

DRAFT 2

RSPO Principle & Criteria 2023

Public commenting period: 1 June to 30 June 2023

Note:

This Draft 2 of RSPO P&C 2023 is:

- 1) Meant for public comments and NOT to be used for implementation compliance check.
- 2) Introduction and Preamble chapters are meant for information and not for commenting.
- 3) There are indicators with options captured for comments with specific justification on the most fix to purpose option delivering to the intended outcomes.

Introduction

This is a key document in the RSPO certification system containing the Principles and Criteria for sustainable palm oil production. The Principles and Criteria consist of the Preamble, 7 Principles and associated Criteria and Indicators; and a Definition of Terms.

The Preamble contains important information on RSPO Certification, arranged in the following sections:

1. The Roundtable on Sustainable Palm Oil (RSPO)
2. The Principles and Criteria (P&C)
3. Scope
4. National Interpretation (NI)
5. Interpretations and Disputes
6. Responsibility for Compliance
7. Certification Compliance
8. Associated Documents and References

Effective Date

RSPO P&C 2023 was adopted by the RSPO membership at the **x**th General Assembly in **[location]** on **[date]** with immediate effect. The RSPO P&C 2023 shall be used for all new certification activities after **[date of adoption]**.

Existing certified entities can continue to be certified after the **[date of adoption]** and before the completion of relevant National Interpretation (NI) of P&C 2023, by conducting a maximum of one further Annual Surveillance Assessment (ASA) against P&C 2018 (or relevant NI of P&C 2018), but shall demonstrate compliance to the RSPO P&C 2023 at the following ASA.

Subsequent review and revision of the RSPO P&C shall occur within a five-yearly cycle according to RSPO Standard Setting SOP.

The next review process of the RSPO P&C shall occur in 2026 (three years of the adoption of this P&C), with a view to completion of any necessary revisions within two years of the process.

PREAMBLE

1 The Roundtable on Sustainable Palm Oil (RSPO)

The RSPO is a not-for-profit, international membership organisation established in 2004, that unites stakeholders from the seven sectors of the palm oil industry - oil palm producers, palm oil processors and traders, consumer goods manufacturers, retailers, banks and investors, environmental or nature conservation non-governmental organisations (NGOs), and social or developmental NGOs - to develop and implement global standards for sustainable palm oil production.

Sustainable palm oil production is comprised of legal, economically viable, environmentally appropriate and socially beneficial management and operations. To ensure the credibility of palm oil sustainability claims, all RSPO members who take legal ownership and produce or handle RSPO certified sustainable oil palm products need to be RSPO certified. RSPO certification ensures that all users and consumers are contributing to the production of Certified Sustainable Palm Oil (CSPO), and thereby reducing the negative social and environmental impact of conventional oil palm cultivation. At the heart of this process is the RSPO Principles and Criteria (P&C), a set of stringent standards for sustainable palm oil production that RSPO members must comply with.

RSPO remains committed to transparency and accountability. The RSPO provides systems to ensure that RSPO certified members abide by the standards. These include third-party certification, a system of accreditation for certification bodies, an open and transparent grievance mechanism, supply chain certification to end users, and traceability provided via the PalmTrace system. RSPO is also always working to improve its systems. This system allows members to market their products as the result of environmentally appropriate, socially beneficial and economically viable management - eventually seeking to market their products as RSPO certified.

2 The RSPO Principle & Criteria

RSPO first set of Principle & Criteria was adopted for pilot implementation in November 2005 and came in full effective as a Standard in November 2007. The RSPO Principle & Criteria 2007 was then updated in 2013 and 2018.

The RSPO P&C 2023 was a result of a comprehensive review and revision of P&C 2013 that commenced in January 2022 and was completed in October 2023. The RSPO P&C 2023 is accepted at the General Assembly by the RSPO members on [date]. The review of P&C 2023 was conducted in accordance with the RSPO Standard Operating Procedure For Standard Setting and Review 2020. The SOP was, in turn, developed in compliance with the ISEAL Code of Good Practice for Setting Social and Environmental Standards, Version 6 December 2014.

The RSPO Principles are the essential rules or elements of legal, economically viable, environmentally appropriate and socially beneficial management and operations. The indicators provide means of judging whether or not a Criteria has been fulfilled leading to a Principle. They are the foundation of the RSPO certification scheme and together with the Preamble and Definition of Terms, constitute the core of a comprehensive standards package.

Principles, Criteria and Indicators are normative; while Guidance and Procedural Note are informative. Critical Indicators are identified and are marked 'C' next to numberinf of respective indicator.

Guidance serves to provide additional information assisting with the understanding, implementation and auditing. Specific Guidance has also been included for certain Indicators for clarity, as well as specific points to be addressed in National Interpretations. Procedural Note serves to indicate when and where there is a methodology or element of the standard is still under development to clarify terms, conditions and procedure prior to the said methodology or element being finalised.

The RSPO P&C 2023 need to be applied together with other associated documents for which respective associated **procedure**, **tool**, **guidance** and **manual** is provided within respective indicator are in Bold and Underlined.

3 Scope

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

The RSPO P&C apply to all production level companies, i.e. all mills, who do not fall under the definition of independent mill as outlined in the RSPO Supply Chain Certification (SCC) Standard; and to all growers, who do not meet the definition of Independent Smallholder or the applicability requirements as outlined in the RSPO Independent Smallholder (ISH) Standard and therefore cannot apply the RSPO ISH Standard. These are referred to as the *Unit of Certification* throughout this document.

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

The Principle & Criteria apply is applicable to all different types of FFB and palm oil producers. Specific Indicators developed applicable to specific mill-with-own-plantations; growers without mill with landholdings larger than 500ha; medium growers without mill with landholdings between 50.1ha to 500ha; and scheme smallholders with landholdings below 50.1ha.

4 National Interpretation (NI)

The Principles & Criteria is a generic document. Indicators and guidance contained within this generic Principles & Criteria document could be adapted for use by each country through National Interpretation process, to support implementation on the ground. RSPO encourages all palm oil producing countries to comply with the generic P&C, however if members of a particular country see the need for an NI, a process may be initiated. Until an NI has been developed and formally endorsed by the RSPO BoG, the applicable standard is the generic RSPO P&C.

Country's National Interpretation (NI) process shall only be initiated upon obtain of written approval from the RSPO Secretariat, standard.development@rspo.org. In view of the intensity of NI process that often lasts for more than 12 months; and in consideration of the 5-year review cycle of the P&C, all NI revision or development process initiated must be concluded no later than 36 months from the adoption of the P&C. No NI process shall be initiated after 24 months from the adoption of the P&C.

Should the generic P&C are updated (endorsed by the RSPO Board of Governors (BoG)), relevant updates to endorsed NI must be made within twelve (12) months from the endorsed date of updated generic P&C. Any update or revision needs to endorsed NI (i.e., due to substantial changes in the national legal context), within the same effective cycle period of existing P&C, such update/ revision process shall be initiated by country's NI Working Group. Written approval shall be obtained through RSPO Secretariat.

NI process shall be guided by the applicable **RSPO Standard Operating Procedure for Standard Setting and Review**.

5 Interpretations

The English version of the RSPO P&C generic document shall always prevail in case of any discrepancy or inconsistency between the English version and other translated versions.

Where RSPO standards differ from local laws, the higher/stricter of the two shall always prevail and NIs are required to develop a list of applicable laws.

6 Certification Compliance

Compliance with the RSPO P&C and all requirements as outlined in associated documents is required in order for certification to be awarded. Responsibility for ensuring compliance with the Principles, Criteria and Indicators lies with the person(s) or entities that is/are the certificate holder referred to as 'RSPO Member'. RSPO Member is responsible for decisions, policies and management activities related to the *Unit of Certification (UoC)*. Accordingly, the *UoC* required to take corrective actions in the event of not being in compliance with the Principles, Criteria and/or Indicators.

Compliance must be demonstrated with the normative part of the P&C, namely the Principles, Criteria and Indicators. Non-conformities (NCs) are raised at Indicator-level by auditors. The informative part is there to help with implementation of Indicators, but is not normative, nor can non-conformities be raised against this section.

NCs are graded into two categories, minor and major NCs. Any NC raised against Critical (C) indicators shall be graded as Major NC resulted in major Corrective Action Requests (CARs).

Non-compliance against indicators without marking with (C) shall be graded as Minor NC resulted in minor Corrective Action Requests (CARs).

7 References

The following documents are relevant for the application of this document and the latest version of all documents shall always prevail.

- New Planting Procedure (NPP)
- Management System Requirements and Guidance for Group Certification of FFB Production
- Rules on Market Communications and Claims
- Certification Systems for P&C and ISH Standard

Term	Definition	Source
3R (Reduce-Reuse-Recycle) Concept	3R (Reduce-Reuse-Recycle) Concept is a sequence of steps on how to manage waste properly. The top priority is Reduce, which is to reduce waste generation, then Reuse, and then Recycle, to give waste material a second chance before disposing them to the landfill.	https://waste4change.com/blog/waste4change-supports-3r-reduce-reuse-recycle-green-concept/
Abuse of vulnerability	Taking advantage of a worker who lacks knowledge of local/national laws, languages, has limited livelihood opportunities, is from a minority religious or ethnic group, has disabilities or other limitations which causes the worker to be considered vulnerable.	Adapted from ILO 11 Indicators on Forced Labour
Affected Communities	All Communities that are likely to be affected directly and significantly by the proposed development, i.e. those with land holdings and other user rights, within the affected area must be included in the assessment and FPIC process. Other communities that are likely to be affected only indirectly, such as by possible longer term changes to the ecosystem services provision due to the water usage of the operation for example, also need to be taken into account.	RSPO Free, Prior and Informed Consent (FPIC) Guide, 2022
Agreement	An arrangement (usually informal) between two or more parties that is not enforceable by law.	RSPO P&C 2023
Biochemical Oxygen Demand (BOD)	Biochemical oxygen demand (BOD also known as Biological oxygen demand) is the amount of dissolved oxygen (DO) needed (i.e. demanded) by aerobic biological organisms to break down organic material present in a given water sample at a certain temperature over a specific time period.	P&C 2023
Biological control agent	Refers to the use of natural or modified organisms, gene products, to reduce the effects of undesirable organisms and to favor desirable organisms such as crops, beneficial insects, and microorganisms	Singh, S., Kumar, V., Dhanjal, D.S., Singh, J. (2020). Biological Control Agents: Diversity, Ecological Significances, and Biotechnological Applications. In: Singh, J., Yadav, A. (eds) Natural Bioactive Products in Sustainable Agriculture. Springer, Singapore. https://doi.org/10.1007/978-981-15-3024-1_3
Bribe	A bribe is an illegal or unethical gift or lobbying effort bestowed to influence the recipient's conduct. It may be money, goods, rights in action, property, preferment, privilege, emolument, objects of value, advantage, or merely a promise to induce or influence the action, vote, or influence of a person in an official or public capacity.	https://en.wikipedia.org/wiki/Bribery
Child	The term child applies to all persons under the age of 18.	ILO Minimum Age Convention, 1973 (No. 138) Worst Forms of Child Labour Convention, 1999 (No. 182)
Child labour	Child labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. The term applies to: <ul style="list-style-type: none"> • All children under 18 involved in the “worst forms of child labour” (as per ILO Convention No. 182) • All children aged under 12 taking part in economic activity; and • All 13 to 15-year-olds engaged in more than light work. <p>The ILO defines light work as work that is not likely to be harmful to children’s health or development and not likely to be detrimental to their attendance at school or vocational training.</p> <p>Those under 18 years old should not engage in hazardous work that might jeopardise their physical, mental or moral well-being, either because of its nature or the conditions under which it is carried out. For young workers above the legal minimum age but below 18, there should be restrictions on hours of work and overtime; working at dangerous heights; with dangerous machinery, equipment and tools; transport of heavy loads; exposure to hazardous substances or processes; and difficult conditions such as work at night.</p>	ILO Minimum Age Convention, 1973 (No. 138)
Child labour remediation	Child labour remediation refers to the process of removing a child from a child labour situation to ensure safe and adequate alternatives for them, such as reintegrating them into the education system or, if they are above the minimum age for work, creating an opportunity for them to work in a non-hazardous job.	https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/instructionalmaterial/wcms_ipec_pub_27555.pdf
Communities	Communities refer to Indigenous Peoples, Tribal Peoples, Local Communities (including women, children, and people with disabilities), displaced persons, migrants, and other land users.	RSPO P&C 2018
Confidential information	Confidential information include financial data such as costs and income, and details relating to customers and/or suppliers. Data that affects personal privacy should also be confidential. Confidential information includes where disclosure of information would result in negative environmental or social outcomes.	Adopted from P&C 2013
Conflict resolution system	A system to diffuse, resolve and mediate disagreements, confrontations and tensions between the UoCs and Communities.	RSPO Free, Prior and Informed Consent (FPIC) Guide, 2022
Contract	Is a specific type of agreement that, by its terms and elements, is legally binding and enforceable in a court of law.	RSPO P&C 2023
Contract substitution	The practice of substituting or changing the terms of employment to which the worker originally agreed, either in writing or verbally, which results in worse conditions or less benefits. Changes to the employment agreement or contract are prohibited unless these changes are made to meet local law and provide equal or better terms.	ILO Report to the Committee examining alleged noncompliance by Qatar of Forced Labour
Contract worker	Contract worker refers to persons engaged in temporary work, or work for a specific period of time. It also refers to workers who are not employed directly by the company, but employed by a contractor or consultant with whom the company has a direct contract.	ILO, NonStandard Forms of Employment
Contractor	A person, firm, organisation, or company that undertakes a contract with the Unit of Certification to provide materials or labour to perform a service or do a job.	RSPO P&C 2023
Core work	Core work refers to essential business activities of the Unit of Certification. Key agricultural and milling activities are considered core work.	RSPO P&C 2023
Debt bondage	Debt bondage is work exchanged for a debt. It is also known as bonded labor or debt slavery, where workers are told they can pay off a loan of their own or of a family member by working it off. Debt bondage exists when labourers (sometimes with their families) are forced to work for an employer to pay off their own debts or those they have inherited.	ILO Global Business Network on Forced Labour/ See also https://www.ilo.org/empent/areas/business-helpdesk/WCMS_DOC_ENT_HLP_FL_EN/lang--en/index.htm
Deception	Deception relates to the failure to deliver what has been promised to the worker, either verbally or in writing. Deceptive recruitment practices can include false promises regarding working conditions and wages, but also regarding the type of work, housing and living conditions, acquisition of regular migration status, job location or the identity of the employer.	Adapted from ILO 11 Indicators on Forced Labour

Term	Definition	Source
Deforestation	Loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a plantation forest; or iii) severe and sustained degradation.	Draft Accountability Framework Initiativea (AFI) (July 2018). Refer to latest AFI definition
Development	Development means land disturbing activities, structural development (construction, installation or expansion of a building or other structure), and/or creation of impervious surfaces on a previously undeveloped site, for palm oil production purposes.	P&C 2023
Development activities	Refer to any new plantings or plantation-related operations, expansions or infrastructure managed by the UoC that may affect or concern indigenous peoples, local communities and/or other land users.	RSPO Free, Prior and Informed Consent (FPIC) Guide, 2022
Discrimination	Any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; Such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.	United Nations Human Rights Office of the High Commissioner, Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Eminent domain and expropriation	Eminent domain is the statutory power of governments to expropriate private property for public use or in the national interest, usually with the payment of compensation according to rates defined by law. Expropriation refers to divesting persons of their property without requiring their agreement or consent.	P&C Review 2018
Force majeure	Force majeure is defined as unforeseeable and uncontrollable events (such as extreme weather, epidemic, terrorism, any act of war (whether declared or not), invasion, revolution, insurrection, or any other acts of a similar force) that are not the fault of any party and that makes it impossible to carry out normal business. (adopted from Merriam Webster dictionary)	P&C 2023
Forced labour	All work or service which is exacted from any person under the menace of any penalty and for which said person has not offered him or herself voluntarily. This definition consists of three elements: 1. Work or service refers to all types of work occurring in any activity, industry or sector including in the informal economy. 2. Menace of any penalty refers to a wide range of penalties used to compel someone to work. 3. Involuntariness: The terms "offered voluntarily" refer to the free and informed consent of a worker to take a job and his or her freedom to leave at any time. This includes when an employer or recruiter makes false promises so that a worker takes a job he or she would not otherwise have accepted.	ILO Forced Labour Definition ILO, Forced Labour Convention, 1930 (No. 29) ILO, Protocol of 2014 to the Forced Labour Convention, 1930 (P029) ILO, Abolition of Forced Labour Convention, 1957 (No. 105) ILO, Forced Labour Recommendation 2014 (No. 203)
Fragile soil	A soil that is susceptible to degradation (reduction in fertility) when disturbed. A soil is particularly fragile if the degradation rapidly leads to an unacceptably low level of fertility or if it is irreversible using economically feasible management inputs. (See also definition for 'marginal soil')	P&C Review 2018
Gender Sensitive	To understand and give consideration to socio-cultural norms and discriminations in order to acknowledge the different rights, roles & responsibilities of women and men in the community and the relationships between them. Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities or imbalance between women and men, and promote gender equality, including an equal distribution of resources.	Adapted from Women Empowerment Development Organisation (WEDO)
Gender-based violence	Harmful acts directed at a person or a group of persons based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk of multiple forms of violence. While women and girls suffer disproportionately from GBV, men and boys can also be targeted.	UN Women - https://www.unwomen.org/en/what-we-do/ending-violence-against-women/faqs/types-of-violence#:~:text=Violence%20against%20women%20and%20girls%20is%20defined%20as%20any%20act,public%20or%20in%20private%20life
Good faith	The principle of good faith implies that the parties make every effort to reach an agreement, conduct genuine and constructive negotiations, avoid unjustified delays in negotiations, respect agreements concluded and applied in good faith, and give sufficient time to discuss and settle collective disputes. In the case of multinational enterprises, such companies should not threaten to transfer the whole or part of an operating unit from the country concerned in order to unfairly influence negotiations.	ILO Q&As on business and collective bargaining
Greenhouse gas	Greenhouse gases (GHGs) are those gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and emit radiation at specific wavelengths within the spectrum of thermal infrared radiation emitted by the Earth's surface, the atmosphere itself, and by clouds. GHGs are measured in terms of their global warming potential – the impact a GHG has on the atmosphere expressed in the equivalent amount of carbon dioxide CO ₂ (CO ₂ e). Greenhouse gases regulated by the Kyoto Protocol include: carbon dioxide (CO ₂), methane (CH ₄), nitrous oxides (N ₂ O), Hydrofluorocarbons (HFCs), perfluorocarbons (PFC), and sulphur hexafluoride (SF ₆).	Intergovernmental Panel on Climate Change (IPCC) Data Distribution Centre
Growers	Growers are beneficial owners, land owners or businesses with more than 500 ha (accumulative) of cultivated and harvested oil palms. (See also definition for medium grower, and smallholder)	RSPO P&C 2023
H&S Committee	A group, consisting of the employer and workers, that looks into the development of safety and health rules and safe systems of work, reviews the effectiveness of safety and health programs, conducts investigations on trends of accidents that occur at the place of work, reviews the health and safety policies and makes recommendations.	Adapted from Occupational Safety and Health Act (OSHA) 1994 (Act 514)
Hazardous waste	Hazardous waste is a waste with properties that make it dangerous or capable of having a harmful effect on human health or the environment.	US EPA, accessed Feb 2023
Hazardous work	Hazardous work is work performed in hazardous conditions; or "in the most hazardous sectors and occupations, such as agriculture, construction, mining, or ship-breaking, or where working relationships or conditions create particular risks, such as exposure to hazardous agents, such as chemical substances or radiation, or in the informal economy." (https://www.ilo.org/safework/areasofwork/hazardouswork/lang-en/index.htm) Hazardous work is also defined as "any work which is likely to jeopardise children's physical, mental or moral health, safety or morals" and which "should not be done by anyone under the age of 18." (https://www.ilo.org/ipcc/facts/ILOconventionsonchildlabour/lang-en/index.htm)	Article 3 (d) of ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182)

Term	Definition	Source
High Carbon Stock forest	Forests that have been identified using the High Carbon Stock Approach (HCSA) Toolkit	HCSA website www.highcarbonstock.org
High Conservation Value (HCV) areas:	<p>The areas necessary to maintain or enhance one or more High Conservation Values (HCVs):</p> <p>HCV 1 – Species diversity; Concentrations of biological diversity including endemic species, and rare, threatened or endangered (RTE) species, that are significant at global, regional or national levels.</p> <p>HCV 2 – Landscape-level ecosystems, ecosystem mosaics and Intact Forest Landscapes (IFL); Large landscape-level ecosystems, ecosystem mosaics and IFL that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.</p> <p>HCV 3 – Ecosystems and habitats; RTE ecosystems, habitats or refugia.</p> <p>HCV 4 – Ecosystem services; Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.</p> <p>HCV 5 – Community needs; Sites and resources fundamental for satisfying the basic necessities of local communities or indigenous peoples (for livelihoods, health, nutrition, water, etc.), identified through engagement with these communities or indigenous peoples.</p> <p>HCV 6 – Cultural values; Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or indigenous peoples, identified through engagement with these local communities or indigenous peoples.</p>	High Conservation Value Resource Network (HCVRN) Common Guidance for Identification of HCVs 2017
High Forest Cover Country (HFCC)	Countries defined as having >60% forest cover (based on recent, trusted REDD+ and national data); <1% oil palm cover; a deforestation trajectory that is historically low but increasing or constant; and a known frontier area for oil palm or where major areas have been allocated for development	RSPO No Deforestation consultancy: HFCC Proforest, 2018
High Forest Cover Landscape (HFCL)	Landscapes having >80% forest cover. Landscape as defined under HCSA Toolkit (Module 5): “The size of a landscape may be determined by (a) identifying the watershed or the geographical land unit containing a cluster of interacting ecosystems; (b) selecting a unit size that encompasses the plantation concession and a buffer of the surrounding area (e.g. 50,000 ha or 100,000 ha); or (c) using a radius of 5 km from the area of interest (for instance, the planned concession).”	HCSA Toolkit (v2)
Human Rights Defenders (HRD)	Individuals, groups and associations who promote and protect universally recognised human rights and contribute to the effective elimination of all forms of violations of human rights and fundamental freedoms of individuals and peoples. This definition includes Environmental HRD, whistleblowers, complainants and community spokespersons. This definition does not include those individuals who commit or propagate violence.	RSPO policy on the protection of HRD, Whistleblowers, Complainants and Community Spokesmen (endorsed by BoG on 24 Sept 2018)
Human rights due diligence	Human rights due diligence is the process for a business to identify, prevent, mitigate and account for their organisation's impacts on human rights. It involves actions taken by a company to both identify and act upon actual and potential human rights risks for workers in its operations, supply chains and the services it uses.	United Nations Guiding Principles on Business and Human Rights Summary of the Report of the Working Group on Business and Human Rights to the General Assembly October 2018
Identity Preserved	A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill processes certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.	RSPO Supply Chain Standard 2020
Indigenous peoples	“Indigenous Peoples” is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (b) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; (c) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and (d) an indigenous language, often different from the official language of the country or region.	World Bank Operational Manual 4.10
Initial certification	The beginning stage of the certification cycle where the decision of certification and issuance of certificate was done.	RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, 2022
Integrated Management Plan (IMP)	An Integrated Management Plan consists of the set of coordinated mitigation, monitoring, and institutional measures to be taken during implementation and operation to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels. The IMP is to maximize economic outcomes and social welfare in an equitable manner without compromising ecosystem sustainability.	P&C 2023
International accepted scientific protocol	A predefined science-based procedure which is either published by an international scientific network or union, or referenced frequently in the international scientific literature.	FSC-STD-01-001 V5-2

Term	Definition	Source
Intimidation and harassment (including threats)	<p>Refers to a range of unacceptable behaviour that results in physical, psychological, sexual, or economic harm. Examples include</p> <p>Communities</p> <ul style="list-style-type: none"> i) Any threats of dispossession of land, forced removal or relocation ii) Any threat to deny access to resources on land e.g. water, agriculture, sacred grounds etc. iii) Any threats against community members during receipt of grievances iv) Any threats and abuse of power by military, paramilitaries, or security personnel (contracted by the unit of certification) against community members (includes sexual favours) v) Any threats and coercion against community members in signing agreements related to relinquishing of land rights or resources vi) Persistent verbal abuse <p>Workers:</p> <ul style="list-style-type: none"> i) Loss of income and/or restricted access to the workplace, housing and/or land ii) Threats of dismissal from employment or against workers who wish to resign iii) Threats against workers during receipt of grievances regarding working and living conditions via internal (Labour Grievance Mechanism) and external (eg. embassy, NGO, etc.) grievance channels iv) Threats to terminate employment of family members v) Withdrawal of rights such as the rights to leave the workplace vi) Verbal abuse <p>It may also include undermining of workers, i.e. psychological coercion, designed to increase the sense of vulnerability.</p> <p>HRD:</p> <ul style="list-style-type: none"> i) Loss of income due to/resulting in organisational restrictions ii) Any threats of dismissal from employment, restrictions on travel and restrictions to the environment in which the HRDs operate iii) Any deliberate obstruction to holding of meetings between HRDs iv) Any hostility within the community the HRDs lives as claims may be seen to jeopardise the community's honour and culture (this may especially be the case with women HRDs). v) Any character assassination of HRDs in the form of discrediting or defamation campaigns vi) Any arbitrary use of security forces surveillance vii) Any SLAPP suits (Strategic Lawsuits against Public Participation) due to his or her work and/or in the course of his/her activities, viii) Any threats of physical violence and death threats. Special attention is needed to avoid gender-specific violence such as rape or threats of sexual violence used to silence women. 	P&C Review 2018
Labour recruiters	Includes all labour recruiters (both public and private employment services/agencies) and all other intermediaries or subagents that offer labour recruitment and placement services. This includes labour recruiters in countries of origin that assist, or are subcontracted to, the labour recruiter that is directly engaged by the unit of certification and any recruiters engaged by the subcontractor.	RSPO P&C 2023
Land clearing	Conversion of land from one land use to another. Clearing actively managed oil palm plantation to replant oil palm is not considered land clearing. Within existing certified units, clearing of less than 10 ha is not considered new land clearing.	P&C Review 2018
Legal due diligence	The term 'legal due diligence' is commonly defined as an investigation, review performed and/or research conducted on a company or business asset or a business, to confirm the facts of a matter under consideration before entering into an agreement with another party. Once the facts are collected and analysed, an informed decision can be made.	RSPO P&C 2023
Legal registration	Official license and/or permission from the relevant government authorities for an entity to operate as an enterprise, with rights to buy and sell products and/or services	RSPO P&C 2023
Light work	Work that is not likely to be harmful to children's health or development and not likely to be detrimental to their attendance at school or vocational training.	ILO Convention No. 138 in Article 7
Limited planting on marginal and fragile soil	Total area of planting on marginal and fragile soil within a new development should not be greater than 100 ha. Recognising that small growers have fewer options, for the development of 500 ha or less, no more than 20% of the total area should be on fragile soil.	Adopted from P&C 2013, Annex 2
Limited replanting on steep terrain	Any individual, contiguous planted area on steep terrain (>25 degrees) greater than 25 ha and the total area of replanting on steep terrain shall be no more than 1% of the proposed replanting area.	Adopted from P&C 2013, Annex 2
Livelihood	<p>A person's or a group's way of making a living, from their environment or in the economy, including how they provision their basic needs and assure themselves and following generations secure access to food, clean water, health, education, housing and the materials needed for their life and comfort either through their own direct use of natural resources or through exchange, barter, trade or engagement in the market.</p> <p>A livelihood includes not just access to resources but the knowledge and institutions that make this possible such as time for community participation and integration, personal, local or traditional ecological knowledge, skills, endowments and practices, the assets that are intrinsic to that way of making a living (e.g. farms, fields, pastures, crops, stock, natural resources, tools, machinery and intangible cultural properties) and their position in the legal, political and social fabric of society.</p> <p>The risk of livelihood failure determines the level of vulnerability of a person or a group to income, food, health and nutritional insecurity. Therefore, livelihoods are secure when they have secure ownership of, or access to, resources and income earning activities, including reserves and assets, to offset risks, ease shocks and meet contingencies.</p> <p>(Compiled from various definitions of livelihoods from Department for International Development (DfID), Institute of Development Studies (IDS) and FAO and academic texts from: http://www.fao.org/docrep/X0051T/X0051t05.htm).</p>	P&C 2013
Living Wage	The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.	Global Living Wage Coalition

Term	Definition	Source
Local Community	Refer to a community in a particular place where local people share common concern around local facilities, services and environment, and which may at times depart from traditional or State definitions. Generally, local communities attach particular meaning to land and natural resources as sources of culture, customs, history and identity, and depend on them to sustain their livelihoods, social organisation, culture and traditions, beliefs, environment and ecology.	RSPO Free, Prior and Informed Consent (FPIC) Guide, 2022
Managed area	The land containing oil palm and associated land uses such as infrastructure (e.g. roads), riparian zones and conservation set-asides.	P&C Review 2018
Management documents	Management documents are documented information and evidence to interact with the RSPO P&C. It shall be in the form of manual, working procedures, report and records that subject to be audited and reviewed periodically.	P&C Review 2018
Marginal soil	A soil that is unlikely to produce acceptable economic returns for the proposed crop at reasonable projections of crop value and costs of amelioration. Degraded soils are not marginal soils if their amelioration and resulting productivity is cost effective. Marginal soils may include sandy soils, low organic content soils, and potential or actual acid sulphate soils. Suitability of these soils is also influenced by other factors including rainfall, terrain and management practices. These areas may only be developed for new plantations provided that adequate best management practices are in place. Failing which extensive plantings should be avoided on these soils.	P&C Review 2018
Mass Balance	A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.	RSPO Supply Chain Standard 2020
Maternal Health	Maternal health refers to the health of women during pregnancy, childbirth and the postnatal period.	World Health Organisation
Medium Grower	Medium Growers are beneficial owners, land owners or businesses with more than 50 ha and up to 500 ha (accumulative) of cultivated and harvested oil palms. (See also definitions for Grower and Smallholder)	RSPO P&C 2023
Migrant	A person who moves away from his or her place of usual residence, whether within a country (internal migrant) or across an international border (international migrant), temporarily or permanently, and for a variety of reasons.	P&C 2023
Migrant Worker Status	Workers who have registered to be regularised under national labour recalibration/regularisation programs.	RSPO P&C 2023
National law	A binding rule or body of rules prescribed by the government of a sovereign state that holds force throughout the regions and territories within the government's dominion. In the context of international law a State party to an international treaty must ensure that its own domestic law and practice are consistent with what is required by the treaty. National law includes subsidiary legislations, regulations, by-laws, rules, orders issued by the government.	UN Environment Programme https://leap.unep.org/knowledge/glossary/national-law
Natural ecosystems	All land with natural, native vegetation, including but not limited to native forests, riparian vegetation, natural wetlands, peatlands, grasslands, savannahs, and prairies.	P&C Review 2018
New planting	Planned or proposed planting on land not previously cultivated with oil palm.	NPP 2015
Non-hazardous work	See definition for hazardous work	
Operations	All activities planned and/or undertaken by the management unit within the boundaries of the palm oil mill and its supply base.	RSPO P&C 2013
Other conservation areas	Areas (in addition to HCV, HCS forests and peatland conservation areas) that are required to be conserved by the RSPO P&C (such as riparian areas and steep slopes) and other areas allocated by the unit of certification.	P&C Review 2018
Participatory Mapping	A map making process to make visible the association between land and communities. This is done jointly by the Unit of Certification and the Communities.	Good Practices in Participatory Mapping by International Fund for Agricultural Development (IFAD) 2009
Parties	A business or individual or group or organisation who gets into a binding agreement with a different contracting party	RSPO P&C 2023
Peat	A soil with cumulative organic layer(s) comprising more than half of the upper 80 cm or 100 cm of the soil surface containing 35% or more of organic matter (35% or more Loss on Ignition) or 18% or more organic carbon. Note for management of existing plantations in Malaysia and Indonesia, a narrower definition has been used, based on national regulations: namely soil with an organic layer of more than 50% in the top 100 cm containing more than 65% organic matter.	PLWG2 July 2018 Derived from FAO and USDA definition for histosols (organic soils) (FAO 1998, 2006/7; USDA 2014)
Pesticide	Substances or a mixture of substances intended for preventing, destroying, repelling or mitigating any pest. Pesticides are categorised into four main substituent chemicals: herbicides; fungicides; insecticides and bactericides.	P&C 2013
Plan	A time-bound and detailed scheme, programme, or method for achieving objective(s) and desired outcome(s). Plans shall have clear targets with timelines for delivery, actions to be taken and a process for monitoring progress, adapting plans to changing circumstances and reporting. Plans shall also include the identification of named individuals or positions responsible for the delivery of the plan. There shall be evidence that sufficient resources are available to carry out the plan and the plan is implemented in full.	P&C 2013
Plantation	The land on which oil palm is grown.	P&C Review 2018
Primary forest	Naturally regenerated forest of native tree species, where there are no clearly visible indications of human activities and the ecological processes are not significantly disturbed. (Adopted FAO definition) Explanatory notes 1. Includes both pristine and managed forests that meet the definition. 2. Includes forests where indigenous peoples engage in traditional forest stewardship activities that meet the definition. 3. Includes forest with visible signs of abiotic damages (such as storm, drought, fire) and biotic damages (such as insects, pests and diseases). 4. Excludes forests where hunting, poaching, trapping or gathering have caused significant native species loss or disturbance to ecological processes. 5. Some key characteristics of primary forests are: - they show natural forest dynamics, such as natural tree species composition, occurrence of dead wood, natural age structure and natural regeneration processes; - the area is large enough to maintain its natural ecological processes; - there has been no known significant human intervention or the last significant human intervention was long enough ago to have allowed the natural species composition and processes to have become re-established.	RSPO P&C 2023
Prophylactic	A treatment or course of action applied as a preventive measure.	P&C 2013
Publicly available	Means that the information/documents are accessible to anyone in the general public, without the need for special qualifications, permissions, or privileges.	P&C 2023
Rare, threatened or endangered (RTE) species	Species as defined by the High Conservation Value Resource Network (HCVRN).	HCVRN Common Guidance for the Identification of HCVs

Term	Definition	Source
Recertification	Renewal of RSPO certification before expiry of the current valid certificate. RSPO recertification audit shall be undertaken once in every five years.	RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, 2022
Recruitment fees and related costs	<p>The definition of recruitment fees and related costs, including extra-contractual, undisclosed, inflated or illicit costs, recognizes the principle that workers shall not be charged directly or indirectly, in whole or in part, any fees or related costs for their recruitment. The terms 'recruitment fees' or 'related costs' refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection. Recruitment fees include:</p> <ul style="list-style-type: none"> a. payments for recruitment services offered by labour recruiters, whether public or private, in matching offers of and applications for employment; b. payments made in the case of recruitment of workers with a view to employing them to perform work for a third party; c. payments made in the case of direct recruitment by the employer; or d. payments required to recover recruitment fees from workers. <p>These fees may be one-time or recurring and cover recruiting, referral and placement services which could include advertising, disseminating information, arranging interviews, submitting documents for government clearances, confirming credentials, organizing travel and transportation, and placement into employment.</p> <p>Related costs are expenses integral to recruitment and placement within or across national borders, taking into account that the widest set of related costs are incurred for international recruitment. These include, but are not limited to:</p> <ul style="list-style-type: none"> i. Medical costs: payments for medical examinations, tests or vaccinations; ii. Insurance costs: costs to insure the lives, health and safety of workers, including enrollment in migrant welfare funds; iii. Costs for skills and qualification tests: costs to verify workers' language proficiency and level of skills and qualifications, as well as for location-specific credentialing, certification or licensing; iv. Costs for training and orientation: expenses for required trainings, including on-site job orientation and pre-departure or post-arrival orientation of newly recruited workers; v. Equipment costs: costs for tools, uniforms, safety gear, and other equipment needed to perform assigned work safely and effectively; vi. Travel and lodging costs: expenses incurred for travel, lodging and subsistence within or across national borders in the recruitment process, including for training, interviews, consular appointments, relocation, and return or repatriation; vii. Administrative costs: application and service fees that are required for the sole purpose of fulfilling the recruitment process. These could include fees for representation and services aimed at preparing, obtaining or legalizing workers' employment contracts, identity documents, passports, visas, background checks, security and exit clearances, banking services, and work and residence permits. <p>Extra-contractual, undisclosed, inflated or illicit costs are never legitimate. Anti-bribery and anti-corruption regulation should be complied with at all times and at any stage of the recruitment process. Examples of such illegitimate costs include: bribes, tributes, extortion or kickback payments, bonds, illicit cost-recovery fees and collaterals required by any actor in the recruitment chain.</p>	ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (2019)
Remediation	<p>Remediation refers to both the process and the outcome of addressing adverse human rights impacts. Remedies available to victims should be adequate and appropriate, proportional to the gravity of the violation and adapted to the circumstances of the case. Assistance provided to each victim will depend on the individual needs of the victim.</p> <p>Below are some examples of remediation that may be considered by the unit of certification:</p> <ul style="list-style-type: none"> i) Shelter and accommodation ii) Medical and health-care services and counselling, including mental health and psychosocial support iii) Compensation/repayment iv) Financial assistance v) Legal assistance vi) Return assistance vii) Reintegration Assistance 	https://publications.iom.int/books/operational-guidelines-businesses-remediation-migrant-worker-grievances
Replanting	Clearing actively managed oil palm plantations to replant oil palm.	RSPO P&C 2023
Restoration	Restoration is a corrective step that returning degraded or converted areas within a plantation to a semi-natural state.	Adopted from P&C 2013
Rights	<p>Rights are legal, social or ethical principles of freedom or entitlement, in accordance with the International Bill of Rights and other relevant international human rights instruments, including the UN Declaration on the Rights of Indigenous Peoples, UN Guiding Principles on Business and Human Rights, the Global Compact for Safe, Orderly and Regular Migration.</p> <ol style="list-style-type: none"> 1. Customary rights: Patterns of long-standing community land and resource usage in accordance with Indigenous Peoples' customary laws, values, customs and traditions, including seasonal or cyclical use rather than formal legal title to land and resources issued by the State. 2. Legal rights: Rights given to individual(s), entities and others through applicable local, national or ratified international laws and regulations. 3. User rights: Rights for the use of land and resources that can be defined by local custom, mutual agreements or prescribed by other entities holding access rights. 4. Demonstrable rights: Indigenous peoples, local communities and users may have informal or customary rights in land that are not registered or recognised by the government or national laws. Demonstrable rights are distinguished from spurious claims by direct engagement with local communities, so they have adequate opportunities to justify their claims, and are best ascertained through participatory mapping with the involvement of neighbouring communities 	RSPO Free, Prior and Informed Consent (FPIC) Guide, 2022
Riparian	Riparian is used to refer to land located next to natural lakes, as well as streams and rivers, although the latter are more commonly found within oil palm concessions.	RSPO Manual for the Management and Rehabilitation of Riparian Reserves 2018
Risk assessment	<p>A systematic process of identifying and evaluating the potential risks that may be involved in a projected activity or undertaking.</p> <p>It enables a weighing up of whether enough precautions are in place or whether more should be done to prevent harm to those at risk, including workers and members of the public.</p>	Adapted from ILO, A 5 step guide for employers, workers and their representatives on conducting workplace risk assessments, 2014

Term	Definition	Source
Safe drinking water	Safe drinking water, also known as “potable water” or “improved drinking water”, is water that is of sufficient quality to be used for drinking (as well as for cooking and personal and domestic hygiene) without causing risk to health.	ILO WASH
Scheme Smallholder	Farmers, landowners or their delegates that do not have the: <ul style="list-style-type: none"> • Enforceable decision-making power on the operation of the land and production practices; and/or • Freedom to choose how they utilise their lands, type of crops to plant, and how they manage them (whether and how they organise, manage and finance the land). (See also Smallholder).	RSPO ISH Standard 2019
Sexual Harrasment	Any unwanted conduct of a sexual nature, request for sexual favours, verbal or physical conduct or gesture of a sexual nature; or other behaviour of a sexual nature that makes the recipient feel humiliated, offended and/or intimidated, where such reaction is reasonable in the situation and condition; or made into working requirement or create an intimidating, hostile or inappropriate working environment.	Adapted from ILO Guidelines on Sexual Harassment Prevention at the Workplace
Sexual violence	Includes rape, threats of sexual violence and/or abuse. Sexual violence also includes forcing (directly or indirectly) workers/community members to engage in sexual activities.	Adapted from ILO 11 Indicators on Forced Labour
Significant pollutant	Chemical or biological substances which have a substantial adverse impact on water, air or land quality including POME, sewage, and other wastewater, sediment, fertiliser, pesticides, fuels and oil, air pollutants, as guided by national regulations and international standards.	P&C Review 2018
Smallholder	Farmer growing palm oil, sometimes along with subsistence production of other crops, the farm provides the principal source of income and where the planted area of palm oil palm is usually below 50 ha in size Scheme Smallholder: Farmers, landowners or their delegates that do not have the: <ul style="list-style-type: none"> • Enforceable decision-making power on the operation of the land and production practices; and/or • Freedom to choose how they utilise their lands, type of crops to plant, and how they manage them (whether and how they organise, manage and finance the land). Independent Smallholder: All smallholder farmers that are not considered to be Scheme Smallholders [see definition for Scheme Smallholders] are considered Independent Smallholder farmers.	RSPO P&C 2023 RSPO ISH Standard 2019 RSPO ISH Standard 2019
Social and Environmental Impact Assessment (SEIA)	An analysis and planning process to be carried out prior to new plantings or operations. This process incorporates relevant environmental and social data, as well as stakeholder consultations, in order to identify potential impacts (both direct and indirect) and to determine whether these impacts can be satisfactorily addressed, in which case the proponent also defines specific actions to minimise and mitigate potential negative impacts.	P&C Review 2018
Stakeholders	An individual or group with a legitimate and/or demonstrable interest in, or who may or may not be directly affected by, the activities of an organisation and the consequences of those activities. Stakeholders include suppliers, internal staff, members, Workers, Smallholder, customers (including shareholders, investors, and consumers), regulators, Communities, purchasers, clients, owners, and non-governmental organizations (NGOs).	RSPO P&C 2018
Standard Operating Procedure (SOP)	SOP is a set of step-by-step instructions compiled by an organization to help workers carry out routine operations. SOPs aim to achieve efficiency, quality output and uniformity of performance, while reducing miscommunication and failure to comply.	RSPO P&C 2023
Steep terrain	Areas that greater than 25 degrees or based on a National Interpretation (NI) process.	P&C 2013 Annex 2 Guidance NI
Suppliers	Persons or organisations that supply FFB.	RSPO P&C 2023
Traders	Persons or business that buys and sells Fresh Fruit Bunch (FFB)	RSPO P&C 2023
Trafficking in Persons	The recruitment, transportation, transfer, harbouring or receipt of person,s by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced lbaour or services, slavery ot practices similar to slavery, servitude or the removal or organs.	The UN Protocols to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.
Tribal peoples	Persons and groups of persons that can be identified or characterised as follows: <ul style="list-style-type: none"> • People who self-identify as Tribal People and are accepted as such by their community • Social, cultural and economic conditions distinguish them from other sections of the national community • Status is regulated wholly or partially by their own customs or traditions or by special laws or regulations 	RSPO P&C 2023
Unit of Certification	The Unit of Certification shall be areas proposed for RSPO certification, which include(s): <ol style="list-style-type: none"> a) The mill and its supply base and shall include both directly managed land (and estates) and Scheme Smallholders, where estates have been legally established with proportions of lands allocated to each. b) Oil palm production areas managed by growers, medium growers, and/or smallholders. c) Set-aside conservation areas within the concession area under the management control of the UoC 	RSPO P&C 2023
User rights	Rights for the use of land and resources that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights.	RSPO P&C 2023

Term	Definition	Source
Violence	<p>Any act that results in or is likely to result in, physical, sexual, or psychological harm or suffering, including threats of such acts, coercion, or withdrawal of rights, occurring within the unit of certification. This includes the use of violence as a disciplinary measure and/or as a result of gender-based discrimination.</p> <p>Violence, which can be perpetrated either directly or indirectly includes:</p> <ul style="list-style-type: none"> i) Physical violence ii) Sexual violence iii) Gender-based violence <p>Physical Violence Examples include:</p> <p>Communities</p> <ul style="list-style-type: none"> i) Use of physical violence against community members in signing agreements related to relinquishing of land rights or resources ii) Forced dispossession of land, removal or relocation through the use of violence iii) Excessive use of force by military or security personnel (contracted by the unit of certification) against community members <p>Sexual Violence Includes rape, threats of sexual violence and/or abuse. Sexual violence also includes forcing (directly or indirectly) workers/community members to engage in sexual activities.</p> <p>Gender-based violence Harmful acts directed at a person or a group of persons based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk of multiple forms of violence. While women and girls suffer disproportionately from GBV, men and boys can also be targeted.</p>	Adapted from ILO 11 Indicators on Forced Labour & UN Declaration on the Elimination of Violence against Women
Voluntary isolation	Indigenous peoples in voluntary isolation are indigenous peoples or segments of indigenous peoples who do not maintain sustained contacts with the majority non-indigenous population, and who generally reject any type of contact with persons not part of their own people. They may also be peoples or segments of peoples previously contacted and who, after intermittent contact with the nonindigenous societies, have returned to a situation of isolation and break the relations of contact that they may have had with those societies. In line with the principle of FPIC, RSPO prohibits oil palm expansion in these peoples' territories	Inter-American Commission on Human Rights, Indigenous Peoples in Voluntary Isolation and Initial Contact in the Americas, 2013
Vulnerable groups	Any group or sector of society that is at higher risk or being subjected to social exclusion, discriminatory practices, violence, natural or environmental disaster, or economic hardship than other groups, such as indigenous peoples, ethnic minorities, migrants, disabled people, the homeless, isolated elderly people, women and children.	P&C Review 2018
Watercourse	Water course is a natural or artificial channel through which water flows; and/or a stream of water (such as a river, brook, or underground stream)	P&C 2023
Whistleblower	Individuals who are employees or former employees who report on illegal, irregular, dangerous or unethical practices or actions by employers which contravene RSPO Code of Conduct and related key documents and who may potentially be at risk of reprisal. This includes individuals who are outside the traditional employee-employer relationship, such as contract workers, temporary workers, consultants, contractors, trainees/interns, volunteers, student workers and former employees.	RSPO policy on the protection of HRD, Whistleblowers, Complainants and Community Spokesmen (endorsed by BoG on 24 September, 2018)
Worker	<p>Individual that performs work for the organisation. This includes: employees, permanent workers, seasonal workers, temporary workers, day workers, casual workers, and contract workers, regardless of their nationality, type of migrant (internal migrant or international migrant), ethnicity, religion, union membership and gender.</p> <p>Permanent full-time worker - Worker with a contract for an indeterminate period (ie. indefinite contract), whose working hours per week, month, or year are defined according to national law or practice regarding working time.</p> <p>Day worker - A worker who is hired and paid daily wages, with no guarantee that more work is available in the future</p> <p>Temporary worker/ Seasonal worker - Workers engaged only for a specific period of time. This includes fixed-term, project- or task-based contract workers, as well as seasonal or casual workers, including day workers</p> <p>Casual worker- Worker engaged on a very short term or on an occasional and intermittent basis, often for a specific number of hours, days or weeks, in return for a wage set by the terms of the daily or periodic work agreement.</p> <p>workers engaged under a contract of employment for a specified period of time or a specified task; workers engaged on a casual basis for a short period</p> <p>See also Young Workers as defined below.</p>	RSPO P&C 2023
Worker Organisation	Means any labor union or any organization of any kind, or any agency or employee representation committee, association, group, or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning an employee benefit plan, or other matters incidental to employment relationships; or any employees' beneficiary association organized for the purpose in whole or in part, of establishing such a plan.	Cornell Law School - Legal Information Institute. https://www.law.cornell.edu/uscode/text/29/1002#4
Workforce	The total number of workers employed by the Unit of Certification either directly or indirectly. This includes contract workers and consultants.	P&C 2013
Worst forms of child labour	<p>The worst forms of child labour comprises:</p> <ul style="list-style-type: none"> (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children. 	ILO, Worst Forms of Child Labour Convention, 1999 (No. 182)

Term	Definition	Source
Young workers	Young workers are those who are above the country's minimum age of employment but under the age of 18	ILO International Programme on the Elimination of Child Labour (IPEC), 2009).

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Proposed Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 1. Behave ethically and transparently	1.1 The Unit of Certification provides adequate information via a transparent process to relevant stakeholders on environmental, social and legal issues relevant to RSPO Principles & Criteria, in appropriate languages and forms to allow for effective participation in decision-making.	1.1 The Unit of Certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.1(C) Excluding confidential information, management documents that are specified in the RSPO P&C shall be made publicly available free of charge, in the appropriate language.	1.1.1(C) Management documents that are specified in the RSPO P&C are made publicly available.
			1.1.2(C) Records of identified stakeholders with their nominated representatives; requests for information by stakeholders and responses to requests shall be maintained.	1.1.2(C) Information is provided in appropriate languages and accessible to relevant stakeholders.
			1.1.3(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to relevant stakeholders by a nominated management official.	1.1.3(C) Records of requests for information and responses are maintained.
				1.1.5 There is a current list of contact and details of relevant stakeholders and their nominated representatives.
Principle 1. Behave ethically and transparently	1.2 The Unit of Certification shall commit to ethical conduct in all business operations and transactions.	1.2 The <i>Unit of Certification</i> commits to ethical conduct in all business <i>operations</i> and transactions.	1.2.1 A policy committing to a code of ethical conduct in all business operations and transactions shall be developed and communicated to all levels of the workforce and operations. The policy should include, as a minimum: (a) A respect for fair conduct of business; (b) A prohibition of all forms of corruption, bribery and fraudulent use of funds and resources; and (c) A proper disclosure of information in accordance with applicable regulations and accepted industry practices. *For National Interpretation: National Interpretation will determine national regulations relating to anti-corruption	1.1.4(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.
			1.2.2 A procedure in managing (any potential) ethical misconduct shall be developed and implemented. Evidence shall be made available that workers have been made aware of the code of ethical conduct.	1.2.1 A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.
				1.2.2 A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 2. Operate legally and respect human rights	<p>2.1 There is compliance with all applicable local, national, and ratified international laws and regulations.</p> <p><i>*National Interpretation will determine:</i> (a) all relevant legislation, including but is not limited to: regulations governing land tenure and land-use rights, customary law, labour, agricultural practices (e.g. chemical use), environment (e.g. wildlife laws, pollution), storage, transportation and processing practices. (b) country's obligations under international laws or conventions [e.g. Convention on Biological Diversity (CBD), ILO Core Conventions, etc.]</p>	2.1 There is compliance with all applicable local, national, and ratified international laws and regulations.	2.1.1(C) The Unit of Certification complies with applicable legal requirements.	2.1.1(C) The unit of certification complies with applicable legal requirements.
			2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.	2.1.2 A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.
			2.1.3(C) Legal status, including tenure and user rights, are clearly documented. Spatial boundaries are demarcated and visibly maintained. Legal registration, or written authorisation from government authority(/ies) shall be available.	2.1.3 Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.
Principle 2. Operate legally and respect human rights	2.2 The Unit of Certification shall engage legal contractors.	2.2 All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.	2.2.1 A list of contracted parties is maintained.	2.2.1 A list of contracted parties is maintained.
			2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements. This can be demonstrated by the third party.	2.2.2 All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.
			2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour, and the payment of recruitment fees and related costs. No young worker below 18 employed by the Contractor shall be allowed to work at the Unit of Certification.	2.2.3 All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.
Principle 2. Operate legally and respect human rights	2.3 The Unit of Certification shall source fresh fruit bunch (FFB) from legal supplier (s).	2.3 All FFB supplies from outside the unit of certification are from legal sources.	2.3.1(C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Proof of the ownership status or the right/claim to the land by the grower/smallholder • Where applicable, valid planting/operating/trading licence, or is part of a cooperative which allows the buying and selling of FFB 	2.3.1(C) In case of directly sourced FFB, the medium grower requires: <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Proof of the ownership status or the right/claim to the land by the grower/smallholder • Where applicable, valid planting/operating/trading license, or is part of a cooperative which allows the buying and selling of FFB.
			2.3.2 For all indirectly sourced FFB, the Unit of Certification shall obtain from the collection centres, agents or other intermediaries, the information on geo-location of FFB origins.	2.3.2 For all indirectly sourced FFB, the medium grower obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 2. Operate legally and respect human rights	2.4 The Unit of Certification, shall in consultation with Communities and Workers, develop and implement a system for dealing with complaints and grievances, and provide for their resolution. The system shall be accessible to all Stakeholders.	4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	<p>2.4.1(C) A grievance mechanism (which is gender and child-sensitive) that is accessible to relevant parties including Communities, Smallholders, Workers, their representatives, spouses of Workers and other relevant Stakeholders, shall be developed and implemented. A confidential and gender-sensitive procedure to report cases of sexual harassment and discrimination based on gender shall be developed and implemented.</p> <p>It shall include the following elements:</p> <ul style="list-style-type: none"> i) Procedures to access the grievance mechanism ii) Estimated timelines to receive, acknowledge, process, investigate, respond to and resolve grievances iii) Procedure for maintaining the anonymity of the complainant and ensuring confidentiality iv) Procedures for the Unit of Certification to provide complainants with access to relevant sources of information, independent legal and technical advice, and independent dispute resolution mechanisms. v) Appropriate remedies vi) Non-interference with efforts to attain other appropriate remedies (judicial/non-judicial). vii) Protections against reprisal or intimidation as a consequence of using the grievance mechanism. <p>A complaint to the grievance mechanism shall not prevent the complainant from raising the same issue through legal processes, where applicable.</p>	<p>4.2.1(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRDs, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRDs.</p> <p>5.1.9(C) The unit of certification has a grievance mechanism for smallholders</p> <p>6.5.4 A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p>
			<p>2.4.2 The Unit of Certification shall socialise and make accessible (e.g. website, social media, notice board etc.) the procedures related to the grievance mechanism to Communities, Smallholders, Workers, their representatives, women and children and other Stakeholders at all levels of the Workforce, operations, suppliers and labour recruiters in languages that they understand, including by illiterate parties and vulnerable groups. Assistance is provided to relevant parties who face barriers in accessing the grievance mechanism.</p>	<p>6.5.4 A grievance mechanisms, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p>
			<p>2.4.3 Grievance(s) raised are responded to and are either resolved or are in the process of resolution. Up to date records of grievances are documented and made available during-audits, which include:</p> <ul style="list-style-type: none"> (a) Steps taken to resolve grievance; (b) Outcomes of all grievance resolution processes; and (c) Unresolved grievance, the reasons they are not resolved, and how they will be resolved. 	
			<p>2.4.4 The complainant and their representative are kept informed of the progress of the lodged grievance. The outcome shall be made available and communicated, in a language understood by them.</p>	<p>4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 2. Operate legally and respect human rights	2.5 The Unit of Certification upholds human rights and is prohibited from retaliating against Human Rights Defenders, Complainants, Whistleblowers and community spokespersons who lodge complaints on its activities.	4.1 A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRDs), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.	<p>2.5.1(C) A policy to respect the human rights of workers, contract workers, suppliers, communities, Human Rights Defenders and stakeholders shall be established and implemented by the Unit of Certification and its contracted security services (including private military and security companies). This policy shall include the prohibition of:</p> <ul style="list-style-type: none"> (a) Retaliation; (b) Intimidation, harassment and threats; (c) Violence (physical, sexual and gender-based) and torture; (d) Exploitation; (e) Discrimination - access to employment, education and training; and (f) Detention, disappearance and killing. <p>This policy shall also outline access to the established grievance mechanism and remediation. It shall be made publicly available and socialised to all levels of the workforce and operations in a language understood by them.</p>	<p>4.1.2 The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>4.1.1(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRDs), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p>

Note:

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 3. Optimise productivity, efficiency, positive impacts and resilience	3.1 The Unit of Certification shall have and implement a business plan that aims to achieve long-term economic and financial viability.	3.1 There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.	3.1.1(C) A business plan (minimum three years) shall be developed and implemented including, where applicable, a jointly developed business case for Scheme Smallholders.	3.1.1(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.
			3.1.2 An annual replanting programme projected for a minimum of five years shall be developed and reviewed annually.	3.1.2 An annual replanting programme projected for a minimum of five years with yearly review, is available.
			3.1.3 The Unit of Certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.	3.1.3 The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.
Principle 3. Optimise productivity, efficiency, positive impacts and resilience	3.2 The Unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2 The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.	3.2.1(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the Unit of Certification.	3.2.1(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.
			3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.	3.2.2 As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template.
Principle 3. Optimise productivity, efficiency, positive impacts and resilience	3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3 Operating procedures are appropriately documented, consistently implemented and monitored.	3.3.1(C) Standard Operating Procedures (SOPs) for the Unit of Certification are in place.	3.3.1 (C) Standard Operating Procedures (SOPs) for the unit of certification are in place.
			3.3.2 A mechanism to check consistent implementation of procedures is in place.	3.3.2 A mechanism to check consistent implementation of procedures is in place.
			3.3.3 Records of monitoring and any actions taken are maintained and available.	3.3.3 Records of monitoring and any actions taken are maintained and available.
Principle 3. Optimise productivity, efficiency, positive impacts and resilience	3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations. *For National Interpretation: National Interpretation will determine any national legal requirements together with any other issues that are not required by law but are nevertheless considered important.	3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.	3.4.1(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders, and including the impacts of any smallholder/outgrower scheme is documented.	3.4.1 (C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders, and including the impacts of any smallholder/outgrower scheme is documented.
			3.4.2 For the Unit of Certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.	3.4.2 For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.
			3.4.3(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	3.4.3(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.
			3.4.4 The SEIA shall be reviewed once every two (2) years to ascertain whether any Affected Communities exist. This SEIA shall be provided to all affected communities in a form and language understood by all parties including vulnerable and illiterate groups.	NEW INDICATOR
Principle 3. Optimise productivity, efficiency, positive impacts and	3.5 The Unit of Certification should adopt good agriculture practices to improve soil fertility to a level that ensures optimal and sustained yield. *For National Interpretation:	7.4 Practice maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.	3.5.1 The Unit of Certification should conduct an estimate of Fresh Fruit Bunch (FFB) yield potential, with the aim of producing optimum FFB yield.	NEW INDICATOR
			3.5.2 Records shall be documented and made available demonstrating monitoring and management of changes in soil fertility and plant health.	7.4.2 Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.

Note:

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
resilience	National Interpretation will determine national legal requirements and good agricultural practices relating to nutrition and nutrient management of the oil palm.		3.5.3 Good agriculture practices, as contained in the Standard Operating Procedures (SOPs), are followed to manage soil fertility to optimise yield and minimise environmental impacts.	7.4.1 Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.
Principle 3. Optimise productivity, efficiency, positive impacts and resilience	3.6 Supply Chain Requirements for Mills *Not applicable to Medium Growers and Scheme Smallholders)	3.8 Supply Chain Requirements for Mills	3.6.1 Previous year actual annual production of certified oil palm products [tonnage of Crude Palm Oil (CPO) and Palm Kernel (PK)]of the mill shall be recorded and made available.	3.8.3 The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.
			3.6.2 Annual production estimate of certified oil palm products [tonnage of Crude Palm Oil (CPO) and Palm Kernel (PK)] of the mill shall be recorded and made available, based on documented and recorded mill-specific Oil Extraction Rate (OER) and Kernel Extraction Rate (KER).	3.8.13 Extraction Rate The oil extraction rate(OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently. 3.8.14 Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.
			3.6.3 Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up-to-date procedures covering the implementation of all elements of the supply chain model requirements. b) Complete and up-to-date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.	3.8.5 Documented procedures The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following: a) Complete and up to date procedures covering the implementation of all elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.

Note:

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>3.6.4 Internal Audit</p> <p>i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill:</p> <p>(a) conforms to the requirements in the RSPO Supply Chain requirements for mills and the RSPO Rules on Market Communications and Claims.</p> <p>(b) effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued and required corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>3.8.6 Internal Audit</p> <p>i) The mill shall have a written procedure to conduct an annual internal audit to determine whether the mill;</p> <p>(a) conforms to the requirements in the RSPO Supply Chain requirements for mills and the RSPO Rules on Market Communications and Claims.</p> <p>(b) effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued and required corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>
			<p>3.6.5 Purchasing and Goods in:</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume.</p> <p>iii) The mill shall have a mechanism in place for handling of nonconforming FFB and/or documents.</p>	<p>3.8.7 Purchasing and Goods in</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified volume.</p> <p>iii) The mill shall have a mechanism in place for handling of nonconforming FFB and/or documents</p>
			<p>3.6.6 Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO Certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p> <p>b) The name and address of the seller;</p> <p>c) The loading or shipment / delivery date;</p> <p>d) The date when the documents were issued;</p> <p>e) RSPO certificate number;</p> <p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<p>3.8.8 Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p> <p>b) The name and address of the seller;</p> <p>c) The loading or shipment / delivery date;</p> <p>d) The date on which the documents were issued;</p> <p>e) RSPO certificate number;</p> <p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>

Note:

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>3.6.7 Outsourcing Activities (i) The mill shall not outsource its milling activities. In cases where the mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification. (ii) The mill shall ensure the following: a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that the Certification Body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. (d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p> <p>3.6.8(C) The mill shall record and make available to CB in advance the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products prior to conducting its next audit.</p>	<p>3.8.9 Outsourcing Activities (i) The mill shall not outsource its milling activities. In cases where the mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification. (ii) The mill shall ensure the following: a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. (d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p> <p>3.8.10 The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p> <p>3.8.11 The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>

Note:

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>3.6.9(C) Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO Certified FFB and deliveries of RSPO Certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) shall record and balance all receipts of RSPO Certified FFB and deliveries of RSPO Certified CPO and PK on a real-time basis and / or a thrice-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)</p>	<p>3.8.12 Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.)</p>
			<p>3.6.10(C) Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO Certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>3.8.15 Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>
			<p>3.6.11(C) The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform, specifically:</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>3.8.4 The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p> <p>3.8.16 Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>
			<p>3.6.12(C) The mill shall only make claims regarding the production of RSPO Certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>3.8.17 Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicators (Draft 2)	Indicators (P&C 2018)
<p>PRINCIPLE 4: Respect Affected Communities and human rights, and deliver benefits and ensure remediation where needed.</p> <p>Principle 4. Respect community and human rights and deliver benefits</p>	<p>Criteria 4.1 Use of the land for oil palm does not diminish the legal, customary or user rights of others without their Free, Prior and Informed Consent (FPIC).</p>	<p>Criteria 4.4. Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their Free, Prior and Informed Consent.</p>	<p>4.1.1(C) Free Prior Informed Consent (FPIC) shall be obtained from Communities whose legal, customary and other User-rights (including access to forest resources, food, water, passage etc) are directly affected by:</p> <ul style="list-style-type: none"> a. New Planting b. New Developments <p>The FPIC processes set out in indicators 4.2.1 to 4.2.11 shall apply.</p>	<p>NEW INDICATOR</p>
			<p>4.1.2(C) Documents showing legal ownership or lease, and/or authorised use of customary land which has been duly authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process, where needed as specified in the FPIC guidance, shall be available. Documents related to the history of land tenure and the actual legal or customary use of the land shall be available.</p>	<p>4.4.1(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p>
			<p>4.1.3(C) New lands shall not be acquired for plantations and mills after 15 November 2018 through recent (2005 or later) expropriations in the national interest without consent (Eminent Domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p>	<p>4.5.7 New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes.</p>
			<p>4.1.4(C) New lands acquired for New Plantings and/or Developments, shall not be on land inhabited by Communities in Voluntary Isolation.</p>	<p>4.5.8(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p>
			<p>4.1.5 Evidence shall be demonstrated that all new plantings adhere to the RSPO New Planting Procedure.</p>	<p>NEW INDICATOR</p>
	<p>Criteria 4.2 There shall be no use of land for oil palm where legal, customary and/or User-rights exist and FPIC has not been obtained. The FPIC process shall be conducted in line with the RSPO FPIC Guidance where legal, customary and other User-rights of Communities are directly affected by the operations of the Unit of Certification. Negotiated agreements shall be entered through an FPIC process.</p>	<p>Criteria 4.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>	<p>4.2.1(C) A list of Affected Communities that exists within the area of any proposed New Plantings and/or Development in existing operations, shall be identified through SEIA or a review of the Unit of Certification's current SEIA management and monitoring plan.</p> <p>To identify Affected Communities, refer to RSPO Free, Prior and Informed Consent (FPIC) Guide 2022.</p>	<p>4.5.1(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>
			<p>4.2.2 The Unit of Certification shall conduct land tenure and use assessment through engagement with identified Affected Communities (including Vulnerable Groups), and provide the following documents:</p> <ul style="list-style-type: none"> a) History of land tenure; b) Legal ownership or lease; and c) Authorisation allowing use of the land by prior customary landowners and users, or legal or customary owners' self-chosen representatives. 	<p>4.4.1(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>4.5.1(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>
			<p>4.2.3(C) Maps of an appropriate scale (1:5000 or 1:10000) showing the extent of recognised legal, customary or other land user rights shall be developed and made available, through Participatory Mapping with Affected Communities (including Vulnerable Groups, relevant neighbouring communities and authorities).</p>	<p>4.4.3 (C) Maps of an appropriate scale showing the extent of recognised legal,customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicators (Draft 2)	Indicators (P&C 2018)
			4.2.4(C) To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.	4.5.4 To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.
			<p>4.2.5 The FPIC process is iterative and shall include documented evidence of the following:</p> <p>a) Key Information - All key information related to the proposed development shall be made available and explained in a form and language understood by the Affected Communities (including Vulnerable Groups). This includes information on assessments of impacts, proposed benefit-sharing, and legal arrangements.</p> <p>b) Independent Access to Information – Evidence is available that the affected communities and rights holders have had the option 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.</p> <p>c) Mutual Consultation and Negotiation - A process shall be mutually agreed through consultation and negotiation in Good Faith with the identified communities in Indicator 4.2.1 for reaching a decision on the proposed development. Steps shall be taken to include and consult Vulnerable groups. Directly Affected Communities shall be informed of their rights to say ‘no’ to the development throughout the FPIC process.</p> <p>d) Consent – Negotiations shall be entered into without coercion and voluntarily and shall take into account customary forms of consultation and consent where the users or rightsholders so request. There is evidence the Unit of Certification has respected the Affected Communities’ decisions to give or withhold their consent to the operation at the time that decisions were taken.</p> <p>e) Implications of agreement – The Unit of Certification shall explain the implications of permitting development, the legal status of land at the expiry of the Unit of Certification’s title, concession or lease on the land to the directly Affected Communities. All communications shall be in a form and language understood by directly Affected Communities (including Vulnerable and illiterate groups).</p>	<p>4.4.4 All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>4.5.2 (C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>4.5.3 Evidence is available that affected local peoples understand they have the right to say ‘no’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>4.5.5 Evidence is available that the affected communities and rights holders have had the option 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.</p>
			4.2.6 Evidence that directly Affected Communities are represented through institutions or representatives of their own choosing shall be made available. This includes the option of resourced access to any legal counsel or independent technical advisor, and consideration of Vulnerable Groups in the selection of representatives.	4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicators (Draft 2)	Indicators (P&C 2018)
			<p>4.2.7 Copies of documents detailing the FPIC process shall be available. Evidence is available that the Affected Communities (or their self-chosen representatives) understood and gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p>	<p>4.4.2 Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>a) Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making</p> <p>b) Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken</p> <p>c) Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p> <p>4.5.6 Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator.</p>
			<p>4.2.8 The negotiated agreement shall include:</p> <p>a) Parties and representatives to the agreement;</p> <p>b) Duration of development and any other implications of the agreement;</p> <p>c) Compensation and benefits;</p> <p>d) Complaints & Grievance mechanism;</p> <p>e) Conflict resolution mechanism, and</p> <p>f) Provisions for monitoring, renegotiation, renewal and termination in accordance with applicable National Laws.</p>	<p>NEW INDICATOR</p>
			<p>4.2.9 The negotiated agreement shall be signed by the Unit of Certification, directly Affected Communities and/or representative institutions. Copies shall be provided to all signatories in a form and language understood by all parties to the agreement.</p>	<p>NEW INDICATOR</p>
			<p>4.2.10 There is evidence that implementation of the FPIC Agreement is reviewed annually in consultation with Affected Communities. Gaps in implementation shall be identified during annual monitoring and corrective action shall be taken.</p>	<p>4.4.6 There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p>
			<p>4.2.11 Where there are Affected Communities in existing operations set up before 2005, and there is no Free, Prior or Informed Consent (FPIC) agreement, the FPIC processes set out in Indicators 4.2.1 to 4.2.7 shall apply. Indicators 4.5.1 to 4.5.4 and 4.6.1- 4.6.6 shall apply where relevant.</p>	<p>NEW INDICATOR</p>
			<p>4.2.12 Compensation claims or agreements reached through conflict resolution process with Affected Communities or those who have been dispossessed through acquisition or forced abandonment of customary and User-rights to lands prior to the current operations shall be implemented in a time bound manner.</p>	<p>4.8.3 Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicators (Draft 2)	Indicators (P&C 2018)
	<p>Criteria 4.3 Compensation for loss of legal, customary or User-rights are dealt with through a documented system that enables Affected Communities to express their views through their own representative institutions or representatives of their own choosing.</p>	<p>Criteria 4.6 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.</p> <p>Criteria 4.7 Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>	<p>4.3.1(C) The Unit of Certification shall establish a mutually agreed procedure with the Affected Communities to identify those entitled to compensation. This procedure shall be implemented, monitored and evaluated in a participatory way, and corrective actions shall be taken as a result of this evaluation. The procedure shall be documented and made available to all Stakeholders and Affected Communities.</p> <p>4.3.2(C) Documented evidence that equal opportunity is provided to both men and women to hold smallholdings and to receive compensation (including monetary and/or non-monetary) is available. The procedure shall include calculations and distribution of fair and gender-equal compensation (monetary and/or non-monetary).</p> <p>4.3.3(C) The process and outcomes of any negotiated agreements, compensation and payments shall be documented, with evidence of participation of affected parties, and made available to them and their chosen representatives.</p> <p>4.3.4 Affected Communities that have lost access and rights to land on existing operations and New Plantings and/or Development are given opportunities to benefit from plantation development and management. Evidence of this process is documented and made available to all affected communities and stakeholders.</p>	<p>4.6.1 (C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>4.7.1 (C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>4.6.2 (C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>4.6.3 Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.</p> <p>4.7.2(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties.</p> <p>4.6.4 The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>4.7.3 Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</p>
	<p>Criteria 4.4 No land conflict exists in the area of New Planting and/or Developments or existing operations. Any land conflict shall be resolved through a mutually agreed conflict resolution system in a practical and constructive manner.</p>	<p>Criteria 4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	<p>4.4.1(C) Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility. This process shall be established, documented and implemented to address disagreements with and between Affected Communities (including those who have been dispossessed or forced to abandon their customary lands or other User-rights). Steps taken to resolve the conflict shall be documented and made available to and understood by all stakeholders, Affected Communities and their representatives.</p> <p>Add Guidance: The RSPO Complaints System or Dispute Settlement Facility are not the only acceptable processes.</p> <p>4.4.2(C) Information on the Conflict Resolution system shall be available to and understood by all Stakeholders, Affected Communities and their representatives.</p> <p>For compensation within the Conflict Resolution system, refer to Indicator 4.3.1 to 4.3.4.</p> <p>4.4.3 The Conflict Resolution System shall include the option for Affected Communities to access: a) independent legal and technical advice; b) mutually agreed third-party mediator; and c) any individual or groups chosen by the Affected Communities to support and/or act as observers.</p>	<p>4.8.2 (C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>Indicator 4.4.5 (C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicators (Draft 2)	Indicators (P&C 2018)
			<p>4.4.4(C) For any conflict or dispute over the land, the extent of the disputed area shall be mapped out through Participatory Mapping with affected parties and relevant authorities where applicable. Refer to Indicator 4.2.3 (C).</p> <p>4.4.5 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute. Evidence is available that any compensation provided was accepted following a documented process of FPIC.</p>	<p>4.8.4 For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>4.8.1 Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC.</p>
	<p>Criteria 4.5 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>Criteria 4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>	<p>4.5.1 The mutually agreed complaints and grievance system is open to all affected parties. It resolves complaints and grievances in an effective, timely and appropriate manner, ensuring anonymity of complainants, Human Rights Defenders (HRDs), community spokespersons and whistleblowers, where requested, and which follows the RSPO policy on respect for human rights and HRDs.</p> <p>4.5.2 Procedures are in place to ensure that the system is understood by the affected parties, including those who may be illiterate.</p> <p>4.5.3 The Unit of Certification keeps and makes available a documented record of all complaints and grievances and their eventual outcomes.</p> <p>4.5.4 The Unit of Certification keeps parties to a complaint and/or grievance informed of its progress, including against an agreed timeframe. Evidence is available that the outcome is communicated to relevant stakeholders.</p>	<p>4.2.1(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRDs, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRDs.</p> <p>4.2.2 Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>4.2.3 The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p>
	<p>Criteria 4.6 The Unit of Certification contributes to local sustainable development as mutually agreed by Affected Communities.</p>	<p>Criteria 4.3 The unit of certification contributes to local sustainable development as agreed by local communities.</p>	<p>4.6.1 Contributions to community development shall be based on the results of consultation with Affected Communities and shall be documented.</p>	<p>4.3.1 Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 5. Support smallholder inclusion	5.1 The Unit of Certification deals fairly and transparently with all smallholders (Independent and Scheme).	5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.	5.1.1(C) Current and previous period Fresh Fruit Bunch (FFB) prices paid shall be made publicly available and accessible to all FFB suppliers.	5.1.1 Current and previous period prices paid for FFB are publicly available and accessible by smallholders.
			5.1.2(C) Evidence and/or communication materials to all FFB suppliers on FFB pricing are compiled and documented.	5.1.2(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.
			5.1.3(C) The Unit of Certification shall determine the fair or competitive pricing, including premium pricing, in agreement with the participating FFB supplier. The agreed pricing shall be documented. *For National Interpretation: National Interpretation will include information on national pricing mechanism. In the absence of government floor pricing, the National Interpretation will develop a procedure to calculate a fair price for FFB.	5.1.3(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.
			5.1.4(C) Evidence shall be available for all engagements with parties, appointed by FFB supplier, in all decision making process(es) over the full negotiation period. Decision making process(es), where applicable, include those processes involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or other support mechanisms.	5.1.4(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and/or other support mechanisms where applicable.
			5.1.5 Legal contracts with FFB supplier(s) are signed based on mutual consent with an agreed timeframe, through a fair and transparent process.	5.1.5 Contracts are fair, legal and transparent and have an agreed timeframe.
			5.1.6(C) The Unit of Certification shall pay its FFB suppliers in accordance with payment terms stated within the contract with receipts specifying price, weight, deductions (if any) and amount paid provided to its FFB suppliers.	5.1.6(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.
			5.1.7(C) FFB weighing equipment shall be verified annually by an independent third party or government authority.	5.1.7 Weighing equipment is verified by an independent third party on a regular basis (this can be government).
Principle 5. Support smallholder inclusion	5.2 The Unit of Certification supports smallholders' inclusion in sustainable palm oil value chains to improve their livelihoods.	5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.	5.2.1 The Unit of Certification shall provide support to interested smallholders supplying FFB to its mill to obtain RSPO certification where achievable. The Unit of Certification shall engage and consult with these smallholders to develop mutually agreed terms on the management (i.e., who runs the Internal Control System (ICS), who holds the certificates, and who holds and sells the certified material).	5.1.8 The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.
			5.2.2(C) A documented list of the training provided with a list of participants, based on findings of the needs assessment to Scheme Smallholders; and where applicable, to interested smallholders, shall be available.	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.
				5.2.4(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. 3.7.1(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
				3.7.2 Records of training are maintained, where appropriate on an individual basis.
			5.2.3 The Unit of Certification, through engagement with smallholders, shall provide support to ensure legality of FFB production.	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.
			5.2.4 The Unit of Certification shall develop and implement additional activities that contribute to livelihood improvement of smallholders supplying FFB to its mill, taking into consideration the results of participatory consultations conducted with them.	5.2.2 The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder). PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.
			5.2.5 An annual progress report of smallholder support programmes should be publicised.	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 6 Respect Workers' rights and safe working conditions	6.1 All forms of discrimination are prohibited against all Workers.	6.1 Any form of discrimination is prohibited.	6.1.1 (C) A non-discrimination policy which is applicable to recruitment, hiring, work scope, pay and benefits and access to training, promotion, facilities and work equipment shall be developed and implemented. The non-discrimination policy shall include prohibition against discrimination based on ethnic origin, caste, nationality, religion, disability, gender, marital status, pregnancy, sexual orientation, gender identity, type of migrant, Migrant Worker status, union membership, political affiliation and/or age. This policy shall be Publicly Available and socialised to Workforce, operations and suppliers, and labour recruiters.	6.1.1(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.
				6.1.2(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' nonpayment of recruitment fees.
				6.1.3 The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.
				6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented.
Principle 6 Respect Workers' rights and safe working conditions	Criteria 6.2: Pay and working and living conditions for all Workers shall meet legal or industry minimum standards. The Unit of Certification shall calculate prevailing wage taking into account the benefits-in-kind until the living wage benchmark is established by the LW-TF.	6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	6.1.2 (C) All Workers shall be provided with equal opportunities, i.e. in recruitment, hiring, work scope, pay and benefits and access to training, promotion, facilities and work equipment.	6.1.6 There is evidence of equal pay for the same work scope.
			6.1.3 All Workers shall receive equal remuneration for work of equal value and equal evaluation based on their experience and quality of their work.	6.6.2 (C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented.
			6.2.1 (C) a) Employment contracts shall set out the terms and conditions of employment in compliance with national legal requirements or any collective bargaining agreement (if applicable). The terms and conditions shall include pay, regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal and period of notice. b) The terms and conditions of the employment contract shall be made available and explained to Workers in a language that they understand prior to signing of contract. c) Employment contracts for all Workers shall be written and a copy shall be given to the them.	6.2.1(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in a language they understand. 6.2.2(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members.
			6.2.2 The procedures for recruitment, selection, hiring, promotion, retirement and termination shall be documented and made available to Workers upon request. Employment procedures are implemented and records are maintained.	6.2.3(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.
		6.2.3 (C) Amendments to the employment contract shall be agreed to by the Worker.	3.5.1 Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.	
		6.2.4 International Migrant Workers who are hired at the source country shall sign the Unit of Certification employment contract at the source country.	3.5.2 Employment procedures are implemented and records are maintained.	
			NEW INDICATOR	
			NEW INDICATOR	

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>6.2.5 (C)</p> <p>a) Accomodation provided for Workers living within the Unit of Certification shall include adequate housing, sanitation facilities, lockable storage, water supplies (including supply of Safe Drinking Water and access to medical amenities. The facilities and amenities provided shall comply with applicable national and/or international law requirements. The ILO Guidance on Workers' Housing Recommendation, 1961 (No. 115) may be referred to if no applicable laws are available.</p> <p>b) In the case of acquisitions of non-certified units, a time-bound *plan* (maximum 5 years) is developed detailing the upgrade of infrastructure. The Unit of Certification shall review the plan annually to ensure that Workers' welfare and safety are protected. The plan shall meet applicable national and/or international law requirements.</p> <p>6.2.6 The Unit of Certification shall make efforts to ensure workers have access to adequate, sufficient and affordable food.</p> <p>6.2.7 Permanent, full-time employment is used for all Core Work in the Unit of Certification.</p> <p>Casual and temporary workers who are rehired for similar work more than three successive times shall be provided the opportunity to become permanent full-time workers on the fourth rehiring. The offer made shall be documented.</p>	<p>6.2.4(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>6.2.5 The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>6.2.7 Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p>
Principle 6 Respect Workers' rights and safe working conditions	<p>Criteria 6.2: Pay and working and living conditions for all Workers shall meet legal or industry minimum standards.</p> <p>The Unit of Certification shall calculate prevailing wage taking into account the benefits-in-kind until the living wage benchmark is established by the LW-TF.</p>	6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).	<p>6.2.8(C):</p> <p>a. All Workers shall be paid according to the terms in their employment contract (monthly/weekly/daily/piece rated/ as relevant).</p> <p>b. The Unit of Certification shall maintain records for each and every type of Worker, of hours worked (both regular and overtime), calculation of wages and lawful deductions, and actual wages paid.</p> <p>c. All Workers shall be provided payslips showing all details of payments and deductions. Any deductions (statutory or other) shall not lower payments below minimum wage.</p> <p>d. Where a family has multiple Workers employed by the Unit of Certification, each family member shall have separate employment contracts and the wages earned shall be reflected in their individual payslips.</p> <p>e. The Unit of Certification shall ensure the details of the payslip are explained to the Worker in a language they understand.</p> <p>f. The Unit of Certification shall commit to pay a day wage in the event of Force Majeure.</p>	6.2.6 A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist.

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>6.2.9(C) All Workers shall be paid legal minimum wage or minimum wage negotiated in Collective Bargaining Agreements (CBAs), whichever is higher. Noting the following:</p> <p>a. Performance bonuses and overtime pay shall not be counted as part of the legal minimum wage or the CBA minimum wage.</p> <p>b. For piece rated work, the proportionate pay shall be calculated based on the legal minimum wage or the rate under the CBA.</p> <p>c. Deductions shall not be made from a Worker's pay which reduces the Worker's pay to below the legal or CBA minimum wage.</p> <p>d. Overtime work shall be paid at the national legal rate or at the rate under the CBA. Where legal requirement and CBA are not available, the rate of pay for overtime shall be not less than one-and-one-quarter times the regular rate (see ILO Conventions No. 1 and No. 30).</p> <p>e. Where a work day is curtailed due to workplace incidents/injuries, a full day's wage shall be paid to all types of Workers.</p> <p>6.2.10 (C) Unit of Certification shall calculate their prevailing wages annually in accordance to RSPO prevailing wage calculation procedure.</p> <p>PROCEDURAL NOTE: The RSPO Secretariat and the LW-TF shall revise and strengthen existing RSPO's prevailing wage calculation guidance into prevailing wage calculation Procedure. The Prevailing Wage Calculation Procedure shall be made available by the end of 2024 and implemented by the Unit of Certification within six months of its issuance.</p> <p>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Living Wage.</p>	
Principle 6 Respect Workers' rights and safe working conditions	6.3 The Unit of Certification shall respect the rights of all Workers to form and join trade unions, associations of their choice, or Worker Organisations with their own	6.3 The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain	6.3.1 (C) A policy recognising freedom of association, the right to collective bargaining and Collective Bargaining Agreements (CBA), where available, is developed and implemented. This policy and the CBA shall be publicly available and socialised to Workers in a language that they understand.	6.3.1(C) A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.

Principle conditions	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
	Organisations with their own representatives to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates a parallel means of independent and free association and bargaining for all Workers through representatives 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>6.3.2 Worker representatives shall be elected without interference from the Unit of Certification. There shall be no interference by the Unit of Certification in the formation, functioning, administration of Worker Organisations and registered trade unions. Migrant and contract workers shall not be prevented from participating in Worker Organisations and registered trade unions.</p> <p>The Unit of Certification shall inform all Workers that there will be no repercussions or penalty to the Worker due to their participation in Worker Organisations and registered trade unions.</p> <p>Facilities for Workers to engage with each other and their representatives shall be provided free of charge and shall not be monitored by the Unit of Certification.</p> <p>6.3.3 Minutes of meetings between the Unit of Certification and Worker Organisation and registered trade union shall be documented and made available upon request. The actions agreed upon at these meetings are implemented and reviewed annually.</p> <p>6.3.4 Members of Worker Organisation or registered trade union, worker representatives and Workers shall not be subjected to discrimination, intimidation or harassment (including threats), or face retaliation for their participation.</p>	<p>6.3.3 Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>6.3.2 Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request.</p>
Principle 6 Respect Workers' rights and safe working conditions	<p>6.4 The Unit of Certification shall not use Child Labour and prohibit worst forms of child labour.</p> <p>*For National Interpretation: National Interpretation will include information on national regulations/guidelines governing workers above the age of national legal minimum working age but below 18. These shall at least consist of: i) the national legal minimum working age; ii) the national regulated working hours/ conditions/ types;</p>	6.4 Children are not employed or exploited.	<p>6.4.1(C) A policy for the protection of children and the prohibition and remediation for child labour shall be developed and implemented. This policy shall be made publicly available and socialised to all levels of the Workforce, contractors, suppliers and labour recruiters in a language understood by them.</p> <p>6.4.2(C) The Unit of Certification shall not employ workers below the age of 18. An age screening verification procedure shall be documented.</p> <p>6.4.3(C) Apprenticeships for young people over the age of 15 and below 18 organised for the purpose of education and training are permitted under supervision. Apprenticeships of young workers shall not interfere with schooling nor be harmful to their health or development. Apprentices shall be paid and provided payslips.</p> <p>6.4.4(C) The Unit of Certification shall remediate the workers according to the RSPO Child Labour Remediation Guidance if any child labour is found in the Unit of Certification.</p>	<p>6.4.1 A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>6.4.4 The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>6.4.2(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>6.4.3(C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work.</p> <p>NEW INDICATOR</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 6 Respect Workers' rights and safe working conditions	Criteria 6.5 All forms of intimidation, harassment, abuse or violence in the workplace are prevented, mitigated and addressed.	6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected.	6.5.1 (C) A policy prohibiting all forms of intimidation and harassment (including threats), sexual harassment and violence shall be developed and implemented. This policy shall include procedures for investigation, punishment and remediation. The policy shall be publicly available and socialised to all levels of the Workforce, operations, suppliers and labour recruiters in languages understood by them.	6.5.1(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.
Principle 6 Respect Workers' rights and safe working conditions	Criteria 6.6 Rights of women Workers are respected and promoted and where violations are found, women shall be remediated.		6.6.1 (C) A policy to protect the rights of women Workers (e.g. reproductive rights, maternal health, women's safety) shall be established and implemented. This policy shall be publicly available and socialised to all levels of the Workforce in languages understood by them.	6.5.2(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.
			6.6.2 Women Workers shall have access to opportunities and resources to improve themselves through training and capacity development programmes.	NEW INDICATOR
			6.6.3 A Gender Committee shall be established, which includes a women's welfare and empowerment committee. The women's welfare and empowerment committee shall comprise women workers only. The committee shall be provided an opportunity at least quarterly to discuss matters related to women's welfare, discrimination, safety, grievances, or issues related to the workplace. Subsequently, the women's committee shall decide the frequency of meeting. Minutes of meetings shall be prepared in languages understood by the workers, and made available to them. The Unit of Certification shall review the minutes of the meetings and take appropriate follow-up actions. These actions shall be documented. Support for the taking of minutes shall be provided if required by the committee.	6.1.5 (C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.
			6.6.4 Women workers shall only be required to undergo pregnancy tests when legally mandated. Alternative work for the equivalent pay shall be offered to the pregnant women.	6.1.4 Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.
			6.6.5 The needs of employees who are pregnant or have given birth within the previous six months, will be provided by the Unit of Certification after consultations with the women's welfare committee.	6.5.3 Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.
Principle 6 Respect Workers' rights and safe working conditions	Criteria 6.7 There is zero tolerance for Forced Labour and Trafficking in persons. Prevention and remediation procedures are in place. *For National Interpretation: National Interpretation will include information on national	6.6 No forms of forced or trafficked labour are used.	6.7.1(C) The Unit of Certification shall develop and implement policies and procedures on the prevention and remediation of: (a) Forced Labour and trafficking in persons; (b) Any payment made by workers related to the recruitment process as defined in the ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (2019); (c) Debt Bondage and wage withholding. These policies and procedures shall be made Publicly Available and socialised to all levels of the Workforce, suppliers and labour recruiters in languages understood by them.	NEW INDICATOR

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
	regulations governing recruitment fees and related costs, where applicable.		6.7.2(C) Government-issued identification papers, passports, or work permits shall be kept by the Workers. These documents may be handed to the Unit of Certification or those acting on its behalf, for mandatory legal or immigration processing purposes and shall be returned as soon as possible. Secure storage for these documents shall be provided for those Workers who are accommodated by the Unit of Certification and shall be freely accessible to the Workers.	6.6.1(C) All work is voluntary and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages
			6.7.3(C) There shall be no debt bondage, withholding of wages, and wage cuts due to inability to meet unfair work targets. These include the following: <ul style="list-style-type: none"> i) Delayed (beyond the payment date agreed in the employment contracts) or non-payment of wages, and allowing wage arrears to accumulate; ii) Deception in the calculation and payment of wages, including unlawful wage deductions; iii) Requiring workers to pay deposits to the Unit of Certification; iv) Wage advances and loans (and related interest rates) which exceed the limits prescribed by law. v) Recruitment fees and related costs 	6.6.1(C) All work is voluntary and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages
			6.7.4(C) Overtime work shall be voluntary and in accordance with local and/or National Laws. The total working hours shall allow for adequate breaks and rest periods during a working day, as determined by local and/or National Laws, including at least 24 consecutive hours of rest in every 7-day period. When work is offered on rest days, workers shall work voluntarily for not more than 14 days continuously.	6.6.1(C) All work is voluntary and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages
			6.7.5(C) Workers shall have the right to enter into and terminate their employment freely, by means of notice, as stipulated within the employment contract. Penalty for not complying with notice period can only be enforced if it has been agreed in the employment contract. There shall be no contract substitution. If national regulations require more than one contract to be signed by workers, the higher standards or provisions will apply.	6.6.1(C) All work is voluntary and the following are prohibited: <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages"
			6.7.6(C) Workers shall be able to exit the work premises upon completion of their working hours, and free to enter or exit the accommodation provided by the Unit of Certification with reasonable restrictions related to safety and security.	
			6.7.7(C) Workers' shall have access to transport and/or communication (telephones, sim cards, credits). Restriction of transport and/or communication shall not be used as a disciplinary measure.	

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>6.7.8(C) The Unit of Certification shall not collect any payments directly or indirectly (ref. 6.8.1 B) relating to the recruitment of Workers, including through deductions from wages and/or benefits.</p>	<p>6.6.1(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages
			<p>6.7.9(C) An annual human rights due diligence assessment of internal and third-party recruitment processes shall be conducted by the Unit of Certification to identify and address potential human rights impacts on workers. The assessment shall be conducted by an internal staff that is not involved in recruitment processes or by a third party. The assessment shall include a process to identify and remediate any payment (ref. 6.8.1 B) made by the workers during the recruitment process.</p>	
			<p>6.7.10(C) The Unit of Certification shall maintain records of remediation of cases of forced or bonded labour, trafficking in persons, including repayment of any recruitment related payments (ref. 6.7.1) for up to five years and while any cases are ongoing, whichever is longer.</p>	
			<p>6.7.11(C) The Unit of Certification shall maintain a record of Workers and next of kin contact information if the employment is terminated by either party prior to the UoC's reimbursement process.</p>	
			<p>6.7.12(C) Active workers as of the date of the endorsement of the RSPO Principles & Criteria 2023 shall be reimbursed for any payments (ref: 6.8.1 b) made in the recruitment process based on the assessment conducted by the Unit of Certification in accordance with the minimum criteria set out in the RSPO Procedure for the repayment of costs incurred by worker during recruitment. PROCEDURAL NOTE: The RSPO Secretariat will issue a procedure for the repayment of costs incurred by workers in recruitment no later than December 2024, which shall be implemented and the workers reimbursed within 6 months of its issuance by the Unit of Certification.</p>	

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 6 Respect Workers' rights and safe working conditions	6.8 The Unit of Certification shall implement health and safety practices to protect workers from occupational sickness, disease and injury.	<p>6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p> <p>3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>	<p>6.8.1 (C) Occupational Health and Safety policies and procedures shall be established and implemented. The policies and procedures shall include the following provisions:</p> <ul style="list-style-type: none"> a) Assure a safe and healthy working place; b) Prevent work-related injuries and ill health; c) Establish procedures for Workers to report and raise health and safety issues, including work related injury and illness; d) Comply with applicable National Laws and Collective Bargaining Agreements (where applicable); and e) Roles and responsibilities of the Unit of Certification and Workers in relation to health and safety. <p>These policies and procedures shall be made publicly available and socialised to all levels of the Workforce and operations in languages understood by them.</p> <p>6.8.2(C) Health and Safety (H&S) Committees for the Unit of Certification mills and their estates shall be established and implemented. The H&S Committee shall include members from the management and worker representatives including Worker Organisations and registered trade unions. The list of committee members shall be documented. It shall meet quarterly every year.</p> <p>The Unit of Certification shall be responsible for the following matters which are managed through its H&S Committee:</p> <ul style="list-style-type: none"> a) Workplace health and safety issues including regular worksite safety inspections, training and continuous improvements b) Review Hazard Identification, Risk Assessment and Risk Control (HIRARC), in consultation with Workers c) Identification of the necessary controls for the elimination of workplace hazards d) Identification, safe storage, mixing and usage of chemicals, including pesticides in the workplace and establishing a documented procedure for the safe storage, handling, mixing, use and safe disposal of chemicals e) Continued improvement of the management system to enhance its H&S performance f) Collaborate with the Women's Welfare Committee to address specific health and safety risks for women Workers g) Assess the sufficiency of first aid kits, their contents, maintenance and placement/location <p>The H&S Committee meetings shall be conducted in a language that is understood by its members. Minutes of the meeting and the activities of H&S shall be documented. The Unit of Certification shall review the minutes of the H&S Committee meeting and take appropriate follow-up actions which is documented.</p>	<p>6.7.1(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>7.2.11(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p>

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			6.8.3(C) Hazard identification, risk assessment and risk control (HIRARC) shall be conducted on the Unit of Certification mills and estates to identify health and safety issues including gender-specific impacts (e.g. impact of pesticides on reproductive health, pregnant women, suitable job-specific Personal Protection Equipment (PPE)). The HIRARC shall be conducted by personnel who has been trained in HIRARC assessment in the last three (3) years.	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.
			6.8.4(C) Risk mitigation practices and corrective actions ("H&S Plan") shall be developed and implemented in consultation with Workers for both mills and estates based on the Unit of Certification's HIRARC. The H&S Plan shall be monitored and reviewed annually, including their effect on accident rates and work time losses.	3.6.1 (C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. 3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.
			6.8.5 Training on updated job-specific occupational health and safety procedures and basic First Aid shall be provided to Workers. The list of trainings provided annually shall be documented.	
			6.8.6 Medical provisions (e.g. basic first aid kit) with valid expiration dates shall be made available at work stations, and are accessible to Workers at all times.	6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.
			6.8.7(C) a) Suitable and sufficient PPE shall be provided free of charge to all Workers (including casual and seasonal workers) based on the HIRARC assessment. b) The PPE shall be appropriate to the physical size of the Worker and to the activity executed (mixing, applying, cleaning containers). c) Workers shall be made aware of the available PPE, its use and maintenance through training. d) The lifespan of the provided PPE shall be recorded and expired PPE shall not be used. e) When there is a need for the PPE to be replaced, it shall be provided free of charge and in a timely manner. f) Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.
			6.8.8 The accessibility of sanitation facilities for workers shall be evaluated by the Unit of Certification, in consultation with Workers' representatives. Provision of any sanitation facilities following the consultation shall be maintained and ensure safe access for Workers.	6.7.3 (C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>6.8.9 An Emergency Response Procedure (ERP) shall be established in accordance with the risk assessment conducted by the Unit of Certification. The ERP shall be made available and socialised to the Workforce in a language that is understood by them. The ERP shall include:</p> <p>a) Establishment of an Emergency Response Team (ERT) trained in First Aid, emergency wildlife response and chemical emergency response both in field and other operations.</p> <p>b) Contact details of personnel responsible for emergencies.</p> <p>c) Contact details and address of nearest medical facilities (dispensaries, medical practitioners).</p> <p>The Emergency Response Procedure shall be reviewed annually and this review documented.</p>	<p>6.7.2 Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.</p>
			<p>6.8.10 Annual medical surveillance for Workers handling pesticides shall be provided by the Unit of Certification free of charge. Actions to treat related health conditions (if any) shall be documented.</p>	<p>7.2.10(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p>
			<p>6.8.11 Occupational injuries and illnesses shall be recorded using Lost Time Accident (LTA) metrics. Processes to investigate work-related incidents shall be developed and implemented. Reports of the investigation shall be documented. Findings from the investigations are forwarded to the Health and Safety Committee for the purposes of updating the Health and Safety Plan. Costs incurred from work-related incidents leading to injury or illness, shall be covered by the Unit of Certification in accordance with National Laws.</p>	<p>6.7.5 Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>6.7.4 All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection."</p>
			<p>6.8.12(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers. Personnel applying pesticides demonstrates understanding and knowledge on latest updates about the activity they are tasked to carry out.</p>	<p>7.2.6(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	<p>7.1 The Unit of Certification shall implement an integrated pest management to avoid or reduce, the use of pesticides. The Unit of Certification shall not use 'prohibitive' pesticides. When pesticides are used, the Unit of Certification shall prevent, mitigate, and/or repair damage to environment and human health.</p> <p>The use of a Biological Control Agent (BCA) is the preferred option for the management of pests.</p> <p>*National Interpretation will determine nationally regulated and/or industrial specific controls, measures (best practices) and thresholds, such as: i) prohibited chemical pesticide; controlled chemical pesticide; ii) use of biological control agent iii) prophylactic use; iv) Aerial spraying; v) medical surveillance</p>	<p>7.1 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.</p> <p>7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p> <p>[Move both criteria - leading to management of pesticide]</p>	<p>7.1.1(C) An Integrated pest management shall be developed and implemented to avoid or reduce, the frequency, extent and amount of pesticide applications, and result in non-use or overall reductions in applications. The environmental risks associated with the use of a Biological Control Agent shall be accessed annually and, when required, a mitigation plan shall be developed.</p>	<p>7.1.1(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>7.2.3(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p>
			<p>7.1.2(C) Pesticides classified as extremely hazardous (Class 1A) and highly hazardous (Class 1B) by the World Health Organization, Rotterdam and Stockholm Conventions, paraquat, and national regulations shall not be used or stored in the managed area. Where the use for pest outbreaks is validated with strong evidence and justification (i.e. no other alternative); government authorisation shall be obtained and a detailed application and management plan to avoid and mitigate negative impacts to the environment and human health shall be developed and implemented.</p>	<p>7.2.5 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application 7.2.5 e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>
			<p>7.1.3 Records of pesticide usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location and area of use and reason for use.</p>	<p>7.2.1(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>7.2.2(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>7.4.4 Records of fertiliser inputs are maintained.</p>
			<p>7.1.4 There shall be no prophylactic use of pesticides. Where the use is permitted by national regulation, evidence available on its use and management as identified in national regulation and/or best practice guidelines.</p>	<p>7.2.4 There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p>
			<p>7.1.5(C) The Unit of Certification shall not launch aerial sprayings of pesticides, unless in exceptional circumstances where no other viable alternatives are available. When aerial spraying is unavoidable, prior approval from government authorities obtained and detailed information of the aerial spraying shall be provided to affected local communities at least 48 hours prior to application of aerial spraying.</p>	<p>7.2.9(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>7.1.6 The use of species referenced in the Global Invasive Species Database and/or CABI.org and/or under national regulation, as Biological Control Agents, is prohibited. Where the species referenced in the Global Invasive Species Database, not prohibited under national regulations, is used; the Unit of Certification shall demonstrate compliance with internationally accepted scientific protocols or national regulations/guidelines/ practices.</p> <p>7.1.7 Open burning for pest control shall be prohibited. In exceptional cases where fire has to be used for control of pests and diseases, the Unit of Certification shall provide evidence of prior approval from government authorities and implement a plan to prevent, mitigate and/or repair damages to the environment.</p>	<p>7.1.2 Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>7.1.3 There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. [For NI to define process]</p>
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	<p>7.2 The Unit of Certification shall apply the 3R (Reduce-Reuse-Recycle) Concept to reduce waste generated from palm oil production operations (plantation and milling process). The Unit of Certification shall dispose of waste in an environmentally and socially responsible manner.</p> <p>* National Interpretation will determine nationally regulated and/or industrial specific controls, measures (best practices) and thresholds, such as:</p> <p>i) waste management which include processing, storage and disposal</p> <p>ii) solid waste management or potential utilisation (especially for plastic usage and disposal)</p> <p>iii) list of common hazardous and non-hazardous waste from plantation and milling process</p> <p>iv) recycling and re-use of nutrients, managing effluent ponds, increasing mill extraction efficiency and appropriate disposal of wastes</p> <p>v) types of disposal which are not acceptable</p>	7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner	7.2.1(C) Open burning as a measure for waste disposal and direct disposal of waste into watercourse shall be prohibited.	7.3.3 The unit of certification does not use open fire for waste disposal.
			7.2.2 A waste management plan to minimise or reduce waste generated from the operational and non-operational activities of the Unit of Certification shall be developed and implemented. The plan shall include the identification of hazardous and non-hazardous waste (including domestic, solid and liquid).	7.3.1 A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.
			7.2.3 A monitoring system to monitor and track the sources and quantities, as well as types of waste produced (especially plastic) and activities examined to identify waste reduction opportunities shall be developed and implemented.	NEW INDICATOR
			7.2.4 The Unit of Certification should develop and implement a nutrient recycling strategy, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.	7.4.3 A nutrient recycling plan for the Unit of Certification shall be developed and implemented. The nutrient recycling plan shall include the recycling of biomass (i.e., Empty Fruit Bunches (EFB)), Palm Oil Mill Effluent(POME), palm residues and optimal use of inorganic fertilisers.
			7.2.5 The Unit of Certification shall demonstrate that workers have job-specific training to implement activities planned as per the Waste Management Plan.	7.3.2 Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.
Principle 7. Protect, Conserve and Enhance Ecosystems and the	7.3 The Unit of Certification shall avoid negative impacts on soil (soil erosion and degradation) by avoiding planting on steep terrain, marginal and fragile soil, and adopt practices that minimise and control soil erosion and degradation.	7.5 Practices minimise and control erosion and degradation of soils. 7.6 Soil surveys and topographic information are used for site planning in the establishment of	7.3.1(C) Areas of steep terrain, and marginal and fragile soil shall be identified and mapped.	7.5.1(C) Maps identifying marginal and fragile soils, including steep terrain, are available.
				7.6.1(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Environment	<p>*National Interpretation will determine nationally regulated specific controls (best practices) and thresholds, such as slope limits, listing soil types (marginal and/or fragile) on which planting should be avoided, or the proportion of plantation area that can be allowed. National Interpretation to include defining ‘extensive planting’, ‘marginal soil’, ‘fragile soil’, and ‘steep slope’.</p>	<p>new plantings, and the results are incorporated into plans and operations.</p>	7.3.2(C) There shall be no new plantings and/or development on steep terrain.	7.5.3 There is no new planting of oil palm on steep terrain.
7.3.3 New plantings and/or development on marginal and/or fragile soil should be avoided. Where limited planting on marginal and fragile soils is proposed, the Unit of Certification shall develop and implement a plan to avoid negative impacts. The plan shall include nationally regulated specific controls (best practices) and threshold as identified in National Interpretation (NI).			7.6.2 Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	
7.3.4(C) The Unit of Certification should avoid replanting on steep terrain, marginal and fragile soil. Where limited replanting on steep terrain and/or limited replanting on marginal and fragile soils is occurring, the Unit of Certification shall ensure replanting activities are conducted in accordance to best soil management practices.			7.5.2 There is no extensive replanting of oil palm on steep terrain.	
7.3.5 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure of the Unit of Certification.			7.6.3 Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.	
<p>Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment</p> <p>7.4 The Unit of Certification shall prohibit land clearing on peat, regardless of depth, after 15 November 2018. All plantings on peatland (before 15 November 2018) are managed responsibly and unplanted peatlands are protected and managed responsibly.</p> <p>*For National Interpretation: National Interpretation will determine national definition of peat, and nationally regulated specific controls (best practices) and thresholds for activities on peatland.</p>	<p>7.7 No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.</p>	7.4.1(C) There shall be no new plantings and/or development on peat, regardless of depth after 15 November 2018.	7.7.1(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	
		7.4.2 The Unit of Certification shall map and have inventories all areas of peat (planted and unplanted) in accordance with the RSPO Procedures on Peat Inventory. The Unit of Certification shall make its map available to the Secretariat (through CB) over initial certification and re-certification.	7.7.2 Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).	
		7.4.3(C) Any activities that may disrupt integrity or hydrology including new construction of drains, roads, dams, bunds, levees and/or power lines, on unplanted set-aside peatlands shall be prohibited.	7.7.7(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version2 (2018) and associated audit guidance.	
		7.4.4(C) The Unit of Certification shall protect and manage all set-aside (unplanted) peatlands, guided by the RSPO Manual on BMPs for Management and Rehabilitation of Peatlands.		
		7.4.5 Where fire prevention measures in peat areas are required, any peat disturbance activities shall be done in full compliance with national regulation. Example of fire prevention measures such as construction of ponds, fire breaks and access paths for fire fighting.		

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>7.4.6(C) To determine the suitability of replanting on peat, the Unit of Certification shall conduct a drainability assessment for oil palm planted on peat at least 15 years after the initial planting (first cycle) with an approved Drainability Assessment Procedure report. For the subsequent cycle of replanting on peat, drainability assessment shall be conducted at least five years prior to replanting with an approved DAP report.</p> <p>The assessment shall be conducted following the RSPO Drainability Assessment Procedure.</p> <p>7.4.7 Where assessment result indicating a phasing out of oil palm cultivation of at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat, the Unit of Certification shall have a plan to replace with crops suitable for a higher water table (paludiculture) or to rehabilitate with natural vegetation.</p> <p>7.4.8(C) The Unit of Certification shall manage all existing plantations on peat in compliance with national regulation, guided by the RSPO Manual on Best Management Practices (BMPs) for existing Oil Palm Cultivation on Peat.</p> <p>In the absence of national regulations, all existing plantations on peat shall be managed in accordance with the RSPO Manual on Best Management Practices (BMPs) for existing Oil Palm Cultivation on Peat.</p> <p>7.4.9 A monitoring and management system for existing planting on peat shall be developed and implemented. The following shall be documented and made available:</p> <ul style="list-style-type: none"> (a) peat subsidence, (b) water level management and (c) ground cover management. (Link to 7.4.8) 	<p>7.7.5(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the time frame for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>7.7.6(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version2 (2018) and associated audit guidance.</p> <p>7.7.3(C) Subsidence of peat is monitored, documented and minimised.</p> <p>7.7.4(C) A documented water and ground cover management programme is in place.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	<p>7.5 The Unit of Certification shall demonstrate efforts to maintain the quality and availability of surface and groundwater; and mitigate and remedy those that occur.</p> <p><i>*For National Interpretation: National Interpretation will determine nationally and/or industrially regulated specific controls, measures (best practices) and thresholds, such as:</i></p> <p>i) POME discharge guidelines or standard ii) The size, location and methods of restoration of riparian strips or acceptable maximum run-off levels iii) Protection of riparian and/or river buffer, minimum buffer width (m) iv) Prevent negative impact from road construction and maintenance, etc.</p>	7.8 Practices maintain the quality and availability of surface and groundwater.	<p>7.5.1(C) A water management plan to avoid negative impacts on other users in the catchment; and promote more efficient use and continued availability of water sources shall be developed and implemented.</p> <p>The water management plan should:</p> <ul style="list-style-type: none"> • Aim to ensure the efficiency of use and renewability of sources; • Protection to natural watercourse, riparian and other buffer zones (Link to 7.6.2); • Maintain natural hydrological patterns and stream flows; • Ensure that the use and management of water by the operation does not result in adverse impacts on other users within the catchment area, including local communities and customary water users (Link to 3.2); • Avoid contamination of surface and ground water through run-off of soil, nutrients or chemicals, or as a result of inadequate disposal of waste (Link to 7.3.3) including Palm Oil Mill Effluent (POME). 	7.8.1(C) A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following: a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water
			<p>7.5.2(C) Natural watercourse, riparian and other buffer zones shall be protected and maintained in compliance with national regulations/ guidelines, guided by the RSPO Manual on BMP for Management and Rehabilitation of Riparian Reserve.</p> <p>In the absence of national regulations/guidelines, the RSPO Manual on BMP for Management and Rehabilitation of Riparian Reserve shall be followed.</p>	7.8.2(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).
			7.5.3 Where natural watercourses, riparian and other buffer zones have been damaged by past activities, a plan for restoration activities shall be developed and implemented.	NEW INDICATOR
			<p>7.5.4(C) The Unit of Certification shall treat palm oil mill effluent (POME) prior to watercourse discharge in compliance with national regulations. The Unit of Certification shall develop a monitoring plan to record and monitor the parameter limits for POME discharge.</p> <p>In the absence of national regulations, the Biochemical Oxygen Demand (BOD) of mill discharge shall be recorded and monitored; and the BOD of mill discharge that enters watercourses, wetlands and waterbodies shall be below 50 mg O₂ per litre.</p>	7.8.3 Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.
			7.5.5 The Unit of Certification shall monitor and record water use in palm oil milling processes. The Unit of Certification should develop and implement a plan to improve the mill's water use efficiency.	7.8.4 Mill water use per tonne of FFB is monitored and recorded.

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	7.6 The Unit of Certification shall demonstrate efforts in reducing the use of fossil fuels by optimising the use of renewable energy	7.9 Efficiency of fossil fuel use and the use of renewable energy is optimised	7.6.1 A plan for improving efficiency of the use of fossil fuels as well as for increasing use of renewable energy is in place, monitored and reported.	7.9.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy is in place, monitored and reported.
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	7.7 The Unit of Certification shall demonstrate efforts to minimise and reduce greenhouse gas (GHG) emissions associated with its existing activities and new development(s).	7.10 Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions	7.7.1(C) GHG emissions are identified and assessed for the Unit of Certification. Plans to minimise GHG emission are implemented, monitored through the palm GHG calculator with a Group's reduction target and publicly reported.	7.10.1(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.
			7.7.2(C) The Unit of Certification shall minimise greenhouse gas (GHG) emissions of its new development by assessing potential sources of emissions that may result directly from the development using the the RSPO GHG Assessment Procedure for New Development.	7.10.2(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).
			7.7.3(C) A plan to reduce or minimise significant pollutants (other than GHG) identified through impact assessments (Link with 3.2) shall be developed and implemented.	7.10.3(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.
			7.7.4 The Unit of Certification shall monitor the progress towards reducing and/or minimising identified significant pollutants and a summary of the progress shall be publicised alongside with relevant management documents of the Unit of Certification.	NEW INDICATOR
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	7.8 The Unit of Certification shall prohibit the use of fire for land clearing and/or replanting. *For National Interpretation: National Interpretation will determine any regulations relating to bans on open burning.	7.11 Fire is not used for preparing land and is prevented in the managed area.	7.8.1(C) Land preparation for new plantings and/or development shall not be done by open burning.	7.11.1(C) Land for new planting or replanting is not prepared by burning.
			7.8.2 The Unit of Certification shall have and implement, through engagement with adjacent stakeholders, fire prevention and control measures for all areas under its direct management.	7.11.2 The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.
				7.11.3 The unit of certification engages with adjacent stakeholders on fire prevention and control measures.
Principle 7. Protect, Conserve and Enhance Ecosystems and the Environment	7.9 The Unit of Certification shall not cause deforestation or damage any areas required to protect and enhance High Conservation Values (HCV) areas, High Carbon Stock (HCS) forests, peatlands and other conservation areas. HCV areas, HCS forests, peatland and other conservation areas; including Rare, Threatened and Endangered (RTE) species and its important habitats identified shall be monitored, protected and/or enhanced.	7.12 Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS)forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.	<p>PROCEDURAL NOTE for 7.9</p> <p>The RSPO commits to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems. In the effort to ensure effective contribution to halting deforestation, the RSPO through its 2018 P&C revision process identified seven (7) High Forest Cover Countries [to insert link to the report] (HFCCs): i) Democratic Republic of the Congo (DRC); ii) Republic of the Congo; iii)Liberia; iv) Gabon; v) Myanmar; vi) Solomon Islands; and vii) Papua New Guinea (PNG).</p> <p>The RSPO also acknowledged that these 'HFCCs' urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and environmental safeguards. Hence, an adapted procedure is to be developed to support the sustainable development of palm oil by Indigenous Peoples and local communities with legal or customary rights in HFCC.</p>	

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>7.9.1(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) shall be conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>7.9.2(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>7.9.3(C) HCVs, HCS forests and other conservation areas are identified as follows: (a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. (b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE for 7.9.3: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCS Assessments.</p> <p>7.9.4(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.9.3 applies.</p> <p>PROCEDURAL NOTE for 7.9.4: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.</p>	<p>7.12.1(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>7.12.8(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>7.12.2(C) HCVs, HCS forests and other conservation areas are identified as follows: a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid. b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCS Assessments.</p> <p>7.12.3(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.</p>

Note: Terms for which a definition is provided in the Definitions are in italics

Principle	Proposed Revised Criteria (Draft 2)	Criteria (P&C 2018)	Revised Indicator (Draft 2)	Indicators (P&C 2018)
			<p>7.9.5(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>7.12.4(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>
			<p>7.9.6 Where rights of local communities have been identified in HCV areas, HCS forests after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p>	<p>7.12.5 Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p>
			<p>7.9.7 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national laws if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>	<p>7.12.6 All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p>
			<p>7.9.8 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>	<p>7.12.7 The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p>