



# **RSPO PRINCIPLES AND CRITERIA GROUP CERTIFICATION REPORT**

Certification Assessment

**Phanom Land Settlement Cooperatives Limited**

RSPO Membership No.: 1-0226-17-000-00

Group Certification Unit

308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand

**Date of assessment: 9-12 October 2017**

## PUBLIC SUMMARY REPORT

<b>BV Contract No.</b>	TH.2458861	<b>Date Contract</b>	14 July 2017
<b>Name of Group</b>	Phanom Land Settlement Cooperatives Limited		
<b>Address of Group</b>	308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand		
<b>Group Manager's Name</b>	Mr.Pairoj Piteeratananon	<b>Contact Details</b>	Tel : +66 077-399088 Fax : + 66 077-399123
<b>Country</b>	Thailand		
<b>Group e-mail</b>	pairoj6191@gmail.com	<b>Website</b>	-
<b>Certification Scope</b>	Production of FFB from independent smallholders		
<b>Trading system</b>	<input type="checkbox"/> Physical trading <input type="checkbox"/> Book and claim <input checked="" type="checkbox"/> Physical trading and Book and Claim		
<b>Type of Certificate Holder</b>	Independent Smallholder Group Certification		
<b>RSPO Membership No.</b>	1-0226-17-000-00	<b>Date Registration</b>	21 January 2017
<b>RSPO Certificate No.</b>	NA	<b>Date of Issue</b>	NA
		<b>Date of Expiry</b>	NA
<b>Supply Chain Module</b>	Identity Preserved		
<b>No. of Smallholders</b>	505	<b>Certified Area (Ha)</b>	2,314.08
<b>Annual FFB Produced (MT)</b>	33,471.98	<b>Annual PK Produced (MT)</b>	1,673.60
<b>Annual CPO Produced (MT)</b>	6,694.40	<b>Annual PKO Produced (MT)</b>	753.12
<b>Annual PKE Produced (MT)</b>	920.48		

It is important to note that total no. of smallholder announced prior the audit for 1 month and available in RSPO website is 504 smallholders. To support RSPO perform assessment of LUCA, shapefiles of all plots owned by 505 group members were submitted to RSPO. Based on this consequence, CB has accepted to execute the initial assessment for 505 smallholders as necessary process especially LUCA has already covered for 505 smallholders.

**End of Public Summary**

## EVALUATION INFORMATION

MAIN ASSESSMENT			
Dates:	9-12 October 2017		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Mr Prapas Noras		
Technical Reviewer:	M. Shazaley Abdullah (MSA)	Date of Review:	13 Feb 2018 (TBU) 11 Mar 2018 (Approved)
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 01			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 02			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 03			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 04			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	

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Limited

### LIST OF ABBREVIATION

Short Form	Meanings
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CU	Certification Unit
DID	Department of Drainage and Irrigation, Malaysia
DOE	Department of Environment, Malaysia
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
EMS	Environmental Management System
EQA	Environmental Quality Act
ERT	Endangered, Rare and Threatened species
FFA	Free Fatty Acids
FFB	Fresh Fruit Bunches
Ha	Hectare
HCV	High Conservation Value
HDPE	High Density Polyethylene
IPM	Integrated Pest Management
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature and Natural Resources
JUPEM	Jabatan Ukur dan Pemetaan Malaysia (Department of Survey and Mapping Malaysia)
K	Potassium
kW	Kilowatt
m	Meter
Mg	Magnesium
mm	Millimeter
MT	Metric ton
N	Nitrogen
NGO	Non Governmental Organization
OER	Oil Extraction Rate
OSH	Occupational Safety & Health
P	Phosphate
P & C	Principles and Criteria
PK	Palm Kernel
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
SOP	Standard Operating Procedures
Sdn Bhd	Sendirian Berhad (Private Limited)
SEIA	Social and Environment Impact Assessment
Sg	Sungai
SOP	Standard Operating Procedures
SPC	Senior Plantation Controller
USECHH	Use and Standards of Exposure of Chemicals Hazardous to Health
WHO	World Health Organization

## 1. SCOPE OF THE CERTIFICATION ASSESSMENT

### 1.1 Introduction

The assessment for Phanom Land Settlement Cooperatives Limited has been conducted against **RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7<sup>th</sup> March 2016)** by Bureau Veritas Certification Hong Kong Limited during 9-12 October 2017.

Phanom Land Settlement Cooperatives Limited has been recognized as the group of palm oil smallholder by District Agriculture Office and it is nominated to be one of the best cooperative in Thailand in 2014. The group which is located at 308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand is directly managed by the Mr.Pairoj Piteeratananon (Group Manager and Director of Phanom Land Settement). The group is formed by independent smallholder under the advisory by Phanom cooperatives to achieve for RSPO group certification. Currently, there are 505 independent smallholder members in the group and a total of 2,314.08 ha. The group has been a member of the RSPO since 21 January 2017 with membership no. 1-0226-17-000-00. Total combined land areas of the group smallholders are 14,463 Ha of which; 10,218 Ha had been planted with oil palm.

Group administration office and financial operation of the group are fully supported by Thai government according to the program namely DOAE large scale of the agriculture. The certification scope for the CU is Production of FFB from independent smallholders. The certification unit consisted of plots owned by formal members of the group. Administration office where is located at settlement cooperative is also visited during the main certification assessment. The certification scope for the group certification is production of RSPO certified FFB. According to the minutes of the group meeting, both trading system of physical trading and Book and Claim through RSPO PalmTrace has been chosen and certified for those certified products CPO, PKO and PKE. To calculate the certified volume of these products, they will be converted from total certified quantity of FFB for the group.

### 1.2 Location and Description of Group Managers

Phanom Land Settlement Cooperatives Limited is located in 308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand. Overview of the Group Managers location is simplified in the Table 1 below. Details and location maps of smallholders participated in this certification can be referred in Appendix 6 and Appendix 7, respectively. Majority of the crops produced by the smallholdings are delivered to palm oil mills where do not certify against RSPO SCC and also do not have any contracts with the group

**Table 1: Details of Group Managers**

Name of the Group	GPS Coordinate		Location Address
	Latitude	Longitude	
Phanom Land Settlement Cooperatives Limited	8°51'3.4266"N	98°48'28.6770"E	308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand

### 1.3 Description of Independent Smallholders producing FFBs

The FFB is sourced from plantation which is directly managed by individual group member of Phanom Land Settlement Cooperatives Limited. Currently, there are 505 independent smallholder members in this group covering 713 plots and an area of 2,314.08 ha planted with oil palm as details shown in **Table 2**. Based on this total planted area, it can be divided into immature area of 7.53 ha and mature area 1,629.60 ha, respectively. Therefore, only total area with mature “harvested” area at 1,629.60 ha will be used to estimate the FFB production for the current year. Actual FFB production in the last two years showed that average FFB production produced by each group member was about 3.28 tons/rai/year or equal to 20.54 tons FFB/ha/year. This average FFB production is used to calculate the projected FFB production which will be indicated in the certificate. Details of the certified volume of each product are shown in the **Table 7**.

### 1.4 Date of Planting and Cycles

#### 1.4.1 Date of planting

The details of the CU certified area and its planting profiles are described in **Table 2** and **Table 3**.

**Table 2: Details of Certified Area**

Name of the Group	Total Titled Area/ Certified Area (Ha)	Planted Area (Ha)		Un-Planted Area (Ha)		
		Oil Palm	Other agricultural products	HCV	Conservation	Facilities / Others*
	2,314.08	1,629.60	607.03	-	-	77.45

\*Facilities/others include storage, housing, roads, etc.

From above Table, it is important to note that 2 plots that were raised as major non-conformity (see more details in Appendix 4) because some palm oil tree have planted outside their legal boundary and hence have not been taken into account as total planting area. Total number of plots registered before undergoing initial certification, therefore, of 715 plots has also now been reduced to 713 plots.

Tables below show the details of the year of establishment of the CU's supplying estates and their planting profiles.



**Table 3: Age Profiles for the Phanom Land Settlement Cooperatives Limited**

Year of Planting	Areas (Ha)	Maturity Status	Planting Cycles
Before 1990	5.45	-	1
1990-1992	6.12	-	1
1993-1994	37.46	-	1
1995-1998	155.31	-	1
1999-2000	124.21	-	1
2001-2002	136.85	-	1-2
2003-2004	194.35	-	1-2
2005-2006	231.67	-	1-2
2007-2008	201.66	-	1-2
2009-2014	385.99	-	1-2
2015-2016	150.53	7.53	2
2017-2018	0	-	-
<b>Total</b>	<b>1629.60</b>	<b>7.53</b>	<b>-</b>

#### 1.4.2 Replanting program

Due to financial difficulty, group members may not carry out replanting when oil palm range 25-30 years for plots planted before 1990. As long as these plots still produce fruit, replanting program might be postponed. Therefore, there is no explicit replanting program in the next 3 years (2017-2019) even though some group members declared themselves that they will do the replanting in the next 3 years

#### 1.5 Other Certification Held by the Certificate Holder

None

#### 1.6 Organizational Information/Contact Person

The contact person for Phanom Land Settlement Cooperatives Limited and Organizational Chart showing the certification scheme are as below.

Name of Organization	: Phanom Land Settlement Cooperatives Limited
Head Office Address	: 308 Tambon Phanom, Amphoe Phanom, Surat Thani province 84250 Thailand
Websites	: -
Head Office Telephone No.	: +66 077-399088
Head Office Fax No.	: 077-399123
RSPO Membership No.	: 1-0226-17-000-00
Contact Person	: Mr.Pairoj Piteeratananon
Position	: Director of Phanom Lanadsthement
Telephone No./Mobile No.	: +66 084-1845672
e-mail Address	: Pairoj6191@gmail.com

### 1.7 Tonnage to be certified

Since this is main certification assessment, Table 6 showing the certified volume of products sold through physical trading and Book and Claim (B&C) are empty.

With regards to the total tonnage to be certified, Table 7 also demonstrated the projected quantity for the next reporting period. These volumes will be indicated on the certificate and also will be requested as certified volume in PalmTrace with RSPO.

**Table 4: Certified Products sold and Claimed for the Certification Period  
(January 2017 – October 2017)**

Supply Chain Model	Quantity Claimed for the Certification Year (MT)				
	Physical trading	Book and claim (Palm Trace credit)			
	FFB	CPO	PK	PKO	PKE
Identity Preserved	-	-	-	-	-
Mass Balance	-	-	-	-	-

**Table 5: Actual Products Claimed for Last Certification Period (January 2017-December 2017)**

	Quantity for Last Reporting Period (MT)		Projected Quantity for Next Reporting Period (MT)
	Actual Quantity Claimed	Certified Volume in Previous Certification	
Certified FFB	NA	NA	33,471.98
Certified CPO	NA	NA	6,694.40
Certified PK	NA	NA	1,673.60
Certified PKO	NA	NA	753.12
Certified PKE	NA	NA	920.48

### 1.8 Time-bound Plan/Progress against Time Bound Plan

See Appendix 1.

### 1.9 Progress of Associated Smallholders or Out-growers Towards compliances with Relevant Standards

Not applicable

## 1.10 Partial certification

### 1.10.1 General

Organizations that have a majority shareholding\* in and/or management control of more than one autonomous company growing oil palm will be permitted to certify individual management units and/or subsidiary companies only if all the following are complied with the requirements mentioned below.

*\*Majority shareholding: the largest shareholding. Where the largest shareholdings are equal (e.g. 50/50) this applies to the organisation that has management control*

Requirement	Findings/Compliance
The parent organization or one of its majorities owned and/or managed subsidiaries is member of RSPO.	Group of independent smallholder is member of RSPO since 21 January 2017. However, the individual group member have formally joined since 2014
For groups with complex management structures the following are required: <ol style="list-style-type: none"> <li>A statement of the ultimate controlling shareholders and directors in the managing agency company/companies.</li> <li>Ditto in respect of each of the operating groups.</li> <li>Application for membership by the top asset owning company/companies.</li> <li>(d) Application for membership by the managing agency company/companies</li> </ol>	Not applicable because it is group of independent smallholder

If one of above mentioned requirements is non-compliant, this leads to a major non-conformity. The following requirements about a time bound plan (2.2) and requirements for uncertified management units and/ or holdings (2.3) are applicable, if the registered RSPO member is the holding company or one of its subsidiaries.

### 1.10.2 Requirements for Time Bound Plan

Requirement	Findings/Compliance
A challenging time-bound plan for certifying all its relevant entities (Relevant entities – including both the business units and parent company(ies)' commitment to RSPO, membership status and involvement with palm oil for each subsidiary) is available. The time-bound plan should contain a list of subsidiaries, estates and mills.	Not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for the time-bound plan is not relevant.
The time bound plan is appropriate (in particular, the time scale is sufficiently challenging, taking into account circumstances around each entity), taking into account comments received from stakeholders following the public consultation process.	Not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for the time-bound plan is not relevant.
What is the progress of this plan since the last audit? (if the last audit was done by another CB, the time-bound plan shall be accepted at the moment of first acceptance and only check continued appropriateness shall be checked).	Not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for the time-bound plan is not relevant.
Are there any revisions to the time-bound plan or to the circumstances of the company?	Not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for the

	time-bound plan is not relevant.
If the previous question was answered with yes, the plan shall be reviewed for whether it is still appropriate, such that changes to the time-bound plan are permitted only where the organisation can demonstrate that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent).	Not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for the time-bound plan is not relevant.

Where there are isolated lapses in implementation of a time-bound plan, a minor non-compliance is raised. Where there is evidence of systematic failure to proceed with implementation of the plan, a major non-compliance is raised.

**1.10.3 Requirements for Uncertified Management Units/or holdings**

Requirement	Findings/Compliance
No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. Any new plantings since January 1st 2010 must comply with the RSPO New Plantings Procedure.	There are no uncertified management units. All certified areas are bound with land deeds and/or land licenses. Therefore, there is no evidence of land conflict. It is also not applicable because all formal members of the Phanom Land Settlement Cooperatives Limited are certified. A requirement for uncertified management unit is not relevant.
Land conflicts, if any, are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5. and 7.6.	There are no uncertified management units. All certified areas are bound with land deeds and/or land licenses. Therefore, there is no evidence of land conflict. It is also not applicable because all formal members of the group are certified. A requirement for uncertified management unit is not relevant.
Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	There are no uncertified management units. There is no case of labor dispute. Therefore, it is not applicable because all formal members of the group are certified. A requirement for uncertified management unit is not relevant.
Legal non-compliance, if any, are they being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1.	There are no uncertified management units. All certified areas are bound with land deeds and/or land licenses. Therefore, there is no evidence of land conflict. It is also not applicable because all formal members of the group are certified. A requirement for uncertified management unit is not relevant.

For requirements above, the definition of major and minor non-compliance is stated in the RSPO P&C. For example, if non-compliance against a major indicator in a non-certified holding / management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless that is actively addressed;

Failure to address any outstanding non-compliance may lead to certificate suspension(s), in accordance with the provisions of these Certification Systems.

## 2. ASSESSMENT PROCESS

### 2.1 Assessment Methodology and Programme

The assessment was conducted during 9-12 October 2017 at the Group Manager's Office and onsite audit involving 505 members of Phanom Land Settlement Cooperatives Limited respectively. The audit covers documentation review, internal procedures, management system, field inspection as well as identification of any significant issues for both environment or social issues. Details of the actual assessment programme are given in Appendix 2 (Audit Plan).

A sample of stakeholders was consulted during the assessment to get their feedback on the management doing. The assessment was conducted based on sample in which regulated under RSPO Management System Requirements and Guidance for Group Certification of FFB Production (March 2016).

Under the requirement, size of samples was based on formula  $[0.8\sqrt{(y)}*(z)]$ ; where 'y' is total number of independent group member; and 'z' is the multiplier defined by the risk assessment. Based on risk assessment from desk review, high risk level ( $z = 1.4$ ) was determined. Therefore, total number of smallholder to be audited resulting from  $0.8\sqrt{(505)}*(1.4)$  was 26.

It is important to note that number of sample resulting from above calculation when changing no. of smallholder from 504 to 505, as details given in the first page of the audit report, is not different

For the purpose of sampling audit, risk assessment of the group member and group manager was carried out prior to the certification assessment through the documentation. The risk assessment will based on factors i.e. geographically as well as socioeconomically, there are current replanting activities (very small scale due to the size of smallholder), there are new members, the group is well established.

### 2.2 Date of Next Surveillance Visits

The next surveillance assessment shall be carried out by Bureau Veritas within nine to twelve months from the date of expiry for the trading license (Palm Trace License).

### 2.3 Lead Assessor and Assessment Team Qualification

Bureau Veritas holds copies of educational qualifications, certificates and audit logs for each of the audit team members. This assessment has been conducted by 2 approved assessors which holds sufficient qualification and experiences to conduct RSPO Assessment. Summary of auditors' background and qualifications are listed in Table 8 below.

**Table 6: Auditors Profile and Qualification**

Assessment Team Leader: Dr Chaiyaporn Seekao	
Requirements	Description
A minimum of post high school (post-secondary school) training in either agriculture/forestry, environmental science or social sciences;	<ul style="list-style-type: none"> <li>- May 2015, hold a Ph.D degree (Environmental Management) under full scholarship at the International Postgraduate Programs in Environmental Management (Hazardous Waste Management), Chulalongkorn University, THAILAND and United Nation University, Tokyo, Japan</li> <li>- April, 2006, hold a Master of Science (Sustainable Land Use and Natural Resource Management) degree from Kasetsart University, THAILAND.</li> <li>- April, 2002, hold a Bachelor of Science (Fisheries) degree from Kasetsart University, THAILAND</li> </ul>

<p>At least 5 years professional experience in area of work relevant to the assessment (e.g., palm oil management; agriculture/forestry; ecology; social science);</p>	<ul style="list-style-type: none"> <li>- Since 2010 experience as RSPO auditor performing more than 50 RSPO P&amp;C audits in Thailand and Indonesia</li> <li>- Professional committee member who has many years experiences on palm oil standard for drafting Thai Sustainable Palm Oil standard</li> <li>- In 2010, member of working group to draft TH-NI RSPO standard</li> <li>- Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for Closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders.</li> <li>- Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., Environmental Consultancy Company, and was responsible for conducting the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment for many mega-projects which were engaged by both domestically and internationally recognized companies. The area of my expertise on EIA study emphasizes on fishery and agriculture topics, Conduct SIA and HIA as well as public hearing/consultations for obtaining the comments and feedback from all stakeholders. Provide the client with appropriate consultation and environmental mitigation plan, to minimize the environmental, social and health impacts to nearby communities, Service the client with integrated consultancy based on environmental management, Audit and monitor at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures.</li> </ul>	
<p>Training in the practical application of the RSPO criteria, and RSPO certification systems;</p>	<ul style="list-style-type: none"> <li>- RSPO Lead Auditor Course Organized by Stepwise Support Programme during April 12-16, 2010, Johor Bahru, Malaysia</li> <li>- HCV and its application in RSPO Organized by WildAsia during August 28-29, 2012 at Krabi, Thailand</li> <li>- Participate RSPO CB workshop every times since 2013</li> </ul>	
<p>Successfully completion of an ISO 9000:19011 lead assessors course;</p>	<p>ISO 9001:2008 Series Auditor/Lead Auditor Training Course (Course No: A17086 Certificated by IRCA) Organized by Robere &amp; Association (Thailand) Ltd. October 26-30, 2009, Bangkok, Thailand</p>	
<p>A supervised period of training in practical assessment against the RSPO criteria or similar sustainability standards, with a minimum of 15 days assessment experience and at least 3 assessments at different organisations.</p>	<p>Since 2010 experience as RSPO auditor performing more than 50 RSPO P&amp;C audits in Thailand and Indonesia</p>	
<p><b>Team Member(s):</b> Mr Prapas Nores</p>		
<p><b>Requirement</b></p>	<p><b>Team Members Name</b></p>	<p><b>Description</b></p>

Field working experience in the palm oil sector, or demonstrable equivalent.	Dr Chaiyaporn Seekao	<ul style="list-style-type: none"> <li>- Since 2010 experience as RSPO auditor performing more than 50 RSPO P&amp;C audits in Thailand and Indonesia</li> <li>- Professional committee member who has many years experiences on palm oil standard for drafting Thai Sustainable Palm Oil standard</li> <li>- In 2010, member of working group to draft TH-NI RSPO standard</li> <li>- Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders.</li> </ul>
	Mr Prapas Nores	Owned around 2 ha palm oil plantation since 2012 and more than 20 ha rubber plantation since the generation of parents.
Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use.	Dr Chaiyaporn Seekao	<ul style="list-style-type: none"> <li>- More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to good agriculture practices. More than 5 years experience with Department of Fisheries in involving to establish the Good Agriculture Standard released by Department of Fisheries of Thailand</li> <li>- Since 2010 experience as RSPO auditor performing more than 50 RSPO P&amp;C audits in Thailand and Indonesia</li> </ul>
	Mr Prapas Nores	Involved in palm oil and rubber plantation management activities more than five years, such as planting, herbicide, pesticide, fertilizing and harvesting.
Health and safety auditing on the farm and in processing facilities, for example OHSAS 18001 or Occupational, Health & Safety Assurance System.	Dr Chaiyaporn Seekao	More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to the health and safety on the farm and processing level
	Mr Prapas Nores	Successfully completed the OHSAS 18001:2007 lead auditor course on 29 Sep- 01 Oct 2016 by BV (Thailand).
Worker welfare issues and	Dr Chaiyaporn Seekao	More than 10 environmental and social impact assessment (ESIA) for

social auditing experience, for example with SA8000 or related social or ethical accountability codes.	Mr Prapas Nores	huge project in Thailand and overseas Successfully completed the SA8000 Basic auditor course on 22-26 May 2017 by SAI.
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS).	Dr Chaiyaporn Seekao	<p>- Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and had responsible for Conduct the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment for many mega-projects which were engaged by recognized companies from both domestically and internationally, The area of my expertise of EIA's study emphasizes on fishery and agriculture topics, Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders, Give the client with capable consultation and environmental mitigation plan, to minimize the environmental, social and health impacts to nearby communities, Service the client with integrated consultancy based on environmental management, Audit and monitor at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures. The achievement on EIA report are as following for example:</p> <ul style="list-style-type: none"> <li>• Environmental Impact Assessment of Chana Power Plant Phase 2 Project engaged by the Electricity Generating Authority of Thailand</li> <li>• Environmental Impact Assessment of Chana Power Plant Phase 1 Project engaged by the Electricity Generating Authority of Thailand</li> <li>• IEIA/ISIA of Xepian Diversion Project engaged by Glow Energy Public Company Limited (project in Lao PDR)</li> <li>• EIA of 100 MW Coal Fired Power Plant, Cambodia engaged by the Cambodian Energy Company Limited</li> <li>• Nuclear Power Plant (Pre-Project Activities Study) engaged by the Electricity Generating Authority of Thailand</li> <li>• Revision of EIA for Samet Tai Power Plant Project engaged by</li> </ul>



		<p>the Siam Energy Company Limited</p> <ul style="list-style-type: none"> <li>• EIA of the Thai oil jetty No.7-8 engaged by the Thai Oil Public Company Limited</li> <li>• EIA of the West Coast Avenue (Thailand Riviera) Project engaged by the Department of Rural Road</li> <li>• EIA for the Four-Lane of Highway No. 12 (Phitsanulok - Lom Sak) Phase 2 Project engaged by the Department of Highway</li> <li>• Environmental Impact Assessment of Sam-Khok (Pathumthani) Power Plant Project engaged by the Ratchaburi Electricity Generating Holding Public Company Limited</li> </ul> <p>- Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for Closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders.</p> <p>- More than 6 years experience on EMS audit</p>
	Mr Prapas Nores	Successfully completed the ISO 14001:2015 lead auditor course on 01-05 Aug 2016 by BV (Thailand).
Fluent in Local Language and English	Dr Chaiyaporn Seekao	Thai language is our mother language. This language will be used for the audit
	Mr Prapas Nores	Thai language is our mother language. This language will be used for the audit

## 2.4 Certification Body

Created in 1828, Bureau Veritas is a global leader in Testing, Inspection and Certification (TIC), delivering high quality services to help clients meet the growing challenges of quality, safety, environmental protection and social responsibility.

As a trusted partner, Bureau Veritas offers innovative solutions that go beyond simple compliance with regulations and standards, reducing risk, improving performance and promoting sustainable development. Bureau Veritas core values include integrity and ethics, impartial counsel and validation, customer focus and safety at work.

Bureau Veritas is recognized and accredited by major national and international organizations. RSPO accreditation status of Bureau Veritas has been obtained by Bureau Veritas Certification Hong Kong Limited (BVC HK) since 2<sup>nd</sup> Jun 2014. The RSPO accreditation number for BVC HK is RSPO-ACC-012 for the scopes of P&C (Single Site & Group) and SCCS worldwide. It was transferred from Bureau Veritas Singapore Pte. Ltd.

## 2.5 Stakeholder Consultation Process

Bureau Veritas initiated the Public Stakeholder Notification (internal and external) by announcing an invitation for feedback in the RSPO and Bureau Veritas websites on 27 August 2017. Here below are web-link to access the public stakeholder notification that is available in RSPO and Bureau Veritas website.

[https://www.rspo.org/uploads/default/pnc/Final\\_draft\\_RSPO\\_public\\_announcement.pdf](https://www.rspo.org/uploads/default/pnc/Final_draft_RSPO_public_announcement.pdf)

[http://www.bureauveritas.co.th/home/news/latest-news/2017-05-09\\_rspo+principle+and+criteria+phanomland](http://www.bureauveritas.co.th/home/news/latest-news/2017-05-09_rspo+principle+and+criteria+phanomland)

In addition, Bureau Veritas had also sent the invitation through e-mails and letters to all the relevant stakeholders, including government agencies and Non-Governmental Organizations (NGOs) before the actual assessment is performed.

Meetings and interview with the relevant stakeholders has been arranged during the on-site assessment without interference from members of the group. Meetings were held with stakeholders to seek their views on the performance of the Certification Unit (CU) with respect to the RSPO requirements and aspects where they considered that improvements could be made; these included environmental interest groups, local government agencies and relevant authorities, social groups, and workers' unions etc.

At the start of each meeting, the assessor explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field.

The method of consultation with the workers, contractors and staff were through random sampling from each group in each of the FFB supplying unit and oil mill (e.g. mill operators, harvesters, general workers and sprayers) visited. The consultations which were conducted at the CU's workplace had included solicitation of comments on issues relevant to principles 4, 5 and 6 of the RPSO P&C Standard. List of the stakeholders contacted and responded during the audit are available in Appendix 3.

### 3. ASSESSMENT FINDINGS

#### 3.1 Summary of Findings

The assessment has been conducted as planned using the methodology described in Section 2.1.

A total of **9** Major non-conformity and **5** Minor non-conformity reports against  **RSPO Principles & Criteria 2013** and/or  **RSPO Management System Requirements and Guidance for Group Certification of FFB Production** (March 2016); requirements were raised as shown in Appendix 4.

The CU has taken necessary corrective actions in order to close the Major non-conformities raised. Minor non-conformities will be verified in the next surveillance assessment. Nonetheless, the CU has submitted their corrective action plan for the minor non-conformity and has been accepted by the assessment team. The verification comments for the non-conformities raised in the previous assessment can be seen in Appendix 5.

#### 3.2 Group Certification of FFB Production Requirements

##### Element 1 (E1): Group Entity and Group Management Requirements

<b>E1.1: The Group Entity shall be legally formed</b>			
<i>Rationale: In order to be able to have commercial relationships in the transactions of FFB certificates the group entity carries a liability, which requires it to be legally registered.</i>			
	<b>Requirements</b>	<b>Findings</b>	<b>Compliance</b>
E1.1.1	<p>There shall be documentary evidence of a clearly identified and legal entity. The Group Entity shall:</p> <ul style="list-style-type: none"> <li>a. Be a registered organisation as defined by law in the country of registration (e.g. as a company or an organisation)</li> <li>b. Be a member of the RSPO</li> <li>c. Establish the structure of the organisation</li> <li>d. Appoint a Group Manager (see E1.2)</li> </ul>	<p>Here below are evidence showing that the group maintained documents to prove legal entity:</p> <ul style="list-style-type: none"> <li>- Group holds the license given by Director of Settlement Cooperatives of Panom on 15 May 1975. Since the group is one of the cooperatives under the Ministry of Agriculture Cooperatives, it is not necessary to ask the license from District Agricultural Office unlike other community enterprise.</li> <li>- Group hold a letter of confirmation of membership given by RSPO since 21 January 2017. RSPO membership number of the group is 1-0226-17-000-00.</li> <li>- Group organized the group meeting to form the group organization structure. Structure of the organisation resulted from the group meeting has been released on 27 July 2016. This organization chart is also accordance with the appointment letter no. 15/2016 signed by chairman of the cooperative on 27 July 2016.</li> <li>- 14 group managers have been voted by their members in the management area. Then, director of cooperative has signed to appoint the group of group manager on 27 July 2016.</li> </ul>	Yes
E1.1.2	<p>The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership.</p> <ul style="list-style-type: none"> <li>a. There shall be documentary evidence that the Group members have formally joined the Group.</li> <li>b. Formal members of the Group</li> </ul>	<p>Group has established documented manual and relevant procedures covered all activities for management of the group members. In particular, the procedure for the participation of individual members to become formal members was also established</p> <p>Here below are evidences showing that the group has a system for the participation of the group members:</p> <ul style="list-style-type: none"> <li>- To become a formal group member, all group</li> </ul>	Yes

	<p>shall sign an agreement with the Group Manager committing to achieving compliance with the applicable RSPO standards and requirements.</p> <p>c. The Group Manager shall keep copies of the agreements and shall demonstrate that each member has received a copy thereof.</p> <p>d. The Group Manager shall retain copies for a minimum of 5 years.</p>	<p>members are required to pass the training by the group and must be passed the audit against RSPO P&amp;C requirements and relevant procedures. For example, HCV assessment for plot owned by Mr Supakorn was conducted on 20 April 2016. Moreover, he has been audited against RSPO P&amp;C on 30 April 2016.</p> <ul style="list-style-type: none"> <li>- All existing group members have signed an agreement with the group manager, group chairman and witness. Copied of the agreement after the signing are available upon request at plots owned by selected group members.</li> <li>- To support the retention the document for a minimum of 5 years, group members who were joined the group since initial certification (2015) was randomly checked. For instance, Mr Supakorn has signed the agreement with the group on 30 June 2016</li> </ul>	
E1.1.3	The Group Manager shall keep evidence that the nature and structure of the group has been communicated to all members of the Group in an appropriate manner.	The communication on the structure of the group for those existing group members was done during the group meeting on 30 March 2017. Moreover, the communication on the group structure was also done through posting on the group's board	Yes
<b>E1.2: The Group shall be managed by a Group Manager</b>			
	<b>Requirements</b>	<b>Findings</b>	<b>Compliance</b>
E1.2.1	<p>The appointed Group Manager shall be either an identified legal entity or an individual acting on behalf of the legal entity, i.e. the Group Entity (E1.1.1).</p> <p>The Group Manager shall ensure the Group's compliance with this standard and is responsible for the preparation and implementation of the Internal Control System (ICS).</p> <p>If the Group Manager is not an individual but an entity:</p> <ol style="list-style-type: none"> <li>a. then the entity shall appoint an individual as management representative; and</li> <li>b. there shall be a description of the general structure detailing the positions and responsibilities of all personnel involved</li> </ol>	<p>Group manager who has responsible to manage the group's operation is not from legal entity or individual acting on behalf of the legal entity.</p> <p>To ensure that the group operation is in compliance with the RSPO group certification, internal audit was carried out on 6 July 2016. However, the internal audit was conducted against the previous RSPO certification standard. According to the operation plan during 2016-2020, internal audit against new RSPO group certification will be carried out on October of each year during 2016-2020. However, the group has realised that the new version of RSPO group certification has to be used for upcoming audit on October 2017. Based on this consequence, it is noted that this finding is now under observation. It may become and NCR in the next surveillance audit if it is not fully addressed.</p> <p>Description of the general structure of the group and responsibilities of group managers, chairman and each group committee were defined in the sustainable manual. Based on the organization chart of the group, group is also controlled by chairman. His role and responsibility is to make a final decision in every case for the group. He is also the leader of palm oil grower who can lead the direction of the group</p>	Yes
E1.2.2	The Group Manager shall be able to demonstrate sufficient resources and capacity for managing Group Certification and performance assessment against this Standard.	Group managers could handle to manage the group as both duties; group manager and farm advisor. Moreover, group manager could demonstrate that number of resource is still sufficient because internal control system	Yes

E1.2.3	<p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ul style="list-style-type: none"> <li>a. Principles and Criteria for the Production of Sustainable Palm Oil 2013 (<i>Endorsed by the RSPO Executive Board and Accepted at the Extraordinary General Assembly by RSPO Members on April 25th 2013</i>)</li> <li>b. RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 (<i>this standard</i>)</li> <li>c. RSPO Supply Chain Certification Standard Final Document (<i>As approved by RSPO Executive Board 21 November 2014</i>)</li> <li>d. Internal group procedures and policies</li> </ul>	<p>Group managers have demonstrated her knowledge on the relevant RSPO requirements during the interview especially RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 and RSPO Supply Chain Certification Standard Final Document (As approved by RSPO Executive Board 21 November 2014)</p>	Yes
E1.2.4	<p>The Group Manager shall provide potential and existing Group members with the following:</p> <ul style="list-style-type: none"> <li>a. An explanation of the RSPO certification process.</li> <li>b. An explanation of the criteria for group membership.</li> <li>c. An explanation as to the Group Manager's needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring.</li> <li>d. An explanation of the certification bodies and RSPO requirements with respect to public information.</li> <li>e. An explanation of any obligations with respect to group membership, such as: <ul style="list-style-type: none"> <li>i. Maintenance of information for monitoring purposes;</li> <li>ii. Requirement to conform to conditions or corrective actions issued by the certification body.</li> <li>iii. Explanation of any costs associated with group membership</li> <li>iv. Other obligations of group membership</li> </ul> </li> </ul>	<p>Explanation of the information related to the requirement of this standard to existing group members was conducted through the group meeting. Here below are the details of the finding.</p> <ul style="list-style-type: none"> <li>- Explanation of the RSPO certification process especially they cannot sell their FFB with RSPO claim until the group has been granted the certificate</li> <li>- Explanation of the criterial for group membership was written in the brochure and posted on the group's board.</li> <li>- Explanation on the right of the certification to access the group members was informed during the latest group meeting, in particular, on 30 March 2017</li> <li>- To maintain of information of monitoring purpose especially in compliance with retention time at a minimum 5 years, group has set the system to keep the record books and maintain them in the group database</li> <li>- There is no cost for becoming a member of the group. Therefore, there is no cost associate d with the group membership</li> </ul>	Yes

**Element 2 (E2): Internal Control System – Policies and Management**

<b>E2.1 The Group Internal Control System shall contain documented policies and procedures for operational management.</b>			
	<b>Requirements</b>	<b>Findings</b>	<b>Compliance</b>
E2.1.1	The Group Internal Control System shall contain Procedures for decision-making, and	The decision making for internal control will be done by group manager and group committees for group activities such as training, consultation costs and	Yes

	<p>responsibilities within the group (including the authority of the Group Manager) shall be defined.</p> <p>The Group Manager shall manage the Group in a systematic and effective manner by:</p> <ol style="list-style-type: none"> <li>Identifying the geographical area to be covered by the Group.</li> <li>Preparing, maintaining and documenting the Group management structure</li> <li>Clearly identifying the responsibilities of all individuals employed by the Group Manager for the running of the Group.</li> <li>Prepare and maintain the rules of the Group including the criteria for membership.</li> <li>Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan).</li> <li>Procedure for initial gap audit which can be a self-assessment.</li> </ol>	<p>etc</p> <p>Group has established the system to manage the group internal control. Here below are details of information from internal control system.</p> <ul style="list-style-type: none"> <li>- Group decided to use political boundary to identify area to be managed and covered by the group. There are 3 districts: Panom, Ban Takoon and Keereerat Nikhom that are identified as the political boundary of the group.</li> <li>- Based on the organization chart of the group, group is also controlled by chairman. His role and responsibility is to make a final decision in every case for the group. He is also the leader of palm oil grower who can lead the direction of the group</li> <li>- Group has established the criteria for membership. One of the requirements for those who can be member of the group is to the planted area must not exceed than 50 ha. Moreover, the roles and regulation established by the group must be accepted by those group members</li> <li>- According to the budgetary plan in 2017 and 2018, the group meeting is planned to be conducted once a year. According to the regulation of the settlement cooperative of Panom 2002, one person can be representative from 20 persons/members who can participate for the group meeting. However, the number of the participants must not less than 100. The rule from settlement cooperative is also applicable for the group because the group has been supported by the cooperatives.</li> <li>- Procedure for becoming membership of the group is indicated on page 11. Initial gap audit will be conducted at the time of the application done by new face group members.</li> </ul>	
E2.1.2	<p>The Group Internal Control System shall contain Procedures for maintaining records for all Group members.</p> <p>The Group Manager shall implement a system to maintain the following central records and reports:</p> <ol style="list-style-type: none"> <li>List of names and full contact details of group members and applicable method of communication.</li> <li>Location maps. Area of oil palm in hectares.</li> <li>Land titles/right of use of the land.</li> <li>A copy of the signed declaration of the grower becoming a member of the group including the date.</li> <li>Unique member registration numbers are assigned to individual members.</li> <li>The date that the member</li> </ol>	<p>According to the sustainability manual Kor Yor Por 01 revision 00 dated 15.3.2016, simplified system in excel file is used to record and maintain information of individual member.</p> <p>Here below are details of information maintained by the group:</p> <ol style="list-style-type: none"> <li>There are totally 505 group members in the group. Name of group member, address and their contact details are indicated in the database. Method of communication of the group is indicated in the excel. Cellphone is one of contact information indicated in the database. However, most convenience channel for communication is LINE application. Committees of the group (15 persons) who is responsible for their zone management is responsible person to their members.</li> <li>Location maps of plots owned by members are delineated correctly. Results from onsite inspection confirmed that the delineation of the location maps are corrected</li> <li>Total land title of the group is 2,314.08 ha. Or 14463 rai. While, the planted area is 1637.13</li> </ol>	Minor NC

	<p>signed the declaration of intent as stated in the Group Membership Requirements.</p> <p>g. Date of leaving the Group if applicable and the reasons why.</p> <p>h. Projected and actual FFB production in metric tonnes per annum.</p> <p>i. Monitoring and training records.</p> <p>j. Any corrective actions raised and actions taken to meet the requirements for compliance.</p>	<p>ha</p> <p>4. Unique member registration numbers are indicated in the database e.g. Por Kor 1.59.001, Tor 3.59.032, Por Tor1.59.050 (For Nimnuan Kaewnoon).</p> <p>5. The date of the group member become a group member is available in the database. For example, Mr Supakorn becomes a formal member on 30 June 2016.</p> <p>6. There is no one member who has already become a formal member resign from the group. Therefore, total group member is still remain at 505 group members</p> <p>7. Projected of FFB production in 2017 is about 31,063 tons for the whole group. Average of the FFB production is expected to be 3.287 tons/rai/year or 20.548 tons/ha/year</p> <p>8. Even though the group maintained the record book of the training, it was not integrated into the database of the group in order to support the monitoring program to ensure that all group members have been trained. Based on this consequence, minor non-conformity against this indicator has been raised</p> <p>9. Date of internal audit carried out for those 27 group members who were chosen for internal audit was recorded in the database. Based on the database, the date of internal audit and date of closure non-conformities were available. Besides that, the details of objective evidence for those non-conformities are also available in the database</p>	
E2.1.3	Relevant group records shall be archived for a minimum of 5 years using an appropriate secure system.	Application form and copies of signed agreement for all group members are available. Some records since 2016 were maintained e.g. application form, agreement, and quantity of FFB production weighed by the weighing department of the partnering mill. Moreover, records before joining the group especially previous FFB production before joining the group is also available upon request during the audit	Yes
E2.1.4	The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for compliance) for applicants wishing to join the Group.	Procedure for becoming membership of the group is indicated on page 11. Initial gap audit will be conducted at the time of the application done by new face group members. Checklist to be used for initial gap audit was created. There are 2 checklists; one is checklist contains simple questions and another checklist contains all RSPO indicators. Since there is no new group new group member, there is no actual implementation using this procedure	Yes

**Element 3 (E3): Internal Control System – Operations**

<b>E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members.</b>			
	<b>Requirements</b>	<b>Findings</b>	<b>Compliance</b>
E3.1.1	The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline, operational plans, monitoring and evaluation records. As a minimum the following shall be included:	Group has established the internal audit procedure where is indicated in the sustainability manual Kor Yor Por 01 released on 15 March 2016 on page 62 of 77. The internal audit is required to be conducted annually. For year 2016, internal audit program for 27 samples group member is planned to be conducted in October 2016 even though the actual number of sample resulting from equation $(0.8 * \text{square root } 505 * 1.4 =$	

	<p>a. Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity.</p> <p>b. Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements.</p> <p>c. Maintenance of all internal audit records.</p>	<p>26).</p> <p>According to the appointment letter signed by cooperative chairman, there are 8 internal auditors registered and approved by the group. According to the audit program, the internal audit was split into 2 teams and was conducted on October 2016. The internal audit was carried out by using previous RSPO group certification as the group took advantage from reprieve period for implementing against new RSPO group certification. Training record for internal auditors on 9 and 30 August 2016 showed that all internal auditors have been trained in order to guide them how to execute the internal audit, reporting and giving non-conformities (if any).</p> <p>For example, internal audit conducted at plot owned by Khun Lao on 18 October 2016 showed that 4 non-conformities were detected e.g. no evidence of payment to his worker and could not demonstrate the understanding on the list of approved chemical. The corrective action to those NCRs was done on 18 November 2016.</p>	
E3.1.2	<p>The Group Manager shall carry out a risk assessment of Group members to identify an appropriate sampling intensity of Group members for the certification assessment. The risk assessment shall take into account:</p> <p>a. the diversity of the Group members (i.e. range of size, management structure, scattered members with diverse plantation landscape such as terrain, etc.)</p> <p>b. any perceived risk relating to the activities being undertaken (e.g. how much replanting or expansion is occurring, how many members are new and, for subsequent assessments, whether there is a history of non-conformities).</p>	<p>Group has carried out the risk assessment to determine the sample for internal audit. High risk has been chosen by the group to be determined the number of the sample.</p> <p>Number of the group at 505 group members has been used to estimate the sample. According to equation <math>(0.8 * \text{square root } 505 * 1.4 = 26)</math>, but 27 samples were determined for the internal audit. High risk was chosen to determine the number of the sample for the internal audit.</p>	Yes
E3.1.3	<p>The Group Manager and the internal auditors shall jointly declare no conflict of interest for the internal audit process.</p>	<p>8 internal auditors have been appointed by Mr Prajob Nomket, chairman of the cooperative, on 5 October 2016. The internal auditors from different sub-group have been assigned to execute the internal audit for another group. Based on the procedure page 62/77, the system is established to declare the conflict of interest</p>	Yes
E3.1.4	<p>The Group Manager shall conduct initial gap audits with any potential new member, to assess the following pre-requisites for membership:</p> <p>a. no plantings have replaced primary forest, or affected one or more High Conservation Values (HCVs) (RSPO P&amp;C 2013 criteria 5.2 &amp; 7.3) In the case of scheme smallholders, the company (owning/managing the mill) holds the liability for</p>	<p>All new group members have applied with the group on the last quarter while transition (grace) period for the mandatory of the new standard was given; therefore, application of the initial gap audit was not mandatory yet. However, all new group members were assessed by using their own checklist before becoming as formal group members. Question related to no planting have replaced primary forest and HCV as well as land conflict have also included in the audit checklist.</p> <p>Based on result of LUCA assessment conducted by RSPO itself, it was shown that total area cleared since November 2005, without a prior HCV assessment, was 3.52 Ha. Based on this consequence, it is non-</p>	Yes



	<p>compensation for any new plantings undertaken since November 2005 and before 14th of May 2014. Following compliance with the compensation procedure, scheme smallholders may join the group.</p> <p>b. no existing land conflict.</p> <p>c. land title or right to use the land can be demonstrated.</p>	<p>compliant land clearance; the Final Conservation Liability (FCL) is 2.57Ha, which has been derived from the vegetation coefficient of 0.7.</p>	
<b>E3.2 The Group Internal Control System shall include a system in place to enable the trading of RSPO certified Fresh Fruit Bunches (FFB) produced from the Group.</b>			
	<b>Requirements</b>	<b>Findings</b>	<b>Compliance</b>
E3.2.1	<p>The Group Manager shall document and implement a system for the tracking and tracing of FFB produced by the group members, and intended to be sold as RSPO-certified FFB.</p>	<p>Procedure for tracking and tracing of FFB produced by the group members is addressed in the sustainability manual on page 30. This procedure has also been used to communicate to those group members who wish to sell their FFB with RSPO claim to the contracted trader (ramp) e.g. ramps owned by Khun Chalermdej Kaewdam and ramp owned by Amnoy Khongderm</p>	Yes
E3.2.2	<p>There shall be a collective Group procedure for the sale of all certified FFB to ensure that non-certified FFB are not sold as RSPO certified FFB. If certified FFB is combined with non-certified FFB prior to the sale and delivery to a palm oil mill, a mass balance system shall be in place to ensure the quantity of FFB sold as Mass Balance is equal to the quantity of RSPO certified FFB in the mix.</p>	<p>According to the minutes of the group meeting on 3 August 2016 and group agreement to select both Book and Claim and physical trading, the group has communicated the rules for collective procedure for certified FFB to ensure that non-certified FFB will not be sold as RSPO claim. When mixing is unavoidable at any points until supplying FFB to partnering mill, the downgrade from IP to MB has been established. All group members have been informed by the group committees about this rule. One of communication channel was done through LINE application.</p>	Yes
E3.2.3	<p>All sales of FFB originating from the plantations of Group members shall be documented and recorded. This shall include:</p> <ol style="list-style-type: none"> <li>Invoices and receipts (purchase and sale).</li> <li>Information on transport (i.e. registration number/number plate).</li> <li>The relevant group members' group identification number.</li> <li>Classification of the FFB sold (i.e. RSPO certified or not), FFB volume and destination.</li> <li>Information of FFB price.</li> </ol>	<p>Since group has no gathering point to collect FFB supplied by the group members, individual group member can directly sell and deliver their certified FFB to any POM and trader. Here below are information indicated in weighing bill given by the POM and trader:</p> <ul style="list-style-type: none"> <li>- Weighing bill number is always indicated on the weighing bill. The weighing is used as the receipt showing that FFB produced by group member has been sold</li> <li>- Truck no. used to deliver the FFB was indicated on the weighing bill</li> <li>- Group member registration number is not applicable because the group decided to choose B&amp;C for trading their certified products.</li> <li>- Classification whether FFB sold with RSPO claim from weighing bill hold by selected group members during the audit showed that FFB produced by them have never been sold with RSPO claim</li> <li>- Information of FFB price on the date of receiving (2.9.2017) showed that FFB price was 3.8 Baht/kg.</li> </ul>	Yes
E3.2.4	<p>The Group Manager shall maintain copies of all documentation and records mentioned in E3.2.3 related to Group FFB transactions for a period of a minimum of 5 years.</p>	<p>The group is fully supported by the government (settlement cooperative). Even though there is no partnering mill or POM nearby the cooperative or group administration office, the weighing bill given by the trader (ramp) to each selected member is available when requested. This document and other are well maintained and met with the retention time of 5 years</p>	Yes
E3.2.5	<p>Traders of FFB shall be either part of the Group management system following this guidance or</p>	<p>Based on the minute of the group meeting conducted on 30 March 2017, majority of the group members who attended the group meeting (253 persons) voted to take</p>	Yes

	<p>be RSPO Supply Chain certified in order to sell certified FFB. Traders of FFB are encouraged to be included within the Group certification control rather than obtain their own supply chain certification.</p> <p>The Group Manager will ensure that the trader has clear procedures to ensure that mass balance calculations are accurate if applicable and that all FFB sold by the trader is traceable back to the Group members.</p>	<p>the benefit from RSPO certification through Book and Claim only. However, group has been recently asked by other certified RSPO SCC independent mills. Therefore, the trading system has now changed to cover both physical trading and book and claim according to the latest meeting of the group. Group has completely signed the contract with two ramps owned by Khun Chalermdej Kaewdam and Amnoy Khongderm. Since it is no physical segregation method at the ramp, therefore, FFB supplied by the group members will be easily mixed with other non-certified FFB. However, the practice to downgrade IP to MB whenever certified FFB is mixed with other non-certified FFB could be demonstrated by the contracted ramps</p>	
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### 3.3 RSPO Principles & Criteria 2013

#### 3.3.1 For individual group member with more than 50 ha of plantation size

Not applicable because no group members who have more than 50 ha of plantation size

#### 3.3.2 For individual group members with up to 50 ha of plantation size

##### Principle 1: Commitment to Transparency

<b>Criterion 1.1 Growers and millers provide 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.</b>		
1.1.1 There shall be evidence that growers and millers provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.		Minor
1.1.2 Records of requests for information and responses shall be maintained.		Major
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p>	<p>All the selected members who were chosen for the initial assessment could demonstrate that they well understood to be visited and requested information by interested parties. Then, they also aware that all information requested by interested parties can be referred to Group Manager. During the on-site assessment at the selected members' plantation, land right and a copy of an agreement between the group manager and member are available once request by auditor.</p>	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>The Group Manager shall inform all Group members that all requests for information are referred to the Group Manager.</p> <p>The Group Manager shall provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making (1.1.1).</p> <p>The Group Manager shall establish and maintain a system to keep</p>	<p>Group manager has prepared information associated with environment, social and legal and made it available to deal when the interested parties may request. Interested parties were informed their right to request for information from the group when it is needed. Not only inform the right to the interested parties, group manager has also informed what is relevant information prepared for the interested parties.</p> <p>Based on the inspection of the record book of the group manager, it was found that there are no requests for information from the interested parties at any places; neither the group administration office, nor group complaint boxes. In the event if the information requested by any stakeholders, the client has established system to keep records of requests for information and corresponding responses have been defined in sustainability manual on page 18/77 "Request, grievance and</p>	Yes

records of requests for information and corresponding responses. (1.1.2)	change of information management". Form for recording the request is established as form code Ror Tor-Bor 01.	
<b>Criterion 1.2 Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</b>		
1.2.1 Publicly available documents shall include, but are not necessarily limited to: <ul style="list-style-type: none"> <li>• Land titles/user rights (Criterion 2.2);</li> <li>• Occupational health and safety plans (Criterion 4.7);</li> <li>• Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8);</li> <li>• HCV documentation (Criteria 5.2 and 7.3);</li> <li>• Pollution prevention and reduction plans (Criterion 5.6);</li> <li>• Details of complaints and grievances (Criterion 6.3);</li> <li>• Negotiation procedures (Criterion 6.4);</li> <li>• Continuous improvement plans (Criterion 8.1);</li> <li>• Public summary of certification assessment report;</li> <li>• Human Rights Policy (Criterion 6.13).</li> </ul>		Major
Interface	Findings	Compliance
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.	Copies of management documents such as land title or land-use rights and agreement between group manager and group members are available and be made publicly available at the group member's plantation. Auditor has verified the availability of the documents during the assessment. Moreover, relevant documents associated with environment, social and legal are also made publicly available such as the environmental and social impact assessment of each group member's plantation, HCV assessment of each group member's plantation, group policies, copies of relevant government laws, internal audit document, registration of the group with the local authority, and details of complaints and/or grievances. These sets of documents are kept at the administration office of the group for public disclosure.	Yes
<b><u>Requirement for Group Manager</u></b> Group Managers shall list the following documents as publically available and keep copies centrally: <ul style="list-style-type: none"> <li>• Land titles / user rights (Criterion 2.2);</li> <li>• Occupational health and safety plans (Criterion 4.7);</li> <li>• Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8);</li> </ul>	Copies of land titles or land use rights, the environmental and social impact assessment, HCV assessment of each group member are kept at the group manager office. Occupational health and safety plan for year 2017 established by the group is available upon request by the auditor during the assessment. The occupational health and safety plan mainly composted of the plan for giving the training on the pesticide application and how to handling the chemical, monitor the accident and pesticide application in every 3 months.  Plan for mitigating the impact from plantation operation on the environment especially erosion and runoff into the water body was established for plots where identified the negative impacts. 143 group members who have plots close to the water bodies. In addition, plan for mitigation and minimization the social impact was established. The plan consists of the regular meeting with the interested parties once a year. The latest meeting with the interested parties was carried out on June 9, 2016 at meeting room of Phanom Land Settlement Cooperatives Limited. There were totally 15 stakeholders including village headman participated the meeting. Minutes of the meeting conducted on June 9, 2016 are also made publicly available. Human rights policy was specified in sustainability manual (Kor Yor-Por-01 Rev.00 March 15, 2016) on page	Yes

	number 5 of 77.	
<b>Criterion 1.3 Growers and millers commit to ethical conduct in all business operations and transactions.</b>		
1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Individual members shall show that they have accepted and agreed the group's policy on ethical conduct	From the interviews, all the selected members knew the group's policy on ethical conduct. In particular, all group members could demonstrate that they understood the policy on no mixing between certified FFB and non-certified FFB even though the group decided to choose both trading system either Book and Claim and physical trading. The group also committed to trade volume of certified products according to the actual quantity of FFB produced by each group member.	Yes
<b><u>Requirement for Group Manager</u></b> The Group Manager shall develop a written policy committing the Group to a code of ethical conduct and integrity in all operations and transactions.	Policy committing to the code of ethical conduct is stated in sustainability manual (Kor Yor-Por-01 Rev.00 March 15, 2016) on page number 5 of 77. The policy includes a respect for fair conduct of business, a prohibition of all forms of corruption, bribery and fraudulent use of funds and resources and a proper disclosure of information in accordance with applicable regulations and accepted industry practices. The sustainability manual was provided to all group members, it was confirmed that the policy has been communicated to all group members.	Yes

## Principle 2: Compliance with Applicable Laws and Regulations

<b>Criterion 2.1 There is compliance with all applicable local, national and ratified international laws and regulations.</b>		
2.1.1 Evidence of compliance with relevant legal requirements shall be available.		Major
2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.		Minor
2.1.3 A mechanism for ensuring compliance shall be implemented.		Minor
2.1.4 A system for tracking any changes in the law shall be implemented.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance.  Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses.	During on-site assessment, auditor asked all selected members several questions related to laws and regulation to evaluate their understanding and knowledge on the basis laws and regulations. The result showed that they understood on the basis laws and regulations such as what pesticide are legally registered and allowed to use in the oil palm plantation even though the major NC has been raised to group manager  Moreover, all selected members hold the record book for recording all activities in their plantation. For instance, they recorded all activities in the record book especially pesticide application. This record can be used to demonstrate whether pesticide applied by the group member is legally registered with Department of Agriculture	Yes
<b><u>Requirement for Group Manager</u></b> Group Managers shall: Have a list/'legal register' of all applicable laws and regulations and state: <ul style="list-style-type: none"> <li>Where the laws were</li> </ul>	Khun Saranyu has responsible to monitor and update the change of the relevant laws and regulations. The tracking and updating on the change of laws related to the group operation was carried out through official website from the government.  However, group could not demonstrate the implementation related to the list of laws and regulations and other requirements	Major NC

<p>obtained from.</p> <ul style="list-style-type: none"> <li>• How they are circulated and how often and record this communication.</li> <li>• Who and how ensures that the laws are being implemented.</li> <li>• Who monitors and updates the list and how often.</li> <li>• Who records when updates are communicated.</li> </ul> <p>Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members.</p> <p>Develop tools such as checklists or booklets that your group members can use to help them implement the legal requirements.</p> <p>Demonstrate evidence of training on legal requirements such as record or handouts/printed materials/softcopy.</p>	<p>below:</p> <ul style="list-style-type: none"> <li>• Where the laws were obtained from.</li> <li>• How they are circulated and how often and record this communication.</li> <li>• Who and how ensures that the laws are being implemented.</li> <li>• Who monitors and updates the list and how often.</li> <li>• Who records when updates are communicated.</li> </ul>	
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<p><b>Criterion 2.2 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.</b></p>		
<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p>		<p>Major</p>
<p>2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained.</p>		<p>Minor</p>
<p>2.2.3 Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC).</p>		<p>Minor</p>
<p>2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p>		<p>Major</p>
<p>2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p>		<p>Minor</p>
<p>2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations.</p>		<p>Major</p>
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Individual members shall demarcate the boundaries of their land.</p> <p>If there are conflicts: Explain why and what is the current status. Update this status every quarter until finalised.</p> <p>Record all meetings and who attended.</p>	<p>Result from onsite inspection to monitor the presence of demarcated stones at the boundaries of each group member revealed that some palm oil trees owned by three group members (group member no. Tor 3.59.064, Kor Sor 59.004 and Tor 3.59.063) that were selected for the assessments were planted exceed than their legal boundary. Here below are details of this non-conformity about planting area exceed than the legal boundary</p> <ul style="list-style-type: none"> <li>- About 1 rai or 0.16 ha of plot owned by member no. Tor 3.59.064 were planted outside his legal boundary</li> <li>- About 10 palm oil trees for plots owned by member no. Kor Sor 59.004 and Tor 3.59.063 were planted outside their legal boundary</li> </ul> <p>Based on this consequence, major non-conformity has been</p>	<p>Major NC</p>

<p>In each case, open a case file starting with a statement regarding the boundaries under dispute outlining the issues and the scope.</p> <p>Check that the titles or deeds allow the growing of oil palm where this is required by country legislation.</p>	<p>raised against this indicator</p>	
<p><b>Requirement for Group Manager</b> The Group Manager shall demonstrate documentary evidence of legal ownership or lease, history of land tenure and the actual legal use of the land according to local laws.</p> <p>Maps showing the legal boundaries shall be kept.</p> <p>Check that boundaries are demarcated.</p> <p>If there are conflicts: The Group Manager shall ensure that there is an ongoing process to resolve the conflict and ensure records of meetings are being kept by the group member.</p>	<p>Group Manager demonstrates documentary evidence of legal ownership or lease, history of land tenure and the actual legal use of the land according to laws by each individual member. All individual members have the full right to use the land for oil palm cultivation in accordance with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives. The evidence of legal land ownership from those interested palm oil grower to become group member was required at the application process.</p> <p>In addition, maps are indicated on the land deed and license given by the governments. Boundaries of land in each plot of individual members have been legally demarcated by the Land Department. Pillars used to demarcate are visible and checked during the onsite inspection. Based on this evidence, there are currently no disputes</p>	<p>Yes</p>
<p><b>Criterion 2.3 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.</b></p>		
<p>2.3.1 Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>	<p>Major</p>	
<p>2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include:</p> <p>a) Evidence that a plan has been developed through consultation and discussion with all affected Groups in the communities, and that information has been provided to all affected Groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken;</p> <p>c) Evidence that the legal, economic, environmental and social implications for 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 company's title, concession or lease on the land.</p>	<p>Minor</p>	
<p>2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p>	<p>Minor</p>	
<p>2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.</p>	<p>Major</p>	
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b> 2.3.2. Demonstrate that they have the right to use the land and or have customary rights over the land they farm.</p>	<p>Plantation layout showing boundary of legal land rights is available in the record book of all selected members. There were no differences between layout delineated in the record book and legal boundary indicated in land deeds and/or licenses.</p> <p>Investigation whether the use of land for oil palm does not diminish the legal or user rights of other users was carried out through in-depth interview with interested parties during the public consultation on the first day of the initial assessment</p> <p>Status of land disputes was checked with the District Chief</p>	<p>Yes</p>

	Officer and the community leaders during this public consultation meeting. Result of in-depth interview confirmed that there is no dispute on land of by group members.	
<p><b>Requirement for Group Manager</b> Group Manager has to:</p> <p>2.3.1. Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>2.3.2 Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages.</p> <p>2.3.3 &amp; 2.3.4: For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.</p>	Verification that the use of land for oil palm does not diminish the legal or user rights of other users was done through in-depth interview interested parties during the public consultation meeting conducted during the initial assessment. Based on result of interviews, it was confirmed that there are no problems about the legal rights and customer rights of other users. Therefore, the participatory mapping with involved parties is not applicable. Besides, it is not necessary to have the negotiated agreement between individual member and affected stakeholders	Yes

**Principle 3: Commitment to Long-Term Economic and Financial Viability**

<b>Criterion 3.1 There is an implemented management plan that aims to achieve long-term economic and financial viability.</b>		
3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.		Major
3.1.2 An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
This Criterion is not applicable to independent smallholders. See reference RSPO P&C 2013, under Criterion 3.1 Guidance. It is recommended for groups of smallholders to have a business plan for long-term economic viability of their operation, considering among others, cost of annual maintenance, replanting, potential expansion and long term sustainability of certification.		

**Principle 4: Use of Appropriate Best Practices by Growers and Millers**

<b>Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored.</b>		
4.1.1 Standard Operating Procedures (SOPs) for estates and mills shall be documented.		Major
4.1.2 A mechanism to check consistent implementation of procedures shall be in place.		Minor
4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate.		Minor
4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB).		Major
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b></p> <p>4.1.3 Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs.</p>	During the on-site assessment at the selected members' plantation, it was showed that the RSPO Practical Guideline for Smallholders Farmer Friendly version by GIZ given by the group was in place. That document covers all activities in oil palm plantation. Moreover, the sustainability manual (Kor Yor-Por-01 Rev.00 March 15, 2016) was also provided by group manager. Onsite inspection at plots owned by group members confirmed that individual members keep the record of their own SOP implementation as per defined in both the RSPO Practical	Yes

	Guideline and the sustainability manual into a record book provided by Group Manager.	
<p><b>Requirement for Group Manager</b></p> <p>4.1.1 Group Manager develops appropriate SOPs for the group:</p> <ul style="list-style-type: none"> <li>Ensure through a set procedure any pre-existing SOPs for BMP by current members, are compliant &amp; consistent with the group SOPs</li> <li>Keep a register of members who have pre-existing non-group SOPs that are accepted as compliant and consistent with group SOPs.</li> </ul> <p>4.1.2 The Group Manager has regular checks using procedures set at group level for SOP implementation.</p> <p>4.1.3 Group Manager oversees the individual record keeping by members.</p> <p>4.1.4 Group Manager is responsible to identify where all individual member farms are located as a means to identify FFB origin.</p>	<p>Group has established relevant procedures for the group. Most of procedures were established based on external support as details following.</p> <ol style="list-style-type: none"> <li>Land preparation</li> <li>Road construction and water drainage</li> <li>Oil palm planting</li> <li>Weeding and Soil conservation</li> <li>Use of chemicals and storage</li> <li>Use and storage of tools and equipment in plantation</li> <li>Oil palm plantation management</li> <li>Control and eliminate of pests</li> <li>Fertilizer application</li> </ol> <p>However, there is no evidence showing that the group has undertaken the check of the consistency of implementation against group's procedure or manual for all plots visited. Based on this consequence, minor non-conformity has been raised against indicator 4.1.2</p> <p>According to the FFB origin, group manager has established the system to record the FFB origin. Individual member is required to record which plots have been harvested and which RSPO SCC model is applicable before collecting this information by the farm advisor of the group. The administration team of group manager checked this record at the plot level of each individual member who supplies the FFB to the partnering mill</p>	Minor NC
<p><b>Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</b></p>		
4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.		Minor
4.2.2 Records of fertiliser inputs shall be maintained.		Minor
4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.		Minor
4.2.4 A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b></p> <p>4.2.2 Responsibility of individual members to maintain fertilizer records.</p>	<p>At the time of this assessment, the selected members applied different types and formula of fertilizer depending on the purpose of the use and suggestion given by the group advisor, for example;</p> <ul style="list-style-type: none"> <li>-Group member ID Kor.Chor.1/59/003 applied fertilizer formula 14-10-30, 2 kgs/tree, 2 times/year.</li> <li>-Group member ID Por.1/59/01 applied fertilizer formula 18-7-32, 2 kgs/tree, 2 times/year.</li> <li>-Group member ID Por.1/59/006 applied fertilizer formula 14-7-35, 1.5 kgs/tree, 2 times/year.</li> <li>-Group member ID Por.Thor.1/59/001 applied fertilizer formula 15-15-15 and 13-13-21, 2 kgs/tree, 4 times/year.</li> <li>-Group member ID Kor.Chor.3/60/038 applied only chicken manure 20 kgs/tree/year.</li> </ul>	Yes



	<p>-Group member ID Kor.Chor.2/59/001 applied fertilizer formula 19-19-19 and 14-10-30-Mg-B, 2 kgs/tree, 2 times/year.</p> <p>-Group member ID Kor.Chor.1/59/040 applied fertilizer formula 21-0-0-Mg-B, 2.8 kgs/tree, 2 times/year.</p> <p>-Group member ID Por.1/59/031 applied fertilizer formula 14-10-30, 2.5 kgs/tree, 2 times/year.</p>	
<p><b>Requirement for Group Manager</b></p> <p>4.2.1 Group Manager to maintain regular records of soil fertility practices by all members as per SOPs.</p> <p>4.2.2 Group Manager to provide template to record fertilizer usage and mill by-products usage.</p> <p>4.2.3 Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership.</p> <p>4.2.4 Group Manager oversees and ensures implementation of nutrient recycling for the group.</p>	<p>Group manager maintained the soil fertility testing at plot owned by group members, for example, the selected member, member ID Kor.Chor.1/59/004, Por.1/59/0031, who collected their soil sample for testing soil fertility in year 2013.</p> <p>Group manager has coordinated with Institute of Agricultural Research and Development, Region 7 Suratthani to analyse the soil fertility with free of charge. All group members are encouraged to collect their soil sample for testing soil fertility without free of charge.</p> <p>For nutrient recycling for the group, it was proven through both onsite inspection by auditor and database of the group that all group members have stacked palm frond to support the soil nutrient recycling</p>	Yes
<b>Criterion 4.3 Practices minimise and control erosion and degradation of soils</b>		
4.3.1 Maps of any fragile soils shall be available.		Major
4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).		Minor
4.3.3 A road maintenance programme shall be in place.		Minor
4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.		Minor
4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long term viability of the necessary drainage for oil palm growing.		Minor
4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b></p> <p>4.3.1 Where available individual members shall provide soil maps of their own farm to the Group Manager.</p> <p>4.3.4 Individual members shall record water levels at regular basis as specified within group SOP</p>	<p>There is no fragile soil available in the group area. Based on geophysical characteristics of the planted areas, there is no soil erosion caused by steep slope because all estates are located in a flat area. Therefore, there are no high risks of landslides and erosion causing serious impacts on oil palm plantation and ecosystem. There are no peat soils in planted areas as well. However, most of the selected member applied oil palm leaf stacking to prevent the erosion and degradation of soils. This is common practice for palm oil plantation even in the flat area to reduce fertilizer run-off.</p>	Yes
<p><b>Requirement for Group Manager</b></p> <p>4.3.1 Group Manager shall compile and maintain an overall soil map for the group.</p> <p>4.3.2 Group Manager develops a policy and procedure for planting</p>	<p>Soil map supported by Department of Soil Development Region 11 is available and used to oversee to all group members. Even though there is no fragile soil area and geographical characteristic of an area is flat, procedure for planting on slopes was indicated in the sustainability page 36 of 77. Terrace is required to deal when the planting on slopes are unavoidable even though current planted areas hold by group members are</p>	Yes

<p>on slopes.</p> <p>4.3.3 A road maintenance programme is maintained at Group level, this includes an approval process for any new roads being developed by individual members.</p> <p>4.3.4 Group manage to have monitoring procedure for peat subsidence and water management for plantings on peat where relevant</p> <p>4.3.5 Group Manager develops regular drainability assessment schedule for the group and implements this</p> <p>4.3.6 There is a group level policy and plan for managing fragile and problem soils occurring in the group. The Group Manager shall ensure implementation by individual group members.</p>	<p>on the flat area.</p> <p>With regard to road maintenance program, currently there is no road maintenance program developed by each group member because the road is still in good condition. The result is also consistent with the result from onsite inspection showing that the road condition is well maintained and/or there is no need to have road maintenance programe.</p> <p>Regarding to peat soil, consequence from the onsite inspection and secondary data from relevant government confirmed that there is no peat soil and also other fragile soil. Therefore, specific plan to manage those fragile soil areas is not applicable.</p>	
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**Criterion 4.4 Practices maintain the quality and availability of surface and ground water.**

4.4.1 An implemented water management plan shall be in place.	Minor
4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated.	Major
4.4.3 Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6).	Minor
4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.	Minor

Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>4.4.2 Where applicable individual members shall demonstrate maintaining and restoring riparian and other buffer zones as specified within group SOPs.</p>	<p>According to the procedure, two rows of palm plants are required to maintain as a buffer zone between plots. Result from onsite inspection at plots owned by member ID Por Sor 59.001 and ID Kor Sor 1.59.025, however, found objective evidence showing that spraying of pesticide has recently been applied in the bufferzone.</p> <p>Based on this evidence, major non-conformity has been raised against indicator 4.4.2</p>	Major NC
<p><b><u>Requirement for Group Manager</u></b></p> <p>4.4.1 &amp; 4.4.2 are the responsibility of Group Manager</p> <p>(4.4.3 &amp; 4.4.4 are not applicable).</p> <p>4.4.1 Group Manager shall have Map of all water ways and water bodies and have procedures as</p>	<p>For plots closed to the watercourses, group has written the procedure to minimize the impacts on the water bodies in sustainability manual. All group members who have plots closed to river were informed on the procedure during the group annual meeting on 30 March 2017. The system to promote the procedure related buffer zone management is in place even though major non-conformity has been raised against indicator 4.4.2</p>	Minor NC

part of water management plan.	However, group do not have a map of all water ways and water bodies in order to identify the risk areas to cause impact on riparian zones and to establish relevant procedures as part of water management plan. Based on this consequence, minor non-conformity has been raised against indicator 4.4.1	
<b>Criterion 4.5 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.</b>		
4.5.1 Implementation of Integrated Pest Management (IPM) plans shall be monitored.		Major
4.5.2 Training of those involved in IPM implementation shall be demonstrated.		Minor
Interface	Findings	Compliance
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> 4.5.2 Individual members must attend training.	All the selected members who were visited during the initial assessment were trained about IPM techniques by the group advisors and they could demonstrate an understanding of those techniques while having an interview by the auditor. Some of selected group members have planted beneficial host plant especially sage rose	Yes
<b><u>Requirement for Group Manager</u></b> 4.5.1 is the responsibility of Group Manager. Have a written procedure on IPM.  4.5.2 Group Manager to provide IPM training.	There is evidence that Group manager has provided the IPM training during the annual meeting on 21-22 September 2017. IPM procedure for prevention and intervention established by GIZ and Economy of Agriculture Office was used as the material for the training.	Yes
<b>Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment</b>		
4.6.1 Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.		Major
4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.		Major
4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.		Major
4.6.4 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, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.		Minor
4.6.5 Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).		Major
4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).		Major
4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts.		
4.6.8 Pesticides shall be applied aurally only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.		Major
4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated; including provision of appropriate information materials (see Criterion 4.8).		Minor
4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).		Minor
4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.		Major
4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women.		Major
Interface	Findings	Compliance
<b><u>Requirement for Individual</u></b>	From the interview, all selected members are able to	Major NC

<p><b><u>Member with up to 50ha of plantation size</u></b></p> <p>4.6.1 Individual members shall be able to demonstrate knowledge of pest &amp; applicable chemical use.</p> <p>4.6.2 Individual members keep records of pesticides use.</p> <p>4.6.5 Individual members ensure that anyone handling chemicals has attended relevant training.</p> <p>4.6.6 Individual members store pesticides consistent with Group SOPs.</p> <p>4.6.10 Individual members must dispose of waste materials according to group SOPs.</p> <p>4.6.12 Individual members ensure no pregnant or breastfeeding women are handling pesticides.</p>	<p>demonstrate knowledge of pest and weed that are required to be controlled, and applicable chemical use as well as group policy to minimize chemical use in oil palm plantation.</p> <p>Verificatio during the audit showed there is evidence that the group member applying agrochemical of which it has not been recorded in particular within the plots owned by member ID Por Sor 59.001and ID Kor Sor 1.59.025. Based on this consequence, major non-conformity has been raised against indicator 4.6.2</p> <p>For the training, verified the training record of agrochemical use, it was found that all selected members were provided the training by the group. The record of the training was retained in their record book. Attendance list for those members who attended the training is also available at the group administration office</p>	
<p><b><u>Requirement for Group Manager</u></b></p> <p>4.6.1 Group Manager to develop manual for pest &amp; chemical use and relevant training.</p> <p>4.6.11 Group Managers to monitor occurrence of illnesses and health conditions of members and their workers that are handling agrochemicals, to identify needs for medical check-up.</p> <p>4.6.3; 4.6.4; 4.6.7; 4.6.8 &amp; 4.6.9 are the responsibility of the Group Manager.</p> <p>For 4.6.2; 4.6.5; 4.6.6; 4.6.10; 4.6.12 Group Manager has oversight responsibility.</p>	<p>Procedure on weeding and use of chemicals were written in the sustainability manual. To support the group members who cannot avoid using pesticide, group has provided the guidance and list of pesticide and herbicides that are registered with the Department of Agriculture in accordance with the Hazardous Substances Act B.E.2535 (1992). Farm advisors who have been assigned by the group manager also responsible to monitor the use of pesticide to ensure that only registered or legal pesticide were used.</p> <p>Based on the onsite assessment results, it was found that some members applied agrochemicals by themselves. They have also been examined the health condition by Panom hospital on 5 May 2017. Results of examination showed that they are in good health condition</p>	Yes
<p><b>Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented.</b></p>		
<p>4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p>		Major
<p>4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p>		Major
<p>4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p>		Major
<p>4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p>		Major
<p>4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all</p>		Minor

workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.		
4.7.6 All workers shall be provided with medical care, and covered by accident insurance.	Minor	
4.7.8 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics.	Minor	
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Member shall collaborate with Group Manager to ensure dangers on farm are identified.</p> <p>Members shall provide input to the development of the OHS policy and management plan.</p> <p>Members shall attend trainings related to OHS.</p> <p>Members shall implement the management plan and at least ensure the provision of PPE and medical check-ups for high risk workers. In the case of hazardous chemical use, a description of the relevant chemicals should be brought to the field.</p> <p>Members shall report accidents on the farm to the Group Manager. Each member ensures that there is a first aid kit available at the work site when there is operation going on in the field.</p> <p>Appropriate to scale, workers shall be provided with medical care and covered by medical insurance.</p> <p>If accidents occur involving casual workers, members shall be expected to provide medical care for the workers involved.</p>	<p>The group has an occupational health and safety policy described in the sustainable manual. This manual is used as a guideline document for matters related to occupational health and safety. This manual also contains management practices in key activities. A copy of this manual is provided to all group members. It is the responsibility of group members to encourage the hired subcontractors to implement occupational health and safety in accordance with policy and instructions.</p> <p>All the selected members have the training record according to an occupational health and safety. Individual group member has also responsible to monitor whether subcontractor implemented according to the occupational health and safety policy and instructions.</p> <p>The record book given by the group contains the relevant information to record the accident related to work. Moreover, guidelines on accident and emergency procedures are available and used to brief the hired subcontractors. Subcontractors were encouraged by group members to inform of any accidents related to work (if any).</p> <p>During the assessment, it is noted that there was no either major or minor accident. Anyway, during the assessment, all selected member have prepared a first aid kit appropriate and adequate for use.</p>	Yes
<p><b><u>Requirement for Group Manager</u></b> Group Manager shall conduct a risk assessment in collaboration with members.</p> <p>Based on the identified risks, an Occupational Health and Safety policy and/or plan shall be documented and implemented, including the need for medical</p>	<p>Group manager carried out risk assessment on occupational health and safety on 30 March 2017 while also having a group meeting. Identified risks on occupational health and safety compose of accident from the activities and health effect from pesticide application e.g. the danger of using tools and equipment and application of agrochemical. List of PPE especially for pesticide application was adopted from the required PPE indicated in the Occupational Health and Safety procedure guided by external parties such as GIZ, Office of Agricultural Economics (OAE) and Shell.</p>	Yes

<p>insurance for workers appropriate to scale.</p> <p>Group Managers shall develop OHS/First Aid manual and distribute to all individual members.</p> <p>Group Manager shall hold regular training based on Group OHS/First Aid manual for members and/or workers.</p> <p>Group Manager shall record members' accidents on the farm. Group Manager reviews the manual periodically.</p> <p>Appropriate to scale, consider forming an Occupational Health Committee.</p>	<p>The latest training course on Occupational Health and Safety for group members was given to group members by group's consultant on 21-22 September 2017. The health and safety plan is one of the training materials. Plans include activities and training to be provided to group members such as safety and PPE on agrochemical use, safety and PPE on harvesting and safety and PPE on weeding.</p> <p>Concerning record members' accidents on the farm, there is no accident happened in the plantation. However, form to record the accident is made available.</p>	
<p><b>Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.</b></p>		
<p>4.8.1 A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p>	<p>Major</p>	
<p>4.8.2 Records of training for each employee shall be maintained.</p>	<p>Minor</p>	
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Anyone working on the farm shall be briefed on best practices relevant to the job they are doing.</p> <p>Members and workers shall participate in the trainings where appropriate.</p> <p>Members inform the Group Manager on participation of workers in training.</p>	<p>From the interview, all selected members have attended training courses that provided by Group manager and filled in the farm record book such as awareness on relevant RSPO standard, legal requirements, SOP, soil and water management, IPM, agrochemical use, occupation health and safety in palm oil plantation, farm record keeping, Good Agriculture Practice of palm oil plantation and functions of group members and responsibly.</p> <p>Individual group members are responsible for training to hired subcontractors or workers. Anyway, group manager has provided the training course that directly concerned to workers or subcontractors such as fertilizer and agrochemical use, occupation health and safety in palm oil plantation and wastes management.</p>	<p>Yes</p>
<p><b><u>Requirement for Group Manager</u></b></p> <p>Group Manager shall ensure that all members are trained on the RSPO P&amp;C and records of such training shall be kept.</p> <p>Appropriate to scale, Group Manager shall prepare a training plan.</p> <p>Appropriate to scale, training records shall be kept.</p>	<p>Training plan for year 2017 was established covers several topics, for example, RSPO standard, occupational health and safety, palm oil management, laws and regulations, HCV, EIA and SIA.</p> <p>The training on above mentioned topics was carried out on 21-22 September 2017 for all group members during the annual meeting.</p>	<p>Yes</p>

**Principle 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity**

<b>Criterion 5.1 Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</b>		
5.1.1 An environmental impact assessment (EIA) shall be documented.		Major
5.1.2 Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a Comprehensive management plan. The management plan shall identify the responsible person/persons.		Minor
5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.		Minor
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Individual members shall demonstrate an understanding of the environmental risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the mitigation plan to reduce the environmental impacts.</p> <p>Individual members shall contribute to the reduction of environmental impacts.</p>	<p>Group manager and team conducted the EIA, SIA and HCV assessment with each member. All plantations owned by group members were assessed by third party, community leader, for an environmental and social impact using that simplified checklist. Only relevant community leaders were invited by group to be an assessor for environmental and social impact assessment.</p> <p>During on-site assessment, all the selected members demonstrate an understanding of the environmental risks of their operations and the mitigation plan to reduce the environmental impacts, such as, the contamination of agrochemical into the river if it is not used appropriately.</p> <p>The group member aware that they could reduce that impact by reducing the use of chemical. In case their plantation close to the river, they have to maintained natural vegetation along these waterways and do not plant or replant palm tree 10-15 metre from the riverside.</p> <p>From on-site inspection, plantation owned by member ID Tor.3.59.050, the plantation close to the river, the result was confirmed that natural vegetation along these waterways is still well maintained and he did not apply agrochemical after joining the group.</p>	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>Group Managers shall identify all activities that have an impact on the environment.</p> <p>Group Managers shall develop a mitigation plan to reduce environmental risks and review the plan every two years.</p> <p>Group Managers shall organise training for members on environmental risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p>	<p>Environmental mitigation plan was established to manage those identified risk activity on environment. Only plots nearby the river are classified as risk area to cause negative impact to environment.</p> <p>To reduce this identified impact especially plots closed to the river, the mitigation plan to maintain the vegetation and prohibit the use of agrochemical are set by the group. During the group annual meeting on 21-22 September 2017, group gave the training to boost awareness to both group members who have plots nearby the river and those who do not have plot nearby the river.</p>	Yes
<b>Criterion 5.2 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.</b>		

5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).	Major	
5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.	Major	
5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.	Minor	
5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> <li>The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported;</li> <li>Outcomes of monitoring shall be fed back into the management plan</li> </ul>	Minor	
5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.	Minor	
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Individual members shall demonstrate basic understanding of HCVs and RTEs and the need to protect them.</p> <p>Individual members shall check with the Group Manager status of HCVs and RTEs of their farm based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall make their workers aware of the status of RTE species and the applicable disciplinary measures.</p> <p>Individual members shall be aware of the rights of other local communities that are related to identified HCVs and RTEs.</p>	<p>From the interview, the selected members demonstrated a basic understanding of HCVs and RTEs and the need to protect them. They also demonstrated understanding why they have to participate in the HCV assessment</p> <p>Based on the result from HCV assessment, the measure to maintain the condition of the vegetation and buffer zone was also suggested by the group. During site visit, it was found that riparian zone is well maintained. Verified the training record, it was also found that all selected group members were trained regarding HCV assessment and HCV management</p>	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>HCV assessments shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&amp;Cs or NIs where available; see guidance).</p>	<p>From the database of group manager, it was found that 43 plantations owned by the member were identified as HCV1, 143 plantations owned by the member were identified as HCV4 and 17 plantations owned by the member were identified as HCV6. However, these identified HCVs are not within the planted area of group member. Identified HCV are set aside areas e.g. HCV4 which is related to river and water way is identified as HCV in order to protect the riparian zone.</p>	Yes



<p>Group Managers shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.</p> <p>Group Managers shall implement a mechanism for individual members to report on threats to HCVs.</p> <p>In cases where there is an overlap of local community rights and HCV areas, the Group Manager shall initiate the negotiation of an agreement that optimally safeguards both the HCVs and these rights.</p> <p>Group Manager conducts training for their individual members and their workers about the status of HCV and RTE species and the applicable disciplinary measures.</p>	<p>To deal with those identified HCV, the action plan and SOP for protection those HCVs were established by group manager and provided the training on the action plan and SOP to the relevant members. The mechanism for monitoring actions taken by the member are also implemented</p>	
<p><b>Criterion 5.3 Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</b></p>		
<p>5.3.1 All waste products and sources of pollution shall be identified and documented.</p>	<p>Major</p>	
<p>5.3.2 All chemicals and their containers shall be disposed of responsibly.</p>	<p>Major</p>	
<p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	<p>Minor</p>	
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b>  Appropriate to scale, members shall have a documented waste management and disposal plan.</p> <p>Members shall communicate to all workers the waste management and disposal plan.</p> <p>Members shall ensure that all chemical containers are properly handled and disposed.</p> <p>Members shall ensure that the workers are trained on waste management and disposal. Records of such training shall be kept.</p>	<p>Onsite inspection found that wastes mainly originate from fertilizer bags. Fertilizer application was normally carried out twice a year. As all selected members hired subcontractor for applying fertilizer, fertilizer bags after use are also disposed by subcontractors.</p>	<p>Yes</p>
<p><b><u>Requirement for Group Manager</u></b>  Appropriate to scale, the Group Manager shall ensure that there is</p>	<p>The procedure for waste management and disposal was defined in sustainability manual on page 39 of 77. All selected members were trained on waste management and disposal during the</p>	<p>Yes</p>

<p>a documented waste management and disposal plan is in place.</p> <p>Group Manager shall communicate to all members on the waste management and disposal plan.</p> <p>The Group Manager shall ensure that all chemical containers are properly handled and disposed</p> <p>The Group Manager shall ensure that the members are trained on waste management and disposal. Records of such training shall be kept.</p>	<p>group annual meeting on on 21-22 September 2017.</p> <p>For empty container, it will be rinsed 3 times before disposal in the landfill at plot owned by group member or delivered empty containers to the group for further collecting and disposing in the appropriate method.</p>	
<p><b>Criterion 5.4 Efficiency of fossil fuel use and the use of renewable energy is optimised.</b></p>		
<p>5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p>		<p>Minor</p>
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Appropriate to scale, members shall implement the actions as outlined in the Group's plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p>	<p>During site inspection, the selected members who eliminate weeds by themselves, they have the records of fuel consumption of lawn mowers keep in the farm record book. This record is ready for group manager to take and develop as an action plan for improving and monitoring the efficiency of the use of fossil fuels and to optimize renewable energy.</p>	<p>Yes</p>
<p><b><u>Requirement for Group Manager</u></b></p> <p>Appropriate to scale, Group Manager shall have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p>	<p>All group members who were chosen for initial certification assessment have not realized that the use of fossil fuel is required to record and monitor the efficiency of the use. Moreover, the group has no plan for improving and monitoring the efficiency of the use of fossil fuels.</p>	<p>Minor NC</p>
<p><b>Criterion 5.5 Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.</b></p>		
<p>5.5.1 There shall be no land preparation by burning, other than in specific situations as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p>		<p>Major</p>
<p>5.5.2 Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.</p>		<p>Minor</p>
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>5.5.1 Individual members shall provide evidence that they understand the No Burning Policy of the group.</p> <p>5.5.2 Individual members shall provide proposals for use of fire to the Group Manager for</p>	<p>From the interview, all the selected members understood the No Burning Policy of the group. They could also explain the impacts if they use fire for burning, such as the earth warming issue. All the selected members are aware that they cannot use fire for land preparation during replanting. Use of fire for waste disposal is also prohibited. Zero burning techniques have been explained to group members through internal training by group manager teams.</p> <p>During on-site visits, there is no evidence showing that fire was used to dispose of waste or for land preparing at the selected</p>	<p>Yes</p>

assessment and approval prior to burning.	members' plantation.	
<p><b>Requirement for Group Manager</b></p> <p>5.5.1 The Group Manager shall:</p> <ul style="list-style-type: none"> <li>• Provide evidence of a no use of fire policy in group SOPs.</li> <li>• Demonstrate that individual farms have been visited for this requirement.</li> <li>• Explain how all the above is socialised to individual members of the Group.</li> </ul> <p>5.5.2 The Group Manager shall:</p> <ul style="list-style-type: none"> <li>• Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003.</li> <li>• Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines.</li> </ul>	<p>There is evidence that no use of fire policy was defined in sustainability manual on page 36 of 77. From interviews, explanation of no use of fire policy was given during the group annual meeting on 21-22 September 2017. Therefore, group members are aware that they cannot use fire for land preparation during replanting.</p> <p>During field visit, there is no evidence of any kind of burning sign notices at the sampled group members. Interview with stakeholders during public consultation meeting conducted by the auditor during the assessment confirmed that fire has never been used in this region.</p>	Yes
<p><b>Criterion 5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</b></p> <p><i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i></p>		
5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).		Major
5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.		Major
5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b></p> <p>Nil</p>	Not applicable	N/A
<p><b>Requirement for Group Manager</b></p> <p>The Group Manager shall:</p> <ul style="list-style-type: none"> <li>• List significant pollutants and identify sources of emissions.</li> <li>• Identify options to reduce pollutants and emissions and consider whether the group can implement any of these.</li> <li>• Based on the above, where possible, mitigation measures shall be developed and implemented.</li> <li>• Socialise the information to the group members.</li> </ul>	Group has listed the significant pollutants and source of those pollutants. These identified pollutants are incorporated as the mitigation plan together with other identified impacts to environment. For example, identified pollute especially nitrogen can be replaced by reduction the use chemical fertilizer and promote the use of soil nutrient recycling program instead. Based on the consequence from onsite inspection also confirmed that all areas were stacked with palm frond to promote the soil nutrient recycling program	Yes

**Principle 6: Responsible Consideration of Employees and of Individuals and Communities Affected by Growers and Millers**

<b>Criterion 6.1 Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.</b>		
6.1.1 A social impact assessment (SIA) including records of meetings shall be documented.		Major
6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties.		Major
6.1.3 Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation.		Major
6.1.4 The plans 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. There shall be evidence that the review includes the participation of affected parties.		Minor
6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme).		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Individual members shall demonstrate an understanding of the social risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the mitigation plan to reduce the social impacts.</p> <p>Where applicable, individual members shall help to address negative social impacts in a consultative manner.</p>	<p>Since there is no identified impact caused by activities on social, there is no mitigation plan to reduce the social impacts. However, group members could demonstrate an understanding what risks associated to social impacts are such as issues if illegal migrant workers are employed, health and safety issues, accidents and injuries even though score from the social impact assessment done by the group manager is less than 30% as details in indicator below.</p> <p>Moreover, group members are free to share their experience and opinion if there is any change that can alter the result of social impact assessment.</p>	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>Group Managers shall identify all activities that have social impacts with the participation of affected parties.</p> <p>Group Managers shall develop a mitigation plan (with clear timetable) to reduce social risks and review the plan every two years in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on social risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p>	<p>Social impact assessment was carried out by using questionnaire survey. Community leaders were asked to fill the questionnaire and share their experience on the social impact assessment. Results from the questionnaire survey was analysed to identify the percentage of the acceptance and perspectives on each social impact indicator.</p> <p>Results from the social impact assessment were determined as the score. If score is exceeding than 30%, mitigation plan is required. Based on this, the score of the social impact assessment is less than 30%, therefore, there is no need to have mitigation plan to reduce the social impact. Moreover, the training for member on social risks and mitigation measures are not required</p>	Yes
<b>Criterion 6.2 There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</b>		
6.2.1 Consultation and communication procedures shall be documented.		Major
6.2.2 A management official responsible for these issues shall be nominated.		Minor

6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that effort are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.		Minor
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>The individual member shall demonstrate understanding of the group's consultation and communication procedures.</p>	All selected members are aware that stakeholders may visit and request for relevant information. Moreover, they can demonstrate their understanding on the consultation and communication procedures when the community or stakeholders require the group to participate the meeting	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>The Group Manager shall develop a documented procedure for consultation and communication with local communities and other affected or interested parties. (6.2.1)</p> <p>The Group Manager shall ensure that individual group members are informed of the consultation and communication procedure.</p> <p>The Group Manager shall nominate an official responsible for these issues (6.2.2)</p> <p>The Group Manager shall make a list of stakeholders or construct a "stakeholder register" and keep records of all communication and actions taken. (6.2.3)</p>	<p>Consultation and communication procedure is one of several procedures indicated in the sustainable manual. The consultation and communication procedure is also applicable for group members. Group members will be informed by using applicable channels e.g. phone call and LINE application. In case of the complaint and grievance raised by stakeholder, the complaint and grievance receiver is the farm advisor.</p> <p>List of stakeholder (82 persons) have been established and updated since last year. Most of stakeholders in the list are community leader. To support the consultation and communication procedure, the latest meeting between the group and stakeholder was conducted on 4 July 2016. Based on the minutes of the meeting, there is no concern raised by stakeholder and community leaders to the group and plantations owned by group member</p>	Yes
<b>Criterion 6.3 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</b>		
6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistle-blowers', where requested.		Major
6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.		Major
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Appropriate to scale, the member shall have a documented grievance mechanism in place.</p> <p>The workers shall understand the process.</p> <p>Appropriate to scale, the procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p>	Result from interview with selected members confirmed that they are aware complaints and grievance mechanism. They can also demonstrate their understanding the process for complaint and grievance. So far, the record on the farm record book showed that there was no evidence of any dispute and complaints raised by stakeholder, community leader, governmental officers, and local communities even though they know the right to give the complaints and grievances regarding the group and group members activities.	Yes
<p><b><u>Requirement for Group Manager</u></b></p>	The procedure for complaint and grievance has been established	Yes

<p>The Group Manager shall have a documented grievance mechanism in place.</p> <p>The procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p> <p>The Group Manager shall ensure members are familiar with the grievance procedure.</p> <p>Where necessary, the Group Manager shall support members to put in place documented grievance mechanism.</p>	<p>in sustainability manual. The group members have been informed on this procedure during the group meeting on 30 March 2017. Result for verification on the record and log, it was showed that there is no complaint and grievance raised by both stakeholder and group members so far</p> <p>During the audit, auditor has invited stakeholder to participate the stakeholder consultation meeting on the first day of the initial assessment. Result from interview with stakeholder without interference by group members confirmed that stakeholder do not have any complaint to the group. On the other hand, they have never given complaint to the group.</p>	
<p><b>Criterion 6.4 Any negotiations concerning compensation for loss 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.</b></p>		
<p>6.4.1 A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p>		<p>Major</p>
<p>6.4.2 A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of trans-migrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p>		<p>Minor</p>
<p>6.4.3 The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p>		<p>Major</p>
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures.</p>	<p>There was no any claim or compensation requested by stakeholders during the assessment</p>	<p>Yes</p>
<p><b><u>Requirement for Group Manager</u></b> 6.4.1 &amp; 6.4.2: The Group Manager develops a procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation and a procedure for calculating and distributing fair compensation.  6.4.3: The Group Manager documents the process and outcome of any negotiated agreements and compensation claims with evidence of the participation of affected parties, and makes this publicly available.  The Group Manager assists</p>	<p>Group manager and group members are aware of procedure for negotiation for any loss of legal and customary right. All group members hold land deeds and land utilization certificate for all land used for oil palm cultivation; therefore, the customary right does not apply.</p>	<p>Yes</p>

individual group members in these situations upon request by the member.		
<b>Criterion 6.5 Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</b>		
6.5.1 Documentation of pay and conditions shall be available.		Major
6.5.2 Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.		Major
6.5.3 Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.		Minor
6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Appropriate to scale, the members shall keep their documentation of pay and conditions.</p> <p>The pay shall meet at least the legal or industry standards minimum wage.</p> <p>If individual members employ workers or sub-contractors:</p> <ul style="list-style-type: none"> <li>• employment contracts and conditions (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be explained in the language they understand (6.5.2)</li> <li>• appropriate to scale, members shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible (6.5.3).</li> <li>• appropriate to scale, members shall make efforts to ensure access to food to workers, including providing allotment (space) for growing food.</li> </ul>	<p>Based on the result from on-site assessment, there are no permanent workers hired by group members for oil palm operation. Therefore, contract contained condition e.g. working hours, deduction, overtime, sick leave and other social benefit is not required.</p> <p>However, there was no evidence of pay and conditions to those sub-contractors who were employed by selected group members during the assessment for some activities in the plantation e.g. cutting the palm tree frond and weed cutting. Based on this consequence, major NC has been raised against indicator 6.5.1 even though they have been provided meal and drink free of charge while they were working at plot owned by group member</p>	Major NC
<p><b><u>Requirement for Group Manager</u></b></p> <p>Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 &amp; 6.5.4).</p>	<p>To monitor the compliance with the applicable labour laws, this finding has been addressed against principle 2.</p> <p>The group manager could demonstrate his understanding on the minimum industry wage of 308 Baht/day. Group members are also encouraged and informed on the minimum wage even though all subcontractors employed by the group member are</p>	Yes

The Group Manager shall be aware of the legal or industry standards minimum wage.	piece worker who is not required to be paid according to the minimum wage.	
<b>Criterion 6.6 The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</b>		
6.6.1 A published statement in local languages recognising freedom of association shall be available.		Major
6.6.2 Minutes of meetings with main trade unions or workers' representatives shall be documented.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> If individual members employ workers: <ul style="list-style-type: none"> <li>A published statement shall be available in local languages recognising freedom of association (to form and join trade unions) (6.6.1)</li> <li>Minutes of the meeting with main trade unions or workers' representatives shall be documented and kept (6.6.2)</li> </ul>	Since there are no permanent workers hired by group members for oil palm operation, this criterion is not applicable	Yes
<b><u>Requirement for Group Manager</u></b> The Group Manager shall be aware of the statement, if applicable.	This criterion is not applicable to group smallholders	NA
<b>Criterion 6.7 Children are not employed or exploited.</b>		
6.7.1 There shall be documentary evidence that minimum age requirements are met.		Major
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Member shall be aware of the child labour policy and implement it.  Member shall keep records of their employees including age, including copies of birth certificate/national identification card/passport.	The selected members who were chosen for the main certification assessment could show the evidence the list of worker and their birth date. Some group members have taken the photo of ID card of each worker and copied of photo were forwarded to the group administration office for further reference and maintenance	Yes
<b><u>Requirement for Group Manager</u></b> Write a policy on Child Labour and keep records of documented evidence of awareness rising on child labour.  The policy shall be clear that children can only work under supervision, are family members and not doing hazardous work.	Policy on the use of child labour is one of several topics / policies indicated in sustainable manual page 5/77. To encourage the group members on child and young labour, the group has conducted the training on 30 March 2017 during the group meeting. Moreover, the hand out showing the brief labour laws and regulations have been distributed to group members during the group meeting	Yes
<b>Criterion 6.8 Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</b>		



6.8.1 A publicly available equal opportunities policy including identification of relevant/affected Groups in the local environment shall be documented.		Major
6.8.2 Evidence shall be provided that employees and Groups including local communities, women, and migrant workers have not been discriminated against.		Major
6.8.3 It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available.		Minor
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Members shall be aware of the equal opportunities policies and implement it.</p>	From the interview, all the selected members are aware of the equal opportunities policies and implement it. There is no evidence of discrimination among workers employed by the group member is observed during the on-site assessment	Yes
<p><b><u>Requirement for Group Manager</u></b> Write a policy on equal opportunities and keep records of documented evidence of awareness rising on it.</p>	Policy on equal opportunities is one of the policies released indicated in the sustainability manual. No evidence of discrimination among subcontracted workers employed by the group members is observed during the onsite assessment. All workers have been paid on the same rate and provided drinking water as the same. Moreover, the equal opportunities policy stated by the group was confirmed with representatives of subcontract workers during the public consultation meeting held at administration office.	Yes
<b>Criterion 6.9 There is no harassment or abuse in the work place, and reproductive rights are protected.</b>		
6.9.1 A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.		Major
6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.		Minor
6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.		Minor
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Appropriate to scale, members shall develop the policy/policies and procedure to prevent sexual, all other forms of harassment, violence and protection of reproductive rights.</p> <p>Members shall make sure that all staff/workers are aware of the policies and procedures to prevent sexual and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights.</p> <p>Members shall be aware of the policy/policies and procedures for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p>	Result from interview showed that all selected members are aware of the policy to prevent sexual and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights. They also could demonstrate their understanding what they should have to do to make it compliance. During site visits, there was no evidence of harassment or abuse in the work place. Interview with the women workers during the public consultation meeting conducted on the first day of the initial assessment also confirmed that they have never been abused by employer or group member.	Yes

<p><b>Requirement for Group Manager</b> Group Manager shall develop the Policy/Polices and procedure to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall make sure that all members are aware of the policies and procedures to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall ensure members are aware of the policy/polices and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p>	<p>Policy on preventing sexual harassment, reproduction and violence against women and protection is documented as one of the group policies in the sustainable manual. This policy is also posted on the board of the group. Moreover, all group members were informed about the policy again during the group meeting on 30 March 2017.</p>	<p>Yes</p>
<p><b>Criterion 6.10 Growers and millers deal fairly and transparently with smallholders and other local businesses.</b></p>		
<p>6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p>	<p>Minor</p>	
<p>6.10.2 Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation).</p>	<p>Major</p>	
<p>6.10.3 Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p>	<p>Minor</p>	
<p>6.10.4 Agreed payments shall be made in a timely manner.</p>	<p>Minor</p>	
<p><b>Interface</b></p>	<p><b>Findings</b></p>	<p><b>Compliance</b></p>
<p><b>Requirement for Individual Member with up to 50ha of plantation size</b> 6.10.2 The individual member understands the pricing mechanism of the purchaser. 6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p>	<p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders.</p>	<p>NA</p>
<p><b>Requirement for Group Manager</b> 6.10.1: Where Group Managers sell the FFB on behalf of the group members, the Group Manager shall inform group members of the price of FFB obtained.  6.10.2: The Group Manager shall record the general pricing mechanisms used by the purchaser/s of the FFB. The Group Manager shall record the corresponding information provided to the group members.</p>	<p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders.</p>	<p>NA</p>

<p>6.10.3: Where Group Managers have the mandate to enter into contractual agreements on behalf of the group, the Group Manager shall inform group members about their content and make them available. These contracts shall also be fair, legal and transparent for the contractors.</p> <p>Where no such mandate exists, the Group Manager has to seek agreement from group members prior to entering contractual agreements with third parties. These contracts shall also be fair, legal and transparent for the contractors.</p> <p>6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p> <p>If the Group Manager receives payment for the FFB produced by group members, the Group Manager shall make payments to the individual group members in a timely manner.</p>		
<b>Criterion 6.11 Growers and millers contribute to local sustainable development where appropriate.</b>		
6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.		Minor
6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> The responsibility for meeting this requirement lies with the Group Manager</p>	This indicator is not applicable to group member	NA
<p><b><u>Requirement for Group Manager</u></b> 6.11.1: Evidence of consultation with local communities and stakeholders.  Where contributions have been identified as necessary based on the consultation carried out, the Group Manager shall ensure that these are implemented</p>	<p>Group members who are community leader have informed the group for local sustainable development. Most of the development projects are related to enhancement of the school and temple. For example, group gave the donation to the temple on 7 October 2017 and also purchased chairs for temple 12,000 Baht.</p> <p>To support the social development of the community, donation for Ban Ton Yuan sub-district was done on 30 December 2016 as well as donation to elder on 29 December 2016.</p>	Yes
<b>Criterion 6.12 No forms of forced or trafficked labour are used.</b>		
6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.		Major

6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.		Minor
6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.		Major
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Appropriate to scale, members shall have a policy on no forms of forced or trafficked labour.</p> <p>Members/workers shall be aware of the policy and ensure that no forms of forced or trafficked labour are used.</p> <p>Members shall keep relevant records of employment contracts. Where applicable, copies of post-arrival orientation programme and records of participation shall be kept.</p>	<p>All selected members can demonstrate the awareness of the policy on preventing no forms of forced or trafficked labour. During site visits, there was no evidence of forms of forced or trafficked labour is being used. Interview with the subcontractors employed by group members during onsite inspection at plots also confirmed that they have never been abused by employer or group member</p>	Yes
<p><b><u>Requirement for Group Manager</u></b> The Group Manager shall write a policy on no forms of forced or trafficked labour.</p> <p>The Group Manager shall ensure that members/workers are aware of the policy and that no forms of forced or trafficked labour are used.</p>	<p>All policies have indicated in sustainable manual page 5/77. Brochure have also been distributed by sub-group manager (14 sub-group manager)</p>	Yes
<b>Criterion 6.13 Growers and millers respect human rights.</b>		
6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1).		Major
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> 6.13.1 Individual members to show evidence that they understand the policy.</p>	<p>All selected members could demonstrate their sufficient knowledge of the policy to respect human rights. Interview with the workers and public consultation meeting were also conducted on the first day of the initial assessment. Results confirmed that all workers hired by the group members have never been treated unfairly.</p>	Yes
<p><b><u>Requirement for Group Manager</u></b> 6.13.1 Group Manager to develop policy to respect human rights i.e. that worker are treated with respect and dignity, and ensure that this is communicated through group members.</p>	<p>Policy to respect the human rights is one of several policies released indicated in the sustainable manual. Communication of the policy was conducted during the group meeting on 30 March 2017</p>	Yes

**Principle 7: Responsible Development of New Plantings**

<b>Criterion 7.1 A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</b>		
7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.		Major
7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.		Minor
7.1.3 Where the development includes an out grower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b>            Individual members shall demonstrate an understanding of the environmental and social risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the management plan to avoid or mitigate the social and environmental impacts.</p> <p>Where applicable, individual members shall help to address negative social and environmental impacts in a consultative manner.</p>	<p>Even though SEIA was conducted without the participation with the affected parties for plots owned by selected group member who just planted after 2010, they can demonstrate their understanding on the environmental and social risks from their operation e.g. erosion during the land clearance when there is no vegetation to cover the soil</p>	Yes
<p><b><u>Requirement for Group Manager</u></b>            A comprehensive SEIA shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&amp;Cs or NIs where available).</p> <p>Group Managers shall confirm land ownership and user rights within the new planting area.</p> <p>Group Managers shall identify all activities that have environmental and social impacts (positive and negative) with the participation of affected parties.</p> <p>Group Managers shall develop a plan to avoid or mitigate environmental and social risks in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on environmental and social risks and</p>	<p>Even though the SEIA have been conducted by sub-group committee for those new planting area where visited during the initial assessment, it was not assessed under the participation with the affected parties. Based on this consequence, major non-conformity has been raised against indicator 7.1.1</p>	Major NC

mitigation measures.  Group Managers shall monitor implementation of SEIA management plan.		
<b>Criterion 7.2 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</b>		
7.2.1 Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.		Major
7.2.2 Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> 7.2.1 and 7.2.2 individuals' members can show appropriate understanding of soil type and suitability.	Result from interview with the group members who has recently planted, they could explain on the suitable of soil for palm oil plantation. The database of the group could indicate what is soil type of this plot in order to determine whether it is fragile soil	Yes
<b><u>Requirement for Group Manager</u></b> 7.2.1 Group Manager shall: <ul style="list-style-type: none"> <li>• compile and maintain an overall soil map for the group</li> <li>• provide required information and or training for individual members</li> </ul> 7.2.2 Overall soil map to include topographic information.	There is no topographic information and/or map to determine the risk for erosion in those new planting areas. Therefore, minor non-conformity has been raised against indicator 7.2.2	Minor NC
<b>Criterion 7.3 New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</b>		
7.3.1 There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).		Major
7.3.2 A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.		Major
7.3.3 Dates of land preparation and commencement shall be recorded.		Minor
7.3.4 An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower's relevant operational procedures (see Criterion 5.2).		Major
7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Individual members shall demonstrate basic understanding of primary forest and HCV and the need to avoid clearing of such areas.	Result from interview with the group members who has recently planted, they could explain on the planting area that may replace primary forest and HCV.  It is important to note that based on result of LUCA assessment conducted by RSPO itself, it was shown that total area cleared since November 2005, without a prior HCV assessment, was 3.52 Ha. Based on this consequence, it is non-compliant land clearance; the Final Conservation Liability (FCL)	Yes

<p>Individual members shall check with the Group Manager the primary forest and HCV status of their farm within the landscape (see guidance) based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall record dates of land preparation and commencement of their own farm.</p>	<p>is 2.57Ha, which has been derived from the vegetation coefficient of 0.7.</p>	
<p><b>Requirement for Group Manager</b></p> <p>The Group Manager shall demonstrate basic understanding of primary forest and HCV and inform individual members of the need to avoid clearing of such areas.</p> <p>Prior to new plantings, a comprehensive HCV assessment shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&amp;Cs or NIs where available).</p> <p>The Group Manager shall develop SOPs for recording land preparation and commencement of farms by individual members.</p> <p>The Group Manager shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.</p> <p>The Group Manager shall implement a mechanism for individual members to report on threats to HCVs.</p> <p>The Group Manager shall collate dates of land preparation and commencement of individual farms.</p>	<p>Here below are details of the non-conformity even though the previous land use before developing to palm oil plantation was rubber plantation</p> <ul style="list-style-type: none"> <li>- There is no system for recording land preparation and commencement of palm oil plantation operated by group members who were recently planted in last 2-3 year even though this group member has been accepted as formal member at the beginning of year 2017</li> <li>- There is system to collate dates of land preparation and commencement of palm oil plantation</li> <li>- Since the land preparation has been conducted without HCV assessment, there is no identified HCV and other sensitive areas especially riparian areas and mountain areas in order to develop action plan</li> <li>- Based on above mentioned, there is no training record for group members and their workers who involved for new planting on how to implement in accordance with the SOPs to minimize impact on especially riparian area as well as report the threats to HCV (if any)</li> </ul>	<p>Major NC</p>

The Group Manager conducts training for their individual members and their workers about the status of HCV.		
<b>Criterion 7.4 Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.</b>		
7.4.1 Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided.		Minor
7.4.2 Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.		Major
Interface	Findings	Compliance
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> 7.4.1 and 7.4.2 individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP.	Result from interview with the group members who has recently planted, they could explain on the suitability of soil for palm oil plantation. The database of the group could indicate what is soil type of this plot in order to determine whether it is fragile soil	Yes
<b><u>Requirement for Group Manager</u></b> 7.4.1 Group Manager shall: <ul style="list-style-type: none"> <li>• compile and maintain an overall soil map for the group, including marginal and fragile soils - this can be part of the HCV map and assessment.</li> <li>• provide required information and or training for individual members.</li> </ul> 7.4.2 The Group Manager maintains and oversees plans for new development based on overall soil map.	Suitable soil map has been obtained from Department of Soil Development Region 11. However, there is no analysis of the fragile soil and problematic soil identified by the group for those risky areas. Based on this consequence, minor non-conformity has been raised against indicator 7.4.1	Minor NC
<b>Criterion 7.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</b>		
7.5.1 Evidence shall be 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 grower/miller is signed and ratified by these local peoples.		Major
Interface	Findings	Compliance
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Nil	This requirement is not applicable	NA
<b><u>Requirement for Group Manager</u></b> The Group Manager shall develop a documented system detailing how FPIC is implemented and shall ensure that new group members are included in this.  The Group Manager shall retain documentary evidence of participation by affected local	Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable	N/A



peoples and their understanding of the right to say 'no'.		
<b>Criterion 7.6 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 free, prior and informed consent and negotiated agreements.</b>		
7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available.		Major
7.6.2 A system for identifying people entitled to compensation shall be in place.		Major
7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place.		Major
7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development.		Minor
7.6.5 The process and outcome of any compensation claims shall be documented and made publicly available.		Minor
7.6.6 Evidence shall be available that the affected communities and rights holders have 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.		Minor
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b> Individual members shall retain copies of the documentary evidence of the process and outcome of compensation claims. (7.6.5)	Based on explanation below, the compensation is not required. Any plots owned by group members where is recently planted and has changed from rubber tree to palm oil plantation are not bound with this requirement.	Yes
<b><u>Requirement for Group Manager</u></b> The Group Manager shall: <ul style="list-style-type: none"> <li>• Document identification and assessment of demonstrable legal, customary and user rights (7.6.1).</li> <li>• Establish a procedure for identifying people entitled to compensation. (7.6.2)</li> <li>• Establish a procedure for calculating and distributing fair compensation. (7.6.3)</li> <li>• Document the process and outcome of any compensation claims and make publicly available (7.6.5)</li> <li>• Have documentary evidence that the affected communities and right holders have been informed that they have the right to access 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. (7.6.6)</li> </ul>	Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable	N/A
<b>Criterion 7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</b>		

7.7.1 There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.	Major	
7.7.2 In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.	Minor	
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>7.7.1 Individual members shall provide evidence that they understand the No Burning Policy of the group.</p> <p>7.7.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.</p>	<p>Confirmation with the villagers who live surrounding on plot owned by selected group members who have recently planted after 2010 confirmed that they hired external excavator to cut the rubber tree before planning with palm oil. Fire has never been used for land clearance before planting palm oil</p>	Yes
<p><b><u>Requirement for Group Manager</u></b></p> <p>7.7.1 The Group Manager shall:</p> <ul style="list-style-type: none"> <li>• Provide evidence of a no use of fire policy in group SOPs.</li> <li>• Demonstrate that individual farms have been visited for this requirement.</li> <li>• Explain how all the above is socialised to individual members of the Group.</li> </ul> <p>7.7.2 The Group Manager shall:</p> <ul style="list-style-type: none"> <li>• Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003.</li> <li>• Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines.</li> </ul>	<p>Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting. Therefore, group members are aware that they cannot use fire for land preparation during replanting.</p> <p>During field visit, there is no evidence of any kind of burning sign notices at the sampled group members. Interview with stakeholders during public consultation meeting confirmed that fire has never been used in this region</p>	Yes
<p><b>Criterion 7.8 New plantation developments are designed to minimise net greenhouse gas emissions.</b>  <i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i></p>		
7.8.1 The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.	Major	
7.8.2 There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.	Minor	
Interface	Findings	Compliance
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Individual members shall be able to explain how you know where not</p>	<p>Result from interview confirmed that group members could explain the risks from activity that may cause of GHG emission on his plot. Even though the planting was carried out by changing from rubber tree plantation to palm oil plantation, they also could explain how important of the forest if they were replaced by palm</p>	Yes

to plant.	oil plantation during the interview	
<p><b><u>Requirement for Group Manager</u></b></p> <p><b><u>Maps:</u></b> The use of maps shall be expected which highlight the avoidance of peat areas and primary forests and where possible mineral soils have been selected for planting.</p> <p><b><u>Reporting:</u></b> Demonstrate to a third party that new plantings which occurred after April 2013 have where possible been designed to minimise GHG emissions. Groups will need to report confidentially to the RSPO on actions taken to mitigate GHG emissions. After 31. December 2016 these documents will need to be publically available and linked to 1.2</p> <p><b><u>Training:</u></b> The Group Manager shall provide training in relation to this indicator and its relevance for individual members (e.g. peat, high carbon stocks) and record this training.</p>	Group has been working with Thai RSPO liaison staff to report the GHG emission even though there is no GHG emission caused by palm oil plantations from the group members. Thai RSPO liaison has accompanied the groups of Thailand for not only submitting GHG emission report but also other works that are required to report to RSPO for consideration	Yes

### Principle 8: Commitment to Continuous Improvement in Key Areas of Activity

<b>Criterion 8.1 Growers and millers regularly monitor and review their activities, and develop and implement a Group Action Plan that allow demonstrable continual improvement in key operations.</b>		
	<p>The Group Action Plan for continuous improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> <li>• Reduction in use of pesticides (Criterion 4.6);</li> <li>• Environmental impacts (Criteria 4.3, 5.1 and 5.2);</li> <li>• Waste reduction (Criterion 5.3);</li> <li>• Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8);</li> <li>• Social impacts (Criterion 6.1);</li> <li>• Optimising the yield of the supply base.</li> </ul>	Major
<b>Interface</b>	<b>Findings</b>	<b>Compliance</b>
<p><b><u>Requirement for Individual Member with up to 50ha of plantation size</u></b></p> <p>Members shall provide inputs to the Group Action Plan for continual improvement.</p> <p>Members shall keep individual records of pesticide use, fertiliser application, FFB production etc. according to a standard template</p>	All selected members maintain individual records of pesticide use (even though some of them have not recorded the use of agrochemical which its consequence has been raised non-conformity against indicator 4.6.1), fertilizer application, agrochemical application, FFB production, fuel used in their farm record book according to a standard template provided by the Group Manager. They have participated the annual meeting regularly with the group manager for consultation and discuss the action plan for continual improvement as well as the timing of the replanting programme. Latest meeting was carried out on 30 March 2017.	Yes

<p>provided by the Group Manager.</p> <p>Discuss with the Group Manager the timing of the replanting programme.</p>		
<p><b><u>Requirement for Group Manager</u></b></p> <p>Group Managers shall record information on environmental impacts, waste reduction, pollution &amp; GHG and social impacts.</p> <p>Group Managers shall periodically (e.g. quarterly) collate the records of individual members.</p> <p>Group Managers shall facilitate the development of the Group Action Plan through an annual group meeting.</p> <p>Group Managers shall be responsible for the continuous improvement in key operations.</p>	<p>Plan for continual improvement during 2016 – 2020 has been established, only training for several topics are emphasized e.g. HCV, how to reduce the cost, IPM, how to manage the plantation, marketing, soil conservation, and etc. However, there is no evidence showing that group manager has periodically (e.g. quarterly) collated the records of individual members and used it for developing continual improvement plan for the group where is related to environmental impacts, waste reduction, pollution &amp; GHG and social impacts Therefore, major non-conformity has been raised against indicator 8.1.1</p>	<p>Major NC</p>

### **3.4 Non-Conformances Raised in this Assessment**

As outlined, objective evidence was obtained separately for each of the RSPO Indicators and criterion for the mills and estates. The results for each indicator from each of the operational areas were evaluated to provide an assessment of conformity. A statement is provided for each of the RSPO indicators in order to support the findings of the assessment team. Details statement of non-conformance raised in this audit are summarized in Appendix 4.

### **3.5 Status of Non-Conformities Previously Identified**

Status of non-conformities identified in previous assessment is summarized in Appendix 5.

### **3.6 Noteworthy Positive Comments**

Number of the group members is highest when comparing to other certified groups in Thailand. This is because of the Phanom Land Settlement Cooperatives Limited has been recognized as the group of palm oil smallholder by District Agriculture Office and it is nominated to be one of the best cooperative in Thailand in 2014. On the other hand, this group has fully been supported by the government of Thailand. Therefore, the knowledge for palm oil cultivation and management is strongly point of the group. Not only group members but also key mans who responsible to manage the group's operation are from the governmental staff as well.

Even though implementation according to RSPO requirements is quite new for the group and group members, the group has engaged external consultant supported by Prince of Songkhla University to assist in setting up the group system and database.

### **3.7 Issues Raised by Stakeholders**

A list of stakeholders contacted and their feedback (if any) is included as Appendix 3.

**4. CERTIFIED ORGANIZATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY**

**4.1 Assessment Conclusion and Recommendation**

The audit team concludes that the organization  has  has not established and maintained its management system in line with the RSPO P&C and Group Certification requirements of the standard and demonstrated the ability of the system to systematically achieve agreed criterion & requirements.

**4.2 Acknowledgement of Internal Responsibility and Formal Sign-off Assessment Findings**

Bureau Veritas Hong Kong Limited and Phanom Land Settlement Cooperatives Limited acknowledge and confirms acceptance of the Report contents and including the assessment findings.

I, the undersigned, representing Phanom Land Settlement Cooperatives Limited (Certification Unit) acknowledge and confirm the contents of the assessment report and findings of the assessment.

 (Client's Signature)		
Name	:	Mr. Pairoj Piteeratananon
Position	:	Director of Phanom Land Settlement Cooperatives
Date	:	18 Jan 2018

I, the undersigned on behalf of Bureau Veritas Certification Hong Kong Limited, confirm the contents of the assessment report and findings of the assessment.

 (Lead Assessor's Signature)		
Name	:	Dr Chaiyaporn Seekao
Position	:	Product Development Manager
Date	:	18 Jan 2018

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## **APPENDIX 1: TIMEBOUND PLAN**

Currently, there are 505 independent smallholders member of the group. All of them are included in the certification assessment. At present, there are no members (perspective members) excluded from the certification. Therefore, there is no time bound plan required at the time of assessment.

## APPENDIX 2: ASSESSMENT PROGRAM

AUDIT				
Person	Date	Time	Place	Activity
<b>Day 1 (9.10.2017)</b>				
CS + PN	9.10.2017	09.00-09.30	Group administration office	Opening meeting Find tune the understanding on the audit plan and briefings the RSPO audit process
CS + PN		09.30-11.30	Group Administration Office	Public consultation meeting at Central Office  <ul style="list-style-type: none"> <li>• EIA, HCV, Burning Issues, Waste Mgt, Agrochem.</li> <li>• SIA, Communication, Complaint, Customary</li> <li>• Wages, Trade Union, Anti Child Labour/ Discrimination/Sexual Harrasment, Payment to Outgrower, CSR</li> </ul>
CS + PN		11.30-12.00	Group administration office	Assess the location of the plots owned by group members and key document
CS + PN		12.00-13.00		Lunch break
CS		13.00-14.00	Mrs Khwnruen Sukaun	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		14.00-15.00	Mr Wirat Rungkaeo	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		15.00-16.00	Mrs Saowamon Chujun	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		16.00-17.00	Mr Khamplae Krisi	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		13.00-14.00	Mr Suphan Sriaksa	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		14.00-15.00	Mr Pathompong Srijan	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>



PN		15.00-16.00	Mr Supomchai Somjaipher	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		16.00-17.00	Mrs Araem Khongphet	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS + PN		16.30-17.00		Brief the finding from Day 1
		17.00		End of day 1
<b>Day 2 (10.10.2017)</b>				
PN	10.10.2017	09.00-10.00	Mrs Arriwan Sukwan	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		10.00-11.00	Mr Sujit Saithong	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		11.00-12.00	Mr Chareonsak Thongsamrit	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		09.00-10.00	Mr Manot Mergchun	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		10.00-11.00	Mr Amnuai Srisonsao	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		11.00-12.00	Mr Surin Meklung	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS + PN		12.00-13.00		Lunch break
CS		13.00-14.00	Mr Thoedchai Naporn	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		14.00-15.00	Mrs Prapa Jankong	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		15.00-16.00	Ms Jaree Arunrak	<ul style="list-style-type: none"> <li>• Opening briefing</li> </ul>

				<ul style="list-style-type: none"> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS		16.00-17.00	Mr Praitporn Suittirak	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		13.00-14.00	Mr Somkid Suwanwong	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		14.00-15.00	Ms Wiyada Songpudkaew	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		15.00-16.00	Ms Pensri Kaeodam	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		16.00-17.00	Mr Somkid Suwanwong	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
CS + PN		17.00-17.30		Auditor meeting
		17.30		End of day 2
<b>Day 3 (11.10.2017)</b>				
PN	11.10.2017	09.00-10.00	Mrs Somsri Jomsawat	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		10.00-11.00	Ms Thaneporn Kunchit	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		11.00-12.00	Mr Lao Kaeopichai	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		13.00-14.00	Mr Somnuek Limpicharoen	<ul style="list-style-type: none"> <li>• Opening briefing</li> <li>• Onsite inspection of smallholder estate and interview with the member</li> <li>• Informal inform audit results</li> </ul>
PN		14.00	Travel back to administration office	Join the audit at group administration office
CS + PN		09.00-17.00	Group	Group certification standard

			administration office	<ul style="list-style-type: none"> <li>• Group requirement (Group elements, compliance with standards, group manager)</li> <li>• Group management document and requirements (Group management structure and content, internal assessment system)</li> <li>• Chain of custody</li> </ul>
		17.00-17.30		Auditor meeting
		17.30		End of day 3
<b>Day 4 (12.10.2017)</b>				
CS + PN	12.10.2017	09.00-11.30	Group administration office	Group certification standard <ul style="list-style-type: none"> <li>• Group requirement (Group elements, compliance with standards, group manager)</li> <li>• Group management document and requirements (Group management structure and content, internal assessment system)</li> <li>• Chain of custody</li> </ul>
CS + PN		11.30-12.00	Group administration office	Auditor time
CS + PN		12.00-13.00	Group administration office	Closing meeting
		13.00		End of audit

### APPENDIX 3: LIST OF STAKEHOLDERS CONTACTED

Contacted Smallholder	Institution/organization	Feedback/Comments Received	Verification or Follow-Up Required by Clients / Bureau Veritas
Mr Sittichai Thaicharoen	Panom District Chief	No comments	NA
Mr. Pairoj Pitheerattananon	Director of Panom Cooperatives	No comments	NA
Mr. Supasing Innapatt	Panom Sub-district Community Leader	No comments	NA
Mr. Sutham Jansaengkul	Khlong Cha-un sub-district community leader	No comments	NA
Mr Chalearm Sriraksa	Panom sub-district administration office director	No comments	NA
Mr. Pairoj Chansaengkul	Panom District Administration Deputy Director	No comments	NA
Mr. Thepsuwan Pitaktan	Pang-Karn district village headman	No comments	NA
Mr. Pramote Thanakarn	Ton Yuan sub-district village headman	No comments	NA
Mr. Chana Nakthong	Pang-karn Moo 4 sub-district village headman	No comments	NA
Mr Narakorn Jankong	Moo 4, Cha-un sub-district village headman	No comments	NA
Mr Anan Thapkaew	Moo 1, Plu thuan sub-district village headman	No comments	NA
Mr Somboon Hootong	Moo 6, Khlong-sok village headman	No comments	NA

Based on the result from public consultation meeting conducted on 9 October 2017 confirmed that there is no negative comment/issue raised by stakeholder. Only positive issues were given e.g. RSPO project is good scheme for farmer to join and exchange the knowledge for achieving the sustainable palm oil

## APPENDIX 4: NON CONFORMITIES RAISED IN THIS AUDIT

<b>NCR No.</b>	M01	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 January 2018
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 2.2.1 (individual group member)		
<b>Statements of NC</b>	The selected group members have not implement in compliance with the intention and requirement of the standard		
<b>Objective Evidence(s)</b>	<p>Some palm oil trees owned by three group members (group member no. Tor 3.59.064, Kor Sor 59.004 and Tor 3.59.063) that were selected for the assessments were planted exceed than their legal boundary. Here below are details of this non-conformity about planting area exceed than the legal boundary</p> <ul style="list-style-type: none"> <li>- About 1 rai or 0.16 ha of plot owned by member no. Tor 3.59.064 were planted outside his legal boundary</li> <li>- About 10 palm oil trees for plots owned by member no. Kor Sor 59.004 and Tor 3.59.063 were planted outside their legal boundary</li> </ul>		
<b>Root Cause Analysis</b>	Even though the group hold the land deed, the land is very closed to the abandon land area, some palm oil tree were planted in that area with innocent or un-intention. Unlike, the planted area that are closed to other who also holds the land deed, the same audit finding has never been occurred		
<b>Corrective Action</b>	<p>Here below are corrective action undertaken by the group</p> <ul style="list-style-type: none"> <li>- Not only some palm oil tree where planted exceed than legal boundary but also the whol plot has been withdrawn from the group</li> <li>- The group members who planted exceed than legal boundary have been voluntary agreed and accepted this penalty</li> <li>- The agreement between the group and group member on FFB originate by this plot cannot be sold and claim as RSPO certified FFB is also done</li> </ul>		
<b>Preventive Action</b>	Prior the acceptance new group member in the future, the land right document will be used to guide while making a map and crosscheck the land legal boundary. For existing group members, they have been informed this incident in order to let them crosscheck on their own plots		
<b>Verification of Corrective Action(s)</b>	The immediately action to withdraw those plots have been done according to the mature agree by the group members. The agreement was also signed by the group and group members to avoid mixing of the FFB generated by this withdrawal plots. The system for prevention of the reoccurrence is also established for those new group members		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	M02	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 January 2018
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 4.4.2 (individual group member)		
<b>Statements of NC</b>	The selected group member has not implement a system to in compliance with the intention and requirement of the standard		
<b>Objective Evidence(s)</b>	According to the procedure, two rows of palm plants are required to maintain as a buffer zone between plots. Result from onsite inspection at plots owned by member ID Por Sor 59.001 and ID Kor Sor 1.59.025 , however, found objective evidence showing that spraying of pesticide has recently been applied		
<b>Root Cause Analysis</b>	The communication which area could be applied by pesticide between group member and subcontractor has a problem. While subcontractor who employed for spraying was implementing their job, no one observed them in order to ensure that the water bodies were preserved		
<b>Corrective Action</b>	The areas closed to the canal that were sprayed by pesticide have now been left to recover back to nature. Palm oil tree which are located to close the water bodies (canal) were marked by the color to remind subcontractor to aware that these palm oil trees cannot be sprayed		
<b>Preventive Action</b>	Subcontractor hired by group members have now been retrained on 6 December 2017 regarding to the area of the buffer zone to prevent reoccurrence of the same problem.		
<b>Verification of Corrective Action(s)</b>	Immediately action to recover the areas closed to the canal that were sprayed by pesticide is done in order to recover back to nature. All sprayers have also been retrained to make awareness on spraying. Visible marks with the color were placed at the palm oil tree.		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	M03	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 January 2018
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 4.6.2 (individual group member)		
<b>Statements of NC</b>	The Group Manager has not implement a system to in compliance with the intention and requirement of the standard		
<b>Objective Evidence(s)</b>	The use of the agrochemical for controlling the weed has not been recorded especially plots owned by member ID Por Sor 59.001 and ID Kor Sor 1.59.025		
<b>Root Cause Analysis</b>	Since the spraying of agrochemical was operated by subcontractor, the group members misunderstood that they are required to keep record of such implementation		
<b>Corrective Action</b>	Group members who have not recorded the use of pesticide have crosscheck relevant documents especially purchased bill to remind themselves the actual data before recording. The record book given by the group is now used to record the use of pesticide. Based on the record book, 7 liters of glyphosate were used to apply at plot with planted area 5 rai (0.8 ha).		
<b>Preventive Action</b>	Those group members who have been found that the use of pesticide has not been recorded have now been retrained on 6 December 2017 even though they have not applied agrochemical by themselves.		
<b>Verification of Corrective Action(s)</b>	Immediately action to recover the areas closed to the canal that were sprayed by pesticide is done in order to recover back to nature. All sprayers have also been retrained to make awareness on spraying. Visible marks with the color were placed at the palm oil tree.		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	M04	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 January 2018
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 6.5.1 (individual group member)		
<b>Statements of NC</b>	The selected group members have not implement in compliance with the intention and requirement of the standard		
<b>Objective Evidence(s)</b>	There was no evidence of pay and conditions to those sub-contractors who were employed by selected group members during the assessment for some activities in the plantation e.g. cutting the palm tree frond and weed cutting		
<b>Root Cause Analysis</b>	Only the payment related to the FFB harvesting has been awarded by the group member to record, but it is not for other activities that subcontractors are still being employed		
<b>Corrective Action</b>	The payments for other activities have now been recorded e.g. fertilizer application, weed cutting and transportation of FFB from the harvested plot to the mill. The date of payment and rates of each activity are also noted in the record book with signature of the payment receivers (workers)		
<b>Preventive Action</b>	Those group members have been retrained on 14 December 2017 to record the payment for all activities. The instruction on how to record the payment have also distributed during the training. The farm advisors in each zone of management are assigned to follow up the completeness of the record of the payment		
<b>Verification of Corrective Action(s)</b>	The payment for other activities has now been recorded. Group members have also been invited for joining the retraining on 14 December 2017. The training is given by the group committee. The mechanism to prevent reoccurrence of the same non-conformity has also been set. Farm advisors are assigned to monitor and follow up the records and completeness of the record		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018



<b>NCR No.</b>	M05	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 January 2018
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 2.1.1 (group manager requirement)		
<b>Statements of NC</b>	Group manager could not demonstrate their understanding on the requirements of the RSPO standard and relevant laws and regulations		
<b>Objective Evidence(s)</b>	<p>Group could not demonstrate the implementation related to the list of laws and regulations and other requirements below:</p> <ul style="list-style-type: none"> <li>• Where the laws were obtained from.</li> <li>• How they are circulated and how often and record this communication.</li> <li>• Who and how ensures that the laws are being implemented.</li> <li>• Who monitors and updates the list and how often.</li> <li>• Who records when updates are communicated.</li> </ul>		
<b>Root Cause Analysis</b>	Even though the group has been advised by the consultant and also governments who will also be taken care on the establishment laws and regulation, some laws and regulations are missing to identify, communicate to the group members, and check its implementation against laws and regulations.		
<b>Corrective Action</b>	Lists of laws and regulation were established by the group manager and approved by group chairman. The responsible person (group manager) who will be monitor and update the laws and also monitor to ensure that all relevant laws and regulations are being implemented by group member was appointed by group chairman. To communicate the list of laws and regulation to group members, group has created and distributed brochures contained laws and regulations. Moreover, list of laws and regulations were also posted at the group administration office where is accessible by group members when they contact to the group for any purposes. Then, the group has conducted the monitoring to ensure that laws which are recently established are being implemented. Group manager and team are the assessor who conducted the compliance audit for the group members		
<b>Preventive Action</b>	Group manager and team who have to responsible to monitor the topics related to laws and regulation have been trained by group's consultant again on 14 December 2017		
<b>Verification of Corrective Action(s)</b>	Lists of relevant laws and regulation have now established by the group. The responsible person who will monitor and update the laws and regulation has been appointed by group chairman. Group members were informed the list of laws and regulation by giving brochure and document posted at the board of the group. To ensure that laws are being implemented by group member, the group committee who responsible to control group members in their zone of management has conducted the audit during last two weeks of December 2017		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	m01	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 5.4.1 (group manager requirement)		
<b>Statements of NC</b>	Group has no plan for improving and monitoring the efficiency of the use of fossil fuel		
<b>Objective Evidence(s)</b>	All group members who were chosen for initial certification assessment have not realized that the use of fossil fuel is required to record and monitor the efficiency of the use. Moreover, the group has no plan for improving and monitoring the efficiency of the use of fossil fuels.		
<b>Root Cause Analysis</b>	The training for recording the implementation in each activity is not effectiveness		
<b>Corrective Action</b>	The training has already been given to group members on 14 December 2017 to increase them awareness for recording of implementation in each activity including the use of fossil fuel. However, the plan for improving and monitoring the efficiency of the use of fossil fuels is not established because the baseline practice outcome from the recording is required		
<b>Preventive Action</b>	The group committees are assigned to monitor the completeness of the record in quarterly		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit

<b>NCR No.</b>	M06	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 December 2017
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 7.3.1 (Requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	<p>Here below are details of the non-conformity even though the previous land use before developing to palm oil plantation was rubber plantation</p> <ul style="list-style-type: none"> <li>- There is no system for recording land preparation and commencement of palm oil plantation operated by group members who were recently planted in last 2-3 year even though this group member has been accepted as formal member at the beginning of year 2017</li> <li>- There is system to collate dates of land preparation and commencement of palm oil plantation</li> <li>- Since the land preparation has been conducted without HCV assessment, there is no identified HCV and other sensitive areas especially riparian areas and mountain areas in order to develop action plan</li> <li>- Based on above mentioned, there is no training record for group members and their workers who involved for new planting on how to implement in accordance with the SOPs to minimize impact on especially riparian area as well as report the threats to HCV (if any)</li> </ul>		
<b>Root Cause Analysis</b>	The group misunderstood the requirement on principle 7 about new planting as group thought that the planting of palm oil done by individual grower has been done before forming the group		
<b>Corrective Action</b>	Even though the group cannot backward to conduct HCV before land clearance, group has reconfirmed whether villagers who live nearby the plot owned by group members have been affected by having indept discussion with those stakeholder. The confirmation from the villager showed that they have not been by the land clearance activities. Group manager also established the system to collate the information related to new planting to potential and existing group members		
<b>Preventive Action</b>	Group has set up the procedure for accepting new group members and also existing group members for new planting. In particular, existing group members are required to inform the group before land clearance of the new planting area. The meeting was conducted on 14 December 2017. For those group members who cannot join the meeting, they have received the announcement letter signed by group chairman on this concern on 14 December 2017. Group manager also established the system to collate the information related to new planting to potential and existing group members to prevent reoccurrence of the same non-conformity		
<b>Verification of Corrective Action(s)</b>	Even though the group cannot backward to conduct HCV before land clearance, group has reconfirmed whether villagers who live nearby the plot owned by group members have been affected. The confirmation from the villager showed that they have not been by the land clearance activities. The procedure was also established to prevent the reoccurrence of the same non-conformity. To increase understanding on the RSPO requirements, group manager himself has also joined the training session and any events conducted by RSPO directly to enhance his understanding on RSPO requirements. The latest participation of RSPO meeting was on 19-20 October 2017.		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	m02	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 7.2.2 (requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	There is no topographic information and/or map to determine the risk for erosion in those new planting areas		
<b>Root Cause Analysis</b>	The group misunderstood the requirement on principle 7 about new planting as group thought that the planting of palm oil done by individual grower has been done before forming the group		
<b>Corrective Action</b>	Group has sent the official letter to Suratthani Provincial Land Development Bureau for requesting the topography map, soil map and also water way map on 21 November 2017. Unfortunately, the group didn't get the cooperation from that bureau even though determination of the risk for erosion was done by visual inspection		
<b>Preventive Action</b>	Group committees and group members were informed on how to do for those who are interested for new development or new planting. They are required to inform the group first prior the development for palm oil planting. Group has set up the annual meeting to identify any new scientific data that can be used for group's analysis will be consolidated and requested if any		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit

<b>NCR No.</b>	m03	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 7.4.1 (requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	There is no analysis of the fragile soil and problematic soil identified by the group for those risky area before new planting		
<b>Root Cause Analysis</b>	Group has concluded that all plots registered within the group have no fragile soil and problematic soil without using scientific data to analyse the fragile soil and problematic soil		
<b>Corrective Action</b>	Group has sent the official letter to Suratthani Provincial Land Development Bureau for requesting the topography map, soil map and also water way map on 21 November 2017. This is one of scientific data that can be used for analysis of the fragile soil and problematic soil. Unfortunately, the group didn't get the cooperation from that bureau even though determination of the risk for erosion was done by visual inspection		
<b>Preventive Action</b>	Group has set up the annual meeting to identify any new scientific data that can be used for group's analysis will be consolidated and requested if any		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit

<b>NCR No.</b>	M07	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 December 2017
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 7.1.1 (Requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	Even though the SEIA have been conducted by sub-group committee, it was not assessed under the participation with the affected parties e.g. plot owned by member ID Kor Sor 59.004		
<b>Root Cause Analysis</b>	The group misunderstood the requirement on principle 7 about new planting as group thought that the planting of palm oil done by individual grower has been done before forming the group		
<b>Corrective Action</b>	Even though the group cannot backward to conduct HCV before land clearance, group has reconfirmed whether villagers who live nearby the plot owned by group members have been affected by having indept discussion with those stakeholder. The confirmation from the villager showed that they have not been by the land clearance activities. Group manager also established the system to collate the information related to new planting to potential and existing group members		
<b>Preventive Action</b>	Group has set up the procedure for accepting new group members and also existing group members for new planting. In particular, existing group members are required to inform the group before land clearance of the new planting area. The meeting was conducted on 14 December 2017. For those group members who cannot join the meeting, they have received the announcement letter signed by group chairman on this concern on 14 December 2017. Group manager also established the system to collate the information related to new planting to potential and existing group members to prevent reoccurrence of the same non-conformity		
<b>Verification of Corrective Action(s)</b>	Even though the group cannot backward to conduct HCV before land clearance, group has reconfirmed whether villagers who live nearby the plot owned by group members have been affected. The confirmation from the villager showed that they have not been by the land clearance activities. The procedure was also established to prevent the reoccurrence of the same non-conformity. To increase understanding on the RSPO requirements, group manager himself has also joined the training session and any events conducted by RSPO directly to enhance his understanding on RSPO requirements. The latest participation of RSPO meeting was on 19-20 October 2017.		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	M08	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 December 2017
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 8.1.1 (Requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	There is no evidence showing that group manager has periodically (e.g. quarterly) collated the records of individual members and used it for developing continual improvement plan for the group		
<b>Root Cause Analysis</b>	Group do not have a perioric plan to collate the record of each group member in order to develop as the continual improvement plan of the group. In contrast, group has established the continual improvement plan without hearing the needs and consensus by the group member		
<b>Corrective Action</b>	Group has established the continual improvement plan which comprises of reduction the use of agrochemical, how to increase FFB production, zero accidents and related OH&S issues and how to maintain the perspectives of the stakeholder. The plan was also sent to group members for asking their acceptance through the social media (application LINE) and group meeting conducted on 14 December 2017		
<b>Preventive Action</b>	Group committees are assigned to monitor and collate the record of group members who are under the management of each group committee. Plan for continual improvement is also subject to the result from the implementation and information collated from the record book. It is meant that the continual improvement plan is required to review and update (if any) annually		
<b>Verification of Corrective Action(s)</b>	The continual improvement plan has now been established. The subject of the continual improvement plan is consistency with the areas where are expected by the intention of the standard. To prevent reoccurrence of the same non-conformity, group commitees were assigned to monitor and collect information recorded in the record book and will be used for review and update the plan		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	m04	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 4.4.1 (requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	Group do not have a map of all water ways and water bodies in order to identify the risk areas to cause impact on riparian zones and to establish relevant procedures as part of water management plan		
<b>Root Cause Analysis</b>	Group has visual inspection to check the geographical information on each plot owned by group members. However, its result has not recorded in the database of the group and cause of the forgettable		
<b>Corrective Action</b>	Group has sent the official letter to Suratthani Provincial Land Development Bureau for requesting the topography map, soil map and also water way map on 21 November 2017. The water way shapefile has been received. However, it is not being used to analyse which group members have plots closed to the water way		
<b>Preventive Action</b>	Group has set up the annual meeting to identify any new scientific data that can be used for group's analysis will be consolidated and requested if any		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit



<b>NCR No.</b>	m05	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 4.1.2 (requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	There is no evidence showing that the group has undertaken the check of the consistency of implementation against group's procedure or manual for all plots visited		
<b>Root Cause Analysis</b>	Group has no specific plan to follow up the implementation of each group member against group's procedure even though checking the compliance has been done against RSPO requirements		
<b>Corrective Action</b>	Group has set plan to follow up and evaluate the implementation against group's procedure quarterly. Group committee who responsible on their zone will be verifier to check the consistency of implementation against group's procedure. However, this implementation has not been undertaken.		
<b>Preventive Action</b>	Group committee and group members will be reminded by the group chairman and group manager on this task prior the visiting and assessing quarterly in order to prevent the re-occurrence of the same non-conformity.		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit

<b>NCR No.</b>	M09	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Major	<b>Due Date</b>	11 December 2017
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # 4.6.11 (Requirement for group manager)		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	There are no evidences showing that group members and subcontractors who have been operating pesticides for plots owned by selected group members have been examined their health condition, especially testing on cholinesterase which is main parameter for pesticide operators		
<b>Root Cause Analysis</b>	Group do not allocate the budget for health examination for group members and subcontractors who have been operating the pesticide.		
<b>Corrective Action</b>	The health examination for those sprayers either group members itself and subcontractors have now been conducted by Panom Distric Public Health Bureau, Ministry of the Public Health on 16 November 2017. Chlorinesteres is chosen as health indicator for this examination. The result revealed that some sprayers are in good health but health condition of some sprayers is under risk condition. To deal with this consequence, those group members who have hired subcontractors with their health condition under the risk exposed by pesticide are requested by the group to stop hiring them for spraying pesticide and/or are requested to use mechanical weed control instead		
<b>Preventive Action</b>	Once group has the right to sell B&C through PalmTrace, group will do have budget for any purposes including health examination. Moreover, group has repeated how to handling pesticide to all group members who have been using pesticide and also who may use it in the future to aware on the risk from the use of pesticide. The training was conducted on 7 November 2017.		
<b>Verification of Corrective Action(s)</b>	Group has now contacted to Panom Distric Public Health Bureau, Ministry of the Public Health to conduct the health examination for their group members and also subcontractor who have been using pesticide on 16 November 2017. Even though result showed that health condition of some sub-contractors are in risk due to the frequent use of the pesticide, group has also released the rules for the group member to stop using pesticide and replace the use of pesticide by using mechanical weed control instead. the training was also given to both group members who use and not use pesticide on 7 November 2017 to boost awareness on handling of the pesticide		
<b>Status</b>	Closed	<b>Date of Closure</b>	8 January 2018

<b>NCR No.</b>	m06	<b>Date Issued</b>	12 October 2017
<b>Category</b>	Minor	<b>Due Date</b>	Next surveillance audit
<b>Requirements/Indicators</b>	RSPO Management System Requirements and Guidance for Group Certification of FFB Production # E2.1.2		
<b>Statements of NC</b>	The group could not demonstrate their implementation and awareness on the requirement of the standard		
<b>Objective Evidence(s)</b>	Even though the group maintained the record book of the training, it was not integrated into the database of the group in order to support the monitoring program to ensure that all group members have been trained		
<b>Root Cause Analysis</b>	Group has kept the training record in hard copies only, but group do not aware that they have to set the system to support the monitoring the training given to all group members		
<b>Corrective Action</b>	Group has established the plan to complete the database by including the training record. Matrix between the training subject and name of group member will be listed to support whom have been trained.		
<b>Preventive Action</b>	Administration staff of the group who is supported by the government (cooperatives) will be responsible to record the training in the database every time of the training.		
<b>Verification of Corrective Action(s)</b>	Since the implementation has not fully finished to check its effectiveness of the correction and preventive actions to close non-conformity. This non-conformity is remain open and is required to follow up in the next surveillance audit		
<b>Status</b>	Open	<b>Date of Closure</b>	The effectiveness of this non-conformity will be follow up in the next surveillance audit

## **APPENDIX 5: STATUS OF NON CONFORMITIES IDENTIFIED PREVIOUSLY**

Since this assessment is an initial assessment, the status of the non-conformity identified in previous assessment is not applicable

## APPENDIX 6: LIST OF SUSTAINABLE OIL PALM GROWERS

No	Smalholders Name	Plot ID	Location			Planted Area (Ha)
			Sub-District	District	Province	
1	Mr.Chusit Wichitchu	PK1.59.001	Pang Kan	Phanom	Surattani	2.04
2	Mr.Manote Playsawat	PK1.59.002	Pang Kan	Phanom	Surattani	6.35
3	Miss.Kannicha Wichichu	PK1.59.003	Pang Kan	Phanom	Surattani	1.59
4	Mr.Prasan Thongyuan	PK1.59.004	Pang Kan	Phanom	Surattani	1.84
5	Mr.Nopphamat Pitamaha	PK1.59.005	Pang Kan	Phanom	Surattani	2.04
6	Mr.Amphon Buakaeo	PK1.59.006	Pang Kan	Phanom	Surattani	1.01
7	Mrs.Jira Sukaun	PK1.59.008	Pang Kan	Phanom	Surattani	3.13
8	Mr.Thepsawan Phithakthaen	PK1.59.009	Pang Kan	Phanom	Surattani	0.63
9	Mr.Udomporn Plaisawut	PK1.59.010	Ei Pan	Phrasaeng	Surattani	2.04
10	Mrs.Nongyao Promphakdi	PK1.59.012	Pang Kan	Phanom	Surattani	1.66
11	Mrs.Jintana Khiaodam	PK1.59.013	Pang Kan	Phanom	Surattani	1.68
12	Mr.Patcharin Khiaodam	PK1.59.014	Pang Kan	Phanom	Surattani	3.21
13	Mr.Bamrung Chaichamni	PK1.59.015	Pang Kan	Phanom	Surattani	9.46
14	Mr.Prajerm Kramut	PK1.59.016	Phanom	Phanom	Surattani	4.25
15	Mr.Somsian Saret	PK1.59.017	Pang Kan	Phanom	Surattani	1.48
16	Mrs.Naruemon Srisomsap	PK1.59.018	Pang Kan	Phanom	Surattani	5.50
17	Mr.Roengchai Phinset	PK1.59.020	Pang Kan	Phanom	Surattani	2.20
18	Mr.Sakchai Hwanwaeng	PK1.59.021	Pang Kan	Phanom	Surattani	1.37
19	Mr.Wacharin Ratanapan	PK1.59.022	Pang Kan	Phanom	Surattani	2.17
20	Mr.Cai Baumanee	PK1.59.025	Pang Kan	Phanom	Surattani	1.34
21	Mr.Kuson Khiaodam	PK1.59.026	Pang Kan	Phanom	Surattani	15.41
22	Mr.Amnuai Phinset	PK1.59.028	Pang Kan	Phanom	Surattani	1.29
23	Mr.Samran Kunchit	PK2.59.001	Pang Kan	Phanom	Surattani	42.25
24	Miss.Thaneporn Kunchit	PK2.59.002	Pang Kan	Phanom	Surattani	7.13
25	Mr.Thun Kunchit	PK2.59.003	Pang Kan	Phanom	Surattani	13.24
26	Mr.Praphan Muangmani	PK2.59.004	Pang Kan	Phanom	Surattani	0.85
27	Mr.chaiwat Wichai	PK2.59.005	Pang Kan	Phanom	Surattani	1.77
28	Miss.Yaowalak Bunsuk	PK2.59.006	Pang Kan	Phanom	Surattani	0.28
29	Mr.Somboon Yongbut	PK2.59.007	Pang Kan	Phanom	Surattani	3.88

30	Mr.Somsak Thambamrung	PK2.59.008	Pang Kan	Phanom	Surattani	1.06
31	Miss.Patcharin Sarapee	PK2.59.009	Pang Kan	Phanom	Surattani	3.82
32	Mr.Samarn Phaengrak	PK2.59.010	Pang Kan	Phanom	Surattani	1.45
33	Mr.Surin Thongphung	PK2.59.012	Pang Kan	Phanom	Surattani	1.28
34	Miss.Bunya Sakda	PK2.59.013	Pang Kan	Phanom	Surattani	2.15
35	Mr.Aran Klomcharoen	PK2.59.014	Pang Kan	Phanom	Surattani	5.16
36	Mr.Thongchai Sakda	PK2.59.015	Pang Kan	Phanom	Surattani	1.76
37	Mr.Khomkrit Khunwijit	PK2.59.016	Pang Kan	Phanom	Surattani	5.87
38	Miss.Amnuai Khunwijit	PK2.59.017	Pang Kan	Phanom	Surattani	4.88
39	Miss.Arri Rakkapao	PK2.59.018	Pang Kan	Phanom	Surattani	5.27
40	Mr.Wijit Wongprasit	PK2.59.019	Pang Kan	Phanom	Surattani	1.62
41	Mr.Yueang Wanna	PK2.59.020	Pang Kan	Phanom	Surattani	3.02
42	Miss.Orawan Rakkapao	PK2.59.021	Pang Kan	Phanom	Surattani	2.72
43	Mr.Somphit Rakkapao	PK2.59.022	Pang Kan	Phanom	Surattani	3.90
44	Mr.Suwaree Rakkapao	PK2.59.023	Pang Kan	Phanom	Surattani	3.85
45	Mrs.Panpen Rodcharoen	TY1.59.001	Ton Yuan	Phanom	Surattani	1.91
46	Mrs.Pornpimon Arkrathok	TY1.59.002	Ton Yuan	Phanom	Surattani	5.20
47	Mr.Visut Vichitchuea	TY1.59.003	Ton Yuan	Phanom	Surattani	3.42
48	Mr.Pramot Paechkaew	TY1.59.004	Ton Yuan	Phanom	Surattani	2.19
49	Mrs.janmani Srirumduan	TY1.59.005	Ton Yuan	Phanom	Surattani	1.68
50	Mr.Watcharin Nakbamrung	TY1.59.006	Ton Yuan	Phanom	Surattani	1.45
51	Mr.Chaiphak Detmanee	TY1.59.007	Ton Yuan	Phanom	Surattani	4.97
52	Miss.Sathit Khunnawichit	TY1.59.008	Ton Yuan	Phanom	Surattani	2.24
53	Mrs.Phani Detmani	TY1.59.009	Ton Yuan	Phanom	Surattani	4.80
54	Mrs.Soipradap Yaemmani	TY1.59.010	Ton Yuan	Phanom	Surattani	0.60
55	Mrs.Montha Jindawan	TY1.59.011	Ton Yuan	Phanom	Surattani	15.78
56	Mrs.Arlai Thangthong	TY1.59.014	Ton Yuan	Phanom	Surattani	3.34
57	Mrs.Kassanee Saengdaeng	TY1.59.015	Ton Yuan	Phanom	Surattani	4.49
58	Mr.Sarawut Sampan	TY1.59.016	Ton Yuan	Phanom	Surattani	4.49
59	Mrs.Wanpen Chaodae	TY1.59.017	Ton Yuan	Phanom	Surattani	2.84
60	Mrs.Yuanthip Khongkhao	TY1.59.018	Ton Yuan	Phanom	Surattani	2.90
61	Mrs.Jaruwan Suthin	TY1.59.019	Ton Yuan	Phanom	Surattani	3.96
62	Mrs.Pranueab Wisetmak	TY1.59.020	Ton Yuan	Phanom	Surattani	1.52
63	Mrs.Waeowimon Tansakun	TY2.59.001	Ton Yuan	Phanom	Surattani	0.58

64	Mrs.Nipharat Onsiri	TY2.59.002	Ton Yuan	Phanom	Surattani	1.33
65	Mrs.Yuphin Sirisangkat	TY2.59.003	Ton Yuan	Phanom	Surattani	1.13
66	Mrs.Bunluea Saiseng	TY2.59.004	Ton Yuan	Phanom	Surattani	1.41
67	Mr.Sangkom Teptas	TY2.59.005	Ton Yuan	Phanom	Surattani	2.49
68	Mr.Watchara Reukdee	TY2.59.006	Ton Yuan	Phanom	Surattani	4.44
69	Mr.Klun Kanunon	TY2.59.007	Ton Yuan	Phanom	Surattani	1.85
70	Mr.Somsak Wutthirak	TY2.59.008	Ton Yuan	Phanom	Surattani	0.56
71	Mr.Surapong Saiseng	TY2.59.009	Ton Yuan	Phanom	Surattani	2.90
72	Mrs.Wimon Praju	TY2.59.010	Ton Yuan	Phanom	Surattani	4.27
73	Mr.Danchai Nomkad	TY2.59.012	Ton Yuan	Phanom	Surattani	0.90
74	Mr.Udom Chaaum	TY2.59.013	Ton Yuan	Phanom	Surattani	1.58
75	Miss.Chawiwon Kunju	TY2.59.014	Ton Yuan	Phanom	Surattani	0.75
76	Mrs.Sombun Sinlapawong	TY2.59.015	Ton Yuan	Phanom	Surattani	1.53
77	Mr.Somkhid Suwannawong	TY2.59.016	Ton Yuan	Phanom	Surattani	1.42
78	Mrs.Phenjit Rueangchai	TY3.59.001	Ton Yuan	Phanom	Surattani	1.92
79	Miss Janya Phokhai	TY3.59.002	Ton Yuan	Phanom	Surattani	2.04
80	Miss Wanida Songphatkaeo	TY3.59.004	Ton Yuan	Phanom	Surattani	3.59
81	Miss Anisasara Saetan	TY3.59.005	Ton Yuan	Phanom	Surattani	1.77
82	Mrs. Wanida Saetan	TY3.59.006	Ton Yuan	Phanom	Surattani	3.15
83	Mr.Chananthiphat Bunluek	TY3.59.007	Ton Yuan	Phanom	Surattani	0.97
84	Miss Jiraporn Yusakun	TY3.59.008	Ton Yuan	Phanom	Surattani	2.98
85	Mr.Teera Rodcharoen	TY3.59.009	Ton Yuan	Phanom	Surattani	23.93
86	Mrs.Phitsamon Pettong	TY3.59.010	Ton Yuan	Phanom	Surattani	1.55
87	Mr..Artnarong Rittikul	TY3.59.011	Ton Yuan	Phanom	Surattani	1.93
88	Mrs. .Aemon Damdaeng	TY3.59.012	Ton Yuan	Phanom	Surattani	2.40
89	Mr. Prasit Khongchana	TY3.59.013	Ton Yuan	Phanom	Surattani	3.36
90	Miss Rattana Bunya	TY3.59.014	Ton Yuan	Phanom	Surattani	3.30
91	Mr.Prasong Kaeodam	TY3.59.015	Ton Yuan	Phanom	Surattani	1.58
92	Mr. Chalong Bunya	TY3.59.016	Ton Yuan	Phanom	Surattani	2.97
93	Mrs. Preeda Ainrot	TY3.59.018	Ton Yuan	Phanom	Surattani	1.56
94	Miss Phensri Kaewdam	TY3.59.019	Ton Yuan	Phanom	Surattani	1.18
95	Mrs. Somsri Kongchana	TY3.59.020	Ton Yuan	Phanom	Surattani	2.77
96	Mrs. Teaw Rotjaroen	TY3.59.021	Ton Yuan	Phanom	Surattani	2.30
97	Mrs. Tung Noobun	TY3.59.022	Ton Yuan	Phanom	Surattani	1.60

98	Mrs. Phio Bunluek	TY3.59.023	Ton Yuan	Phanom	Surattani	6.31
99	Mrs. Thanomsri Samphan	TY3.59.024	Ton Yuan	Phanom	Surattani	1.58
100	Mr. Somcay Nambut	TY3.59.025	Ton Yuan	Phanom	Surattani	3.22
101	Mrs. Porntip Ketkan	TY3.59.026	Ton Yuan	Phanom	Surattani	4.56
102	Mr. Anan Samphan	TY3.59.027	Ton Yuan	Phanom	Surattani	3.69
103	Mr. Chaowalit Suwet	TY3.59.028	Ton Yuan	Phanom	Surattani	2.40
104	Miss Janthana Nakjit	TY3.59.029	Ton Yuan	Phanom	Surattani	8.00
105	Mrs. Suyathika Nakjit	TY3.59.030	Ton Yuan	Phanom	Surattani	1.95
106	Mr. Samran Khunpet	TY3.59.031	Ton Yuan	Phanom	Surattani	3.78
107	Mr. Thawatchai Bunprasopwithhaya	TY3.59.032	Ton Yuan	Phanom	Surattani	1.97
108	Mrs. Renu Yusakun	TY3.59.033	Ton Yuan	Phanom	Surattani	3.84
109	Mrs. Chanya Maenmek	TY3.59.034	Ton Yuan	Phanom	Surattani	2.90
110	Mr. Sanga Sutthirat	TY3.59.035	Ton Yuan	Phanom	Surattani	3.20
111	Miss Wanlapa Kaewaek	TY3.59.036	Ton Yuan	Phanom	Surattani	2.96
112	Miss Kamonwan Jankhiao	TY3.59.037	Ton Yuan	Phanom	Surattani	22.59
113	Mr. Channarong Sengjaidee	TY3.59.038	Ton Yuan	Phanom	Surattani	2.39
114	Mrs. Jiraporn Oangkap	TY3.59.039	Ton Yuan	Phanom	Surattani	0.08
115	Mr. Komet Daengkun	TY3.59.040	Ton Yuan	Phanom	Surattani	6.25
116	Mr. Somsak Pinphet	TY3.59.041	Ton Yuan	Phanom	Surattani	1.64
117	Mr. Arwut Janthawong	TY3.59.042	Ton Yuan	Phanom	Surattani	2.86
118	Miss Benjamat Songphatkaeo	TY3.59.043	Ton Yuan	Phanom	Surattani	3.19
119	Mrs. Ubon Songphatkaeo	TY3.59.044	Ton Yuan	Phanom	Surattani	5.38
120	Mrs. Malee Nunna	TY3.59.045	Ton Yuan	Phanom	Surattani	1.04
121	Mr. Adun Rueangchai	TY3.59.046	Ton Yuan	Phanom	Surattani	1.45
122	Mr. Mongkol Torasampun	TY3.59.047	Ton Yuan	Phanom	Surattani	3.60
123	Mr. Somchai Suwet	TY3.59.049	Ton Yuan	Phanom	Surattani	0.38
124	Mrs. Somsri Jomsawat	TY3.59.050	Ton Yuan	Phanom	Surattani	2.19
125	Mrs. Jarinee Pinthongphan	TY3.59.051	Ton Yuan	Phanom	Surattani	7.58
126	Mrs. Phensri Rakkapao	TY3.59.052	Ton Yuan	Phanom	Surattani	6.36
127	Mrs. Chamoi Worawee	TY3.59.053	Ton Yuan	Phanom	Surattani	1.96
128	Mr. Manat Sinlapaprommat	TY3.59.054	Ton Yuan	Phanom	Surattani	1.69
129	Mr. Wisit Chantim	TY3.59.055	Ton Yuan	Phanom	Surattani	3.45
130	Mr. Sitthiporn Sukauu	TY3.59.056	Ton Yuan	Phanom	Surattani	1.36
131	Mrs. Ratchanee Srirueang	TY3.59.057	Ton Yuan	Phanom	Surattani	1.82



132	Mrs. Kanjana Samphan	TY3.59.058	Ton Yuan	Phanom	Surattani	5.09
133	Miss Panida Sriphet	TY3.59.059	Ton Yuan	Phanom	Surattani	2.31
134	Mr. Aphichet Suwannasak	TY3.59.060	Ton Yuan	Phanom	Surattani	2.90
135	Mrs. Wandee Sakda	TY3.59.061	Ton Yuan	Phanom	Surattani	0.84
136	Mr. Supap Aimthong	TY3.59.062	Ton Yuan	Phanom	Surattani	1.28
137	Mr. Somnuek Limpicharoen	TY3.59.063	Ton Yuan	Phanom	Surattani	4.08
138	Mr. Supakorn Limpicharoen	TY3.59.064	Ton Yuan	Phanom	Surattani	1.95
139	Mr. Pirapol Suwach	TY3.59.065	Ton Yuan	Phanom	Surattani	1.26
140	Mrs. Supap Ketpongpan	TY3.59.066	Ton Yuan	Phanom	Surattani	3.62
141	Mrs. Usa Butsuk	TY3.59.067	Ton Yuan	Phanom	Surattani	4.71
142	Mr. Prajoet Yusakun	TY3.59.068	Ton Yuan	Phanom	Surattani	6.70
143	Mr. Surasak Yousakun	TY3.59.069	Ton Yuan	Phanom	Surattani	3.72
144	Mr. Kanueng Panrangsri	TY3.59.070	Ton Yuan	Phanom	Surattani	3.30
145	Mr. Prom Sukcharoen	TY3.59.071	Ton Yuan	Phanom	Surattani	1.81
146	Mr. Tawatchai Musik	TY3.59.072	Ton Yuan	Phanom	Surattani	2.57
147	Mr. Amnat Sukaun	TY3.59.073	Ton Yuan	Phanom	Surattani	4.89
148	Mr. Artit Raksawat	TY3.59.074	Ton Yuan	Phanom	Surattani	6.77
149	mr.suriyan srirotpai	PT1.59.002	Phlu Thuean	Phanom	Surattani	3.67
150	Mrs.Manee Chaichamna	PT1.59.003	Phlu Thuean	Phanom	Surattani	1.41
151	Mr.Tueanjai RattanaKun	PT1.59.004	Phlu Thuean	Phanom	Surattani	3.87
152	Mr.Thammanoon Buamane	PT1.59.005	Phlu Thuean	Phanom	Surattani	3.32
153	Mrs.Arri Nawiwong	PT1.59.006	Phlu Thuean	Phanom	Surattani	3.39
154	Mrs.Suvanmid nachontong	PT1.59.007	Phlu Thuean	Phanom	Surattani	3.79
155	Miss.Srinuan Chuchoed	PT1.59.008	Phlu Thuean	Phanom	Surattani	1.69
156	Mr.Usa chiyapong	PT1.59.009	Phlu Thuean	Phanom	Surattani	1.91
157	Mr.Wirat Srikrod	PT1.59.010	Phlu Thuean	Phanom	Surattani	1.29
158	Mrs.Latda Thapkaeo	PT1.59.011	Phlu Thuean	Phanom	Surattani	3.16
159	Mr.Suwat Watthanani	PT1.59.012	Phlu Thuean	Phanom	Surattani	5.53
160	Mr.Amnuai Chuchoed	PT1.59.013	Phlu Thuean	Phanom	Surattani	4.27
161	Mr.prakop thongsamrit	PT1.59.015	Phlu Thuean	Phanom	Surattani	2.44
162	Mrs.Suphawadi Chaemlai	PT1.59.016	Phlu Thuean	Phanom	Surattani	3.39
163	Mr.Noppadol chitchui	PT1.59.017	Phlu Thuean	Phanom	Surattani	0.62
164	Mr.Narong Sirisuk	PT1.59.018	Nasan	Bannasan	Surattani	2.08
165	Mrs.Prakhong Kanchanamusit	PT1.59.019	Phlu Thuean	Phanom	Surattani	4.82

166	Mr.manot Sommueang	PT1.59.020	Phlu Thuean	Phanom	Surattani	1.85
167	Mrs.Bunlap Nakthong	PT1.59.021	Phlu Thuean	Phanom	Surattani	3.68
168	Mrs.Yupin Wichianwong	PT1.59.022	Phlu Thuean	Phanom	Surattani	1.27
169	Mrs.Wanida Srirotphai	PT1.59.023	Phlu Thuean	Phanom	Surattani	3.87
170	Mr.Suttho Thapkaeo	PT1.59.024	Phlu Thuean	Phanom	Surattani	4.39
171	Mrs.Sujaree Rotbut	PT1.59.025	Phlu Thuean	Phanom	Surattani	3.02
172	Mr.Sayan thapkaeo	PT1.59.026	Phlu Thuean	Phanom	Surattani	0.93
173	Mrs.malee yuichim	PT1.59.027	Phlu Thuean	Phanom	Surattani	1.72
174	Miss Rattiya Sommueang	PT1.59.028	Phlu Thuean	Phanom	Surattani	1.63
175	Miss Anong Chuchoed	PT1.59.029	Ton Yuan	Phanom	Surattani	1.88
176	Mrs.Naritsara Phetthong	PT1.59.030	Phlu Thuean	Phanom	Surattani	4.81
177	Mr.Amnuai Khongdoem	PT1.59.031	Phlu Thuean	Phanom	Surattani	1.90
178	Mrs.Suchin Saechua	PT1.59.032	Phlu Thuean	Phanom	Surattani	2.67
179	Mrs.Wimon Kongdoem	PT1.59.033	Phlu Thuean	Phanom	Surattani	1.43
180	Mr.Prasong Rotmong	PT1.59.034	Phlu Thuean	Phanom	Surattani	1.00
181	Mrs.Sumonporn Janbonoi	PT1.59.035	Phlu Thuean	Phanom	Surattani	2.10
182	Mr.Phisal Sawangkid	PT1.59.036	Khok Kloi	Thapphet	Phangnga	1.62
183	Mr.Chamnian Wongsakun	PT1.59.037	Phlu Thuean	Phanom	Surattani	1.57
184	Mr.Sumol Rotmong	PT1.59.038	Phlu Thuean	Phanom	Surattani	2.64
185	Mr.Manat Sommueang	PT1.59.039	Phlu Thuean	Phanom	Surattani	2.12
186	MrsPhrim Raksawat	PT1.59.040	Phlu Thuean	Phanom	Surattani	1.18
187	Mr.Surasak Phomkham	PT1.59.041	Phlu Thuean	Phanom	Surattani	2.07
188	Miss.Suphattra Phomkham	PT1.59.042	Phlu Thuean	Phanom	Surattani	2.36
189	Mr.Suriya Thapkaeo	PT1.59.043	Phlu Thuean	Phanom	Surattani	1.96
190	Mr.Thammanoon Rattanakun	PT1.59.044	Phlu Thuean	Phanom	Surattani	7.70
191	Mr.Sanit Klikkham	PT1.59.045	Phlu Thuean	Phanom	Surattani	6.15
192	Mr.Bunteap Thongyuan	PT1.59.046	Phlu Thuean	Phanom	Surattani	5.65
193	Mr.Kuson Thapkaeo	PT1.59.047	Phlu Thuean	Phanom	Surattani	1.81
194	Mrs.Rewadi Kongdoem	PT1.59.048	Phlu Thuean	Phanom	Surattani	0.65
195	Mr.Nikon Kaeonun	PT1.59.049	Phlu Thuean	Phanom	Surattani	5.50
196	Mrs.Nimnuan Kaeonun	PT1.59.050	Phlu Thuean	Phanom	Surattani	4.69
197	Mrs.Sunee Saphawee	PT1.59.051	Phlu Thuean	Phanom	Surattani	5.14
198	Mr.Hkamplae Kraisri	PT2.59.001	Phlu Thuean	Phanom	Surattani	4.24
199	Mr.Manot Jindapron	PT2.59.004	Phlu Thuean	Phanom	Surattani	5.76

200	Miss.Wandee Janmake	PT2.59.005	Phlu Thuean	Phanom	Surattani	1.12
201	Mrs.Kotnaphat Sawaengkit	PT2.59.006	Phlu Thuean	Phanom	Surattani	3.72
202	Miss.Achiraya Junmakk	PT2.59.007	Phlu Thuean	Phanom	Surattani	1.77
203	Mrs.Sangob Janpan	PT2.59.009	Phlu Thuean	Phanom	Surattani	1.28
204	Mr.Chusak Nawiwong	PT2.59.011	Phlu Thuean	Phanom	Surattani	3.69
205	Mr.Dusit Janpan	PT2.59.013	Phlu Thuean	Phanom	Surattani	3.52
206	Mrs.Malee Bunkhlai	PT2.59.017	Phlu Thuean	Phanom	Surattani	5.28
207	Mrs.Nittaya Thongyuan	PT2.59.018	Phlu Thuean	Phanom	Surattani	5.28
208	Mr.Somporn Tangkuha	PT2.59.019	Phlu Thuean	Phanom	Surattani	0.89
209	Mr.Prakob Reunchit	PT2.59.020	Phlu Thuean	Phanom	Surattani	2.24
210	Mr.Paranat Panrak	PT2.59.025	Phlu Thuean	Phanom	Surattani	11.04
211	Mr.Narong Khogkkaeo	PT2.59.027	Phlu Thuean	Phanom	Surattani	3.15
212	Mr.Adun Sawaengtitt	PT2.59.031	Phlu Thuean	Phanom	Surattani	1.28
213	Mr.Chan Sawaengkit	PT2.59.032	Phlu Thuean	Phanom	Surattani	3.15
214	Mrs.Rungthip Chuthong	PT2.59.033	Phlu Thuean	Phanom	Surattani	6.91
215	Mrs.Somrak Phadungkit	PT2.59.034	Phlu Thuean	Phanom	Surattani	0.64
216	Mr.Chao Sawaengkit	PT2.59.035	Phlu Thuean	Phanom	Surattani	1.94
217	Mr.Samat Bunklai	PT2.59.036	Phlu Thuean	Phanom	Surattani	7.06
218	Mrs.Wanwipha Makdam	PT2.59.037	Phlu Thuean	Phanom	Surattani	4.80
219	Mrs.Latda Phumrit	PT2.59.038	Phlu Thuean	Phanom	Surattani	2.81
220	Mrs.Laong Hatbenja	PT2.59.039	Phlu Thuean	Phanom	Surattani	2.45
221	Mr.somrot Sumlee	PT2.59.040	Phlu Thuean	Phanom	Surattani	4.95
222	Miss.Rattana Bunkhlai	PT2.59.041	Phlu Thuean	Phanom	Surattani	3.32
223	Mr.Arom Sumlee	PT2.59.042	Phlu Thuean	Phanom	Surattani	1.14
224	Mrs.Nuannoi Kokliam	PT2.59.043	Phlu Thuean	Phanom	Surattani	5.70
225	Mr.Nivesh Kokliam	PT2.59.044	Phlu Thuean	Phanom	Surattani	5.60
226	Mr Sathon Srsewet	KS1.59.001	Klong Sok	Phanom	Surattani	2.40
227	Mr Buniue Samlee	KS1.59.002	Klong Sok	Phanom	Surattani	0.21
228	Mr Chairit Lueansakun	KS1.59.004	Klong Sok	Phanom	Surattani	0.76
229	Mrs Thipsukhon Makkluean	KS1.59.005	Klong Sok	Phanom	Surattani	2.78
230	Mr Suphan Sriraksa	KS1.59.006	Klong Sok	Phanom	Surattani	4.03
231	Mr Witthaya Sengsi	KS1.59.007	Klong Sok	Phanom	Surattani	1.20
232	Mr Thiraphong Kettane	KS1.59.008	Klong Sok	Phanom	Surattani	0.95
233	Mrs Saowanee Jantem	KS1.59.009	Klong Sok	Phanom	Surattani	2.94

234	Mr Saenya Duangmanee	KS1.59.010	Klong Sok	Phanom	Surattani	6.62
235	Mrs Sunaree Teepaparn	KS1.59.011	Klong Sok	Phanom	Surattani	1.02
236	Mrs Jinda Daengkun	KS1.59.012	Klong Sok	Phanom	Surattani	0.80
237	Mr Pathomphong Srijan	KS1.59.013	Klong Sok	Phanom	Surattani	2.91
238	Mr Suwan Thimbamrung	KS1.59.014	Klong Sok	Phanom	Surattani	1.43
239	Mr Thawat Srijan	KS1.59.015	Klong Sok	Phanom	Surattani	5.69
240	Mr Somkiad Phonin	KS1.59.016	Klong Sok	Phanom	Surattani	2.22
241	Miss Donruedee Sengsi	KS1.59.017	Klong Sok	Phanom	Surattani	3.29
242	MR Jakkri Prommak	KS1.59.018	Klong Sok	Phanom	Surattani	3.66
243	Mr Ponnarrong Teepapal	KS1.59.019	Klong Sok	Phanom	Surattani	3.81
244	Mr Suporncha Somjaipher	KS1.59.020	Klong Sok	Phanom	Surattani	0.81
245	Mrs Siriporn Wichianwong	KS1.59.021	Klong Sok	Phanom	Surattani	1.75
246	Mr Wirat Nokkhum	KS1.59.022	Klong Sok	Phanom	Surattani	6.92
247	Mrs Araem Khongphet	KS1.59.023	Klong Sok	Phanom	Surattani	5.34
248	Miss Rattana Khongphet	KS1.59.024	Klong Sok	Phanom	Surattani	5.87
249	Mrs Arriwan Sukaun	KS1.59.025	Klong Sok	Phanom	Surattani	6.51
250	Mr Samruak kongphet	KS1.59.026	Klong Sok	Phanom	Surattani	3.65
251	Mr Amnuai Srisomsap	KS1.59.027	Klong Sok	Phanom	Surattani	3.98
252	Mr Sujin Makkaew	KS1.59.028	Klong Sok	Phanom	Surattani	1.58
253	Mr Thawin Khonglai	KS1.59.029	Klong Sok	Phanom	Surattani	1.15
254	Mrs Wanna Somwong	KS1.59.030	Klong Sok	Phanom	Surattani	1.14
255	Mr Phisanu Oakkanee	KS1.59.031	Klong Sok	Phanom	Surattani	1.88
256	Mr Thammanun Srisomsap	KS1.59.032	Klong Sok	Phanom	Surattani	5.17
257	Mrs Surirat Nunnuan	KS1.59.033	Klong Sok	Phanom	Surattani	1.17
258	Mrs Suthda Oakkhomi	KS1.59.034	Klong Sok	Phanom	Surattani	0.92
259	Mr Weera Pakdee	KS1.59.035	Klong Sok	Phanom	Surattani	1.25
260	Mr. Suttipong Ritthikan	KS1.59.036	Klong Sok	Phanom	Surattani	0.16
261	Mr. Chaowalit Rakmat	KS1.59.037	Klong Sok	Phanom	Surattani	3.65
262	Mr. Pakasit Nokkhum	KS1.59.038	Klong Sok	Phanom	Surattani	5.23
263	Mr. Bunthip Khiaodam	KS1.59.039	Klong Sok	Phanom	Surattani	3.87
264	Mr. Hoem Sriraksa	KS1.59.040	Klong Sok	Phanom	Surattani	9.77
265	Mr. Chawengsak Sangsi	KS1.59.042	Klong Sok	Phanom	Surattani	2.27
266	Mr. Roekprasan Konglai	KS1.59.043	Klong Sok	Phanom	Surattani	1.93
267	Mr. Jintana Saripat	KS1.59.044	Klong Sok	Phanom	Surattani	4.58

268	Mr. Chueam Rakmat	KS1.59.045	Klong Sok	Phanom	Surattani	1.34
269	Mr. Yok Ruengnuan	KS1.59.046	Klong Sok	Phanom	Surattani	1.43
270	Mr Phirom Makyot	KS2.59.001	Klong Sok	Phanom	Surattani	2.57
271	Mrs Piyarat Tassaneetipagorn	KS2.59.002	Cha Long	Muen	PhuKet	7.10
272	Mr Arun Senapracharat	KS2.59.003	Klong Sok	Phanom	Surattani	0.83
273	Mr Manote Margchun	KS2.59.004	Klong Sok	Phanom	Surattani	2.93
274	Mrs Aranya Naweewong	KS2.59.005	Klong Sok	Phanom	Surattani	2.65
275	Mrs Prakhong Wichalthawat	KS2.59.006	Klong Sok	Phanom	Surattani	4.00
276	Mrs Nittiya Khlongngoen	KS2.59.007	Klong Sok	Phanom	Surattani	4.82
277	Mr Kuson Patirupang	KS2.59.008	Klong Sok	Phanom	Surattani	2.93
278	Mrs Arrom Khongsati	KS2.59.009	Klong Sok	Phanom	Surattani	0.49
279	Mrs Arri phetkrathok	KS2.59.010	Klong Sok	Phanom	Surattani	2.52
280	Mrs Somjit Pathirupang	KS2.59.011	Klong Sok	Phanom	Surattani	3.51
281	Mr Sutjit Saithong	KS2.59.012	Klong Sok	Phanom	Surattani	4.76
282	Mr Sommit Boonkrasin	KS2.59.013	Klong Sok	Phanom	Surattani	6.69
283	Mr Saman Bunkrasin	KS2.59.014	Klong Sok	Phanom	Surattani	0.76
284	Miss.panyaluk Tasaneetipakorn	KS2.59.015	Klong Sok	Phanom	Surattani	4.78
285	Mrs cha-um Thongsong	KS2.59.016	Klong Sok	Phanom	Surattani	0.54
286	Mr Witthaya Chinaau	KS2.59.017	Klong Sok	Phanom	Surattani	2.11
287	Mr Aiad Khongsati	KS2.59.018	Klong Sok	Phanom	Surattani	0.78
288	Mrs Aumrung Bumrung	KS2.59.020	Klong Sok	Phanom	Surattani	1.33
289	Mr Pisak Suwanno	KS2.59.021	Klong Sok	Phanom	Surattani	3.33
290	Mrs. Amporn Najaroen	KS2.59.022	Klong Sok	Phanom	Surattani	1.90
291	Mr. Eam Kaewkhong	KS2.59.023	Klong Sok	Phanom	Surattani	4.90
292	Mrs. Pranee Thongpoon	KS2.59.024	Klong Sok	Phanom	Surattani	3.41
293	Mr. Suwin Srisawat	KS2.59.025	Klong Sok	Phanom	Surattani	2.72
294	Mr. Wanphen Srisawad	KS2.59.026	Klong Sok	Phanom	Surattani	1.71
295	Mr. Oatsadawut Chookaeo	KS2.59.027	Klong Sok	Phanom	Surattani	4.70
296	Mr. Charoensak Thongsamrit	KS2.59.028	Klong Sok	Phanom	Surattani	2.56
297	Mr. Somhwang Khongsati	KS2.59.029	Klong Sok	Phanom	Surattani	1.87
298	Mr. Vipak Wichaitawat	KS2.59.030	Klong Sok	Phanom	Surattani	7.89
299	Miss.Phatcharee Wichit	PN1.59.001	Phanom	Phanom	Surattani	1.39
300	Mr.Panya Chatturong	PN1.59.002	Phanom	Phanom	Surattani	2.56
301	pol.cons.Bamrung Kriwong	PN1.59.003	Phanom	Phanom	Surattani	4.43

302	Mr.Suriya Sakhon	PN1.59.004	Phanom	Phanom	Surattani	2.56
303	Mr. Thammarat Kriwong	PN1.59.005	Phanom	Phanom	Surattani	2.38
304	Mrs.Khwnruean Sukaun	PN1.59.006	Phanom	Phanom	Surattani	10.25
305	Mrs.Suriporn Khamkhian	PN1.59.007	Phanom	Phanom	Surattani	5.67
306	Mr.Sarot Saengarun	PN1.59.008	Phanom	Phanom	Surattani	2.06
307	Miss.Hathaichanok Wichien	PN1.59.009	Phanom	Phanom	Surattani	1.74
308	Mr.Pornsak Palakhachen	PN1.59.010	Phanom	Phanom	Surattani	1.23
309	Mr.Phatthanaphong Thipdcet	PN1.59.011	Phanom	Phanom	Surattani	2.22
310	Mr.Pramot Phutthasiri	PN1.59.012	Phanom	Phanom	Surattani	2.51
311	Mr.Rungjaroen Saetan	PN1.59.013	Phanom	Phanom	Surattani	1.55
312	Miss.Jarunee Polpakdee	PN1.59.014	Phanom	Phanom	Surattani	5.15
313	Mrs.Wandi Thongyuan	PN1.59.015	Phanom	Phanom	Surattani	1.51
314	Mr.Somsak Sares	PN1.59.016	Phanom	Phanom	Surattani	2.08
315	Mr.Prakit Thapkaeo	PN1.59.017	Phanom	Phanom	Surattani	1.62
316	Mrs.Suphattra Sonrat	PN1.59.018	Phanom	Phanom	Surattani	7.63
317	Mrs.Buppha Indam	PN1.59.019	Phanom	Phanom	Surattani	2.72
318	Mr.Prawit Hathwit	PN1.59.020	Phanom	Phanom	Surattani	1.62
319	Miss.Roengjit Chusuwan	PN1.59.023	Phanom	Phanom	Surattani	1.57
320	Miss.Onouma Khawphuak	PN1.59.024	Phanom	Phanom	Surattani	1.60
321	Mrs.Janthana Phetra	PN1.59.025	Phanom	Phanom	Surattani	2.09
322	Mr.Sarlm Junsangkul	PN1.59.026	Phanom	Phanom	Surattani	3.77
323	Mrs.Nuwin Chaihao	PN1.59.027	Phanom	Phanom	Surattani	3.29
324	Mrs.Nittaya Kraiwong	PN1.59.028	Phanom	Phanom	Surattani	2.47
325	Mrs.Chonticha Ounmuang	PN1.59.029	Phanom	Phanom	Surattani	6.75
326	Mr.Sirisin Klomcharoen	PN1.59.030	Pang Kan	Phanom	Surattani	3.11
327	Mr.Wirat Rungkaeo	PN1.59.031	Phanom	Phanom	Surattani	9.41
328	Mr.Jakkraphan Krisit	PN1.59.032	Phanom	Phanom	Surattani	1.85
329	Mrs.Rabiab Taengnuan	PN1.59.033	Phanom	Phanom	Surattani	1.08
330	Mrs.Latda Thongsen	PN1.59.034	Phanom	Phanom	Surattani	1.98
331	Pvt.Samroeng Wichian	PN1.59.035	Phanom	Phanom	Surattani	0.63
332	Mr.Manit Thapkaeo	PN1.59.036	Phanom	Phanom	Surattani	2.24
333	Mrs.Rim Kkonglai	PN1.59.038	Phanom	Phanom	Surattani	1.82
334	Mrs. Kason Thinkhamlom	PN1.59.039	Makhamtai	Muen	Surattani	1.89
335	Mrs.Wanphen Raksanun	PN1.59.041	Phanom	Phanom	Surattani	3.53

336	Mrs.Jeeraphan Phiphittasama	PN1.59.042	Phanom	Phanom	Surattani	6.13
337	Miss.Orapin Phiphitthasama	PN1.59.043	Phanom	Phanom	Surattani	4.85
338	Mr.Sopon Phiphitthasama	PN1.59.044	Phanom	Phanom	Surattani	9.34
339	Mrs.Arpron Sukaun	PN1.59.045	Phanom	Phanom	Surattani	2.40
340	Mrs.Watsana Sripakdee	PN1.59.047	Phang kan	Phanom	Surattani	3.40
341	Mr.Apisak Sukkoed	PN1.59.048	Phanom	Phanom	Surattani	5.21
342	Mrs.Mali Saetan	PN1.59.049	Phanom	Phanom	Surattani	4.26
343	Mrs Saowamon Chujan	PN2.59.001	Phanom	Phanom	Surattani	2.66
344	Mrs Suthatip Thawornsook	PN2.59.002	Phanom	Phanom	Surattani	7.50
345	Mr.Parinya Chuaisri	PN2.59.003	Phanom	Phanom	Surattani	2.39
346	Mr.Charin Thipdet	PN2.59.004	Phanom	Phanom	Surattani	3.53
347	Mr.Kittisak Phetchu	PN2.59.005	Phanom	Phanom	Surattani	0.67
348	Mrs.Sati Somjaiphet	PN2.59.006	Phanom	Phanom	Surattani	0.35
349	Mrs.Bunsong Phetkum	PN2.59.007	Phanom	Phanom	Surattani	1.10
350	Mr.Narangsarn Sakorn	PN2.59.008	Phanom	Phanom	Surattani	2.56
351	Mr.Phaison Pornprasit	PN2.59.009	Phanom	Phanom	Surattani	1.77
352	Mr Chawengwit Sakorn	PN2.59.010	Phanom	Phanom	Surattani	5.42
353	Mrs Suphani Sukchuea	PN2.59.011	Phanom	Phanom	Surattani	1.67
354	Mr Somkit Kongwang	PN2.59.012	Phanom	Phanom	Surattani	1.44
355	Mr Suthi Maniwan	PN2.59.013	Phanom	Phanom	Surattani	1.97
356	Mr Somboun Phetra	PN2.59.014	Phanom	Phanom	Surattani	8.81
357	Mrs Suan Bunchuai	PN2.59.015	Phanom	Phanom	Surattani	3.11
358	Mr Prasoet Nuankhaw	PN2.59.016	Phanom	Phanom	Surattani	1.63
359	Mr.Tawee Klapkaew	PN2.59.017	Phanom	Phanom	Surattani	0.96
360	Mr.suwan srifa	KU1.59.001	Khlong Cha Un	Phanom	Surattani	1.52
361	Mr.krajay kunnarong	KU1.59.002	Khlong Cha Un	Phanom	Surattani	2.54
362	Mr.thoedchai naporn	KU1.59.003	Khlong Cha Un	Phanom	Surattani	8.62
363	Mr.surin meklung	KU1.59.004	Khlong Cha Un	Phanom	Surattani	5.78
364	Mr.somchok srirat	KU1.59.005	Khlong Cha Un	Phanom	Surattani	3.63
365	Mr.siripong meklung	KU1.59.007	Khlong Cha Un	Phanom	Surattani	7.47
366	Mr.somnuke junkhong	KU1.59.008	Khlong Cha Un	Phanom	Surattani	1.46
367	Mr.klard thepnu	KU1.59.009	Khlong Cha Un	Phanom	Surattani	2.59
368	Mr.somjit thepnu	KU1.59.010	Khlong Cha Un	Phanom	Surattani	2.79

369	Mrs.pavitchaya yaodung	KU1.59.011	Khlong Cha Un	Phanom	Surattani	1.17
370	Mr.komon thipmark	KU1.59.012	Khlong Cha Un	Phanom	Surattani	0.88
371	Mr.chakard bunplong	KU1.59.013	Khlong Cha Un	Phanom	Surattani	1.04
372	Mr.gan chosom	KU1.59.014	Khlong Cha Un	Phanom	Surattani	4.62
373	Mr.suchart sripun	KU1.59.017	Khlong Cha Un	Phanom	Surattani	1.56
374	Mr.bunrin sukdung	KU1.59.018	Khlong Cha Un	Phanom	Surattani	1.65
375	Mrs.suthatip shusuwan	KU1.59.019	Khlong Cha Un	Phanom	Surattani	2.79
376	Mr.manoon phomkong	KU1.59.020	Khlong Cha Un	Phanom	Surattani	2.30
377	Mrs.somboon khunritmontree	KU1.59.021	Khlong Cha Un	Phanom	Surattani	2.03
378	Mr.somlert khomwan	KU1.59.022	Khlong Cha Un	Phanom	Surattani	1.05
379	Mr.somroum phetrut	KU1.59.024	Khlong Cha Un	Phanom	Surattani	1.46
380	Mr.surachart srirut	KU1.59.025	Khlong Cha Un	Phanom	Surattani	1.24
381	Mrs.somjai innthong	KU1.59.026	Khlong Cha Un	Phanom	Surattani	1.45
382	Mr.theang kunthong	KU1.59.027	Khlong Cha Un	Phanom	Surattani	6.34
383	Mrs.kuson thongnak	KU1.59.028	Khlong Cha Un	Phanom	Surattani	3.63
384	Mr.samut lila	KU1.59.029	Khlong Cha Un	Phanom	Surattani	3.87
385	Mr.sarawut jankong	KU1.59.030	Khlong Cha Un	Phanom	Surattani	3.04
386	Mrs.wanne chumchang	KU1.59.031	Khlong Cha Un	Phanom	Surattani	3.20
387	Mr.jarean jankong	KU1.59.032	Khlong Cha Un	Phanom	Surattani	0.35
388	Mrs.prachit putthawatjananurak	KU1.59.033	Khlong Cha Un	Phanom	Surattani	1.44
389	Mr.bunjerd netmanee	KU1.59.034	Khlong Cha Un	Phanom	Surattani	0.98
390	Mrs.aumphon netmanee	KU1.59.035	Khlong Cha Un	Phanom	Surattani	2.25
391	Mr.akekachai jankong	KU1.59.036	Khlong Cha Un	Phanom	Surattani	1.20
392	Mr.narakon jankong	KU1.59.037	Khlong Cha Un	Phanom	Surattani	2.74
393	Mr.puang jankong	KU1.59.038	Khlong Cha Un	Phanom	Surattani	2.63
394	Mr.pradit nungsuwan	KU1.59.039	Khlong Cha Un	Phanom	Surattani	1.65
395	Mrs.prapa jankong	KU1.59.040	Khlong Cha Un	Phanom	Surattani	4.57
396	Mr.Nanthawat Sombun	KU1.59.041	Khlong Cha Un	Phanom	Surattani	3.02
397	Mr.Wirat Jankhong	KU1.59.042	Khlong Cha Un	Phanom	Surattani	3.98
398	Mr.Pun thepnu	KU1.59.043	Khlong Cha Un	Phanom	Surattani	4.03
399	Mr.Praditporn Suttirak	KU2.59.001	Khlong Cha Un	Phanom	Surattani	4.75
400	Mrs.Hathaikan Tippimon	KU2.59.002	Khlong Cha Un	Phanom	Surattani	3.77



401	Mr.Manun Rotcharoan	KU2.59.003	Khlong Cha Un	Phanom	Surattani	3.71
402	Mrs.Nuwat Kaeojamnonng	KU2.59.004	Khlong Cha Un	Phanom	Surattani	0.85
403	Mr.Porn Thongwan	KU2.59.005	Khlong Cha Un	Phanom	Surattani	4.35
404	Mr.Nopphadon Muni	KU2.59.006	Khlong Cha Un	Phanom	Surattani	1.09
405	Mr.Mongkhon Sangpet	KU2.59.007	Khlong Cha Un	Phanom	Surattani	1.36
406	Mrs.Suda Nilthap	KU2.59.008	Khlong Cha Un	Phanom	Surattani	6.09
407	MissRueangwilai Namraeo	KU2.59.009	Khlong Cha Un	Phanom	Surattani	4.43
408	Mr.Thirasak Rakkapao	KU2.59.010	Khlong Cha Un	Phanom	Surattani	2.19
409	Mr.Thawon Thapmieuang	KU2.59.011	Khlong Cha Un	Phanom	Surattani	0.69
410	Mrs.Boonthurn Kongderm	KU2.59.012	Khlong Cha Un	Phanom	Surattani	1.44
411	Mrs.Manee Pricha	KU2.59.013	Khlong Cha Un	Phanom	Surattani	5.24
412	Mr.Thawee Phonyiam	KU2.59.014	Khlong Cha Un	Phanom	Surattani	4.16
413	Mr.Charoan Rommueang	KU2.59.015	Khlong Cha Un	Phanom	Surattani	3.73
414	Mrs.Rabiab taengkhaio	KU2.59.016	Khlong Cha Un	Phanom	Surattani	1.19
415	Mr.Sutum Tanyarad	KU2.59.017	Khlong Cha Un	Phanom	Surattani	1.20
416	Mrs.Jiam Buana	KU2.59.018	Khlong Cha Un	Phanom	Surattani	0.63
417	Mr.Lao Kaeophichai	KU2.59.019	Khlong Cha Un	Phanom	Surattani	0.49
418	Mr.Thawin Limwiehit	KU2.59.020	Khlong Cha Un	Phanom	Surattani	6.44
419	Mrs.Songsri Sutthirak	KU2.59.021	Khlong Cha Un	Phanom	Surattani	3.12
420	Mr.Theerapon Chukue	KU2.59.022	Khlong Cha Un	Phanom	Surattani	1.77
421	Mr.Wirat Chakue	KU2.59.023	Khlong Cha Un	Phanom	Surattani	2.78
422	Mrs.Niphaphon Chukue	KU2.59.024	Khlong Cha Un	Phanom	Surattani	2.45
423	Mr.Neramit Thongklam	KU2.59.025	Khlong Cha Un	Phanom	Surattani	0.48
424	Mr.Manot Sukaun	KU2.59.026	Khlong Cha Un	Phanom	Surattani	1.54
425	Mr.Anan Nunna	KU2.59.027	Khlong Cha Un	Phanom	Surattani	6.98
426	Mr.Wichian Phetsuwan	KU2.59.028	Khlong Cha Un	Phanom	Surattani	4.49
427	Mrs.Suwanli Sutthirak	KU2.59.029	Khlong Cha Un	Phanom	Surattani	1.60
428	Mr.Thanapat Limwichit	KU2.59.030	Khlong Cha Un	Phanom	Surattani	5.62
429	Mrs.Thippawan musidaeng	KU2.59.031	Khlong Cha Un	Phanom	Surattani	3.43
430	Mrs.Saaing Arunnoi	KU2.59.032	Khlong Cha Un	Phanom	Surattani	0.49
431	Mr.Apinan Nuin	KU2.59.033	Khlong Cha Un	Phanom	Surattani	1.34
432	Mr.Khamnueng Soemsin	KU2.59.034	Khlong Cha Un	Phanom	Surattani	2.68

433	Mr.Prajuab Sukkhun	KU2.59.035	Khlong Cha Un	Phanom	Surattani	4.88
434	Mr.Wattanasak Sukun	KU2.59.036	Khlong Cha Un	Phanom	Surattani	2.75
435	Mr.Ammarit Thongklam	KU2.59.037	Khlong Cha Un	Phanom	Surattani	1.26
436	Mrs.Supanya Rakkapao	KU2.59.038	Khlong Cha Un	Phanom	Surattani	0.61
437	Mr.Witthaya Limwichit	KU2.59.039	Khlong Cha Un	Phanom	Surattani	3.88
438	Mr.Wateharin Chukuea	KU2.59.040	Khlong Cha Un	Phanom	Surattani	2.41
439	Miss.Udomwan Phongotha	KU2.59.041	Bang Deun	Phun Phin	Surattani	2.54
440	Mr.Sawai Limwichit	KU2.59.042	Khlong Cha Un	Phanom	Surattani	4.70
441	Mr.Montri Sangphet	KU2.59.043	Khlong Cha Un	Phanom	Surattani	0.66
442	Mr.Kasem Aura	KU3.59.001	Khlong Cha Un	Phanom	Surattani	2.57
443	Mr.Kasem kangkong	KU3.59.002	Khlong Cha Un	Phanom	Surattani	2.57
444	Miss.Kason Kangkong	KU3.59.003	Khlong Cha Un	Phanom	Surattani	0.95
445	Mr.Kosak Laothansap	KU3.59.004	Khlong Cha Un	Phanom	Surattani	3.39
446	Mr.Charoen Charoennopphakhun	KU3.59.005	Khlong Cha Un	Phanom	Surattani	3.52
447	Mr.Jirachai Changnak	KU3.59.006	Khlong Cha Un	Phanom	Surattani	7.50
448	Miss.Tangnu Seangsnor	KU3.59.007	Khlong Cha Un	Phanom	Surattani	2.44
449	Miss.Theri Tumpor	KU3.59.008	Khlong Cha Un	Phanom	Surattani	1.33
450	Mr.Thanawat Suanjit	KU3.59.009	Khlong Cha Un	Phanom	Surattani	2.01
451	Miss.Nopphawat Kawsophak	KU3.59.010	Khlong Cha Un	Phanom	Surattani	4.43
452	Mr.Buntham Nuchonphat	KU3.59.011	Khlong Cha Un	Phanom	Surattani	5.32
453	Miss.Bunchuy Nakphansa	KU3.59.012	Khlong Cha Un	Phanom	Surattani	0.83
454	Mr.Pakit Thanuphol	KU3.59.013	Khlong Cha Un	Phanom	Surattani	5.23
455	Miss.Punnika Charoennpphakun	KU3.59.014	Khlong Cha Un	Phanom	Surattani	4.71
456	Mr.Psaisan Saisamlee	KU3.59.015	Khlong Cha Un	Phanom	Surattani	4.20
457	Mr.Ratchata Charornpphakun	KU3.59.016	Khlong Cha Un	Phanom	Surattani	1.79
458	Miss.Ratima Klueahong	KU3.59.017	Khlong Cha Un	Phanom	Surattani	0.28
459	Miss.Ranjuan Yorseeep	KU3.59.018	Khlong Cha Un	Phanom	Surattani	4.41
460	Miss.Saownee Detboon	KU3.59.019	Khlong Cha Un	Phanom	Surattani	2.99
461	Mr.Wiboon Inyaem	KU3.59.020	Khlong Cha Un	Phanom	Surattani	4.27
462	Mr.Wisai Ardnarong	KU3.59.021	Khlong Cha Un	Phanom	Surattani	2.09
463	Mr.Weechan Bunprasert	KU3.59.022	Khlong Cha Un	Phanom	Surattani	2.20
464	Miss.Wanna Thippimon	KU3.59.023	Khlong Cha Un	Phanom	Surattani	2.58

465	Miss.Sriwan Phutthai	KU3.59.024	Khlong Cha Un	Phanom	Surattani	3.78
466	Mr.Saksan Maneerat	KU3.59.025	Khlong Cha Un	Phanom	Surattani	1.89
467	Mr.Kason Wongprachanukool	KU3.59.026	Khlong Cha Un	Phanom	Surattani	1.73
468	Miss.Kimtrap Sukwet	KU3.59.027	Khlong Cha Un	Phanom	Surattani	4.21
469	Miss.Jaree Arunrak	KU3.59.028	Khlong Cha Un	Phanom	Surattani	3.77
470	Miss.Chindawan Katemun	KU3.59.029	Khlong Cha Un	Phanom	Surattani	4.51
471	Miss.Chanya Psetmani	KU3.59.030	Khlong Cha Un	Phanom	Surattani	6.59
472	Mr.Wirachai Rattaphan	KU3.59.031	Khlong Cha Un	Phanom	Surattani	2.86
473	Miss.Janpen Tongfuer	KU3.59.032	Khlong Cha Un	Phanom	Surattani	5.68
474	Mr.Chalaem Chaemkamon	KU3.59.033	Khlong Cha Un	Phanom	Surattani	2.84
475	Mr.chanin Koson	KU3.59.034	Khlong Cha Un	Phanom	Surattani	0.69
476	Mr.Thawon Songpadkaew	KU3.59.035	Khlong Cha Un	Phanom	Surattani	3.56
477	Mr.Banyong Srinui	KU3.59.037	Khlong Cha Un	Phanom	Surattani	2.23
478	Mr.Bunhuat Manotham	KU3.59.038	Khlong Cha Un	Phanom	Surattani	1.07
479	Miss.Pranee Phathanaranu	KU3.59.039	Khlong Cha Un	Phanom	Surattani	1.60
480	Mr.Pricha Armphaiphath	KU3.59.040	Khlong Cha Un	Phanom	Surattani	3.50
481	Miss.Parichat Jaemkamon	KU3.59.041	Khlong Cha Un	Phanom	Surattani	5.34
482	Mr.Phian Sukkhi	KU3.59.042	Khlong Cha Un	Phanom	Surattani	3.81
483	Miss.Phannee Suwannit	KU3.59.043	Khlong Cha Un	Phanom	Surattani	0.93
484	Mr.Phanomporn Kraisit	KU3.59.044	Khlong Cha Un	Phanom	Surattani	0.40
485	Mr.Somjit Seangjumnong	KU3.59.045	Khlong Cha Un	Phanom	Surattani	6.65
486	Mr.Sutap Rantanapun	KU3.59.046	Khlong Cha Un	Phanom	Surattani	5.90
487	Mr.Sarawut Khayaikaew	KU3.59.047	Khlong Cha Un	Phanom	Surattani	2.23
488	Mr.somrak Phatmanee	KU3.59.048	Khlong Cha Un	Phanom	Surattani	6.52
489	Mr.Somsak Ketemoon	KU3.59.049	Khlong Cha Un	Phanom	Surattani	1.51
490	Mr.Sanon Prampracha	KU3.59.050	Khlong Cha Un	Phanom	Surattani	2.51
491	Miss.Suphatchana Titkliang	KU3.59.051	Khlong Cha Un	Phanom	Surattani	3.03
492	Miss.Supa Srinui	KU3.59.052	Khlong Cha Un	Phanom	Surattani	5.74
493	Miss.Supawan Khunridmontree	KU3.59.053	Khlong Cha Un	Phanom	Surattani	0.71
494	Mr.Sahat Khayaikaew	KU3.59.054	Khlong Cha Un	Phanom	Surattani	1.57
495	Miss.Watsana Mueangsuk	KU3.59.055	Khlong Cha Un	Phanom	Surattani	1.54
496	Miss.Wanna Ninnakhon	KU3.59.056	Khlong Cha Un	Phanom	Surattani	7.70

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497	Miss.Wanna Sodhiran	KU3.59.057	Khlong Cha Un	Phanom	Surattani	1.13
498	Mr.Wira Klapphadung	KU3.59.058	Khlong Cha Un	Phanom	Surattani	2.53
499	Miss.Wiyada Songpudkeaw	KU3.59.059	Khlong Cha Un	Phanom	Surattani	1.84
500	Miss.Arporn Wanaphon	KU3.59.060	Khlong Cha Un	Phanom	Surattani	3.16
501	Miss.Atinut Manotham	KU3.59.061	Khlong Cha Un	Phanom	Surattani	3.05
502	Miss.Wandee Ninniyom	KU3.59.062	Khlong Cha Un	Phanom	Surattani	5.72
503	Miss.Wimon Yacharat	KU3.59.063	Khlong Cha Un	Phanom	Surattani	0.43
504	Miss.Bunlom Anura	KU3.59.064	Khlong Cha Un	Phanom	Surattani	1.28
505	Mr.pirut kangkong	KU3.59.065	Khlong Cha Un	Phanom	Surattani	4.79
<b>Total</b>						<b>1629.60</b>

## APPENDIX 7: LOCATION MAPS OF THE SMALLHOLDINGS



Figure 1 Location of the group administration office located in Suratthani province, Thailand

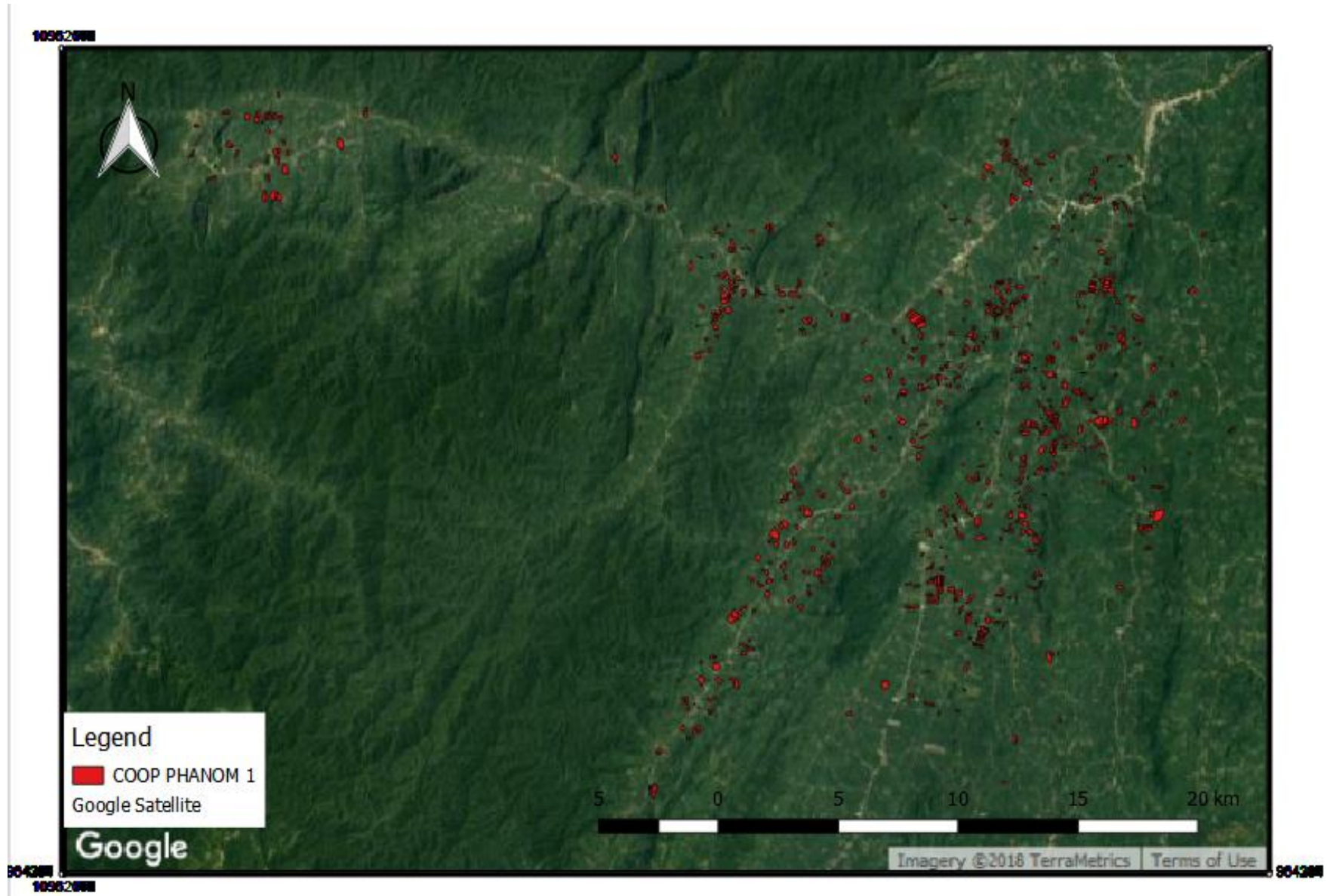


Figure 2 Geographical map of member's plots owned by group members of Phanom Land Settlement Cooperatives Limited

**End of Report**