

PRINCIPLES AND CRITERIA

Papua New Guinea and Solomon Islands

National Interpretation

for the production of Sustainable Palm Oil



PNG & SI National Interpretation of the RSPO Principles and Criteria 2019

Preamble

Sustainable palm oil production comprises legal, economically viable, environmentally appropriate and socially beneficial management and operations. This is delivered through the application of the following set of Principles and Criteria(P&C), and the accompanying Indicators and Guidance.

The first set of Principles and Criteria, Indicators and Guidance (RSPO P&C 2007) have been applied since November 2007. These had been subject to trial implementation from November 2005 to November 2007 and, in a number of countries, to a subsequent process of National Interpretation (NI). After five years of application by RSPO members, RSPO P&C 2007 were reviewed in 2012–2013, leading to the RSPO P&C 2013. After a further five years of application, these were reviewed and revised in 2017–2018 by the RSPO Principles and Criteria Review Task Force.

The objective of each review and revision is to improve the relevance and effectiveness of the P&C for RSPO members and in achieving the shared vision and mission of making sustainable palm oil the norm. More specifically, the most recent revision sought to align the P&C with the RSPO Theory of Change (ToC) and to increase accessibility by making them more relevant and practical. National Interpretations are also updated.

The review process went beyond ISEAL best practices, including two public consultation periods of 60 days each and 17 physical consultation workshops in 10 countries around the world, as well as 6 physical Task Force meetings. This process resulted in the production of the revised and restructured RSPO Principles and Criteria for Sustainable Palm Oil Production (RSPO P&C 2018). In line with ISEAL best practices, this document (RSPO P&C 2018) will be completely reviewed again after five years, following adoption by the General Assembly (GA) of the RSPO.

The RSPO and its members recognise, support and commit to following the United Nations Universal Declaration of Human Rights [<http://www.un.org/en/documents/udhr>] and the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work [<http://www.ilo.org/declaration/lang-en/index.htm>].

This document (PNG & SI National Interpretation of the RSPO P&C 2018) defines Indicators for each Criterion and further Guidance where useful to be applied for the production of certified Sustainable Palm Oil in Papua New Guinea and the Solomon Islands. Indicators are specific pieces of objective evidence that shall (must) be in place to demonstrate or verify that the Criterion is being met, i.e. they constitute the normative part of the standard together with the Principles, Criteria and definitions. Guidance consists of useful information to help the unit of certification and auditor understand what the Criterion and/or Indicators mean in practice, to indicate good practice, and practices that should be followed. Guidance constitutes the informative part of the standard.

Criterion 7.12 requires that new land clearing after 15 November 2018 must be preceded by an HCV-HCS assessment. It is recognised that there is an array of scenarios in which HCV assessments have previously been undertaken and have been approved or are in the process of approval. Annex 5 show the new requirements apply in different scenarios of existing and new certifications, with and without new land clearing.

Annex 1 provides definitions of the technical terms used in this standard. Annex 2 contains the additional generic guidance. Key international and National laws and conventions applicable to the production of palm oil in PNG and Solomon Islands are set out in Annex 3.

This document identifies critical **(C)** Indicators proposed by the RSPO Principles and Criteria Review Task Force and endorsed by the RSPO BoG on 12 October 2018. The English version of this document shall always prevail in case of any discrepancy or inconsistency between the English version and other translated versions.

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Acronym	Meaning
AFI	Accountability Framework Initiative
ALS	Assessor Licensing Scheme
ASA	Annual Surveillance Assessments
ASEAN	Association of Southeast Asian Nations
BHCV WG	Biodiversity & High Conservation Value Working Group
BMPs	Best Management Practices
BOD	Biochemical Oxygen Demand
BoG	Board of Governors
CABI	Centre for Agriculture and Biosciences International
CB	Certification Body
CBA	Collective Bargaining Agreement
CBD	Convention on Biological Diversity
CPO	Crude Palm Oil
CSO	Civil Society Organisation
DfID	Department for International Development (UK government)
DLW	Decent Living Wage
EFB	Empty Fruit Bunches
FAO	Food and Agriculture Organisation
FFB	Fresh Fruit Bunch
FPIC	Free, Prior and Informed Consent
FSC	Forest Stewardship Council
GA	General Assembly
GHG	Greenhouse Gas
GLWC	Global Living Wage Coalition
H&S	Health and Safety
HCS	High Carbon Stock
HCSA	High Carbon Stock Approach
HCV	High Conservation Value
HCVRN	High Conservation Value Resource Network
HFCC	High Forest Cover Country
HFCL	High Forest Cover Landscape
HGU	Hak Guna Usaha
HRC	Human Rights Commission
HRD	Human Rights Defender
ICS	Internal Control System
IDS	Institute of Development Studies
IFC	International Finance Corporation
IFL	Intact Forest Landscape
ILO	International Labour Organization
IP	Identity Preserved
IPCC	Intergovernmental Panel on Climate Change
IPM	Integrated Pest Management
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
JCC	Joint Consultative Committee
KBA	Key Biodiversity Area
KPI	Key Performance Indicator
LTA	Lost Time Accident
LUCA	Land Use Change Analysis
MB	Mass Balance
NDJSG	No Deforestation Joint Steering Group

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NGO	Non-Governmental Organisation
NI	National Interpretation
OER	Oil Extraction Rate
QMS	Quality Management System
Government Extension Service	Oil Palm Industry Corporation (PNGO)
OPRA	Oil Palm Research Association
P&C	RSPO Principles and Criteria (i.e. this document)
PK	Palm Kernel
PLWG	Peatland Working Group
PO	Palm Oil
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RaCP	Remediation and Compensation Procedure
REDD	Reducing Emissions from Deforestation and Forest Degradation
RSPO	Roundtable on Sustainable Palm Oil
RTE	Rare, Threatened or Endangered
SCCS	RSPO Supply Chain Certification Standard
SDG	Sustainable Development Goal
SEIA	Social and Environmental Impact Assessment
SHIG	Smallholder Interim Group
SLAPP	Strategic Lawsuits against Public Participation
SOP	Standard Operating Procedure
ToC	Theory of Change
UN	United Nations

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1 Scope

The RSPO Principles and Criteria (RSPO P&C) is applicable for palm oil production worldwide. The RSPO P&C cover the most significant environmental and social impacts of palm oil production and the immediate inputs to production, such as seed, chemicals and water, and social impacts related to on- farm labour and community relations.

The RSPO P&C apply to all production level companies, i.e. all mills, who do not fall under the definition of independent mill as outlined in the RSPO SCC standard; and to all growers, who do not meet the definition of Independent Smallholder or the applicability requirements as outlined in the RSPO Smallholder Standard (under development as of September 2018 with finalisation expected in 2019) and therefore cannot apply the RSPO Smallholder Standard. These are referred to as the unit of certification throughout this document.

In PNG and the Solomon Islands, the Unit of Certification is defined as the Company mill (or group of mills in geographical proximity under common ownership) including associated storage and outloading facilities and Company operated plantations that supply that mill or group of mills. Independent smallholders in geographic proximity who receive support and extension services from the Company are certified as Independent Smallholders with the Company acting as the Group Manager (refer to the RSPO Independent Smallholder Standard). Support to these Smallholders is provided by Company agricultural extension services and, in PNG, by Government Extension Services to the Industry.

The Group of Independent Smallholders in geographical proximity to a mill or group of mills will be treated as a separate unit of certification in accordance with the RSPO Independent Smallholder Standard when that Standard is ratified by the RSPO Board of Governors.

The RSPO P&C applies to existing plantings, as well as planning, siting, development, expansion and new plantings.

Where RSPO standards differ from local laws, the higher/stricter of the two shall always prevail and a list of applicable laws forms an annexure to this National Interpretation.

Compliance with the RSPO P&C and all requirements as outlined in associated documents is required in order for certification to be awarded. Any non-conformities may result in suspension or loss of certification (see section 4.9 in RSPO Certification Systems 2017). Compliance must be demonstrated with the normative part of the P&C, i.e. the Principles, Criteria and Indicators. Non-conformities are raised at Indicator-level by auditors. The informative part (i.e. Annex 2 Guidance) is there to help with implementation of Indicators, but is not normative, nor can non-conformities be raised against this section.

Role of each standard element:

Term	Explanation	RSPO Standard Setting document	Category
Principle	Fundamental statements about a desired outcome	A fundamental statement about a desired outcome, often providing greater detail about the objectives.	Normative
Criteria	What implementation of the principle looks like – the pre-conditions/a means of judging whether or not a Principle has been fulfilled	The conditions that need to be met in order to fulfil a principle. Criteria add meaning and operability to a Principle without themselves being direct measures of performance.	Normative

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Term	Explanation	RSPO Standard Setting document	Category
Indicator	Variable to measure the implementation (positive or negative)	The measurable states, which allow the assessment of whether or not associated Criteria, are being met. Indicators convey a single, Meaningful message or piece of information.	Normative
Guidance	Additional information that assists with the understanding, implementation and auditing of the requirement (i.e. the Indicator)	Guidance consists of useful information to help the unit of certification and auditor understand what the Criterion and/or Indicators mean in practice, to indicate good practice, and practices that should be followed.	Informative
Procedural Note	Exceptional measure to allow mention of pending developments	A note in the standard only to be used where a methodology or element of the standard is still under development to clarify terms, conditions and procedure prior to the said methodology or element being finalised	Informative

Role of Definitions

Throughout the standard, some terms carry a specific RSPO definition, which is provided in Annex 1 – Definitions section of this standard. These definitions are binding elements of Criteria and Indicators.

2 RSPO Vision and Theory of Change

The RSPO Theory of Change (ToC) is a roadmap that demonstrates how RSPO will achieve its vision of making sustainable palm oil the norm.

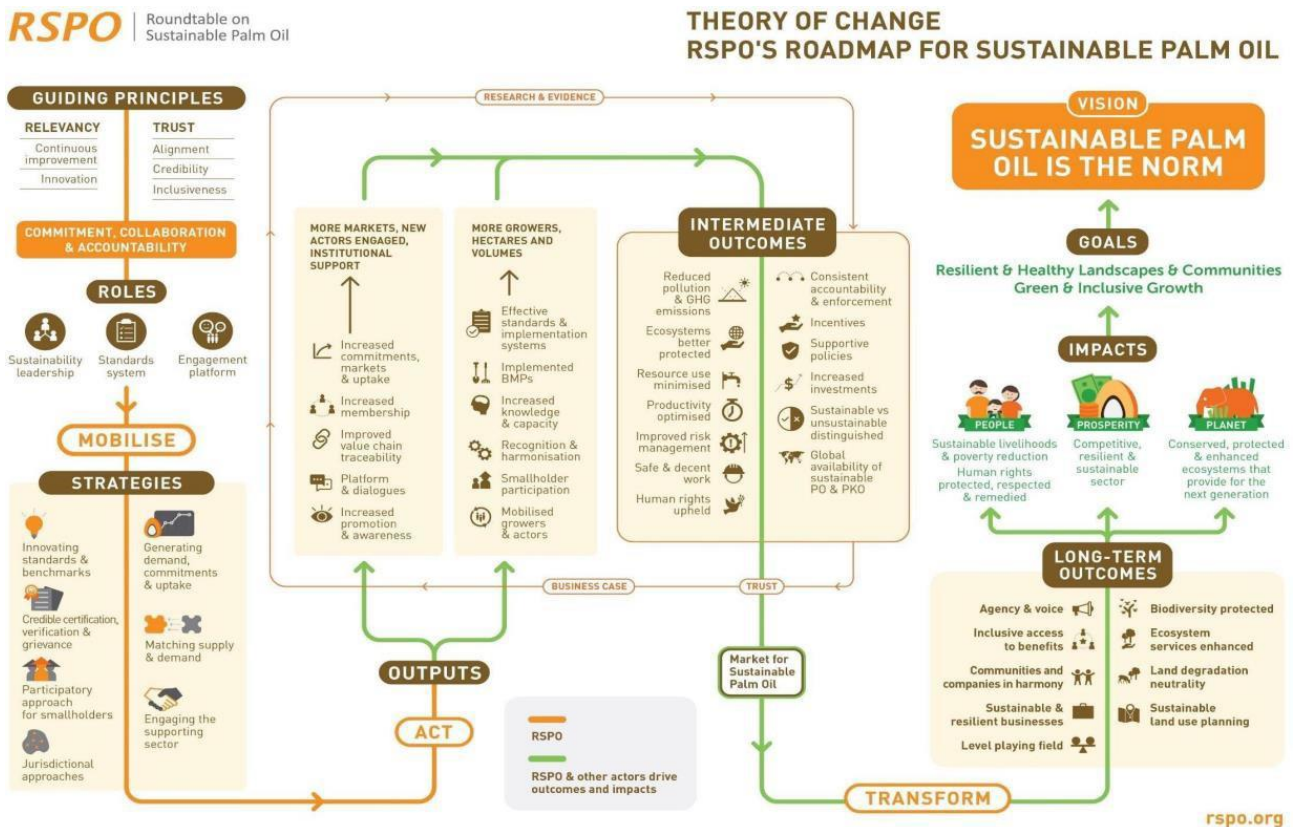
With the support of its members, partners and other actors, RSPO will implement key strategies and activities to trigger the transformation of the palm oil sector.

These strategies are intended to bring about direct outputs in the form of increased adoption of the RSPO standards, greater transparency and inclusivity in the RSPO system, increased market uptake of sustainable palm oil, and an improved enabling environment.

Over time, these outputs will lead to outcomes that are expected to improve the quality of life of oil palm farmers, create a more prosperous palm oil industry, and enable us to better conserve our planet and its resources.

When the ToC is fully realised, it delivers change where it matters most – on the ground; a space where oil palm, the environment, and local communities can co-exist in harmony. It also provides a framework to monitor, evaluate and report on the effects of applying the RSPO P&C.

More details on the RSPO ToC are available here: <https://rspo.org/about/impacts/theory-of-change>.



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Effective implementation and more growers' uptake of the P&C lead to the intermediate outcomes:

- Resource use minimisation (soil, water, energy), input use reduction – reduced costs
- Reduced pollution (water, air, greenhouse gas (GHG))
- Improved risk management – management plans and assessments
- Ecosystems better protected
- Productivity optimised
- Land and use rights respected
- Safe and decent work for all community members

The process for change at RSPO is characterised by a progression of “**Mobilise, Act and Transform**”. This is the backbone of the RSPO ToC and underpinned by the concept of shared responsibility and accountability for results.

Commitment: All the actors commit to their contribution to transforming markets.

Collaboration: Recognising the need to work together and making that happen; transformation of markets cannot happen without collaboration.

Accountability: Commitment and collaboration are to be fulfilled with a shared responsibility for impact. The expectation of partners and members is that they commit to participate and there is mutual and agreed accountability for results.

3 Outcome Focus

The core objectives of the 2018 RSPO P&C review include:

- Incorporating elements of impacts
- Making it more relevant and practical particularly by making it metricated (measurable)
- Incorporating elements of impacts as prescribed by the ToC

It is important to keep in mind that it is simply not feasible or meaningful to propose indicator level, specific measurable outcomes because of many technical and political challenges. From research and experience with other standards these include:

- Attribution– achieving outcomes is based on a wide range of actions and context, often out of the control of the grower (weather, market forces, pests)
- Defining globally relevant outcomes
- Favour larger, more resourced growers potentially demotivating small and medium size growers
- Costs and burden for data reporting systems and management

However, outcome focused P&C can still be achieved, by showing very explicitly the links between the set of Criteria and intended outcomes. Furthermore, a requirement for reporting to RSPO has been included into the Management Principle under Criterion 3.2 for continuous improvement.

This will provide RSPO with information on the results of implementation of the P&C. This requirement refers to a small set of strategic metrics, directly related to the P&C and aligned with the ToC and RSPO organisational Key Performance Indicators (KPIs). The resulting reporting will be anonymised for analysis, marketing and impact assessment.

The selection criteria for these metrics included:

- Value added to growers
- Link to P&C requirements
- Key ToC outcomes
- Those already required for measuring, monitoring and/or reporting

4 Structure of the RSPO P&C

The RSPO P&C are organised into three impact areas according to the RSPO ToC.

Impact Goal Prosperity: Competitive, resilient and sustainable sector

Principle 1. Behave ethically and transparently Principle 2.

Operate legally and respect rights

Principle 3. Optimise productivity, efficiency, positive impacts and resilience

Impact Goal People: Sustainable livelihoods and poverty reduction

Principle 4. Respect community and human rights and deliver benefits

Principle 5. Support smallholder inclusion

Principle 6. Respect workers' rights and conditions

Impact Goal Planet: Conserved, protected and enhanced ecosystems that provide for the next generation

Principle 7. Protect, conserve and enhance ecosystems and the environment

Table 1: Overview of Restructured Outcome Focused P&C

Impact Area ToC	Objectives ToC	Principle or Theme	Criteria topic	2018 P&C criterion No	2013 P&C criterion No	Link to Theory of Change - Intermediate outcomes
Prosperity Impact Goal: Competitive, resilient, and sustainable sector	A sustainable, competitive, and resilient palm oil sector ensures long-term viability of the entire supply chain and shared benefits for both private sector as well as the livelihoods of communities where palm oil is grown. Effective planning and management system address economic viability, environmental and social compliance and risk, establishes procedures and systems for ensuring conformance to the RSPO P&Cs, and supports continuous improvement toward sustainable palm oil	1. Behave ethically and transparently	Information and public availability	1.1	1.11,216.10	Improved Risk Management
			Communication and consultation	1.1	6.2	Improved Risk Management
			Commitment to ethical conduct	1.2	1.316.10	Improved Risk Management
		2. Operate legally and respect rights	Legal compliance	2.1	2.116.10	Improved Risk Management
			Third party contractors legal	2.2	n.a	Improved Risk Management
			Third party FBB legally sourced	2.3	n.a	Improved Risk Management
		3. Optimise productivity, efficiency, positive impacts and resilience	Long term plan and economic viability	3.1	3.1	Improved Risk Management, cross cutting
			Continuous Improvement & Reporting	3.2	8.1	Improved Risk Management, cross cutting
			Standard Operating Procedures	3.3	4.1	Improved Risk Management
			SEIA and Plans	3.4	5.116.17.1	Improved Risk Management
			System for managing human resources	3.5	n.a	Improved Risk Management, Safe and Decent work
			Occupational Health and Safety Plan	3.6	4.7 (part)	Improved Risk Management, Safe and Decent work
			Training	3.7	4.8	Improved Risk Management, Safe and Decent work
People Impact Goal: Sustainable Livelihoods & Poverty Reduction	Human Rights Protected, Respected & Remedied. The palm oil sector contributes to reducing poverty and palm oil production is a source of a sustainable livelihoods. Human rights are respected. People participate in processes that affect them with shared access and benefits. Everyone engaged in palm oil production has equal opportunities to fulfill their potential in work and community with dignity and equality and in a healthy working and living environment	4. Respect community and human rights and deliver benefits	Human Rights	4.1	6.13	human rights upheld
			Complaints and Grievances	4.2	6.3	human rights upheld
			Contribution to local sustainable development	4.3	6.11 (part)	human rights upheld
			Land Use & FPIC	4.4 & 4.5	2.317.5	human rights upheld
		Land Use: Compensation	4.6 & 4.7	6.417.6	human rights upheld	
			Land Use: Conflict	4.8	2.2	inclusive access, communities
		5. Support smallholder inclusion	Fair and transparent dealings with SH	5.1	6.1	inclusive access, SH
			Improved SH livelihoods	5.2	6.11 (part)	inclusive access, SH
		6. Respect workers' rights and conditions	No discrimination	6.1	6.8	human rights upheld, safe and decent work
			Pay and working conditions	6.2	6	human rights upheld, safe and decent work
			Freedom of association	6.3	6.6	human rights upheld, safe and decent work
			No child labour	6.4	6.7	human rights upheld, safe and decent work
			No harassment	6.5	6.9	human rights upheld, safe and decent work
No forced or trafficked labour	6.6		6.12	human rights upheld, safe and decent work		
Safe working environment	6.7		4.7 (part)	safe and decent work		
Planet Impact Goal: Conserved, protected and enhanced ecosystems that provide for the next generation	Impact Goal: Conserved, protected and enhanced ecosystems that provide for the next generation. Ecosystems and their services are protected, restored, and resilient including through sustainable consumption and production and sustainable management of natural resources [sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss (SDG 15)]. Climate change is addressed through continuous GHG reductions and air and water pollution are controlled.	7. Protect, conserve and enhance ecosystems and the environment	Effective Integrated Pest Management	7.1	4.5	resource use, pollution, productivity
			Pesticide Use	7.2	4.6	resource use minimized, pollution
			Waste management	7.3	5.3	resource use minimized, pollution
			Soil health/fertility	7.5	4.217.2	productivity optimized, Ecosystems
			Soil conservation (erosion/degradation)	7.6	4.3&7.4 (parts)	reduced pollution
			Peat	7.7	4.317.4 (parts)	pollution, ecosystems
			Water quality and quantity	7.8	4.4	resource use, pollution, ecosystems
			Energy Use	7.9	5.4	resource use minimized, pollution
			Pollution and GHGs	7.10	5.617.8	reduced pollution
			Fire	7.11	5.917.7	reduced pollution
			HCV and HCS	7.12	5.917.3	ecosystems protected



Impact Goal – Prosperity: Competitive, resilient and sustainable sector

Objectives and outcomes

A sustainable, competitive, and resilient palm oil sector ensures long-term viability of the entire supply chain and shared benefits for both private sector as well as the livelihoods of communities where palm oil is grown. An effective planning and management system addresses economic viability, environmental and social compliance and risk, establishes procedures and systems for ensuring conformance to the RSPO P&C, and supports continuous improvement toward sustainable palm oil.

Principle 1 Behave ethically and transparently

Principle 2. Operate legally and respect rights

Principle 3. Optimise productivity, efficiency, positive impacts and resilience

Principle 1: Behave ethically and transparently

Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.

Criteria	Indicators	ToC Outcomes
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1 (C) Management documents that are specified in the RSPO P&C are made publicly available.	Improved risk management
	1.1.2 Documented Information is provided in English and accessible to relevant stakeholders. Explanatory information may be provided in writing or orally in Tok Pisin (PNG) or SI Pijin (Solomon Islands)	
	1.1.3 (C) Records of requests for information and responses are maintained.	
	1.1.4 (C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.	
	1.1.5 There is a current list of contact and details of stakeholders and their nominated representatives.	
1.2 The unit of certification commits to ethical conduct in all business operations and transactions.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts by the milling Company. The policy is extended to smallholders through extension services provided by the Company and Government. Smallholders are expected to apply the policy in their own dealings with others.	Improved risk management
	1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	

Principle 2: Operate legally and respect rights

Implement legal requirements as the basic principles of operation in any jurisdiction.

Criteria	Indicators	ToC Outcomes
<p>2.1 There is compliance with all applicable local, national and ratified international laws and regulations.</p>	<p>2.1.1 (C) The Unit of Certification complies with legal requirements.</p>	<p>Improved risk management</p>
	<p>2.1.2 The milling Company has a documented system for ensuring legal compliance in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.</p>	
	<p>2.1.3 For Company land, legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>For Smallholder land, boundaries have been defined by a registered surveyor and portion numbers allocated by the Surveyor General OR boundaries of Customary Land have been defined by traditional means and agreed between neighbours with common boundaries and other interested parties; AND there is no significant dispute over tenure.</p> <p>Smallholder allotment boundaries may be identified by traditional means provided that boundary locations are agreed by all neighbouring parties that share common boundaries.</p> <p>Guidance: Significant disputes are those disputes currently before the Courts.</p>	
<p>2.2 All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>	<p>2.2.1 A list of contracted parties is maintained. Contracted parties include parties with whom a formal documented contract is in place and Smallholders where the contract is implied through the Smallholder offering fruit for sale by placing it at the pick-up point and the Company accepting the Smallholders offer by collecting it. The price to be paid and other conditions of the transaction are communicated by the Company. Each Smallholder pick-up is a separate transaction.</p> <p>Guidance: The Company docket issued when smallholder fruit is collected is evidence of the contract for that transaction.</p>	<p>Improved risk management</p>

	<p>2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by all parties to the contract.</p> <p>Guidance: Companies may have standard conditions of supply for Smallholders which include this requirement.</p>	
	<p>2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>Guidance: Companies may have standard conditions of supply for Smallholders which include this requirement.</p>	
<p>2.3 All FFB supplies from outside the unit of certification are from legal sources.</p>	<p>2.3.1 (C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on the location of FFB origins. For fruit from Company plantations, this will be Division or Sub-division, for Smallholder fruit, this will be Smallholder name, Division or Sub-division. • Proof of the ownership status or the right/claim to the land by the grower/smallholder • Milling Companies in PNG and the Solomon Islands may only source fruit from their own plantations and directly from Independent Smallholders in geographic proximity that are participants in the Unit of Certification of the applicable Smallholder group. <p>2.3.2 No fruit is to be indirectly sourced through third party traders.</p>	<p>Improved risk management</p>

PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.

Principle 3: Optimise productivity, efficiency, positive impacts and resilience

Implement plans, procedures and systems for continuous improvement.

Criteria	Indicators	ToC Outcomes
3.1 There is an implemented management plan for the unit of certification that aims to achieve long- term economic and financial viability.	3.1.1 (C) A business or management plan (minimum three years) is documented by the Milling Company that includes the projected contribution of fruit supplied by Smallholders that are within the Unit of Certification.	Improved risk management; Productivity optimised
	3.1.2 The Milling Companies develop an annual replanting programme for Company plantations projected for a minimum of five years with yearly review.	
	3.1.3 The Milling Company holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	
3.2 The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.	3.2.1 (C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.	Improved risk management
	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	
3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3.1 (C) Standard Operating Procedures (SOPs) for the unit of certification are in place.	Improved risk management
	3.3.2 A mechanism to check consistent implementation of procedures is in place.	
	3.3.3 Records of monitoring and any actions taken are maintained and available.	

Criteria	Indicators	ToC Outcomes
<p>3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>	<p>3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.</p> <p>Guidance: SEIA will be undertaken where:</p> <ul style="list-style-type: none"> a) It is required by law; or b) The certified operation meets any of these thresholds: <ol style="list-style-type: none"> 1. Land conversion exceeding 500 hectares; 2. Additional water withdrawal exceeding 500,000 cubic meters per year for irrigation or processing; or 3. Additional industrial wastewater discharge exceeding 10,000 cubic meters per year. <p>The SEIA may be comprised of separate documents being a Social Impact Assessment and an Environmental Impact Assessment provided there is collaboration in the production of the documents to ensure coordination.</p> <p>3.4.2 For the unit of certification, an SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders. The SEIA shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. In any case, the complete SEIA should be updated at least every ten years to evaluate the cumulative effect of incremental changes. There shall be evidence that the review includes the participation of affected stakeholders.</p> <p>3.4.3 (C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p>	<p>Improved risk management; Human rights upheld</p>
<p>3.5 A system for managing human resources is in place.</p>	<p>3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p> <p>3.5.2 Employment procedures are implemented, and records are maintained.</p>	<p>Improved risk management; Safe and decent work</p>
<p>3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>	<p>3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p>	<p>Improved risk management; Safe and decent work</p>

Criteria	Indicators	ToC Outcomes
<p>3.7 All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.</p>	<p>3.7.1 (C) A documented programme that provides training is in place, which is accessible to those who will be affected by the programme, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>3.7.2 Records of training are maintained, where appropriate on an individual basis. Appropriate records include records of training or evidence of competency for trade qualifications, boiler operation and other safety related activities such as chemical handling.</p> <p>3.7.3 Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p>	<p>Improved risk management;</p> <p>Safe and decent work</p>



Impact Goal – People: Sustainable livelihoods and poverty reduction

Objectives and outcomes

Human rights protected, respected and remedied. The palm oil sector contributes to reducing poverty and palm oil production is a source of a sustainable livelihoods. Human rights are respected. People participate in processes that affect them with shared access and benefits. Everyone engaged in palm oil production has equal opportunities to fulfil their potential in work and community with dignity and equality, and in a healthy working and living environment

Principle 4: Respect community and human rights and deliver

benefits Principle 5: Support smallholder inclusion

Principle 6: Respect workers’ rights and conditions

Principle 4: Respect community and human rights and deliver benefits

Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.

Criteria	Indicators	ToC Outcomes
4.1 The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.	<p>4.1.1 (C) A policy to respect human rights, including Prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>4.1.2 The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p>	Human rights upheld
4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	<p>4.2.1 (C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>4.2.4 The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p>	Human rights upheld

Criteria	Indicators	ToC Outcomes
<p>4.3 The unit of certification contributes to local sustainable development as agreed by local communities.</p>	<p>4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>	<p>Human rights upheld</p>
<p>4.4 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>	<p>4.4.1 (C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process where such documents have been issued by the appropriate Government agency. For Customary land where such documents are not available, evidence of ownership will be demonstrated as follows:</p> <p>4.4.1(a) For PNG, there are no written laws on customary land but decisions are guided by customs of the landowning group or clan and documented in a CLUA (Customary Land Use Agreement) which is valid for one planting cycle only. Decisions on land use and distribution are normally done conventionally at the level of the clan and may vary from clan to clan. Individuals only have exclusive rights to use and occupy land based on verbal and mutual agreement, whilst undisputed outright ownership status of customary land is vested in the clan. Traditionally, clans decide on occupancy and user rights. One has to be a member of a land-owning group through custom in order to have access to land.</p> <p>4.4.1(b) For Solomon Islands, Customary Land may be recorded in accordance with the Customary Lands Record Act 1994 (as amended). This act provides for the Recording officer appointed by the National Records to determine the Customary Owners, the survey the land with maps to be held at the Central and other Land Record offices. Other mechanisms to manage Customary Land may be applied.</p> <p>Companies must be able to demonstrate that where they have leased customary land, they have negotiated with the recognised owners of the land or their authorised representatives and have observed full FPIC requirements in those negotiations with all required details being appropriately documented.</p>	

Criteria	Indicators	ToC Outcomes
	<p>4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making</p> <p>4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken</p> <p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>4.4.3 (C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>4.4.4 All relevant information is available in appropriate forms and the English language, including assessments of impacts, proposed benefit sharing, and legal arrangements. Explanatory documentation may be provided in Tok Pisin in PNG or Solomon Pijin in the Solomon Islands and verbal presentation may be made in those languages.</p> <p>4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>There is evidence that implementation of agreements negotiated through FPIC is reviewed in consultation with affected parties midway through the term of the agreement however regular communication between the parties is encouraged through the duration of the agreement.</p>	
<p>4.5 No new plantings are established on local peoples' land</p>	<p>4.5.1 (C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>Human rights upheld</p>

Criteria	Indicators	ToC Outcomes
<p>where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>	<p>4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p>	
	<p>4.5.3 Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	
	<p>4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p>	
	<p>4.5.5 Evidence is available that the affected communities and rights holders have had the option to access to information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p>	
	<p>4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p>	
	<p>4.5.7 New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p>	
	<p>4.5.8 (C) New lands are not acquired in areas inhabited by communities in voluntary isolation unless a full FPIC process has been undertaken with recognised community representatives and their right to use the land is verified in accordance with 4.4.1.</p>	
	<p>4.6 Any negotiations concerning compensation for loss</p>	

Criteria	Indicators	ToC Outcomes
<p>of legal, customary or user 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>4.6.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. Distribution of monies within families is determined by the families.</p> <p>Guidance: Where possible, Companies should set up banking arrangements with the ILGs to provide for monies to be paid directly in to member’s bank accounts at the agreed percentages to avoid the possibility of theft or diversion of funds.</p> <p>4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings in accordance with National law.</p> <p>4.6.4 The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them provided that the right to privacy and confidentiality is respected.</p>	
<p>4.7 Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>	<p>4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>4.7.2 (C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p>	<p>Human rights upheld</p>
<p>4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	<p>4.8.1. Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p> <p>Guidance: In some circumstances where FPIC was conducted many years ago, documented evidence of the process may not be available. In these cases, evidence of continuing agreement of all parties should be regarded as evidence of resolution.</p>	<p>Human rights upheld</p>

Criteria	Indicators	ToC Outcomes
	<p>4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p>	
	<p>4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p>	
	<p>4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p>	

Principle 5: Support smallholder inclusion

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Criteria	Indicators	ToC Outcomes
<p>5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>	<p>5.1.1 Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>5.1.2 (C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders.</p> <p>5.1.3 (C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. Premium pricing, when achieved for RSPO certified sustainable palm oil is also shared with Smallholders.</p> <p>5.1.4 (C) Evidence is available that all parties within the Unit of Certification, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the basis on which their fruit is sold to the Companies. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. To assist this, Companies include financial literacy information in their extension activities.</p> <p>5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>5.1.6 (C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. Guidance: Weight of FFB may be determined by weighing at the point of pick-up or by calculation of average bunch weight when weighed at the verified mill weighbridge.</p> <p>5.1.7 Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). Other weighing equipment used may be calibrated using weights that are verified on the weighbridges. Records are maintained to provide an audit trail.</p> <p>5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>5.1.9 (C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p>	<p>Inclusive access to benefits</p>

Criteria	Indicators	ToC Outcomes
<p>5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>	<p>5.2.1 The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>5.2.2 The Company and Government Extension Service provide extension services to support the development and implementation of livelihood improvement programmes, including capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders. A National Interpretation for PNG&SI will be developed after the standard is ratified.</p> <p>5.2.3 Where applicable, the Company and Government Extension Service provide extension services to Smallholders to enhance their understanding of the legal requirements for FFB production to maintain RSPO certification.</p> <p>5.2.4 (C) Evidence exists that pesticide handling training is available from the Company and/or Government Extension Service for Smallholders within the Unit of Certification. This may be verified by interview with the Smallholders.</p> <p>5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p>	<p>Inclusive access to benefits</p>

Principle 6: Respect workers’ rights and conditions

Protect workers’ rights and ensure safe and decent working conditions.

Criteria	Indicators	ToC Outcomes
6.1 Any form of discrimination is prohibited.	<p>6.1.1 (C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>6.1.2 (C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees.</p> <p>6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>6.1.5 (C) A Social Issues Committee (SOC) is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>6.1.6 There is evidence of equal pay for the same work scope.</p>	Human rights upheld; Safe and decent work
6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	<p>6.4.1 (C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in the English language and verbally explained to them in language they understand.</p> <p>6.4.1 (C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members. Family members who work must be employed to ensure that they have access to those benefits. Notwithstanding that, young children may assist their parents on Smallholder blocks provided it does not interfere with their schooling, their physical and emotional development and they are under the direct supervision of their parents.</p>	Human rights upheld; Safe and decent work

Criteria	Indicators	ToC Outcomes
	<p>6.4.1 (C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>6.4.1 (C) The Company provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time(5years) is allowed to upgrade the infrastructure. Smallholders may live in houses of traditional materials or other accommodation of their choosing.</p> <p>6.4.1 The unit of certification being the mill and Company operated plantations makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>6.4.1 A DLW is paid to all Company workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. Guidance Note: In PNG and Solomon Islands where respective Governments prescribe minimum pay rates through the Award system, the applicable Award is deemed to be a DLW.</p> <p>PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist.</p> <p>6.4.1 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p>	
<p>6.3 The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to</p>	<p>6.3.1 (C) A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand and is demonstrably implemented.</p> <p>6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request.</p>	<p>Human rights upheld; Safe and decent work</p>

Criteria	Indicators	ToC Outcomes
<p>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.</p>	<p>6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p>	
<p>6.4 Children are not employed or exploited.</p>	<p>6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>6.4.2 (C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure which must be carried out by clinic or supervisory staff to be applied where other documentary evidence of date of birth is not available.</p> <p>6.4.3 (C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work. Normally the minimum age for employment by the Company is 18 year however in certain circumstances such as school work experience, persons as young as 16 years may be employed. These persons are classified as Young Persons.</p> <p>6.4.4 The Company demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour through notices at worker’s housing compounds and Smallholder field days. It promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p>	<p>Human rights upheld; Safe and decent work</p>
<p>6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>	<p>6.5.1 (C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>6.5.2 (C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and a procedure has been determined that identifies actions are taken to address the needs of them and their babies.</p> <p>6.5.4 A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p>	<p>Human rights upheld; Safe and decent work</p>

Criteria	Indicators	ToC Outcomes
<p>6.6 No forms of forced or trafficked labour are used.</p>	<p>6.6.1 (C) All work is voluntary and following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>Note: where a Company has advanced money to an employee as a loan, this is to be regarded as a debt to the Company by the employee and a documented arrangement for repayment is to be established that is acceptable to both parties.</p>	<p>Human rights upheld; Safe and decent work</p>
	<p>6.6.2 (C) Where temporary or migrant workers are employed for seasonal or activity related periods of high demand, these are regarded as “casual” workers. A specific labour policy and procedures for casual workers are established and implemented.</p>	
<p>6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>	<p>6.7.1 (C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>6.7.3 (C) Workers use appropriate personal protective equipment (PPE) as specified in Company procedures, which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.</p> <p>6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p>	<p>Safe and decent work</p>



Impact Goal – Planet: Conserved, protected and enhanced ecosystems that provide for the next generation

Objectives and outcomes

Ecosystems and their services are protected, restored and resilient, supported by sustainable consumption and production, and sustainable management of natural resources (in line with SDG 15 – sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss). Climate change is addressed through continuous GHG reductions; air and water pollution are controlled. There is greater resilience in our food and fibre production. The water and air are cleaner, and carbon is drawn out of the air to regenerate soils for current and future generations. Inputs decrease while yields are maintained, or even improved.

Principle 7: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.

Criteria	Indicators	ToC Outcomes
7.1 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.	<p>7.1.1 (C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>7.1.2 Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. Any imported species must first be approved in PNG by National Agriculture Quarantine and Inspection Authority (NAQIA) and in the Solomon Islands by Biosecurity Solomon Islands (BSI).</p> <p>7.1.3 There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p>	<p>Pollution reduced;</p> <p>Resource use minimised;</p> <p>Productivity optimised</p>
7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.	<p>7.2.1 (C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>7.2.2 (C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>7.2.3 (C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p>	<p>Reduced pollution;</p> <p>Resource use minimised</p>

Criteria	Indicators	ToC Outcomes
	<p>7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> 7.2.5a Judgment of the threat and verify why this is a major threat 7.2.5b Why there is no other alternative which can be used 7.2.5c Which process was applied to verify why there is no other less hazardous alternative 7.2.5d What is the process to limit the negative impacts of the application 7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>7.2.6(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>7.2.7(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>7.2.8 All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. Empty pesticide containers may be used for pre-mixing spray solution before transport to the plantation for use by sprayers. In this case they must have visual identification such as painted lines around them.</p> <p>7.2.9 (C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>7.2.10 (C) Specific bi-annual medical surveillance for pesticide operators handling organophosphate insecticides, and documented action to treat related health conditions, is demonstrated.</p> <p>7.2.11 (C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work</p>	

Criteria	Indicators	ToC Outcomes
<p>7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>	<p>7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p>	<p>Reduced pollution; Resource use minimised</p>
	<p>7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. Medical waste must be disposed of in purpose-built incinerators. Guidance: With minimal opportunity for recycling in PNG and Solomon Islands, waste disposal is by landfill. Segregation of waste should be into Hydrocarbon contaminated waste, putrescible waste and hard waste and compostable waste. Company procedures must state how these waste streams are managed.</p>	
	<p>7.3.3 Open fire is not used for waste disposal by the Unit of Certification.</p>	
<p>7.4 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>	<p>7.4.1 Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p>	
	<p>7.4.2 Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. Tissue testing is conducted annually to determine fertiliser requirements for the following year. Soil testing is carried out at replant. Guidance: Smallholders are provided with access to test results applicable to the Company Management Unit closes to their block.</p>	
	<p>7.4.3 A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p>	
	<p>7.4.4 Records of fertiliser inputs are maintained.</p>	
<p>7.5 Practices minimise and control erosion and degradation of soils.</p>	<p>7.5.1 (C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p>	
	<p>7.5.2 There is no extensive replanting of oil palm on steep terrain.</p>	
	<p>7.5.3 There is no new planting of oil palm on steep terrain.</p>	
<p>7.6 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and</p>	<p>7.6.1 (C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p>	<p>Reduced pollution; Resource use minimised; Productivity optimised</p>
	<p>7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p>	

Criteria	Indicators	ToC Outcomes
the results are incorporated into plans and operations.	7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	
7.7 No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.	<p>7.7.1 (C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>7.7.2 Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>7.7.3 (C) Subsidence of peat is monitored, documented and minimised.</p> <p>7.7.4 (C) A documented water and ground cover management programme is in place.</p>	<p>Ecosystems protected;</p> <p>Reduced pollution;</p> <p>Productivity optimised</p>

Criteria	Indicators	ToC Outcomes
	<p>7.7.5 (C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>PROCEDURAL NOTE: Full details of the RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG.</p> <p>PROCEDURAL NOTE: PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders[cross links to SHIG and GHG issues].</p> <p>7.7.6 (C) All existing plantings on peat are managed according to the ‘RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat’, version 2 (2018) and associated audit guidance.</p> <p>7.7.7 (C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2018) and associated audit guidance.</p>	

Criteria	Indicators	ToC Outcomes
7.8 Practices maintain the quality and availability of surface and groundwater.	<p>7.8.1 A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>7.8.1b Workers have adequate access to clean water.</p> <p>7.8.2 (C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>7.8.4 Mill water use per tonne of FFB is monitored and recorded.</p>	Ecosystems protected; Reduced pollution; Resource use minimised
7.9 Efficiency of fossil fuel use and the use of renewable energy is optimised.	7.9.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.	Ecosystems protected; Reduced pollution; Resource use minimised
7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.	<p>7.10.1 (C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>7.10.2 (C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>7.10.3 (C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p>	Reduced Pollution
7.11 Fire is not used for preparing land	7.11.1 (C) Land for new planting or replanting is not prepared by burning.	Ecosystems protected;

Criteria	Indicators	ToC Outcomes
and is prevented in the managed area.	7.11.2 The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. 7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.	Reduced pollution

PROCEDURAL NOTE for 7.12

The 2018 RSPO P&C include new requirements to ensure the effective contribution of RSPO to halting deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Toolkit in the revised standard.

The RSPO ToC also commits RSPO to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems.

High Forest Cover Countries (HFCCs) urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and safeguards. Adapted procedures will be developed to support the sustainable development of palm oil by indigenous peoples and local communities with legal or customary rights. These will apply in specific HFCCs, and within those, in High Forest Cover Landscapes (HFCLs).

The development of these procedures will be guided by a No Deforestation Joint Steering Group (NDJSG) of RSPO and HCSA members. In HFCCs, RSPO will work through national and local participatory processes with governments, communities and other stakeholders to develop these procedures. A timeframe for these activities is stipulated in the Terms of Reference for the NDJSG and publicly available.

Criteria	Indicators	ToC Outcomes
7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High	7.12.1 (C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	Ecosystems protected

Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

7.12.2 (C) HCVs, HCS forests and other conservation areas are identified as follows:

7.12.2 a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.

7.12.2 b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.

PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.

7.12.3 (C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.

PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land/ plantations. All other P&C requirements apply, including FPIC and HCV requirements.

7.12.4 (C) Where HCVs, HCS forests after 15 November 2018, peat land and other conservation areas within Company managed land have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified) that may result from the actions of the Unit of Certification.

7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.

7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.

7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.

7.12.8 **(C)**Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.

Relevant National Laws (PNG):

- Building Act (1971)
- Commerce (Trade Descriptions) Act (Chapter 284)
- Companies Act 1997
- Conservation Areas Act (1978)
- Employment Act
- Employment of Non-citizens Act (2007)
- Environment Act 2000
- Fairness of Transactions Act 1993
- Fauna (Protection and Control) Act (1966)
- Forestry Act (1991)
- HIV/AIDS Management and Prevention Act 2003
- Industrial Organizations Act (Chapter 173)
- Industrial Relations Act (1962)
- Industrial Safety, Health and Welfare Act (Chapter 175)
- Inflammable Liquid Act (1953)
- Land Disputes Settlement Act (Chapter 45)
- Land Groups Incorporation (Amended) Act 2009
- Land Registration (Amended) Act 2009
- Land Titles Commission Act 1962
- National Agricultural Research Institute Act 1996
- National Agriculture Quarantine and Inspection Authority Act 1997
- National AIDS Council Act 1997
- National Land Registration Act ()
- National Training Council Act 1991
- National Water Supply and Sewerage Act 1986
- Oil Palm Industry Corporation Act 1992
- Public Health Act (Chapter 226)
- Superannuation Act (2000)
- Trade Measurement Act (Chapter 286)
- Workers' Compensation Act (Chapter 179)

Relevant National Laws (Solomon Islands):

- Agricultural Quarantine Act
- Agriculture and Livestock Act
- Commodities Export Marketing Authority Act
- Wild Birds Protection Act
- Employment Act
- Labour Act
- Safety at Work Act
- Trade Unions Act
- Workmen's Compensation Act
- Unfair Dismissal Act
- Motor Vehicles (Third-Party Insurance) Act
- Environmental Health Act
- Solomon Islands National Provident Fund Act
- Customary Land Records Act
- Land and Titles Act
- Land Surveys Act
- River Waters Act

International Treaties and Conventions (from Appendix 1 of 2013 P&C with additional note on status of ratification in PNG):

Principles	International Standards	Key Provisions	Summary Of Protections	Status in PNG
Ethical business conduct	United Nations Convention Against Corruption (2000)	Article 12	Promoting the development of standards and procedures to safeguard the integrity of private entities, including codes of conduct for business activities and preventing conflicts of interest. Promoting transparency. Ensuring that companies have sufficient internal auditing controls to prevent corruption.	Ratified 16 July 2007
Respect for human rights	United Nations Guiding Principles on Business and Human Rights (2011)	Principles 11 to 24	Businesses should respect human rights, by avoiding and/or mitigating negative impacts regardless of their size, sector of operation or ownership. They should have in place policies and procedures to ensure they respect human rights including conducting human rights due diligence which should be incorporated into how they conduct their business. They should monitor and report on the effectiveness of their operations in preventing human rights conflicts and remediate any negative impacts caused.	16 June 2001
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.	n/a
Just Land Acquisition	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.	Not legally binding
	UN Convention on Biological Diversity (1992)	Article 10(C)	Protect and encourage customary use of biological resources in accordance with traditional practices.	Ratified 16 March 1993
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).	n/a
	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.	Not legally binding
	Convention on the Elimination of All Forms of Racial Discrimination (CERD)	UN CERD Committee,	Free Prior Informed Consent for decisions that may affect indigenous peoples.	Accession 27 January 1982
	International Covenant on Economic, Social and Cultural Rights (ICESR)	UN Committee on Social Cultural and Economic Rights,	(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).	Ratified 21 July 1982

Principles	International Standards	Key Provisions	Summary Of Protections	Status in PNG
	Inter American Human Rights System.	Inter- American Commission on Human Rights.		n/a
No Forced Labour	ILO Convention 29 (1930) Forced Labour	Article 5	No concession to companies shall involve any form of forced or compulsory labour.	Ratified 01 May 1976
	ILO Convention 105 (1957) Abolition of Forced Labour	Article 1	Not make use of any form of forced or compulsory labour.	Ratified 01 May 1976
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 years (depending on occupation).	Ratified 02 June 2000 Minimum Age 16
	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.	Ratified 02 June 2000
	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	Not legally binding
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 organize.	Ratified 02 June 2000
	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.	Ratified 01 May 1976
	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.	n/a
	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	Not legally binding
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.	Ratified 02 June 2000
	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.	Ratified 02 June 2000
	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	Not legally binding
Just employment of Migrants	ILO Convention 97 (1949) Migration for Employment		Provision of information; no obstacles to travel; provision of health care; non-discrimination in employment, accommodation, social security and remuneration; no forced repatriation of legal migrant workers; repatriation of savings	n/a
	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	n/a

Principles	International Standards	Key Provisions	Summary Of Protections	Status in PNG
Protection of Plantation Workers	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.	n/a
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.	n/a
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.	n/a
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 wrt 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.	n/a
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 listed in Annex C (e.g. Hexachlorobenzene).	Ratified 07 October 2003
	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.	"voluntary standard and point of reference for sound pesticide management practices" Revised again in June 2013
	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.	n/a
	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.	Not legally binding

Other International Treaties and conventions ratified by PNG:

Sphere of Activity	Convention Name	Details	Status in PNG
Corporate	ILO C122 - Employment Policy Convention, 1964 (No. 122)		Ratified 01 May 1976
	ILO C002 - Unemployment Convention, 1919 (No. 2)		01 May 1976
	ILO C007 - Minimum Age (Sea) Convention, 1920 (No. 7)		Denounced (Not in Force)
n/a	ILO C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)		Ratified 01 May 1976
	ILO C010 - Minimum Age (Agriculture) Convention, 1921 (No. 10)		Denounced (Not in Force)
Corporate	ILO C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)		Ratified 01 May 1976
Corporate	ILO C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)		Ratified 01 May 1976
Corporate	ILO C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)		Ratified 01 May 1976
Corporate	ILO C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)		Ratified 01 May 1976
Transport	ILO C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)		Ratified 01 May 1976
Corporate	ILO C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)		Ratified 01 May 1976
Transport	ILO C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)		Ratified 01 May 1976
Corporate	ILO C042 - Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)		Ratified 01 May 1976
n/a	ILO C045 - Underground Work (Women) Convention, 1935 (No. 45)		Ratified 01 May 1976
Corporate	ILO C085 - Labour Inspectorates (Non- Metropolitan Territories) Convention, 1947 (No. 85)		Ratified 01 May 1976
Corporate	ILO C099 - Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)		Ratified 01 May 1976
Corporate	ILO C103 - Maternity Protection Convention (Revised), 1952 (No. 103)		Ratified 02 Jun 2000
Corporate	ILO C158 - Termination of Employment Convention, 1982 (No. 158)		Ratified 02 Jun 2000
Agricultural & Industrial	Waigani convention	Convention to Ban the Importation into Forum Island Countries of Hazardous and Radioactive Wastes and to Control the Trans- boundary Movement and Management of Hazardous Wastes within the South Pacific Region	Into Force 2001
Agricultural & Industrial	Basel convention		Accession 01 September 1995
Agricultural	CITES		Into force 11 March 1976
Corporate	Convention on the Elimination of All Forms of Discrimination against Women		Accession 12 January 1995
Corporate	International Covenant on Economic, Social and Cultural Rights		Accession 21 July 2008
Agriculture	United Nations Convention to combat Desertification		In force 06 March 2001

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Sphere of Activity	Convention Name	Details	Status in PNG
Agriculture	Convention on Migratory species		
Agriculture & Industrial	United Nations Framework Convention on Climate Change		In Force 21 March 1994
Agriculture & Industrial	Kyoto Protocol		Ratified 28 March 2002 In Force 16 February 2005
Industrial & Municipal	Vienna Convention and Montreal Protocol		Accession 27 October 1992
Agricultural	Ramsar Convention on Wetlands		16 July 1973
Transport	MARPOL	International Convention for the Prevention of Pollution from Ships	Accession 25 January 1994
Agricultural	Apia Convention	SPREP Regional Convention on Conservation of Nature in the South Pacific	

Other International Treaties and Conventions Ratified by Solomon Islands

Sphere of Activity	Convention Name	Details	Status in Solomon Islands
Corporate	Convention on the Elimination of All Forms of Racial Discrimination (CERD)		Ratified 17 th March 1982
	International Covenant on Economic, Social and Cultural Rights (ICESR)		Ratified 17 th March 1982
	ILO Convention 29 (1930) Forced Labour		Ratified 06 th August 1985
	ILO Convention 105 (1957) Abolition of Forced Labour		Ratified 13 th April 2012
	ILO 138 (1973) - Minimum Age		Ratified 22 nd April 2012
	ILO Convention 182 (1999) Worst forms of Labour		Ratified 13 th April 2012
	ILO Convention 87 (1948) Freedom of Association and Protection of Right to Organize		Ratified 13 th April 2012
	ILO Convention 98 (1949) Right to Organize and Collective Bargaining		Ratified 13 th April 2012
	ILO convention 100 (1951) Equal Remuneration		Ratified 13 th April 2012
	ILO Convention 111 (1951) Discrimination (Employment and Occupation)		Ratified 13 th April 2012