



Assurance Standing Committee 18th Meeting (via Zoom) Minutes of Meeting

Zoom Link : Zoom Meeting (<u>https://zoom.us/j/95224486544</u>) Date and time : 21 February 2024 at 3.00 pm – 5.33 pm (GMT+8)

Members Attendance:

Growers					
Name	Organisation	Group Representation			
Anita Neville (Co-chair) (AN)	Golden Agri-Resources (GAR)	Indonesian Growers (IGC)			
William Siow (WS)	IOI Group	Malaysian Growers (MPOA)			
Florent Robert (FR)	SIAT SA	Growers RoW			
Lawrence Quarshie (LQ)	Golden Star Oil Palm Farmers Association (GSOPFA)	Smallholders Group			
NGOs					
Name	Organisation	Group Representation			
Kamal Prakash Seth (KS) (absent with apology)	WWF International	E-NGO			
Jonathan Escolar (JE) (absent with apology)	Rainforest Alliance	E-NGO			
Paul Wolvekamp (PW)	Both ENDS	S-NGO			
Marcus Colchester (MC)	Forest Peoples Programme	S-NGO			
Angus MacInnes (AM) (alternate member)	Forest Peoples Programme	S-NGO			
Supply Chain Sector / Downs	Supply Chain Sector / Downstream / Others				
Name	Organisation	Group Representation			
Olivier Tichit (OT)	Musim Mas Holdings	P&T			
Michal Zrust (MZ)	Lestari Capital	Financial			
Lee Kuan-Chun (LKC)	P&G	CGM			





RSPO Secretariat Attendance:

Name	Position
Aryo Gustomo (AG)	Director, Assurance
Mohd Zaidee Mohd Tahir (ZT)	Acting Head, Integrity
Freda Manan (FM)	Assistant Manager, Integrity
Haziq Ikram Rahmat (HIR)	Executive, Integrity

Other attendance:

Name	Organisation	Role
Pauline Smout (PS)	NewForesight	Consultant for De-linking Study
Willem Jansink (WJ)	NewForesight	Consultant for De-linking Study

Item	Description	Action Points
1.0	Introduction	
1.1	Welcome Remarks ZT briefly shared the agenda of the meeting.	
1.2	RSPO Antitrust Guidelines, Consensus-Based Decision Making, Declaration of Conflict of Interest (Col) ZT reminded the members of the RSPO Antitrust Guidelines and the objectives of the ASC. ZT stated that the ASC follows the RSPO consensus-based decision-making process, per the ASC Terms of Reference. ZT reminds that members must declare their potential Col and exclude themselves from the decision process in any relevant Col during the meeting. No Col was raised during the meeting.	
1.3	Acceptance of MoM from the 30 November 2023 Meeting ZT asked the ASC for comments or feedback on the minutes from the previous ASC meeting on 30 Nov 2023. AN asked if there was a full agreement to approve the minutes. The ASC accepted the minutes.	
2.0	For Decision	
2.1	Selection of a Vendor for the Independent Review of the Implementation of RSPO Labour Auditing Guidance (LAG) FM shared that in Sept 2022, the ASC agreed to conduct an independent review for the implementation of the RSPO LAG (an optional voluntary document intended for use by RSPO-accredited Certification Bodies (CBs)). It is currently undergoing a trial period from Nov 2022 to May 2024. The	





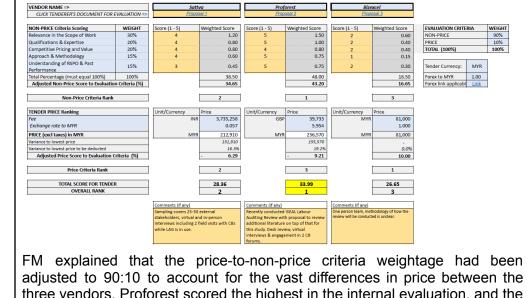
study will gather inputs, identify gaps, and assess the feasibility of possible mandatory implementation of the Guidance. The Terms of Reference (ToR) was published on 26 Oct 2023 and closed on 22 Dec 2023. The Secretariat received 3 proposals and an internal evaluation was carried out.

Vendor	Sattva	Proforest	Bizexcel
Team Composition	Project advisor, engagement lead, project lead, project associate	Principal project manager, senior project manager, associate director, independent researcher, sounding board of assurance & labour rights experts	Consultant
Mechanism	Phase 1: Design surveys to assess objectives, requirements and audit expectations of the Guidance. Phase 2: Data collection via (i) virtual interviews with internal stakeholders, GASC, SSC & HRVGD, (ii) in-person site visits to 2 certification audits - sampling to include 25-30 external stakeholders, (iii) mapping applicability of the Guidance against latest P&C. Phase 3: Analyse & collate insights before developing and presenting final report and high level recommendations to identified stakeholders.	Phase 1: (i) Desk review building on recent ISEAL labour auditing research plus additional literatures, (ii) equivalent labour auditing guidance, (iii) review of CB feedback, (iv) survey to pre-select interviewes. Phase 2: (i) Virtual interviews with 10-12 CB reps and auditors, upstream companies, small & medium growers that have used the Guidance, (ii) additional interviews with 154AL peer VSS, RSPO stakeholders with relevant expertise (iii) 2 CB workshops to dig deeper into the Guidance's usability Phase 3: Develop report of the review incl recommendations grouped into specific sections in the Guidance, overall auditing process & linked docs, voluntary or mandatory nature, and bigger picture actions for RSPO.	In-depth evaluation of the Guidance incl how it covers essential labour standards. Identification of areas for improvement, incl gaps not adequately addressed in relation to realities of labour practices. Collection of stakeholder perspectives. Assessment of practicality of enforcement incl potential logistical, financial, and socia implications for various stakeholders. Recommendations for implementation and compliance including strategies for training, capacity building, and monitoring
Relevant Past Experience	Norad - multi-stakeholder programme to improve ethical treatment of construction workers, USAID - skilling and entitlement programme for workers, UNDP - meta study on female work & labour force participation	RSPO - technical support since inception, incl facilitating P&C development (2007) and revisions (P&C 2013 & 2018), ISEAL - Research on Review of Evidence on Labour Auditing and Recommendations to Improve Practice & supporting multi-stakeholder initiatives e.g. Better Cotton, FSC, SAI	Provide consultancy and training in labour-related standards e.g. RBA, ETI, SMETA, SA 8000, experience in conducting social auditing.
Pricing	INR 3.735.258 (MYR 212.910)	GBP 39.733 (MYR 236.570)	MYR 81.000

FM described the problem statement:

- Sattva and Proforest offer distinct methodologies aligned with project objectives, while Bizexcel's proposal is more general.
- Sattva and Proforest have larger teams, whereas Bizexcel is represented by a single individual.
- Sattva and Proforest charge comparable fees, while Bizexcel's rate is significantly lower. These should be considered in line with project needs.

FM shared the proposed solutions to the stated problems. The Secretariat employed the use of an evaluation matrix as follows:



three vendors. Proforest scored the highest in the internal evaluation, and the Secretariat, as per the ASC's request, consulted the Human Rights Working Group (HRWG) to review the evaluation.





FM noted HRWG's overall satisfaction with Proforest's selection in the evaluation, except for two concerns:

- Potential Col due to Proforest's delivery of RSPO Lead Auditor Training courses - Two members disagreed, highlighting the clarity of objectives and Proforest's familiarity with RSPO challenges. Proforest responded, emphasising their commitment to enhancing labour auditing quality despite the flagged Col, which constitutes a small portion of their activities, primarily focusing on Responsible Sourcing.
- HRWG recommended involving local civil society organisations and unions in stakeholder interviews - The Secretariat will request Proforest to include these groups in the interviews

The Secretariat requested the ASC to review and endorse its evaluation, recommending the appointment of Proforest for the study, based also on the HRWG's approval.

Discussion points

A member inquired about the origin of the evaluation matrix. FM clarified it was adapted from the Procurement team's template. Another member reiterated that the ASC had requested the Secretariat to use a standardised matrix for tenders, which they had done for the second time now. A member explained that while the standard ratio is 60:40 (Price: Non-Price), it was adjusted to 90:10 due to Bizexcel's lone operator status and much lower pricing. Another member expressed doubts about the effectiveness of the scoring method, as the proposals are not entirely technical and the scoring process seems unclear. Another member suggested setting specific thresholds for proposal requirements. They inquired if the proposal details should be reviewed now or after discussion. A member reminded that the proposals were provided in the pre-read and evaluated by the Secretariat, and acknowledged the need for a systematic evaluation to improve efficiency but the ASC may now accept or challenge the recommendation. FM explained that the internally evaluated scores are based on how well the vendors align with the ToR approved by the ASC.

A member highlighted Sattva's in-person site visit as crucial, contrasting with the virtual approaches of the other vendors. FM explained that while the engagement is valuable, the Secretariat found it cost excessive, favouring Proforest's more cost-effective benefits. AG noted that only one CB has applied the LAG in audits as of Dec 2023, limiting the effectiveness of the future consultant's site visit. Another member expressed concern over only one CB implementing the LAG. AG explained that CBs find the optional guidance less motivating for implementation despite previous interest shown in the CB workshops. AG mentioned ongoing encouragement from the Secretariat, especially with the trial period ending soon. The member suggested discussion with ASI and for RSPO to draw the line or the independent review could be just another paper exercise. They suggested that since the guidance is not binding, clearer requirements are needed for CB operations. The member agreed with the choice of Proforest but

The Secretariat to publish an announcement to clarify the continued voluntary status of the Labour Auditing Guidance until the BoG mandates otherwise. (Update: Action completed. Announcement

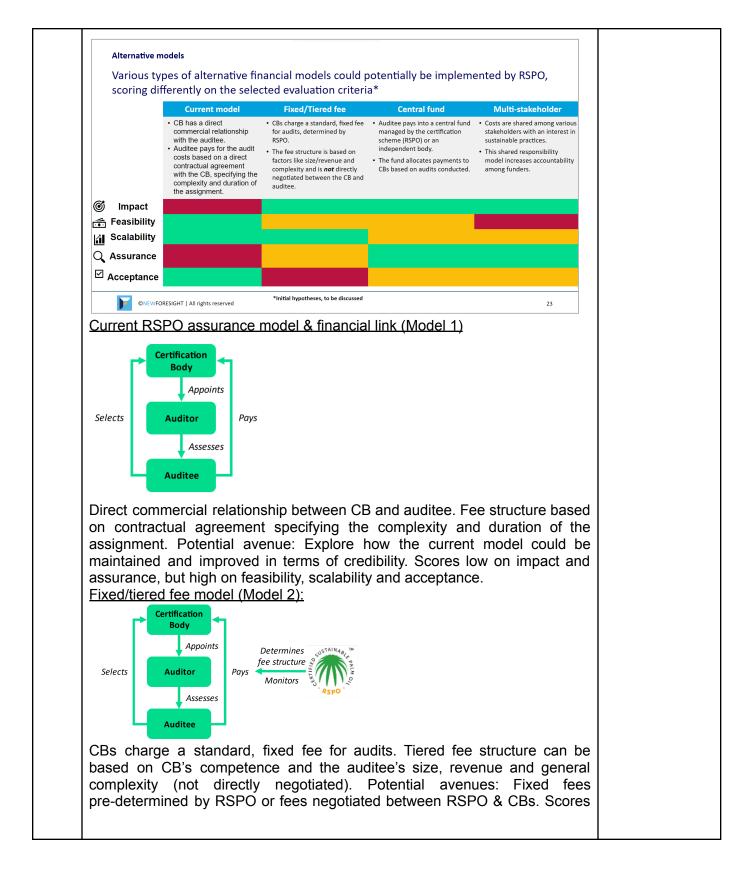




	requested interviews with local civil society organisations, NGOs, unions, and growers. Another member said that CBs' reluctance could be due to increased time and cost for clients. A member recounted a CB attempting to charge for an audit with the LAG, mistaking it as mandatory. There should be more interviews with growers and unions impacted by the guidance. AG said that the appointed consultant will be asked to focus on trade union interviews and to uncover reasons behind CBs' reluctance. FM reminded that the guidance shall remain voluntary even after the review until the BoG mandates otherwise. FM proposed publishing an announcement to clarify the voluntary status to which the ASC agreed. A member inquired if they could recommend parties like the International Labour Rights Forum for the interviews, also asking about reaching marginalised workers like migrants and casual labourers. AG clarified that the review focuses on LAG implementation supporting CBs so the consultant's primary focus will be on CB matters rather than community issues. A member asked about how the Guidance relates to the upcoming P&C revision. AG explained that the guidance currently refers to the 2018 P&C. The certification systems review is expected to conclude simultaneously with the P&C revision, for both to be proposed to the BoG. Positive feedback from this review could prompt recommendations for immediate inclusion of the guidance into the new certification systems, potentially leading to mandatory status. The ASC agreed to move forward with Proforest as the vendor for the independent review, subject to the addition of interviews with local civil society organisations and labour unions.	published on 20 March 2024) The Secretariat to proceed with the appointment of Proforest for the independent review of the Labour Auditing Guidance, with the addition of interviews with local civil society organisations and labour unions. (Update: Action completed. Proforest was appointed and is scheduled to start work in April 2024)
3.0	 For Discussion Initial Study on De-linking Commercial Relationships between CBs and Auditees: Initial Consultation with the ASC PS presented the agenda for the consultation and gave context for the request. PS said the focus today is to gather input for: What alternative models could work for RSPO? Under what conditions could an alternative model improve the current situation for RSPO? PS said that the Evaluation criteria for the success of the model are: Impact: Reduced risk of Col, Improved quality of auditing process, Low risk of unintended consequences. Feasibility: Cost-effectiveness, Financial sustainability, Capacity to implement. Scalability: Applicability and Adaptability / Flexibility. Acceptance: Perceived legitimacy and Willingness to participate. PS presented an overview of the alternative models that NewForesight has identified, scored against the current model and the evaluation criteria: 	

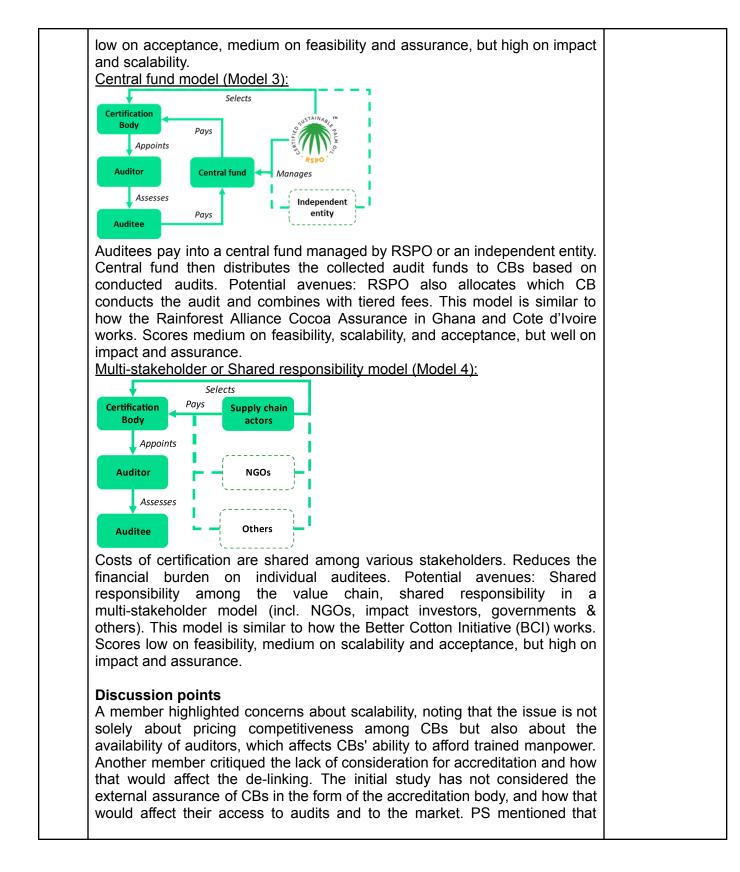






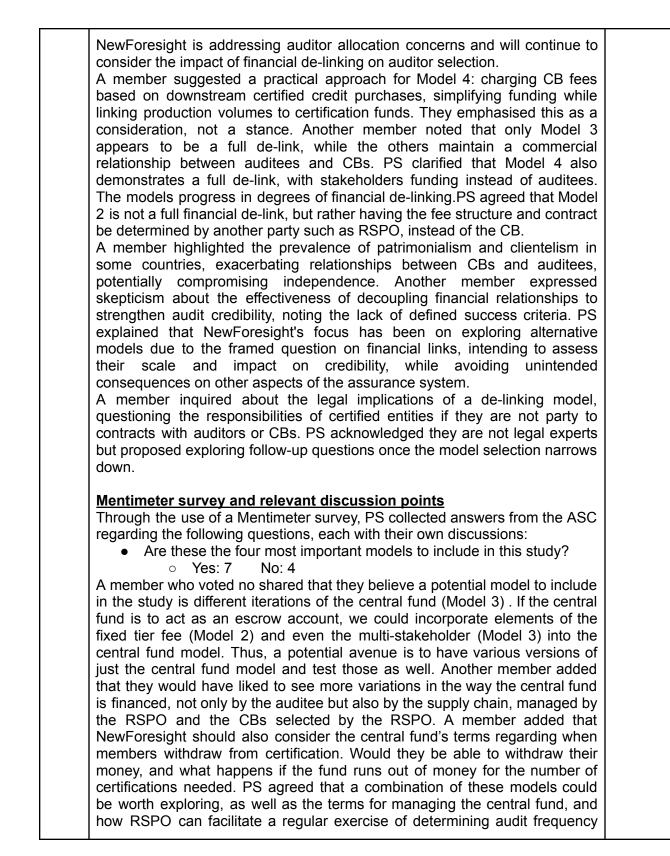






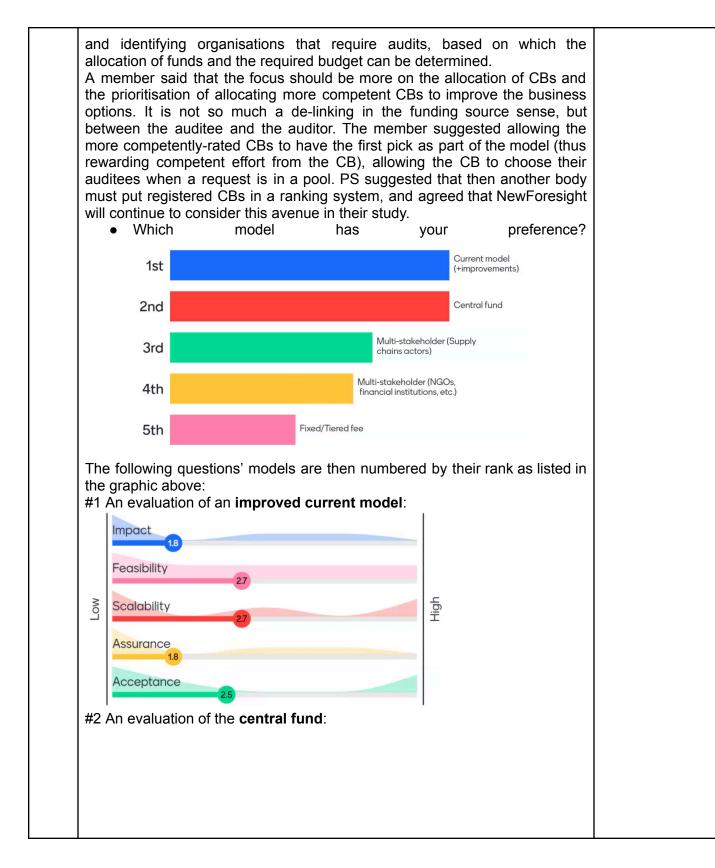






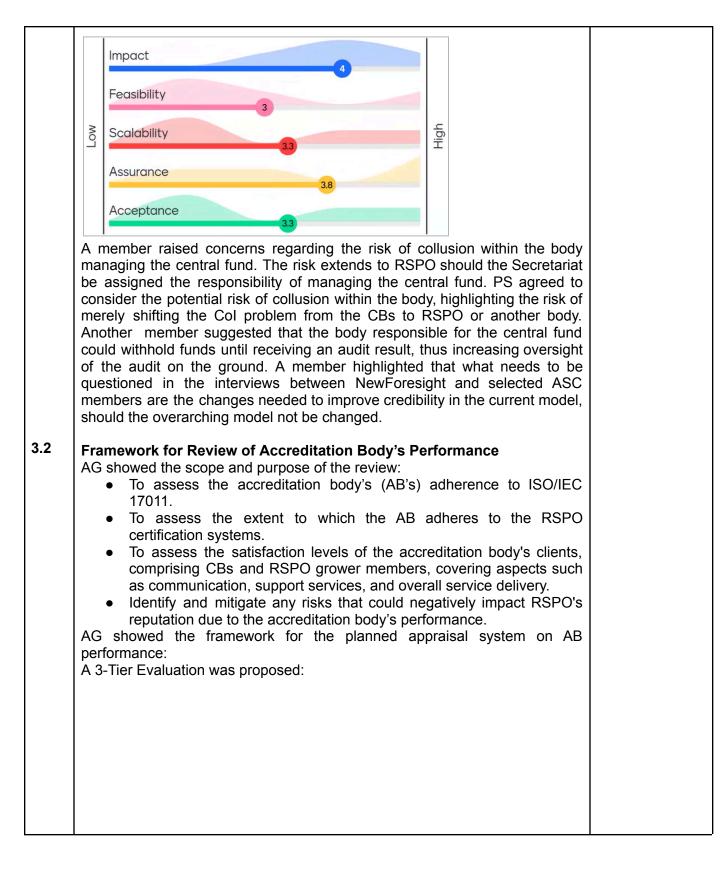






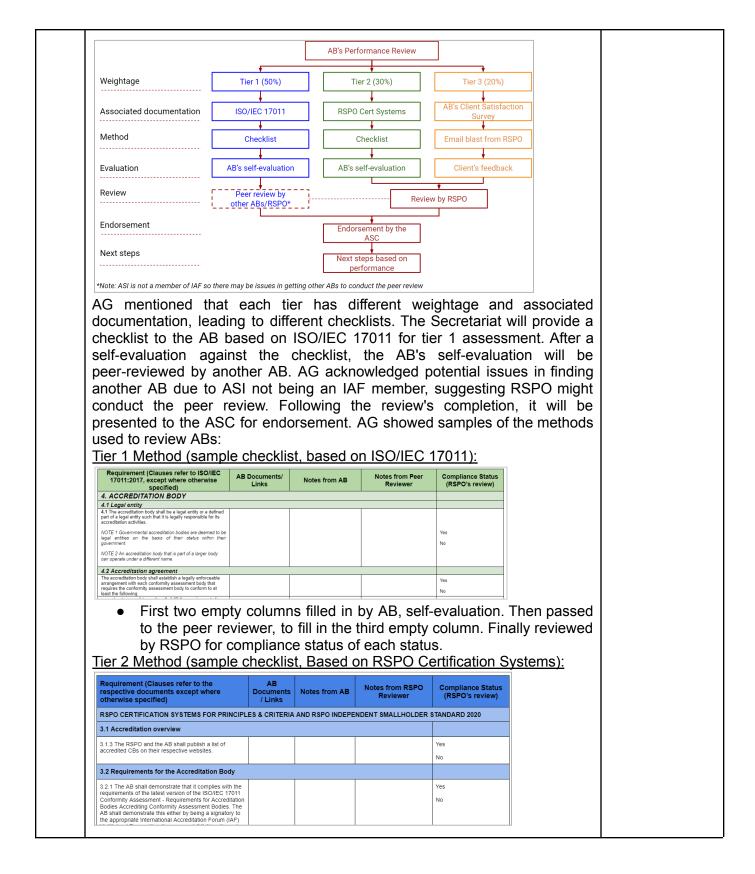
















Similar system to Tier 1, the AB self-evaluates, but this time RSPO reviews the self-evaluation without a peer review Tier 3 Method (sample survey): Accreditation Process How satisfied are you with ASI's accreditation process? • 5: Very Satisfied 4: Satisfied 3: Neutral 2: Dissatisfied would you rate the clarity and transparency of ASI's accreditation requirements? A potential survey to be shared via email to CBs and growers to prompt a response to share about the accreditation process, communication and timeliness. AG said that the review process may take place once a year. For example, if the first round is conducted in the middle of 2024 i.e. June, then the duration of each step would then be as follows: • AB's self evaluation (Tier 1 and Tier 2) a client's feedback submission (Tier 3): 3 weeks. • Peer review and RSPO's review (Tier 2 and Tier 3): 3 weeks. • Endorsement by the ASC: 2 weeks. For a likely total duration of 8 weeks for the AB review process. AG said that based on the review then the AB may be categorised into either high (80%-100% score), average (50%-79% score), or low (<49% score). Following actions can then be taken based on the AB's performance rating: High: continuation of service and acknowledgement by RSPO. • Average: continuation of service, address weak areas, develop improvement plans and regular monitoring by RSPO until the next round of review. Low: conditional service continuation, addressing non-compliance points, identifying corrective actions, providing guarterly updates and monitoring by RSPO until the next round of review. Scoring low for three consecutive rounds of review may lead to the AB's termination. **Discussion points** A member brought up that a prominent current issue is that there is only one accreditation body, so they asked whether we are considering appointing a second accreditation body, as they think it would help by introducing competition by which the accreditation bodies may measure up against each other. Another member followed up by asking whether there are any alternatives to ASI that can perform to achieve the current parameters, and whether another AB would help scoring by much, as it would only introduce one comparator. AG said that the Secretariat has started looking for other national accreditation bodies who have the capacity and interest in joining the RSPO accreditation scheme. However, most national ABs are heavily focused on ISO accreditation and other food certification schemes, instead of sustainability. AG suggested that the Secretariat can start by approaching

large national ABs such as UKAS in the UK and ANAB in America. AG





	brought up that as the RSPO's accreditation is very much different from ISO accreditation, more resources are required for an AB to join. A member said the ASC needs to put more pressure on ASI for its performance and added assessing the AB's performance even as a sole AB is worth it. Another member commented that the ASC should note that ASI's income comes from CBs' commissions. Therefore, it would not be too much to expect ASI to do what is expected of them, as ASI is such a key pillar of RSPO's certification operations.
4.0	For Updates
4.1	Update from Agropalma's Surveillance Audit (Nov 2023) AG gave an update about Agropalma's surveillance audit in Nov 2023. Following IBD's withdrawal, SCS Global took over and found recurring Major NC on indicators 2.1.1, 4.4.1, and 4.8.2 during ASA 21. Suspension of Agropalma's certificate was effective as of 29 Nov 2023 and will last for 6 months. This was based on clause 5.9.4.a of the RSPO Certification Systems Document 2020: "Recurring major NC on the same indicator (including the suspension of the certificate. This suspension shall be lifted when the NC is successfully addressed." Agropalma will work to address the non-conformities to lift the suspension. The timeline for the suspension case shows: $ \underbrace{2016.2016}_{\text{Certification}} \underbrace{2020}_{\text{Continued to certification}} \underbrace{2020}_{\text{Continued to certification}} \underbrace{2020}_{\text{Continued to certificate}} \underbrace{2020}_{Continued to certif$
	Discussion points A member asked whether the NCs were a continuity of the same problem related to social conflicts or a new problem. AG stated that details of the NCs are confidential as per certification rules but they are on indicators 2.1.1 (legal requirements), 4.4.1 (legal ownership), and 4.8.2 (land conflict resolution).
4.2	From the Action Tracker ZT briefly showed the ongoing items on the Action Tracker and requested that the discussion be skipped for time, with questions to be forwarded to FM. The ASC agreed and proceeded to any other business.





5.0	Any Other Business	
5.0	Any Other Business Updates from discussion with Complaints Panel (CP) Co-Chairs (16 Feb 2024) AN mentioned that she and PW (on behalf of KS) had met with the co-chairs of the CP to discuss the formation of the Pool of Experts (PoE). The main question was how does the RSPO put together a database of experts across a range of fields who could be contracted and deployed on a range of assignments, such as for complaints investigation or as audit observers. The key outcome was that there was an agreement that the PoE doesn't necessarily need to be owned by either the ASC or the CP per se, just that it needs to be generated, and that clear rules need to be defined on how the experts will be contracted in order to avoid potential Col. AN said that the priority is to provide the resource to the Secretariat and the CP, and that it	
	 would continue to be a database available to members i.e as a benefit of membership. What needs to defined are: What is the process by which the database will be developed, and how will the experts be identified? What is the procedure for their use? AN said that this then goes back to Pravin Rajandran (Head of Grievance) alongside the Assurance team to come up with how that it would be put together, as part of the 5 strategic pillars process that is underway by the Secretariat that should report to the board in the March 2024 meeting. PW said the Secretariat should own this process, keeping in mind that it is not easy to identify good independent experts especially in geographies where situations are complex and volatile sometimes. The meeting also concluded with an agreement to commission a consultant to assist the Secretariat with building the database of experts. 	
5.2	 ASC-CP Joint Meeting (1st meeting 2024) ZT proposed meeting times for the next ASC-CP Joint meeting: Proposed date: Monday, 29 April or Tuesday, 30 April 2024 Time: 3 pm - 5 pm, a poll for times will be sent by FM to all members. Topic and time suggestions should be sent to FM or appended to the poll. AN suggested that when FM sends the poll, she should attach the items discussed in the last meeting especially on compliance to EUDR, as one of the CP Co-Chairs was very eager about having those items available. 	The Secretariat to send a Doodle poll to set the first ASC-CP joint meeting in 2024. The agenda will include updates on compliance to EUDR.
5.3	Other Matters ZT opened the floor to other matters. No matters were raised.	
	End of meeting AN thanked everyone, reminding all about the action tracker, to follow up with the Secretaria about the Action Tracker and closed the meeting. The meeting adjourned at 5.30 pm.	