



RSPO PRINCIPLES AND CRITERIA GROUP CERTIFICATION REPORT

(Annual Surveillance Assessment 2)

Sichon Palm Yangyuen Community Enterprise Group
RSPO Membership No.: 1-0166-14-000-00

81 Moo 4, T.Tungprang, A.Sichon, Nakorn Si Thammarat 80120, Thailand

Date of assessment: 24-25 April 2017

PUBLIC SUMMARY REPORT

| | | | |
|-----------------------------------|---|---------------------------------|---|
| BV Contract No. | TH2565969 | Date Contract | 20 March 2017 |
| Name of Group | Sichon Palm Yangyuen Community Enterprise Group | | |
| Address of Group | 81 Moo 4, T.Tungprang, A.Sichon, Nakorn Si Thamarat 80120, Thailand | | |
| Group Manager's Name | Kanravee Arthan | Contact Details | sichonpalm@gmail.com / phone: 0902961469. 075771701 |
| Country | Thailand | | |
| Group e-mail | Nil | Website | Nil |
| Certification Scope | Production of FFB from independent smallholders | | |
| Trading system | <input type="checkbox"/> Physical trading <input type="checkbox"/> Book and claim <input checked="" type="checkbox"/> Physical trading and Book and Claim | | |
| Type of Certificate Holder | Independent Smallholder Group Certification | | |
| RSPO Membership No. | 1-0166-14-000-00 | Date Registration | 23 October 2014 |
| RSPO Certificate No. | BVC-RSPO-20170827-01 | Date of Issue | 27/08/2017 |
| | | Date of Expiry | 26/05/2020 |
| Supply Chain Module | Identity Preserved | | |
| No. of Smallholders | 123 | Certified Area (Ha) | 454.99 |
| Annual FFB Produced (MT) | 10,564 | Annual PK Produced (MT) | 528 |
| Annual CPO Produced (MT) | 2,113 | Annual PKO Produced (MT) | 238 |
| Annual PKE Produced (MT) | 291 | | |

End of Public Summary

EVALUATION INFORMATION

| MAIN ASSESSMENT | | | |
|--------------------------------|--|--------------------------|--------------------------------------|
| Dates: | 7-8 December 2014 | | |
| Lead Auditor: | Dr Chaiyaporn Seekao | | |
| Audit Team Members: | Ms. Saowalak Thongson, Asso. Prof. Dr. Benchamaporn Pimpa | | |
| Technical Reviewer: | Dr Ganapathy Ramasamy | Date of Review: | NA |
| Report approved by: | 12 May 2015 | Date of Approval: | 12 May 2015 |
| Certification Decision: | 27 May 2015 | Date of Decision: | 27 May 2015 |
| SURVEILLANCE 01 | | | |
| Dates: | 25-27 April 2016 | | |
| Lead Auditor: | Cheong, Chun Yuen (Robert) | | |
| Audit Team Members: | Ms Saowalak Thongson, Ms Warangkana Thongprapak | | |
| Technical Reviewer: | NA | Date of Review: | NA |
| Report approved by: | NA | Date of Approval: | NA |
| Certification Decision: | 17 August 2016 | Date of Decision: | 17 August 2016 |
| SURVEILLANCE 02 | | | |
| Dates: | 24-25 April 2017 | | |
| Lead Auditor: | Dr Chaiyaporn Seekao | | |
| Audit Team Members: | Mr. Prapas Nores, Mr Supiwat Nentakong, Mr Thanakorn Wainiyom and Asso. Prof. Dr. Benchamaporn Pimpa | | |
| Technical Reviewer: | M. Shazaley Abdullah | Date of Review: | 22.08.2017 (TBU) 27.08.2017 (TBU) |
| Report approved by: | M. Shazaley Abdullah | Date of Approval: | 27.08.2017 |
| Certification Decision: | M. Shazaley Abdullah | Date of Decision: | 27.08.2017 |
| SURVEILLANCE 03 | | | |
| Dates: | | | |
| Lead Auditor: | | | |
| Audit Team Members: | | | |
| Technical Reviewer: | | Date of Review: | |
| Report approved by: | | Date of Approval: | |
| Certification Decision: | | Date of Decision: | |
| SURVEILLANCE 04 | | | |
| Dates: | | | |
| Lead Auditor: | | | |
| Audit Team Members: | | | |
| Technical Reviewer: | | Date of Review: | |
| Report approved by: | | Date of Approval: | |
| Certification Decision: | | Date of Decision: | |

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LIST OF ABBREVIATION

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

1. SCOPE OF THE CERTIFICATION ASSESSMENT

1.1 Introduction

The assessment for Sichon Palm Yangyuen Community Enterprise Group has been conducted against **RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016)** by Bureau Veritas Certification Hong Kong Limited during 24-25 April 2017.

The group of independent smallholders has been established since 2012 and directly managed by Kanravee Arthan (Group Manager) who is supported by the partnering mill (SPO Agro Industry Co., Ltd). The group administration office which is also supported by the partnering mill is located at the partnering mill. The address of group administration office is 81 Moo 4, T.Tungprang, A.Sichon, Nakorn Si Thamarat 80120, Thailand. Sichon Palm Yangyuen Community Enterprise Group is a member of RSPO since 23 October 2014 with membership number 1-0166-14-000-00. Total combined land areas of the group smallholders are 491.85 Ha of which; 454.99Ha had been planted with oil palm.

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

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

1.2 Location and Description of Group Managers

Sichon Palm Yangyuen Community Enterprise Group is located in Nakorn Si THammarat province, Thailand. Overview of the Group location is simplified in the Table 1 below. Details of group members and location maps of smallholders participated in this certification can be referred in **Appendix 6** and **Appendix 7**, respectively. Majority of the crops produced by the smallholdings are delivered to supporting palm oil mill, namely SPO Agro Industry Co., Ltd.

Table 1: Details of Group Managers

| Name of the Group | GPS Coordinate | | Location Address |
|---|----------------|--------------|---|
| | Longitude | Latitude | |
| Sichon Palm Yangyuen Community Enterprise Group | 8°58.510 N | 99° 52.771 E | 81 Moo 4, T.Tungprang, A.Sichon, Nakorn Si Thamarat 80120, Thailand |

It is important to note that address registered with Sichon District Agricultural Office for obtaining the license is different from the actual location and mailing address of the group. The registered address with Sichon District Agricultural Office is 132/9 Moo 2 Sichon Sub-district, Sichon

District, Nakhonsrithammarat. It is a address of the group chairman (Mr. Suchao Kangsakul). This happened because the limitation of Thai laws for registration as community enterprise. Consequently, group could not register the actual address of group administration office with the Sichon District Agricultural Office because group administration office is supported and located in the partnering mill.

1.3 Description of Independent Smallholders producing FFBs

The FFB is sourced from plantation which is directly managed by group members who are named in the **Appendix 6**. Currently, there are 123 independent smallholder members in this group covering an area of 454.99 ha palm oil plantation. Majority of individual group member have supplied their FFB to the partnering mill (SPO Agro Industry Co.,Ltd). Even though there are 29 traders (intermediaries) listed as the approved venders for the partnering mill, FFB supplied by group members to these traders are non-RSPO certified. This happened because the distance between plots owned by group members and partnering mill is huge constraint to push all group members supply their FFB to the partnering mill. Currently, there are 74 group members who sold their FFB with non-RSPO claim to those trades.

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

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

1.4 Date of Planting and Cycles

1.4.1 Date of planting

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

Table 2: Details of Certified Area

| Name of the Group | Total Titled Area/ Certified Area (Ha) | Planted Area (Ha) | | Un-Planted Area (Ha) | | |
|---|--|-------------------|-----------------------------|----------------------|--------------|----------------------|
| | | Oil Palm | Other agricultural products | HCV | Conservation | Facilities / Others* |
| Sichon Palm Yangyuen Community Enterprise Group | 491.85 | 454.99 | 1.94 | 0 | 0 | 34.92 |

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

- Remark:** 1. Total other agricultural areas consisted of rubber area 0.62 ha and crop area 1.32 ha
 2. Other area consisted of hosing area of 10.29 ha, pond area of 1 ha and other 23.63 ha

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

Table 3: Age Profiles for the Independent Smallholders

| Year of planting | Areas (ha) | Maturity Status | Planting Cycles |
|------------------|------------|-----------------|-----------------|
| 1988-1989 | 1.71 | Mature | 1 |
| 1989-1990 | 0 | 0 | 0 |
| 1990-1991 | 0 | 0 | 0 |
| 1991-1992 | 0 | 0 | 0 |
| 1992-1993 | 4.33 | Mature | 1 |
| 1993-1994 | 0 | 0 | 0 |
| 1994-1995 | 0.75 | Mature | 1 |
| 1995-1996 | 10.67 | Mature | 1 |
| 1996-1997 | 3.73 | Mature | 1 |
| 1997-1998 | 4.05 | Mature | 1 |
| 1998-1999 | 22.38 | Mature | 1 |
| 1999-2000 | 9.75 | Mature | 1 |
| 2000-2001 | 7.78 | Mature | 1 |
| 2001-2002 | 27.97 | Mature | 1 |
| 2002-2003 | 9.34 | Mature | 1 |
| 2003-2004 | 12.04 | Mature | 1 |
| 2004-2005 | 26.1 | Mature | 1 |
| 2005-2006 | 43.22 | Mature | 1 |
| 2006-2007 | 32.04 | Mature | 1 |
| 2007-2008 | 26.14 | Mature | 1 |
| 2008-2009 | 62.58 | Mature | 1 |
| 2009-2010 | 49.48 | Mature | 2 |
| 2010-2011 | 29.32 | Mature | 2 |
| 2011-2012 | 28.66 | Mature | 2 |
| 2012-2013 | 12.73 | Mature | 2 |
| 2013-2014 | 9.65 | Mature | 2 |
| 2014-2015 | 5.75 | Mature | 1 |
| 2015-2016 | 14.82 | Immature | 1 |

454.99

1.4.2 Replanting program

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

1.5 Other Certification Held by the Certificate Holder

None

1.6 Organizational Information/Contact Person

The contact person for Sichon Palm Yangyuen Community Enterprise Group and Organizational Chart showing the certification scheme are as below.

| | |
|---------------------------|---|
| Name of Organization | : Sichon Palm Yangyuen Community Enterprise Group |
| Head Office Address | : 81 Moo 4, T.Tungprang, A.Sichon, Nakorn Si Thamarat 80120, Thailand |
| Websites | : - |
| Head Office Telephone No. | : +66 075 771701 |
| Head Office Fax No. | : +66 075 771704 |
| RSPO Membership No. | : 1-0166-14-000-00 |
| Contact Person | : Ms. Kanravee Arthan |
| Position | : Group manager |
| Telephone No./Mobile No. | : +66 0902961469 |
| e-mail Address | : sichonpalm@gmail.com |

1.7 Tonnage to be certified

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

Table 4: Certified Products sold and Claimed for the Certification Period (17 August 2016 – April 2017)

| Supply Chain Model | Quantity Claimed for the Certification Year (MT) | | | | |
|--------------------|--|------------------------------------|----|-----|-----|
| | Physical trading | Book and claim (Palm Trace credit) | | | |
| | FFB | CPO | PK | PKO | PKE |
| Identity Preserved | 3,401.84 | - | - | - | 53 |
| Mass Balance | - | - | - | - | - |

Results from verification at weighting department of the partnering mill showed that total volume of FFB sold as RSPO certified product via physical trading is 3,401.84 tons. At the same time, group has also sold PKE at 53 tons as RSPO certified product through GreenPalm in 2016 before changing to PalmTrace in 2017.

Table 5: Actual Products Claimed for Last Certification Period (17 August 2016 – April 2017)

| | Quantity for Last Reporting Period (MT) | | Projected Quantity for Next Reporting Period (MT) |
|---------------|--|--|---|
| | Actual Quantity Claimed | Certified Volume in Previous Certification | |
| Certified FFB | 5,329.113 (PKE sold through GreenPalm at 53 tons could be converted into FFB production at 1,927.273 tons) | 6,700 | 10,564 |
| Certified CPO | - | 1,552.4 | 2,113 |
| Certified PK | - | 353.76 | 528 |
| Certified PKO | - | 142.21 | 238 |
| Certified PKE | 53 | 211.54 | 291 |

Remark: 1. During 17 August 2016 – April 2017, actual FFB production produced by 1st and 2nd generation of group members who are named in certificate issued after the main audit and first surveillance audit (ASA1) is 5,855.252 tons. The actual amount of FFB sold to partnering mill and traders are 3,401.84 tons and 2,453.412 tons, respectively.

2. If FFB production from 37 new group members (3rd generation of the group) is taken into account, the total FFB production of the group is 10,313.65 tons or average 3.65 tons/rail/year.

1.8 Time-bound Plan/Progress against Time Bound Plan

See Appendix 1.

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

Not applicable because this is group certification for smallholders

1.10 Partial certification

1.10.1 General

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

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

| Requirement | Findings/Compliance |
|---|---------------------|
| The parent organization or one of its majorities owned and/or managed subsidiaries is member of RSPO. | Not applicable |
| For groups with complex management structures the following are required: | Not applicable |

| | |
|---|--|
| <ul style="list-style-type: none"> a. A statement of the ultimate controlling shareholders and directors in the managing agency company/companies. b. Ditto in respect of each of the operating groups. c. Application for membership by the top asset owning company/companies. d. (d) Application for membership by the managing agency company/companies | |
|---|--|

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

1.10.2 Requirements for Time Bound Plan

| Requirement | Findings/Compliance |
|--|--|
| A challenging time-bound plan for certifying all its relevant entities (Relevant entities – including both the business units and parent company(ies)' commitment to RSPO, membership status and involvement with palm oil for each subsidiary) is available. The time-bound plan should contain a list of subsidiaries, estates and mills. | All formal members of the Sichon Palm Yangyuen Community Enterprise Group are certified. A requirement for the time-bound plan is not relevant. |
| The time bound plan is appropriate (in particular, the time scale is sufficiently challenging, taking into account circumstances around each entity), taking into account comments received from stakeholders following the public consultation process. | Not applicable because all formal members of the Sichon Palm Yangyuen Community Enterprise Group are certified. A requirement for the time-bound plan is not relevant. |
| What is the progress of this plan since the last audit? (if the last audit was done by another CB, the time-bound plan shall be accepted at the moment of first acceptance and only check continued appropriateness shall be checked). | Not applicable because all formal members of the Sichon Palm Yangyuen Community Enterprise Group are certified. A requirement for the time-bound plan is not relevant. |
| Are there any revisions to the time-bound plan or to the circumstances of the company? | Not applicable because all formal members of the Sichon Palm Yangyuen Community Enterprise Group are certified. A requirement for the time-bound plan is not relevant. |
| If the previous question was answered with yes, the plan shall be reviewed for whether it is still appropriate, such that changes to the time-bound plan are permitted only where the organisation can demonstrate that they are justified. The requirements will also apply to any newly acquired subsidiary from the moment that the company is legally registered with the local notary or chamber of commerce (or equivalent). | Not applicable because all formal members of the Sichon Palm Yangyuen Community Enterprise Group are certified. A requirement for the time-bound plan is not relevant. |

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

1.10.3 Requirements for Uncertified Management Units/or holdings

| Requirement | Findings/Compliance |
|-------------|---------------------|
|-------------|---------------------|

| | |
|--|---|
| No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. Any new plantings since January 1st 2010 must comply with the RSPO New Plantings Procedure. | Even though some formal members of the Sichon Palm Yangyuen Community Enterprise Group have recently planted their plantation, the previous land used before converting to palm oil plantation was agricultural area e.g. paddle field and rubber plantation. |
| Land conflicts, if any, are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5. and 7.6. | All square meters of land owned by all formal members have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives |
| Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3. | There is no labour disputes |
| Legal non-compliance, if any, are they being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1. | There is no legal non-compliance |

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

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

2. ASSESSMENT PROCESS

2.1 Assessment Methodology and Programme

The assessment was conducted on 24 April 2017 to 25 April 2017 at the Group Manager's Office and onsite audit involving 123 members of Sichon Palm Yangyuen Community Enterprise Group respectively. The audit covers documentation review, internal procedures, management system, field inspection as well as identification of any significant issues for both environment or social issues. Details of the actual assessment programme are given in Appendix 2 (Audit Plan).

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

Under the requirement, size of samples was based on formula $[0.8\sqrt{(y)*(z)}]$; where 'y' is total number of independent group member; and 'z' is the multiplier defined by the risk assessment. Based on risk assessment from desk review, medium risk level ($z = 1.2$) was determined. Therefore, total number of smallholder to be audited resulting from $0.8\sqrt{(126)*(1.2)}$ was 11. It is important to note that total number of group member at the time of assessment is 123 because 3 group members have resigned from the group before the date of the assessment. However, this change has no effect to the number of the sample.

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

2.2 Date of Next Surveillance Visits

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

2.3 Lead Assessor and Assessment Team Qualification

Bureau Veritas holds copies of educational qualifications, certificates and audit logs for each of the audit team members. This assessment has been conducted by 4 approved assessors which hold sufficient qualification and experiences to conduct RSPO Assessment. Summary of auditors' background and qualifications are listed in Table 8 below.

Table 6: Auditors Profile and Qualification

| Assessment Team Leader: Dr. Chaiyaporn Seekao | | |
|---|---|--------------------|
| Requirements | Description | |
| A minimum of post high school (post-secondary school) training in either agriculture/forestry, environmental science or social sciences; | <ul style="list-style-type: none"> - May 2015, Ph.D (Environmental Management) full Scholarship at The International Postgraduate Programs in Environmental Management (Hazardous Waste Management), Chulalongkorn University, THAILAND - April, 2006, hold Master of Science (Sustainable Land Use and Natural Resource Management) degree from Kasetsart University, THAILAND. - April, 2002, hold Bachelor of Science (Fisheries) degree from Kasetsart University, THAILAND | |
| At least 5 years professional experience in area of work relevant to the assessment (e.g., palm oil management; agriculture/forestry; ecology; social science); | <ul style="list-style-type: none"> - March 2016 to present : work at Bureau Veritas Certification (Thailand) - October 2009 to Feb 2016: work at TÜV NORD (Thailand) Ltd. and was responsible for several standards such as ISO9001:2008, GMP, HACCP,FAMI-QS, GLOBALG.A.P and RSPO - Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and was responsible for conducting the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment - Year 2006-2008: worked Virbac (Thailand) Co.,Ltd , responsible for Act as GMP and HACCP (QMR) - Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) - Year 2002-2005: worked at Department of Fisheries, Ministry of Agriculture and Cooperatives | |
| Training in the practical application of the RSPO criteria, and RSPO certification systems; | <ul style="list-style-type: none"> - RSPO Lead Auditor Course Organized by Stepwise Support Programme during April 12-16, 2010, Johor Bahru, Malaysia - HCV and its application in RSPO Organized by WildAsia during August 28-29, 2012 at Krabi, Thailand | |
| Successfully completion of an ISO 9000:19011 lead assessors course; | <ul style="list-style-type: none"> - ISO 9001:2008 Series Auditor/Lead Auditor Training Course (Course No: A17086 Certificated by IRCA) Organized by Robere & Association (Thailand) Ltd. October 26-30, 2009, Bangkok, Thailand | |
| A supervised period of training in practical assessment against the RSPO criteria or similar sustainability standards, with a minimum of 15 days assessment experience and at least 3 assessments at different organisations. | Having more than 50 days of audit in more than 10 palm oil companies (March 2010 – December 2015) | |
| Team Member(s): Mr. Prapas Nores, Mr Supiwat Nentakong, Mr Thanakorn Wainiyom and Asso. Prof. Dr. Benchamaporn Pimpa | | |
| Requirement | Team Members Name | Description |

| | | |
|--|--|---|
| Field working experience in the palm oil sector, or demonstrable equivalent. | Dr. Chaiyaporn Seekao (CS) | <ul style="list-style-type: none"> • Since 2010 experience as RSPO auditor performing more than 10 RSPO P&C audits • Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) as responsible for Closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders. |
| | Mr. Prapas Nores (PN) | He is palm oil plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector |
| | Mr Supiwat Nentakong (SN) | He is palm oil plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector |
| | Associate Prof Dr. Benchamaporn Pimpa (BP) | More than 10 years experience on the research related to palm oil industry and teaching to both under graduate and post graduate in the university. 10 years experience in giving the training to local palm oil growers in southern province of Thailand. Palm oil grower is another career of Professor's family |
| Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use. | Dr. Chaiyaporn Seekao (CS) | <p>More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to good agriculture practices.</p> <p>More than 5 years of experience with Department of Fisheries in involving to establish the Good Agriculture Standard released by Department of Fisheries of Thailand. Besides, experience obtained while working with Food and Agriculture Organization of the United Nations for rehabilitation project for agricultural farmers who were affected by tsunami in 2004.</p> <p>Since 2010 experience as RSPO auditor performing more than 10 RSPO P&C audits</p> |
| | Mr. Prapas Nores (PN) | He is palm oil plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector |
| | Mr Supiwat Nentakong (SN) | He is palm oil plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector |
| | Associate Prof Dr. Benchamaporn Pimpa (BP) | More than 10 years experience on the research related to palm oil industry and teaching to both under graduate and post graduate in the university. 10 years experience in giving the training to local palm oil growers in southern |

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| | | province of Thailand. GAP, IPM and the use of pesticide and fertilizer are the one topic given in the studying and training to many stakeholders. |
| Health and safety auditing on the farm and in processing facilities, for example OHSAS 18001 or Occupational, Health & Safety Assurance System. | Dr. Chaiyaporn Seekao (CS) | More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to the health and safety on the farm and processing level |
| | Mr. Thanakorn Wainiyom (TW) | He has been qualified as auditor for several standards for almost two decades and had responsible to audit against ISO9001, ISO14001, TIS18001 and Thai Labor Standard (TLS) 8001 which includes OHSAS. |
| | Mr. Prapas Noras (PN) | He has obtained the successful training courses and qualified as auditor for several standards e.g ISO9001, ISO14001, OHSAS18001 |
| Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes. | Dr. Chaiyaporn Seekao (CS) | More than 10 environmental and social impact assessment (ESIA) for huge project in Thailand and overseas |
| | Mr. Thanakorn Wainiyom (TW) | He has been qualified as auditor for several standards for almost two decades and had responsible to audit against ISO9001, ISO14001, TIS18001 and Thai Labor Standard (TLS) 8001 which includes OHSAS. |
| | Mr Supiwat Nentakong (SN) | He has been qualified as auditor for ISO9001, ISO14001 and Thai Labor Standard (TLS) 8001 |
| Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS). | Dr. Chaiyaporn Seekao (CS) | <ul style="list-style-type: none"> • Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and had responsibility to Conduct the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment CS also performed an audit and monitoring at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures. • Year 2006-2008: worked at Virbac (Thailand) Co.,Ltd with responsible as GMP and HACCP coordinator (QMR) to coordinate with Department of Fisheries for GMP and HACCP certification, • Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsibility to coordinate with governmental sector, international organization, national organization, embassy, university and NGOs • Year 2002-2005: worked at Department of Fisheries, Ministry of Agriculture and Cooperatives |
| | Mr. Thanakorn Wainiyom (TW) | He has been qualified as auditor for several standards for almost two decades and had responsible to audit against ISO9001, ISO14001, TIS18001 and Thai Labor Standard |

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| | | (TLS) 8001 which includes OHSAS. |
| | Mr. Prapas Noras (PN) | He has obtained the successful training courses and qualified as auditor for several standards e.g ISO9001, ISO14001, OHSAS18001 |
| | Mr Supiwat Nentakong (SN) | He has been qualified as auditor for ISO9001, ISO14001 and Thai Labor Standard (TLS) 8001 |
| Fluent in Local Language and English | Dr. Chaiyaporn Seekao (CS) | Thai language is our mother language. This language will be used for the audit |
| | Mr. Thanakorn Wainiyom (TW) | Thai language is our mother language. This language will be used for the audit |
| | Mr. Prapas Noras (PN) | Thai language is our mother language. This language will be used for the audit |
| | Mr Supiwat Nentakong (SN) | Thai language is our mother language. This language will be used for the audit |
| | Associate Prof Dr. Benchamaporn Pimpa (BP) | Thai language is our mother language. This language will be used for the audit |

2.4 Certification Body

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

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

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

2.5 Stakeholder Consultation Process

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

Meeting and interview with the randomly chosen stakeholders was also arranged during the on-site assessment. Bureau Veritas had also sent the invitation letter to the relevant stakeholders, including government agencies and Non-Governmental Organizations (NGOs) before the actual assessment is performed.

Meetings and interview with the relevant stakeholders has been arranged during the on-site assessment without interference from members of the group. Meetings were held with stakeholders to seek their views on the performance of the Certification Unit (CU) with respect to the RSPO requirements and aspects where they considered that improvements could be made;

these included environmental interest groups, local government agencies and relevant authorities, social groups, and workers' unions etc.

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

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

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

3. ASSESSMENT FINDINGS

3.1 Summary of Findings

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

A total of 6 Major non-conformity and 11 Minor non-conformity reports against **RSPO Principles & Criteria 2013** and/or **RSPO Management System Requirements and Guidance for Group Certification of FFB Production** (March 2016); requirements were raised as shown in Appendix 4.

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

3.2 Group Certification of FFB Production Requirements

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

| E1.1: The Group Entity shall be legally formed | | | |
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| <i>Rationale: In order to be able to have commercial relationships in the transactions of FFB certificates the group entity carries a liability, which requires it to be legally registered.</i> | | | |
| | Requirements | Findings | Compliance |
| E1.1.1 | <p>There shall be documentary evidence of a clearly identified and legal entity. The Group Entity shall:</p> <ul style="list-style-type: none"> a. Be a registered organisation as defined by law in the country of registration (e.g. as a company or an organisation) b. Be a member of the RSPO c. Establish the structure of the organisation d. Appoint a Group Manager (see E1.2) | <ul style="list-style-type: none"> - Group has registered with Sichon District Agricultural Office on 5 January 2015 to become the legal group entity. The registration number given by the Sichon District Agricultural Office is 5801401/10018. To maintain validity of this license, the group is required to renew the license every year with the authorized government. The latest renew the license was done on 10 January 2017 - Even though RSPO membership status of the group is still active or approved, group is required to maintain RSPO membership by paying annual RSPO membership fee to RSPO. The payment to maintain the status of approved membership is already carried out. | Yes |

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| | | <p>RSPO memberships hold by the group is 1-0166-14-000-00.</p> <ul style="list-style-type: none"> - Structure of the group organization is remaining unchanged from the previous assessment. However, the name of responsible person especially farm advisor has been changed to Khun Supoch Ketkaew, Khun Damrong Nakpan and Khun Wannee Sangpakdee. The rest of the committee according to the group organization chart is remaining the same. Group structure and name of group committee have been informed to group members to seek for their consensus during the group meeting on 10 August 2016. - Group manager (Kanravee Arthan) was voted by all group members on 18 April 2016. After that, the appointment letter was signed by the group chairman. | |
| E1.1.2 | <p>The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership.</p> <ol style="list-style-type: none"> a. There shall be documentary evidence that the Group members have formally joined the Group. b. Formal members of the Group shall sign an agreement with the Group Manager committing to achieving compliance with the applicable RSPO standards and requirements. c. The Group Manager shall keep copies of the agreements and shall demonstrate that each member has received a copy thereof. d. The Group Manager shall retain copies for a minimum of 5 years. | <p>Group has established documented manual and relevant procedures covered all activities for management of the group members. In particular, the procedure for the participation of individual members to become formal members was also established.</p> <p>To become the formal members of the group, according to the documented procedure for membership requirements for the participation and joining the group in sustainable manual Kor Ko Por 001 dated 1 December 2014 on page 10 of 39, all potential new formal member (prospective members) need to be assessed against updated RSPO P&C requirement. Here below, however, are the finding for this non-conformity:</p> <ul style="list-style-type: none"> - Selected new formal members (Khun Wassana Chiewchan and Khun Wichit Suwanwong) who recently joined the group after ASA1 have not been assessed against applicable RSPO P&C standard - All plots owned by new formal member (Khun Wassana) are considered as development of new planting, but applicable principle 7 has never been used to assess these plots <p>123 formal members of the group have signed an agreement with the group manager, group chairman and witness are kept at the group administration office. Copied of the agreement after the signing are available upon request at plots owned by selected group members. To ensure that the group retain the copy of the agreement according to the retention for a minimum of 5 years, the copied of agreement for 1st generation group member (Mrs Buatieng Kamnerdnopparat) has been checked and found that it is available upon request</p> <p>For the rest of group members who were assessed earlier, copies of the agreements between the group and group members are kept at the group administration office and available upon request during the audit. To check whether application form and agreement for those 1st generation of group members who joined the group since 2013-2014 was also conducted. Those documents are well kept and available upon request by the auditor during the</p> | Major NC |

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| | | assessment. | |
| E1.1.3 | The Group Manager shall keep evidence that the nature and structure of the group has been communicated to all members of the Group in an appropriate manner. | To form the structure of the group, the structures of the group were defined according to the activity of the group and requirements e.g. occupation health and safety, and marketing. For responsible to trade the credit through the PalmTrace which is new element resulted from the latest version of the RSPO group certification requirements, this responsibility will be handled by the group manager. | Yes |
| E1.2: The Group shall be managed by a Group Manager | | | |
| | Requirements | Findings | Compliance |
| E1.2.1 | <p>The appointed Group Manager shall be either an identified legal entity or an individual acting on behalf of the legal entity, i.e. the Group Entity (E1.1.1).</p> <p>The Group Manager shall ensure the Group's compliance with this standard and is responsible for the preparation and implementation of the Internal Control System (ICS).</p> <p>If the Group Manager is not an individual but an entity:</p> <ol style="list-style-type: none"> then the entity shall appoint an individual as management representative; and there shall be a description of the general structure detailing the positions and responsibilities of all personnel involved | <p>Group manager who has responsible to manage the group's operation is not from legal entity or individual acting on behalf of the legal entity. Partnering mill has allocated their staff to become the group manager in order to facilitate the smallholders who aged over 50 years old and are not familiar with the documentation.</p> <p>To ensure the group's operation in compliance with the applicable RSPO standard, internal audit was used. The group has been assessed by internal auditor of the group which consisted of Nipon Wichaidij and Niwat Njamkham on 28 December 2016. Since the internal audit was carried out during the grace period is still effective, the previous RSPO group certification was used as the guideline for the internal audit. With regard to the competency of the internal auditor, both of internal auditors have been trained on ICS by Khun Thitinai during 6-7 August 2014.</p> <p>To ensure the group member's operation in compliance with the requirement of RSPO standard and group internal policy and procedure, the system for monitoring beside the internal audit was addressed in the sustainability manual. Evaluation form Jor Sor Bor 003 contained several questions related to the group member's operation in plantation is used to assess all group members before joining the group. This assessment is not internal audit where is required by the standard. This form was used to ensure the group member's implementation in compliance with the internal policy of the group. For example, Mrs Somkit Jujuay has been assessed on 15 December 2017 by Mrs Saiporn Thanimkarn.</p> | Yes |
| E1.2.2 | The Group Manager shall be able to demonstrate sufficient resources and capacity for managing Group Certification and performance assessment against this Standard. | <p>Currently, there is number of group management committees who assist on the group activities. With regard to the financial, partnering mill is always given the support to the group. Therefore, group manager demonstrate that the number of the resource is now sufficient to manage the group. Furthermore, all expenditures/costs of the group are supported by the partnering mill</p> <p>Moreover, there are 3 new farm advisors who assist the group manager to visit and assess the implementation of the group members whether the implementation is in compliance with RSPO standard and group's internal procedures. Total number of the farm advisor is now 4. Besides, area of responsible to manage the group members where their plots are located away from the partnering mill was also used. The area of responsibility has been</p> | Yes |

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| | | divided into 4 management zones (Sichon, Thungsai, Sikid and Thasara) according to the political boundary (sub-district level). The head of each zone is the farm advisor. | |
| E1.2.3 | <p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ol style="list-style-type: none"> Principles and Criteria for the Production of Sustainable Palm Oil 2013 (<i>Endorsed by the RSPO Executive Board and Accepted at the Extraordinary General Assembly by RSPO Members on April 25th 2013</i>) RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 (<i>this standard</i>) RSPO Supply Chain Certification Standard Final Document (<i>As approved by RSPO Executive Board 21 November 2014</i>) Internal group procedures and policies | <p>Group manager has recently been voted by group members as group manager on 18 April 2016. Until now, she has never been trained on relevant RSPO standards. Therefore, she could not demonstrate her competency and knowledge for relevant standard especially RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016.</p> | Major NC |
| E1.2.4 | <p>The Group Manager shall provide potential and existing Group members with the following:</p> <ol style="list-style-type: none"> An explanation of the RSPO certification process. An explanation of the criteria for group membership. An explanation as to the Group Manager's needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring. An explanation of the certification bodies and RSPO requirements with respect to public information. An explanation of any obligations with respect to group membership, such as: <ol style="list-style-type: none"> Maintenance of information for monitoring purposes; Requirement to conform to conditions or corrective actions issued by the certification body. Explanation of any costs associated with group membership Other obligations of group membership | <p>Group has set the eligibility and rules for the prospective members who want to join the group. This obligation and rules signed by group chairman has been released on 17 February 2014. Here below are the obligation of the group members.</p> <ul style="list-style-type: none"> - Explanation of the RSPO certification process and right to be assessed by CB was informed through the group meeting on 10 September 2016 - An explanation of the eligibility criteria for group membership was done through the announcement for those potential new group members. Brochure was created to indicate these eligibility criteria for group membership. This brochure is available at the weighing station of the partnering mill so that those independent smallholder who are not yet group members and interest to join the group can collect it - Manual of the eligibility and rules of the group has been distributed to all group members during the group meeting on 10 September 2016 - Group has set the cost for application for becoming group membership at 100 Baht/individual prospective members. If applicants cannot achieve according to RSPO requirement, group has the right to not return the application fee. For those elements related to the maintenance of information for monitoring purpose and requirement to conform to conditions or corrective actions issued by the CB, group explained these conditions during the group meeting on 10 September 2016 | Yes |

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

E2.1 The Group Internal Control System shall contain documented policies and procedures for operational management.

| | Requirements | Findings | Compliance |
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| E2.1.1 | <p>The Group Internal Control System shall contain Procedures for decision-making, and responsibilities within the group (including the authority of the Group Manager) shall be defined.</p> <p>The Group Manager shall manage the Group in a systematic and effective manner by:</p> <ol style="list-style-type: none"> Identifying the geographical area to be covered by the Group. Preparing, maintaining and documenting the Group management structure Clearly identifying the responsibilities of all individuals employed by the Group Manager for the running of the Group. Prepare and maintain the rules of the Group including the criteria for membership. Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan). Procedure for initial gap audit which can be a self-assessment. | <p>Relevant system and procedures for group manager to manage and control group members are indicated in sustainability manual. Decision making and responsibility of each group committee are also indicated in the sustainability manual.</p> <p>Here below are details of the non-conformity detected from the assessment:</p> <p>Even though, after the first surveillance assessment (ASA1), group accepted new group members who recently joined the group after ASA1 by claiming the grace period given for 12 months after releasing new version of standard on 7 March 2016, until now potential new members have applied to be member of the group after 7 March (date after 12 months of grace period). However, group manager has not established an effectiveness system to deal with this case as details following:</p> <ul style="list-style-type: none"> - No identifying the geographical area, political boundaries, and other similarly to be covered by the group - Procedure for initial gap audit used to identify baseline practice and need for compliance for applicants who wishing to join the group has not established (cross reference to indicator E2.1.4) - Group has not conducted initial gap audit especially Khun Wichai Saniya who sent the application with the group on 31 March 2016. Therefore, relevant questions as per required by the standards have not been used to assess this applicant <p>Based on above finding, major non-conformity was raised against this indicator.</p> <p>However, the rest of elements for group manager to manage the group in a systematic and effective manner are carried out in compliance with the requirement. Here below are the finding:</p> <ul style="list-style-type: none"> - Group has created the sustainability manual for management of the group. This document is available once request during the assessment - Responsibility of the group committee is also indicated in the sustainable manual - With regard to the group meeting annually, the group held a meeting with group members on 10 September 2016. This implementation is align with the requirement described in the group sustainability manual | Major NC |
| E2.1.2 | <p>The Group Internal Control System shall contain Procedures for maintaining records for all Group members.</p> <p>The Group Manager shall implement a system to maintain the following central records and reports:</p> <ol style="list-style-type: none"> List of names and full contact details of group members and | <p>Sustainability manual Kor Ko Por 001 established since 1 December 2014 indicated the procedure for maintaining records for all group.</p> <p>Group has established the database as the system to record the relevant information of the group member. This database was created using excel file. Here below are the details of the information recorded in the database.</p> <ul style="list-style-type: none"> - Name and address of each group member. The address showed in the database is the | Minor NC |

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| | <p>applicable method of communication.</p> <p>b. Location maps. Area of oil palm in hectares.</p> <p>c. Land titles/right of use of the land.</p> <p>d. A copy of the signed declaration of the grower becoming a member of the group including the date.</p> <p>e. Unique member registration numbers are assigned to individual members.</p> <p>f. The date that the member signed the declaration of intent as stated in the Group Membership Requirements.</p> <p>g. Date of leaving the Group if applicable and the reasons why.</p> <p>h. Projected and actual FFB production in metric tonnes per annum.</p> <p>i. Monitoring and training records.</p> <p>j. Any corrective actions raised and actions taken to meet the requirements for compliance.</p> | <p>address in the ID card given by the Ministry of Interior for individual group member. Moreover, address of each plot owned by group member is indicated in the database. For example, Narongsak has 4 plots where registered with the group. All plots are indicated where are located. Mobile phone of each group member is also indicated in the database for further contacting. Social application is also used to make a connection among group member e.g. Line.</p> <ul style="list-style-type: none"> - Map of all group member were collected by using GPS. Then, it was exported to Google Earth for generating the map for the group. All map delineated in the database is consistent with the legal boundaries indicated in the land deeds. - Total land area bound with the land licenses/deed is 491.85 ha. While, total planted area is 454.99 ha - Based on the group members who applied in the third round or to become third group generation is 37 group members. All of them have signed on the agreement to become a group member of the group. Unique member registration number was given for individual group member once they become the formal member - Until now, there were totally 24 group members who resigned from the group. In particular, after the ASA1 audit, there are 17 group members who resigned from the group during February 2017. The main reason to resign from the group was to the time for participating the group's activities. Most of resigned group members have no time to participate activities organized by the group e.g. training, meeting. - Actual FFB production in 2016 from both selling to partnering mill with RSPO certified claim and selling to trader without RSPO certified claim are 3,401.84 tons and 2,453.412 tons, respectively. If FFB production from 37 new group members (3rd generation of the group) is taken into account, total FFB production of the group is 10,313.65 tons or average 3.65 tons/rai/year. While projected FFB production in the next calendar year is based on average of FFB (tons/rai/year) which group expected to reach 4.2 tons/rai/year or 26.25 tons/ha/year. - Since there are no NCs raised by both external audit and internal audit, the corrective actions raised and date of closure NC (date of action take) are not appeared on the database <p>However, minor non-conformity was detected from the assessment. Here are the details of the non-conformity.</p> <p>System for maintaining the records and reports of operation related to the group was done by using group database (excel). However, following are details of this non-conformity:</p> <ul style="list-style-type: none"> - There is no date showing that the member signed agreement to become formal member of the group | |
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| | | - Database established by the group didn't cover the training records provided to each group member, subject to on-going review to ensure that all group members have been trained according to the training plan for year 2016 approved by the chairman on 28 December 2015 | |
| E2.1.3 | Relevant group records shall be archived for a minimum of 5 years using an appropriate secure system. | Application form and copies of signed agreement for all group members are available. Relevant records are also available upon request e.g. internal audit report, HCV report, EIA, SIA and record of changes. | Yes |
| E2.1.4 | The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for compliance) for applicants wishing to join the Group. | Procedure for initial gap audit used to identify baseline practice and need for compliance for applicants who wishing to join the group has not established | Major NC |

Element 3 (E3): Internal Control System – Operations

| E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members. | | | |
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| | Requirements | Findings | Compliance |
| E3.1.1 | <p>The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline, operational plans, monitoring and evaluation records.</p> <p>As a minimum the following shall be included:</p> <ol style="list-style-type: none"> Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity. Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements. Maintenance of all internal audit records. | <p>The group has established the audit program for 11 samples of group member who were chosen for the internal audit. The audit program was released by ICS officer of the group (Khun Soontorn Rakkamrung) before executing the internal audit. Internal audit is planned to be conducted during Jan-Feb 2017. Based on the sustainability manual, the internal audit is required to conduct annually. This statement was indicated on page 21 of 52 of sustainability manual. The internal audit procedure will be conducted based on the sample to be estimated according to the equation given by RSPO. Non-conformity detected during the internal audit is required to be closed out within 2 months. The follow up audit at plots where has been raised non-conformity will be used to close non-conformity.</p> <p>In 2017, 11 samples of group member who were chosen for the internal audit are Khun Narongsak Polwat, Khun Panipong Boonprakob, Khun Somboon Boonmee, Khun Lan Saelao, Khun Jiraporn Wichaidij, Khun Rakchart Choochert, Khun Alongkorn Wichaidij, Khun Sanjob Jitkamen, Khun Satun Mungto, Khun Wongrawee Wichaidij, and Khun Lamai Henprom.</p> <p>The results from internal audit were verified during the assessment conducted by CB. Overall results showed that there was no non-conformity raised during the internal audit. For example, result from internal audit for plot owned by Mr Narongsak Polwat showed that his plot was assessed by Thanapat Intara, Niwat Njamkham, and Khun Kanrawee Artharn on 24 February 2017. RSPO TH-NI endorsed in 2011 was used as the standard for internal audit. Time consumed for internal audit on each plot owned by Narongsak was about 1 hour. For other group members who were chosen for internal audit, there were assessed during 21-27 February 2017. Based on the list of internal auditor, moreover, there are totally 8 internal auditors listed by the group.</p> <p>However, minor non-conformity was raised against indicator E3.1.1. It is about even though the group has list of approved internal auditor (totally 8 approved</p> | Minor NC |

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| | | internal auditor), who internal auditors (Khun Thanapat and Khun Kranrawee) who have executed the internal audit for plot owned by Khun Narongsak Polwat are out from the list and also have never been trained on relevant RSPO standard and internal audit. | |
| E3.1.2 | The Group Manager shall carry out a risk assessment of Group members to identify an appropriate sampling intensity of Group members for the certification assessment. The risk assessment shall take into account: <ul style="list-style-type: none"> a. the diversity of the Group members (i.e. range of size, management structure, scattered members with diverse plantation landscape such as terrain, etc.) b. any perceived risk relating to the activities being undertaken (e.g. how much replanting or expansion is occurring, how many members are new and, for subsequent assessments, whether there is a history of non-conformities). | Based on the latest number of the group member (123 group members), this number has been taken into account to estimate the sample for the internal audit. High risk has been determined to identify the sample. According to equation to determine the sample ($0.8 * \text{square root of } 123 \text{ and } * 1.4$), total sample for internal audit is 11. However, the sample calculated by the auditor during the assessment to determine the number of sample, it should have 13 samples when round up from 12.42 is done. Based on above mentioned finding, minor non-conformity was raised against indicator E3.1.2. | Minor NC |
| E3.1.3 | The Group Manager and the internal auditors shall jointly declare no conflict of interest for the internal audit process. | According to the internal audit program and the meeting on 25 November 2015 to inform the purpose and progress of internal audit, the list of sample (11 samples to be assessed for internal audit) and number of internal auditor is 15), declare of no conflict of interest was done during the meeting | Yes |
| E3.1.4 | The Group Manager shall conduct initial gap audits with any potential new member, to assess the following pre-requisites for membership: <ul style="list-style-type: none"> a. no plantings have replaced primary forest, or affected one or more High Conservation Values (HCVs) (RSPO P&C 2013 criteria 5.2 & 7.3) In the case of scheme smallholders, the company (owning/managing the mill) holds the liability for compensation for any new plantings undertaken since November 2005 and before 14th of May 2014. Following compliance with the compensation procedure, scheme smallholders may join the group. b. no existing land conflict. c. land title or right to use the land can be demonstrated. | Group has not conducted initial gap audit especially Khun Wichai Saniya who sent the application with the group on 31 March 2016. Therefore, relevant questions as per required by the standards have not been used to assess this applicant. Based on above-mentioned finding, major non-conformity was raised against indicator E3.1.4. | Major NC |
| E3.2 The Group Internal Control System shall include a system in place to enable the trading of RSPO certified Fresh Fruit Bunches (FFB) produced from the Group. | | | |
| | Requirements | Findings | Compliance |
| E3.2.1 | The Group Manager shall document and implement a system for the tracking and tracing of FFB produced by the | According to the minutes of group ordinary meeting, the group decided to take advantage from both systems: physical trading and book & claim, for their certified FFB production. | Minor NC |

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| | group members, and intended to be sold as RSPO-certified FFB. | <p>Based on the sustainability manual paged 24 of 52, FFB produced by the group member will be traced and tracked by using ID card given by the group. This ID card given to each group member is monitored whether FFB produced is sold as RSPO claim. In the event the FFB produced by group member without the harvesting record to prove SCC requirement, this amount of FFB will be non-RSPO certified. This system is used to manage for taking the physical trading or selling FFB to the partnering mill.</p> <p>However, there is no explicit system to monitor total certified volume sold through GreenPalm and physical trading. Here below is the finding of minor non-conformity detected during the audit.</p> <p>Even though total FFB sold with RSPO claim from both trading system (5,329.113) is not exceed than the certified FFB volume given in the certificate (6,700 tons), until now there is no both document and implement system used to monitor total FFB intended to be sold as RSPO-certified through both trading system to ensure that it is not exceed than total FFB certified production of the group in its entirety</p> | |
| E3.2.2 | <p>There shall be a collective Group procedure for the sale of all certified FFB to ensure that non-certified FFB are not sold as RSPO certified FFB.</p> <p>If certified FFB is combined with non-certified FFB prior to the sale and delivery to a palm oil mill, a mass balance system shall be in place to ensure the quantity of FFB sold as Mass Balance is equal to the quantity of RSPO certified FFB in the mix.</p> | <p>As group has no facility to collect certified FFB originating from the plantations of group members, the group members were encouraged to sell their FFB directly to the partnering mill. ID card given by the group will be used for identifying whether those FFB production are certified. Moreover, group has worked with partnering mill to make a marketing system in accordance with the supply chain model either IP or MB. This form is now available at partnering mill. However, if some group members sell their FFB to other mills, those FFB will become non certified RSPO FFB</p> <p>Based on the database for selling FFB of the group member, only IP FFB sold with RSPO claim. There is no FFB sold as MB.</p> | Yes |
| E3.2.3 | <p>All sales of FFB originating from the plantations of Group members shall be documented and recorded.</p> <p>This shall include:</p> <ol style="list-style-type: none"> Invoices and receipts (purchase and sale). Information on transport (i.e. registration number/number plate). The relevant group members' group identification number. Classification of the FFB sold (i.e. RSPO certified or not), FFB volume and destination. Information of FFB price. | <p>Weighing bill given by the partnering is verified during the audit. For example, weighing bill no. 96048 indicated the truck no., quantity of FFB sold with RSPO claim, and the unique group member no. R075. According the group database, the unique group member no. R075 is exactly the same with the number indicated in the database (75).</p> <p>Information of the FFB price is indicated in payment record. According to this payment record dated 5 September 2016, FFB price was 6.4 Baht/kg.</p> <p>For new group members who recently joined with the group (3rd generation of the group), this system is also applicable for new group members and even other independent smallholder. However, their FFB supplied to the partnering mill and other are not claimed as certified RSPO FFB</p> | Yes |
| E3.2.4 | The Group Manager shall maintain copies of all documentation and records mentioned in E3.2.3 related to Group FFB transactions for a period of a minimum of 5 years. | Weighing records for Buatieng who is the first generation of the group and is named in the RSPO certificate are available upon request when randomly check. The records of payment are also maintained at the group. | Yes |
| E3.2.5 | Traders of FFB shall be either part of the Group management | Since group has been supporting by the partnering mill, vender list especially the list of the traders was shared to | Yes |

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| | <p>system following this guidance or be RSPO Supply Chain certified in order to sell certified FFB. Traders of FFB are encouraged to be included within the Group certification control rather than obtain their own supply chain certification. The Group Manager will ensure that the trader has clear procedures to ensure that mass balance calculations are accurate if applicable and that all FFB sold by the trader is traceable back to the Group members.</p> | <p>the group. Based on this database, there are 29 traders under the list of the vender. Until now, there are 74 group members who sold their FFB with non-RSPO claim to those traders. It is important to note some group members may sell their FFB produced from plots registered with the group to more than 2 traders. However, selling of FFB generated by these group members to traders are always not claimed as RSPO certified product.</p> <p>Based on the group database and record book for selling FFB, total FFB generated by group members and sold as non-RSPO certified from 1st and 2nd generation of the group is 2,453.412 tons in 2016.</p> | |
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3.3 RSPO Principles & Criteria 2013

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

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

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

Principle 1: Commitment to Transparency

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| <p>Criterion 1.1 Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p> | | |
| <p>1.1.1 There shall be evidence that growers and millers provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.</p> | | <p>Minor</p> |
| <p>1.1.2 Records of requests for information and responses shall be maintained.</p> | | <p>Major</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p> | <p>All the selected members could demonstrate that they have well understood to be visited by visitors and stakeholders for information. During the on-site assessment at the selected members' plantation, land right and a copy of an agreement between the group manager and member are available for request. It was also found that there are no requests for information from the stakeholders at any the selected members' plantation. In case request occurred at the member's plantation or house, the member will use the farm record book given by the group to record the requests from stakeholder (if any). Then, records of such requests at member's plantation will be collected by the farmer advisor and kept at the administration office.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> The Group Manager shall inform all Group members that all requests for information are referred to the Group Manager. The Group Manager shall provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making (1.1.1).</p> | <p>Group manager has informed the right to stakeholder to request for information from both at group member's site and group administration office. All group members are also informed that they may be asked for information by stakeholder during the group meeting on 10 September 2016. Moreover, group manager has informed relevant information to stakeholder during the village headman meeting which is normally conducted monthly. Group manager has taken a chance from village headman meeting on 2 December 2016 to provide information to village headman. Minutes from the meeting showed that there is no negative feedback from village headman. Besides, those participants who attended the meeting were informed the right to request the information anytime.</p> <p>Based on the inspection of the record book of the group manager, it was found that there are no requests for information from the stakeholders at any places; neither the group</p> | <p>Yes</p> |

| <p>The Group Manager shall establish and maintain a system to keep records of requests for information and corresponding responses. (1.1.2)</p> | <p>administration office, nor group complaint boxes. In the case request occurred, Form Wor Tor Bor 002 will be used for recording the request.</p> | |
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| <p>Criterion 1.2 Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p> | | |
| <p>1.2.1 Publicly available documents shall include, but are not necessarily limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continuous improvement plans (Criterion 8.1); • Public summary of certification assessment report; • Human Rights Policy (Criterion 6.13). | | <p>Major</p> |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p> | <p>All selected group member could demonstrated their understanding that the all visitors can request for information especially land deeds and agreement between the group manager and group members.</p> <p>During the onsite inspection, copies of management documents such as land title or land-use rights and agreement between group manager and group members are available and ready for transparency purpose on request at the group member's plantation or house. However, the environmental and social impact assessment of each group member's plantation, HCV assessment of each group member's plantation, group policies, copies of relevant government laws, internal audit document, registration of the group with the local authority, and details of complaints and/or grievances are also available for public disclosure at the administration office of the group.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> Group Managers shall list the following documents as publically available and keep copies centrally:</p> <ul style="list-style-type: none"> • Land titles / user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); | <p>Group administration office where is supported by the partnering mill is placed to maintain copies of relevant information for public available. Here below are documents that verified during the assessment</p> <ul style="list-style-type: none"> - Copies of land deeds and land license of each group members were kept on the files and ready for public available - Occupational health and safety plan covered the training on the pesticide use and how to practice to avoid any accident during the operation which was established on 25 December 2016 is available - Plans for mitigating the environmental and social impacts established on 25 December 2016 are available | <p>Yes</p> |
| <p>Criterion 1.3 Growers and millers commit to ethical conduct in all business operations and transactions.</p> | | |
| <p>1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.</p> | | <p>Minor</p> |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall show that they have accepted and agreed the</p> | <p>From the interviews, all the selected members could demonstrate their awareness on the group's policy on ethical conduct. In particular, all group members could demonstrate that they understood the policy on no mixing between certified FFB and non-certified FFB which is allowed. To confirm the understanding, moreover, they have signed on an agreement</p> | <p>Yes</p> |

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| group's policy on ethical conduct | with the group manager. | |
| Requirement for Group Manager The Group Manager shall develop a written policy committing the Group to a code of ethical conduct and integrity in all operations and transactions. | Group have a written policy committing the group to code of ethical conduct. This policy is indicated in sector 3 of the group rules. To interpret the policy to group members, mixing between certified FFB and non-certified FFB which is not allowed is explained to the group members during the group meeting. Moreover, there are total 15 policies written in sector 3 of this rules. For instance, the anti-corruption is one of the policies indicated in the group rules. These policies were signed by chairman of the group which was released on 17 February 2014. | Yes |

Principle 2: Compliance with Applicable Laws and Regulations

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| Criterion 2.1 There is compliance with all applicable local, national and ratified international laws and regulations. | | |
| 2.1.1 Evidence of compliance with relevant legal requirements shall be available. | | Major |
| 2.1.2 A documented system, which includes written information on legal requirements, shall be maintained. | | Minor |
| 2.1.3 A mechanism for ensuring compliance shall be implemented. | | Minor |
| 2.1.4 A system for tracking any changes in the law shall be implemented. | | Minor |
| Interface | Findings | Compliance |
| Requirement for Individual Member with up to 50ha of plantation size Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance. Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses. | During the on-site assessment at the plots owned by selected members, all of them were asked to evaluate their knowledge on the basis laws and regulations. The result showed that they understood on the basis laws and regulations such as what pesticide are legally registered and allowed to use in the palm oil plantation, and what are RTEs species. Moreover, all the selected members were given the record book for recording all activities in their plantation. For instance, many implementation was recorded in the record book such as FFB production, wage payment, used of fertilizer, used of chemical, training records, visitor records. | Yes |
| Requirement for Group Manager Group Managers shall: Have a list/'legal register' of all applicable laws and regulations and state: <ul style="list-style-type: none"> Where the laws were obtained from. How they are circulated and how often and record this communication. Who and how ensures that the laws are being implemented. Who monitors and updates the list and how often. Who records when updates are communicated. Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members. Develop tools such as checklists or | Group has no system relating to applicable laws and regulations required for group manager as following: <ul style="list-style-type: none"> Where the laws were obtained from. How they are circulated and how often and record this communication. Who and how ensures that the laws are being implemented. Who monitors and updates the list and how often. Who records when updates are communicated. | Major NC |

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| <p>booklets that your group members can use to help them implement the legal requirements.</p> <p>Demonstrate evidence of training on legal requirements such as record or handouts/printed materials/softcopy.</p> | | |
| <p>Criterion 2.2 The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p> | | |
| 2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available. | | Major |
| 2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained. | | Minor |
| 2.2.3 Where there are or have been disputes, additional proof of legal acquisition of title and evidence that fair compensation has been made to previous owners and occupants shall be available, and that these have been accepted with free, prior and informed consent (FPIC). | | Minor |
| 2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved. | | Major |
| 2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). | | Minor |
| 2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations. | | Major |
| | | |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demarcate the boundaries of their land.</p> <p>If there are conflicts: Explain why and what is the current status. Update this status every quarter until finalised.</p> <p>Record all meetings and who attended.</p> <p>In each case, open a case file starting with a statement regarding the boundaries under dispute outlining the issues and the scope.</p> <p>Check that the titles or deeds allow the growing of oil palm where this is required by country legislation.</p> | <p>All the selected members hold land deeds or land-use rights and demarcate the boundaries of their land by digging a canal or building a small road or planting a tree around their land. Moreover, there is no conflict on the boundaries of their land resulting from the public consultation meeting with stakeholders conducted by auditor team during the audit.</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall demonstrate documentary evidence of legal ownership or lease, history of land tenure and the actual legal use of the land according to local laws.</p> <p>Maps showing the legal boundaries shall be kept.</p> <p>Check that boundaries are</p> | <p>Since all selected members have the full right to use the land for oil palm cultivation because all square meters of land have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives. The evidence of legal land ownership from those interested to become group member is required at the application process.</p> <p>Moreover, maps are indicated on the land deed and license given by the governments. Boundaries of land in each plot of individual group members have been legally demarcated by the Land Department. Pillars used to demarcate are visible and checked during the onsite inspection. Based on this evidence, there are currently no disputes.</p> | Yes |

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| demarcated. If there are conflicts: The Group Manager shall ensure that there is an ongoing process to resolve the conflict and ensure records of meetings are being kept by the group member. | | |
| Criterion 2.3 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent. | | |
| 2.3.1 Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). | | Major |
| 2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected Groups in the communities, and that information has been provided to all affected Groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land. | | Minor |
| 2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. | | Minor |
| 2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel. | | Major |
| Interface | Findings | Compliance |
| <u>Requirement for Individual Member with up to 50ha of plantation size</u> 2.3.2. Demonstrate that they have the right to use the land and or have customary rights over the land they farm. | All of the group members hold land deeds or land use right. Those documents is obviously evidence used to confirm that all group members have the full right to use the land because all square meters of land have been alienated with land deeds and licenses from the governmental authorities concerned. | Yes |
| <u>Requirement for Group Manager</u> Group Manager has to: 2.3.1. Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities). 2.3.2 Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages. 2.3.3 & 2.3.4: For these processes appropriate local language will be used and negotiations conducted with appropriate representatives. | Investigation that the use of land for palm oil does not diminish the legal or user rights of other users was done through in-depth interview stakeholders during the public consultation meeting held at Group Administration Office on April 24th, 2017. Based on result of interviews, it was confirmed that there are no problems about the legal rights and customer rights of other users. Therefore, the participatory mapping with involved parties is not applicable. Moreover, it is not necessary to have the negotiated agreement between individual member and affected stakeholders | N/A |

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

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| Criterion 3.1 There is an implemented management plan that aims to achieve long-term economic and financial viability. | | |
| 3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders. | | Major |

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| 3.1.2 An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available. | Minor |
| Interface | Findings |
| This Criterion is not applicable to independent smallholders. See reference RSPO P&C 2013, under Criterion 3.1 Guidance. It is recommended for groups of smallholders to have a business plan for long-term economic viability of their operation, considering among others, cost of annual maintenance, replanting, potential expansion and long term sustainability of certification. | |
| Compliance | |

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

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| Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored. | | |
| 4.1.1 Standard Operating Procedures (SOPs) for estates and mills shall be documented. | | Major |
| 4.1.2 A mechanism to check consistent implementation of procedures shall be in place. | | Minor |
| 4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate. | | Minor |
| 4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB). | | Major |
| Interface | Findings | Compliance |
| <u>Requirement for Individual Member with up to 50ha of plantation size</u> 4.1.3 Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs. | During the on-site assessment at the selected members' plantation, result showed that documents on management practices in key activities given by the group were in place. All the selected members have been trained by Group Manager on the written SOP and manual established by the third parties. Documents given by the group manager is available upon request during the audit such as the sustainable management of palm oil plantation, use of fertilizer for palm oil plantation and training material documents. Individual members keep the record of their own SOP implementation as per defined in group SOPs into a farm record book that was provided by Group Manager. | Yes |
| <u>Requirement for Group Manager</u> 4.1.1 Group Manager develops appropriate SOPs for the group: <ul style="list-style-type: none"> Ensure through a set procedure any pre-existing SOPs for BMP by current members, are compliant & consistent with the group SOPs Keep a register of members who have pre-existing non-group SOPs that are accepted as compliant and consistent with group SOPs. 4.1.2 The Group Manager has regular checks using procedures set at group level for SOP implementation. 4.1.3 Group Manager oversees the individual record keeping by members. 4.1.4 Group Manager is responsible to identify where all individual member farms are located as a means to identify FFB | Group members have been provided several procedures. These procedures were supported and established by the third party (under collaboration between Shell and Pathum Vegetable Palm Oil) as following: <ul style="list-style-type: none"> Oil palm fertilizer management Oil palm farm management Occupational health and safety for smallholders Moreover, under the collaboration between PSU and The Agricultural Research Development Agency, relevant SOPs have also been established as well as manual for smallholders as details following: <ul style="list-style-type: none"> How to be palm oil entrepreneur Questions related to palm oil Manual for management of palm oil Group has set up the system to check the compliance with SOPs. Evaluation at the plot level of individual group member is carried out to check the compliance with the SOPs. Jor Sor Bor 003 is evaluation form to be used for the evaluation the compliance. All members were assessed the compliance with written SOPs. Some group members were assessed the compliance with SOPs at the time of internal audit. For instance, plot owned by Mr Narongsak Polwat was assessed by Thanapat Intara, Niwat Njamkham, and Khun Kanrawee Artharn on 24 February 2017. The records for evaluation of the compliance with SOPs of samples that were randomly checked during the audit are available upon request. According to the FFB origin, group manager has established the system to record the FFB origin. Group member is required to record which plots have been harvested and which RSPO SCC | Yes |

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| origin. | model is applicable. This record at the plot level of each group members who supply the FFB to the partnering mill was checked by the weighing staff of the partnering mill. | |
| Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield. | | |
| 4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible. | | Minor |
| 4.2.2 Records of fertiliser inputs shall be maintained. | | Minor |
| 4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status. | | Minor |
| 4.2.4 A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting. | | Minor |
| Interface | Findings | Compliance |
| <u>Requirement for Individual Member with up to 50ha of plantation size</u> 4.2.2 Responsibility of individual members to maintain fertilizer records. | From the on-site assessment, the selected members applied different types of fertilizer depending on the purpose of the use and suggestion given by the group advisor and senior group members who have been proven successful for palm oil plantation. The group members were encouraged to take their soil sample for nutrient analysis by Group Manager. At the time of the assessment, there were many formulas of fertilizer used in the plantation of the selected members such as 21-0-0, 46-0-0, 18-46-0, 0-0-60, 15-5-35, 12-8-32, and 14-7-35. Some of the selected member, Ms.Lamai Henprom applied micronutrients (Boron) and Mr.Narongsak Ponwat applied bio-fertilizer that fermented by himself from fish scraps and effective microorganisms (EM). Usually individual group member applied chemical fertilizer in their plantation 2-3 times a year, and 1-2 kgs. per tree per year. | Yes |
| <u>Requirement for Group Manager</u> 4.2.1 Group Manager to maintain regular records of soil fertility practices by all members as per SOPs. 4.2.2 Group Manager to provide template to record fertilizer usage and mill by-products usage. 4.2.3 Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership. 4.2.4 Group Manager oversees and ensures implementation of nutrient recycling for the group. | To maintain the retention time for a minimum of 5 years, record books done by group member (for example, Praijit Nuanpub) is kept at the group administration office. To record the fertilizer usage, the record books established by third parties as described in indicator 4.1.1 were distributed to all group members. For those group members who could not send soil sample for analysis in order to obtain the recommendation of the fertilizer, they were suggested by farm advisor and senior group members which fertilizer formula is suitable for improving soil fertility. As this group is fully supported by the partnering mill, moreover, the by-products from mill's operation especially decanter cake and EFB are available for the group members who wishes to enrich their soil nutrient. However, one minor non-conformity was raised against indicator 4.2.3. It is found that Soil fertility which is one of the activities of the group that needed to be performed has not been conducted. Moreover, there is no sampling plan how to select the representative sample of group membership | Minor NC |
| Criterion 4.3 Practices minimise and control erosion and degradation of soils | | |
| 4.3.1 Maps of any fragile soils shall be available. | | Major |
| 4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific). | | Minor |
| 4.3.3 A road maintenance programme shall be in place. | | Minor |
| 4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place. | | Minor |
| 4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long term viability of the necessary drainage for oil palm growing. | | Minor |
| 4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils). | | Minor |

| Interface | Findings | Compliance |
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| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.3.1 Where available individual members shall provide soil maps of their own farm to the Group Manager.</p> <p>4.3.4 Individual members shall record water levels at regular basis as specified within group SOP</p> | <p>Based on geophysical characteristics of the planted areas, there is no soil erosion caused by steep slope because all estates are located in a flat area. Therefore, there are no high risks of landslides and erosion causing serious impacts on palm oil plantation and ecosystem. However, most of the selected member applied palm oil leaf stacking to prevent the erosion and degradation of soils. This is common practice for palm oil plantation even in the flat area to reduce fertilizer run-off. And also there are no peat soils in planted areas.</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>4.3.1 Group Manager shall compile and maintain an overall soil map for the group.</p> <p>4.3.2 Group Manager develops a policy and procedure for planting on slopes.</p> <p>4.3.3 A road maintenance programme is maintained at Group level, this includes an approval process for any new roads being developed by individual members.</p> <p>4.3.4 Group manage to have monitoring procedure for peat subsidence and water management for plantings on peat where relevant</p> <p>4.3.5 Group Manager develops regular drainability assessment schedule for the group and implements this</p> <p>4.3.6 There is a group level policy and plan for managing fragile and problem soils occurring in the group. The Group Manager shall ensure implementation by individual group members.</p> | <p>There are totally 317 plots owned by 123 group members and registered with the group. Based on geo-physical characteristics of the planted areas; however, there is no probability of soil erosion caused by steep slope because all estates are located in flat area. Therefore, there is no high risk of landslides and soil erosion causing serious impacts on palm oil plantation and ecosystem. Even though no group members have planted palm oil on the slope, group has established the procedure for planting on slope.</p> <p>However, one minor non-conformity was raised against indicator 4.3.1. It is found that there is no soil map for all group members.</p> <p>Consequence from the onsite inspection and secondary data from relevant government, there is no peat soil at Nakorn Si Thammarat province. Therefore, requirements for indicators 4.3.4 and 4.3.5 are not applicable. Moreover, since there are no fragile soils. The requirement of indicator 4.3.6 is not applicable</p> <p>With regard to the road maintenance program, each group member has their own plan indicated in the calendar year. However, group has established the calendar form and record for activities including road maintenance program for all group members. However, the road maintenance program is not maintained at the group level. Therefore, the minor non-conformity was raised against indicator 4.3.3</p> | Minor NC |
| Criterion 4.4 Practices maintain the quality and availability of surface and ground water. | | |
| 4.4.1 An implemented water management plan shall be in place. | | Minor |
| 4.4.2 Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones (refer to national best practice and national guidelines) shall be demonstrated. | | Major |
| 4.4.3 Appropriate treatment of mill effluent to required levels and regular monitoring of discharge quality, especially Biochemical Oxygen Demand (BOD), shall be in compliance with national regulations (Criteria 2.1 and 5.6). | | Minor |
| 4.4.4 Mill water use per tonne of Fresh Fruit Bunches (FFB) (see Criterion 5.6) shall be monitored. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> | <p>Some plots owned by selected group member are close to water course. To avoid the contamination of water resources from run-off of soil, nutrients or pesticide, however, the group has established the instruction for those members close to water</p> | Yes |

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| 4.4.2 Where applicable individual members shall demonstrate maintaining and restoring riparian and other buffer zones as specified within group SOPs. | courses to have buffer zones with natural vegetation along these waterways. The buffer zones are also required to stop spraying agrochemical. The on-site inspection of Mr.Narongsak Ponwat's plantation who has planted palm oil nearby the natural canal confirmed that the buffer zone along the waterway is well maintained and he also does not use of agrochemical in his plantation. | |
| Requirement for Group Manager 4.4.1 & 4.4.2 are the responsibility of Group Manager (4.4.3 & 4.4.4 are not applicable). 4.4.1 Group Manager shall have Map of all water ways and water bodies and have procedures as part of water management plan. | The Google Earth and site survey were used to obtain the map for water ways and water bodies. According to the database of the group, there are totally 35 group members who have plots nearby the river. When considering the number of plots, there are 41 plots nearby the river. Water management plan especially prevention on the erosion and runoff of agrochemical into the water bodies re established on 6 October 2016 even though there was no identified HCV a. The management plan to deal with this case was established for each group member. For instance, frond stack to prevent the erosion and stop using agrochemical at plots closed to river are one of the management plan. Besides, the integrated management plan indicated on Sor Sor Por 001 was established and covered for all group members who have plots nearby the water bodies. Activity required in this integrated management plan is to maintain vegetation along the river. | Yes |
| Criterion 4.5 Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques. | | |
| 4.5.1 Implementation of Integrated Pest Management (IPM) plans shall be monitored. | | Major |
| 4.5.2 Training of those involved in IPM implementation shall be demonstrated. | | Minor |
| Interface | Findings | Compliance |
| Requirement for Individual Member with up to 50ha of plantation size 4.5.2 Individual members must attend training. | All the selected members who were visited during the surveillance assessment were trained about IPM techniques by the group advisors and they could demonstrate an understanding of those techniques. All the selected members have planted sage rose (<i>Turnera ulmifolia L.</i>) to support for IPM program. | Yes |
| Requirement for Group Manager 4.5.1 is the responsibility of Group Manager. Have a written procedure on IPM. 4.5.2 Group Manager to provide IPM training. | IPM procedures downloaded from relevant government website especially Agricultural Promotion Department was used as the guideline for establishing the IPM procedure. During the group meeting on 10 September 2016, all group manager and group committee took this chance to give the IPM training to all group members | Yes |
| Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment | | |
| 4.6.1 Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available. | | Major |
| 4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided. | | Major |
| 4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. | | Major |
| 4.6.4 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and Paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances. | | Minor |
| 4.6.5 Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7). | | Major |
| 4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3). | | Major |
| 4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts. | | |

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| 4.6.8 Pesticides shall be applied aerielly only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application. | | Major |
| 4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated; including provision of appropriate information materials (see Criterion 4.8). | | Minor |
| 4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3). | | Minor |
| 4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated. | | Major |
| 4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women. | | Major |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.6.1 Individual members shall be able to demonstrate knowledge of pest & applicable chemical use.</p> <p>4.6.2 Individual members keep records of pesticides use.</p> <p>4.6.5 Individual members ensure that anyone handling chemicals has attended relevant training.</p> <p>4.6.6 Individual members store pesticides consistent with Group SOPs.</p> <p>4.6.10 Individual members must dispose of waste materials according to group SOPs.</p> <p>4.6.12 Individual members ensure no pregnant or breastfeeding women are handling pesticides.</p> | <p>During the on-site assessment, Only plantation owned by Mr.Alongkorn Wichaidit has still applied the agrochemicals for killing the palm tree. While the rest of group members who were visited plantation showed no evidence that members have applied agrochemicals. Only one member from total 11 the selected group members still applied the agrochemicals, glyphosate-isopropylammonium 48% (Roundup) with license no.158-2554. This is one of pesticides registered with the Department of Agriculture in accordance with the Hazardous Substances Act B.E. 2535 (1992). Based on the result from inspection of the farm record book filled by Mr.Alongkorn Wichaidit, there is no record on the pesticide use. Hence, minor non-conformity was raised against indicator 4.6.2.</p> <p>Moreover, during the on-site inspection, it was also confirmed that he does not have storage to keep any chemical at the plantation. From the interview, he demonstrates an understanding that surplus pesticide and their empty containers have been rinsed 3 times with water. Rinsed water that contains the pesticide was applied in the plantation again. Then, the empty containers were disposed by the landfill operated by subcontractor.</p> | Minor NC |
| <p><u>Requirement for Group Manager</u></p> <p>4.6.1 Group Manager to develop manual for pest & chemical use and relevant training.</p> <p>4.6.11 Group Managers to monitor occurrence of illnesses and health conditions of members and their workers that are handling agrochemicals, to identify needs for medical check-up.</p> <p>4.6.3; 4.6.4; 4.6.7; 4.6.8 & 4.6.9 are the responsibility of the Group Manager.</p> <p>For 4.6.2; 4.6.5; 4.6.6; 4.6.10; 4.6.12 Group Manager has oversight responsibility.</p> | <p>Group has developed the manual for chemical use for weed and pest control. Manual given by the third parties is also covered how to use agrochemical safely. During the group meeting on 10 September 2016, all group members have been trained on the pesticide handling and use.</p> <p>Currently, some group member especially Khun Alongkorn has applied the agrochemical to inject into trunk for preparation during replanting. However, there was no monitor occurrence of illnesses and health conditions of members e.g. Khun Alongkorn and their workers who employed for spraying chemical. Therefore, minor non-conformity was raised against indicator 4.6.11.</p> | Minor NC |
| Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented. | | |
| 4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored. | | Major |

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| 4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers. | Major | |
| 4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning. | Major | |
| 4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded. | Major | |
| 4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed. | Minor | |
| 4.7.6 All workers shall be provided with medical care, and covered by accident insurance. | Minor | |
| 4.7.8 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics. | Minor | |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Member shall collaborate with Group Manager to ensure dangers on farm are identified.</p> <p>Members shall provide input to the development of the OHS policy and management plan.</p> <p>Members shall attend trainings related to OHS.</p> <p>Members shall implement the management plan and at least ensure the provision of PPE and medical check-ups for high risk workers. In the case of hazardous chemical use, a description of the relevant chemicals should be brought to the field.</p> <p>Members shall report accidents on the farm to the Group Manager. Each member ensures that there is a first aid kit available at the work site when there is operation going on in the field.</p> <p>Appropriate to scale, workers shall be provided with medical care and covered by medical insurance.</p> <p>If accidents occur involving casual workers, members shall be expected to provide medical care for the workers involved.</p> | <p>The group has an occupational health and safety policy described in the sustainable manual. This manual is used as a guideline document for matters related to occupational health and safety. This manual also contains management practices in key activities. A copy of this manual is provided to all group members. It is the responsibility of group members to encourage the hired subcontractors to implement occupational health and safety in accordance with policy and instructions. All the selected members have the training record according to an occupational health and safety. Individual group member has also responsible to monitor whether subcontractor implemented according to the occupational health and safety policy and instructions. The activities for which subcontractors are used are; for instance, harvesting of FFB, transporting of FFB from plot to the mill, and weeding using lightweight mowing machine. The record book given by the group contains the relevant information to record the accident related to work. Moreover, guidelines on accident and emergency procedures are available and used to brief the hired subcontractors. Subcontractors were encouraged by group members to inform of any accidents related to work (if any). During the assessment, it is noted that there was no either major or minor accident. Anyway, during the assessment, all selected member have prepared a first aid kit appropriate and adequate for use. Since all workers are employed as seasonal workers, medical insurance required by Worker Welfare Act of Thailand is not applicable. In case of any accident occurred while working at the plots owned by group members, however, the medical expenses will be responsible by the farm owner/group member.</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>Group Manager shall conduct a risk assessment in collaboration</p> | <p>There is no evidence showing that the risk assessment on occupational health and safety plan/policies has been conducted. Therefore, there is no identified list of PPE for minimizing the risk</p> | Major NC |

| <p>with members.</p> <p>Based on the identified risks, an Occupational Health and Safety policy and/or plan shall be documented and implemented, including the need for medical insurance for workers appropriate to scale.</p> <p>Group Managers shall develop OHS/First Aid manual and distribute to all individual members.</p> <p>Group Manager shall hold regular training based on Group OHS/First Aid manual for members and/or workers.</p> <p>Group Manager shall record members' accidents on the farm. Group Manager reviews the manual periodically.</p> <p>Appropriate to scale, consider forming an Occupational Health Committee.</p> | <p>on occupational health and safety</p> <p>However, one major non-conformity was raised. Due to the on-site assessment at Mr.Prapan Kritsakri's plantation, it was found that there was a fence with electric wire around the plantation, but the group managers and the member do not conduct risk and safety assessments from such operations.</p> <p>For other group members, training on occupational health and safety was carried out at Thung Prang Sub-district Administration office on 15 October 2016. This training was given by the group manager and group committee. Based on the group database, there is no accident which was informed by the group member and record at the group.</p> | |
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| <p>Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.</p> | | |
| <p>4.8.1 A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p> | | <p>Major</p> |
| <p>4.8.2 Records of training for each employee shall be maintained.</p> | | <p>Minor</p> |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Anyone working on the farm shall be briefed on best practices relevant to the job they are doing.</p> <p>Members and workers shall participate in the trainings where appropriate.</p> <p>Members inform the Group Manager on participation of workers in training.</p> | <p>From the interview, all selected members have attended training courses that provided by Group manager and filled in the farm record book such as awareness on relevant RSPO standard, legal requirements, SOP, soil and water management, IPM, agrochemical use, occupation health and safety in palm oil plantation, farm record keeping, Good Agriculture Practice of palm oil plantation and functions of group members and responsibly. Individual group members are responsible for training hired subcontractors or workers. Anyway, group manager has provided the training course that directly concerned to workers or subcontractors such as fertilizer and agrochemical use, occupation health and safety in palm oil plantation and wastes management.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u></p> <p>Group Manager shall ensure that all members are trained on the RSPO P&C and records of such training shall be kept.</p> <p>Appropriate to scale, Group Manager shall prepare a training plan.</p> | <p>Training plan for year 2017 established on 25 December 2016 covers several topics e.g. RSPO standard, occupational health and safety, palm oil management, laws and regulations, HCV, EIA and SIA, and ICS. The training on above mentioned topics was carried out on 10 September 2016 for all group members.</p> | <p>Yes</p> |

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

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| Criterion 5.1 Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement. | | |
| 5.1.1 An environmental impact assessment (EIA) shall be documented. | | Major |
| 5.1.2 Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a Comprehensive management plan. The management plan shall identify the responsible person/persons. | | Minor |
| 5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate an understanding of the environmental risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the mitigation plan to reduce the environmental impacts.</p> <p>Individual members shall contribute to the reduction of environmental impacts.</p> | <p>Group manager and team conducted the EIA, SIA and HCV assessment to individual member. All plantations owned by group members were assessed by third party or community leader, for an environmental and social impact using that simplified checklist. Only relevant community leaders were invited by group to be an assessor for environmental and social impact assessment.</p> <p>During on-site assessment, all the selected members demonstrate an understanding of the environmental risks of their operations and the mitigation plan to reduce the environmental impacts, such as, the contamination of agrochemical into the river if it is not used appropriately. The group member also aware that they could reduce that impact by reducing the use of chemical. In case their plantation close to the river, they have to maintained natural vegetation along these waterways and do not plant or replant palm tree 10-15 metres from the riverside. From on-site inspection, only one plot owned by Mr.Narongsak Ponwat is located to river. However, the result from onsite inspection was confirmed that natural vegetation along these waterways is still well maintained. Moreover, he also does not use of agrochemical in his plantation.</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>Group Managers shall identify all activities that have an impact on the environment.</p> <p>Group Managers shall develop a mitigation plan to reduce environmental risks and review the plan every two years.</p> <p>Group Managers shall organise training for members on environmental risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p> | <p>Environmental mitigation plan was established on 25 December 2015. Only plots nearby the river are classified as risk area to cause negative impact to environment. To reduce this identified impact especially plots closed to the river, the mitigation plan to maintain the vegetation and prohibit the use of agrochemical are set by the group. During the group meeting on 10 September 2016, group gave the training to boost awareness to both group members who have plots nearby the river and those who do not have plot nearby the river</p> <p>Monitoring whether the group member maintained the buffer zone along the river was carried out by zone manager (farm advisor). Photos taken before and after implementation to maintain vegetation along the river were verified during the audit. Result from verification confirmed that vegetation is well maintained along the river for those plots nearby the river.</p> | Yes |
| Criterion 5.2 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced. | | |
| 5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors). | | Major |
| 5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan. | | Major |

| <p>5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.</p> | <p>Minor</p> | |
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| <p>5.2.4 Where a management plan has been created there shall be ongoing monitoring:</p> <ul style="list-style-type: none"> • The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; • Outcomes of monitoring shall be fed back into the management plan | <p>Minor</p> | |
| <p>5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.</p> | <p>Minor</p> | |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall demonstrate basic understanding of HCVs and RTEs and the need to protect them.</p> <p>Individual members shall check with the Group Manager status of HCVs and RTEs of their farm based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall make their workers aware of the status of RTE species and the applicable disciplinary measures.</p> <p>Individual members shall be aware of the rights of other local communities that are related to identified HCVs and RTEs.</p> | <p>According to the database of the group, there are totally 35 group members who are identified and 41 plots are defined as set aside area of HCV. All of HCV identified by the group are consider set aside area. There is no HCV located within the boundary of the plantation own by group members.</p> <p>For HCV assessment, simplified checklist for HCV assessment was also established for further use by the group to assess the presence of HCV habitat within and adjacent area with the group member plantations. As most plantation owned by group members were planted decades ago, therefore, there is no record of the presence of the HCV in the planted area and adjacent area. It is not only HCV but also RTE were not identified within and adjacent boundary areas.</p> <p>From the interview, the selected members demonstrate a basic understanding of HCVs and RTEs and the need to protect them and they participate in the HCV assessment.</p> <p>Due to, most of members' plantation there are no HCVs and RTEs identified within and adjacent area with the selected members' plantation, the implementation of the HCV management and monitoring plan do not apply.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> HCV assessments shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available; see guidance).</p> <p>Group Managers shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.</p> | <p>External supporting team assisted in establishing the method and procedure for assessing the presence of HCV in the planted area owned by group member. Checklist for HCV assessment was also established for further use by group to assess the presence of HCV habitat within and adjacent area of the group member plots. For HCV assessment, village headman was asked as the assessor to complete the HCV checklist, in order to comply with the absence of conflict of interest.</p> <p>Overall results conducted by village headman showed that there is no record of the presence of the HCV in the planted area and adjacent area. Not only HCV but also RTE were not identified within and adjacent boundary areas as nearby (boundary) areas are also planted with either oil palm or other agricultural crops such as rubber tree.</p> | <p>Yes</p> |

| <p>Group Managers shall implement a mechanism for individual members to report on threats to HCVs.</p> <p>In cases where there is an overlap of local community rights and HCV areas, the Group Manager shall initiate the negotiation of an agreement that optimally safeguards both the HCVs and these rights.</p> <p>Group Manager conducts training for their individual members and their workers about the status of HCV and RTE species and the applicable disciplinary measures.</p> | <p>Since group participated the village headman meeting frequently, this is one of opportunity to get any report on situation of HCV. This concern is particular for the birds that are able to migrate from any habitats. For those group members, they also have been trained on HCV and how to report when they found any doubt species to the group during the group meeting on 10 September 2016.</p> | |
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| <p>Criterion 5.3 Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p> | | |
| <p>5.3.1 All waste products and sources of pollution shall be identified and documented.</p> | <p>Major</p> | |
| <p>5.3.2 All chemicals and their containers shall be disposed of responsibly.</p> | <p>Major</p> | |
| <p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p> | <p>Minor</p> | |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall have a documented waste management and disposal plan.</p> <p>Members shall communicate to all workers the waste management and disposal plan.</p> <p>Members shall ensure that all chemical containers are properly handled and disposed.</p> <p>Members shall ensure that the workers are trained on waste management and disposal. Records of such training shall be kept.</p> | <p>Form the on-site assessment; all the selected members have a documented waste management and disposal plan in place. This document was led to discuss and communicate to all workers hired by member. The training record according to waste management and disposal are kept in a farm record book.</p> <p>Most of the selected members, there was no chemical pesticide use, wastes mainly originate from fertilizer bags. Fertilizer application was normally carried out twice a year. As all selected members hired subcontractor for applying fertilizer, fertilizer bags after use are also disposed by subcontractors.</p> <p>However, one minor non-conformity was raised against indicator 5.3. Result from onsite inspection at plots owned by Mr.Dumrong Nakkaphun Nakpan and Ms.Wassana found that there were garbage, such as plastic bag, empty container around the plantation.</p> <p>For plantation owned by Mr.Alongkorn Wichaidit who applied glyphosate-isopropylammonium 48% (Roundup) to killing the unproductive palm tree, empty containers of glyphosate were disposed by the landfill operated by the subcontractor</p> | <p>Minor NC</p> |
| <p><u>Requirement for Group Manager</u> Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan in place.</p> <p>Group Manager shall communicate to all members on the waste management and disposal plan.</p> <p>The Group Manager shall ensure that all chemical containers are properly handled and disposed</p> | <p>Waste management and disposal plan was established by the group. This management and disposal plans were indicated on the sustainability manual page 33 of 39.</p> <p>To communicate the waste management and disposal plan, group conducted the training at Thung Prang Sub-district Administration office on 15 October 2016 for all group members. Moreover, group manager has prepared the landfill for disposal of the empty containers collected from the group members.</p> | <p>Yes</p> |

| <p>The Group Manager shall ensure that the members are trained on waste management and disposal. Records of such training shall be kept.</p> | | |
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| <p>Criterion 5.4 Efficiency of fossil fuel use and the use of renewable energy is optimised.</p> | | |
| <p>5.4.1 A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.</p> | | <p>Minor</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall implement the actions as outlined in the Group’s plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p> | <p>During on-site assessment, the selected members who eliminate weeds by themselves, they have the records of fuel consumption of lawn mowers keep in the farm record book. The group manager could use those records to implement the action plan for improving and monitoring the efficiency of the use of fossil fuels and to optimize renewable energy.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> Appropriate to scale, Group Manager shall have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p> | <p>Since the group could not monitor the fossil fuel use, there fore there is no plan for improving and monitoring the efficiency of the use of fossil fuel</p> | <p>Minor NC</p> |
| <p>Criterion 5.5 Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.</p> | | |
| <p>5.5.1 There shall be no land preparation by burning, other than in specific situations as identified in the ‘Guidelines for the Implementation of the ASEAN Policy on Zero Burning’ 2003, or comparable guidelines in other regions.</p> | | <p>Major</p> |
| <p>5.5.2 Where fire has been used for preparing land for replanting, there shall be evidence of prior approval of the controlled burning as specified in ‘Guidelines for the Implementation of the ASEAN Policy on Zero Burning’ 2003, or comparable guidelines in other regions.</p> | | <p>Minor</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 5.5.1 Individual members shall provide evidence that they understand the No Burning Policy of the group. 5.5.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.</p> | <p>Results from interview with group members confirmed that all the selected members understood the No Burning Policy of the group. They could explain the impacts if they use fire for land clearance especially impact to global climate change and global warming. All the selected members are aware that they cannot use fire for land clearance for further replanting. Use of fire for waste disposal is also prohibited. Zero burning techniques have been explained to group members through internal training by group manager teams. During on-site visits, there is no evidence showing that fire was used to dispose of waste or for land preparing at the selected members’ plantation.</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> 5.5.1 The Group Manager shall: <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group. </p> | <p>Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting on 10 September 2016. Therefore, group members are aware that they cannot use fire for land preparation during replanting. During field visit, there is no evidence of any kind of burning sign notices at the sampled group members. Interview with stakeholders during public consultation meeting on April 24th, 2017 confirmed that fire has never been used in this region</p> | <p>Yes</p> |

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| 5.5.2 The Group Manager shall: <ul style="list-style-type: none"> Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. | | |
| Criterion 5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored. <i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i> | | |
| 5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4). | | Major |
| 5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented. | | Major |
| 5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools. | | Minor |
| Interface | Findings | Compliance |
| Requirement for Individual Member with up to 50ha of plantation size Nil | Not applicable | N/A |
| Requirement for Group Manager The Group Manager shall: <ul style="list-style-type: none"> List significant pollutants and identify sources of emissions. Identify options to reduce pollutants and emissions and consider whether the group can implement any of these. Based on the above, where possible, mitigation measures shall be developed and implemented. Socialise the information to the group members. | Up to now, there are no pollutions caused by palm oil activities. However, plan for minimizing the impacts on environment caused by activities was established on 25 December 2016. It is noted that this plan is not associated pollutants caused by palm oil operation | Yes |

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

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| Criterion 6.1 Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement. | | |
| 6.1.1 A social impact assessment (SIA) including records of meetings shall be documented. | | Major |
| 6.1.2 There shall be evidence that the assessment has been done with the participation of affected parties. | | Major |
| 6.1.3 Plans for avoidance or mitigation of negative impacts and promotion of the positive ones, and monitoring of impacts identified, shall be developed in consultation with the affected parties, documented and timetabled, including responsibilities for implementation. | | Major |
| 6.1.4 The plans shall be reviewed as a minimum once every two years and updated as necessary, in those cases where the review has concluded that changes should be made to current practices. There shall be evidence that the review includes the participation of affected parties. | | Minor |
| 6.1.5 Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme). | | Minor |

| Interface | Findings | Compliance |
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| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate an understanding of the social risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the mitigation plan to reduce the social impacts.</p> <p>Where applicable, individual members shall help to address negative social impacts in a consultative manner.</p> | <p>Questionnaire survey was used to evaluate community leader and stakeholder's opinion on whether they have been affected by group member's operation. Several questions used to assess the social impacts are developed by external supporting team. The checklist includes details on positive and negative effects (if any). For plot owned by new group members, SIA was assessed by village headman. Result from SIA conducted by the stakeholder showed that there is no negative impact caused by palm oil operation. Moreover, stakeholder especially community leaders were invited to participate the stakeholder meeting for joining the social impact assessment with the group committees. The participatory meeting between the community leader and group members is normally conducted once a year. Based on the result of participatory meeting, it is also confirmed that the stakeholders have not been affected by group member operation. Conversely, stakeholders are free to give their concerns anytime. It is the responsibility of group manager to handle these concerns from the stakeholders.</p> <p>During the assessment by external auditor; however, the public consultation meeting was held to verify the social impacts. some stakeholders especially community leaders and subcontractors from all stakeholders who were listed by the group were invited to attend this meeting conducted by auditor. Based on the result of interview during the public consultation, it was confirmed that the stakeholders have not been affected by group member operation. A discussion about the topic of related issues on social in particular conflict on water use and migrant workers employment by group members were also done during the public consultation meeting. Stakeholders confirmed that they and their villagers have never been suffering from operation by the group members</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u></p> <p>Group Managers shall identify all activities that have social impacts with the participation of affected parties.</p> <p>Group Managers shall develop a mitigation plan (with clear timetable) to reduce social risks and review the plan every two years in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on social risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p> | <p>The simplified checklist for social impact assessment formulated in collaboration with external supporting team was used to assess the social impact. Community leaders, who are no group member, were asked to be the assessor for the social impact assessment to prevent conflict of interest. Result from the assessment showed that there is no negative impact to social. However, plan for minimizing the impacts on environment caused by activities was established on 25 December 2016. One of the plan is to communicate to stakeholders at the interval time especially participation the village headman meeting.</p> <p>Moreover, the group members were informed on the results from social impact assessment conducted by community leaders during the group meeting on 10 September 2016.</p> | <p>Yes</p> |
| <p>Criterion 6.2 There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p> | | |
| <p>6.2.1 Consultation and communication procedures shall be documented.</p> | | <p>Major</p> |
| <p>6.2.2 A management official responsible for these issues shall be nominated.</p> | | <p>Minor</p> |
| <p>6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that effort are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.</p> | | <p>Minor</p> |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual</u></p> | <p>All group members have been given by the group the procedure for open and transparent system of consultation and</p> | <p>Yes</p> |

| <p><u>Member with up to 50ha of plantation size</u> The individual member shall demonstrate understanding of the group's consultation and communication procedures.</p> | <p>communication with local and external stakeholders. This procedure was integrated into the sustainable manual. Group members were aware that they may be visited and asked by stakeholders for relevant information. Moreover, they could demonstrate their understanding on the consultation and communication procedures when group is required to participate the monthly meeting with the community leaders</p> | |
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| <p><u>Requirement for Group Manager</u> The Group Manager shall develop a documented procedure for consultation and communication with local communities and other affected or interested parties. (6.2.1) The Group Manager shall ensure that individual group members are informed of the consultation and communication procedure. The Group Manager shall nominate an official responsible for these issues (6.2.2) The Group Manager shall make a list of stakeholders or construct a "stakeholder register" and keep records of all communication and actions taken. (6.2.3)</p> | <p>Procedure for consultation and communication was set on the sustainability manual page 20 of 39. The procedure for communication to stakeholder is also established. The preference method for communication with the stakeholder is to use phone call to update any concerns. List of stakeholder updated on December 2016 will be used to reach the contact to the stakeholders. The plan for communication by participating the meeting with the village headman was set to be conducted during October – November in each year. The group chairman and group manager will be responsible person to participate the meeting. They are also responsible person to deal with concerns relating to the social</p> | <p>Yes</p> |
| <p>Criterion 6.3 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p> | | |
| <p>6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistle-blowers', where requested.</p> | <p>Major</p> | |
| <p>6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p> | <p>Major</p> | |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, the member shall have a documented grievance mechanism in place. The workers shall understand the process. Appropriate to scale, the procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p> | <p>Complaints and grievance procedure is available in the sustainable manual. Interviews with especially new group members who were chosen for the second surveillance assessment showed that they are aware of the procedure. They could demonstrate their understanding the process for complaint and grievance if they were raised by the stakeholder. Inspection on the record book showed that there was no evidence of any dispute and complaints raised by stakeholder, community leader, governmental officers, and local communities even though they know the right to give the complaints and grievances</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> The Group Manager shall have a documented grievance mechanism in place. The procedure shall provide documentation of both how the process of the dispute was</p> | <p>Group manager has set a grievance mechanism in the sustainable manual page 18 of 39. Complaint and request boxes installed at the partnering mill are one of the channels to receive grievance and complaint. Until now, there is no grievance and complaints raised by stakeholder. Log for complaint and grievant Wor Tor Bor 002 was established to record (if any). Group also participated the meeting among with the village headman during the village headman meeting at Sichon District</p> | <p>Yes</p> |

| <p>resolved and the outcome.</p> <p>The Group Manager shall ensure members are familiar with the grievance procedure.</p> <p>Where necessary, the Group Manager shall support members to put in place documented grievance mechanism.</p> | <p>Administration Office on 2 December 2016. Group informed the right to village headman during the meeting that they and also their villagers have the right to give any complaint to the group.</p> | |
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| <p>Criterion 6.4 Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p> | | |
| <p>6.4.1 A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place.</p> | | <p>Major</p> |
| <p>6.4.2 A procedure for calculating and distributing fair compensation (monetary or otherwise) shall be established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. This procedure shall take into account: gender differences in the power to claim rights, ownership and access to land; differences of trans-migrants and long-established communities; and differences in ethnic groups' proof of legal versus communal ownership of land.</p> | | <p>Minor</p> |
| <p>6.4.3 The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.</p> | | <p>Major</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures.</p> | <p>Group manager and group members are aware of procedure for negotiation for any loss of legal and customary right. All group members hold land deeds and land utilization certificate for all land used for oil palm cultivation; therefore, the customary right does not apply. However, the compensation will be made according to the decision of independent arbitrator or court of justice (if any).</p> <p>Since all square meter of land are owned by the group members, the process for negotiation and compensation for loss of legal have never been applied and conducted by the group manager so far</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u></p> <p>6.4.1 & 6.4.2: The Group Manager develops a procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation and a procedure for calculating and distributing fair compensation.</p> <p>6.4.3: The Group Manager documents the process and outcome of any negotiated agreements and compensation claims with evidence of the participation of affected parties, and makes this publicly available.</p> <p>The Group Manager assists individual group members in these situations upon request by the member.</p> | <p>Group manager established the procedure for negotiation in case of loss of legal and customary right. However, All group members hold land deeds and licenses for all land used for oil palm cultivation; therefore, customary right does not apply. The audit team studied the whole compensation mechanism which will be based on decision from the court. This mechanism was written down in the sustainable manual of the group and was available on the group's board. It was found that it is satisfactory and thus far, no legal action has been taken against the group member by any party. The compensation will be made according to the decision of the independent arbitrator or court of justice (if any).</p> | <p>Yes</p> |
| <p>Criterion 6.5 Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p> | | |

| 6.5.1 Documentation of pay and conditions shall be available. | | Major |
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| 6.5.2 Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official. | | Major |
| 6.5.3 Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. | | Minor |
| 6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Appropriate to scale, the members shall keep their documentation of pay and conditions.</p> <p>The pay shall meet at least the legal or industry standards minimum wage.</p> <p>If individual members employ workers or sub-contractors:</p> <ul style="list-style-type: none"> • employment contracts and conditions (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be explained in the language they understand (6.5.2) • appropriate to scale, members shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible (6.5.3). • appropriate to scale, members shall make efforts to ensure access to food to workers, including providing allotment (space) for growing food. | <p>There are no permanent workers hired by group members for oil palm operation. Subcontractors were hired for a temporarily season for spraying agrochemical, harvesting, transporting of FFB from the estate to mill, weeding, and fertilizer application. Rate of payment is determined for each task. Verbal and written wage agreements were recorded in the record book. For instance, agreed rate for both harvesting and transporting of FFB rate is 0.5-0.9 Baht/kg. Meanwhile, rate for other activities composes of weeding rate 10 Baht/oil palm tree, spraying of agrochemical 150 Baht/container of pesticide (1 liters), frond cutting rate 15 Bath/oil palm tree, and fertilizer application 40 Baht/bag. There is no legal minimum wage for agricultural workers hired on daily basis. However, the minimum legal wage of 300 Baht/day for industrial worker is taken into account before group members engaged the subcontractors for operation to ensure that they will be earned at least 300 Baht/day. Inspection of the payment on the record books of all selected members confirmed that subcontractors were paid on average 500 Bath/person/day which is higher than the minimum wage of 300 Baht/day</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>Appropriate to scale, the Group Manager shall ensure that members comply with labour laws and conditions (6.5.2, 6.5.3 & 6.5.4).</p> <p>The Group Manager shall be aware of the legal or industry standards minimum wage.</p> | <p>Evaluation form Jor Bor Sor 003 will be used to assess the compliance with the group SOPs and laws and regulations. Based on the results of assessment, there was no issue against the labour laws. There is no legal minimum wage for agricultural workers employed on temporary basis. However, the legal minimum wage for industrial workers of 300 Baht/day is known by group manager and all group members.</p> | Yes |
| <p>Criterion 6.6 The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p> | | |

| 6.6.1 A published statement in local languages recognising freedom of association shall be available. | | Major |
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| 6.6.2 Minutes of meetings with main trade unions or workers' representatives shall be documented. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>If individual members employ workers:</p> <ul style="list-style-type: none"> A published statement shall be available in local languages recognising freedom of association (to form and join trade unions) (6.6.1) Minutes of the meeting with main trade unions or workers' representatives shall be documented and kept (6.6.2) | Even though there are no permanent workers hired by group members for oil palm operation, policy to respect the rights of workers to form and join trade union for further bargain collectively. Until now, there is no evidence showing that the workers are formed to join trade union. Therefore, there was no minute of the meeting with the trade union or worker representative | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall be aware of the statement, if applicable.</p> | This criterion is not applicable to group smallholders | Yes |
| Criterion 6.7 Children are not employed or exploited. | | |
| 6.7.1 There shall be documentary evidence that minimum age requirements are met. | | Major |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Member shall be aware of the child labour policy and implement it.</p> <p>Member shall keep records of their employees including age, including copies of birth certificate/national identification card/passport.</p> | All members who were visited during the third surveillance assessment have aware on child labour policy established by the group. They could demonstrate the understanding the age of worker can be considered as child and young worker. To support the child labour policy, all group members are required to maintain the list of hired workers even temporally workers. Based on the list of subcontractors with copied of ID card which were kept by both the group administration office and group members, it confirmed that there is no children employed by group members. From site visits and interviewing with stakeholders who live nearby the planation owned by Mr. Mr.Narongsak , Mrs.Vassana Chiewchan and Mr.Dumrong Nakkaphun for example, it was confirmed that there was no child labour employed by the group members or subcontractors. Child labour issue was also discussed during interviews with stakeholders and community leaders during the public consultation meeting on the first day of the second surveillance assessment. Result of discussion/interviewing was consistent with the result from site inspection | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>Write a policy on Child Labour and keep records of documented evidence of awareness rising on child labour.</p> <p>The policy shall be clear that children can only work under supervision, are family members and not doing hazardous work.</p> | Child labour is one of the policies established by the group. Group manager and group management committee are responsible to ensure that group members are not employing any child labour either by direct or indirect employment when subcontractor is responsible to find the service team members. | Yes |
| Criterion 6.8 Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited. | | |
| 6.8.1 A publicly available equal opportunities policy including identification of relevant/affected Groups in the local environment shall be documented. | | Major |

| 6.8.2 Evidence shall be provided that employees and Groups including local communities, women, and migrant workers have not been discriminated against. | | Major |
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| 6.8.3 It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Members shall be aware of the equal opportunities policies and implement it.</p> | No evidence of discrimination among subcontracted workers employed by the group members for temporary season is observed during the onsite assessment. Service contract between group members and subcontractor showed that it is in compliance with the equal opportunities policy stated in the sustainable manual and publicly available at the group board. Moreover, the equal opportunities policy stated by the group was confirmed with representatives of subcontract workers during the public consultation meeting held at administration office | Yes |
| <p><u>Requirement for Group Manager</u> Write a policy on equal opportunities and keep records of documented evidence of awareness rising on it.</p> | <p>Policy on equal opportunity is written in section 3 of the group rules together with other policies.</p> <p>No evidence of discrimination among subcontracted workers employed by the group members is observed during the onsite assessment. For instance, subcontracting team member for harvesting is composed of both men and women. Moreover, the equal opportunities policy stated by the group was confirmed with representatives of subcontract workers during the public consultation meeting held at administration office on April 24th, 2017.</p> | Yes |
| Criterion 6.9 There is no harassment or abuse in the work place, and reproductive rights are protected. | | |
| 6.9.1 A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce. | | Major |
| 6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce. | | Minor |
| 6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall develop the policy/policies and procedure to prevent sexual, all other forms of harassment, violence and protection of reproductive rights.</p> <p>Members shall make sure that all staff/workers are aware of the policies and procedures to prevent sexual and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights.</p> <p>Members shall be aware of the policy/policies and procedures for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p> | No evidence of harassment or abuse in the work place, and reproductive rights are protected. Group members are provided with policy on preventing sexual harassment and violence against women and protection. This policy is also posted on the board of the group. Confidentially held interviews with external stakeholders including women during the public consultation meeting revealed that no any kind of harassment took place. | Yes |
| <p><u>Requirement for Group Manager</u> Group Manager shall develop the Policy/Polices and procedure to</p> | Policy on preventing sexual harassment and violence against women and protection is documented as one of the group policy in the sustainable manual. The grievance mechanism to address | Yes |

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| <p>prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall make sure that all members are aware of the policies and procedures to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall ensure members are aware of the policy/policies and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p> | <p>sexual harassment issues is similar to the complaint procedure. To communicate this policy, group members were informed during the group meeting on 10 September 2017</p> | |
| <p>Criterion 6.10 Growers and millers deal fairly and transparently with smallholders and other local businesses.</p> | | |
| <p>6.10.1 Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available.</p> | | <p>Minor</p> |
| <p>6.10.2 Evidence shall be available that growers/millers have explained FFB pricing, and pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation).</p> | | <p>Major</p> |
| <p>6.10.3 Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</p> | | <p>Minor</p> |
| <p>6.10.4 Agreed payments shall be made in a timely manner.</p> | | <p>Minor</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>6.10.2 The individual member understands the pricing mechanism of the purchaser.</p> <p>6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p> | <p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders</p> | <p>N/A</p> |
| <p><u>Requirement for Group Manager</u></p> <p>6.10.1: Where Group Managers sell the FFB on behalf of the group members, the Group Manager shall inform group members of the price of FFB obtained.</p> <p>6.10.2: The Group Manager shall record the general pricing mechanisms used by the purchaser/s of the FFB. The Group Manager shall record the corresponding information provided to the group members.</p> <p>6.10.3: Where Group Managers have the mandate to enter into contractual agreements on behalf of the group, the Group Manager shall inform group members about</p> | <p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders</p> | <p>N/A</p> |

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| <p>their content and make them available. These contracts shall also be fair, legal and transparent for the contractors.</p> <p>Where no such mandate exists, the Group Manager has to seek agreement from group members prior to entering contractual agreements with third parties. These contracts shall also be fair, legal and transparent for the contractors.</p> <p>6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p> <p>If the Group Manager receives payment for the FFB produced by group members, the Group Manager shall make payments to the individual group members in a timely manner.</p> | | |
| <p>Criterion 6.11 Growers and millers contribute to local sustainable development where appropriate.</p> | | |
| <p>6.11.1 Contributions to local development that are based on the results of consultation with local communities shall be demonstrated.</p> | | <p>Minor</p> |
| <p>6.11.2 Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity.</p> | | <p>Minor</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> The responsibility for meeting this requirement lies with the Group Manager</p> | <p>This indicator is not applicable to group member. As some of group members are community leaders, however, they have participated to initiate the social development project with the community</p> | <p>N/A</p> |
| <p><u>Requirement for Group Manager</u> 6.11.1: Evidence of consultation with local communities and stakeholders. Where contributions have been identified as necessary based on the consultation carried out, the Group Manager shall ensure that these are implemented</p> | <p>Group manager and group committees have joined the village headman meeting on 2 December 2016 to hear the concerns that might be raised by the village headman. This is one of channel to consult any local sustainable development project. Even though there is no sustainable development project initiated during the village headmen meeting, individual group member have donated to the temples regularly.</p> | <p>Yes</p> |
| <p>Criterion 6.12 No forms of forced or trafficked labour are used.</p> | | |
| <p>6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.</p> | | <p>Major</p> |
| <p>6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.</p> | | <p>Minor</p> |
| <p>6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.</p> | | <p>Major</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> | <p>No evidence of forms of forced or trafficked labour is being used. Group members are provided with policy on preventing no forms of forced or trafficked labour the member group. All interviewees</p> | <p>Yes</p> |

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| <p>Appropriate to scale, members shall have a policy on no forms of forced or trafficked labour.</p> <p>Members/workers shall be aware of the policy and ensure that no forms of forced or trafficked labour are used.</p> <p>Members shall keep relevant records of employment contracts. Where applicable, copies of post-arrival orientation programme and records of participation shall be kept.</p> | <p>(group members who were selected for the assessment) could demonstrate the awareness of the policy and no forced labour or labour from trafficking. Confidentially held interviews with external stakeholders including workers while were working at plot owned by selected member was also carried out. The result of interview confirmed that they have never been forced to work. Moreover, the public consultation meeting conducted by the audit team revealed that no any kind of forms of forced or trafficked labour are used took place.</p> | |
| <p>Requirement for Group Manager The Group Manager shall write a policy on no forms of forced or trafficked labour.</p> <p>The Group Manager shall ensure that members/workers are aware of the policy and that no forms of forced or trafficked labour are used.</p> | <p>This policy is indicated in the section 3 of the group rules. Group members have been trained to boost awareness on this policy during the group meeting conducted on 10 September 2016.</p> | Yes |
| <p>Criterion 6.13 Growers and millers respect human rights.</p> | | |
| <p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1).</p> | | Major |
| Interface | Findings | Compliance |
| <p>Requirement for Individual Member with up to 50ha of plantation size 6.13.1 Individual members to show evidence that they understand the policy.</p> | <p>Policy to respect the human rights written in the sustainability manual has been explained to the group members during the group meeting. Evidence showing that the group members were aware on this policy was verified during the onsite inspection. Interview with the workers and public consultation meeting were also conducted at the time of assessment. Results confirmed that all workers hired by the group members have never been treated unfairly. For example, they have been prepared the food and beverage free of charge while working at plots owned by members. Moreover, any medical expenses are also responsible by the farm owner if there are accident and illness happened while working</p> | Yes |
| <p>Requirement for Group Manager 6.13.1 Group Manager to develop policy to respect human rights i.e. that worker are treated with respect and dignity, and ensure that this is communicated through group members.</p> | <p>Policy to respect the human rights is written in the sustainability manual. This is one of the policies indicated in the section 3 of the group rules. Communication of this policy was conducted during the group meeting on 10 September 2016.</p> | Yes |

Principle 7: Responsible Development of New Plantings

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| <p>Criterion 7.1 A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</p> | | |
| <p>7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.</p> | | Major |
| <p>7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.</p> | | Minor |

| 7.1.3 Where the development includes an out grower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention. | | Minor |
|---|---|------------|
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate an understanding of the environmental and social risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the management plan to avoid or mitigate the social and environmental impacts.</p> <p>Where applicable, individual members shall help to address negative social and environmental impacts in a consultative manner.</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. For instance, the EIA and SIA reports conducted by the community leader confirmed that there are no negative impacts caused by operation at plots owned by Khun Wassana on environment and social</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>A comprehensive SEIA shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available).</p> <p>Group Managers shall confirm land ownership and user rights within the new planting area.</p> <p>Group Managers shall identify all activities that have environmental and social impacts (positive and negative) with the participation of affected parties.</p> <p>Group Managers shall develop a plan to avoid or mitigate environmental and social risks in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on environmental and social risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of SEIA management plan.</p> | <p>Even though group manager do not fully understood the requirements of the principle 7, relevant documents to prove the implementation for those group members who have recently planted especially Khun Wassana are available.</p> <p>Since evidence of land legal ownership is the first document that all prospective members must declare to the group, this land dispute is not the case.</p> <p>All plots where have recently planted have been assessed the social and environmental impacts. For instance, plots owned by Khun Wassana have now been assessed social and environmental impacts by community leader. The confirmation on the results of the assessment was done again during the village headman meeting. Group manager and group committees have provided the list of group members and results of the SIA and EIA to those community leaders and village headman to reconsider and confirm. This is one method showing that SIA and EIA were carried out under the participation of the affected parties.</p> <p>As there are no negative impacts identified at plot owned by Khun Wassanak, there is no mitigation plan to avoid or mitigate the environmental and social impacts.</p> <p>For the training, Khun Wassana who is 3rd generation of the group has also been trained during the group meeting on 10 September 2010. The training subjects are not limited only the social and environmental issue but other topics have been provided by the group manager and group committee.</p> | Yes |
| Criterion 7.2 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations. | | |
| 7.2.1 Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations. | | Major |

| 7.2.2 Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations. | | Minor |
|---|--|------------|
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>7.2.1 and 7.2.2 individuals' members can show appropriate understanding of soil type and suitability.</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit. Therefore, it will be considered as not applicable</p> | N/A |
| <p><u>Requirement for Group Manager</u></p> <p>7.2.1 Group Manager shall:</p> <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group • provide required information and or training for individual members <p>7.2.2 Overall soil map to include topographic information.</p> | There is no soil map for all group members | Major NC |
| Criterion 7.3 New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values. | | |
| 7.3.1 There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2). | | Major |
| 7.3.2 A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status. | | Major |
| 7.3.3 Dates of land preparation and commencement shall be recorded. | | Minor |
| 7.3.4 An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower's relevant operational procedures (see Criterion 5.2). | | Major |
| 7.3.5 Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2). | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate basic understanding of primary forest and HCV and the need to avoid clearing of such areas.</p> <p>Individual members shall check with the Group Manager the primary forest and HCV status of their farm within the landscape (see guidance) based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. HCV assessment conducted by the community leader was also reviewed during the audit. It was confirmed that there is no RTE species and HCV identified in the plots owned by Khun Wassana and adjacent areas</p> | Yes |

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| <p>assessment. Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall record dates of land preparation and commencement of their own farm.</p> | | |
| <p>Requirement for Group Manager The Group Manager shall demonstrate basic understanding of primary forest and HCV and inform individual members of the need to avoid clearing of such areas.</p> <p>Prior to new plantings, a comprehensive HCV assessment shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available).</p> <p>The Group Manager shall develop SOPs for recording land preparation and commencement of farms by individual members.</p> <p>The Group Manager shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.</p> <p>The Group Manager shall implement a mechanism for individual members to report on threats to HCVs.</p> <p>The Group Manager shall collate dates of land preparation and commencement of individual farms.</p> <p>The Group Manager conducts training for their individual members and their workers about the status of HCV.</p> | <p>According to the announcement of RSPO no 15 November 2016 (http://www.rspo.org/smallholders/announcements/announcement-on-the-resolution-to-review-and-amendment-of-the-updated-npp-process-as-applied-to-smallholders), the new oil palm development in smallholder areas (independent, scheme or associate) are relieved from the submission of the NPP.</p> <p>According to the group database, plots owned by Khun Wassana, in particular, have planted in 2014. Group database is used to record when plot of each group member has planted. It can be used to identify which plots have recently planted after 2010.</p> <p>The HCV assessment conducted by internal assessor of the group for plots where have recently planted especially plots owned by Khun Wassana is available. Results from the HCV assessment confirmed that Not only HCV but also RTE were not identified within and adjacent boundary areas as nearby (boundary) areas. Based on this result, therefore, action plans for HCV management is not required.</p> <p>For the training, group members have been trained on HCV and how to report when they found any doubt species to the group during the group meeting on 10 September 2016.</p> | <p>N/A</p> |
| <p>Criterion 7.4 Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.</p> | | |
| <p>7.4.1 Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided.</p> | | <p>Minor</p> |
| <p>7.4.2 Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.</p> | | <p>Major</p> |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |

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| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 7.4.1 and 7.4.2 individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP.</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit.</p> | N/A |
| <p><u>Requirement for Group Manager</u> 7.4.1 Group Manager shall:</p> <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group, including marginal and fragile soils - this can be part of the HCV map and assessment. • provide required information and or training for individual members. <p>7.4.2 The Group Manager maintains and oversees plans for new development based on overall soil map.</p> | <p>Even though there is no soil map which resulting to cause non-conformity, all plots owned by group members are located in flat area. Therefore, it is not necessary to establish the action plan to manage the fragile soil and planted area on slope.</p> | Yes |
| <p>Criterion 7.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p> | | |
| <p>7.5.1 Evidence shall be available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and ratified by these local peoples.</p> | | Major |
| <p>Interface</p> | <p>Findings</p> | <p>Compliance</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Nil</p> | <p>This requirement is not applicable</p> | N/A |
| <p><u>Requirement for Group Manager</u> The Group Manager shall develop a documented system detailing how FPIC is implemented and shall ensure that new group members are included in this.</p> <p>The Group Manager shall retain documentary evidence of participation by affected local peoples and their understanding of the right to say 'no'.</p> | <p>Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable</p> | N/A |
| <p>Criterion 7.6 Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.</p> | | |
| <p>7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available.</p> | | Major |
| <p>7.6.2 A system for identifying people entitled to compensation shall be in place.</p> | | Major |
| <p>7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place.</p> | | Major |
| <p>7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development.</p> | | Minor |

| 7.6.5 The process and outcome of any compensation claims shall be documented and made publicly available. | | Minor |
|--|---|------------|
| 7.6.6 Evidence shall be available that the affected communities and rights holders have access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall retain copies of the documentary evidence of the process and outcome of compensation claims. (7.6.5)</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. Based on the inspection on the land deeds, it was confirmed that all square meter of land area used for planting is owned by Khun Wassana for many decades</p> | Yes |
| <p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall:</p> <ul style="list-style-type: none"> • Document identification and assessment of demonstrable legal, customary and user rights (7.6.1). • Establish a procedure for identifying people entitled to compensation. (7.6.2) • Establish a procedure for calculating and distributing fair compensation. (7.6.3) • Document the process and outcome of any compensation claims and make publicly available (7.6.5) • Have documentary evidence that the affected communities and right holders have been informed that they have the right to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. (7.6.6) | <p>Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable</p> | N/A |
| Criterion 7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice. | | |
| 7.7.1 There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. | | Major |
| 7.7.2 In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions. | | Minor |
| Interface | Findings | Compliance |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>7.7.1 Individual members shall provide evidence that they understand the No Burning Policy</p> | <p>Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted.</p> <p>Since Khun Wassana has not been visited and audited, the</p> | Yes |

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| of the group. 7.7.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning. | relevant documents kept at the group were asked for the review. To verify the compliance of this requirement, the public consultation meeting was used to confirm with stakeholder whether burning has been used for land clearance. The stakeholder confirmed that all group members including Khun Wassana has never been used fire for land clearance | |
| Requirement for Group Manager 7.7.1 The Group Manager shall: <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group. 7.7.2 The Group Manager shall: <ul style="list-style-type: none"> • Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. • Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. | Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting on 10 September 2016. Therefore, group members are aware that they cannot use fire for land preparation during replanting. During field visit, there is no evidence of any kind of burning sign notices at the sampled group members. Interview with stakeholders during public consultation meeting on April 24 th , 2017 confirmed that fire has never been used in this region | Yes |
| Criterion 7.8 New plantation developments are designed to minimise net greenhouse gas emissions. <i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i> | | |
| 7.8.1 The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated. | | Major |
| 7.8.2 There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options. | | Minor |
| Interface | Findings | Compliance |
| Requirement for Individual Member with up to 50ha of plantation size Individual members shall be able to explain how you know where not to plant. | Even though no new planting was carried out by selected 11 group members who were chosen for third surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that one group member (Khun Wassana) have plots where are recently planted. Since Khun Wassana has not been visited and audited, the relevant documents kept at the group were asked for the review. Therefore, this requirement is not applicable | N/A |
| Requirement for Group Manager <u>Maps:</u> The use of maps shall be expected which highlight the avoidance of peat areas and primary forests and where possible mineral soils have been selected for planting. <u>Reporting:</u> Demonstrate to a third party that new plantings which occurred after April 2013 have where possible | Group manager has been trained by Khun Thitinai on GHG on 14 August 2016. However, obviously that there is at least one of group member (Khun Wassana) who has recently new planting in the last 4 years, however, group has not yet reported to RSPO about the GHG emission. Therefore, minor non-conformity was raised. | Minor NC |

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| <p>been designed to minimise GHG emissions. Groups will need to report confidentially to the RSPO on actions taken to mitigate GHG emissions. After 31. December 2016 these documents will need to be publically available and linked to 1.2</p> <p><u>Training:</u> The Group Manager shall provide training in relation to this indicator and its relevance for individual members (e.g. peat, high carbon stocks) and record this training.</p> | | |
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Principle 8: Commitment to Continuous Improvement in Key Areas of Activity

| Criterion 8.1 Growers and millers regularly monitor and review their activities, and develop and implement a Group Action Plan that allow demonstrable continual improvement in key operations. | | |
|---|--|-------------------|
| Interface | Findings | Compliance |
| | <p>The Group Action Plan for continuous improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides (Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. | <p>Major</p> |
| <p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Members shall provide inputs to the Group Action Plan for continual improvement.</p> <p>Members shall keep individual records of pesticide use, fertiliser application, FFB production etc. according to a standard template provided by the Group Manager.</p> <p>Discuss with the Group Manager the timing of the replanting programme.</p> | <p>All the selected members maintained individual records of pesticide use, fertilizer application, agrochemical application, FFB production and etc. in the farm record book according to a standard template provided by the Group Manager.</p> <p>All the selected members have participated the annual meeting regularly with the group manager for consultation and discuss the action plan for continual improvement as well as the timing of the replanting programme (if any)</p> | <p>Yes</p> |
| <p><u>Requirement for Group Manager</u> Group Managers shall record information on environmental impacts, waste reduction, pollution & GHG and social impacts.</p> <p>Group Managers shall periodically (e.g. quarterly) collate the records of individual members.</p> <p>Group Managers shall facilitate the</p> | <p>Group action plan for continual improvement program consists of the surveillance health monitoring especially sprayers who employed by the group, training on relevant training subjects, maintaining the buffer zone, and etc. Monitoring the implementation according to the continual improvement program was also carried out by the group. For instance, photos taken before and after implementation to maintain vegetation along the river were verified during the audit. Result from verification confirmed that vegetation is well maintained along the river for those plots nearby the river.</p> <p>Since there is no impact on social and also no pollution caused by group member's activities, there are no continual improvement</p> | <p>Yes</p> |

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| <p>development of the Group Action Plan through an annual group meeting.</p> <p>Group Managers shall be responsible for the continuous improvement in key operations.</p> | <p>plans to mitigate these impacts.</p> | |
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3.4 Non-Conformances Raised in this Assessment

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

3.5 Status of Non-Conformities Previously Identified

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

3.6 Noteworthy Positive Comments

Even though the group is formed by interested independent smallholders and managed by group manager who is supported by the partnering mill, they could demonstrate that they are understood well the RSPO requirements. Intent and requirement of RSPO standards were well communicated and acknowledged among smallholders through the meeting, training, visiting each other, helping to set up the system and recording. Moreover, geo-physical characteristics of the land area are suitable for palm oil plantation. Therefore, there is no risk of soil erosion.

3.7 Issues Raised by Stakeholders

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

4. CERTIFIED ORGANIZATION’S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Assessment Conclusion and Recommendation

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

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

Bureau Veritas Hong Kong Limited and Sichon Palm Yangyuen Community Enterprise Group acknowledge and confirms acceptance of the Report contents and including the assessment findings.

I, the undersigned, representing Sichon Palm Yangyuen Community Enterprise Group (Certification Unit) acknowledge and confirm the contents of the assessment report and findings of the assessment.

| | | |
|---|---|-----------------|
|  (Client’s Signature) | | |
| Name | : | Kanravee Arthan |
| Position | : | Group manager |
| Date | : | 01 Jul 2017 |

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

| | | |
|--|---|-----------------------------|
|  (Lead Assessor’s Signature) | | |
| Name | : | Dr Chaiyaporn Seekao |
| Position | : | Product Development Manager |
| Date | : | 01 Jul 2017 |

APPENDIX 1: TIMEBOUND PLAN

Currently, there are 123 independent smallholders member of the group. All of them are included in the certification assessment. At present, there are no members (perspective members) excluded from the certification. Therefore, there is no time bound plan required at the time of assessment

APPENDIX 2: ASSESSMENT PROGRAM

| AUDIT | | | | |
|---------------------------|-----------|-------------|---|--|
| Person | Date | Time | Place | Activity |
| Day 1 (24.4.2017) | | | | |
| CS + PN + SN + TW + BP | 24.4.2017 | 09.00-09.30 | Group administration office | Opening meeting Find tune the understanding on the audit plan and briefings the RSPO audit process |
| CS + PN + SN + TW + BP | | 09.30-11.00 | Group administration office | Public consultation meeting at Central Office <ul style="list-style-type: none"> •EIA, HCV, Burning Issues, Waste Mgt, Agrochem. •SIA, Communication, Complaint, Customary •Wages, Trade Union, Anti Child Labour/ Discrimination/Sexual Harrasment, Payment to Outgrower, CSR |
| CS + PN + SN + TW + BP | | 11.00-12.00 | | <ul style="list-style-type: none"> •Review group database before the auditand follow up previous NC |
| CS + TW + SN | | 12.00-13.00 | | Lunch break |
| CS | | 13.00-17.00 | | Group certification standard <ul style="list-style-type: none"> •Group requirement (Group elements, compliance with standards, group manager) •Group management document and requirements (Group management structure and content, internal assessment system) •Chain of custody |
| TW + BP | | 13.00-14.00 | Mr.AlongkornWich audit | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| TW + BP | | 14.30-15.30 | Mr.SomkiatChian mat | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| TW + BP | | 15.30-16.30 | Mr.Prapan Kritsakri | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 13.00-14.00 | Mr.Narongsak Ponwat (close to water body) | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 14.30-15.00 | Mr.JamlongKham khom | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |

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|--------------------------|-----------|-------------|---|--|
| PN + SN | | 16.30-17.00 | Mr.TepakornKhanom | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| CS + PN + SN + TW + OP | | 17.00-17.30 | | Auditor meeting |
| | | 17.30 | | End of day 1 |
| Day 2 (25.4.2017) | | | | |
| CS | 25.4.2017 | 09.00-17.00 | | <p>Group certification standard</p> <ul style="list-style-type: none"> •Group requirement (Group elements, compliance with standards, group manager) •Group management document and requirements (Group management structure and content, internal assessment system) •Chain of custody |
| PN + SN | | 09.00-10.00 | Mrs.SupraneeChaipong | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 10.00-11.00 | Mrs.Wanee Rattanaporn | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 11.00-12.00 | Mrs.VassanaChiewchan | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 13.00-14.00 | Mrs.LamaiHenprom | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 14.00-15.00 | Mr.Dumrong Nakkaphun (plan for harvest today) | <ul style="list-style-type: none"> •Opening briefing •Onsite inspection of smallholder estate and interview with the member •Informal inform audit results |
| PN + SN | | 15.00-16.00 | Group administration office | Join CS for auditing group certification |
| CS + PN + SN | | 16.00-16.30 | Group administration office | Auditortime |
| CS + PN + SN | | 16.30-17.00 | Group administration office | Closing meeting |
| | | | 17.00 | |

APPENDIX 3: LIST OF STAKEHOLDERS CONTACTED

| Contacted Smallholder | Feedback/Comments Received | Verification or Follow-Up Required by Clients / Bureau Veritas |
|------------------------|----------------------------|--|
| Khun Kittisak Thongsam | No comments | NA |
| Khun Jaruk Pothaworn | No comments | NA |
| Khun Prasart Jaihao | No comments | NA |
| Khun Chawapol Kaewkul | No comments | NA |
| Khun Karin Thongchon | No comments | NA |
| Khun Pirun Kanthong | No comments | NA |
| Khun Tawee Kiddee | No comments | NA |

APPENDIX 4: NON CONFORMITIES RAISED IN THIS AUDIT

| | | | |
|---|---|------------------------|-----------|
| NCR No. | M01 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | Indicator E2.1.1 The Group Manager shall manage the Group in a systematic and effective manner by: <ul style="list-style-type: none"> ● Identifying the geographical area to be covered by the Group. ● Procedure for initial gap audit which can be a self-assessment. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard and also didn't follow the requirement of the standard | | |
| Objective Evidence(s) | Even though, after the first surveillance assessment (ASA1), group accepted new group members who recently joined the group after ASA1 by claiming the grace period given for 12 months after releasing new version of standard on 7 March 2016, until now potential new members have applied to be member of the group after 7 March (date after 12 months of grace period). However, group manager has not established an effectiveness system to deal with this case as details following: <ul style="list-style-type: none"> - No identifying the geographical area, political boundaries, and other similarly to be covered by the group - Group has not conducted initial gap audit especially Khun Wichai Saniya who sent the application with the group on 31 March 2016. Therefore, relevant questions as per required by the standards have not been used to assess this applicant. | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, those new things required by new version of the standard have not been taken into account and implemented accordingly | | |
| Corrective Action | Group manager and team have been trained by RSPO Thai liaison (Mr Thininai) on 5 May 2017 in order to aware of the new requirement especially identification of the geographical area and procedure to conduct the initial gap audit. To identify the geographical area for accepting group members, political boundary (Nakhon Srithammarat province) was determined to use. The procedure for conducting initial gap audit was also established. Both things are indicated as procedure in sustainability manual Kor Kor Por 001 page 15 of 57. To conduct the initial gap audit, plot owned by Khun Wichai has been assessed using the checklist which contains all requirements stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). The assessment done on 20 May 2017 found that no-NC has been raised. | | |
| Preventive Action | To prevent the reoccurrence of the same non-conformity, sustainability manual has been revised to indicate the procedure for identifying geographical area and procedure for initial gap audit. The training plan for group manager has been initiated. At least once a year, group manager must be trained to update the change that might be affected to the group management | | |
| Verification of Corrective Action(s) | Group has now established the procedure for identifying the geographical area for accepting the group members and also procedure for conducting the initial gap audit for especially those new group members. The checklist for gap audit has now been created in according to the latest version of the standard. This checklist has now been used to assess plot owned by Mr Wichai. To prevent the reoccurrence of the problem, training plan for group manager was created to ensure that she can update the change that might be affected to management system of the group | | |
| Status | Closed | Date of Closure | 23.6.2017 |

| | | | |
|---|---|------------------------|-----------|
| NCR No. | M02 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | Indicator E2.1.4 The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for compliance) for applicants wishing to join the Group | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Group do not have procedure for initial gap audit used to identify baseline practice and need for compliance for applicants who wishing to join the group has not established | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, those new things required by new version of the standard have not been taken into account and implemented accordingly | | |
| Corrective Action | The procedure for conducting initial gap audit was also established. The checklist which contains all requirements stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016) has now been created to assess the baseline for especially those new group members in the future. | | |
| Preventive Action | To prevent the reoccurrence of the same non-conformity, sustainability manual has been revised to indicate the procedure for initial gap audit. The training plan for group manager has been initiated. At least once a year, group manager must be trained to update the change that might be affected to the group management | | |
| Verification of Corrective Action(s) | Group has now established the procedure for conducting the initial gap audit for especially those new group members who might be join the group in the future. The checklist for gap audit has now been created in according to the latest version of the standard. To prevent the reoccurrence of the problem, training plan for group manager was created to ensure that she can update the change that might be affected to management system of the group | | |
| Status | Closed | Date of Closure | 23.6.2017 |

| | | | |
|---|---|------------------------|-----------|
| NCR No. | M03 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | <p>Indicator E1.1.2 The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership</p> <ul style="list-style-type: none"> ● There shall be documentary evidence that the Group members have formally joined the Group. ● Formal members of the Group shall sign an agreement with the Group Manager committing to achieving compliance with the applicable RSPO standards and requirements. ● The Group Manager shall keep copies of the agreements and shall demonstrate that each member has received a copy thereof. ● The Group Manager shall retain copies for a minimum of 5 years. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | <p>To become the formal members of the group, according to the documented procedure for membership requirements for the participation and joining the group in sustainable manual Kor Ko Por 001 dated 1 December 2014 on page 10 of 39, all potential new formal member (prospective) need to be assessed against updated RSPO P&C requirement. Here below, however, are the finding for this non-conformity:</p> <ul style="list-style-type: none"> - Selected new formal members (Khun Wassana Chiewchan and Khun Wichit Suwanwong) who recently joined the group after ASA1 have not been assessed against applicable RSPO P&C standard - All plots owned by new formal member (Khun Wassana) are considered as development of new planting, but applicable principle 7 has never been used to assess these plots | | |
| Root Cause Analysis | Group started the process for certification assessment with CB even though plots owned by Khun Wichit who has recently joined the group have not been assessed. For case of plots owned by Khun Wassana, group do not aware that the principle 7 was applicable to be used for assessing on her plots | | |
| Corrective Action | Checklist which was created in compliance with RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016) has been used for audit at plots owned by Khun Wichit and Khun Wassana. The assessment at plot owned by Khun Wichit and Khun Wassana was carried out group manager on 17 June 2017 | | |
| Preventive Action | Group manager and all concerned members have been retrained on the ICS of the group on 13 May 2017. The trainer who gave the training is Khun Suganya and Khun Netchanok, group manager from another group (Tapi-lpun group). Group has also allocated 2 staffs (Ms Ausanee Promkeeree and Ms Kawissara Somwong) to responsible to crosscheck the correctness and consistency as well as maintain all data of the group | | |
| Verification of Corrective Action(s) | New checklist established according to the latest version of standard (RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016) has been used to assess the compliance with RSPO P&C for plots owned by Khun Wichit and Khun Wassana on 17 June 2017. The group also invited experienced group manager from another group to give the training on ICS to avoid reoccurrence of the same non-conformity | | |
| Status | Closed | Date of Closure | 19.6.2017 |

| | | | |
|---|--|------------------------|-------------------------|
| NCR No. | m01 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator E3.2.1 The Group Manager shall document and implement a system for the tracking and tracing of FFB produced by the group members, and intended to be sold as RSPO-certified FFB. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | There were two trading system applied by the group (physical trading and GreenPalm). The system used for tracking and tracing of FFB was well established. Even though total FFB sold with RSPO claim from both trading system (5,329.113) is not exceed than the certified FFB volume given in the certificate (6,700 tons), until now there is no both document and implement system used to monitor total FFB intended to be sold as RSPO-certified through both trading system to ensure that it is not exceed than total FFB certified production of the group in its entirely | | |
| Root Cause Analysis | Only the system to track and trace certified FFB originated from group members was established. However, system to monitor the volume of products sold through B&C has not been established to ensure that total FFB sold through both system will not exceed than the certified volume of FFB | | |
| Corrective Action | Procedure for tracing and tracking FFB was created and indicated in sustainability manual Kor Kor Por 001page 34/57. Even though GreenPalm is no longer, PalmTrace which is new platform has already taken into account to monitor the sold volume of the credit. Based on the procedure, monitoring will be done quarterly to ensure that the total volume of FFB sold through both systems will not be exceeding than certified volume indicated in the certificate. Manual system to monitor the volume was created using excel. For selling certified FFB as physical trading, quantity of certified FFB received and recorded in the truck load system will be transferred to the group. This record will manually be recorded in the excel file. While product sold with credit, only amount of certified FFB remain will be converted into certified volume of products either CPO, PKO and PKE | | |
| Preventive Action | Group manager will be verifier to check the volume sold through both systems whether it is exceed than total FFB certified production. The monitoring will be done quarterly | | |
| Verification of Corrective Action(s) | Both procedure and explicit system were established to trace and track the certified volume of FFB sold with RSPO claim. The simplified system using excel was used to monitor rather than only records of FFB receiving from the truck load system of the partnering mill. Another verifier (group manager) has also been allocated to monitor the volume, to ensure that it will not be exceed than total FFB certified production of the group in its entirely | | |
| Status | Closed | Date of Closure | 16 June 2017 |

| | | | |
|---|--|------------------------|-----------|
| NCR No. | M04 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | <p>Indicator E1.2.3 The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ul style="list-style-type: none"> ● Principles and Criteria for the Production of Sustainable Palm Oil 2013 Endorsed by the RSPO Executive Board and Accepted at the Extraordinary General Assembly by RSPO Members on April 25th 2013 ● RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 [this standard]. ● RSPO Supply Chain Certification Standard Final Document: As approved by RSPO Executive Board 21 November 2014 ● Internal group procedures and policies. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Khun Kanravee Arthan has recently been voted by group members as group manager on 18 April 2016. Until now, she has never been trained on relevant RSPO standards. Therefore, she could not demonstrate her competency and knowledge for relevant standard especially RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016. | | |
| Root Cause Analysis | Group manager has not fully aware and understand the new requirements stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, she could not demonstrate her understanding how to set up the system to manage the group members properly | | |
| Corrective Action | Group manager and team members have now been trained by external trainer (Mr Thitinaï who is also RSPO liaison in Thailand) on 5 May 2017. | | |
| Preventive Action | Training plan for group manager was created to ensure that she can update the change that might be affected to management system of the group especially requirements from new version of the standard | | |
| Verification of Corrective Action(s) | Group manager has now been trained by external trainer on 5 May 2017. After the training, evidences used to close non-conformities which were resulted from the lack of the understanding on new requirements can be used to prove her understanding | | |
| Status | Closed | Date of Closure | 8.6.2017 |

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|---|---|------------------------|-------------------------|
| NCR No. | m02 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | <p>Indicator 2.1.2 The Group Internal Control System shall contain Procedures for maintaining records for all Group members The Group Manager shall implement a system to maintain the following central records and reports:</p> <ul style="list-style-type: none"> ● List of names and full contact details of group members and applicable method of communication. ● Location maps. Area of oil palm in hectares. ● Land titles/right of use of the land. ● A copy of the signed declaration of the grower becoming a member of the group including the date. ● Unique member registration numbers are assigned to individual members. ● The date that the member signed the declaration of intent as stated in the Group Membership Requirements. ● Date of leaving the Group if applicable and the reasons why. ● Projected and actual FFB production in metric tonnes per annum. ● Monitoring and training records. ● Any corrective actions raised and actions taken to meet the requirements for compliance. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | System for maintaining the records and reports of operation related to the group was done by using group database (excel). However, following are details of this non-conformity: <ul style="list-style-type: none"> - There is no date showing that the member signed agreement to become formal member of the group - Database established by the group didn't cover the training records provided to each group member, subject to on-going review to ensure that all group members have been trained according to the training plan for year 2016 approved by the chairman on 28 December 2015 | | |
| Root Cause Analysis | Database officer of the group has not understood what are elements required to include in the database of the group | | |
| Corrective Action | Date showing that group members signed an agreement to become formal member of the group and information associated with monitoring and training of each group member have now been created and recorded in the database. The | | |
| Preventive Action | Experienced database officer from another group (group Tapi-lpun) has been invited to give the training to database officers of the group (Khun Kawissara, Khun Kanravee and Khun Ausanee) especially what are elements that must be included in the database of the group. The training was conducted on 20 May 2017. | | |
| Verification of Corrective Action(s) | Database of the group has now been revised to include Date showing that group members signed an agreement to become formal member of the group and information associated with monitoring and training of each group member. To prevent reoccurrence of the same non-conformity, database officers of the group have been re-trained by experienced database officer from another group on 20 May 2017 | | |
| Status | Closed | Date of Closure | 7.6.2017 |

| | | | |
|---|--|------------------------|-------------------------|
| NCR No. | m03 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | <p>Indicator 3.1.1 The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline, operational plans, monitoring and evaluation records. As a minimum the following shall be included:</p> <ul style="list-style-type: none"> ● Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity. ● Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements. ● Maintenance of all internal audit records. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Even though the group has list of approved internal auditor (totally 8 approved internal auditor), who internal auditors (Khun Thanapat and Khun Kranrawee) who have executed the internal audit for plot owned by Khun Narongsak Polwat are out from the list and also have never been trained on relevant RSPO standard and internal audit. | | |
| Root Cause Analysis | Number of internal auditor (8 internal auditors) who are approved by the group chairman is not sufficient to carry out the internal audit due to distance of the plots owned by group members and the budget. Group manager and Khun Thanapat have been allocated to execute the internal audit even though they have not been trained on relevant standards | | |
| Corrective Action | Not only group manager and Khun Thanapat but also concerned members have been trained by external trainer (Mr Thitinai) on 13 May 2017. The list of internal auditors who have been trained on relevant standard has also been revised. Group chairman has approved and signed the list of internal auditors on 1 June 2016. Based on this appointment letter, there are 15 internal auditors of the group | | |
| Preventive Action | Procedure indicated the competency of the internal auditor has been established and indicated in sustainability manual page 37 of 57. Training plan for year 2018 for internal auditor is one of the training subjects to be given annually. Training for internal auditor will be given on February 2018, to ensure that all internal auditors will understand the latest standard | | |
| Verification of Corrective Action(s) | Not only group manager and Khun Thanapat but also concerned members have been trained by external trainer (Mr Thitinai) on 13 May 2017. This training could help to increase the number of the internal auditors, to solve the problem of the obstacles. | | |
| Status | Closed | Date of Closure | 8.6.2017 |

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|---|---|------------------------|-------------------------|
| NCR No. | m04 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 3.1.2 The Group Manager shall carry out a risk assessment of Group members to identify an appropriate sampling intensity of Group members for the certification assessment | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | According to equation to determine the sample ($0.8 * \text{square root of } 123 \text{ and } * 1.4$), total sample for internal audit is 11. However, the sample calculated by the auditor during the assessment to determine the number of sample, it should have a 13 samples when round up from 12.42 is done | | |
| Root Cause Analysis | Calculator was used to determine the sample for internal audit. However, calculator was not used correctly resulting the wrong number of the samples for internal audit | | |
| Corrective Action | Simply system using excel file was generated by using default equation. Only variable related to the number of group members and risk assessment are required to put in the equation. | | |
| Preventive Action | The result from estimation is required to verify by group manager to ensure that total number of sample obtained from simplified system will always be corrected | | |
| Verification of Corrective Action(s) | Group has created the simplified system for estimating the number of sample. Excel file bound with the equation is used. Number of group members and result from risk assessment (1, 1.2 or 1.4) are variable. Result to estimate the number of sample is also required to verify the correctness by another verifier | | |
| Status | Closed | Date of Closure | 30.5.2017 |

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|---|--|------------------------|-----------|
| NCR No. | M05 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | Indicator 2.1 (group manager) Group Managers shall: Have a list/'legal register' of all applicable laws and regulations and state: <ul style="list-style-type: none"> ● Where the laws were obtained from. ● How they are circulated and how often and record this communication. ● Who and how ensures that the laws are being implemented. ● Who monitors and updates the list and how often. ● Who records when updates are communicated. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Group has no system relating to applicable laws and regulations required for group manager as following: <ul style="list-style-type: none"> ● Where the laws were obtained from. ● How they are circulated and how often and record this communication. ● Who and how ensures that the laws are being implemented. ● Who monitors and updates the list and how often. ● Who records when updates are communicated. | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, those new things have not been implemented to ensure it is in compliance with the standard. Moreover, the group has no specific person who responsible to handle issues related laws and regulation | | |
| Corrective Action | Lists of laws and regulation were established by the group manager and approved by group chairman on 15 May 2017. The responsible person (group manager) who will be monitor and update the laws and also monitor to ensure that all relevant laws and regulations are being implemented by group member was appointed by group chairman (Mr Suchao Kangsukul) on 6 May 2017. To communicate the list of laws and regulation to group members, group has created and distributed brochures contained laws and regulations. Moreover, list of laws and regulations were also posted at the FFB weighing station where all group members will sell FFB to. Then, the group has conducted the monitoring to ensure that laws which are recently established are being implemented. Group manager and team are the assessor who conducted the compliance audit for the group members | | |
| Preventive Action | Group manager and team who have to responsible to monitor the topics related to laws and regulation have been trained by RSPO Thai liaison (Mr Thininai) on 5 May 2017 | | |
| Verification of Corrective Action(s) | Lists of relevant laws and regulation have now established by the group. The responsible person who will monitor and update the laws and regulation has been appointed by group chairman on 6 May 2017. Group members were informed the list of laws and regulation by giving brochure and document posted at the board of the partnering mill. To ensure that laws are being implemented by group member, the group manager has conducted the compliance audit on 25 May 2017 | | |
| Status | Closed | Date of Closure | 19.6.2017 |

| | | | |
|---|--|------------------------|-------------------------|
| NCR No. | m05 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 4.2.3 (group manager) Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Soil fertility which is one of the activities of the group that needed to be performed has not been conducted. Moreover, there is no sampling plan how to select the representative sample of group membership | | |
| Root Cause Analysis | Soil sample were actually collected by the group for further analysis. During that time, however, group was waiting for the test kits supported by the external consultant from I-TAP. Therefore, there is no evidence showing that the soil nutrient analysis was carried out. | | |
| Corrective Action | Group has planned to conduct the soil nutrient analysis for all plots of group members for free of charge. Therefore, the sampling plan to select the representative sample from the group members is not applicable. For result of soil nutrient analysis, group has now conducted to analyze soil nutrient by using test kits. Results showed that soil nutrient conditions of group members are ranged between low – medium | | |
| Preventive Action | To avoid reoccurrence of the same non-conformity, group has created the operation plan for this particular concern. The sequence for soil nutrient analysis was well established starting from training, collecting the sample, analysis and report the result to group members. This operation plan was approved by group chairman on 26 May 2017. The procedure for soil fertility was also established and indicated on page 54 of sustainability manual, to guide how to improve the soil nutrient if the result of soil analysis is not satisfied | | |
| Verification of Corrective Action(s) | Group has purchased test kits which are supported by the Kasetsart University with the low price for soil nutrient analysis. To correct the non-conformity, the soil nutrient analysis was carried out by the staffs of the partnering mill using test kits. Group also created the operation plan which is well described the steps to be taken to prevent reoccurrence of the same non-conformity. | | |
| Status | Closed | Date of Closure | 11.6.2017 |

| | | | |
|---|---|------------------------|-----------|
| NCR No. | M06 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | Indicator 4.3.1 (group manager) Group Manager shall compile and maintain an overall soil map for the group. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | There is no soil map for all group members. (cross reference to indicator 7.2.1 for group manager) | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, group do not know that group has to collect and maintain soil map for the group | | |
| Corrective Action | Group has requested to Nakhon Srithammarat Provincial Land Development Bureau for the soil map covering the whole province. Two types of soil map (shapefile and document) were requested by the group. Only the document of the soil map has been received by the group. Based on this map, group has used to compare with the location of plots owned by group member to identify the type of soil map. Result from overlay between soil map and map of plot produced by the group showed that plots owned by all group members are located on totally 8 soil series (26, 5, 6, 42, 60, 32, 34 and 50). | | |
| Preventive Action | Group organized the meeting among group management team and group members to communicate the need and further implementation to ensure that they are in compliance with the standard. The meeting was carried out on 5 May 2017. Moreover, the sustainability manual of the group has also been revised to indicate how to acquire the soil map for the group to prevent reoccurrence of the same non-conformity | | |
| Verification of Corrective Action(s) | Group has obtained the soil map from akhon Srithammarat Provincial Land Development Bureau where is authorized government to survey and delineate the soil map. Then, the overlay between soil map and plots owned by group member was carried out to identify the types of soil series. There are 8 soil series identified by the group. To prevent reoccurrence of the same non-conformity, group has given the training to group members in order to remind what are new things that needed to be implemented, in order to comply with the standard. | | |
| Status | Closed | Date of Closure | 11.6.2017 |

| | | | |
|---|--|------------------------|-------------------------|
| NCR No. | m06 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 4.3.3 (group manager) A road maintenance programme is maintained at Group level, this includes an approval process for any new roads being developed by individual members | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Each group member has their own plan in the calendar year. The calendar form and record on this by each group member is present. However, the road maintenance program is not maintained at the group level | | |
| Root Cause Analysis | Group has actually informed all group members to have their own plan for all activities concerned including road maintenance. However, records done by individual member have not been gathered at group level | | |
| Corrective Action | Group has monitored the operation plan recorded individually by all group members. Based on this monitoring result, there are 12 group members who have road maintenance program in year 2017. The timeframe for road maintenance program is also set by individual group member. 2 from 12 group members have completely repaired the road condition on 21 May 2017. | | |
| Preventive Action | To prevent reoccurrence of the same non-conformity, group has established the procedure where is indicated in sustainability manual page 48 of 57. Individual group member is required to inform the group when they have a road maintenance program yearly. Record form Jor Sor Bor 005 was also created for a such case | | |
| Verification of Corrective Action(s) | Group has set the monitoring program to gather information related to the road maintenance program from individual group member. Based on the result, only 8 group members have a road maintenance program in 2017. To prevent reoccurrence of the same non-conformity, group set the mechanism to let all individual group member to notice the group when they have a road maintenance program | | |
| Status | Closed | Date of Closure | 11.6.2017 |

| | | | |
|---|--|------------------------|-------------------------|
| NCR No. | m07 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 4.6.11 (group manager) Group Managers to monitor occurrence of illnesses and health conditions of members and their workers that are handling agrochemicals, to identify needs for medical check-up | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | There was no monitor occurrence of illnesses and health conditions of members e.g. Khun Alongkorn and their workers who employed for spraying chemical | | |
| Root Cause Analysis | Actually, the group member has been examined their health condition, but the parameter of health condition was not covered parameter related to impact from chemical spraying. There is also no system to monitor who are workers/sprayers employed by group members | | |
| Corrective Action | Khun Alongkorn and 2 workers employed by Khun Wannee and Khun Supanee have been examined their health condition. The examination was carried out by SP Lab on 30 May 2017. Cholinesterase in blood from 4 sprayers were tested. Results showed that all of them are in good health. If the result is not satisfied or negative, however, group has also established the system to treat those sprayers e.g. if sprayer is group member, they will be asked to stop spraying | | |
| Preventive Action | Group has established the operation plan which consists two main activities related to the monitoring the health condition of the sprayer. All group members who employ the sprayer must inform the group the name of sprayer. Then, the group planned to monitor the list of sprayer to crosscheck consistency during October- November of each year before starting for health examination | | |
| Verification of Corrective Action(s) | 4 sprayers (2 of them are group member themselves) have been examined the health condition. The examination was done by SP lab on 30 May 2017. Parameter used to examine the health condition is Cholinesterase in blood. Result from health examination confirmed that all sprayers are in good health. To prevent reoccurrence of the same non-conformity, operation plan which consists two main activities related to the monitoring the health condition of the sprayer was established | | |
| Status | Open/Closed | Date of Closure | 16.6.2017 |

| | | | |
|---|--|------------------------|-----------|
| NCR No. | M07 | Date Issued | 25.4.2017 |
| Category | Major | Due Date | 25.6.2017 |
| Requirements/Indicators | Indicator 4.7 (group manager) Group Manager shall conduct a risk assessment in collaboration with members. Based on the identified risks, an Occupational Health and Safety policy and/or plan shall be documented and implemented, including the need for medical insurance for workers appropriate to scale. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | There is no evidence showing that the risk assessment on occupational health and safety plan/policies has been conducted. Therefore, there is no identified list of PPE for minimizing the risk on occupational health and safety Moreover, plot owned by Khun Prapan Krissakee have electricity fence wire where is too risk for electricity shock for those who are not aware | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, group do not know that group has to conduct the risk assessment associated with the occupational health and safety | | |
| Corrective Action | Risk assessment on occupational health and safety covered all activities in palm oil plantation was carried out on 28 May 2017. To make awareness on the practice and PPE resulted from the risk assessment; group has communicated the safety instructions and list of PPE required for some activities through application LINE and posting on the board of the partnering mill where all group members have sold FFB with. To confirm that group member could implement according to the safety instruction and PPE available while operating, the group conducted the compliance audit on the ground at plot owned by Khun Prapan on 29 May 2017. Result confirmed that electricity fence has now been removed | | |
| Preventive Action | Group manager and team who have to responsible to monitor the topics related to laws and regulation have been trained by RSPO Thai liaison (Mr Thininai) on 5 May 2017. | | |
| Verification of Corrective Action(s) | Risk assessment associated occupational health and safety from palm oil operation was done by the group. Identified practices and PPE which can be used to minimize the risk were communicated through the application "LINE" and posting on the board at the partnering mill where is accessible by all group members | | |
| Status | Closed | Date of Closure | 11.6.2017 |

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|---|--|------------------------|-------------------------|
| NCR No. | m08 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 5.4.1 (group manager) Appropriate to scale, Group Manager shall have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Since the group could not monitor the fossil fuel use, therefore there is no plan for improving and monitoring the efficiency of the use of fossil fuel | | |
| Root Cause Analysis | Group has not aware the new requirement stated in RSPO Management System Requirements and Guidance for Group Certification of FFB Production (7th Mar 2016). Therefore, group do not know that group has to establish the plan for improving and monitoring the efficiency of the use of fossil fuel | | |
| Corrective Action | Amount of fossil fuel used in palm oil activities especially weed cutter machine from individual group member has been monitored by the group. Based on record book of each group member, total volume of fossil fuel used for controlling of weed in 2016 is 2,763.21 liter (calculated based on the portion between fossil fuel use per area (rai) at 1:1. Group has now established the plan for reduction the use of fossil fuel based on amount of this fossil fuel used. Plan for improving and monitoring the efficiency of the use of fossil fuels covered, for example, training how to use weed cutter machine properly and safety and switch off after use. | | |
| Preventive Action | Group manager and team who have to responsible to monitor the topics related to new requirement have been trained by RSPO Thai liaison (Mr Thininai) on 5 May 2017. Refreshment training is planned to conduct annually in order to ensure that all requirements of the standard are not missing | | |
| Verification of Corrective Action(s) | Group has gathered information of the fossil fuel used from the record book of each group member. Total amount of fossil fuel used in 2016 has been used as the baseline to set up the plan for improving and monitoring the efficiency of the use of fossil fuel | | |
| Status | Closed | Date of Closure | 16.6.2017 |

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|---|---|------------------------|-------------------------|
| NCR No. | m09 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 5.3 Members shall communicate to all workers the waste management and disposal plan. | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | There are wastes scatter on the plots owned by Damrong Nakpan and Wassana Chiewchan | | |
| Root Cause Analysis | Wastes scattered in the plots owned by Damrong and Wassana are resulted from the flooding. However, wastes were still presented over one month passed | | |
| Corrective Action | Wastes resulted from the flooding over the plots owned by Damrong Nakpan and Wassana Chiewchan have now been managed and disposed by municipal administration office. | | |
| Preventive Action | Training was given to both group members on 21 May 2017. Waste management was aslo revised accordingly to unpredictable situation. The waste disposal according to the type of wastes was also revised and indicated in the sustainability manual. Since flooding cannot be avoidable, if plots owned by group members were flooded, group members are required to collect and dispose those wastes within 7 days after flooding. | | |
| Verification of Corrective Action(s) | Wastes resulted after the flooding have now been removed and disposed. Waste management plan/procedure was revised and indicated in the sustainability manual. Both group members have also been trained to boost the awareness to manage the wastes either generate direct or not directly | | |
| Status | Closed | Date of Closure | 6.6.2017 |

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|---|---|------------------------|-------------------------|
| NCR No. | m10 | Date Issued | 25.4.2017 |
| Category | Minor | Due Date | Next surveillance audit |
| Requirements/Indicators | Indicator 4.6.2 Individual members keep records of pesticides use | | |
| Statements of NCR | The group didn't demonstrate sufficient knowledge to address all requirement of the standard | | |
| Objective Evidence(s) | Pesticide applied at plots owned by Alongkorn and Wannee have not been recorded in the record book | | |
| Root Cause Analysis | Group members do not aware that the use of pesticide even though it is used once a year has to be recorded | | |
| Corrective Action | Both group members were invited to the group for verification when pesticide has been applied so that it can be recorded in the record book. Based on this implementation, plot owned by Khun Alongkorn has been applied pesticide (paraquat) on 10 February 2017. For plot owned by Khun Wannee, glyphosate has been used on 10 September 2016. | | |
| Preventive Action | Both group members (Alongkorn and Wannee) have now been retrained on 25 May 2017. Group manager was a trainer during the training. To prevent the reoccurrence of the problem group has initiated the checklist what are required to check on the record book so that the farm advisor can use as the guideline when visiting and assessing at plots owned by group members | | |
| Verification of Corrective Action(s) | Date for pesticide application for both group members has now been recorded in the record book. To prevent the reoccurrence of the same non-conformity, group has initiated the checklist what are required to check on the record book so that the farm advisor can use as the guideline when visiting and assessing at plots owned by group members | | |
| Status | Closed | Date of Closure | 11.6.2017 |

APPENDIX 5: STATUS OF NON CONFORMITIES IDENTIFIED PREVIOUSLY

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

APPENDIX 6: LIST OF SUSTAINABLE OIL PALM GROWERS

| Group No. | Smallholders Name | Plot No. | Location | | | Planted Area (Ha) |
|-----------|------------------------|----------|--------------|----------|---------------------|-------------------|
| | | | Sub-District | District | Province | |
| 1 | Mr.Samrit Ketkliang | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.06 |
| | Mr.Samrit Ketkliang | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.83 |
| | Mr.Samrit Ketkliang | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.84 |
| 2 | Mr.Rukchat Chuchoet | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 2.80 |
| | Mr.Rukchat Chuchoet | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 2.47 |
| | Mr.Rukchat Chuchoet | Plot 3 | Thungsai | Sichon | Nakhon Si Thammarat | 1.79 |
| | Mr.Rukchat Chuchoet | Plot 4 | Khanom | Sichon | Nakhon Si Thammarat | 1.60 |
| 3 | Ms.Orawan Jitkhamen | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.73 |
| 4 | Mr.Somsak Klapkaew | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.61 |
| | Mr.Somsak Klapkaew | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.93 |
| 5 | Mr.Suwit Thanimkan | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.02 |
| 6 | Ms.Saiporn Thanimkan | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.65 |
| 7 | Mr.Sunthorn Rukbamrung | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.66 |
| 8 | Miss Nanthiya Jaisue | Plot 1 | Sikid | Sichon | Nakhon Si Thammarat | 1.56 |
| | Miss Nanthiya Jaisue | Plot 2 | Sikid | Sichon | Nakhon Si Thammarat | 1.00 |
| 9 | Miss Arporn Jaihaw | Plot 1 | Tapparat | Sichon | Nakhon Si Thammarat | 0.64 |
| 10 | Mr.Somchai Chamnan | Plot 1 | Tapparat | Sichon | Nakhon Si Thammarat | 0.43 |
| | Mr.Somchai Chamnan | Plot 2 | Tapparat | Sichon | Nakhon Si Thammarat | 1.85 |
| 11 | Mr.Somchit Detkaew | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.55 |
| | Mr.Somchit Detkaew | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.92 |
| 12 | Mr.Niwat Ngamkham | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.90 |
| 13 | Mr.Pirapong Wibunsin | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.63 |
| | Mr.Pirapong Wibunsin | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.15 |
| 14 | Mr.Audorn Wibunsin | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.88 |
| 15 | Mr.Alongkorn Wichaidit | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 4.80 |
| 16 | Mr.Sutham Thaworn | Plot 1 | Talingchun | Tasala | Nakhon Si Thammarat | 2.48 |
| 17 | Ms.Phatchari Damkaew | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.52 |
| | Ms.Phatchari Damkaew | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.40 |
| | Ms.Phatchari Damkaew | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.16 |

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|----|---------------------------|---------|------------|--------|---------------------|------|
| | Ms.Phatchari Damkaew | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.77 |
| 18 | Mr.Wichian Saengdun | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.80 |
| | Mr.Wichian Saengdun | Plot 2 | Takhun | Tasala | Nakhon Si Thammarat | 0.73 |
| | Mr.Wichian Saengdun | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.47 |
| 19 | Mr.Sunthorn Thaworn | Plot 2 | Takhun | Tasala | Nakhon Si Thammarat | 0.98 |
| 20 | Mr.Rawi Ketkaew | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.25 |
| | Mr.Rawi Ketkaew | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.70 |
| 21 | Mr.Prapan Kritsakri | Plot 1 | Sikid | Sichon | Nakhon Si Thammarat | 1.83 |
| 22 | Ms.Nannaphat Chanthipbodi | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.60 |
| 23 | Miss Suphattra Phromkaew | Plot 1 | Prean | Sichon | Nakhon Si Thammarat | 0.49 |
| | Miss Suphattra Phromkaew | Plot 2 | Prean | Sichon | Nakhon Si Thammarat | 1.62 |
| | Miss Suphattra Phromkaew | Plot 3 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.33 |
| | Miss Suphattra Phromkaew | Plot 4 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.16 |
| | Miss Suphattra Phromkaew | Plot 5 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.08 |
| | Miss Suphattra Phromkaew | Plot 6 | Prean | Sichon | Nakhon Si Thammarat | 2.57 |
| | Miss Suphattra Phromkaew | Plot 7 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.39 |
| | Miss Suphattra Phromkaew | Plot 8 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.04 |
| | Miss Suphattra Phromkaew | Plot 9 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.42 |
| | Miss Suphattra Phromkaew | Plot 10 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.75 |
| 24 | Mr.Sayan Hitawatthanakun | Plot 1 | Prean | Sichon | Nakhon Si Thammarat | 2.66 |
| 25 | Ms.Wanni Saenphakdi | Plot 1 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.69 |
| | Ms.Wanni Saenphakdi | Plot 2 | Tapparatt | Sichon | Nakhon Si Thammarat | 0.37 |
| 26 | Mr.Thanongsak Chaiyaphong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.00 |
| | Mr.Thanongsak Chaiyaphong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.10 |
| | Mr.Thanongsak Chaiyaphong | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.63 |
| 27 | Mr.Charun Suksawat | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.97 |
| 28 | Mr.Maitri Boriphatt | Plot 1 | Sikid | Sichon | Nakhon Si Thammarat | 1.28 |
| | Mr.Maitri Boriphatt | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.00 |
| | Mr.Maitri Boriphatt | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.65 |
| | Mr.Maitri Boriphatt | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.60 |
| 29 | Mr.Saengauthitt Wibunsin | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.44 |
| | Mr.Saengauthitt Wibunsin | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.72 |
| | Mr.Saengauthitt Wibunsin | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 1.61 |
| | Mr.Saengauthitt Wibunsin | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.19 |

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|----|-------------------------------|--------|------------|--------|---------------------|-------|
| 30 | Mr.Niphon Wichadit | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.96 |
| | Mr.Niphon Wichadit | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.65 |
| 31 | Mr.phaichit Nuanphlap | Plot 1 | Prean | Sichon | Nakhon Si Thammarat | 1.37 |
| | Mr.phaichit Nuanphlap | Plot 2 | Prean | Sichon | Nakhon Si Thammarat | 1.96 |
| | Mr.phaichit Nuanphlap | Plot 3 | Prean | Sichon | Nakhon Si Thammarat | 2.14 |
| | Mr.phaichit Nuanphlap | Plot 4 | Prean | Sichon | Nakhon Si Thammarat | 1.40 |
| 32 | Mr.Narongrit Phianchat | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.08 |
| | Mr.Narongrit Phianchat | Plot 2 | Sikid | Sichon | Nakhon Si Thammarat | 1.09 |
| | Mr.Narongrit Phianchat | Plot 3 | Sikid | Sichon | Nakhon Si Thammarat | 0.61 |
| | Mr.Narongrit Phianchat | Plot 4 | Sikid | Sichon | Nakhon Si Thammarat | 7.89 |
| | Mr.Narongrit Phianchat | Plot 5 | Sichon | Sichon | Nakhon Si Thammarat | 1.23 |
| | Mr.Narongrit Phianchat | Plot 6 | Sikid | Sichon | Nakhon Si Thammarat | 1.91 |
| | Mr.Narongrit Phianchat | Plot 7 | Sikid | Sichon | Nakhon Si Thammarat | 2.72 |
| 33 | Miss Aussani Phromkhiri | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.16 |
| 34 | Mr.Somkiat Chianmat | Plot 1 | Takun | Tasala | Nakhon Si Thammarat | 2.31 |
| 35 | Mr.Phaisan Nakphan | Plot 1 | Sikid | Sichon | Nakhon Si Thammarat | 9.29 |
| | Mr.Phaisan Nakphan | Plot 2 | Sikid | Sichon | Nakhon Si Thammarat | 1.54 |
| 36 | Mr.Surat Phetset | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.16 |
| 37 | Mr.Samran Thiangtrong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.87 |
| | Mr.Samran Thiangtrong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.10 |
| 38 | Ms.Buaytiang Kamnoennopphalak | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 15.03 |
| | Ms.Buaytiang Kamnoennopphalak | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.94 |
| | Ms.Buaytiang Kamnoennopphalak | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 4.34 |
| | Ms.Buaytiang Kamnoennopphalak | Plot 4 | Sichon | Sichon | Nakhon Si Thammarat | 3.31 |
| | Ms.Buaytiang Kamnoennopphalak | Plot 5 | Sichon | Sichon | Nakhon Si Thammarat | 0.64 |
| 39 | Mr.Siriwat Chindawatthanapong | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.17 |
| | Mr.Siriwat Chindawatthanapong | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.90 |
| | Mr.Siriwat Chindawatthanapong | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.94 |
| 40 | Miss Thanchai Amornchanyapan | Plot 1 | Sakaew | Tasala | Nakhon Si Thammarat | 4.80 |
| | Miss Thanchai Amornchanyapan | Plot 2 | Sakaew | Tasala | Nakhon Si Thammarat | 1.37 |
| | Miss Thanchai Amornchanyapan | Plot 3 | Sakaew | Tasala | Nakhon Si Thammarat | 1.12 |
| | Miss Thanchai Amornchanyapan | Plot 4 | Takun | Tasala | Nakhon Si Thammarat | 1.80 |
| 41 | Mr.Sanchai Chairoek | Plot 1 | Tapparat | Sichon | Nakhon Si Thammarat | 0.48 |
| | Mr.Sanchai Chairoek | Plot 2 | Tapparat | Sichon | Nakhon Si Thammarat | 0.75 |

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|----|-------------------------|--------|------------|--------|---------------------|------|
| | Mr.Sanchai Chairoek | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.65 |
| | Mr.Sanchai Chairoek | Plot 4 | Saopao | Sichon | Nakhon Si Thammarat | 0.49 |
| 42 | Mr.Suchao Kangsukun | Plot 1 | Sekid | Sichon | Nakhon Si Thammarat | 1.85 |
| | Mr.Suchao Kangsukun | Plot 2 | Sekid | Sichon | Nakhon Si Thammarat | 4.33 |
| | Mr.Suchao Kangsukun | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 1.00 |
| 43 | Mr.Wongrawi Wichaidit | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.60 |
| | Mr.Wongrawi Wichaidit | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 2.08 |
| 44 | Mrs.Pongrut Watcharakan | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.66 |
| | Mrs.Pongrut Watcharakan | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.04 |
| | Mrs.Pongrut Watcharakan | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.65 |
| 45 | Mrs.Somkid Juloeay | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.82 |
| | Mrs.Somkid Juloeay | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.67 |
| 46 | Mrs.Sukon Muangto | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.09 |
| | Mrs.Sukon Muangto | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.69 |
| | Mrs.Sukon Muangto | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.35 |
| | Mrs.Sukon Muangto | Plot 4 | Saopao | Sichon | Nakhon Si Thammarat | 1.81 |
| | Mrs.Sukon Muangto | Plot 5 | Saopao | Sichon | Nakhon Si Thammarat | 0.67 |
| 47 | Mr.Samruai Chaihow | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 3.69 |
| 48 | Mr.Jaroon Vichaikoon | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.10 |
| | Mr.Jaroon Vichaikoon | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.67 |
| 49 | Mr.Teab Changsalak | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 2.57 |
| 50 | Mr.Saghob Jitkament | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.72 |
| | Mr.Saghob Jitkament | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.27 |
| | Mr.Saghob Jitkament | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.21 |
| | Mr.Saghob Jitkament | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.94 |
| | Mr.Saghob Jitkament | Plot 5 | Thungprang | Sichon | Nakhon Si Thammarat | 0.71 |
| | Mr.Saghob Jitkament | Plot 6 | Thungprang | Sichon | Nakhon Si Thammarat | 1.81 |
| | Mr.Saghob Jitkament | Plot 7 | Thungprang | Sichon | Nakhon Si Thammarat | 0.39 |
| | Mr.Saghob Jitkament | Plot 8 | Thungprang | Sichon | Nakhon Si Thammarat | 1.12 |
| | Mr.Saghob Jitkament | Plot 9 | Thungprang | Sichon | Nakhon Si Thammarat | 1.81 |
| 51 | Mr.Singha Suwannawong | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 2.74 |
| | Mr.Singha Suwannawong | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 1.25 |
| 52 | Mrs.Supanit Suwannurak | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.08 |
| | Mrs.Supanit Suwannurak | Plot 2 | Khonoi | Sichon | Nakhon Si Thammarat | 2.52 |

| | | | | | | |
|----|-----------------------|--------|------------|--------|---------------------|------|
| 53 | Mrs.Lamai Henprom | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.38 |
| | Mrs.Lamai Henprom | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.68 |
| 54 | Mr.Kraiangkrai Chcham | Plot 1 | Khonoi | Sichon | Nakhon Si Thammarat | 1.12 |
| | Mr.Kraiangkrai Chcham | Plot 2 | Khonoi | Sichon | Nakhon Si Thammarat | 0.13 |
| | Mr.Kraiangkrai Chcham | Plot 3 | Khonoi | Sichon | Nakhon Si Thammarat | 3.47 |
| 55 | Mrs.Kanyalak Chaiphuk | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.36 |
| | Mrs.Kanyalak Chaiphuk | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.10 |
| | Mrs.Kanyalak Chaiphuk | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.40 |
| 56 | Mrs.Tippawan Datkaew | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.58 |
| | Mrs.Tippawan Datkaew | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.24 |
| | Mrs.Tippawan Datkaew | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 1.99 |
| | Mrs.Tippawan Datkaew | Plot 4 | Sekid | Sichon | Nakhon Si Thammarat | 0.82 |
| 57 | Mrs.Khruewun Jaiaree | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.46 |
| | Mrs.Khruewun Jaiaree | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.53 |
| 58 | Mr.Kamoljit jaiaree | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.89 |
| 59 | Mrs.Wanna Phomkeeree | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 1.92 |
| | Mrs.Wanna Phomkeeree | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.58 |
| | Mrs.Wanna Phomkeeree | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 1.88 |
| | Mrs.Wanna Phomkeeree | Plot 4 | Sichon | Sichon | Nakhon Si Thammarat | 0.53 |
| 60 | Mrs.Phanida Samsuwan | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 1.03 |
| | Mrs.Phanida Samsuwan | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.37 |
| 61 | Mrs.Wandee Saengpaor | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.60 |
| | Mrs.Wandee Saengpaor | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.80 |
| 62 | Mr.Somchay Damkaew | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.76 |
| | Mr.Somchay Damkaew | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 0.63 |
| 63 | Mr.Narongsak Ponwat | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 1.35 |
| | Mr.Narongsak Ponwat | Plot 2 | Tarai | Meang | Nakhon Si Thammarat | 0.76 |
| | Mr.Narongsak Ponwat | Plot 3 | Tarai | Meang | Nakhon Si Thammarat | 1.23 |
| | Mr.Narongsak Ponwat | Plot 4 | Tarai | Meang | Nakhon Si Thammarat | 0.75 |
| 64 | Mr.Anuchat Noonoi | Plot 1 | Takhun | Sichon | Nakhon Si Thammarat | 3.45 |
| 65 | Mr.Prakob Jaihow | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.95 |
| 66 | Mr.Suchat Chaipong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 4.32 |
| | Mr.Suchat Chaipong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.62 |
| 67 | Mr.Jaran Taingtrong | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.68 |

| | | | | | | |
|----|-----------------------|--------|------------|--------|---------------------|------|
| | Mr.Jaran Taingtrong | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.73 |
| 68 | Mr.Supphachai Saewang | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.57 |
| | Mr.Supphachai Saewang | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.89 |
| | Mr.Supphachai Saewang | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.48 |
| | | | | | | |
| 69 | Mr.Sakda Ngamkhon | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.73 |
| | Mr.Sakda Ngamkhon | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.73 |
| 70 | Mr.Jamlong Khamkhom | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.80 |
| | Mr.Jamlong Khamkhom | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.53 |
| | Mr.Jamlong Khamkhom | Plot 3 | Tapparat | Sichon | Nakhon Si Thammarat | 1.27 |
| | Mr.Jamlong Khamkhom | Plot 4 | Tapparat | Sichon | Nakhon Si Thammarat | 0.59 |
| | Mr.Jamlong Khamkhom | Plot 5 | Tapparat | Sichon | Nakhon Si Thammarat | 0.56 |
| 71 | Mr.Mucha Phongyeela | Plot 1 | Klay | Sichon | Nakhon Si Thammarat | 1.50 |
| | Mr.Mucha Phongyeela | Plot 2 | Klay | Sichon | Nakhon Si Thammarat | 0.48 |
| 72 | Mr.Mongkon Phongyeela | Plot 1 | Klay | Sichon | Nakhon Si Thammarat | 0.96 |
| | Mr.Mongkon Phongyeela | Plot 2 | Klay | Sichon | Nakhon Si Thammarat | 9.39 |
| | Mr.Mongkon Phongyeela | Plot 3 | Klay | Sichon | Nakhon Si Thammarat | 0.48 |
| 73 | Mrs.Ladda Boriphit | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.98 |
| | Mrs.Ladda Boriphit | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 1.02 |
| 74 | Mrs.Chaum Jaisabai | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.68 |
| 75 | Mr.Tanapat Intara | Plot 1 | Sekid | Sichon | Nakhon Si Thammarat | 1.74 |
| | Mr.Tanapat Intara | Plot 2 | Sekid | Sichon | Nakhon Si Thammarat | 1.58 |
| 76 | Mr.Somma Simueang | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.41 |
| | Mr.Somma Simueang | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 2.12 |
| | Mr.Somma Simueang | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.96 |
| | Mr.Somma Simueang | Plot 4 | Saopao | Sichon | Nakhon Si Thammarat | 0.65 |
| 77 | Mr.Chokdee Jainae | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.66 |
| | Mr.Chokdee Jainae | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 2.03 |
| | Mr.Chokdee Jainae | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 1.28 |
| | Mr.Chokdee Jainae | Plot 4 | Kawntong | Khanom | Nakhon Si Thammarat | 1.44 |
| 78 | Mrs.Sukon Chaykun | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.17 |
| 79 | Mr.Akom Jaiaree | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.75 |
| | Mr.Akom Jaiaree | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 0.48 |
| | Mr.Akom Jaiaree | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 1.18 |
| | Mr.Akom Jaiaree | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.72 |

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|----|---------------------------|--------|------------|--------|---------------------|------|
| | Mr.Akom Jaiaree | Plot 5 | Thungprang | Sichon | Nakhon Si Thammarat | 0.71 |
| 80 | Mr.Wirat Wichaidit | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.21 |
| 81 | Mr.Tepakorn Khanom | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.12 |
| | Mr.Tepakorn Khanom | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.91 |
| | Mr.Tepakorn Khanom | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.40 |
| | Mr.Tepakorn Khanom | Plot 4 | Saopao | Sichon | Nakhon Si Thammarat | 0.16 |
| 82 | Mr.Thaworn Chaichamnan | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.88 |
| | Mr.Thaworn Chaichamnan | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 1.19 |
| | Mr.Thaworn Chaichamnan | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.46 |
| | Mr.Thaworn Chaichamnan | Plot 4 | Saopao | Sichon | Nakhon Si Thammarat | 1.70 |
| | Mr.Thaworn Chaichamnan | Plot 5 | Saopao | Sichon | Nakhon Si Thammarat | 0.57 |
| | Mr.Thaworn Chaichamnan | Plot 6 | Saopao | Sichon | Nakhon Si Thammarat | 1.68 |
| 83 | Mrs.Jiraporn Wichaidit | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 0.78 |
| | Mrs.Jiraporn Wichaidit | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 0.24 |
| | Mrs.Jiraporn Wichaidit | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 0.72 |
| | Mrs.Jiraporn Wichaidit | Plot 4 | Sichon | Sichon | Nakhon Si Thammarat | 1.13 |
| 84 | Mr.Niwat Hongchu | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.84 |
| | Mr.Niwat Hongchu | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.40 |
| | Mr.Niwat Hongchu | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.48 |
| 85 | Mr.Mudsariin Toaden | Plot 1 | Klay | Sichon | Nakhon Si Thammarat | 2.07 |
| 86 | Mr.Apsit Vongvapong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.62 |
| | Mr.Apsit Vongvapong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.86 |
| 87 | Mr.Arrom Sangtang | Plot 1 | Khonoi | Sichon | Nakhon Si Thammarat | 1.79 |
| | Mr.Arrom Sangtang | Plot 2 | Khonoi | Sichon | Nakhon Si Thammarat | 0.41 |
| | Mr.Arrom Sangtang | Plot 3 | Khonoi | Sichon | Nakhon Si Thammarat | 0.64 |
| 88 | Mrs.Jittana Tanawanitchar | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.31 |
| | Mrs.Jittana Tanawanitchar | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.20 |
| | Mrs.Jittana Tanawanitchar | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 2.09 |
| | Mrs.Jittana Tanawanitchar | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.52 |
| 89 | Mr.Supot Kaetkaew | Plot 1 | Chalong | Sichon | Nakhon Si Thammarat | 0.55 |
| | Mr.Supot Kaetkaew | Plot 2 | Chalong | Sichon | Nakhon Si Thammarat | 0.57 |
| | Mr.Supot Kaetkaew | Plot 3 | Chalong | Sichon | Nakhon Si Thammarat | 0.28 |
| 90 | Mrs.Supranee Chaipong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 4.80 |
| | Mrs.Supranee Chaipong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.93 |

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|-----|------------------------------|--------|------------|--------|---------------------|------|
| 91 | Mr.Ekkachai Tippayajaturon | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 7.23 |
| | Mr.Ekkachai Tippayajaturon | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.02 |
| | Mr.Ekkachai Tippayajaturon | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 3.04 |
| 92 | Mrs.Benjawan Tippayajaturon | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.33 |
| | Mrs.Benjawan Tippayajaturon | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 5.76 |
| | Mrs.Benjawan Tippayajaturon | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 5.12 |
| 93 | Mrs.Gontong Jindawattanapong | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.59 |
| | Mrs.Gontong Jindawattanapong | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 0.58 |
| 94 | Mrs.Wandee Chimplee | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.44 |
| | Mrs.Wandee Chimplee | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.90 |
| 95 | Mr.Amnoy Chaichamnan | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.52 |
| | Mr.Amnoy Chaichamnan | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 3.03 |
| | Mr.Amnoy Chaichamnan | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.64 |
| 96 | Mrs.Kritsana Kasornsit | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.52 |
| | Mrs.Kritsana Kasornsit | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.71 |
| | Mrs.Kritsana Kasornsit | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.87 |
| 97 | Mr.Winai Promset | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 0.58 |
| | Mr.Winai Promset | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 0.48 |
| | Mr.Winai Promset | Plot 3 | Sekid | Sichon | Nakhon Si Thammarat | 0.80 |
| | Mr.Winai Promset | Plot 4 | Sekid | Sichon | Nakhon Si Thammarat | 0.79 |
| 98 | Mrs.Kuson Chaipong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.79 |
| | Mrs.Kuson Chaipong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.15 |
| | Mrs.Kuson Chaipong | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.65 |
| | Mrs.Kuson Chaipong | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 2.03 |
| 99 | Mr.Thanit Raungrat | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 7.08 |
| | Mr.Thanit Raungrat | Plot 2 | Saopao | Sichon | Nakhon Si Thammarat | 1.29 |
| | Mr.Thanit Raungrat | Plot 3 | Saopao | Sichon | Nakhon Si Thammarat | 0.98 |
| 100 | Mr.Wanna Kerdsuwan | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 0.80 |
| | Mr.Wanna Kerdsuwan | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 0.37 |
| | Mr.Wanna Kerdsuwan | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 0.72 |
| 101 | Mr.Suton Chonsin | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 1.24 |
| | Mr.Suton Chonsin | Plot 2 | Sekid | Sichon | Nakhon Si Thammarat | 0.75 |
| | Mr.Suton Chonsin | Plot 3 | Sekid | Sichon | Nakhon Si Thammarat | 0.58 |
| 102 | Mrs.Kaew Wichaiyut | Plot 1 | Sekid | Sichon | Nakhon Si Thammarat | 0.87 |

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|-----|--------------------------|--------|------------|--------|---------------------|------|
| 103 | Mr.Suphap Khondee | Plot 1 | Khonoi | Sichon | Nakhon Si Thammarat | 0.48 |
| 104 | Mrs.Aree Sangtongdee | Plot 1 | Khonoi | Sichon | Nakhon Si Thammarat | 2.90 |
| 105 | Mrs.Thipwimon Khonsue | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.60 |
| | Mrs.Thipwimon Khonsue | Plot 2 | Tasala | Tasala | Nakhon Si Thammarat | 1.12 |
| 106 | Mr.Tipakorn Kanjanasopak | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 1.22 |
| | Mr.Tipakorn Kanjanasopak | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.74 |
| 107 | Mr.Surasak O-Kat | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.52 |
| | Mr.Surasak O-Kat | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.60 |
| | Mr.Surasak O-Kat | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 0.21 |
| | Mr.Surasak O-Kat | Plot 4 | Sichon | Sichon | Nakhon Si Thammarat | 0.57 |
| 108 | Mr.Kittisuk Niyom | Plot 1 | Sichon | Sichon | Nakhon Si Thammarat | 0.42 |
| | Mr.Kittisuk Niyom | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.31 |
| | Mr.Kittisuk Niyom | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 0.48 |
| 109 | Mr.Somboon Boonmee | Plot 1 | Tungsai | Sichon | Nakhon Si Thammarat | 0.81 |
| | Mr.Somboon Boonmee | Plot 2 | Tungsai | Sichon | Nakhon Si Thammarat | 0.70 |
| | Mr.Somboon Boonmee | Plot 3 | Tungsai | Sichon | Nakhon Si Thammarat | 0.68 |
| 110 | Mrs.Suwantha Sisuksawat | Plot 1 | Chalong | Sichon | Nakhon Si Thammarat | 0.55 |
| | Mrs.Suwantha Sisuksawat | Plot 2 | Chalong | Sichon | Nakhon Si Thammarat | 0.41 |
| 111 | Mrs.Wanwalee Bunsuan | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 0.63 |
| 112 | Mr.Somcaat Siphadet | Plot 1 | Sikid | Sichon | Nakhon Si Thammarat | 0.91 |
| 113 | Mr.Winai Saengartit | Plot 1 | Mokkalan | Tasala | Nakhon Si Thammarat | 4.21 |
| | Mr.Winai Saengartit | Plot 2 | Mokkalan | Tasala | Nakhon Si Thammarat | 0.96 |
| | Mr.Winai Saengartit | Plot 3 | Mokkalan | Tasala | Nakhon Si Thammarat | 2.38 |
| | Mr.Winai Saengartit | Plot 4 | Mokkalan | Tasala | Nakhon Si Thammarat | 0.39 |
| 114 | Mr.Paisan Nanakon | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 0.65 |
| | Mr.Paisan Nanakon | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.33 |
| | Mr.Paisan Nanakon | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 1.00 |
| | Mr.Paisan Nanakon | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 0.38 |
| | Mr.Paisan Nanakon | Plot 5 | Thungprang | Sichon | Nakhon Si Thammarat | 1.50 |
| 115 | Mr.Preecha Srithong | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 4.05 |
| | Mr.Preecha Srithong | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.81 |
| 116 | Mrs.Wannee Rattanaporn | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 2.20 |
| | Mrs.Wannee Rattanaporn | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 1.26 |
| 117 | Mr.Nanthachai Thipdet | Plot 1 | Khonoi | Sichon | Nakhon Si Thammarat | 0.40 |

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|-----|------------------------|--------|------------|--------|---------------------|--------|
| | Mr.Nanthachai Thipdet | Plot 2 | Khonoi | Sichon | Nakhon Si Thammarat | 1.68 |
| | Mr.Nanthachai Thipdet | Plot 3 | Khonoi | Sichon | Nakhon Si Thammarat | 1.00 |
| | Mr.Nanthachai Thipdet | Plot 5 | Khonoi | Sichon | Nakhon Si Thammarat | 0.61 |
| 118 | Mrs.Vassana Chiewchan | Plot 1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.92 |
| | Mrs.Vassana Chiewchan | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 0.74 |
| | Mrs.Vassana Chiewchan | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 0.38 |
| 119 | Mr.Eusop Tholongmad | Plot 1 | Tasala | Tasala | Nakhon Si Thammarat | 2.42 |
| | Mr.Eusop Tholongmad | Plot 2 | Tasala | Tasala | Nakhon Si Thammarat | 0.88 |
| 120 | Miss.Lan Saelao | Plot1 | Thungprang | Sichon | Nakhon Si Thammarat | 1.28 |
| | Miss.Lan Saelao | Plot 2 | Thungprang | Sichon | Nakhon Si Thammarat | 4.80 |
| | Miss.Lan Saelao | Plot 3 | Thungprang | Sichon | Nakhon Si Thammarat | 1.63 |
| | Miss.Lan Saelao | Plot 4 | Thungprang | Sichon | Nakhon Si Thammarat | 2.20 |
| | Miss.Lan Saelao | Plot 5 | Thungprang | Sichon | Nakhon Si Thammarat | 1.19 |
| | Miss.Lan Saelao | Plot 6 | Thungprang | Sichon | Nakhon Si Thammarat | 0.70 |
| | Miss.Lan Saelao | Plot 7 | Thungprang | Sichon | Nakhon Si Thammarat | 1.88 |
| | Miss.Lan Saelao | Plot 8 | Thungprang | Sichon | Nakhon Si Thammarat | 0.48 |
| | Miss.Lan Saelao | Plot 9 | Thungprang | Sichon | Nakhon Si Thammarat | 0.42 |
| 121 | Mr.Panupong Boonprakob | Plot1 | Tugsai | Sichon | Nakhon Si Thammarat | 2.56 |
| | Mr.Panupong Boonprakob | Plot 2 | Tugsai | Sichon | Nakhon Si Thammarat | 0.71 |
| | Mr.Panupong Boonprakob | Plot 3 | Tugsai | Sichon | Nakhon Si Thammarat | 1.71 |
| 122 | Mr.Dumrong Nakkaphun | Plot1 | Sekid | Sichon | Nakhon Si Thammarat | 1.86 |
| | Mr.Dumrong Nakkaphun | Plot 2 | Sichon | Sichon | Nakhon Si Thammarat | 1.45 |
| | Mr.Dumrong Nakkaphun | Plot 3 | Sichon | Sichon | Nakhon Si Thammarat | 1.74 |
| 123 | Mr.Wichit Suwanwong | Plot 1 | Saopao | Sichon | Nakhon Si Thammarat | 1.14 |
| | | | | | | 454.99 |

APPENDIX 7: LOCATION MAPS OF THE SMALLHOLDINGS



Figure 1 Location of the group in Nakorn Si Thammarat province, Thailand

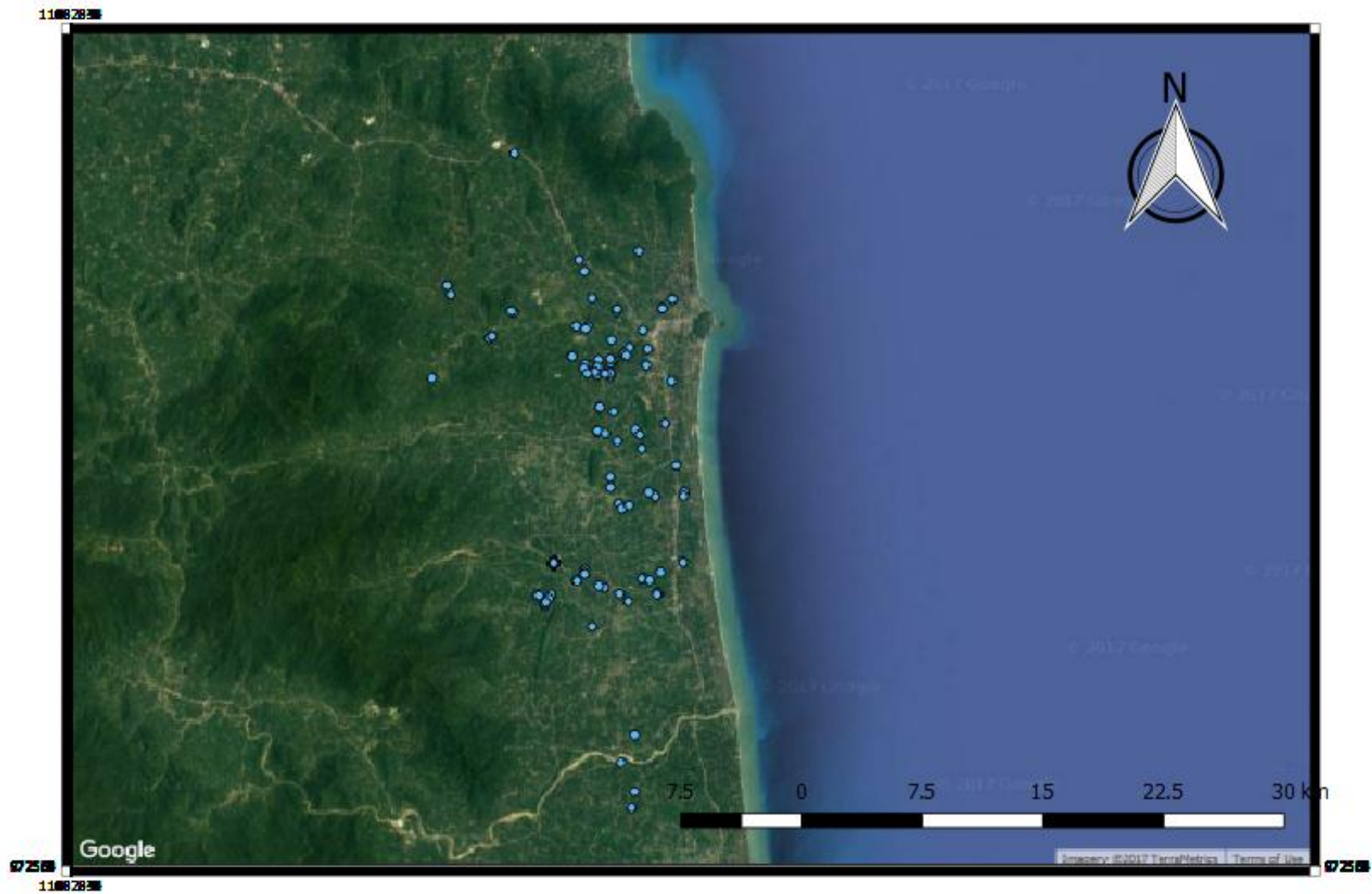


Figure 2 Geographical map of member's plots owned by group members who joined the group during main certification audit and ASA1

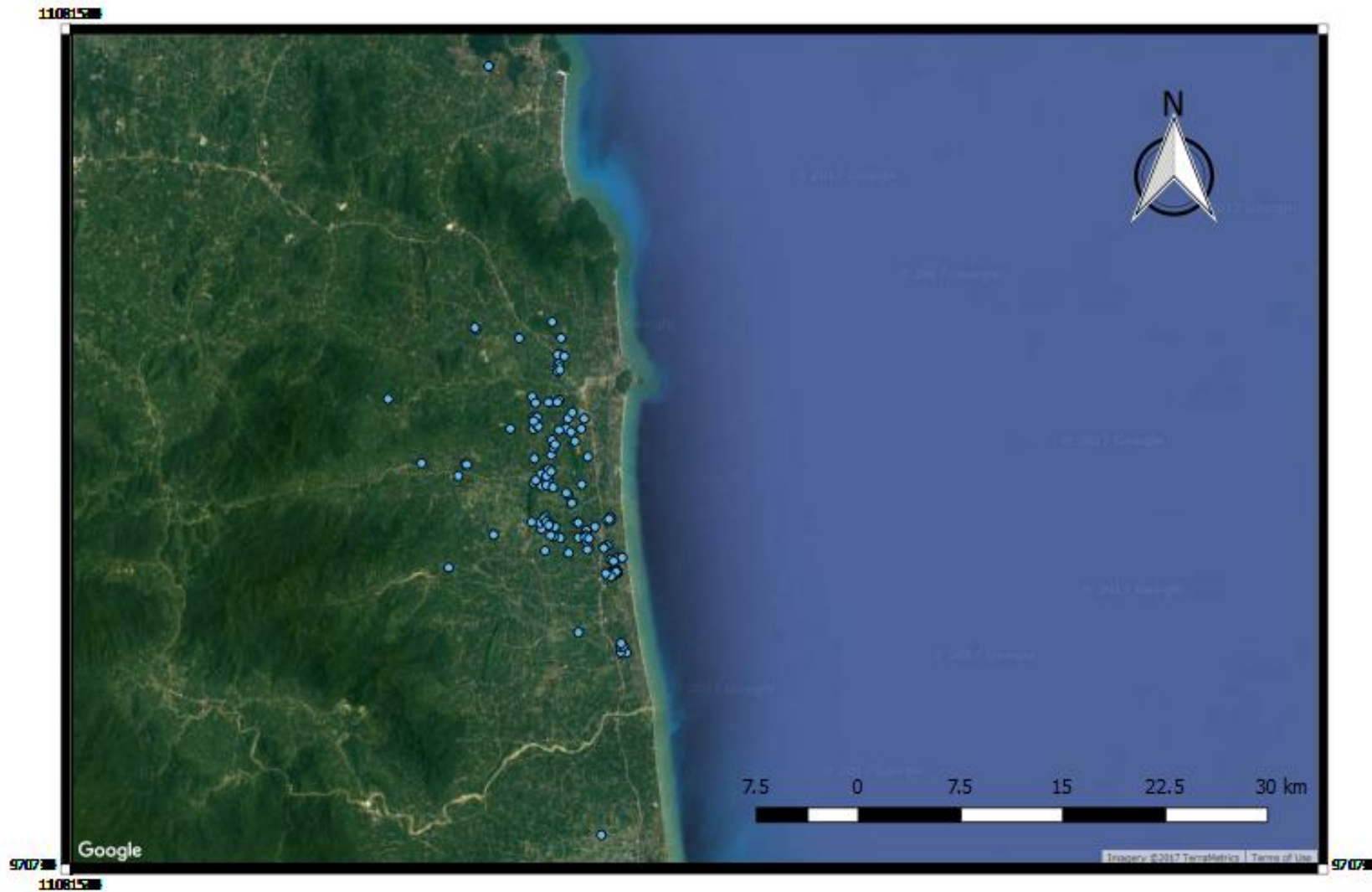


Figure 3 Geographical map of member's plots owned by group members who joined the group after ASA1

End of Report