



RSPO PRINCIPLES AND CRITERIA GROUP CERTIFICATION REPORT

(Annual Surveillance Assessment 2)

Tapi-Ipun Sustainable Oil Palm Community Enterprise Group
RSPO Membership No.: 1-0164-14-000-00

341/1 Moo1, Ipun Sub-district, Prasaeng District, Suratthani Province 84120
Thailand

Date of assessment: 19-21 April 2017

PUBLIC SUMMARY REPORT

BV Contract No.	TH. 2565915	Date Contract	21 March 2017
Name of Group	Tapi-Ipun Sustainable Oil Palm Community Enterprise Group		
Address of Group	341/1 Moo1, Ipun Sub-district, Prasaeng District, Suratthani Province 84120 Thailand		
Group Manager's Name	Ms. Sukanya Srisubat	Contact Details	spo_agro@hotmail.com +66 77 913 100-48, +66 82 734 3677
Country	Thailand		
Group e-mail	Nil	Website	Nil
Certification Scope	Production of FFB from independent smallholders		
Trading system	<input type="checkbox"/> Physical trading <input type="checkbox"/> Book and claim <input checked="" type="checkbox"/> Physical trading and Book and Claim		
Type of Certificate Holder	Independent Smallholder Group Certification		
RSPO Membership No.	1-0164-14-000-00	Date Registration	23 October 2014
RSPO Certificate No.	BVC-RSPO-20170727-01	Date of Issue	27.07.2017
		Date of Expiry	28.04.2020
Supply Chain Module	Identity Preserved		
No. of Smallholders	152	Certified Area (Ha)	1,328.11
Annual FFB Produced (MT)	22,454	Annual PK Produced (MT)	1,123
Annual CPO Produced (MT)	4,491	Annual PKO Produced (MT)	505
Annual PKE Produced (MT)	617		

End of Public Summary

EVALUATION INFORMATION

MAIN ASSESSMENT			
Dates:	30 November – 1 December 2014		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Mr. Pongrat Khamnungkit, Asso. Prof. Dr. Benchamaporn Pimpa		
Technical Reviewer:	Dr Ganapathy Ramasamy	Date of Review:	NA
Report approved by:	27 April 2015	Date of Approval:	27 April 2015
Certification Decision:	29 April 2015	Date of Decision:	29 April 2015
SURVEILLANCE 01			
Dates:	25-26 January 2016		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Ms. Saowalak Thongson, Ms. Warangkana Thongprapak		
Technical Reviewer:	NA	Date of Review:	NA
Report approved by:	NA	Date of Approval:	NA
Certification Decision:	22 June 2016	Date of Decision:	22 June 2016
SURVEILLANCE 02			
Dates:	19-21 April 2017		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Mr. Prapas Nores, Mr Supiwat Nentakong		
Technical Reviewer:	M. Shazaley Abdullah	Date of Review:	23 Jul 2017 (TBU) 25 Jul 2017
Report approved by:	M. Shazaley Abdullah	Date of Approval:	27 Jul 2017
Certification Decision:	M. Shazaley Abdullah	Date of Decision:	27 Jul 2017
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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Sustainable Oil Palm Community Enterprise Group

LIST OF ABBREVIATION

Short Form	Meanings
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CU	Certification Unit
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
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
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 Tapi-Ipun Sustainable Oil Palm Community Enterprise Group has been conducted against **RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016)** by Bureau Veritas Certification Hong Kong Limited during 19-21 April 2017.

The group of independent smallholders has been established since 2012 and directly managed by Ms Suganya Srisumbat (Group Manager) who is supported by the partnering mill (SPO Agro Industry Co., Ltd). The group administration office which is also supported by the partnering mill is located at the partnering mill. The address of group administration office is 341/1 M.1 T.Ipun A. Phrasaeng, Suratthani 84210, Thailand. Tapi-Ipun Sustainable Oil Palm Community Enterprise Group is a member of RSPO since 23 October 2014 with membership number 1-0164-14-000-00. Total combined land areas of the group smallholders are 1,328.11 ha of which; 1,197.53 ha had been planted with oil palm.

Financial operation is fully supported by the partnering mil for all group members of Tapi-Ipun Sustainable Oil Palm Community Enterprise Group without any conditions. The purpose of the RSPO group certification supported by the partnering mill is to secure supply of the sustainably products to the partnering mill. Meanwhile, group members will be paid a premium price from selling certified FFB to the partnering mill. However, the group can be earned monetary benefit from RSPO certified volume sold via Book and Claim when some certified volume of products are allocated to sell via Book and Claim.

The certification unit consisted of plots owned by formal members of the group and group administration office. Therefore, the certification scope for the CU is Production of FFB from independent smallholders. According to the latest announcement from RSPO executive on December 2014 indicating that the two trading systems between RSPO credits in PalmTrace and physical trading of FFB to mill are now linked, the group has decided to take opportunity of certification for using both trading systems. Therefore, other certified products (CPO, PK, PKO and PKE) will be converted from total certified quantity of FFB for the group using guideline from RSPO.

1.2 Location and Description of Group Managers

Tapi-Ipun Sustainable Oil Palm Community Enterprise Group is located in Suratthani province, Thailand. Overview of the Group location is simplified in the Table 1 below. Details of group members 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 supporting palm oil mill, namely SPO Agro Industry Co., Ltd.

Table 1: Details of Group Managers

Name of the Group	GPS Coordinate		Location Address
	Longitude	Latitude	
Tapi-Ipun Sustainable Oil Palm Community Enterprise Group	8° 34" 23.04 N	99° 14' 15.00 E	341/1 M.1 T.Ipun A. Phrasaeng, Suratthani 84210, Thailand

1.3 Description of Independent Smallholders producing FFBs

The FFB is sourced from plantation which is directly managed by group members who are named in the **Appendix 6**. Currently, there are 152 independent smallholder members in this group covering an area of 1,197.53 ha palm oil plantation. Majority of individual group member have supplied their FFB to the partnering mill (SPO Agro Industry Co., Ltd). Even though there are some traders (intermediaries) listed as the approved vendors for the partnering mill, FFB supplied by group members to these traders will be non-RSPO certified. This condition has been mutually agreed by group members during the group meeting on 4 March 2017.

For those group members who supply FFB to the partnering mill, the identity card (ID) issued by the group for individual group members will be used within the partnering mill for identification and traceability of group members even though majority of group members engaged sub-contractors for transporting their FFB to the partnering mill. The weighing bill issued by the mill will indicate the group member's name for traceability and identification. The weighing bills for all group members can also be used to calculate annual FFB production. This system can be used to track and trace FFB produced by the group members even though the group is not responsible for selling of FFB produced by each group member.

According to the trading system from announcement from RSPO executive on December 2014 indicates that the two trading systems of Book and Claim and physical trading can now be linked, the group has decided to use both systems.

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*
Tapi-Ipun Sustainable Oil Palm Community Enterprise Group	1,328.11	1,197.53	62.53	0	0	68.06

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

Remark: 1) Total other agricultural product areas consists of rubber tree plantation and other crop product field at 61.58 ha and 0.95 ha, respectively

2) Facilities and other areas consist of pond, housing area and other at 5.95 ha, 8.51 ha and 53.60 ha, respectively

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 Independent Smallholders

Year of planting	Areas (ha)	Maturity Status	Planting Cycles
ก่อนปี 1985	18.2268	Mature	1
1985-1986	37.2512	Mature	1
1987-1988	18.6948	Mature	2
1989-1990	32.4516	Mature	1
1991-1992	40.7476	Mature	1
1993-1994	20.938	Mature	2
1995-1996	44.626	Mature	1
1997-1998	92.6208	Mature	1
1999-2000	95.6568	Mature	1
2001-2002	163.5556	Mature	1
2003-2004	198.21	Mature	2
2005-2006	104.7484	Mature	2
2007-2008	103.5764	Mature	2
2009-2010	118.548	Mature	2
2011-2012	63.8364	Mature	2
2013-2014	33.8604	Mature	2
2015-2016	9.9808	Immature	1
	1197.53		

1.4.2 Replanting program

Most of group members may not carry out replanting even though the age of oil palm range 25-30 years due to financial difficulty. However, group manager collected the replanting program from the group members. Here below are the replanting programs in the next 3 years (2018-2020).

- Replanting program in 2018: there are 6 group members declared their interested to have replanting program. Total land area to be replanted is about 25.97 ha.
- Replanting program in 2019: there are 6 group members declared their interested to have replanting program. Total land area to be replanted is about 72.182 ha.
- Replanting program in 2020: there are 3 group members declared their interested to have replanting program. Total land area to be replanted is about 7.91 ha.

1.5 Other Certification Held by the Certificate Holder

None

1.6 Organizational Information/Contact Person

The contact person for Tapi-Ipun Sustainable Oil Palm Community Enterprise Group and Organizational Chart showing the certification scheme are as below.

Name of Organization	: Tapi-Ipun Sustainable Oil Palm Community Enterprise Group
Head Office Address	: 341/1 M.1 T.Ipun A. Phrasaeng, Suratthani 84210, Thailand
Websites	: -
Head Office Telephone No.	: +66 77 913 100-48, +66 82 734 3677
Head Office Fax No.	: -
RSPO Membership No.	: 1-0164-14-000-00
Contact Person	: Ms. Sukanya Srisumbat
Position	: Group manager
Telephone No./Mobile No.	: +66 77 913 100-48, +66 82 734 3677
e-mail Address	: spo_agro@hotmail.com

1.7 Tonnage to be certified

Information for quantity to of products to be declared as certified by the Certification Unit for the certification year is tabulated in Table 4 and Table 5.

Table 4: Certified Products sold and Claimed for the Certification Period (22 June 2016 – 18 April 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	10,568.441	-	-	-	106
Mass Balance	-	-	-	-	-

Table 5: Actual Products Claimed for Last Certification Period (22 June 2016 – 18 April 2017)

	Quantity for Last Reporting Period (MT)		Projected Quantity for Next Reporting Period (MT)
	Actual Quantity Claimed	Certified Volume in Previous Certification	
Certified FFB	10,568.441	18,267	22,454
Certified CPO	-	3,653	4,491
Certified PK	-	913	1,123
Certified PKO	-	411	505
Certified PKE	106	502	617

Remark: 1) PKE sold through GreenPalm at 106 tons could be converted into FFB production at 3,854.54 tons. Based on this estimation, total amount of FFB claimed in the last certification period is 14,422.981 tons which is lower than total certified volume of FFB given in the last certification period

2) Total quantities of FFB of 10,568.441 tons produced by group members are supplied to the partnering mill (SPO Agro Industry Co., Ltd) only. While, there are 452.997 tons of FFB sold with non-RSPO claimed to another mill by 9 group members who are not located nearby the partnering mill. Based on this

information, the average of FFB production generated by the group members during the last period of certification was about 2.12 tons/rai/year or 13.25 tons/ha/year.

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 because this is group certification for smallholders

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.	Not applicable
For groups with complex management structures the following are required: a. A statement of the ultimate controlling shareholders and directors in the managing agency company/companies. b. Ditto in respect of each of the operating groups. c. Application for membership by the top asset owning company/companies. d. (d) Application for membership by the managing agency company/companies	Not applicable

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.	All formal members of the Tapi-Ipun Sustainable Oil Palm Community Enterprise Group 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	Not applicable because all formal members of the Tapi-Ipun Sustainable Oil Palm Community

challenging, taking into account circumstances around each entity), taking into account comments received from stakeholders following the public consultation process.	Enterprise Group 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 Tapi-Ipun Sustainable Oil Palm Community Enterprise Group 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 Tapi-Ipun Sustainable Oil Palm Community Enterprise Group 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 Tapi-Ipun Sustainable Oil Palm Community Enterprise Group 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.	Even though some formal members of the Tapi-Ipun Sustainable Oil Palm Community Enterprise Group have recently planted their plantation, the previous land used before converting to palm oil plantation was agricultural area e.g. paddle field and rubber plantation.
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.	All square meters of land owned by all formal members 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
Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	There is no labour disputes
Legal non-compliance, if any, are they being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1.	There is no legal non-compliance

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 on 19 April 2017 to 21 April 2017 at the Group Manager’s Office and onsite audit involving 152 members of Tapi-Ipun Sustainable Oil Palm Community Enterprise Group 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, medium risk level ($z = 1.2$) was determined. It is important to note that according to the application filled by the group, there are totally 139 group members applied for the assessment. Therefore, total number of smallholder to be audited resulting from $0.8\sqrt{(139)*(1.2)}$ was 12.

Even though the actual number of the group members is 152, the result from the estimation to identify the sample is remaining the same at 12 group members.

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 3 approved assessors which holds sufficient qualification and experiences to conduct RSPO Assessment. Summary of auditors’ background and qualifications are listed in Table 6 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"> - May 2015, Ph.D (Environmental Management) full Scholarship at The International Postgraduate Programs in Environmental Management (Hazardous Waste Management), Chulalongkorn University, THAILAND - April, 2006, hold Master of Science (Sustainable Land Use and Natural Resource Management) degree from Kasetsart University, THAILAND. - April, 2002, hold Bachelor of Science (Fisheries) degree from Kasetsart University, THAILAND
At least 5 years professional experience in area of	<ul style="list-style-type: none"> - October 2009 to present: work at TÜV NORD (Thailand) Ltd. and was responsible for several

work relevant to the assessment (e.g., palm oil management; agriculture/forestry; ecology; social science);	<p>standards such as ISO9001:2008, GMP, HACCP, FAMI-QS, GLOBALG.A.P and RSPO</p> <ul style="list-style-type: none"> - Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and was responsible for conducting the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment - Year 2006-2008: worked Virbac (Thailand) Co., Ltd, responsible for Act as GMP and HACCP (QMR) - Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) - Year 2002-2005: worked at Department of Fisheries, Ministry of Agriculture and Cooperatives
Training in the practical application of the RSPO criteria, and RSPO certification systems;	<ul style="list-style-type: none"> - RSPO Lead Auditor Course Organized by Stepwise Support Programme during April 12-16, 2010, Johor Bahru, Malaysia - HCV and its application in RSPO Organized by WildAsia during August 28-29, 2012 at Krabi, Thailand
Successfully completion of an ISO 9000:19011 lead assessors course;	<ul style="list-style-type: none"> - ISO 9001:2008 Series Auditor/Lead Auditor Training Course (Course No: A17086 Certified by IRCA) Organized by Robere & Association (Thailand) Ltd. October 26-30, 2009, Bangkok, Thailand
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.	Having more than 50 days of audit in more than 10 palm oil companies (March 2010 – December 2015)

Team Member(s): Mr. Prapas Nores, Mr. Supiwat Nentakong

Requirement	Team Members Name	Description
Field working experience in the palm oil sector, or demonstrable equivalent.	Dr. Chaiyaporn Seekao (CS)	<ul style="list-style-type: none"> • Since 2010 experience as RSPO auditor performing more than 10 RSPO P&C audits • Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) as 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.
	Mr. Prapas Nores (PN)	More than 10 years experience in forest and palm oil plantation with his ex-company and his own business. Hence, he has more than 10 years' experience in working in the palm oil sector
	Mr Supiwat Nentakong (SN)	More than 10 years experience in palm oil plantation as plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector

Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use.	Dr. Chaiyaporn Seekao (CS)	More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to good agriculture practices. More than 5 years of experience with Department of Fisheries in involving to establish the Good Agriculture Standard released by Department of Fisheries of Thailand. Besides, experience obtained while working with Food and Agriculture Organization of the United Nations for rehabilitation project for agricultural farmers who were affected by tsunami in 2004. Since 2010 experience as RSPO auditor performing more than 10 RSPO P&C audits
	Mr. Prapas Nores (PN)	More than 10 years experience in forest and palm oil plantation with his ex-company and his own business. Hence, he has more than 10 years' experience in working in the palm oil sector
	Mr Supiwat Nentakong (SN)	More than 10 years experience in palm oil plantation as plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector
Health and safety auditing on the farm and in processing facilities, for example OHSAS 18001 or Occupational, Health & Safety Assurance System.	Dr. Chaiyaporn Seekao (CS)	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 Noras (PN)	He has obtained the successful training courses and qualified as auditor for several standards e.g ISO9001, ISO14001, OHSAS18001
Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes.	Dr. Chaiyaporn Seekao (CS)	More than 10 environmental and social impact assessment (ESIA) for huge project in Thailand and overseas.
	Mr. Thanakorn Wainiyom (TW)	He has been qualified as auditor for several standards for almost two decades and had responsible to audit against ISO9001, ISO14001, TIS18001 and Thai Labor Standard (TLS) 8001 which includes OHSAS.
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS).	Dr. Chaiyaporn Seekao (CS)	<ul style="list-style-type: none"> • Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and had responsibility to Conduct the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment CS also performed an audit and monitoring at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures. • Year 2006-2008: worked at Virbac (Thailand) Co.,Ltd with responsible as GMP and HACCP coordinator (QMR) to coordinate with Department of Fisheries for GMP and HACCP certification, • Year 2005-2006: worked at Food and

		Agriculture Organization of the United Nations (FAO) with responsibility to coordinate with governmental sector, international organization, national organization, embassy, university and NGOs • Year 2002-2005: worked at Department of Fisheries, Ministry of Agriculture and Cooperatives
	Mr. Prapas Noras (PN)	He has obtained the successful training courses and qualified as auditor for several standards e.g ISO9001, ISO14001, OHSAS18001
Fluent in Local Language and English	Dr. Chaiyaporn Seekao (CS)	Thai language is our mother language. This language are being used for the audit
	Mr. Prapas Noras (PN)	Thai language is our mother language. This language are ebing used for the audit
	Mr Supiwat Nentakong (SN)	Thai language is our mother language. This language are being 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 2nd 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

Stakeholder consultation began since the certification assessment and still conducted annually. As some of group members are also in charge of community leader, the monthly community meeting organized by community leader is another chance for discussion on villager’s concern. Therefore, group took this advantage to review stakeholder’s perspective on the group’s operation through the community meeting organized by the group member who is also community leader.

Meeting and interview with the randomly chosen stakeholders was also arranged during the on-site assessment. Bureau Veritas had also sent the invitation letter to 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 1 Major non-conformity and 1 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

E1.1: The Group Entity shall be legally formed <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>		
Requirements	Findings	Compliance

E1.1.1	<p>There shall be documentary evidence of a clearly identified and legal entity. The Group Entity shall:</p> <ol style="list-style-type: none"> Be a registered organisation as defined by law in the country of registration (e.g. as a company or an organisation) Be a member of the RSPO Establish the structure of the organisation Appoint a Group Manager (see E1.2) 	<ul style="list-style-type: none"> - Group has been registered by Prasaeng District Agricultural Office on 26 January 2015. Registration number obtained from the government authority is 5-84-16-01/1-0023. To maintain this license, the group need to renew the license every year with the Prasaeng District Agriculture where is authorized government. The latest renew of the license was done on 30 January 2017. - Even though RSPO membership status of the group is still active or approved, group is required to maintain RSPO membership by paying annual RSPO membership fee to RSPO. The latest payment was done on 7 October 2016. Therefore, the RSPO membership status is under approved. Moreover, the RSPO membership of the group is verified during the onsite inspection through RSPO website. The result confirmed that the membership status of the group is still active (approved). - Structure management of the group which was recently released on 4 March 2017 is basically remaining unchanged from the previous assessment conducted by TUV NORD Integra. According to the structure of the group, there are 31 group committees of the group. Committee meeting is required to be conducted in every two months - Ms Sukanya Srisubat has been appointed as group manager on 6 March 2016 through the consensus of the group management committee and group members resulting from the group meeting on 4 March 2017. Number of the members who attended that meeting was 86 members. According to the results of vote, 100% of the participants was agreed with the appointment group manager and group committee. Role and name of committee where is written in parenthesis consists of sustainable best practice (Bamrong, Pranom, Preeda), occupation health and safety (Somboon), environment and social (Daecho, Sunan, and Chunsri), database (Netchanok, Jirawan and Kanchana) and marketing and public relation (Wisut , Wilas, Niyom and Pitsamai and Suwit). The chairman of the group is Arnon Chumtong. While there are 4 deputy of the chairman (Pichit, Opas, Pongsak and Niyom) 	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> <ol style="list-style-type: none"> There shall be documentary evidence that the Group members have formally joined the Group. Formal members of the Group shall sign an agreement with the Group Manager committing to achieving compliance with the applicable RSPO standards and requirements. The Group Manager shall 	<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>For both existing group members and new group members, here below are requirement for joining the group which was indicated in the sustainable manual of the group</p> <ul style="list-style-type: none"> - To become a formal member, all group members are required to pass the training given by the group and pass an assessment conducted against RSPO P&C updated version. - All existing group members and new group members who were recently joined after the 	Yes

	<p>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>first annual surveillance assessment 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.</p> <ul style="list-style-type: none"> - To support the retention the document for a minimum of 5 years, group members who were joined the group since initial certification (2014) was randomly checked. For instance, relevant documents for Mrs Thawil Ubonkarn were kept e.g. application form, agreement with the group, pre-assessment checklist, EIA, SIA, HCV assessment and copied of the land licenses. 	
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.	To form the structure of the group, the structures of the group were defined according to the activity of the group and requirements e.g. occupation health and safety, and marketing. For responsible to trade the credit through the PalmTrace, this responsibility will be handled by the group manager.	Yes
E1.2: The Group shall be managed by a Group Manager			
	Requirements	Findings	Compliance
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"> then the entity shall appoint an individual as management representative; and there shall be a description of the general structure detailing the positions and responsibilities of all personnel involved 	<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. Partnering mill has allocated their staff to become the group manager in order to facilitate the smallholders who aged over 50 years old and are not familiar with the documentation.</p> <p>To ensure the group's compliance with the RSPO group certification, internal audit was used to assess whether the group implementation is in compliance with the RSPO standard. However, the updated version of RSPO management system requirements and guidance for group certification of FFB production (7 March 2016) was not used for the audit conducted on 30 March 2017. Therefore, minor non-conformity was raised against indicator E1.2.1</p> <p>To ensure the group member's compliance with the requirement of RSPO standard and group internal policy and procedure, the system for monitoring beside the internal audit was addressed in the sustainability manual page 17 of 57 e.g. visit plots owned by the group member annually. For instance, plot owned by Khun Nipa (plot 1 = 15 rai) was visited by Khun Arkom and Khun Boonnum, Khun Suganya and Khun Netchanok on 17 July 2015. The group committee were also allocated to visit and to monitor the group member's compliance with the RSPO requirement.</p> <p>The responsibility of the group committee was written in the sustainability manual page 11-14 of 57.</p>	Minor NC
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.	Currently, there is number of group management committees who assist on the group activities. With regard to the financial support, partnering mill is always given the support to the group. Therefore, group manager demonstrate that number of the resource is sufficient. All expenditures/costs of the group are supported by the partnering mill (SPO	Yes

		<p>Agro Industry Co., Ltd). Number of the group committees supported group manager is increased from the previous year. Group administration office is also supported by the partnering mill.</p> <p>It is important to note that group manager planned to ask for the allowance and reimbursement with the owner of the partnering mill for their group committees who are assigned to visit and monitor the group member's compliance with the RSPO requirement.</p>	
E1.2.3	<p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ol style="list-style-type: none"> 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>) RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 (<i>this standard</i>) RSPO Supply Chain Certification Standard Final Document (<i>As approved by RSPO Executive Board 21 November 2014</i>) Internal group procedures and policies 	<p>During the second surveillance assessment, group manager has 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> <ol style="list-style-type: none"> An explanation of the RSPO certification process. An explanation of the criteria for group membership. 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. An explanation of the certification bodies and RSPO requirements with respect to public information. An explanation of any obligations with respect to group membership, such as: <ol style="list-style-type: none"> Maintenance of information for monitoring purposes; Requirement to conform to conditions or corrective actions issued by the certification body. Explanation of any costs associated with group membership Other obligations of group membership 	<p>Group has set the eligibility and rules for the prospective members who want to join the group. To provide information related to the eligibility for both existing group members and new group members, here below are information established by the group:</p> <ul style="list-style-type: none"> - Explanation of the RSPO certification process was informed during the ordinary meeting with the group members on 4 March 2017. The new group members were informed that they cannot sell their FFB with RSPO claim - An explanation of the criterial for group membership was done through the announcement for those potential new group members. Brochure was created to indicate criteria for becoming the group member - Explanation on the right of the certification to access the group members was informed during the ordinary meeting on 4 March 2017 - Group members have signed an agreement to aware that they can be visited and assessed by Certification Body for checking the compliance with RSPO requirements - To maintain of information for monitoring purpose especially in compliance with retention time at a minimum 5 years, group has set the system to keep the record books of each group members once in every 3 years (each record book can be used for 3 years). This system is indicated in the sustainability manual page 28 of 57 - Requirement to conform to conditions or corrective actions issued by the certification 	Yes

		<p>body was informed and explained during the group meeting on 4 March 2017</p> <ul style="list-style-type: none"> - There is no cost for membership. Therefore, there is no cost associated with the group membership - Other obligations of group membership especially sanctions and reminder on the RSPO requirements as well as internal group policy, these information was written into the brochure and distributed to all group members. The signature for receiving this brochure during the group meeting on 4 March 2017 was created to ensure that all group members who attended the meeting have received the brochure. For those group members who have not attended the meeting, they were received directly from farm advisor and group committee during the visiting to their plots 	
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Element 2 (E2): Internal Control System – Policies and Management

E2.1 The Group Internal Control System shall contain documented policies and procedures for operational management.			
	Requirements	Findings	Compliance
E2.1.1	<p>The Group Internal Control System shall contain Procedures for decision-making, and 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"> a. Identifying the geographical area to be covered by the Group. b. Preparing, maintaining and documenting the Group management structure c. Clearly identifying the responsibilities of all individuals employed by the Group Manager for the running of the Group. d. Prepare and maintain the rules of the Group including the criteria for membership. e. Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan). f. Procedure for initial gap audit which can be a self-assessment. 	<p>According to the ICS indicated in the sustainability manual Kor Ko Por 001 revision 01 dated 1 December 2015, the relevant system and procedures for group manager to manage and control group members are indicated in this manual. Decision making and responsibility of each group committee are also indicated in the sustainability manual.</p> <p>To manage the group in a systematic and effective manner, the procedures were established and addressed in the sustainability manual. Here below are details of procedures:</p> <ul style="list-style-type: none"> - For existing group members, the political boundary was employed to manage the group members. Members who are located in Suratthani and Nakhon Srithammarat can join the group. For those new group members and potential group members, the area defined by the group is districts in Suratthani e.g. Praseang, Wiengsa, Chaiburi, Khiensa and Thungyai. - Structure management of the group which was recently released on 4 March 2017. According to the structure of the group, there are 31 group committees who assist the group manager to manage the group. All committee meeting is required to hold a meeting every two months. - Criterial for membership was indicated in the sustainable manual. Moreover, brochure which was used to distribute for new group members also indicated the criteria for membership - Ordinary meeting among the group members is required annually. The procedure for this ordinary meeting is written in sustainability manual page 17 of 57 	Yes
E2.1.2	<p>The Group Internal Control System shall contain Procedures for maintaining records for all Group members.</p>	<p>The group defined the procedures to maintain records for all group members in the sustainability manual. The system or database for maintaining records and data of all group members was</p>	Yes

	<p>The Group Manager shall implement a system to maintain the following central records and reports:</p> <ol style="list-style-type: none"> List of names and full contact details of group members and applicable method of communication. Location maps. Area of oil palm in hectares. Land titles/right of use of the land. A copy of the signed declaration of the grower becoming a member of the group including the date. Unique member registration numbers are assigned to individual members. The date that the member signed the declaration of intent as stated in the Group Membership Requirements. Date of leaving the Group if applicable and the reasons why. Projected and actual FFB production in metric tonnes per annum. Monitoring and training records. Any corrective actions raised and actions taken to meet the requirements for compliance. 	<p>established using excel. Here below are the details of the information recorded in the database.</p> <ul style="list-style-type: none"> - Name for all group members are recorded in both Thai and English. Moreover, the address and cell phone number are indicated in the database. The application method for reaching the contact is preferred to phone-call and Line. - Map of all group member were collected by using GPS. Then, it was exported to Google Earth for generating the map for the group. All map delineated in the database is consistent with the legal boundaries indicated in the land deeds. - Total land title land area for all group members is 1,328.12 ha. - Signing date to become a member of the group for especially 33 new group members is 10 September 2016. These new group members filled the application form to become a group member during January- 23 February 2016. While a copied of the signed declaration and agreement to become a member of the group for all group members are kept by both party; group members and group manager - Unique member registration numbers of the group member are addressed in the database. - Up to now, there are totally 6 group members (Khun Pornthip Wichit, Khun Wahtchara Pengsri, Khun Supanus Rattanaopas, Khun Mano Nokkaew, Khun Prawit Banjai and Khun Winit Chomthong) who are resigned from the group. The date for leaving the group, for example Khun Pornthip, is 22 April 2016. The reasons for resignation for these members are that they do not have time to participate the group, some plots were sold to other user and migrate to settle in another province - Actual FFB produced by 119 existing group members (resulting from previous total group member 125 minus 6 members who resigned from the group) and 33 new group members is 12,684.434 tons. The average FFB production is about 2.12 tons/rai/year or 13.25 tons/ha/year. If FFB production from new group member in 2016 was not taken into account, the average of FFB production from existing group member is 2.30 tons/rai/year. For projected FFB production in the calendar year was estimated by using summary report of Agricultural Support Department of Thailand. The average FFB production is about 3 tons/rai/year. This estimated FFB production is used to estimate the certified volume of FFB, CPO, PK, PKO and PKE, respectively. - According to training plan for year 2016 and 2017, there are 9 training subjects to be given to the group members e.g. HCV training, fertilizer application, how to collect soil for soil analysis, GHG, Occupational health and safety in palm oil plantation, palm oil plantation management, and IPM. There are five times for the training conducted on 21 May 2016, 23 July 2016, 20 August 2016 	
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		<p>and 10 September 2016. For those group members who could not attend the training provided by the group, they were given individual training by farm advisor at their plot. For instance, the training on how to collect soil for soil analysis given on 10 and 20 September 2016 by Soil Development Bureau region 11, there are approximate 50% from total group members attended the training</p> <ul style="list-style-type: none"> - Database showing group members who were randomly sampled for internal and external audit was created. According to the results from initial certification and first surveillance assessment done by TUV NORD Integra bvba, there were no NC raised at the plots owned by sample group members. Only CARs identified during the internal audit in year 2016 conducted on 26 February 2016 at plot own by Khun Ausa Boonaid, Khun Thawat Chumkhun, Khun Banjerd Sukkat. Date of closure NC raised by internal auditor was 16 March 2016. 	
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 2014 were maintained e.g. application form, agreement, and quantity of FFB production weighed by the weighing department of the partnering mill	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.	<p>Procedure for initial gap audit used to identify baseline practice and need for compliance for applicants who wishing to join the group has established.</p> <p>Before conducting the orientation, the new group members will be interviewed by group committees. Because some new group members may not apply directly with the group. Therefore, group cannot interview and ask new group member do self-assessment at the time of application</p>	Yes

Element 3 (E3): Internal Control System – Operations

E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members.			
	Requirements	Findings	Compliance
E3.1.1	<p>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:</p> <ol style="list-style-type: none"> 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. Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the 	<p>Group has set the internal audit program twice a year. For first internal audit program of the year, it was concluded on 5 March 2017. According to the number of existing group members on that time at 122, the high risk was determined to estimate the sample. Total 12 group members were chosen for the internal audit. The internal audit for first time of year 2016 is planned at July 2016. For second time of internal audit, the internal audit program was created on 5 October 2016. According to the number of existing group members at that time, there were totally 154 group members. Therefore, the total sample of group members for this internal audit was 14. Here are name of selected group members for internal audit (Mano, Ausa, Thawat, Banjerd, Prakong, Sopee, Bhumioporn, Supan, Inkaew, Somsak, Bubpa, Theera, Wanchai, Suwit, Rattana, Netchanok, Bamrung, Aob, Tipsawan, Sumol, Surasak, Opa, Niyom, Parinya, Puangrat and Boonruan) who were assessed on October 2016. Following are name of internal auditor who undertaken this task (Khun Bamrung, Khun Dacho, Khun Netchanok, Khun Suwit, Khun Suganya, Khun Pradab and Khun Somboon). All internal auditors have</p>	Yes

	<p>Group Certification requirements.</p> <p>c. Maintenance of all internal audit records.</p>	<p>been trained by Khun Thitinai Pongpiriyakij on 25 September 2015. The training subjects given the training was covered both RSPO P&C and ICS. Moreover, Khun Pradap has been passed the observation before performing as an internal auditor. According to the internal audit report, the finding was well written in the audit checklist to support whether this requirement will be raised either NC or not.</p> <p>Result from internal audit, for example at plot owned by Khun Netchanok, there was no NC raised by internal auditors (Khun Suganya, Khun Arkom, and Khun Somboon). This internal audit was done against RSPO P&C for Independent Smallholder under Group Certification (TH-NI 2012).</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>According to the number of existing group members on that time at 122, high risk was determined to estimate the sample for internal audit. The guidance for determining the risk is indicated in the sustainability manual. Therefore, total 12 group members were chosen 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>According to the internal audit program, the list of sample (12 samples to be assessed for internal audit) and number of internal auditor were cross checked in order to prevent the conflict of interest before performing the internal audit. Moreover, declare of no conflict of interest was done during the meeting before performing the internal audit</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&C 2013 criteria 5.2 & 7.3) In the case of scheme smallholders, the company (owning/managing the mill) holds the liability for 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>Up to now, there is no potential new members, therefore, the gap audit for those new group members against following required by the standard is not applicable</p>	Yes

	b. no existing land conflict. c. land title or right to use the land can be demonstrated.		
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.			
	Requirements	Findings	Compliance
E3.2.1	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>According to the group meeting on 4 March 2016 and 7 July 2016, the group decided to choose for trading through physical trading and book and claim.</p> <p>To implement a system for the tracking and tracing of FFB produced by the group members, ID card given to all existing and new group meeting. For those existing group members, they can sell their FFB with RSPO claim. However, for new group members (e.g. Khun Sujin) even though they hold the ID card, but they cannot sell their FFB with RSPO claim until they have been achieving the certification conducted by CB. This system for identity who can sell FFB with RSPO claim is collaborating with the partnering mill.</p>	Yes
E3.2.2	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>As group has no facility to collect certified FFB originating from the plantations of group members, the group members were encouraged to sell their FFB directly to the partnering mill. ID card given by the group will be used for identifying whether those FFB production are certified. Moreover, group has worked with partnering mill to make a marketing system in accordance with the supply chain model either IP or SG.</p> <p>To avoid combining with non-certified FFB prior to the sale to partnering mill who is also RSPO SCC certified, the group released the policy indicated in ICS page 34 of 57 of the sustainability manual. All group member aware that they cannot sell FFB with RSPO claim produced from non-registered plots with the group. Therefore, the mass balance system is not applicable for this requirement</p>	Yes
E3.2.3	<p>All sales of FFB originating from the plantations of Group members shall be documented and recorded.</p> <p>This shall include:</p> <ol style="list-style-type: none"> Invoices and receipts (purchase and sale). Information on transport (i.e. registration number/number plate). The relevant group members' group identification number. Classification of the FFB sold (i.e. RSPO certified or not), FFB volume and destination. Information of FFB price. 	<p>Sale of FFB with RSPO claim from the plantation are to partnering mill. According to the weighing bill, here below are information indicated on the weighing bill for all group members.</p> <ul style="list-style-type: none"> - Since the group do not collect FFB from group members and sell as the group produce, all group members are free to choose to sell to any mills. However, more than 95% of group members prefer to sell to the partnering mill - Truck no. where is used to carry FFB originated from the plantation is always indicated in the weighing bill. - Group ID for payment recorded in the computerized system of the partnering mill is always indicated in the weighing bill. Even though this ID no. is different with the group ID no. issued by the group, it is proven that it is traceable - RSPO certified or not was indicated through the member code. R before ID no. will be used to differentiate between certified and non-certified FFB - Information of FFB price is indicated on payment issued by the partnering mill. For example, FFB price for 19 April 2017 was 4.45 Baht/kg. This FFB gate price is for 18%CPO. 	Yes
E3.2.4	The Group Manager shall maintain copies of all documentation and records mentioned in E3.2.3 related to	Group manager who is supported by the partnering mill has responsible to maintain all copies especially weighing bill of each group members when they sold FFB to the partnering mill. According to the procedure of	Yes

	Group FFB transactions for a period of a minimum of 5 years.	the partnering mill, all documents shall be kept for 5 years.	
E3.2.5	Traders of FFB shall be either part of the Group management system following this guidance or 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. 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.	Regarding to the group meeting on 2 March 2015 and orientation to new group members conducted on, even though group decided to trade their FFB as physical trading, FFB with RSPO claim produced from non-registered plots with the group cannot be sold. Moreover, group members have been informed and agreed that selling of FFB generated by group members to traders can always be not claimed as RSPO certified product	Yes

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

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.		
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
	Interface	Findings
	Requirement for Individual Member with up to 50ha of plantation size Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.	All the selected members could demonstrate that they well understood to be visited by stakeholder. Then, they also aware that all information requested by stakeholder 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. It was also found that there are no requests for information from the stakeholders at any the selected members' plantation. In case request occurred at the member's plantation or house, the member will use the farm record book given by the group to record the requests from stakeholder (if any). Then, records of such requests at member's plantation will be collected by the farmer's mentor and kept at the administration office.
	Requirement for Group Manager The Group Manager shall inform all Group members that all requests for information are referred to the Group Manager. The Group Manager shall provide adequate information on	Group informed all group members that they may be requested for information during the group ordinary meeting on 4 March 2017. Moreover, group manager has informed relevant information that need to disclose to stakeholder when it is needed. Up to now, however, there is no requested for information from stakeholder. Based on the inspection of the record book of the group manager, moreover, it was also found that there are no requests for information from the stakeholders at any places; neither the group administration office, nor group complaint boxes.
		Compliance
		Yes
		Yes

<p>(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 records of requests for information and corresponding responses. (1.1.2)</p>	<p>However, the group has established the system to maintain a system to keep records of request for information. Request record is also available for recording the request (if any).</p>	
<p>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.</p>		
<p>1.2.1 Publicly available documents shall include, but are not necessarily limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continuous improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). 		<p>Major</p>
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p>	<p>Copies of management documents such as land title or land-use rights and agreement between group manager and group members are available and ready for transparency purpose on request at the group member's plantation or house. However, relevant documents are now public 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 documents are kept at the administration office of the group for public disclosure</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u> Group Managers shall list the following documents as publically available and keep copies centrally:</p> <ul style="list-style-type: none"> • Land titles / user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); 	<p>Group manager has maintained following documents for public disclosure even though they have never been asked for information so far.</p> <ul style="list-style-type: none"> - Land deeds and land license of all group members - Occupational health and safety plan established on 23 January 2017 are covered the training for group members and subcontractor who applied agrochemical, and training for occupational health and safety plan. - Plan for minimizing the impacts on environment and social as well as HCV established on 4 February 2017 covers plan for monitoring the erosion, plan for promoting and conserving the protected areas, and the training for HCV, how to conserve the protected area and environment and how to reduce GHG 	<p>Yes</p>
<p>Criterion 1.3 Growers and millers commit to ethical conduct in all business operations and transactions.</p>		
<p>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.</p>		<p>Minor</p>
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of</u></p>	<p>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</p>	<p>Yes</p>

<p>plantation size Individual members shall show that they have accepted and agreed the group's policy on ethical conduct</p>	<p>between certified FFB and non-certified FFB which is allowed. They have accepted and agreed by signing of an agreement between the group manager and member.</p>	
<p>Requirement for Group Manager The Group Manager shall develop a written policy committing the Group to a code of ethical conduct and integrity in all operations and transactions.</p>	<p>Group has established policy for anti-corruption and code of ethic where indicated in sustainability manual page 6 of 57. To interpret the policy to group members, mixing between certified FFB and non-certified FFB which is not allowed is explained to the group members during the group meeting.</p>	<p>Yes</p>

Principle 2: Compliance with Applicable Laws and Regulations

<p>Criterion 2.1 There is compliance with all applicable local, national and ratified international laws and regulations.</p>		
<p>2.1.1 Evidence of compliance with relevant legal requirements shall be available.</p>	<p>Major</p>	
<p>2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.</p>	<p>Minor</p>	
<p>2.1.3 A mechanism for ensuring compliance shall be implemented.</p>	<p>Minor</p>	
<p>2.1.4 A system for tracking any changes in the law shall be implemented.</p>	<p>Minor</p>	
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size 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.</p>	<p>During the on-site assessment at the selected members' plantation, all relevant legal documents especially copied of the land deeds/licenses are available upon request. To prove their understanding on laws and regulations, questions were asked to evaluate their 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 palm oil plantation, and what are RTEs species. Moreover, all the selected members recorded all activities in their plantation on the farm record book given by Group Manager such as FFB production, wage payment, used of fertilizer, used of chemical, training records, visitor records.</p>	<p>Yes</p>
<p>Requirement for Group Manager Group Managers shall: Have a list/'legal register' of all applicable laws and regulations and state:</p> <ul style="list-style-type: none"> • Where the laws were obtained from. • How they are circulated and how often and record this communication. • Who and how ensures that the laws are being implemented. • Who monitors and updates the list and how often. • Who records when updates are communicated. <p>Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members. Develop tools such as checklists or</p>	<p>The list of the relevant laws and regulations are updated on 2 February 2017. Since the chairman of the group is the lawyer, he has responsible to monitor and update relevant laws and regulations. To inform updated list of relevant laws and regulations, group members were informed during the ordinary meeting on 4 March 2017. Moreover, the brochures were distributed to group members during the ordinary meeting. The evaluation of the compliance on laws and regulation was conducted for all plots owned by group members in every year</p>	<p>Yes</p>

<p>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>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.</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.		Major
2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained.		Minor
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).		Minor
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.		Major
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).		Minor
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.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>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>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>All the selected members hold land deeds or land-use rights and could demonstrate during the onsite inspection. The stone/pillars given by the legal authority (Department of Land) were marked as boundary of the land. Even though some group members did the demarcate the boundaries of their land by digging a canal or building a small road or planting a tree around their land, all activities were carried out in their legal boundary. Therefore, there is no conflict on the boundaries of their land. However, this result was also confirmed by stakeholders during the public consultation meeting conducted by the audit team</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>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</p>	<p>Since all selected members have the full right to use the land for oil palm cultivation because all square meters of land 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. The evidence of legal land ownership from those interested to become group member is required at the application process.</p> <p>Moreover, maps are indicated on the land deed and license given by the governments. Boundaries of land in each plot of individual group 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>	Yes

demarcated. 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.		
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.		
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).		Major
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: 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; 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; 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.		Minor
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.		Minor
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.		Major
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 2.3.2. Demonstrate that they have the right to use the land and or have customary rights over the land they farm.	Due to the group members hold land deeds or land use right those documents confirmed that all group members have the full right to use the land because all square meters of land have been alienated with land deeds and licenses from the governmental authorities concerned.	Yes
<u>Requirement for Group Manager</u> Group Manager has to: 2.3.1. Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities). 2.3.2 Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages. 2.3.3 & 2.3.4: For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.	Investigation that the use of land for palm oil does not diminish the legal or user rights of other users was done through in-depth interview stakeholders during the public consultation meeting held at Group Administration Office on April 19th, 2017. 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. Moreover, 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

Criterion 3.1 There is an implemented management plan that aims to achieve long-term economic and financial viability.		
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
Interface	Findings	Compliance
<p>This Criterion is not applicable to independent smallholders. See reference RSPO P&C 2013, under Criterion 3.1 Guidance.</p> <p>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.</p>		

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

Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored.		
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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.1.3 Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs.</p>	<p>During the on-site assessment at the selected members' plantation, it was showed that documents on management practices in key activities given by the group were in place. All the selected members have been trained by group Manager. They could demonstrate the availability of those documents such as the sustainable management of palm oil plantation, use of fertilizer for palm oil plantation and training material documents. Individual members keep the record of their own SOP implementation as per defined in group SOPs into a farm record book provided by Group Manager.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>4.1.1 Group Manager develops appropriate SOPs for the group:</p> <ul style="list-style-type: none"> Ensure through a set procedure any pre-existing SOPs for BMP by current members, are compliant & consistent with the group SOPs Keep a register of members who have pre-existing non-group SOPs that are accepted as compliant and consistent with group SOPs. <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>Several procedures were summarized into the brochure so that the group members can easily handle the procedures. Here below are procedures established and shared to the group members:</p> <ul style="list-style-type: none"> - Oil palm fertilizer management - Oil palm farm management - Occupational health and safety for smallholders <p>To evaluate the compliance according to the written procedure, the assessment according to the form Jor Sor Por 001 was used to carry out. The frequency for checking whether they have done in accordance with procedure is set annually.</p> <p>The records for evaluation of the compliance with SOPs were randomly checked during the audit by the audit team. The results of checking showed that there was no non-conformity raised by the internal auditor of the group to group members.</p> <p>According to the FFB origin, group manager has established the system to record the FFB origin. Group member is required to record which plots have been harvested and which RSPO SCC model is applicable. This record at the plot level of each group members who supply the FFB to the partnering mill was checked by the weighing staff of the partnering mill.</p>	Yes

Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.		
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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 4.2.2 Responsibility of individual members to maintain fertilizer records.	From the on-site assessment, the selected members applied different types of fertilizer depending on the purpose of the use and suggestion given by the group advisor and senior group members who have been proven successful for palm oil plantation. The group members were encouraged to take their soil sample for nutrient analysis by Group Manager. At the time of the assessment, there were many formulas of fertilizer used in the plantation of the selected members such as 21-0-0, 18-46-0, 0-0-60, 14-10-32, 12-8-32, and 14-7-35. Some of the selected member, Mr.Decha Phuttasuka applied secondary macronutrients (Mg) and Mr.Sawat Thongmak applied micronutrients (B). Usually individual group member applied fertilizer in their plantation 2-3 times a year, 1-2 kg/palm oil tree/year.	Yes
<u>Requirement for Group Manager</u> 4.2.1 Group Manager to maintain regular records of soil fertility practices by all members as per SOPs. 4.2.2 Group Manager to provide template to record fertilizer usage and mill by-products usage. 4.2.3 Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership. 4.2.4 Group Manager oversees and ensures implementation of nutrient recycling for the group.	Based on the database of the group, there are 344 plots from 152 group members registered with the group. From this database, the soil analysis will be conducted annually under the collaboration between the group and Soil Development Bureau Region 11. In year 2016, 144 soil samples from 144 plots have been analysed by the Soil Development Bureau Region 11. Soil nutrient analysis was conducted during October 2016 as the latest by the Soil Development Bureau Region 11. Based on the soil nutrient analysis report, the Bureau recommended the formula of fertilizers for each plot. For instance, plot owned by Khun Suganya Srisombat has been analysed on 20 October 2016. The result showed level of salinity, organic matter, phosphorus, potassium and calcium in the soil of 0.078 (dS/m), 2.7 (%), 6.09 (mg/kg), 72 (mg/kg) and 1250 (mg/kg), respectively. From the database, plots owned by almost group members have been analysed soil nutrient.	Yes
Criterion 4.3 Practices minimise and control erosion and degradation of soils		
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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 4.3.1 Where available individual members shall provide soil maps	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 palm oil plantation and ecosystem. However, most of the selected member applied palm oil leaf stacking to prevent the erosion and	Yes

<p>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>degradation of soils. This is common practice for palm oil plantation even in the flat area to reduce fertilizer run-off (Indicator 4.3.1). And also there are no peat soils in planted areas.(Indicator 4.3.4)</p>	
<p>Requirement for Group Manager</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 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>Group has obtained the soil map from Soil Development Bureau Region 11. The soil series map covers Suratthani province and Nakhon Sithammarat province where plots of the group member are located.</p> <p>Group has set the procedure for planting on slops where indicated in the sustainability manual page 46 of 57 even though there are no plots located on slope. Trainers from Proferest has given the training how to visual check whether procedure for planting on slope is required.</p> <p>Even though there is one new group member (Mr Supan) has recently planted palm oil plantation, there is no new road development. According to the database of the group, there are three group members (Khun Sujin, Khun Mongkol, Khun Patcharin) who have road maintenance program. The road maintenance programs initiated by the group members are monitored by the group manager to ensure that there will no impact cause by operation during the road maintenance.</p> <p>With regards to there is no peat area in the province, the requirements related to peat soil is not applicable</p>	<p>Yes</p>
<p>Criterion 4.4 Practices maintain the quality and availability of surface and ground water.</p>		
<p>4.4.1 An implemented water management plan shall be in place.</p>	<p>Minor</p>	
<p>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.</p>	<p>Major</p>	
<p>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).</p>	<p>Minor</p>	
<p>4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored.</p>	<p>Minor</p>	
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size</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>Some of the group member's plantations are close from water course. To avoid the contamination of water resources from run-off of soil, nutrients or pesticide, however, the group has established the instruction for those members close to water courses to have buffer zones with natural vegetation along these waterways. The buffer zones are also required to stop spraying agrochemical (if any). The on-site inspection of Mr.Sunan Chumthong's plantation who has planted palm oil nearby the river (The Tapi River) confirmed that the buffer zone along the waterway is well maintained and he also has built the soil barrier along the riverside to protect the soil runoff. In addition, Mr.Sunan Chumthong has stopped using agrochemical after</p>	<p>Yes</p>

	joining the group.	
<p>Requirement for Group Manager 4.4.1 & 4.4.2 are the responsibility of Group Manager</p> <p>(4.4.3 & 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 part of water management plan.</p>	<p>Group has conducted the monitoring on the plots where are located nearby the water bodies. Based on the database of the group, there are 77 plots located nearby the water bodies. The photo showed before and after planting the vegetation to prevent the erosion and runoff into the water bodies are conducted.</p> <p>Based on this list, all plots (77 plots) nearby the water bodies are considered to have a risk on water bodies. To facilitate the monitoring, the map of water ways obtained from Google Earth is used. Group has generated the map of plots by overlaying the water way map to facilitate the monitoring program of the group</p>	Yes
Criterion 4.5 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.		
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
<p>Requirement for Individual Member with up to 50ha of plantation size 4.5.2 Individual members must attend training.</p>	<p>All the selected members who were visited during the surveillance assessment have been trained about IPM techniques by the group advisors. Therefore, they could demonstrate an understanding of those techniques. Moreover, onsite inspection confirmed that all of them have planted coral vine (<i>Antigonon leptopus. Hook&Arn</i>). Also, some group member has planted both coral vine (<i>Antigonon leptopus. Hook&Arn</i>) and sage rose (<i>Turnera ulmifolia L.</i>). Anyway, other pest controls, such as the rat trap, did not use because there were no immature oil palms owned by the selected members.</p>	Yes
<p>Requirement for Group Manager 4.5.1 is the responsibility of Group Manager. Have a written procedure on IPM.</p> <p>4.5.2 Group Manager to provide IPM training.</p>	<p>Group has set the procedure on IPM where indicated in the sustainability manual page 53 of 57. Identified pest is rat, worm and ganoderma butt rods in palm oil tree. The guidance for IPM procedures are also downloaded from relevant government website especially Agricultural Promotion Department for establishing their own procedure. To monitor the implementation of IPM, it is responsibility of the group manager. Evidence to prove IPM implementation is that the group has a nursery for preparing the beneficial host plant especially sage rose (<i>Turnera ulmifolia L.</i>) for free of charge to all group members.</p> <p>IPM is one of the training subject was given on 25 February 2017 for group members.</p>	Yes
Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment		
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 aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within		Major

reasonable time prior to application.		
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
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.6.1 Individual members shall be able to demonstrate knowledge of pest & 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>During the on-site assessment, only one plot owned by Mr.Sawat Thongmak has still applied the agrochemicals for killing the young palm tree resulting from the loose fruit. While the rest of group members who have been visited showed that they have never applied agrochemicals.</p> <p>Based on the result that only one group members from total 12 selected group members, Mr.Sawat Thongmak applied paraquat dichloride 27.6% (trade name is Gramoxone) with license no.156-2554 which is one of pesticides registered with the Department of Agriculture in accordance with the Hazardous Substances Act B.E. 2535 (1992) in his plot. Result from inspection of the farm record book filled by Mr.Sawat Thongmak showed that Gramoxone was applied on 21/4/59 by himself. The concentration of the paraquat dichloride 27.6% (Gramoxone) applied in the plantation with 3 palm trees was to 400 ml. During the on-site inspection, it was also confirmed that he do not have storage to keep any chemical at the plantation. From the interview, he demonstrates an understanding that surplus pesticide and their empty containers need to be rinsed 3 times with water. Rinsed water that contains the pesticide was applied in the plantation again. Then, the empty containers were disposed by the landfill operated by himself.</p> <p>However, one major non-conformity was raised against indicator 4.6.11 (refer to the requirement for group manager) because there is no evidence showing that Mr.Sawat and another subcontractor who are hired spraying the agrochemical within the group has been examined annual health check-up.</p>	Major NC
<p><u>Requirement for Group Manager</u></p> <p>4.6.1 Group Manager to develop manual for pest & 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 & 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>Group has developed the manual for chemical use for weed and pest control. Manual given by the third parties is also covered how to use agrochemical safely. During the onsite inspection, it was confirmed that some group members employed sprayers to control the weed. However, there was no monitor occurrence of illnesses and health for workers who employed for spraying chemical. Therefore, major non-conformity was raised against indicator 4.6.11</p>	Major NC
Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented.		
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.		Major

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.	Major	
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.	Major	
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.	Major	
4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all 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.	Minor	
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><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>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. 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. The activities for which subcontractors are used are; for instance, harvesting of FFB, transporting of FFB from plot to the mill, and weeding using lightweight mowing machine. 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). 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><u>Requirement for Group Manager</u></p> <p>Group Manager shall conduct a risk assessment in collaboration</p>	<p>Risk assessment on the occupational health and safety was conducted on December 2016. The risk assessment covered 3 categories; premise and location, equipment, and behaviour from</p>	Yes

<p>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 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 group member and subcontractor. Identified risks, for example, are pesticide use, flood, snack, broken equipment, working without PPE and carelessness. This assessment has done according to the occupational health and safety for oil palm smallholder</p> <p>For those identified risks, occupational health and safety plan established on 23 January 2017 are covered the training for group members and subcontractor who applied agrochemical, and training for occupational health and safety plan.</p> <p>First aid manual established by Shell and Pathum Vegetable Palm Oil has been adopted by the group for distribution. The training on this manual has been given by group committee on both group members and subcontractor on 25 February 2017.</p> <p>To identify whether accident occurred on the plots own by group members, the visit and assessment form Jor Sor Bor 001 have been used. Based on the results, there is no accident occurred at plot owned by the group members. In case of accident, the record book (Sor Wor Bor-033) will be used to record the accident. Then, investigation for the accident will be done by group manager</p>	
<p>Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.</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>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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>Result from interview showed that all selected members have attended training courses provided by Group manager. The training date and subject that group participated are filled in the farm record book. The training subject, for instance, consists of 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. Individual group members are responsible as the trainer for their hired subcontractors or workers. Furthermore, group manager has provided the training course for subcontractors or workers directly such as fertilizer and agrochemical use, occupation health and safety in palm oil plantation and wastes management. Latest training for subcontractors was carried out on 5 February 2017. Even though some subcontractors were not available to attend the training provided by the group, they have been trained individually by the group member who is direct employer instead.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>Group Manager shall ensure that all members are trained on the RSPO P&C and records of such training shall be kept.</p> <p>Appropriate to scale, Group Manager shall prepare a training plan.</p>	<p>Training plan for year 2017 has now established on 4 February 2017. The training cover several training subjects e.g. ICS, palm oil plantation management, soil sample collection and analysis, foliar sample collection and analysis, HCV management, environmental and GHG conservation and how to record in the record book. The training for year 2017 is on-going. Meanwhile, the training in 2016 was conducted during the group meeting</p>	<p>Yes</p>

Appropriate to scale, training records shall be kept.		
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Principle 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity

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.		
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><u>Requirement for Individual Member with up to 50ha of plantation size</u></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 to individual member. All plantations owned by group members were assessed by third party which almost is 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. Moreover, the audit team has invited the community leaders and workers to participate the public consultation to hear their perspective on the group.</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 especially the contamination of agrochemical into the river if it is not used appropriately. 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 maintain natural vegetation along the waterways and do not plant or replant palm tree 10-15 metre from the riverside. From on-site inspection, only one which is Mr.Sunan Chumthong of 12 selected plantations has plot close to the Tapi River. However, the result from onsite inspection confirmed that natural vegetation along this waterway is still well maintained. He has also built the soil barrier along the riverside to protect the soil runoff. It is also important to note that Mr.Sunan Chumthong has now stopped using agrochemical after joining the group.</p>	Yes
<p><u>Requirement for Group Manager</u></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 on 4 February 2017. Only runoff from plots nearby the water courses are identified as risk on the environment. On the other hand, only plots nearby the river are classified as risk area to cause negative impact to environment. 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.</p> <p>Based on the results from the monitoring whether there are evidence of runoff of pesticide into the water bodies and clearance of the vegetation, for those group members who have plots nearby the river have been trained on 20 August 2016. Moreover, the group has monitored the implementation to maintain the vegetation zone annually. Photo was taken annually to compare as before and after for those plots nearby the water courses.</p>	Yes
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.		
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"> The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; Outcomes of monitoring shall be fed back into the management plan 		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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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>Simplified checklist for HCV assessment was established by the group to assess the presence of HCV habitat within and adjacent area with the group member plantations. As most plantation owned by group members were planted decades ago, therefore, there is no record of the presence of the HCV in the planted area and adjacent area. It is not only HCV but also RTE were not identified within and adjacent boundary areas.</p> <p>From the interview, the selected members demonstrate a basic understanding of HCVs and RTEs and the need to protect them and they participate in the HCV assessment.</p> <p>Due to, most of members' plantation there are no HCVs and RTEs identified within and adjacent area with the selected members' plantation, the implementation of the HCV management and monitoring plan do not apply.</p>	Yes
<p><u>Requirement for Group Manager</u></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&Cs or NIs where available; see guidance).</p>	<p>HCV assessment was conducted by Proforest since 10 April 2014. However, the simplified checklist initiated by external supporting team has been using to assess HCV for those new group members who joined the group since 2014 to the present. For HCV assessment, village headman was asked as the assessor to complete the HCV checklist, in order to comply with the absence of conflict of interest.</p> <p>Overall results conducted by village headman showed that there is no record of the presence of the HCV in the planted area and</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>adjacent area. Not only HCV but also RTE were not identified within and adjacent boundary areas as nearby (boundary) areas are also planted with either oil palm or other agricultural crops such as rubber tree.</p> <p>Since group participated the village headman meeting frequently, this is one of opportunity to get any report on situation of HCV. This concern is particular for the birds that are able to migrate from any habitats. For those group members, they also have been trained on HCV and how to report when they found any doubt species to the group during the group meeting on 4 March 2017.</p>	
<p>Criterion 5.3 Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</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>	
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>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>From the on-site assessment; all randomly selected members have a documented waste management and disposal plan in place. This procedure is led to communicate to all workers hired by them. The training record for those workers and subcontractors on plan for waste management and disposal are recorded in a farm record book hold by individual group member.</p> <p>Most of the selected members, they don't apply chemical pesticide in their plots. Source of wastes (fertilizer bages) is mainly originated from fertilizer application. Fertilizer application was normally carried out twice a year. As all selected members hired subcontractor for applying fertilizer, fertilizer bags are also disposed by subcontractors after use. Therefore, wastes especially fertilizer bags are not seen during the on-site assessment.</p> <p>For plantation owned by Mr.Sawat Thongmak who applied paraquat dichloride 27.6% (Gramoxone) to killing the unproductive palm tree or young palm oil tree resulting from the loose fruit, empty containers of paraquat were disposed in the landfill operated by himself</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan is in place.</p> <p>Group Manager shall communicate</p>	<p>Procedure for wastes management and disposal was indicated in sustainability manual page 51 of 57. Even though all group members have received sustainability manual, they have also been trained on waste management and disposal procedure during the group meeting on 4 March 2017. The empty containers are now collected at the group administration office and will be disposed in the landfill. Before collecting the empty container, surplus pesticide and their empty container have been rinsed 3 times with water by Mr.Sawat Thongmak (the group</p>	<p>Yes</p>

<p>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>member himself). Rinsed water that contains the pesticide was applied in the plot again. During the onsite inspection, the waste collection point provided by the group has been visited and assessed to ensure that empty containers are kept properly before disposal.</p> <p>Moreover, the landfill is allocated by the partnering mill, but landfill is not operated yet because the numbers of the empty containers are very few.</p>	
<p>Criterion 5.4 Efficiency of fossil fuel use and the use of renewable energy is optimised.</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>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 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 on-site assessment, the randomly selected members who eliminate weeds by themselves have the records of fuel consumption of lawn mowers keep in the farm record book. The group manager could use these records to implement the action plan for improving and monitoring the efficiency of the use of fossil fuels and to optimize renewable energy.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u> 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>Group monitored the use of fossil fuel for weed cutting. The average of the fossil fuel used is about 1 liter/rai/yaer. Based on the database of the group, the total amount of the fossil fuel used in 2016 was 6,590 liter/year</p>	<p>Yes</p>
<p>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.</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>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 5.5.1 Individual members shall provide evidence that they understand the No Burning Policy of the group. 5.5.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.</p>	<p>Result from interview confirmed that all the selected members understood the no Burning Policy of the group. They could explain the impacts if they use fire for burning, such as the global warming issue.</p> <p>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. During on-site visits, there is no evidence showing that fire was used to dispose of waste or for land preparing at the selected members’ plantation.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u> 5.5.1 The Group Manager shall: <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual </p>	<p>Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting on 4 March 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</p>	<p>Yes</p>

<p>farms have been visited for this requirement.</p> <ul style="list-style-type: none"> Explain how all the above is socialised to individual members of the Group. <p>5.5.2 The Group Manager shall:</p> <ul style="list-style-type: none"> 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. Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 	<p>notices at the sampled group members. Interview with stakeholders during public consultation meeting confirmed that fire has never been used in this region</p>	
<p>Criterion 5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored. <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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Nil	Not applicable	N/A
<u>Requirement for Group Manager</u> The Group Manager shall: <ul style="list-style-type: none"> List significant pollutants and identify sources of emissions. Identify options to reduce pollutants and emissions and consider whether the group can implement any of these. Based on the above, where possible, mitigation measures shall be developed and implemented. Socialise the information to the group members. 	Up to now, there are no pollutions caused by palm oil activities. However, plan for minimizing the impacts on environment caused by activities was established on 4 February 2017. It is noted that this plan is not associated pollutants caused by palm oil operation	Yes

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

<p>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.</p>		
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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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>The simplified checklist for social impact assessment formulated in collaboration among external supporters was used to assess the social impact. All the selected members who were selected for the surveillance assessment have been assessed by local community leader on social impact caused by their operation. Community leaders were asked to be the assessor for the social impact assessment because community leader know well issues raised by his villagers through monthly community meeting. Questionnaire contained several questions related to social impacts was responded by community leader. Result from the assessment done by community leaders confirmed that there is no negative social impact on community and livelihood of the villagers. Therefore, there is no action plan needed to mitigate impacts caused by palm oil activities.</p> <p>During the on-site assessment, all the selected members could explain about the social risks of their operations and the mitigation plan to reduce the social impacts (if any), such as conflict on water use or migrant workers are employed by the farmers. Furthermore, the results of social impact assessment confirmed that there is no impact from palm oil plantation activities.</p>	Yes
<p><u>Requirement for Group Manager</u></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>Group has a procedure for communication with the stakeholder. Based on the procedure, the communication will be conducted at least once a year. Latest meeting with the stakeholder was conducted on 5 April 2017. The group has invited all stakeholders who are listed in the stakeholder list for participating the meeting by sending the invitation letter. This invitation letters were distributed to stakeholder on 3 April 2017.</p> <p>Minutes of the meeting between the group and stakeholder conducted on 5 April 2017 confirmed that there was no impact on social raised by stakeholder. Only positive comments were given. Moreover, group manager and committee have participated the village headman meeting in order to hear the stakeholder perspective. The latest meeting participated by the group was on 4 September 2016.</p> <p>Moreover, the result from public consultation meeting was also conducted by the audit team on the first day of the assessment. The results of discussion were consistent with the minutes of stakeholder consultation organized by the group.</p>	Yes
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.		
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><u>Requirement for Individual Member with up to 50ha of plantation size</u></p>	<p>Result from interview confirmed that all the selected member could explain about the group's consultation and communication procedures. For communication with group manager, the</p>	Yes

<p>The individual member shall demonstrate understanding of the group's consultation and communication procedures.</p>	<p>communication procedure defined in the sustainable manual is used. Channel for communication between group manager and group member was also established, such as calling, chat via application, meeting, announcement, complaints box.</p>	
<p>Requirement for Group Manager 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>Procedure for consultation and communication was set on the sustainability manual. The procedure for communication to stakeholder is also established. The preference method for communication with the stakeholder is to use phone call to update any concerns. List of stakeholder updated at the beginning of year 2017 will be used to reach the contact to the stakeholders.</p> <p>The plan for communication by participating the meeting with the village headman and other stakeholder is set at least once a year. The group chairman and group manager will be responsible person to participate the meeting. They are also responsible person to deal with concerns relating to the social</p>	<p>Yes</p>
<p>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.</p>		
<p>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.</p>	<p>Major</p>	
<p>6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p>	<p>Major</p>	
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size 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>	<p>All the selected members have a documented grievance mechanism established by the group in place. The complaints and grievance procedure is available in the sustainable manual. Interviews with the selected members showed that they are aware of the procedure. When complaints and grievance are raised, it is responsible of group manager to handle and resolve the complaints. Anyway, there was no evidence of any dispute and complaints raised by stakeholder and group member at the time of assessment. Because of the fact that there are no complaint and grievance, it is not necessary to show dispute resolution process and outcome.</p>	<p>Yes</p>
<p>Requirement for Group Manager 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</p>	<p>Group manager has set a grievance mechanism in the sustainable manual. Complaint and request boxes installed at the partnering mill are one of the channels to receive grievance and complaint. Until now, there is no grievance and complaints raised by stakeholder.</p>	<p>Yes</p>

members are familiar with the grievance procedure. Where necessary, the Group Manager shall support members to put in place documented grievance mechanism.		
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.		
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.		Major
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.		Minor
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.		Major
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures.	All selected group members who were chosen for the assessment hold land deeds and land utilization certificate for all land used for oil palm cultivation; therefore, the customary right does not apply. However, individual group members are aware of procedure for negotiation for any loss of legal and customary right.	Yes
<u>Requirement for Group Manager</u> 6.4.1 & 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 individual group members in these situations upon request by the member.	Group manager established the procedure for negotiation in case of loss of legal and customary right. However, All group members hold land deeds and licenses for all land used for oil palm cultivation; therefore, customary right does not apply. The audit team studied the whole compensation mechanism which will be based on decision from the court. This mechanism was written down in the sustainable manual of the group and was available on the group's board. It was found that it is satisfactory and thus far, no legal action has been taken against the group member by any party. The compensation will be made according to the decision of the independent arbitrator or court of justice (if any).	Yes
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.		
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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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"> • 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) • 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). • appropriate to scale, members shall make efforts to ensure access to food to workers, including providing allotment (space) for growing food. 	<p>From the on-site assessment, there are no permanent workers hired by group members for oil palm operation. The subcontractors were hired for temporarily season for harvesting, transporting of FFB from the plantation to mill, weeding, and fertilizer application. The rate of payment is determined by each task and agreed upon by both parties. For instance, both harvesting and transporting of FFB rate range between 400-700 Baht/ton depend on the distance between plantation and mill. Meanwhile, rate for other activities composes of weeding rate 10 Baht/oil palm tree, frond cutting rate 16 Bath/oil palm tree, and fertilizer application 40-50 Baht/bag. According to laws on minimum wage for contractors employed temporary, there is no minimum wage for agricultural workers hired on daily basis. However, the minimum wage on 308 Baht/day for industrial worker in Suratthani province is known by all group members. Daily salaries for 8 hours of working obtained by subcontractors are always higher than 308 Baht. Inspection of the payment on the record book of all selected members confirmed that subcontractors were paid on average 500 Bath/person/day. Signature of the hired subcontractor as benefit receiver is shown on the record book.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 & 6.5.4).</p> <p>The Group Manager shall be aware of the legal or industry standards minimum wage.</p>	<p>Evaluation form is established to assess the compliance with the group SOPs and laws and regulations. Based on the results of assessment, there was no issue against the labour laws. There is no legal minimum wage for agricultural workers employed on temporary basis. However, the legal minimum wage for industrial workers of 308 Baht/day is known by group manager and all group members.</p>	Yes
<p>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.</p>		
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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p>	<p>Since there are no permanent workers hired by group members for oil palm operation, this criterion is not applicable.</p>	Yes

<p>If individual members employ workers:</p> <ul style="list-style-type: none"> • A published statement shall be available in local languages recognising freedom of association (to form and join trade unions) (6.6.1) • Minutes of the meeting with main trade unions or workers' representatives shall be documented and kept (6.6.2) 		
<p>Requirement for Group Manager The Group Manager shall be aware of the statement, if applicable.</p>	<p>This criterion is not applicable to group smallholders</p>	<p>Yes</p>
<p>Criterion 6.7 Children are not employed or exploited.</p>		
<p>6.7.1 There shall be documentary evidence that minimum age requirements are met.</p>		<p>Major</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size 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.</p>	<p>Result from interview confirmed that all the selected members are aware of the child labour policy and how to implement proving that no child labour was employed. Based on the list of subcontractors with copied of ID card which were kept at the group administration office, it confirmed that there is no children employed by group members.</p>	<p>Yes</p>
<p>Requirement for Group Manager 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.</p>	<p>Child labour is one of the policies established by the group. Group manager and group management committee are responsible to ensure that group members are not employing any child labour either by direct or indirect employment when subcontractor is responsible to find the service team members.</p>	<p>Yes</p>
<p>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.</p>		
<p>6.8.1 A publicly available equal opportunities policy including identification of relevant/affected Groups in the local environment shall be documented.</p>		<p>Major</p>
<p>6.8.2 Evidence shall be provided that employees and Groups including local communities, women, and migrant workers have not been discriminated against.</p>		<p>Major</p>
<p>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.</p>		<p>Minor</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size Members shall be aware of the equal opportunities policies and implement it.</p>	<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.</p>	<p>Yes</p>
<p>Requirement for Group Manager Write a policy on equal opportunities and keep records of documented evidence of</p>	<p>Policy on equal opportunity is written in the sustainability manual of the group. No evidence of discrimination among subcontracted workers</p>	<p>Yes</p>

awareness rising on it.	employed by the group members is observed during the onsite assessment. For instance, subcontracting team member for harvesting is composed of both men and women. 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.	
Criterion 6.9 There is no harassment or abuse in the work place, and reproductive rights are protected.		
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><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>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>	<p>The policy on preventing sexual harassment and violence against women and protection of reproductive rights is documented as one of the group policies in the sustainable manual. This policy is also posted on the board of the group. The grievance mechanism to address sexual harassment issues is similar to the complaint procedure.</p> <p>From the interview, all the selected members 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>	Yes
<p><u>Requirement for Group Manager</u></p> <p>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/policies and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in</p>	<p>Policy on preventing sexual harassment and violence against women and protection is documented as one of the group policy in the sustainable manual. The grievance mechanism to address sexual harassment issues is similar to the complaint procedure. To communicate this policy, group members were informed during the group meeting on 4 March 2017</p>	Yes

the language which the workers can understand (linked to 6.3).		
Criterion 6.10 Growers and millers deal fairly and transparently with smallholders and other local businesses.		
6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.		Minor
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).		Major
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.		Minor
6.10.4 Agreed payments shall be made in a timely manner.		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 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.	This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders	N/A
<u>Requirement for Group Manager</u> 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. 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. 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. 6.10.4 Agreed payments to local businesses shall be made in a	This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders	N/A

timely manner. 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.		
Criterion 6.11 Growers and millers contribute to local sustainable development where appropriate.		
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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> The responsibility for meeting this requirement lies with the Group Manager	This indicator is not applicable to group member. As some of group members are community leaders, however, they have participated to initiate the social development project with the community	N/A
<u>Requirement for Group Manager</u> 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	Group manager and group committees have joined the village headman meeting oftenly to hear the concerns that might be raised by the village headman. This is one of channel to consult any local sustainable development project. Even though there is no sustainable development project initiated during the village headmen meeting, individual group member have donated to the temples regularly. Moreover, the group manager who is also part of the partnering mill's staff also participate many CSR projects to promote the sustainable development of the community	Yes
Criterion 6.12 No forms of forced or trafficked labour are used.		
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
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall have a policy on no forms of forced or trafficked labour. Members/workers shall be aware of the policy and ensure that no forms of forced or trafficked labour are used. Members shall keep relevant records of employment contracts. Where applicable, copies of post-arrival orientation programme and records of participation shall be kept.	No evidence of forms of forced or trafficked labour is being used. Group members are provided with policy on preventing no forms of forced or trafficked labour the member group. All interviewees (group members who were selected for the assessment) could demonstrate the awareness of the policy and no forced labour or labour from trafficking. Confidentially held interviews with external stakeholders including workers while were working at plot owned by selected member was also carried out. The result of interview confirmed that they have never been forced to work. Moreover, the public consultation meeting conducted by the audit team revealed that no any kind of forms of forced or trafficked labour are used took place.	Yes
<u>Requirement for Group Manager</u> The Group Manager shall write a	This policy is indicated in the sustainability manual. Group members have been trained to boost awareness on this policy	Yes

policy on no forms of forced or trafficked labour. The Group Manager shall ensure that members/workers are aware of the policy and that no forms of forced or trafficked labour are used.	during the group meeting conducted on 4 Mach 2017.	
Criterion 6.13 Growers and millers respect human rights.		
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
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 6.13.1 Individual members to show evidence that they understand the policy.	Policy to respect the human rights written in the sustainability manual has been explained to the group members during the group meeting. Evidence showing that the group members were aware on this policy was verified during the onsite inspection. Interview with the workers and public consultation meeting were also conducted at the time of assessment. Results confirmed that all workers hired by the group members have never been treated unfairly. For example, they have been prepared the food and beverage free of charge while working at plots owned by members. Moreover, any medical expenses are also responsible by the farm owner if there are accident and illness happened while working	Yes
<u>Requirement for Group Manager</u> 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.	Policy to respect the human rights is written in the sustainability manual. Communication of this policy was conducted during the group meeting on 4 March 2017.	Yes

Principle 7: Responsible Development of New Plantings

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.		
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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall demonstrate an understanding of the environmental and social risks of their operations. Individual members shall demonstrate an understanding of the management plan to avoid or mitigate the social and environmental impacts. Where applicable, individual	Even though no new planting was carried out by all randomly group members who were chosen during surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted. Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. For instance, the EIA and SIA reports conducted by the community leader confirmed that there are no negative impacts caused by operation at plots owned by Mr Supan on environment and social	Yes

members shall help to address negative social and environmental impacts in a consultative manner.		
<p>Requirement for Group Manager 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&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 mitigation measures.</p> <p>Group Managers shall monitor implementation of SEIA management plan.</p>	<p>Obviously that one new group member (Mr Supan) has recently planted palm oil plantation. However, all plots owned by Mr Supan have already been assessed the social and environmental impacts by community leaders. The confirmation on the results of the assessment was done again during the village headman meeting. Group manager and group committees have provided the list of group members and results of the SIA and EIA to those community leaders and village headman to reconsider and confirm. This is one method showing that SIA and EIA were carried out under the participation of the affected parties.</p> <p>Based on the result from SEIA showing that there is no negative impact, therefore, the mitigation plan to avoid or mitigate the impacts to environment and social is not necessary.</p> <p>For the training, Mr Supan who is 3rd generation of the group has also been trained during the group meeting on 4 March 2017 The training subjects are not limited only the social and environmental issue but other topics have been provided by the group manager and group committee.</p>	Yes
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.		
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
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size 7.2.1 and 7.2.2 individuals' members can show appropriate understanding of soil type and suitability.</p>	<p>Even though no new planting was carried out by selected group members who were chosen for this surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted.</p> <p>Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit. Therefore, it will be considered as not applicable</p>	N/A
<p>Requirement for Group Manager 7.2.1 Group Manager shall:</p> <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group • provide required information and or training for individual members 	Soil map covered Suratthani and Nakhon Sithammarat province is obtained from Soil Development Bureau Region 11. The soil series map covers Suratthani province and Nakhon Sithammarat province where plots of the group member are located. Based on this soil map, it confirmed that the soil in provinces are suitable for palm oil plantation	Yes

7.2.2 Overall soil map to include topographic information.		
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.		
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
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate basic understanding of primary forest and HCV and the need to avoid clearing of such areas.</p> <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>Even though no new planting was carried out by selected group members who were chosen for this surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted.</p> <p>Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. HCV assessment conducted by the community leader was also reviewed during the audit. It was confirmed that there is no RTE species and HCV identified in the plots owned by Mr Supan and adjacent areas</p>	Yes
<p><u>Requirement for Group Manager</u></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</p>	<p>According to the announcement of RSPO no 15 November 2016 (http://www.rspo.org/smallholders/announcements/announcement-on-the-resolution-to-review-and-amendment-of-the-updated-npp-process-as-applied-to-smallholders), the new oil palm development in smallholder areas (independent, scheme or associate) are relieved from the submission of the NPP.</p> <p>According to the group database, plots owned by Mr Supan, in particular, have planted in few years ago. Group database is used to record when plot of each group member has planted. It can be used to identify which plots have recently planted after 2010.</p>	N/A

<p>shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&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>The Group Manager conducts training for their individual members and their workers about the status of HCV.</p>	<p>The HCV assessment conducted by internal assessor of the group for plots where have recently planted especially plots owned by Mr Supan is available. Results from the HCV assessment confirmed that Not only HCV but also RTE were not identified within and adjacent boundary areas as nearby (boundary) areas. Based on this result, therefore, action plans for HCV management is not required.</p> <p>For the training, group members have been trained on HCV and how to report when they found any doubt species to the group during the group meeting on 4 March 2017.</p>	
<p>Criterion 7.4 Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.</p>		
<p>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.</p>		<p>Minor</p>
<p>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.</p>		<p>Major</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 7.4.1 and 7.4.2 individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP.</p>	<p>Even though no new planting was carried out by selected group members who were chosen for this surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted.</p> <p>Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit.</p>	<p>N/A</p>
<p><u>Requirement for Group Manager</u> 7.4.1 Group Manager shall:</p> <ul style="list-style-type: none"> • 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. • provide required information and or training for individual members. <p>7.4.2 The Group Manager</p>	<p>Even though there is no soil map which resulting to cause non-conformity, all plots owned by group members are located in flat area. Therefore, it is not necessary to establish the action plan to manage the fragile soil and planted area on slope.</p>	<p>Yes</p>

maintains and oversees plans for new development based on overall soil map.		
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.		
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
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Nil	This requirement is not applicable	N/A
<u>Requirement for Group Manager</u> 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 peoples and their understanding of the right to say 'no'.	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
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.		
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
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall retain copies of the documentary evidence of the process and outcome of compensation claims. (7.6.5)	Even though no new planting was carried out by selected group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted. Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. Based on the inspection on the land deeds, it was confirmed that all square meter of land area used for planting is owned by Mr Supan for many decades	Yes
<u>Requirement for Group Manager</u> The Group Manager shall: • Document identification and assessment of demonstrable legal, customary and user	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

<p>rights (7.6.1).</p> <ul style="list-style-type: none"> Establish a procedure for identifying people entitled to compensation. (7.6.2) Establish a procedure for calculating and distributing fair compensation. (7.6.3) Document the process and outcome of any compensation claims and make publicly available (7.6.5) 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) 		
<p>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.</p>		
<p>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.</p>		Major
<p>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.</p>		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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>Even though no new planting was carried out by selected group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted.</p> <p>Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. To verify the compliance of this requirement, the public consultation meeting was used to confirm with stakeholder whether burning has been used for land clearance. The stakeholder confirmed that all group members including Mr Supan has never been used fire for land clearance</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>7.7.1 The Group Manager shall:</p> <ul style="list-style-type: none"> Provide evidence of a no use of fire policy in group SOPs. Demonstrate that individual farms have been visited for this requirement. Explain how all the above is socialised to individual members of the Group. <p>7.7.2 The Group Manager shall:</p> <ul style="list-style-type: none"> Demonstrate that any use of 	<p>Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting on 4 March 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 confirmed that fire has never been used in this region</p>	Yes

<p>fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003.</p> <ul style="list-style-type: none"> • Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 		
<p>Criterion 7.8 New plantation developments are designed to minimise net greenhouse gas emissions. <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>		
<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.</p>		Major
<p>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.</p>		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall be able to explain how you know where not to plant.</p>	<p>Even though no new planting was carried out by selected group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Mr Supan) have plots where are recently planted.</p> <p>Since Mr Supan has not been visited and audited, the relevant documents kept at the group were asked for the review. Therefore, this requirement is not applicable</p>	N/A
<p><u>Requirement for Group Manager Maps:</u> 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><u>Reporting:</u> 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><u>Training:</u> 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>	<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</p>	Yes

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

<p>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.</p>

<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"> • Reduction in use of pesticides (Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 		<p>Major</p>
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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 provided by the Group Manager.</p> <p>Discuss with the Group Manager the timing of the replanting programme.</p>	<p>All the selected members keep individual records of pesticide use, fertilizer application, agrochemical application, FFB production etc. in the farm record book according to a standard template provided by the Group Manager.</p> <p>All the selected members participated the annual meeting regularly with the group manager for consultation and discuss the action plan for continual improvement and discuss with the group manager the timing of the replanting programme.(if any)</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>Group Managers shall record information on environmental impacts, waste reduction, pollution & 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>To support the continual improvement program, group has established the several programs especially amount of the pesticide must be reduced every year according to the continual improvement plan. Number of the group members used the agrochemical in previous year was 39. Today, the number of group members still apply agrochemical is only 24. The target for the group for reduction of chemical use is to 20%</p> <p>Increasing the IPM area especially planting beneficial host plants is one of the continual improvement plans. Group members (Khun Bamrung and Khun Suwit) have volunteered themselves to plant and nursery beneficial host plan for both sage rose and coral vine. The number of the group members planted beneficial host plants in previous year (2015) was 28 group members. In year 2016, the total group members planted the beneficial host plan increased from 28 to 127. The target is increasing 20% in every year</p> <p>For current year 2017, group manager has established the continual improvement plan which consists of other activities e.g. participating RT14, training to be given by technical experts. This plan has been approved by chairman of the group on 4 February 2017</p>	<p>Yes</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

Even though the group is formed by interested independent smallholders, but the group members could demonstrate their understanding on the RSPO requirements. Group manager has participated many events conducted by RSPO secretariat to catch up the new updated requirements. Intent and requirement of RSPO standards were well communicated and acknowledged among smallholders through the training that were organized quite often. Geo-physical characteristic of the planted areas owned by all group members show no risk of soil erosion. However, group members applied frond stacking to reduce the runoff of rainwater. Database of the group covered all formal members is clearly and quite advance established. Sufficient number of farm advisors assigned by the group is observed. Farm advisor of the group has been supported by partnering mill (SPO Agro Industry Co., Ltd). Based on the visual inspection of the members, obviously that implementation using best management practice given by the group was well carried out for all selected members.

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

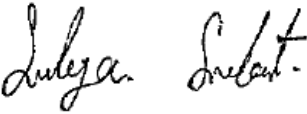
4.1 Assessment Conclusion and Recommendation

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.

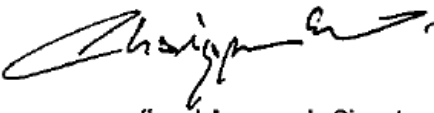
4.2 Acknowledgement of Internal Responsibility and Formal Sign-off Assessment Findings

Bureau Veritas Hong Kong Limited and Tapi-Ipun Sustainable Oil Palm Community Enterprise Group acknowledge and confirms acceptance of the Report contents and including the assessment findings.

I, the undersigned, representing Tapi-Ipun Sustainable Oil Palm Community Enterprise Group (Certification Unit) acknowledge and confirm the contents of the assessment report and findings of the assessment.

 (Client's Signature)	
Name	: Ms. Sukanya Srisubat
Position	: Group manager
Date	: 5.6.2017

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	: 3 June 2017

APPENDIX 1: TIMEBOUND PLAN

Currently, there are 152 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	
Day 1 (19.4.2017)					
CS + PN + SN	19.4.2017	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 + SN		09.30-11.00	Group administration office	Public consultation meeting at Central Office <ul style="list-style-type: none"> • EIA, HCV, Burning Issues, Waste Mgt, Agrochem. • SIA, Communication, Complaint, Customary • Wages, Trade Union, Anti Child Labour/ Discrimination/Sexual Harrasment, Payment to Outgrower, CSR 	
CS + TW + SN		11.00-12.00		• Review group database before the audit	
CS + TW + SN		12.00-13.00		Lunch break	
CS		13.00-14.00	Miss.Phatcharin Thongsin	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
CS		14.30-15.30	Mrs.Sujin Sopamang	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
CS		15.30-16.30	Mr.Sawat Thongmak	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
PN + SN		13.00-14.00	Mr.Daychoo Janthon	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
PN + SN		14.30-15.00	Miss.Jutarat Pasung	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
PN + SN		16.30-17.00	Mr.Winit Chumthong	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results 	
			17.00		End of day 1

Day 2 (20.4.2017)				
CS	22.9.2016	09.00-17.00	Mr.Mongckol Thongsin	<p>Group certification standard</p> <ul style="list-style-type: none"> • Group requirement (Group elements, compliance with standards, group manager) • Group management document and requirements (Group management structure and content, internal assessment system) • Chain of custody
PN + SN		09.00-10.00	Mr.Decha Phuttasuka	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + SN		10.30-12.00	Mrs.Wanlapa Chumake	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + SN		09.00-10.00	Mr.Sayun Boonkongmak	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + SN		10.30-12.00	Mrs.Bubpha Bunde	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + SN		10.30-12.00	Mrs.Suneeporn Limsaikuan	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
		17.00-17.30		Auditor meeting
		17.30		End of day 2
Day 3 (21.4.2017)				
CS		09.00-11.00	Group administration office	<p>Group certification standard</p> <ul style="list-style-type: none"> • Group requirement (Group elements, compliance with standards, group manager) • Group management document and requirements (Group management structure and content, internal assessment system) • Chain of custody
PN + SN		09.00-10.30		<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member
CS + PN + SN		10.30-11.30	Group administration office	Auditor time
CS + PN + SN		11.30-12.00	Group administration office	Closing meeting
		12.00		End of audit

APPENDIX 3: LIST OF STAKEHOLDERS CONTACTED

Contacted Smallholder	Feedback/Comments Received	Verification or Follow-Up Required by Clients / Bureau Veritas
Khun Jarun Jantano	No comments	NA
Khun Sompob Wanna	No comments	NA
Khun Suthep Naowapong	No comments	NA
Khun Niyom Chumbuachan	No comments	NA
Khun Thanin Chuybamrung	No comments	NA
Khun Chamrong Nookhong	No comments	NA
Khun Wichit Sanyod	No comments	NA

APPENDIX 4: NON CONFORMITIES RAISED IN THIS AUDIT

NCR No.	m001	Date Issued	21/04/2017
Category	minor	Due Date	Next surveillance audit
Requirements/Indicators	E 1.2.1: 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).		
Statements of NCR	The Group Manager is unable to ensure the Group's compliance with this standard (RSPO Management System Requirements and Guidance for Group Certification of FFB Production).		
Objective Evidence(s)	To ensure the group's compliance with the RSPO group certification, internal audit was used to assess whether the group implementation is in compliance with the RSPO standard. However, the updated version of RSPO management system requirements and guidance for group certification of FFB production (7 March 2016) was not used for the internal audit conducted on 30 March 2017.		
Root Cause Analysis	Group has no internal auditor who can execute the audit for group's compliance because only few people in the group understood the system to manage the group's operation in compliance with RSPO standard. Number of person who could demonstrate the understandable on RSPO standard is very few. Moreover, internal auditor who was executed the internal audit may not fully aware about the latest RSPO group certification standard that needed to be used for carrying out.		
Corrective Action	To verify the group's compliance with the applicable standard, the group has re-carried out the internal audit on 5 May 2017. RSPO management system requirements and guidance for group certification of FFB production (7 March 2016) has now been used to develop as the checklist for group's compliance audit. The internal audit was performed by Mr Thitinai, Thai RSPO offer. Results of the internal audit showed that no non-conformity has been detected		
Preventive Action	To prevent the re-occurrence of the non-conformity, the group has established the corrective actions following: <ul style="list-style-type: none"> - The group has joined with other groups of smallholders where are RSPO certified to exchange internal auditor. There are total three groups that agree to exchange the internal auditor. The agreement was signed on 5 May 2017. - All internal auditors from not only this group but also other groups have now been retrained by Mr Thitinai on 5 May 2017 to prepare for the next internal audit 		
Verification of Corrective Action(s)	External auditor who is also RSPO staff is employed by the group to execute the internal audit to verify group's compliance with the latest RSPO standard (RSPO management system requirements and guidance for group certification of FFB production (7 March 2016)). The internal audit was done on 5 May 2017. To prevent the re-occurrence of the same problem, group agreed to exchange internal auditors with other groups of smallholder in order to prevent the conflict of interest. All internal auditors have been retrained by RSPO staff with the latest RSPO standard		
Status	Closed	Date of Closure	2 June 2017

NCR No.	M002	Date Issued	21/04/2017
Category	Major	Due Date	20 /06/2017
Requirements/Indicators	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		
Statements of NCR	Group Managers has not monitor occurrence of illnesses and health conditions of members and their workers that are handling agrochemicals, to identify needs for medical check-up		
Objective Evidence(s)	There was no monitor occurrence of illnesses and health for workers who employed for spraying chemical		
Root Cause Analysis	Group has actually established the plan to monitor the illnesses and health condition of members and workers who have been spraying chemical. However, the group didn't to conduct according to the plan because group manager missed to monitor the plan and had no availability to monitor the implementation.		
Corrective Action	According to the list of group members and workers who have been using agrochemical, there are 24 group members who employed the workers/sprayer of chemical. However, some group members engaged the same sprayer. Therefore, total number of sprayer employed by the group is 6. All 6 sprayers have now been examined by Wiengsa Clinic who holds accredited laboratory ISO15189:2012. Based on the health examination on cholinesteres conducted on 9 May 2017, two from six sprayers are recommended to stop spraying and re-		

	<p>examination. To deal with this case, three group members who employed two sprayers are also decided to stop spraying in order to avoid supporting them to continue spraying. Two group members signed to confirm stop spraying chemical with the group on 27 May 2017. This agreement is done voluntary.</p>		
Preventive Action	<p>Group manager has assigned one of group committee to monitor the status of illness and health condition annually. To avoid re-occurrence of the non-conformity, group has set the plan which is approved by group manager on 5 May 2017 for employees in all aspects including health and illness examination. The plan for health and illness examination is set in March of every year</p>		
Verification of Corrective Action(s)	<p>All workers who employed by group members to spray chemical in their plots have now been examined health and illness that may be resulted from spraying chemical. The examination was done by accredited laboratory on 9 May 2017. Cholinesteres which is one of parameter to monitor the effect of chemical spraying was used to monitor. Based on the examination result, 2 of 6 workers are in doubt in health condition. To deal with this case, group members who employed two sprayers have voluntary decided to stop spraying chemical to control weed. To prevent re-occurrence of the problem, group manager has assigned one of committee to monitor the health condition of workers/sprayers who are employed by the group members annually.</p>		
Status	Closed	Date of Closure	5 June 2017

APPENDIX 5: STATUS OF NON CONFORMITIES IDENTIFIED PREVIOUSLY

Based on the surveillance assessment conducted by TUV NORD Integra, there was no non-conformity detected from the previous assessment. Therefore, following the previous non-conformity is not necessary for this surveillance assessment.

APPENDIX 6: LIST OF SUSTAINABLE OIL PALM GROWERS

Group No.	Smallholders Name	Plot No.	Location			Planted Area (Ha)
			Sub-District	District	Province	
1	Mr.Opas Tinnapun	Plot 1	Ipun	Praseang	Surat Thani	3.216
	Mr.Opas Tinnapun	Plot 2	Ipun	Praseang	Surat Thani	2.2268
	Mr.Opas Tinnapun	Plot 3	Sinpun	Praseang	Surat Thani	7.5152
	Mr.Opas Tinnapun	Plot 4	Thungluang	Wiang sa	Surat Thani	4.3092
	Mr.Opas Tinnapun	Plot 5	Ipun	Praseang	Surat Thani	0.432
	Mr.Opas Tinnapun	Plot 6	Ipun	Praseang	Surat Thani	0.96
2	Mrs.Phiopan Na Songkla	Plot 1	Sakhu	Praseang	Surat Thani	2.24
	Mrs.Phiopan Na Songkla	Plot 2	Sinpun	Praseang	Surat Thani	10.678
	Mrs.Phiopan Na Songkla	Plot 3	Ipun	Praseang	Surat Thani	4.48
3	Mr.Pijit Seetongsom	Plot 1	Ipun	Praseang	Surat Thani	0.8296
	Mr.Pijit Seetongsom	Plot 2	Sakhu	Praseang	Surat Thani	4.9888
	Mr.Pijit Seetongsom	Plot 3	Sinpun	Praseang	Surat Thani	6.2888
4	Mrs.Sombun Seriwesarat	Plot 1	Ipun	Praseang	Surat Thani	1.12
	Mrs.Sombun Seriwesarat	Plot 2	Ipun	Praseang	Surat Thani	6.288
5	Mr.Akom Sonthichuay	Plot 1	Sinpun	Praseang	Surat Thani	6.93
	Mr.Akom Sonthichuay	Plot 2	Sinpun	Praseang	Surat Thani	2.68
6	Mr.Thanaphat Rattanarat	Plot 1	Sisopha	Praseang	Surat Thani	14.9612
	Mr.Thanaphat Rattanarat	Plot 2	Ipun	Praseang	Surat Thani	0.9932
	Mr.Thanaphat Rattanarat	Plot 3	Ipun	Praseang	Surat Thani	1.256
	Mr.Thanaphat Rattanarat	Plot 4	Ipun	Praseang	Surat Thani	1.12
	Mr.Thanaphat Rattanarat	Plot 5	Sinpun	Praseang	Surat Thani	1.3836
	Mr.Thanaphat Rattanarat	Plot 6	Sinpun	Praseang	Surat Thani	3.4312
	Mr.Thanaphat Rattanarat	Plot 7	Sinpun	Praseang	Surat Thani	3.1772
	Mr.Thanaphat Rattanarat	Plot 8	Sinpun	Praseang	Surat Thani	6.8848

7	Mrs.Vanida Vijit	Plot 1	Plai Phraya	Plai Phraya	Krabi	1.8368
8	Mrs.Wanlee Uthensut	Plot 1	Sinpun	Praseang	Surat Thani	1.6
9	Mr.Narin Kongsrijaoen	Plot 1	Ipun	Praseang	Surat Thani	3.96
10	Mr.Kaneung Sakunpeeb	Plot 1	Ipun	Praseang	Surat Thani	0.8
	Mr.Kaneung Sakunpeeb	Plot 2	Ipun	Praseang	Surat Thani	4
	Mr.Kaneung Sakunpeeb	Plot 3	Ipun	Praseang	Surat Thani	11.2
	Mr.Kaneung Sakunpeeb	Plot 4	Ipun	Praseang	Surat Thani	9.6
	Mr.Kaneung Sakunpeeb	Plot 5	Ipun	Praseang	Surat Thani	1.6
	Mr.Kaneung Sakunpeeb	Plot 6	Ipun	Praseang	Surat Thani	2.56
11	Mr.Daychoo Janthon	Plot 1	Ipun	Praseang	Surat Thani	4.64
	Mr.Daychoo Janthon	Plot 2	Ipun	Praseang	Surat Thani	4.48
12	Mr.Preeda Nunil	Plot 1	Ipun	Praseang	Surat Thani	3.68
	Mr.Preeda Nunil	Plot 2	Ipun	Praseang	Surat Thani	1.12
	Mr.Preeda Nunil	Plot 3	Ipun	Praseang	Surat Thani	3.12
	Mr.Preeda Nunil	Plot 4	Ipun	Praseang	Surat Thani	1.3704
13	Miss.Jutarat Pasung	Plot 1	Ipun	Praseang	Surat Thani	3.84
	Miss.Jutarat Pasung	Plot 2	Ipun	Praseang	Surat Thani	1.92
14	Mr.Preeda Chumnum	Plot 1	Ipun	Praseang	Surat Thani	3.84
	Mr.Preeda Chumnum	Plot 2	Ipun	Praseang	Surat Thani	1.8996
	Mr.Preeda Chumnum	Plot 3	Ipun	Praseang	Surat Thani	2.88
15	Mr.Sopon Rarerklin	Plot 1	Sakhu	Praseang	Surat Thani	5.3148
	Mr.Sopon Rarerklin	Plot 2	Sakhu	Praseang	Surat Thani	8.9092
16	Mrs.Pimnipa Jangratsa	Plot 1	Sakhu	Praseang	Surat Thani	1.36
	Mrs.Pimnipa Jangratsa	Plot 2	Sakhu	Praseang	Surat Thani	1.12
17	Mrs.Siriporn Prasit	Plot 1	Sakhu	Praseang	Surat Thani	2.4
18	Mr.Wisut Chumthong	Plot 1	Ipun	Praseang	Surat Thani	1.256
	Mr.Wisut Chumthong	Plot 2	Sakhu	Praseang	Surat Thani	4.984
	Mr.Wisut Chumthong	Plot 3	Sinpun	Praseang	Surat Thani	3.548
19	Mr.Sunan Chumthong	Plot 1	Sinpun	Praseang	Surat Thani	4.7724

	Mr.Sunan Chumthong	Plot 2	Sinpun	Praseang	Surat Thani	1.5636
20	Mr.Arnon Chumthong	Plot 1	Sinpun	Praseang	Surat Thani	6.6968
	Mr.Arnon Chumthong	Plot 2	Sinpun	Praseang	Surat Thani	0.7948
	Mr.Arnon Chumthong	Plot 3	Sinpun	Praseang	Surat Thani	0.8788
21	Mr.Samran Chumthong	Plot 1	Sinpun	Praseang	Surat Thani	14.8132
22	Mr.Boonchoy Thongsin	Plot 1	Sinpun	Praseang	Surat Thani	3.0756
	Mr.Boonchoy Thongsin	Plot 2	Sinpun	Praseang	Surat Thani	4.218
	Mr.Boonchoy Thongsin	Plot 3	Sinpun	Praseang	Surat Thani	3.2408
23	Mr.Suraphon Kaewjaroen	Plot 1	Sinpun	Praseang	Surat Thani	2.004
24	Mrs.Samlee Chaipheth	Plot 1	Sinpun	Praseang	Surat Thani	6.4016
25	Mr.Phanin Chusri	Plot 1	Sinpun	Praseang	Surat Thani	1.5624
	Mr.Phanin Chusri	Plot 2	Sinpun	Praseang	Surat Thani	1.7964
26	Mrs.Suporn Lerdkrai	Plot 1	Sinpun	Praseang	Surat Thani	1.7128
	Mrs.Suporn Lerdkrai	Plot 2	Sinpun	Praseang	Surat Thani	1.378
	Mrs.Suporn Lerdkrai	Plot 3	Sinpun	Praseang	Surat Thani	1.3648
27	Mr.Ponbprasit Onyen	Plot 1	Sinpun	Praseang	Surat Thani	1.44
28	Mrs.Nipa Srithep	Plot 1	Sinpun	Praseang	Surat Thani	2.404
	Mrs.Nipa Srithep	Plot 2	Sinpun	Praseang	Surat Thani	1.9044
	Mrs.Nipa Srithep	Plot 3	Sinpun	Praseang	Surat Thani	1.8628
	Mrs.Nipa Srithep	Plot 4	Sinpun	Praseang	Surat Thani	1.8088
29	Mr.Sompong Sonthichuay	Plot 1	Sinpun	Praseang	Surat Thani	1.0992
30	Mr.Preeda Kaeosahunthong	Plot 1	Sinpun	Praseang	Surat Thani	0.8248
	Mr.Preeda Kaeosahunthong	Plot 2	Sinpun	Praseang	Surat Thani	1.9388
	Mr.Preeda Kaeosahunthong	Plot 3	Sinpun	Praseang	Surat Thani	0.694
31	Mrs.Sukanya Srisubat	Plot 1	Sinpun	Praseang	Surat Thani	11.578
	Mrs.Sukanya Srisubat	Plot 2	Sinpun	Praseang	Surat Thani	6.9052
	Mrs.Sukanya Srisubat	Plot 3	Sinpun	Praseang	Surat Thani	25.6732
	Mrs.Sukanya Srisubat	Plot 4	Sinpun	Praseang	Surat Thani	1.58
32	Mrs.Sreepat Thongnugui	Plot 1	Sinpun	Praseang	Surat Thani	2.96

33	Mr.Somchai Changkaew	Plot 1	Sinpun	Praseang	Surat Thani	2.6216
	Mr.Somchai Changkaew	Plot 2	Sinpun	Praseang	Surat Thani	0.9996
34	Mr.Bunnam Panaruk	Plot 1	Sinpun	Praseang	Surat Thani	4.1924
	Mr.Bunnam Panaruk	Plot 2	Sinpun	Praseang	Surat Thani	4.2116
35	Mr.Sutham Nuduang	Plot 1	Sinpun	Praseang	Surat Thani	3.9792
	Mr.Sutham Nuduang	Plot 2	Sinpun	Praseang	Surat Thani	2.9372
36	Mrs.Sumol Nooduang	Plot 1	Sinpun	Praseang	Surat Thani	2.56
37	Mr.Bamrung Hnoodoung	Plot 1	Sinpun	Praseang	Surat Thani	1.722
	Mr.Bamrung Hnoodoung	Plot 2	Sinpun	Praseang	Surat Thani	3.3648
	Mr.Bamrung Hnoodoung	Plot 3	Sinpun	Praseang	Surat Thani	1.6
38	Mrs.Arom Petsuwan	Plot 1	Sinpun	Praseang	Surat Thani	5.6
39	Mrs.Ob Thongnukool	Plot 1	Sinpun	Praseang	Surat Thani	2.3056
	Mrs.Ob Thongnukool	Plot 2	Sinpun	Praseang	Surat Thani	2.072
	Mrs.Ob Thongnukool	Plot 3	Sinpun	Praseang	Surat Thani	4.8
40	Mrs.Sopana Nilpradit	Plot 1	Sinpun	Praseang	Surat Thani	0.8904
	Mrs.Sopana Nilpradit	Plot 2	Sinpun	Praseang	Surat Thani	1.1464
	Mrs.Sopana Nilpradit	Plot 3	Sinpun	Praseang	Surat Thani	1.6796
	Mrs.Sopana Nilpradit	Plot 4	Sinpun	Praseang	Surat Thani	1.8308
	Mrs.Sopana Nilpradit	Plot 5	Sinpun	Praseang	Surat Thani	2.5548
41	Mrs.Ausa Thongnugui	Plot 1	Sinpun	Praseang	Surat Thani	3.0504
	Mrs.Ausa Thongnugui	Plot 2	Sinpun	Praseang	Surat Thani	3.196
	Mrs.Ausa Thongnugui	Plot 3	Sinpun	Praseang	Surat Thani	2.1456
42	Mrs.Phio Chaisit	Plot 1	Sinpun	Praseang	Surat Thani	1.514
	Mrs.Phio Chaisit	Plot 2	Sinpun	Praseang	Surat Thani	4.804
43	Mrs.Sarapee Dawkrajay	Plot 1	Sinpun	Praseang	Surat Thani	2.28
	Mrs.Sarapee Dawkrajay	Plot 2	Sinpun	Praseang	Surat Thani	0.88
44	Mrs.Arni Sutthicharoen	Plot 1	Sinpun	Praseang	Surat Thani	0.84
	Mrs.Arni Sutthicharoen	Plot 2	Sinpun	Praseang	Surat Thani	3.116
45	Mrs.Thawil Ubonkarn	Plot 1	Sinpun	Praseang	Surat Thani	3.51

46	Mr.Warachat Yiamwet	Plot 1	Kheaphra	Phipun	Nakhon Si Thammarat	6.39
	Mr.Warachat Yiamwet	Plot 2	Krathun	Phipun	Nakhon Si Thammarat	1.7968
	Mr.Warachat Yiamwet	Plot 3	Krathun	Phipun	Nakhon Si Thammarat	1.342
	Mr.Warachat Yiamwet	Plot 4	Krathun	Phipun	Nakhon Si Thammarat	8.882
47	Mrs.Ratana Jiratthikun	Plot 1	Sakhu	Praseang	Surat Thani	3.7348
	Mrs.Ratana Jiratthikun	Plot 2	Sakhu	Praseang	Surat Thani	16
	Mrs.Ratana Jiratthikun	Plot 3	Sakhu	Praseang	Surat Thani	5.1872
	Mrs.Ratana Jiratthikun	Plot 4	Khlong Chuanan	Wiang sa	Surat Thani	18.162
48	Mrs.Pasom Phutthasukkha	Plot 1	Sinpun	Praseang	Surat Thani	6.456
	Mrs.Pasom Phutthasukkha	Plot 2	Sinpun	Praseang	Surat Thani	3.6944
	Mrs.Pasom Phutthasukkha	Plot 3	Sinpun	Praseang	Surat Thani	4.2448
	Mrs.Pasom Phutthasukkha	Plot 4	Sincharoen	Praseang	Surat Thani	3.7316
49	Mrs.Chuensri Raruenklin	Plot 1	Sinpun	Praseang	Surat Thani	3.52
	Mrs.Chuensri Raruenklin	Plot 2	Sinpun	Praseang	Surat Thani	1.658
50	Mr.Tavee Nooprom	Plot 1	Sinpun	Praseang	Surat Thani	4.1632
51	Mr.Arun Palrungsri	Plot 1	Sincharoen	Praseang	Surat Thani	9.304
52	Mr.Koson Pankaew	Plot 1	Khlong Chuanan	Wiang sa	Surat Thani	4.202
53	Mr.Anan Thongpan	Plot 1	Sinpun	Praseang	Surat Thani	3.08
54	Mr.Ranon Thongpan	Plot 1	Sinpun	Praseang	Surat Thani	1.0244
	Mr.Ranon Thongpan	Plot 2	Ipun	Praseang	Surat Thani	1.96
55	Mr.Inkaew Panungkaew	Plot 1	Ipun	Praseang	Surat Thani	8.76
56	Mrs.Bunruean Thumthong	Plot 1	Sincharoen	Praseang	Surat Thani	2.48
	Mrs.Bunruean Thumthong	Plot 2	Sinpun	Praseang	Surat Thani	1.72
	Mrs.Bunruean Thumthong	Plot 3	Sinpun	Praseang	Surat Thani	1.4796
57	Mrs.Sopee Sonthichuay	Plot 1	Sincharoen	Praseang	Surat Thani	16.88
	Mrs.Sopee Sonthichuay	Plot 2	Sincharoen	Praseang	Surat Thani	2.88
	Mrs.Sopee Sonthichuay	Plot 3	Sincharoen	Praseang	Surat Thani	4.5968
58	Mrs.Opar Bunklong	Plot 1	Sinpun	Praseang	Surat Thani	2.1088

	Mrs.Opar Bunklong	Plot 2	Sincharoen	Praseang	Surat Thani	0.48
	Mrs.Opar Bunklong	Plot 3	Sincharoen	Praseang	Surat Thani	0.64
59	Mr.Pichet Dacha	Plot 1	Sincharoen	Praseang	Surat Thani	1.0556
	Mr.Pichet Dacha	Plot 2	Sincharoen	Praseang	Surat Thani	2.4
	Mr.Pichet Dacha	Plot 3	Sincharoen	Praseang	Surat Thani	2.4
	Mr.Pichet Dacha	Plot 4	Sincharoen	Praseang	Surat Thani	1.1828
60	Mr.Sumet Decha	Plot 1	Sincharoen	Praseang	Surat Thani	7.4292
	Mr.Sumet Decha	Plot 2	Sincharoen	Praseang	Surat Thani	2.386
	Mr.Sumet Decha	Plot 3	Sincharoen	Praseang	Surat Thani	2.546
61	Mr.Parinya Srinoui	Plot 1	Sincharoen	Praseang	Surat Thani	1.02
62	Mrs.Nimnual Masee	Plot 1	Sincharoen	Praseang	Surat Thani	1.56
63	Mr.Samit Chumtong	Plot 1	Sincharoen	Praseang	Surat Thani	0.8148
64	Mr.Visarl Junseenark	Plot 1	Sincharoen	Praseang	Surat Thani	1.8
65	Mr.Pamyia Sangsripet	Plot 1	Sincharoen	Praseang	Surat Thani	5.014
66	Mr.Jirasak Laysing	Plot 1	Sincharoen	Praseang	Surat Thani	4.2
67	Mr.Phichet Kamwong	Plot 1	Sincharoen	Praseang	Surat Thani	3.512
68	Mr.Suksawat Sara	Plot 1	Sincharoen	Praseang	Surat Thani	0.56
69	Mr.Narongdeach Boonnab	Plot 1	Sinpun	Praseang	Surat Thani	1.0544
	Mr.Narongdeach Boonnab	Plot 2	Sinpun	Praseang	Surat Thani	3.2944
70	Mrs.Buppha Kueanun	Plot 1	Sinpun	Praseang	Surat Thani	1.0316
	Mrs.Buppha Kueanun	Plot 2	Sinpun	Praseang	Surat Thani	1.72
	Mrs.Buppha Kueanun	Plot 3	Sinpun	Praseang	Surat Thani	0.8088
	Mrs.Buppha Kueanun	Plot 4	Sinpun	Praseang	Surat Thani	3.6404
	Mrs.Buppha Kueanun	Plot 5	Sincharoen	Praseang	Surat Thani	2.08
	Mrs.Buppha Kueanun	Plot 6	Sincharoen	Praseang	Surat Thani	2.4328
	Mrs.Buppha Kueanun	Plot 7	Sincharoen	Praseang	Surat Thani	0.616
	Mrs.Buppha Kueanun	Plot 8	Sincharoen	Praseang	Surat Thani	8.508
71	Mr.Amon Itsarasuk	Plot 1	Sinpun	Praseang	Surat Thani	1.8168
	Mr.Amon Itsarasuk	Plot 2	Sinpun	Praseang	Surat Thani	0.826

72	Mr.Phumporn Homrat	Plot 1	Sinpun	Praseang	Surat Thani	1.732
	Mr.Phumporn Homrat	Plot 2	Sinpun	Praseang	Surat Thani	3.8848
73	Mrs.Pranom Singhasanee	Plot 1	Sinpun	Praseang	Surat Thani	3.16
74	Miss.Suwanee Lertkrai	Plot 1	Sinpun	Praseang	Surat Thani	2.8364
	Miss.Suwanee Lertkrai	Plot 2	Sinpun	Praseang	Surat Thani	2.866
75	Mr.Somsak Jinda	Plot 1	Sinpun	Praseang	Surat Thani	1.3264
	Mr.Somsak Jinda	Plot 2	Sinpun	Praseang	Surat Thani	0.8028
	Mr.Somsak Jinda	Plot 3	Sinpun	Praseang	Surat Thani	2.5512
76	Mr.Nipon Intasila	Plot 1	Khlong Chuan	Wiang sa	Surat Thani	1.4448
77	Mr.Somchuan Loedsakrai	Plot 1	Khlong Chuan	Wiang sa	Surat Thani	2.56
	Mr.Somchuan Loedsakrai	Plot 2	Khlong Chuan	Wiang sa	Surat Thani	0.944
78	Mrs.Uriwan Rattanasut	Plot 1	Sinpun	Praseang	Surat Thani	0.2324
	Mrs.Uriwan Rattanasut	Plot 2	Sinpun	Praseang	Surat Thani	1.6276
79	Mr.Wirat Kimsao	Plot 1	Khlong Chuan	Wiang sa	Surat Thani	1.44
80	Mrs.Phuangrat Sutthisang	Plot 1	Khlong Chuan	Wiang sa	Surat Thani	0.68
	Mrs.Phuangrat Sutthisang	Plot 2	Khlong Chuan	Wiang sa	Surat Thani	1.28
	Mrs.Phuangrat Sutthisang	Plot 3	Khlong Chuan	Wiang sa	Surat Thani	3.376
81	Mrs.Bubpha Bunde	Plot 1	Sinpun	Praseang	Surat Thani	7.0804
82	Mrs.Tipsawan Kheawdum	Plot 1	Sinpun	Praseang	Surat Thani	1.816
	Mrs.Tipsawan Kheawdum	Plot 2	Sinpun	Praseang	Surat Thani	1.0624
83	Mr.Supan Chuaypradit	Plot 1	Ipun	Praseang	Surat Thani	3.2148
84	Mr.Parinya Chuaypradit	Plot 1	Ipun	Praseang	Surat Thani	1.5832
	Mr.Parinya Chuaypradit	Plot 2	Ipun	Praseang	Surat Thani	3.2756
	Mr.Parinya Chuaypradit	Plot 3	Ipun	Praseang	Surat Thani	1.9072
85	Mrs.Saipen Thongrak	Plot 1	Ipun	Praseang	Surat Thani	0.96
	Mrs.Saipen Thongrak	Plot 2	Ipun	Praseang	Surat Thani	2.566
	Mrs.Saipen Thongrak	Plot 3	Sinpun	Praseang	Surat Thani	1.726
86	Mrs.Ladda Puntu	Plot 1	Bang Sawan	Praseang	Surat Thani	2.8436

87	Mrs.Pikul Patchit	Plot 1	Sinpun	Praseang	Surat Thani	1.7364
88	Mrs.Suneeporn Limsaikuan	Plot 1	Sinpun	Praseang	Surat Thani	3.8536
89	Mr.Pongsak Pengrueang	Plot 1	Ipun	Praseang	Surat Thani	3.36
	Mr.Pongsak Pengrueang	Plot 2	Sakhu	Praseang	Surat Thani	3.272
90	Mr.Suwit Aocharern	Plot 1	Ipun	Praseang	Surat Thani	0.71
	Mr.Suwit Aocharern	Plot 2	Ipun	Praseang	Surat Thani	0.29
	Mr.Suwit Aocharern	Plot 3	Ipun	Praseang	Surat Thani	1.2
91	Mrs.Prakhong Chusong	Plot 1	Ipun	Praseang	Surat Thani	1.59
	Mrs.Prakhong Chusong	Plot 2	Sinpun	Praseang	Surat Thani	7.6804
92	Mr.Surasak Chuenladarom	Plot 1	Khlong Chanuan	Wiang sa	Surat Thani	1.1388
	Mr.Surasak Chuenladarom	Plot 2	Thungluang	Wiang sa	Surat Thani	3.1524
	Mr.Surasak Chuenladarom	Plot 3	Thungluang	Wiang sa	Surat Thani	1.52
	Mr.Surasak Chuenladarom	Plot 4	Thungluang	Wiang sa	Surat Thani	0.9364
	Mr.Surasak Chuenladarom	Plot 5	Thungluang	Wiang sa	Surat Thani	0.1936
	Mr.Surasak Chuenladarom	Plot 6	Thungluang	Wiang sa	Surat Thani	2.112
	Mr.Surasak Chuenladarom	Plot 7	Thungluang	Wiang sa	Surat Thani	1.6084
93	Mr.Adun Kanjanamai	Plot 1	Sakhu	Praseang	Surat Thani	2.96
	Mr.Adun Kanjanamai	Plot 2	Thungluang	Wiang sa	Surat Thani	1.114
94	Mr.Poolsuk Sukhartip	Plot 1	Sinpun	Praseang	Surat Thani	2.24
	Mr.Poolsuk Sukhartip	Plot 2	Sinpun	Praseang	Surat Thani	4.16
	Mr.Poolsuk Sukhartip	Plot 3	Thungluang	Wiang sa	Surat Thani	4.88
	Mr.Poolsuk Sukhartip	Plot 4	Thungluang	Wiang sa	Surat Thani	2.76
	Mr.Poolsuk Sukhartip	Plot 5	Wiang sa	Wiang sa	Surat Thani	8.75
	Mr.Poolsuk Sukhartip	Plot 6	Wiang sa	Wiang sa	Surat Thani	1.4168
95	Mr.Thianchai Janjaem	Plot 1	Thungluang	Wiang sa	Surat Thani	7.6288
	Mr.Thianchai Janjaem	Plot 2	Thungluang	Wiang sa	Surat Thani	1.2764
96	Mr.Arkorn Akarabanditsakul	Plot 1	Sincharoen	Praseang	Surat Thani	13.9736
97	Mr.Chanchai Chantasumethakul	Plot 1	Sinpun	Praseang	Surat Thani	3.1836
	Mr.Chanchai Chantasumethakul	Plot 2	Sinpun	Praseang	Surat Thani	10.0832

98	Mr.Niyom Saardkeaw	Plot 1	Sincharoen	Praseang	Surat Thani	2.648
	Mr.Niyom Saardkeaw	Plot 2	Sincharoen	Praseang	Surat Thani	2.2016
	Mr.Niyom Saardkeaw	Plot 3	Sincharoen	Praseang	Surat Thani	1.9688
	Mr.Niyom Saardkeaw	Plot 4	Sincharoen	Praseang	Surat Thani	1.3
	Mr.Niyom Saardkeaw	Plot 5	Sincharoen	Praseang	Surat Thani	1.36
99	Mr.Niphon Puthasukha	Plot 1	Ipun	Praseang	Surat Thani	0.826
	Mr.Niphon Puthasukha	Plot 2	Ipun	Praseang	Surat Thani	3.2
100	Mr.Banjerd Sukkad	Plot 1	Ipun	Praseang	Surat Thani	7.28
	Mr.Banjerd Sukkad	Plot 2	Ipun	Praseang	Surat Thani	1.06
	Mr.Banjerd Sukkad	Plot 3	Ipun	Praseang	Surat Thani	1.42
	Mr.Banjerd Sukkad	Plot 4	Ipun	Praseang	Surat Thani	0.42
101	Mr.Thawach Chumkhun	Plot 1	Ipun	Praseang	Surat Thani	3.5
	Mr.Thawach Chumkhun	Plot 2	Ipun	Praseang	Surat Thani	1.16
	Mr.Thawach Chumkhun	Plot 3	Ipun	Praseang	Surat Thani	2.46
102	Mrs.Usa Boonaid	Plot 1	Ipun	Praseang	Surat Thani	1.6
	Mrs.Usa Boonaid	Plot 2	Ipun	Praseang	Surat Thani	4.16
	Mrs.Usa Boonaid	Plot 3	Ipun	Praseang	Surat Thani	0.96
	Mrs.Usa Boonaid	Plot 4	Ipun	Praseang	Surat Thani	2.88
103	Mr.Arkorn Sukkad	Plot 1	Ipun	Praseang	Surat Thani	4.746
104	Mr.Sawat Thongmak	Plot 1	Ipun	Praseang	Surat Thani	4.532
105	Mrs.Lamay Budjinda	Plot 1	Ipun	Praseang	Surat Thani	4
	Mrs.Lamay Budjinda	Plot 2	Ipun	Praseang	Surat Thani	2.1516
	Mrs.Lamay Budjinda	Plot 3	Ipun	Praseang	Surat Thani	0.96
106	Mr.Chit Sukthanom	Plot 1	Ipun	Praseang	Surat Thani	0.848
	Mr.Chit Sukthanom	Plot 2	Ipun	Praseang	Surat Thani	2.184
107	Mr.Somporn Petnoi	Plot 1	Ipun	Praseang	Surat Thani	12.9464
108	Mr.Ar-rom Sudjai	Plot 1	Ipun	Praseang	Surat Thani	7.6872
	Mr.Ar-rom Sudjai	Plot 2	Phuang Phomkhon	Khian Sa	Surat Thani	1.8188
	Mr.Ar-rom Sudjai	Plot 3	Phuang Phomkhon	Khian Sa	Surat Thani	1.3348

109	Mr.Nutdanai Pengsri	Plot 1	Sakhu	Praseang	Surat Thani	0.968
	Mr.Nutdanai Pengsri	Plot 2	Sakhu	Praseang	Surat Thani	3.25
	Mr.Nutdanai Pengsri	Plot 3	Sakhu	Praseang	Surat Thani	3
110	Mr.Decha Phuttasuka	Plot 1	Ipun	Praseang	Surat Thani	0.8852
	Mr.Decha Phuttasuka	Plot 2	Ipun	Praseang	Surat Thani	2.854
111	Mr.Somchok Chaiyasit	Plot 1	Khlong Chuanan	Wiang sa	Surat Thani	10.916
112	Mr.Samat Phengsri	Plot 1	Song Phraek	Chai Buri	Surat Thani	12.28
113	Mrs.Photjana Phetarwut	Plot 1	Sai Khueng	Praseang	Surat Thani	1.342
	Mrs.Photjana Phetarwut	Plot 2	Sai Khueng	Praseang	Surat Thani	1.5096
	Mrs.Photjana Phetarwut	Plot 3	Song Phraek	Chai Buri	Surat Thani	2.7344
114	Mrs.Ratchanee Kaewpaluak	Plot 1	Sai Khueng	Praseang	Surat Thani	1.2052
	Mrs.Ratchanee Kaewpaluak	Plot 2	Sai Khueng	Praseang	Surat Thani	1.7476
	Mrs.Ratchanee Kaewpaluak	Plot 3	Sai Khueng	Praseang	Surat Thani	1.2492
	Mrs.Ratchanee Kaewpaluak	Plot 4	Sai Khueng	Praseang	Surat Thani	2.4
115	Mr.Wichaen Preakpan	Plot 1	Ipun	Praseang	Surat Thani	2.5072
	Mr.Wichaen Preakpan	Plot 2	Ipun	Praseang	Surat Thani	2.3508
116	Mr.Worapol Chumak	Plot 1	Sinpun	Praseang	Surat Thani	1.3
	Mr.Worapol Chumak	Plot 2	Sinpun	Praseang	Surat Thani	6.08
117	Mrs.Wanlapa Chumake	Plot 1	Sinpun	Praseang	Surat Thani	3.3328
118	Mrs.Bubpha Cheunchod	Plot 1	Sinpun	Praseang	Surat Thani	6.206
119	Miss.Netchanok Khawiad	Plot 1	Sinpun	Praseang	Surat Thani	3.4232
	Miss.Netchanok Khawiad	Plot 1	Sinpun	Praseang	Surat Thani	3.082
120	Mr. Weerayut Wannasri	Plot 1	Ipun	Praseang	Surat Thani	4.8608
	Mr. Weerayut Wannasri	Plot 2	Ipun	Praseang	Surat Thani	3.8548
	Mr. Weerayut Wannasri	Plot 3	Phuang Phomkhon	Khian Sa	Surat Thani	2.4
121	Mr.Sayun Boonkongmak	Plot 1	Ipun	Praseang	Surat Thani	1.04
122	Mr.Wanchai Charat	Plot 1	Ipun	Praseang	Surat Thani	24.64
	Mr.Wanchai Charat	Plot 2	Ipun	Praseang	Surat Thani	13.12

123	Mr.Wichaen Hamthanon	Plot 1	Ipun	Praseang	Surat Thani	4.32
124	Mr.Kasem Damduang	Plot 1	Ipun	Praseang	Surat Thani	0.64
	Mr.Kasem Damduang	Plot 2	Ipun	Praseang	Surat Thani	1.36
	Mr.Kasem Damduang	Plot 3	Ipun	Praseang	Surat Thani	1.36
	Mr.Kasem Damduang	Plot 4	Ipun	Praseang	Surat Thani	1.04
125	Miss.Kanchana Kaeosakunthong	Plot 1	Sinpun	Praseang	Surat Thani	1.2444
	Miss.Kanchana Kaeosakunthong	Plot 2	Sinpun	Praseang	Surat Thani	0.676
	Miss.Kanchana Kaeosakunthong	Plot 3	Sinpun	Praseang	Surat Thani	0.2252
	Miss.Kanchana Kaeosakunthong	Plot 4	Sinpun	Praseang	Surat Thani	1.2592
	Miss.Kanchana Kaeosakunthong	Plot 5	Sinpun	Praseang	Surat Thani	1.492
	Miss.Kanchana Kaeosakunthong	Plot 6	Sinpun	Praseang	Surat Thani	1.3692
126	Mrs.Rungnapa Junsong	Plot 1	Sinpun	Praseang	Surat Thani	2.696
127	Mrs.Siriporn Korkittipong	Plot 1	Sinpun	Praseang	Surat Thani	0.88
	Mrs.Siriporn Korkittipong	Plot 2	Sinpun	Praseang	Surat Thani	1.306
128	Mr.Jamnong Kaeosakunthong	Plot 1	Sinpun	Praseang	Surat Thani	1.9872
	Mr.Jamnong Kaeosakunthong	Plot 2	Sinpun	Praseang	Surat Thani	0.8776
	Mr.Jamnong Kaeosakunthong	Plot 3	Sinpun	Praseang	Surat Thani	1.0568
129	Mrs.Ratiphon Pansi	Plot 1	Sinpun	Praseang	Surat Thani	1.698
	Mrs.Ratiphon Pansi	Plot 2	Sinpun	Praseang	Surat Thani	2.8544
130	Mr.Teera Jansaart	Plot 1	Sinpun	Praseang	Surat Thani	0.64
131	Mrs.Aemon Muangnoi	Plot 1	Sinpun	Praseang	Surat Thani	1.198
	Mrs.Aemon Muangnoi	Plot 2	Sinpun	Praseang	Surat Thani	2.9096
132	Mrs.Bunraeng Kwanchum	Plot 1	Khlong Chuan	Wiang sa	Surat Thani	5.12
133	Mrs.Nopparat Kaeosakunthong	Plot 1	Sinpun	Praseang	Surat Thani	1.5136
	Mrs.Nopparat Kaeosakunthong	Plot 2	Sinpun	Praseang	Surat Thani	1.2616
	Mrs.Nopparat Kaeosakunthong	Plot 3	Sinpun	Praseang	Surat Thani	1.8316
134	Mr.Tanakron Permsapsin	Plot 1	Sinpun	Praseang	Surat Thani	0.9932

	Mr.Tanakron Permsapsin	Plot 2	Sinpun	Praseang	Surat Thani	0.948
135	Mr.Chaiyan Jantawong	Plot 1	Sinpun	Praseang	Surat Thani	1.2548
136	Mr.Chamrem Sriprasert	Plot 1	lpun	Praseang	Surat Thani	1.6104
	Mr.Chamrem Sriprasert	Plot 2	lpun	Praseang	Surat Thani	4.0456
	Mr.Chamrem Sriprasert	Plot 3	lpun	Praseang	Surat Thani	6.3244
	Mr.Chamrem Sriprasert	Plot 4	lpun	Praseang	Surat Thani	1.34
	Mr.Chamrem Sriprasert	Plot 5	lpun	Praseang	Surat Thani	1.6416
	Mr.Chamrem Sriprasert	Plot 6	lpun	Praseang	Surat Thani	5.4544
	Mr.Chamrem Sriprasert	Plot 7	lpun	Praseang	Surat Thani	5.6
	Mr.Chamrem Sriprasert	Plot 8	Sai Khueng	Praseang	Surat Thani	8.48
137	Mr.Mantchai Khonghor	Plot 1	Sinpun	Praseang	Surat Thani	4.068
	Mr.Mantchai Khonghor	Plot 2	Sinpun	Praseang	Surat Thani	3.224
138	Mr.Suwit Tepparit	Plot 1	Thungluang	Wiang sa	Surat Thani	1.78
139	Mr.Suthap Kaewaiad	Plot 1	Sinpun	Praseang	Surat Thani	3.8392
140	Miss.Phatcharin Thongsin	Plot 1	Sinpun	Praseang	Surat Thani	20.04
141	Mr.Mongckol Thongsin	Plot 1	Sinpun	Praseang	Surat Thani	32.88
142	Mr.Precha Rotsuwan	Plot 1	Sinpun	Praseang	Surat Thani	2.2692
143	Mrs.Kritsana Wuttijun	Plot 1	Sinpun	Praseang	Surat Thani	11.84
144	Mrs.Kanlaya Pengkul	Plot 1	Sinpun	Praseang	Surat Thani	2.356
145	Mr.Kraingsak Samosorn	Plot 1	Sinpun	Praseang	Surat Thani	3.1164
146	Mrs.Jira Petchamnan	Plot 1	Sinpun	Praseang	Surat Thani	1.7368
	Mrs.Jira Petchamnan	Plot 2	Sinpun	Praseang	Surat Thani	1.6892
147	Mrs.Sujitra Ketkaew	Plot 1	Sinpun	Praseang	Surat Thani	5.6764
148	Mrs.Suchada Homhual	Plot 1	Sincharoen	Praseang	Surat Thani	2.6692
149	Mrs.Pajaree Kaewthongmuang	Plot 1	Sinpun	Praseang	Surat Thani	1.1708
	Mrs.Pajaree Kaewthongmuang	Plot 2	Sinpun	Praseang	Surat Thani	0.68
150	Mrs.Sujin Sopamang	Plot 1	Sincharoen	Praseang	Surat Thani	11.6
151	Mr.Somkid Makkaew	Plot 1	Sincharoen	Praseang	Surat Thani	5.3572
	Mr.Somkid Makkaew	Plot 2	Sincharoen	Praseang	Surat Thani	3.1776

	Mr.Somkid Makkaew	Plot 3	Sincharoen	Praseang	Surat Thani	1.92
152	Mrs.Jareethip Rommaung	Plot 1	Sincharoen	Praseang	Surat Thani	3.9412
	Mrs.Jareethip Rommaung	Plot 2	Sincharoen	Praseang	Surat Thani	4.1352
	Mrs.Jareethip Rommaung	Plot 3	Sincharoen	Praseang	Surat Thani	3.444
	Mrs.Jareethip Rommaung	Plot 4	Sincharoen	Praseang	Surat Thani	2.88
	Mrs.Jareethip Rommaung	Plot 5	Sincharoen	Praseang	Surat Thani	4.9704
						1,197.53

APPENDIX 7: LOCATION MAPS OF THE SMALLHOLDINGS



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

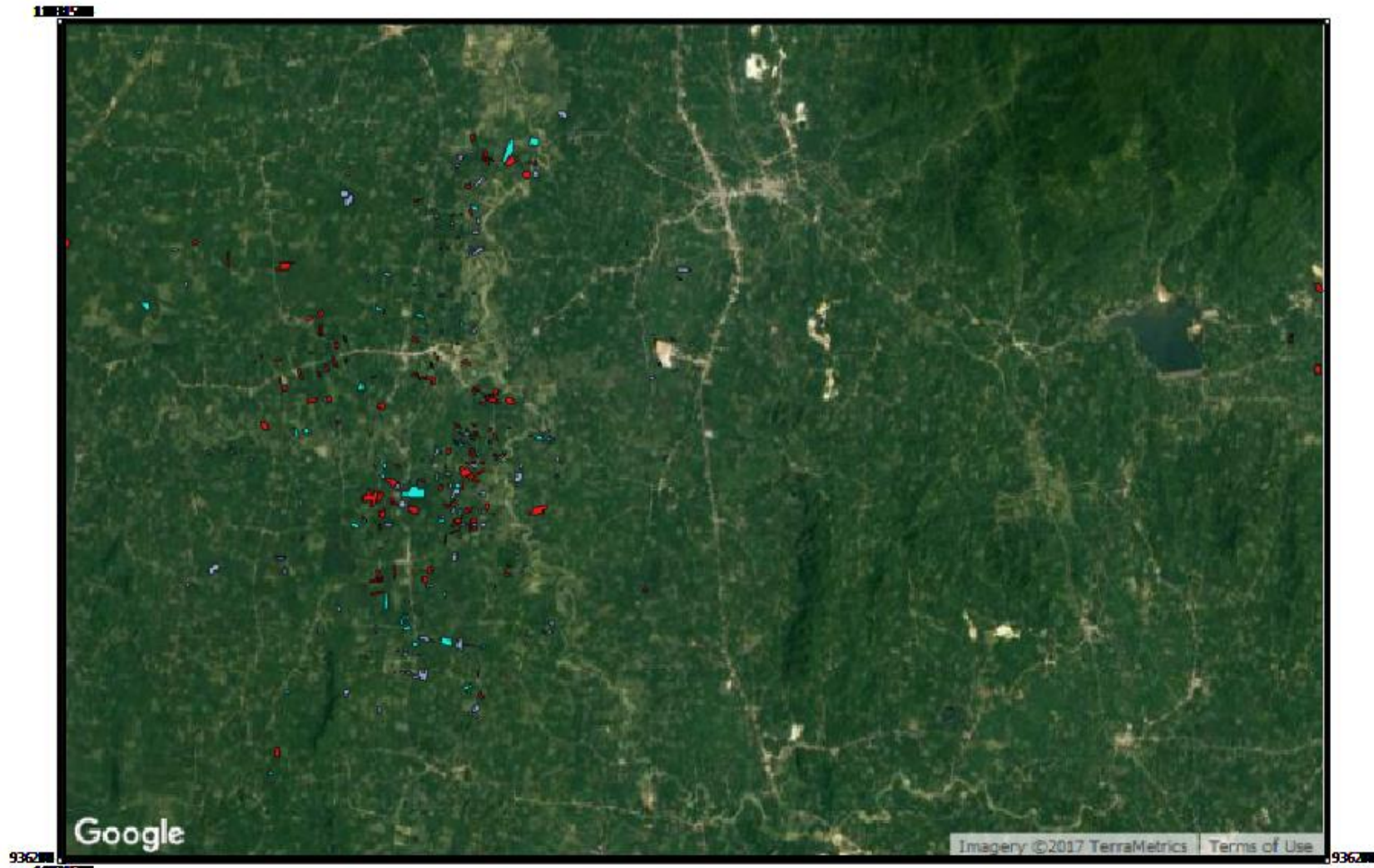


Figure 2 Geographical map of member's plots owned by group members of Tapi-Ipun Sustainable Oil Palm Community Enterprise Group

End of Report