



COMPLAINTS PANEL MINUTES OF MEETING for Website

Date: 26 March 2024 @ 3.00pm - 5.20pm

Meeting : via Zoom

MEMBERS OF THE COMPLAINTS PANEL	
	<ol style="list-style-type: none">1. Henry Barlow (Chair - CCP)2. Lim Sian Choo (Co Chair)3. Michelle Desilets4. Marieke Leegwater5. Lanash Thanda6. Robert Kruger7. Florentine van den Eerenbeemt8. Priya Gopalan9. Carl Dagenhart10. Kartika Dewi11. Irene Aycinena Abascal12. Miguel Tejada Iraizoz
GENERAL AGENDA	
	<ol style="list-style-type: none">1. Opening Remarks by Chairperson2. RSPO Antitrust Guidelines3. Declaration of Conflict of Interest4. To confirm and adopt the minutes of 28 February 2024 CP Meeting5. New Allegations6. Complaints Case Statistics7. Complaints Panel Meeting Dates<ol style="list-style-type: none">7.1 Dates for CP Monthly Meetings7.2 Dates for CP Physical Meetings7.3 Expansion of the Complaints Panel8. Post Complaints Monitoring



	<ol style="list-style-type: none"> 9. Dispute Settlement Facility (DSF) 10. Commitment of Financial Institutions. 11. 1st Internal Voluntary Review of the Complaints and Appeals Procedures 12. ASC-CP Joint Meeting 13. Complaints for deliberation
	Group 1 - COMPLAINTS FOR DELIBERATION
	<ol style="list-style-type: none"> 1. Pacific Inter-Link (Papuan Concessions) vs Environmental Investigation Agency (EIA) & Greenpeace 2. PT. Mitra Karya Sentosa (a subsidiary of First Resources Limited) vs Requested for Confidentiality 3. Papaso Estate & PT Damai Nusa Sekawan - Sosa & Bukit Udang Estate (a subsidiary of Permata Hijau Group) vs Requested for Confidentiality 4. Reforestadora de Palmas del Peten S.A. (a subsidiary of SEAHOLM CORP) vs Requested for Confidentiality 5. PT. Sari Dumai Sejati (a subsidiary of AAA Oils and Fats Pte Ltd (APICAL Group) vs Mr. Hidayat Rasyid 6. PT. Cipta Davia Mandiri (a subsidiary of R.E.A. Holdings Plc) vs Requested for Confidentiality 7. PT Grahadura Leidong Prima (a subsidiary of PT. Bakrie Sumatera Plantations TBK) vs Requested for Confidentiality 8. PT. Cipta Davia Mandiri (a subsidiary of R.E.A. Holdings Plc) vs Requested for Confidentiality
	Group 2 - COMPLAINTS FOR DELIBERATION
	<ol style="list-style-type: none"> 1. PT. Ramajaya Pramukti (subsidiary of Golden Agri Resources Ltd) vs Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch 2. PT. Perkebunan Nusantara V (PERSERO) vs Requested for Confidentiality
	Group 3 - COMPLAINTS FOR DELIBERATION



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| | <ol style="list-style-type: none">1. PT. Kartika Prima Cipta (PT. KPC) - subsidiary of Golden Agri Resources (GAR) vs Forest Peoples Programme & TuK Indonesia2. Golden Agri Resources (GAR) vs Forest Peoples Programme & Elk Hills Foundation3. Aceites Y Derivados Sociedad Anonima (ACEYDESA) vs Requested for Confidentiality4. First Resources Limited vs Requested for Confidentiality5. PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd) vs Requested for Confidentiality6. Grasas Y Derivados S.A. Gradesa S.A vs Requested for Confidentiality7. Energy & Palma S.A. (a subsidiary of HOLDING LA FABRIL S.A) vs Requested for Confidentiality8. PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited) vs Requested for Confidentiality9. Energy & Palma S.A. (subsidiary of La Fabril Group) vs Requested for Confidentiality |
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DETAILS OF THE AGENDA:

No.	Agenda										
1.	Opening Remarks from Chairperson Opening speech by CCP.										
2.	RSPO Antitrust Guidelines RSPO Antitrust Guidelines were read to the CP.										
3.	Declaration of “No Conflict of Interest” No further Conflict of Interest declared at this time of the meeting.										
4.	To confirm and adopt the minutes of 28 February 2024 during the Complaints Panel Meeting Minutes of 28 February 2024 were adopted unanimously.										
5.	New allegation submitted										
5.1	<table border="1"> <tbody> <tr> <td data-bbox="231 1205 529 1317">RSPO/2024/02/RR</td> <td data-bbox="529 1205 1423 1317">PT. Tunggal Mitra Plantation (a subsidiary of Sime Darby Plantation Berhad)</td> </tr> <tr> <td data-bbox="231 1317 529 1417">Complainant</td> <td data-bbox="529 1317 1423 1417">Requested for confidentiality</td> </tr> <tr> <td data-bbox="231 1417 529 1496">Complaint received</td> <td data-bbox="529 1417 1423 1496">23 February 2024</td> </tr> <tr> <td data-bbox="231 1496 529 1574">Location</td> <td data-bbox="529 1496 1423 1574">Riau, Indonesia</td> </tr> <tr> <td data-bbox="231 1574 529 1742">Allegations</td> <td data-bbox="529 1574 1423 1742"> <ul style="list-style-type: none"> Alleged failure by the Respondent company to carry out its corporate social responsibility with regard to community empowerment and building a sustainable partnership with the community. </td> </tr> </tbody> </table> <p>Discussion on 26 March 2024:-</p> <p>1. Initial Diagnosis is in progress.</p>	RSPO/2024/02/RR	PT. Tunggal Mitra Plantation (a subsidiary of Sime Darby Plantation Berhad)	Complainant	Requested for confidentiality	Complaint received	23 February 2024	Location	Riau, Indonesia	Allegations	<ul style="list-style-type: none"> Alleged failure by the Respondent company to carry out its corporate social responsibility with regard to community empowerment and building a sustainable partnership with the community.
RSPO/2024/02/RR	PT. Tunggal Mitra Plantation (a subsidiary of Sime Darby Plantation Berhad)										
Complainant	Requested for confidentiality										
Complaint received	23 February 2024										
Location	Riau, Indonesia										
Allegations	<ul style="list-style-type: none"> Alleged failure by the Respondent company to carry out its corporate social responsibility with regard to community empowerment and building a sustainable partnership with the community. 										

5.2

RSPO/2024/03/LSL	PT Citra Sawit Cemerlang (a subsidiary of Genting Plantations Berhad)
Complainant	Requested for confidentiality
Complaint received	04 March 2024
Location	Kalimantan Barat, Indonesia
Allegations	<ul style="list-style-type: none"> Allegations revolve around land issues where the Complainant(s) were evicted by the Respondent from their agricultural land. There are elements of intimidation by the Respondent and local authorities in the process of resolving the disagreements on the aforementioned land dispute. The Respondent destroyed the irrigation built by the government.

Discussion on 26 March 2024:-

- 1. Initial Diagnosis is in progress.**

5.3

RSPO/2024/04/MAM	Poligrow Colombia S.A.S.
Complainant	Inversiones Chirajara S.A.S.
Complaint received	18 March 2024
Location	Colombia
Allegations	<ul style="list-style-type: none"> The Respondent infringed a private property to do a firebreak. The Respondent destroyed part of the forest of the plot of land and affected the place where the Complainant's cattle were located. The Respondent did not comply with a conciliation agreement signed between the parties.

Discussion on 26 March 2024:-

- 1. Initial Diagnosis is in progress.**



5.4

RSPO/2024/05/RR	PT Swadaya Mukti Prakarsa (a subsidiary of First Resources Limited)
Complainant	Requested for confidentiality
Complaint received	20 March 2024
Location	Kalimantan Barat, Indonesia
Allegations	<ul style="list-style-type: none"> Allegations raised against the Respondent are pertaining to a variety of workers rights violations, such as poor working conditions, non-provisions of subsidy, non-payment of social security (BPJS), poor safety conditions, workers health, unreasonable working hours, amongst others. The Complainant also alleged that several of its workers had been arrested by the police, for protesting against the Respondent company pertaining to their rights.

Discussion on 26 March 2024:-

1. Initial Diagnosis is in progress.

6. Complaints Cases Statistics

Total cases in 2024

Month	Complaints received	Country	Open	Closed	Rejected	Withdrawn
January	1	Indonesia	1	0	0	0
February	1	Indonesia	1	0	0	0
March	3	Indonesia (2) Colombia	3	0	0	0

Total Active Cases by Country and Year (as of 23.03.2024)

Country	Active Cases	Year	Active Cases
Indonesia	17	2014	1
Colombia	2	2018	1
Honduras	1	2020	2



	<table border="1"> <tbody> <tr> <td>Guatemala</td> <td>1</td> </tr> <tr> <td>Ecuador</td> <td>2</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td>23</td> </tr> </tbody> </table>	Guatemala	1	Ecuador	2					TOTAL	23	<table border="1"> <tbody> <tr> <td>2021</td> <td>5</td> </tr> <tr> <td>2022</td> <td>4</td> </tr> <tr> <td>2023</td> <td>5</td> </tr> <tr> <td>2024</td> <td>5</td> </tr> <tr> <td>TOTAL</td> <td>23</td> </tr> </tbody> </table>	2021	5	2022	4	2023	5	2024	5	TOTAL	23
Guatemala	1																					
Ecuador	2																					
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2021	5																					
2022	4																					
2023	5																					
2024	5																					
TOTAL	23																					
7.	Complaints Panel																					
7.1	Dates for Complaints Panel monthly meetings																					
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> CP meetings dates until the end of 2024 have been scheduled. 																					
7.2	Dates for Complaints Panel Physical Meetings																					
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> A doodle poll has been issued to propose dates for the next quarterly meeting in May 2024. 																					
7.3	Expansion of Complaints Panel																					
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> Pending submission of the minutes of the Selection Interview to the BoG. 																					
8.	Post Complaint's Monitoring																					
8.1	FELDA Global Venture - (Article by The Wall Street Journal)																					
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> Pending receipt of a further document from the Respondent. 																					
8.2	Extractor de la Gloria SAS																					



	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. The Secretariat has received the monthly update for February 2024 and this matter is pending receipt of a monthly update for March 2024. 2. In addition, the Secretariat found that all the administrative and judicial processes are currently adjourned.
8.3	Golden Veroleum Liberia (GVL)
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. Interim Briefing Note for PCM directive submitted to the CP for deliberations.
8.4	PT. Bumitama Gunajaya Agro (subsidiary of Bumitama Agri Ltd)
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. The Secretariat has received the monthly update for March 2024 from the Respondent, which has been signed by both the Complainant and the Respondent. 2. Pending confirmation from the Complainant on its agreement to the contents of the update.
9.	Dispute Settlement Facility (DSF)
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. The Secretariat is in the process of shortlisting mediators to be on the DSF panel.
10.	Commitments of Financial Institution(s)
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. No further updates.
11.	1st Internal Voluntary Review of the Complaints and Appeals Procedures
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> 1. The Steering Group met on 13.03.2024 and 25.03.2024 to discuss the draft Report on Recommendations. 2. A further meeting has been scheduled on 15.04.2024 to discuss the draft Report on



	Recommendations.
12.	ASC - CP JOINT MEETING
	<p>Discussion on 26 March 2024:-</p> <ol style="list-style-type: none"> Pending the scheduling of the next ASC-CP meeting. New dates are to be proposed to accommodate the availability of participants.

**COMPLAINTS FOR DELIBERATION:-
GROUP 1**

Complaint 1.1 Pacific Inter-Link (Papuan Concessions) vs Environmental Investigation Agency (EIA) & Greenpeace	
Case Reference	RSPO/2018/19/RB
Date Filed	15 October 2018
Respondent	Pacific Inter-Link (Papuan Concessions)
Membership Category	Processors and / or Traders
Country	Indonesia
Complainant	Environmental Investigation Agency (EIA) & Greenpeace
Complaint Description	<ul style="list-style-type: none"> Violation of the RSPO Code of Conduct because of their alleged involvement in the control/ownership and operational development of four palm oil plantation companies in Papua.
Status	Appeals deliberation
Decision / Justification	1. The Appeal is in progress.



Complaint 1.2 PT Mitra Karya Sentosa (a subsidiary of First Resources Limited) vs Requested for confidentiality	
Case Reference	RSPO/2021/07/SW
Date Filed	19 March 2021
Respondent	PT. Mitra Karya Sentosa (a subsidiary of First Resources Limited)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Respondent did not pay the full land compensation to the six (6) individuals; • The Respondent unilaterally marking up the cost of plasma development and did not refer to the relevant regulations in deciding the cost of plasma development; • The Respondent did not pay the land compensation for the land identified as HCV and HCS area; and • The Respondent did not provide the complete map along with its coordinates for the land that has been handed over by the six (6) individuals.
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	1. Pending expiry of appeals period.

Complaint 1.3 Papaso Estate & PT Damai Nusa Sekawan - Soso & Bukit Udang Estate (a subsidiary of Permata Hijau Group) vs Requested for confidentiality	
Case Reference	RSPO/2021/05/SW
Date Filed	19 March 2021
Respondent	Papaso Estate & PT Damai Nusa Sekawan - Sosa & Bukit Udang Estate (a subsidiary of Permata Hijau Group)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint	<ul style="list-style-type: none"> • Complainant alleged that the Respondent prohibits the workers to conduct



Description	<p>union activities (protest with regards to the Omnibus Law);</p> <ul style="list-style-type: none"> ● Complainant alleged that the Respondent has conducted a unilateral termination of employment for the 2 (two) PT Permata Hijau Sawit workers; and ● Complainant alleged that the Respondent did not socialize the Company Regulations (<i>Peraturan Perusahaan</i>) to the workers in PT Damai Nusa Sekawan.
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	1. Pending expiry of appeals period.

Complaint 1.4 Reforestadora de Palmas del Peten S.A. (a subsidiary of SEAHOLM CORP) vs Requested for confidentiality	
Case Reference	RSPO/2022/13/MAM
Date Filed	21 October 2022
Respondent	Reforestadora de Palmas del Peten S.A. (a subsidiary of SEAHOLM CORP)
Membership Category	Oil Palm Grower
Country	Guatemala
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> ● The Complainant alleged that the Respondent violates the fundamental and labour rights of employees, because there are bad work conditions, unjustified dismissals, mistreatment, and false and unfounded suspicions; ● The Respondent uses retaliation against farm workers and human rights defenders; ● The Respondent uses the figure of the blacklist to designate employees who will not be rehired; ● The Respondent uses organic fertilizer that generates pestilent odour and flies affecting communities.
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	1. Pending expiry of appeals period.



Complaint 1.5 PT. Sari Dumai Sejati (a subsidiary of AAA Oil and Fats Pte Ltd (APICAL Group) vs Mr. Hidayat Rasyid	
Case Reference	RSPO/2023/12/RR
Date Filed	03 August 2023
Respondent	PT. Sari Dumai Sejati (a subsidiary of AAA Oils and Fats Pte Ltd (APICAL Group)
Membership Category	Processors and / or Traders
Country	Indonesia
Complainant	Mr. Hidayat Rasyid
Complaint Description	<ul style="list-style-type: none"> • The Complainant is a representative of a community, and the Respondent is a Crude Palm Oil producer. • Allegations are with regards to unsustainable operations at the Respondent’s plant, causing severe air and noise pollution, disrupting and affecting the daily lives of the community.
Status	Investigation / Deliberation
Decision / Justification	<p>1. The Secretariat is in the midst of collating all information and documentation provided by parties. The same will be furnished to the Complaints Panel by way of email for the Complaints Panel’s deliberation.</p>

Complaint 1.6 PT Cipta Davia Mandiri (a subsidiary of R.E.A. Holdings Plc) vs Requested for confidentiality	
Case Reference	RSPO/2023/14/HH
Date Filed	14 November 2023
Respondent	PT Cipta Davia Mandiri (a subsidiary of R.E.A. Holdings Plc)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent’s plasma allocation and



Description	development is not in accordance with the MoU or agreement between the Respondent and the community of Kelinjau Ulu Village.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Secretariat sought further information from the Respondent and the Respondent provided the necessary clarification by way of email on 7 March 2024. 2. The Secretariat re-furnished the Respondent’s formal response to the Complainant. No comments received from the Complainant. 3. The Secretariat furnished the Interim Briefing Note to the CP and sought the CP’s directive on the way forward. 4. Pending deliberation by the CP members.

Complaint 1.7 PT Grahadura Leidong Prima (a subsidiary of PT Bakrie Sumatera Plantations TBK) vs Requested for confidentiality	
Case Reference	RSPO/2023/15/HN
Date Filed	23 November 2023
Respondent	PT Grahadura Leidong Prima (a subsidiary of PT Bakrie Sumatera Plantations TBK)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Complainant alleges that the Respondent has yet to fulfil the commitment to allocate plasma land to the community.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Respondent furnished its formal response to the allegations to the Complaint on 29 February 2024 and the same was furnished to the Complainant for their perusal. 2. The Complainant furnished its comments by way of a formal letter to the Respondent’s formal response on 6 March 2024 and the same was furnished to the Respondent. 3. The CP directed the Secretariat to appoint an Independent Investigator to conduct an independent investigation to verify the allegations raised in the Complaint, with opportunity given to parties to consider resolving the dispute by way of Bilateral Engagement or DSF Mediation.



Complaint 1.8 PT Cipta Davia Mandiri (a subsidiary of R.E.A.Holdings Plc) vs Requested for confidentiality	
Case Reference	RSPO/2024/01/LSL
Date Filed	8 January 2024
Respondent	PT Cipta Davia Mandiri (a subsidiary of R.E.A. Holdings Plc)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The allegation is pertaining to the plasma allocation with the ratio of 80:20 based on the plasma agreement. • The affected parties have not received the 20% share of the revenue generated from the plasma land since 2010 till date.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. Both parties have agreed to enter into a Bilateral Engagement (BE) process. 2. In that regard, the BE process will be activated accordingly.

GROUP 2

Complaint 2.1 PT Ramajaya Pramukti (subsidiary of Golden Agri Resources Ltd) vs Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch	
Case Reference	RSPO/2021/12/CRP
Date Filed	08 November 2021
Respondent	PT. Ramajaya Pramukti (subsidiary of Golden Agri Resources Ltd)
Membership Category	Oil Palm Grower



Country	Indonesia
Complainant	Lembaga Adat Kenegerian Petapahan (Ninik Mamak Kenegerian Petapahan), Bahtera Alam & Sawit Watch
Complaint Description	<ul style="list-style-type: none"> ● that the Respondent conducted land expansion to about 167 hectares into the Imbo Putui Customary Forest; ● that the Respondent's used their operational truck passing through the Customary Forest and disturbing the community with the noise and dust pollution, disturbing the growth of trees along the road, cutting off animal paths (bear, deer, pangolin, snake, monitor lizard, monkey), and cutting off water paths; ● that the Respondent's action of planting oil palm up to the riverbank, even in the middle of the river (the company changed the waterway, then planted oil palm on the former river that was stockpiled); ● that the Respondent is not taking the responsibility for the social, economic, and ecological damage that occurred in the Imbo Putui Customary Forest and Petapahan Village; ● that the Respondent changed the natural shape of the rivers and made them straight; ● that the Respondent is destroying the downstream river ecosystem in the Imbo Putui customary forest with fertilizers and pesticides; and ● that the Respondent claimed the Imbo Putui Customary Forest as their conservation area (HCV).
Status	Decision delivered with period to appeal (60 WD)
Decision / Justification	1. Pending expiry of appeals period.

Complaint 2.2 PT. Perkebunan Nusantara V (PERSERO) vs Requested for confidentiality	
Case Reference	RSPO/2022/03/CRP
Date Filed	04 March 2022
Respondent	PT. Perkebunan Nusantara V (PERSERO)
Membership Category	Oil Palm Grower
Country	Indonesia



Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • The Respondent is alleged of illegally controlling some of the KKPA (Primary Member Cooperative Credit) objects, as well as violating the KKPA agreement. • The Respondent is alleged of embezzling funds and fraud in the development of oil palm plantations. • The Respondent is alleged of violating the agreement related to the sale of the farmers' fruits which should have been disbursed to the Complainant to be distributed to its members and illegal bailout funds.
Status	Investigation/Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The ad hoc CP meeting has been rescheduled to deliberate on the Briefing Note.

GROUP 3

Complaint 3.1 PT. Kartika Prima Cipta (GAR) vs Forest Peoples Programme & TuK	
Case Reference	PreCAP/2014/03/IR
Date Filed	13 October 2014
Respondent	PT. Kartika Prima Cipta (PT.KPC) - Golden Agri Resources (GAR)
Membership Category	Oil Palm Grower
Country	Indonesia – Kapuas Hulu, West Kalimantan



Complainant	Forest Peoples Programme (FPP) and (Transformasi untuk Keadilan) TuK Indonesia
Complaint Description	<p>Points raised:-</p> <ul style="list-style-type: none"> ● PT KPC is in persistent violation of the RSPO P&C pertaining HCV assessment, the recognition of customary land rights and free, prior, and informed consent (FPIC). Lack of FPIC of the local Dayak and Malay people in the process of land take over. ● Land takeover was done without land tenure study and participatory mapping. ● Late HCV assessment which was done by IPB, final consultation was in May 2014. ● Dissatisfaction by smallholders and resentment because of reduced post facto set aside for HCV rather than getting plasma scheme (20%). ● Set aside land as HCS area that made no provision for customary land uses and tenure and local people livelihood. ● GAR as the parent company of all 18 subsidiaries listed in acting in violation of the New Planting Procedure (NPP) by submitting information which is known as false. No HGU in 16 of 18 NPP. ● The assessors which have endorsed GAR's HCV assessment, ESIA's and social engagement actions, are in violation of their responsibility to provide impartial assessment of company compliance with RSPO P&C.
Status	(D) Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The CP is still in the midst of deliberating the Briefing Notes for Phase 3 (Plasma Smallholder), Phase 5 (FPIC), and Phase 4 (HCV Assessment). 2. The ad hoc CP Meeting has been rescheduled to deliberate the Briefing Notes.

Complaint 3.2 Golden Agri Resources (GAR) vs Forest Peoples Programme & Elk Hills Foundation	
Case Reference	RSPO/2020/04/IR
Date Filed	2 March 2020
Respondent	Golden Agri Resource (GAR)
Membership Category	Oil Palm Grower
Country	Indonesia



Complainant	Forest Peoples Programme & Elk Hills Foundation
Complaint Description	<ul style="list-style-type: none"> • The Respondent, through its subsidiaries located in Central Kalimantan, operate its plantations with permits which never had the force of law; • The Respondent, through its employees have been involved in the payment of bribes to provincial officials in Central Kalimantan.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Secretariat received the revised draft legal opinion from the Independent Investigator on 01.03.2024 and the redacted version on 08.03.2024. 2. The Secretariat furnished the draft legal opinion to the parties of the Complaint (a redacted version to the Complainant, with sensitive commercial data redacted) on 18.03.2024 for factual verification. 3. The Secretariat received a response from the Respondent on 25.03.2024.

Complaint 3.3 Aceites Y Derivados Sociedad Anonima (ACEYDESA) vs Requested for confidentiality	
Case Reference	RSPO/2020/07/LSL
Date Filed	6 April 2020
Respondent	Aceites Y Derivados Sociedad Anonima (ACEYDESA)
Membership Category	Oil Palm Grower
Country	Honduras
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> • Modification of property deeds to remove areas identified by the government as environmental protection zone; • Employees not paid minimum wage; not provided with equipment; and not given workers' benefits; • Non-compliance with labour laws; • Threatening of workers to suppress information from auditors; • Bribing workers and government agencies; • Manipulation of scale systems; Falsification of data; • Operating without an environmental license.
Status	Investigation / Deliberation



Decision / Justification	<ol style="list-style-type: none"> 1. The draft decision letter has been submitted to the CP members. 2. Pending endorsement from the CP members.
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Complaint 3.4 First Resources Limited vs Requested for confidentiality

Case Reference	RSPO/2021/04/EN
Date Filed	8 March 2021
Respondent	First Resources Limited
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> ● The Respondent allegedly has ownership, control and influence over a company called Fangiono Agro Plantation (FAP) Agri, a non-RSPO member who was not declared in the Respondent’s RSPO Group Membership. ● The Respondent also allegedly has ownership, control and influence of an Indonesian company, Ciliandry Anky Abadi (CAA) who is a subsidiary of a British Virgin Islands registered company by the name of Sima Capital. This company too was not declared to be a part of the Respondent’s RSPO Group Membership. ● The Respondent, via FAP or by FAP’s 11 subsidiaries have violated the RSPO Principles and Criteria by deforestation, peatland degradation, using lands for plantation without FPIC, river pollution, and unilateral layoffs of workers. ● The Respondent, via CAA, have violated the RSPO Principles and Criteria by deforestation, peatland degradation, using lands for plantation without FPIC, and river pollution. ● The Respondent is violating its NDPE Commitments, the RSPO Principle and Criteria, the RSPO Code of Conduct, and RSPO membership rules. ● The Complainants alleged that the Respondent has control and influence over a group of companies known as New Borneo Agri (“the Sulaidy companies”), a non-RSPO member who was not declared in Respondent’s RSPO Group Membership.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Secretariat has received endorsement of the revised ToR from the CP which includes the new allegations. 2. The Respondent has furnished their formal response on 25 March 2024 in terms of the new allegations raised. 3. The Secretariat has not received any objections as to the new Independent Investigator and the Secretariat will proceed accordingly. 4. The Independent Investigator has furnished the Secretariat with the revised proposal after taking into consideration the revised ToR.



Complaint 3.5 PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd) vs Requested for confidentiality	
Case Reference	RSPO/2021/06/SW
Date Filed	19 March 2021
Respondent	PT Inecda (a subsidiary of S&G Biofuel Pte. Ltd)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> Respondent is operating in the area own by the Luak Talang Parit Community without obtaining prior consent from the community; Respondent did not develop the plasma plantations for the community; and Respondent did not have an internal grievance mechanism that the stakeholders can access
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> Social dialogue has been terminated upon the Complainant's request. The parties failed to reach an amicable resolution. The Complaint is now before the CP for their deliberations in accordance with the CAP.

Complaint 3.6 Grasas Y Derivados S.A. Gradesa S.A. vs Requested for confidentiality Adjourned	
Case Reference	RSPO/2022/14/MAM
Date Filed	03 November 2022
Respondent	Grasas Y Derivados S.A. Gradesa S.A.
Membership Category	Processors and / or Traders
Country	Colombia
Complainant	Requested for confidentiality
Complaint	<ul style="list-style-type: none"> Prosecution of union workers in order to lay off them and weaken the union.



Description	<ul style="list-style-type: none"> ● Infringement of constitutional rights, because the company is affecting the right of union association. ● Dismissals of labour contracts without a fair cause.
Status	Investigation / Deliberation - (Adjourned)
Decision / Justification	<ol style="list-style-type: none"> 1. This Complaint is still adjourned pending the outcome of the proceedings before the Ministry of Labour.

Complaint 3.7 Energy & Palma S.A. (subsidiary of HOLDING LA FABRIL S.A) vs Requested for confidentiality	
Case Reference	RSPO/2023/01/MAM
Date Filed	05 January 2023
Respondent	Energy & Palma S.A. (a subsidiary of HOLDING LA FABRIL S.A)
Membership Category	Oil Palm Grower
Country	Ecuador
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> ● Allegations made against the Respondent are in relation to the modification of property deeds to remove areas identified by the government as community lands and environmental protection zones. ● Lawsuit against community owners to intimidate the local people. ● Company's activities have a negative impact on the natural environment and lead to degradation and deforestation.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The "Call for Expression of Interest" has been placed on the RSPO website to identify an Independent Investigator for this Complaint. 2. The deadline for application falls on 25.03.2024. 3. The Secretariat has received two (2) applications.



Complaint 3.8 PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited) vs Requested for confidentiality	
Case Reference	RSPO/2022/17/LSL
Date Filed	26 December 2022
Respondent	PT. Bumi Pratama Khatulistiwa (subsidiary of Wilmar International Limited)
Membership Category	Oil Palm Grower
Country	Indonesia
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> ● Pertaining to labour related issues such as wages, no optimal health services and safety, (BPJS) is not registered, unilateral termination, the rights of the workers are not honoured, intimidation and expanded job scopes of workers (harvesters) ● It is further alleged that the workers who have been working for a period of more than 5 years are not converted to permanent workers, instead their working days were reduced, ● The Respondent is allegedly not transparent in determining Lembaga Kerjasama (LKS) bipartite and the amount of FFB delivered to the factory/mill.
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none"> 1. The Respondent has a transition period of 90 days to engage a new CB. 2. Special Audit is to be performed after the aforementioned engagement.

Complaint 3.9 Energy & Palma S.A. (subsidiary of La Fabril Group) vs Requested for confidentiality	
Case Reference	RSPO/2023/09/MAM
Date Filed	16 May 2023
Respondent	Energy & Palma S.A. (subsidiary of La Fabril Group)
Membership Category	Oil Palm Grower
Country	Ecuador
Complainant	Requested for confidentiality
Complaint Description	<ul style="list-style-type: none"> ● Decrease of the number of workers in a union due to actions of the Respondent.



	<ul style="list-style-type: none">● Preventing the Union from conducting its activity.● Wrongful dismissal or termination of employment.● Bad working conditions.● No supply of work equipment (such as tools).
Status	Investigation / Deliberation
Decision / Justification	<ol style="list-style-type: none">1. The Secretariat received the response from the Respondent.2. The Secretariat requested the Respondent to confirm if there is any information which is to be deemed as confidential.3. A redacted version of the Respondent's documents have been furnished to the Respondent for their agreement.4. Pending a response from the Respondent.