองสัตว์ป่า พ.ศ. 2535 มาตรา 38: (Wild Animal Reservation and Protection Act B.E. 2535 (1992))</li> <li>10. พรบ.ส่งเสริมและรักษาคุณภาพสิ่งแวดล้อมแห่งชาติ พ.ศ.2535 มาตรา 96</li> </ol>
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### Appendix 3 – Contributors to Development of Thai National Interpretation Working Draft Document

No.	Name	Position	Institution
1	Phanee Sinsuphan	Project coordinator	German Technical Cooperation (GTZ)
2	Somkid Kumngern	Senior Auditor / Environmental Management Manager	TÜV Rheinland Thailand Ltd.
3	Chatchai Tanmanee	Senior Auditor	TÜV Rheinland Thailand Ltd.
4	Artit Supyangyuenkul	Business Development Executive	TÜV Rheinland Thailand Ltd.
5	Carol Ng Siew Theng	RSPO Expert	TUV Rheinland Malaysia Sdn. Bhd.
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### Appendix 4 – Members of Thai National Interpretation Working Group

No.	Name	Position	Institution
1	Mr. Rangsri Chareonsathaporn	Plant Pathology Agronomist	Department of Agriculture
2	Ms. Nisakorn Riyapan	Legal Affair specialist	Agricultural Land Reform Office
3	Mr. Boonrod Leelaphuwa	Legal Affair specialist	Agricultural Land Reform Office
4	Ms. Panichaya Jintalhekha	Statistic officer	Agricultural Land Reform Office
5	Mr. Prapuet Phoka	Director of Cooperative Land Settlement Allocation Group	Cooperative Promotion Department
6	Mr. Pratheep Arayakittipong	Operational standards expert	National Bureau of Agricultural Commodity and Food Standards
7	Ms. Sureerat Udomboonyalak	Topographic mapping expert	Land Development Department
8	Mr. Amnuay Laotrakulngam	Forest expert	Royal Forest Department
9	Mr. Pradit Chareonsook	Legal Affair specialist	National Park Wildlife and Plant Conservation Department
10	Mr. Niphit Ariyawongse	Director of Legal Affair	Treasury Department
11	Ms. Auraiwan Sathanont	Legal Affair specialist	Department of Social Development and Welfare
12	Mr. Chumpon Sriyapai	Economist	Office of Agricultural Economics
13	Mr. Kanok Thiansup	Economist	Office of Agricultural Economics
14	Mr. Poom Pinthep	Manager of Climate Change Protection in Tourism project	GTZ
15	Phanee Sinsuphan	Project coordinator	German Technical Cooperation (GTZ)

16	Somkid Kumngern	Senior Auditor / Environmental Management Manager	TÜV Rheinland Thailand Ltd.
17	Chatchai Tanmanee	Senior Auditor	TÜV Rheinland Thailand Ltd.
18	Artit Supyangyuenkul	Business Development Executive	TÜV Rheinland Thailand Ltd.
19	Carol Ng Siew Theng	RSPO Expert	TUV Rheinland Malaysia Sdn. Bhd.