



RSPO PRINCIPLES AND CRITERIA GROUP CERTIFICATION REPORT

(Annual Surveillance Assessment 2)

Community enterprise growers palm oil and palm oil
sustainability (Sikao-Wangwiset)

RSPO Membership No.: 1-0176-15-000-00

Certification Unit: Group certification
99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand

Date of assessment: 4-6 July 2017

PUBLIC SUMMARY REPORT

BV Contract No.	TH2809609	Date Contract	3.7.2017
Name of Group	Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset)		
Address of Group	99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand		
Group Manager's Name	Mr. Apichart Sophonmongkolkul	Contact Details	+66 (0) 8981 14301 Apichart.S@lamsoon.co.th
Country	Thailand		
Group e-mail	-	Website	-
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.	1-0176-15-000-00	Date Registration	17 February 2015
RSPO Certificate No.	BVC-RSPO-20170308-1	Date of Issue	2.10.2015
		Date of Expiry	1.10.2020
Supply Chain Module	Identity Preserved		
No. of Smallholders	119	Certified Area (Ha)	919.03
Annual FFB Produced (MT)	16,624	Annual PK Produced (MT)	831.2
Annual CPO Produced (MT)	3,324.8	Annual PKO Produced (MT)	374.04
Annual PKE Produced (MT)	457.16		

End of Public Summary

EVALUATION INFORMATION

MAIN ASSESSMENT			
Dates:	8-10 June 2015		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Mr Pongrat Khamnungkit, Associate Prof. Dr. Benchamaporn Pimpa		
Technical Reviewer:	Not provide by TUV NORD Integra	Date of Review:	Not provide by TUV NORD Integra
Report approved by:	2.10.2015	Date of Approval:	2.10.2015
Certification Decision:	2.10.2015	Date of Decision:	2.10.2015
SURVEILLANCE 01			
Dates:	21-23 September 2016		
Lead Auditor:	Dr. Chaiyaporn Seekao		
Audit Team Members:	Mr. Thanakorn Wainiyom Associate Professor Dr. Benchamaporn Pimpa		
Technical Reviewer:	Mr. Valence Shem	Date of Review:	
Report approved by:	Mr. Hubert De-Bonafos	Date of Approval:	8.3.2017
Certification Decision:	8.3.2017	Date of Decision:	8.3.2017
SURVEILLANCE 02			
Dates:	4-6 July 2017		
Lead Auditor:	Dr Chaiyaporn Seekao		
Audit Team Members:	Mr Prapas Nores, Mr Pongrat Khamnungkit		
Technical Reviewer:	M. Shazaley Abdullah	Date of Review:	23.08.2017 (TBU)
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 03			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 04			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	

Remark: Even though the first annual surveillance assessment was carried out on 8 March 2017, the second annual surveillance assessment must be conducted within 3 months before the expiration of the PalmTrace license according to RSPO recommendation.

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palm oil and palm oil sustainability (Sikao-Wangwiset)

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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 4-6 July 2017.

The group of independent smallholders has been established since February 2015 and directly managed by Mr. Apichart Soponmongkolkul (Group Manager) located in 99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand. Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) is a member of RSPO since 17 February 2015 with membership number 1-0176-15-000-00. Total combined land areas of the group smallholders are 919.03 ha of which; 834.79 ha had been planted with oil palm.

Group administration office and financial operation of the group are fully supported by the partnering mill namely Lam Soon (Thailand) PCL (Trang plant) because majority of group members are the FFB supplier for the partnering mill.

The certification scope for the CU is Production of FFB from independent smallholders. The certification unit consisted of plots owned by formal members of the group. Administration office where is located at the partnering mill is also visited during the surveillance audit. The certification scope for the group certification is production of RSPO certified FFB. According to the latest announcement from RSPO executive on December 2014 indicating that the two trading systems of GreenPalm (to be RSPO credits in PalmTrace) and eTrace (physical) 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

The group administration office of community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) is located in 99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand. Overview of the Group Managers location is simplified in the Table 1 below. Details and location maps of smallholders participated in this certification can be referred in Appendix 6 and Appendix 7, respectively. Majority of the crops produced by the smallholdings are delivered to supporting palm oil mill, namely Lam Soon (Thailand) PCL (Trang plant) where has already been certified RSPO SCC.

Table 1: Details of Group Managers

Name of the group	GPS Location		Location Address
	Latitude	Longitude	
Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset)	7° 42'36"	99° 19'48"	99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand

1.3 Description of Independent Smallholders producing FFBs

The FFB is sourced from plantation which is directly managed by individual independent smallholder of Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset).

Currently, there are 119 independent smallholder members in this group covering 252 plots and an area of 834.79 ha planted with oil palm as details shown in **Table 2**. Based on this total planted area, it can be divided into immature area of 3.58 ha and mature area 831.21 ha, respectively. Therefore, only total area with mature “harvested” area at 831.21 ha will be used to estimate the FFB production for the current year. Actual FFB production in the last one year (2016) showed that average FFB production per hectare was about 14.65 tons FFB/ha/year. The FFB production from the last year was too small because FFB production was influenced by climate change (drought). However, estimated production for the current year is expected to be increased for 5 tons/ha/year or equal to 20 tons/ha/year in total because intensity and duration of precipitation which are main factors to influence the FFB production is increased starting from the end of last year until the present. Therefore, the estimated FFB production in the current year would be 16,624 tons/year (**Table 2**).

Majority of the group members are preferred to sell their certified FFB to partnering mill. To facilitate the process for selling RSPO certified FFB to partnering mill, ID card issued by the group for individual group members will be used for identification of the group members who supplied the FFB at partnering mill for traceability reasons. List of current group members was given to the partnering mill for verification with the ID card. The group and partnering mill have agreed to use this system to proof the origin of FFB between group members and other independent smallholders. The weighing bill issued by the partnering mill will also indicate the group member’s name for further traceability as well as the tracking and tracing of FFB produced by the group members. Group can ask the weighing department of the partnering mills for past records of FFB production supplied by each group member. Therefore, the systems to track and trace of FFB produced by the group members is available even though the group do not responsible for trading of FFB supplied by group members.

The group has decided to take opportunity of certification for trading certified products in RSPO PalmTrace. 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. The details of the products to be certified are indicated in section 1.7 tonnage to be certified.

1.4 Date of Planting and Cycles

1.4.1 Date of planting

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

Table 2: Details of Certified Area

Name of the Group	Total Titled Area/ Certified Area (Ha)	Planted Area (Ha)		Un-Planted Area (Ha)		
		Oil Palm	Other agricultural products	HCV	Conservation	Facilities / Others*
Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset)	919.03	834.79	38.34 (rubber plantation of 34.34 ha and crop production area of 4 ha)	0	0	45.91

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

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	No. of group members with planting cycle		Maturity	Area (Ha)	Percentage of mature/immature
	First planting cycle	Second planting cycle			
1982	1	0	Mature	4.00	98.79% matured and 1.21% immature
1985	1	1	Mature	13.55	
1986	1	0	Mature	1.91	
1988	2	0	Mature	6.37	
1989	3	1	Mature	26.23	
1991	1	0	Mature	4.00	
1992	1	1	Mature	5.89	
1993	5	0	Mature	15.13	
1994	5	0	Mature	27.01	
1995	3	0	Mature	6.79	
1996	8	1	Mature	26.32	
1997	6	1	Mature	19.55	
1998	9	2	Mature	44.71	
1999	4	0	Mature	16.99	
2000	5	4	Mature	26.27	
2001	14	10	Mature	61.30	
2002	12	4	Mature	50.35	
2003	12	7	Mature	57.98	
2004	7	3	Mature	30.37	
2005	9	4	Mature	61.94	
2006	6	6	Mature	33.67	
2007	10	2	Mature	44.60	
2008	14	2	Mature	39.32	
2009	8	8	Mature	35.91	
2010	11	4	Mature	83.17	
2011	6	6	Mature	32.09	
2012	1	4	Mature	13.45	
2013	2	4	Mature	32.07	
2014	0	2	Mature	3.76	
2014	0	1	Immature	0.52	
2015	1	2	Immature	9.56	
Total				834.79	

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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) and Organizational Chart showing the certification scheme are as below.

Name of Organization	: Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset)
Head Office Address	: 99/9 Moo 2 Sikao-Kuankun Road, Kalasae, Sikao, Trang 92150 Thailand
Websites	: -
Head Office Telephone No.	: +66 (0) 8981 14301
Head Office Fax No.	: +66(0)75-267 028
RSPO Membership No.	: 1-0176-15-000-00
Contact Person	: Mr. Apichart Saponmongkolkul
Position	: Group manager
Telephone No./Mobile No.	: +66 (0) 8981 14301
e-mail Address	: Apichart.S@lamsoon.co.th

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 6 and Table 7.

Table 4: Certified Products sold and Claimed for the Certification Period (8 March 2017-30 June 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	4,360.27	-	-	-	-
Mass Balance	-	-	-	-	-

Table 5: Actual Products Claimed for Last Certification Period (8 March 2017-30 June 2017)

	Quantity for Last Reporting Period (MT)		Projected Quantity for Next Reporting Period (MT)
	Actual Quantity Claimed	Certified Volume in Previous Certification	
Certified FFB	4,360.27	19,012	16,624
Certified CPO	-	3,802	3,324.8
Certified PK	-	950	831.2
Certified PKO	-	427	374.04
Certified PKE	-	522	457.16

1.8 Time-bound Plan/Progress against Time Bound Plan

Currently, there are 119 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.

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

Not applicable

1.10 Partial certification

1.10.1 General

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

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

Requirement	Findings/Compliance
The parent organization or one of its majorities owned and/or managed subsidiaries is member of RSPO.	Group of independent smallholder is member of RSPO since 17 February 2015
For groups with complex management structures the following are required: a. A statement of the ultimate controlling shareholders and directors in the managing agency company/companies. b. Ditto in respect of each of the operating groups. c. Application for membership by the top asset owning company/companies. d. (d) Application for membership by the managing agency company/companies	Not applicable because it is group of independent smallholder

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

1.10.2 Requirements for Time Bound Plan

Requirement	Findings/Compliance
A challenging time-bound plan for certifying all its relevant entities (Relevant entities – including both the business units and parent company(ies)’ commitment to RSPO, membership status and involvement with palm oil for each subsidiary) is available. The time-bound plan should contain a list of subsidiaries, estates and mills.	Not applicable because all formal members of the Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) are certified. A requirement for the time-bound plan is not relevant.

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

1.10.3 Requirements for Uncertified Management Units/or holdings

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

requirements, with reference to RSPO criteria 2.1.	certified areas are bound with land deeds and/or land licenses. Therefore, there is no evidence of land conflict. It is also not applicable because all formal members of the Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) are certified. A requirement for uncertified management unit is not relevant.
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For requirements above, the definition of major and minor non-compliance is stated in the RSPO P&C. For example, if non-compliance against a major indicator in a non-certified holding / management unit is identified, the current certification assessment cannot proceed to a successful conclusion unless that is actively addressed;
 Failure to address any outstanding non-compliance may lead to certificate suspension(s), in accordance with the provisions of these Certification Systems.

2. ASSESSMENT PROCESS

2.1 Assessment Methodology and Programme

The assessment was conducted during 4-6 July 2017 at the Group Manager’s Office and onsite audit involving 119 members of Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) 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 $0.8\sqrt{(119)}*(1.2)$ was 11.

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

2.2 Date of Next Surveillance Visits

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

2.3 Lead Assessor and Assessment Team Qualification

Bureau Veritas holds copies of educational qualifications, certificates and audit logs for each of the audit team members. This assessment has been conducted by 3 approved assessors which 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, hold a Ph.D degree (Environmental Management) under full scholarship at the International Postgraduate Programs in Environmental Management (Hazardous Waste Management), Chulalongkorn University, THAILAND and United Nation University, Tokyo, Japan - April, 2006, hold a Master of Science (Sustainable Land Use and Natural Resource Management) degree from Kasetsart University, THAILAND. - April, 2002, hold a 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"> - Since 2010 experience as RSPO auditor performing more than 50 RSPO P&C audits in Thailand and Indonesia - Professional committee member who has many years experiences on palm oil standard for drafting Thai Sustainable Palm Oil standard - In 2010, member of working group to draft TH-NI RSPO standard - Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for Closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders. - Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., Environmental Consultancy Company, and was responsible for conducting the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment for many mega-projects which were engaged by both domestically and internationally recognized companies. The area of my expertise on EIA study emphasizes on fishery and agriculture topics, Conduct SIA and HIA as well as public hearing/consultations for obtaining the comments and feedback from all stakeholders. Provide the client with appropriate consultation and environmental mitigation plan, to minimize the environmental, social and health impacts to nearby communities, Service the client with integrated consultancy based on environmental management, Audit and monitor at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures.
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 - Participate RSPO CB workshop every times since 2013	
Successfully completion of an ISO 9000:19011 lead assessors course;	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.	Since 2010 experience as RSPO auditor performing more than 50 RSPO P&C audits in Thailand and Indonesia	
Team Member(s): Mr Prapas Nores and Mr Pongrat Khamnungkit		
Requirement	Team Members Name	Description
Field working experience in the palm oil sector, or demonstrable equivalent.	Dr Chaiyaporn Seekao	<ul style="list-style-type: none"> - Since 2010 experience as RSPO auditor performing more than 50 RSPO P&C audits in Thailand and Indonesia - Professional committee member who has many years experiences on palm oil standard for drafting Thai Sustainable Palm Oil standard - In 2010, member of working group to drat TH-NI RSPO standard - Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for closely coordinate with governmental sector, international organization, national organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders.
	Mr Prapas Nores	Owned around 2 ha palm oil plantation since 2012 and more than 20 ha rubber plantation since the generation of parents.
	Mr Pongrat Khamnungkit	<ul style="list-style-type: none"> - More than 13 years of experience in auditing experience in the palm oil industry against ISO 9001, ISO 14001 and OHSAS 18001 such as Univanich Palm Oil Public Co., Ltd., United Palm Oil Industry Public Co., Ltd., Chumporn Palm Oil Co.,Ltd. - Training experience against P&C and RSPO Supply Chain Certification Standard to Eastern Palm Oil Co., Ltd. - Working experience in Poultry Processing Plant as QC.

Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use.	Dr Chaiyaporn Seekao	<ul style="list-style-type: none"> - More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to good agriculture practices. More than 5 years experience with Department of Fisheries in involving to establish the Good Agriculture Standard released by Department of Fisheries of Thailand - Since 2010 experience as RSPO auditor performing more than 50 RSPO P&C audits in Thailand and Indonesia
	Mr Prapas Nores	Involved in palm oil and rubber plantation management activities more than five years, such as planting, herbicide, pesticide, fertilizing and harvesting.
Health and safety auditing on the farm and in processing facilities, for example OHSAS 18001 or Occupational, Health & Safety Assurance System.	Dr Chaiyaporn Seekao	More than 3 years auditing experience against GLOBALG.A.P which is the standard concerning to the health and safety on the farm and processing level
	Mr Prapas Nores	Successfully completed the OHSAS 18001:2007 lead auditor course on 29 Sep- 01 Oct 2016 by BV (Thailand).
	Mr Pongrat Khamnungkit	<ul style="list-style-type: none"> - OHSAS 18001 Auditor - Graduated from Faculty of Public Health - Working experience as Safety Officer, Supervisory level
Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes.	Dr Chaiyaporn Seekao	More than 10 environmental and social impact assessment (ESIA) for huge project in Thailand and overseas
	Mr Prapas Nores	Successfully completed the SA8000 Basic auditor course on 22-26 May 2017 by SAI.
	Mr Pongrat Khamnungkit	<ul style="list-style-type: none"> - SA8000 Auditor - Code of Conduct Auditor - BSCI Auditor - Working experience as Community Relation Manager
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS).	Dr Chaiyaporn Seekao	<ul style="list-style-type: none"> - Year 2008-2009: worked at Team Consulting Engineering and Management Co., Ltd., consultancy company, and had responsible for Conduct the Environmental Impact Assessment (EIA) study which includes HCV, biodiversity social and health impact assessment for many mega-projects which were engaged by recognized companies from both domestically and internationally, The area of my expertise of EIA's study emphasizes on fishery and agriculture topics, Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders,

		<p>Give the client with capable consultation and environmental mitigation plan, to minimize the environmental, social and health impacts to nearby communities, Service the client with integrated consultancy based on environmental management, Audit and monitor at project sites during the construction and commissioning period, to ensure that all construction and commission process/activities meet with EIA mitigation measures. The achievement on EIA report are as following for example:</p> <ul style="list-style-type: none"> • Environmental Impact Assessment of Chana Power Plant Phase 2 Project engaged by the Electricity Generating Authority of Thailand • Environmental Impact Assessment of Chana Power Plant Phase 1 Project engaged by the Electricity Generating Authority of Thailand • IEIA/ISIA of Xepian Diversion Project engaged by Glow Energy Public Company Limited (project in Lao PDR) • EIA of 100 MW Coal Fired Power Plant, Cambodia engaged by the Cambodian Energy Company Limited • Nuclear Power Plant (Pre-Project Activities Study) engaged by the Electricity Generating Authority of Thailand • Revision of EIA for Samet Tai Power Plant Project engaged by the Siam Energy Company Limited • EIA of the Thai oil jetty No.7-8 engaged by the Thai Oil Public Company Limited • EIA of the West Coast Avenue (Thailand Riviera) Project engaged by the Department of Rural Road • EIA for the Four-Lane of Highway No. 12 (Phitsanulok - Lom Sak) Phase 2 Project engaged by the Department of Highway • Environmental Impact Assessment of Sam-Khok (Pathumthani) Power Plant Project engaged by the Ratchaburi Electricity Generating Holding Public Company Limited <p>- Year 2005-2006: worked at Food and Agriculture Organization of the United Nations (FAO) with responsible for Closely coordinate with governmental sector, international organization, national</p>
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		<p>organization, embassy, university and NGOs where has involved in providing tsunami relief to establish the tsunami assistance database, Involve to study and establish the short and long term plans to assist the tsunami victims in Thailand especially recovery their household, occupation and livelihood and Conduct the public hearing/consultations for obtaining the comments and any feedback from all stakeholders.</p> <ul style="list-style-type: none"> - More than 6 years experience on EMS audit
	Mr Prapas Nores	Successfully completed the ISO 14001:2015 lead auditor course on 01-05 Aug 2016 by BV (Thailand).
	Mr Pongrat Khamnungkit	<ul style="list-style-type: none"> - ISO 14001 Auditor - Graduated from Faculty of Public Health - Working experience in EIA
Fluent in Local Language and English	Dr Chaiyaporn Seekao	Thai language is our mother language. This language will be used for the audit
	Mr Prapas Nores	Thai language is our mother language. This language will be used for the audit
	Mr Pongrat Khamnungkit	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

Even though the public stakeholder notification is not required for the annual surveillance assessment, stakeholder consultation meeting has been still conducted annually. Before conducting the public stakeholder consultation meeting, Bureau Veritas has sent invitation letter to stakeholders for requesting their attention to participate to the public stakeholder consultation meeting conducted during the annual surveillance assessment.

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

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

3.2 Group Certification of FFB Production Requirements

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

E1.1: The Group Entity shall be legally formed			
<i>Rationale: In order to be able to have commercial relationships in the transactions of FFB certificates the group entity carries a liability, which requires it to be legally registered.</i>			
	Requirements	Findings	Compliance
E1.1.1	There shall be documentary evidence of a clearly identified and legal entity. The Group Entity shall: <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 	Here below are evidences showing that group maintained documents to prove legal entity <ul style="list-style-type: none"> - Group holds the license issued by Sikao Agricultural Office on 19 August 2014. The registration number of the group obtained from Sikao Agricultural Office is 5-92-05-03/1-0015 and updated on 20 September 2016. The responsible persons who can sign on behalf of the group are Mr Chairit Thaiyuan and Mr Wiwat Hangtek. Name of 	Yes

	<p>c. Establish the structure of the organisation</p> <p>d. Appoint a Group Manager (see E1.2)</p>	<p>authorized persons are indicated on the registration license. To manage the operation of the group, however, the group manager has been assigned by the group chairman</p> <ul style="list-style-type: none"> - Group hold a letter of confirmation of membership given by RSPO since 17 February 2015. RSPO membership number of the group is 1-0176-15-000-00. 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. According to the latest tax invoice issued by RSPO dated 1 February 2017, partnering mill who supports for the financial assistance to the group has already paid the RSPO membership fee in order to maintain RSPO membership status on 3 March 2017 - Group organized the group meeting to form the group organization structure. Structure of the organisation resulted from the group meeting has been released on 21 March 2016 - Group manager has been voted during the group meeting on 4 February 2017. 	
E1.1.2	<p>The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership.</p> <ul style="list-style-type: none"> 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>For both existing group members and new group members, here below are requirement for joining the group which was indicated in the sustainable manual of the group</p> <ul style="list-style-type: none"> - To become a formal member, all group members are required to pass the training given by the group and pass an assessment conducted against RSPO P&C updated version. - All existing group members have signed an agreement with the group manager, group chairman and witness. Copied of the agreement after the signing are available upon request at plots owned by selected group members. - To support the retention the document for a minimum of 5 years, group members who were joined the group since initial certification (2015) was randomly checked. For instance, Manida and Chaipong have signed agreement with the group on 27 August 2016 	Yes
E1.1.3	<p>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.</p>	<p>The communication on the structure of the group for those existing group members was done during the group meeting on 4 February 2017. Moreover, the communication on the group structure was also done through posting on the group's board provided by the partnering mill</p>	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"> a. then the entity shall appoint an individual as management representative; and b. 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 (FFB purchase manager) to become the group manager in order to facilitate the smallholders who aged over 50 years old and are not familiar with the documentation.</p> <p>To ensure the group's compliance with the RSPO group certification, internal audit was used to assess whether the group implementation is in compliance with the RSPO standard. Internal audit for group manager has planned to conduct in August, however, the second surveillance assessment was conducted prior the plan. Therefore, internal audit to verify whether group operation is in compliance with the standard has not carried out. Based on the checklist verified during the audit, group has realized that the RSPO new standard has to be used for the audit. It is important to note that this finding is now under observation. It may become an NCR in the future if it is not fully addressed.</p> <p>Description of the general structure of the group and responsibilities of group manager and each group committee were defined in the sustainable manual. Based on the organization chart of the group, group is also controlled by chairman. His role and responsibility is to make a final decision in every case for the group. He is also the leader of palm oil grower who can lead the direction of the group</p>	Yes
E1.2.2	The Group Manager shall be able to demonstrate sufficient resources and capacity for managing Group Certification and performance assessment against this Standard.	Even though Mr Sophon (farm advisor) who was supported by the partnering mill has already been retired, the group manager could handle to manage the group as both duties; group manager and farm advisor. Moreover, group manager could demonstrate that number of resource is still sufficient because internal control system	Yes
E1.2.3	<p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ol style="list-style-type: none"> a. Principles and Criteria for the Production of Sustainable Palm Oil 2013 (<i>Endorsed by the RSPO Executive Board and Accepted at the Extraordinary General Assembly by RSPO Members on April 25th 2013</i>) b. RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 (<i>this standard</i>) c. RSPO Supply Chain Certification Standard Final Document (<i>As approved by RSPO Executive Board 21 November 2014</i>) d. Internal group procedures and policies 	During the second surveillance assessment, group manager has demonstrated her knowledge on the relevant RSPO requirements during the interview especially RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 and RSPO Supply Chain Certification Standard Final Document (As approved by RSPO Executive Board 21 November 2014)	Yes
E1.2.4	The Group Manager shall provide potential and existing Group	List of information used to explain both existing group members and new group members (if any) to	Yes

	<p>members with the following:</p> <ol style="list-style-type: none"> a. An explanation of the RSPO certification process. b. An explanation of the criteria for group membership. c. An explanation as to the Group Manager's needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring. d. An explanation of the certification bodies and RSPO requirements with respect to public information. e. An explanation of any obligations with respect to group membership, such as: <ol style="list-style-type: none"> i. Maintenance of information for monitoring purposes; ii. Requirement to conform to conditions or corrective actions issued by the certification body. iii. Explanation of any costs associated with group membership iv. Other obligations of group membership 	<p>is written in sustainability manual page 12 of 55. Brochure was also created to list below information.</p> <ul style="list-style-type: none"> - Explanation of the RSPO certification process was informed during the ordinary meeting with the group members on 4 March 2017. The new group members were informed that they cannot sell their FFB with RSPO claim until the next surveillance audit where the extension of scope to include them in the certification scope to be held. - An explanation of the criterial for group membership was listed in the brochure e.g. group members must declare the land use right, must have planted area up to 50 ha and etc. - Explanation on the right of the certification to access the group members was informed during the ordinary meeting on 4 February 2017 - Group members have signed an agreement to aware that they can be visited and assessed by Certification Body for checking the compliance with RSPO requirements - To maintain of information for monitoring purpose especially in compliance with retention time at a minimum 5 years, group has set the system to keep the record books of each group members once in every 3 months - Requirement to conform to conditions or corrective actions issued by the certification body was informed and explained during the group meeting on 4 February 2017 - There is no cost for membership. Therefore, there is no cost associated with the group membership - Other obligations of group membership especially sanctions and reminder on the RSPO requirements as well as internal group policy, these information was written rules of the group. This rules has been explained to group members during the group meeting conducted on 4 February 2017 	
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Element 2 (E2): Internal Control System – Policies and Management

E2.1 The Group Internal Control System shall contain documented policies and procedures for operational management.			
	Requirements	Findings	Compliance
E2.1.1	<p>The Group Internal Control System shall contain Procedures for decision-making, and responsibilities within the group (including the authority of the Group Manager) shall be defined.</p> <p>The Group Manager shall manage the Group in a systematic and effective manner by:</p> <ol style="list-style-type: none"> a. Identifying the geographical area to be covered by the Group. b. Preparing, maintaining and documenting the Group management structure c. Clearly identifying the responsibilities of all 	<p>The decision making for group internal control will be done by group committee e.g. allocation of the costs for group's activities, acceptance new group member, expulsion group member and etc. However, the consensus score more than half from group committees for decision-making during the meeting is required for final decision.</p> <p>Group has established the system to manage the group internal control. Here below are details of information from internal control system</p> <ul style="list-style-type: none"> - Group decided to use political boundary to identify area to be managed and covered by the group. Based on this consequence, there are 11 sub-districts in 2 provinces (Trang and Krabi) defined as the political boundary of the group. - Description of the general structure of the group and responsibilities of group manager and each group committee were defined in the 	Yes

	<p>individuals employed by the Group Manager for the running of the Group.</p> <p>d. Prepare and maintain the rules of the Group including the criteria for membership.</p> <p>e. Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan).</p> <p>f. Procedure for initial gap audit which can be a self-assessment.</p>	<p>sustainable manual. Based on the organization chart of the group, group is also controlled by chairman. His role and responsibility is to make a final decision in every cases for the group. He is also the leader of palm oil grower who can lead the direction of the group</p> <ul style="list-style-type: none"> - Group has established the criteria for membership even though there is no new group member joining the group since the previous assessment in March 2017. Requirement and procedure for joining the group is indicated in the sustainable manual. - Based on the plan for operation in 2017 indicated in Sor Wor Bor 051 and signed on 1 February 2017, group will organize group meeting annually. The group meeting is planned to conduct on February 2017. Latest group meeting was carried out on 4 February 2017. - Procedure for initial gap audit is required for those new group members who wish to join the group. Checklist to be used for initial gap audit is the same checklist for internal audit 	
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"> a. List of names and full contact details of group members and applicable method of communication. b. Location maps. Area of oil palm in hectares. c. Land titles/right of use of the land. d. A copy of the signed declaration of the grower becoming a member of the group including the date. e. Unique member registration numbers are assigned to individual members. f. The date that the member signed the declaration of intent as stated in the Group Membership Requirements. g. Date of leaving the Group if applicable and the reasons why. h. Projected and actual FFB production in metric tonnes per annum. i. Monitoring and training records. j. Any corrective actions raised and actions taken to meet the requirements for compliance. 	<p>The group has established the group database produced by using excel file to maintain records and information of individual group member. According to the procedure of the group, group designed to use database to record information. This system was indicated in the sustainability manual page 23 of 54</p> <p>Here below are details of information maintained by the group.</p> <ol style="list-style-type: none"> 1. Up to now, there are totally 119 group members in the group. Name of group member with their contact details are indicated in the database. Cell phone no. of each group member is also indicated in the database of the group. Method of communication which is preference of the group is through application Line. Currently, 65 group members have joined in the LINE group 2. Location maps of plots owned by members are delineated correctly. Results from onsite inspection confirmed that the delineation of the location maps are corrected 3. The group has established the database in order to maintain the record of implementation; however, information related to land use right and planted area of each group member is not consistency with the result verified on the ground. Consequently, the total certified FFB production could not determine at the end of the audit. Therefore, major non-conformity was raised against E2.1.2 (c) 4. Date of the group member become a formal group member is available in the database. For example, Mr Kowit becomes formal group member on 6.12.2014. 5. The unique number registration with the group is available. For those members joined with the group as 2nd generation of the group, the unique number will start from 	Major NC

		<p>002 and following with the no. For example, Mr Kowit holds unique number of 001-046.</p> <p>6. Since the ASA1, there are two formal group members (Suksan Panpen, Vijit Mathurasil) resigned from the group. Date of leaving the group for Suksan Panpen was on 2.5.2017. Meanwhile, Vijit has resigned from the group on 3.1.2017. The reason for leaving the group is to unavailability to join the activities required by the group</p> <p>7. Total FFB production of individual group member is available in database. For example, average FFB production in 2016 for Mr Kowit is 0.68 ton/rai/year. Overall figure of an average FFB production in 2016 is about 2.5 ton/rai/year. FFB production in 2016 has been influenced by many factors especially drought, therefore, total FFB production was dramatically dropped. However, group has expected to reach 3.65 tons/rai/year or 22.81 tons/ha/year. For example, FFB production since January – May 2017 obtained by group manager is 63 tons, while total FFB production in previous year (whole year) was only 66.37 tons.</p> <p>8. Monitoring and training record covered for all group members has been recorded in the database. All training records are required to record in the form Sor Wor Bor 020. For those group members who have not been trained on particular training subject, group has planned to let farm advisor to give the training on the ground at plot owned by group member</p> <p>9. Record of the corrective actions requested from the consequence of the internal audit and external audit is done in the form of Sor Wor Bor 048. For example, the corrective action requested for plots owned by Khun Chamnong who has been visited and assessed in previous assessment was completely done on 8 December 2016</p>	
E2.1.3	Relevant group records shall be archived for a minimum of 5 years using an appropriate secure system.	Application form and copies of signed agreement for all group members are available. Some records since 2015 were maintained e.g. application form, agreement, and quantity of FFB production weighed by the weighing department of the partnering mill	Yes
E2.1.4	The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for compliance) for applicants wishing to join the Group.	Procedure for initial gap audit is required for those new group members who wish to join the group. Checklist to be used for initial gap audit is the same checklist for internal audit. Since there is no group member joined the group since last assessment, there is no actual implementation using this procedure	Yes

Element 3 (E3): Internal Control System – Operations

E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members.			
	Requirements	Findings	Compliance
E3.1.1	The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline,	Group has established the internal audit procedure where is indicated in the sustainability manual released on 1 February 2017 on page 49 of 54. The internal audit is required to be conducted annually. For year 2017,	Yes

	<p>operational plans, monitoring and evaluation records. As a minimum the following shall be included:</p> <ol style="list-style-type: none"> Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity. Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements. Maintenance of all internal audit records. 	<p>internal audit program for 15 samples group member is planned to be conducted in May 2017 even though the actual number of sample resulting from equation $(0.8 * \text{square root } 121 * 1.4 = 13)$.</p> <p>Name of internal audit for these amounts of samples area also planned. There are total 25 internal auditors registered and approved by the group. According to the audit program, the internal audit will be split into 3 groups. 5 auditees who were chosen to be visited and audited are in each group. For those internal auditors, competency of internal auditor is written in the sustainability manual page 51 of 54 e.g. must have knowledge on area that they can execute the audit and must be trained on RSPO requirements. The training for internal auditors was given by the group manager on 15 June 2016. Once RSPO new certification effective on 7 March 2017, training was carried out on 20 May 2017. Even though the checklist (Sor Wor Bor 045) for internal audit is remaining the same or not adapted according to the new version of the standard. All questions indicated in the checklist covered all requirements required in the new version of the standard.</p> <p>For example, internal audit conducted at plot owned by Khun Wanna on 22 May 2017 is verified during the surveillance audit. There is no NC raised by the internal auditor. However, overall result from internal audits at plots owned by selected 15 group members, only one non-conformity has been raised at plot owned by Khun Jamrong Bookong. NC raised was related to IPM because there is no beneficial host plant at the plot.</p>	
E3.1.2	<p>The Group Manager shall carry out a risk assessment of Group members to identify an appropriate sampling intensity of Group members for the certification assessment. The risk assessment shall take into account:</p> <ol style="list-style-type: none"> the diversity of the Group members (i.e. range of size, management structure, scattered members with diverse plantation landscape such as terrain, etc.) any perceived risk relating to the activities being undertaken (e.g. how much replanting or expansion is occurring, how many members are new and, for subsequent assessments, whether there is a history of non-conformities). 	<p>Group has carried out the risk assessment to determine the sample for internal audit. High risk has been chosen by the group to be determined the number of the sample. Even though there is no change on the number of the group members, group aware that group may encounter the problem if the group member may not be able to maintain the compliance with the requirements of standard and the group's rules. Therefore, high risk has been determined to estimate the sample.</p> <p>Number of the group at 121 group members (before 2 formal members resigned from the group) has been used to estimate the sample. According to equation $(0.8 * \text{square root } 121 * 1.4 = 13)$, 13 samples were determined for the internal audit. High risk was chosen to determine the number of the sample for the internal audit.</p>	Yes
E3.1.3	<p>The Group Manager and the internal auditors shall jointly declare no conflict of interest for the internal audit process.</p>	<p>The list of internal auditors who have to declare their conflict of interest was created and released on 5 January 2017. Based on this list, there are 9 internal auditors who may have conflict of interest if they have been assigned to conduct the internal audit. Here are name of internal auditor who declared of conflict of interest (Chairit, Wiwat, Sarapee, Sombat, Ratchamee, Daeng, Theerawut, Supat, Wassana and Klongkrit). The reason is to all of them have relative who are also group members of the group</p>	Yes

E3.1.4	<p>The Group Manager shall conduct initial gap audits with any potential new member, to assess the following pre-requisites for membership:</p> <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. 	Up to now, there is no potential new members, therefore, the gap audit for those new group members against following required by the standard is not applicable	Yes
E3.2 The Group Internal Control System shall include a system in place to enable the trading of RSPO certified Fresh Fruit Bunches (FFB) produced from the Group.			
Requirements		Findings	Compliance
E3.2.1	The Group Manager shall document and implement a system for the tracking and tracing of FFB produced by the group members, and intended to be sold as RSPO-certified FFB.	<p>Procedure for tracking and tracing of FFB produced by the group members is addressed in the sustainability manual. The ID card was issued to each group member. For those resigned members (Suksan and Vijit), group has already withdrawn the ID card from them. Moreover, group has coordinated with the partnering mill to correct the code for vender between certified RSPO vender and non-certified RSPO members. For certified RSPO vender, code "R" will be indicated on weighing bill. While non-RSPO certified venders, there will not be "R" indicated on the weighing bill.</p> <p>According to the result from verification of the effectiveness of the tracing and tracking system, the group has implemented correctly.</p>	Yes
E3.2.2	<p>There shall be a collective Group procedure for the sale of all certified FFB to ensure that non-certified FFB are not sold as RSPO certified FFB. If certified FFB is combined with non-certified FFB prior to the sale and delivery to a palm oil mill, a mass balance system shall be in place to ensure the quantity of FFB sold as Mass Balance is equal to the quantity of RSPO certified FFB in the mix.</p>	<p>According to the minutes of the group meeting on 4 February 2017, the group decided to take advantage of the certification through both trading system; physical trading and B&C. Since the date that group has received RSPO P&C certificate on 8 March 2017, total FFB sold with RSPO claim to the partnering mill (Lam Soon Trang plant) is 4,360.27 tons. However, selling credit through Book and Claim has not conducted since 8 March 2017.</p> <p>All group members could demonstrate their understanding that they could not combined certified FFB with non-certified FFB to deliver to a partnering mill. Group members were informed that mix between RSPO certified FFB and non-certified FFB cannot be done and delivered to the partnering mill. This rule was indicated in sustainability manual and was released on 1 February 2017.</p>	Yes
E3.2.3	All sales of FFB originating from the plantations of Group members shall be documented	Since group has no gathering point to collect FFB supplied by the group members, individual group member can directly sell and deliver their certified FFB	Yes

	<p>and recorded. 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>to the partnering mill and other. However, only selling FFB to partnering mill can be taken as RSPO certified FFB claim. Here below are information indicated in weighing bill given by the partnering mill:</p> <ul style="list-style-type: none"> - Weighing bill number is always indicated on the weighing bill. For instance, weighing bill no. SK0000285713 was issued to RSPO certified vendor (group member) namely Khun Kowit Weerarattanusorn - Truck no. used to deliver the FFB was indicated on the weighing bill - Vender list was indicated on the weighing bill. For example, the vender list no. 1102934 was issued for vender name Kowit Weerarattanusorn - Classification indicated whether RSPO FFB has been sold was indicated. For example, FFB/IP showing the application model that group has been certified is indicated - Information of FFB price on the date of receiving (1.6.2017) showed that FFB price was 4.15 Baht/kg. 	
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.	Group manager who is supported by the partnering mill has responsible to maintain all copies especially weighing bill of each group members when they sold FFB to the partnering mill. According to the procedure of the partnering mill, all documents shall be kept for 5 years.	Yes
E3.2.5	<p>Traders of FFB shall be either part of the Group management system following this guidance or be RSPO Supply Chain certified in order to sell certified FFB. Traders of FFB are encouraged to be included within the Group certification control rather than obtain their own supply chain certification.</p> <p>The Group Manager will ensure that the trader has clear procedures to ensure that mass balance calculations are accurate if applicable and that all FFB sold by the trader is traceable back to the Group members.</p>	Based on the group policy which indicated in the general rules of group members signed on 1 February 2017, those FFB sold by group members to intermediary cannot be claim as RSPO. It was distributed to all group members. Moreover, group held the meeting with group members for communication on this matter. The latest meeting was conducted on 4 February 2017. Therefore, intermediary is not applicable to the group	Yes

3.3 RSPO Principles & Criteria 2013

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

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

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

Principle 1: Commitment to Transparency

Criterion 1.1 Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	
1.1.1 There shall be evidence that growers and millers provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making.	Minor
1.1.2 Records of requests for information and responses shall be maintained.	Major

Interface	Findings	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 members could demonstrate that they have well understood to be visited by visitors and stakeholders for information. During the on-site assessment, land right and a copy of an agreement between the group manager and member are available for request. At the time of assessment found that there are no requests for information from the stakeholders and also other visitors 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). During the audit at group administration office, however, it was found that some plots of group members were visited by students of university and also governmental staffs as some of them are awarded farmer of Thailand. The reason of the visit is to study the best practice for palm oil management but it is not related to request verifying the documents related to environmental, social and legal issues</p>	Yes
<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.</p> <p>The Group Manager shall provide adequate information on (Environmental, social and/or legal) issues relevant to RSPO Criteria to relevant stakeholders for effective participation in decision making (1.1.1).</p> <p>The Group Manager shall establish and maintain a system to keep records of requests for information and corresponding responses. (1.1.2)</p>	<p>Procedure for transparency is written in the sustainability manual on page 4 of 54. The date of the latest revision for sustainability manual is 1 February 2017. For information related to environmental, social and legal, group manager has prepared information and make it available for disclosure to the stakeholder.</p> <p>Based on the inspection of the record book of the group manager, moreover, it was also found that there are no requests for information from the stakeholders at any places; neither the group administration office, nor group complaint boxes. However, system to record the request for information and corresponding to response is established as form no. Sor Wor Bor 053.</p>	Yes
<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). 		Major
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</p>	<p>All selected group member could demonstrated their understanding that all visitors can request for information especially land deeds and agreement between the group manager and group members. For other documents related to environmental, social and legal issues e.g. the environmental and social impact assessment of each group member's</p>	Yes

information are referred to the Group Manager.	plantation, HCV assessment of each group member's plantation, and group policies, all group members who were visited during the audit could demonstrate that these documents are ready at the group administration office To facilitate the visitor and stakeholder to access information, group has posted documents on the group's board where is publicly available for those interested. Auditor has also visited the group's board to check the readiness for public disclosure of information. Result from checking found that content of information related to environmental and social issues are sufficient to public disclosure	
Requirement for Group Manager Group Managers shall list the following documents as publically available and keep copies centrally: <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); 	To support the transparency, group has prepared the following documents for public disclosure. During the audit, these document are available upon request by auditor <ul style="list-style-type: none"> Land deeds and land licenses of individual group member are kept in the file and make it available upon request by stakeholder Occupational health and safety plan (Sor Wor Bor 031) for year 2017 is available. Occupational health and safety plan was the result from the risk assessment conducted among group members on 4 February 2017. This plan has been communicated to group members during the group meeting on 4 February 2017. Result from environmental and social impact assessment conducted on 1-10 August 2016 with stakeholder showed that there is no negative impact to environment and social. Even though there is no plan to minimize the impacts to environment and social, group has initiated plan for management especially plots closed to river 	Yes
Criterion 1.3 Growers and millers commit to ethical conduct in all business operations and transactions.		
1.3.1 There shall be a written policy committing to a code of ethical conduct and integrity in all operations and transactions, which shall be documented and communicated to all levels of the workforce and operations.		Minor
Interface	Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size Individual members shall show that they have accepted and agreed the group's policy on ethical conduct	Based on the result of interview, all selected members could demonstrate their awareness on the group's policy on ethical conduct. In particular, all selected members could demonstrate that they understood the policy is not allowed on mixing between certified FFB and non-certified FFB. Moreover, they could also demonstrated understanding that selling FFB to other traders or intermediates who have no contract with group cannot claim as RSPO certified FFB. To confirm the understanding, then they have signed on an agreement with the group manager.	Yes
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 has a policy committing to a code of ethical conduct and anti-corruption. The policy has been signed by group chairman on 1 February 2017. Group manager has copied the policy and put in the file of individual group members.	Yes

Principle 2: Compliance with Applicable Laws and Regulations

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
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Fulfil the requirements laid out by the Group Manager, such as attending relevant training, filling in the checklist/tools provided to guarantee legal compliance.</p> <p>Maintain corresponding physical documents according to provided checklist, e.g. relevant licenses.</p>	<p>During on-site assessment, auditor asked all selected members to evaluate their understanding and knowledge on the basis laws and regulations. The result showed that they understood on the basis laws and regulations such as what pesticide are legally registered and allowed to use in the oil palm plantation, and what are RTEs species especially Gurney's Pitta (<i>Hydrornis gurneyi</i>).</p> <p>Moreover, all selected members have had the record book for recording all activities in their plantation. For instance, they recorded many implementations in the record book especially pesticide application. This record can be used to demonstrate whether pesticide applied by the group member is legally registered with Department of Agriculture. Result from onsite inspection at plots selected for the second annual surveillance assessment, however, confirmed that no selected group members have applied agrochemical</p>	Yes
<p><u>Requirement for Group Manager</u> Group Managers shall: Have a list/'legal register' of all applicable laws and regulations and state:</p> <ul style="list-style-type: none"> • Where the laws were obtained from. • How they are circulated and how often and record this communication. • Who and how ensures that the laws are being implemented. • Who monitors and updates the list and how often. • Who records when updates are communicated. <p>Ensure you can demonstrate to a third party that the laws are understood and complied with by Group members.</p> <p>Develop tools such as checklists or booklets that your group members can use to help them implement the legal requirements.</p> <p>Demonstrate evidence of training on legal requirements such as record or handouts/printed materials/softcopy.</p>	<p>List of relevant laws and regulations has been established by the group under the assistance by the partnering mill. Based on the list, there are 72 laws and regulations identified by the group.</p> <p>Group has also assessed whether the laws and regulations are related to operation of the group. This assessment was conducted on 16 January 2016. To update the new laws and regulations, environmental officer of the partnering mill has been assigned to assist the group for updating the change of laws and regulations. Moreover, officer from each department of the partnering mill has also involved updating the relevant laws and regulations in order to support the group. Then, those relevant laws will be listed in the list of laws and regulations. Latest update on relevant laws and regulations has been done on 16 January 2017 according to the latest new minimum wage released for industrial workers.</p> <p>Group members have been informed by the group the relevant laws and regulations. Simply laws and regulations for group member's operation on the palm oil plantation were informed and trained to the group members during the meeting on 4 February 2017.</p> <p>Group manager developed the checklist to evaluate the compliance with the laws and regulations. The responsible person who will monitor the compliance with laws and regulations is the group manager. According to the evaluation record, for instance of 10 selected group members, evaluation of the compliance was carried out on 4 July 2017.</p>	Yes
<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		Major

resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.		
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 selected members hold land deeds and land use right license that are always delineated the legal boundary. Moreover, land stone with specific number according to numbers indicated in the land deeds are marked as demarcation of the boundaries. This implementation was done by the Department of Land who issue the land deeds to group members.</p> <p>Based on this consequence, there is no issue related to land dispute. 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 demarcated.</p> <p>If there are conflicts: The Group Manager shall ensure that there is an ongoing process to resolve the conflict and ensure records of meetings are being kept by the group member.</p>	<p>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 consequence, there are never land dispute issues.</p>	Yes
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:		Minor

<p>a) Evidence that a plan has been developed through consultation and discussion with all affected Groups in the communities, and that information has been provided to all affected Groups, including information on the steps that shall be taken to involve them in decision making;</p> <p>b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken;</p> <p>c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land.</p>		
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
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>2.3.2. Demonstrate that they have the right to use the land and or have customary rights over the land they farm.</p>	<p>Since all group members hold land deeds and land use right license, it is legal document used to prove the legal ownership over the land. However, all of them could also demonstrate the extent of their land ownership boundary.</p> <p>Based on this consequence, there is not only the presence of issue related to land dispute but also no problem associated with customary rights over the land</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>Group Manager has to:</p> <p>2.3.1. Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>2.3.2 Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages.</p> <p>2.3.3 & 2.3.4: For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.</p>	<p>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 conducted on 4 July 2017. Based on result of interviews with the community leaders and other, it was confirmed that there are no issues 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</p>	Yes

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

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

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

Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored.		
4.1.1 Standard Operating Procedures (SOPs) for estates and mills shall be documented.		Major
4.1.2 A mechanism to check consistent implementation of procedures shall be in place.		Minor
4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate.		Minor
4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB).		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.1.3 Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs.</p>	<p>During on-site assessment, result showed that documents on management practices in key activities given by the group were in place. Record book is also given to all group members for free of charge so that group members can use to record of their implementation. Record book has been designed to contain relevant information required to record in accordance with RSPO requirement and SOPs of the group.</p> <p>Based on the result from verifying of the record book hold by selected group members for second annual surveillance assessment, it was confirmed that they could record of their implementation properly in the record book e.g. payment record for their subcontractor, fertilizer application (date of application, fertilizer formula, dosage applied per palm oil tree), FFB production, income from selling FFB and other.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>4.1.1 Group Manager develops appropriate SOPs for the group:</p> <ul style="list-style-type: none"> Ensure through a set procedure any pre-existing SOPs for BMP by current members, are compliant & consistent with the group SOPs Keep a register of members who have pre-existing non-group SOPs that are accepted as compliant and consistent with group SOPs. <p>4.1.2 The Group Manager has regular checks using procedures set at group level for SOP implementation.</p> <p>4.1.3 Group Manager oversees the individual record keeping by members.</p> <p>4.1.4 Group Manager is responsible to identify where all individual member farms are located as a means to identify FFB origin.</p>	<p>Relevant procedures are indicated in the sustainability manual. Occupational Health and Safety procedure is also one of the documents used to distribute to the group members. To ensure that all group members implemented in compliance with the procedures required by the group, farm advisor has been assigned to visit and assess plots owned by group members. The results from checking the compliance with the procedures are recorded in form Sor Wor Bor 026. For example, Daeng has been assessed by farm advisor (Khun Sopon) on 1 April 2015, 19 October 2015, 4 April 2016, 17 October 2016, and 20 April 2017. Consequently, this group member has been visited twice a year. Based on the checklist to check the compliance with group procedures, there is no non-compliance with the group's procedures.</p> <p>The evaluation of the compliance with the group's procedure is set twice a year in the sustainability manual page 31 of 54. However, group is considering to reduce the frequency to check the compliance from twice a year to once a year instead in order to reduce costs associated for the travelling and accommodation</p> <p>Based on the record of each group member, group manager could also identify whether FFB from the plots registered with the group has been sold with RSPO claim. To manage this concern, quota has been given to all group members. Quota has been estimating based on the planted area to ensure that non-certified RSPO FFB will not be mixed with FFB originated from plots registered with the group</p>	Yes
Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.		
4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.		Minor

4.2.2 Records of fertiliser inputs shall be maintained.		Minor
4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.		Minor
4.2.4 A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.2.2 Responsibility of individual members to maintain fertilizer records.</p>	<p>From the on-site assessment, the selected members applied different types of fertilizer depending on the purpose of the use and suggestion from the group advisor and senior group members who have proven successful for oil palm plantation. At the time of the assessment, there were many formulas of fertilizer applied in the plantation by selected members such as 21-0-0, 46-0-0, 18-46-0, 0-0-60 and 15-15-15. Some of the selected member, for example, member ID 001-046 applied organic fertilizers and chicken dung, while member ID 002-048 applied organic fertilizer and dolomite (CaMg(CO₃)₂). Generally, selected members applied chemical fertilizer in their plantation 2-3 times a year, and 2-3 kg/tree/year. All selected members kept the records of fertilizer applied using the farm record book.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>4.2.1 Group Manager to maintain regular records of soil fertility practices by all members as per SOPs.</p> <p>4.2.2 Group Manager to provide template to record fertilizer usage and mill by-products usage.</p> <p>4.2.3 Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership.</p> <p>4.2.4 Group Manager oversees and ensures implementation of nutrient recycling for the group.</p>	<p>Group manager and farm advisor have also given an advice to their group members for fertilizer application based on visual inspection on the foliar of the palm oil tree. The implementation for soil fertility applied by the group members are also recorded in the database of the group.</p> <p>Record book is also given to all group members for free of charge in order to record fertilizer usage. The content for recording of soil fertility and other are assigned by the experts from Prince of Songkhla University and Office of Agriculture Economics</p> <p>Group manager has encouraged all group members to collect the soil sample for soil nutrient analysis with free of charge. However, it is depend on group members if they do not want to collect the soil sample for further analysis. The group has coordinated with Pikultong Study Center to analyse the soil nutrient with free of charge. For example, soil collected from plot owned by Khun Chaiyong Ritrat has been analysed on soil nutrient on 27 March 2017. Based on the result of soil nutrient test, there are three parameters reported in the test report (organic matter, phosphorus, and potassium). Based on result, the level of all parameters are in high level.</p>	Yes
Criterion 4.3 Practices minimise and control erosion and degradation of soils		
4.3.1 Maps of any fragile soils shall be available.		Major
4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).		Minor
4.3.3 A road maintenance programme shall be in place.		Minor
4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.		Minor
4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long term viability of the necessary drainage for oil palm growing.		Minor
4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).		Minor
Interface	Findings	Compliance
<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</p>	<p>All inspection at plots confirmed that there are no fragile soils. This result is consistency with the result from audit with group manager and database of the group.</p> <p>All plots are located in flat area. Therefore, there are no high risks of landslides and erosion causing serious impacts on oil palm plantation and ecosystem. However, most of selected</p>	Yes

Manager. 4.3.4 Individual members shall record water levels at regular basis as specified within group SOP	member applied oil palm leaf stacking to prevent the erosion and degradation of soils. Moreover, the frond leaf stacking decomposed is useful for soil nutrient enrichment	
<u>Requirement for Group Manager</u> 4.3.1 Group Manager shall compile and maintain an overall soil map for the group. 4.3.2 Group Manager develops a policy and procedure for planting on slopes. 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. 4.3.4 Group manage to have monitoring procedure for peat subsidence and water management for plantings on peat where relevant 4.3.5 Group Manager develops regular drainability assessment schedule for the group and implements this 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.	Group has obtained the soil map from Soil Development Bureau website. The soil series map covers Trang province and Krabi province where plots of the group member are located. Procedure for planting on slopes is written in the sustainability manual page 26 of 54. The terrace for planting on slopes is required. If slope is too high or >30 degree, all row of palm oil plantation must be terraced. To manage the fragile soil and problem soil especially for those plots that are required to plant on slope (up to now, there are no plots planted on slope), the procedure is also established in the sustainability manual. For road maintenance program, result from the group meeting on 4 February 2017 showed that no group members have plan for maintaining the road in the plot. Consequence from the onsite inspection and secondary data from relevant government, there is no peat soil and also other fragile soil. Therefore, specific plan to manage those fragile soil areas is not applicable. With regards to there is no peat area in the province, the requirements related to peat soil is not applicable	Yes
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
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 4.4.2 Where applicable individual members shall demonstrate maintaining and restoring riparian and other buffer zones as specified	During this second annual surveillance assessment, auditor found that group manager provided the instruction for the members who own plantation close to water courses in order to maintain buffer zones with natural vegetation along these waterways. The buffer zones are also required to stop spraying agrochemical. Result from onsite inspection confirmed that the buffer zones are well maintained. Moreover, there were no evidence from spraying activities and fertilizing activities along the water way	Yes

within group SOPs.		
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.	Only one plot owned by Khun Ronnarit found that he pumped surface water from the canal for irrigation in the palm oil plantation. However, pumping water is done only drought season. Moreover, there is no evidence showing insufficient of water use for other user because the canal is located and affected by the tides For plots closed to the water courses, group has written the procedure to minimize the impacts on the water bodies in sustainability manual page 24 of 54. Based on the database of the group, there are 24 group members who have plots closed to river. Besides that all group members were informed on the procedure during the group meeting on 4 February 2017. For water way map, Google Earth has been used to delineate the map for the group.	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.	During onsite inspection at plots owned by selected group members, auditor found that group manager provided the training to all selected member regarding IPM techniques. Result from interview with group members; they could demonstrate an understanding of those techniques. The records of training given by either group manager or farm advisor are available in their farm record book.	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.	Procedure on IPM was written in the sustainability manual on page 31 of 54. The system for IPM cover the biological control and intervention control system. In case of the pesticide has to be used to intervene the outbreak of the diseases, list of pesticide that can be used is also indicated in the sustainability manual For IPM training, all group members have been trained on 4 February 2017 during the group meeting. Based on the list of attendance on 4 February 2017, it is proved that all group members have participated the meeting and training	Yes
Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment		
4.6.1 Justification of all pesticides used shall be demonstrated. The use of selective products that are specific to the target pest, weed or disease and which have minimal effect on non-target species shall be used where available.		Major
4.6.2 Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.		Major
4.6.3 Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines.		Major
4.6.4 Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and Paraquat, are not used, except in specific situations identified in national Best Practice guidelines. The use of such pesticides shall be minimised and eliminated as part of a plan, and shall only be used in exceptional circumstances.		Minor
4.6.5 Pesticides shall only be handled, used or applied by persons who have completed the necessary training and shall always be applied in accordance with the product label. Appropriate safety and application equipment shall be provided and used. All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).		Major
4.6.6 Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).		Major
4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts.		
4.6.8 Pesticides shall be applied aerially only where there is documented justification. Communities shall be informed of impending aerial pesticide applications with all relevant information within		Major

reasonable time prior to application.		
4.6.9 Maintenance of employee and associated smallholder knowledge and skills on pesticide handling shall be demonstrated; including provision of appropriate information materials (see Criterion 4.8).		Minor
4.6.10 Proper disposal of waste material, according to procedures that are fully understood by workers and managers shall be demonstrated (see Criterion 5.3).		Minor
4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.		Major
4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.6.1 Individual members shall be able to demonstrate knowledge of pest & applicable chemical use.</p> <p>4.6.2 Individual members keep records of pesticides use.</p> <p>4.6.5 Individual members ensure that anyone handling chemicals has attended relevant training.</p> <p>4.6.6 Individual members store pesticides consistent with Group SOPs.</p> <p>4.6.10 Individual members must dispose of waste materials according to group SOPs.</p> <p>4.6.12 Individual members ensure no pregnant or breastfeeding women are handling pesticides.</p>	<p>All selected member could demonstrate knowledge of pest and applicable chemical use as well as group policy to minimize chemical use in oil palm plantation. To support the group members who cannot avoid using pesticide, group has provided the guidance and list of pesticide and herbicides that are registered with the Department of Agriculture in accordance with the Hazardous Substances Act B.E. 2535 (1992).</p> <p>Onsite inspection at plots owned by 11 selected group members confirmed that no one applied pesticide to control weed and pest. Mechanical weed control is carried out by all selected group members instead. Therefore, the rest of requirements are not applicable e.g. pesticide storage, record of pesticide use, disposal of empty container and health examination whether sprayers have been suffering from the pesticide.</p>	Yes
<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>Procedure for pesticide application is written in the sustainability manual. Moreover, the practice for pesticide spraying safely indicated on the Occupational Health and Safety procedure is also distributed to all group members.</p> <p>To monitor occurrence of illnesses and health conditions of the group members who applied the agrochemical and also sprayers who employed by the group members, list of sprayers are established. Based on the list of sprayer, there are 4 group members still applied agrochemical. All of them have engaged subcontractor for spraying chemical.</p> <p>Health examinations for sprayers have been conducted by Mr Pramot Kertpon, the health specialist from Subdistic Hospital, on 12 October 2016. Base on the results, all of them are in good health condition.</p>	Yes
Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented.		

4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.	Major	
4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.	Major	
4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.	Major	
4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.	Major	
4.7.5 Accident and emergency procedures shall exist and instructions shall be clearly understood by all workers. Accident procedures shall be available in the appropriate language of the workforce. Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.	Minor	
4.7.6 All workers shall be provided with medical care, and covered by accident insurance.	Minor	
4.7.8 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics.	Minor	
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Member shall collaborate with Group Manager to ensure dangers on farm are identified.</p> <p>Members shall provide input to the development of the OHS policy and management plan.</p> <p>Members shall attend trainings related to OHS.</p> <p>Members shall implement the management plan and at least ensure the provision of PPE and medical check-ups for high risk workers. In the case of hazardous chemical use, a description of the relevant chemicals should be brought to the field.</p> <p>Members shall report accidents on the farm to the Group Manager. Each member ensures that there is a first aid kit available at the work site when there is operation going on in the field.</p> <p>Appropriate to scale, workers shall be provided with medical care and covered by medical insurance.</p> <p>If accidents occur involving casual workers, members shall be expected to provide medical care</p>	<p>All selected members have collaborated with group manager to ensure dangers on plantation are identified. They also had provided input to the development of the OHS policy and management plan. They understood the OHS policy through briefings and training that group manager provided. The OHS policy is attached in their folder. The policy also contains management practices in key activities. Individual group member has also responsible to monitor whether subcontractor implemented according to the OHS policy and instructions, for example, harvesting of FFB, transporting of FFB from plantation to the mill, and weeding using lightweight mowing machine. Individual group member has the farm record book for record the accident related to key activities on their plantation (if any) and report to group manager. During site visits, there was no either major or minor accident since all PPE required for each activity in the plantation were wearing properly. Anyway, auditor found that all selected member have prepared a first aid kit appropriate and adequate for use. In case of accident occurred to subcontractors hired by group member (farm owner), it is responsibility of the farm owner to responsible for the medical fees.</p>	<p>Yes</p>

for the workers involved.		
<p>Requirement for Group Manager Group Manager shall conduct a risk assessment in collaboration with members.</p> <p>Based on the identified risks, an Occupational Health and Safety policy and/or plan shall be documented and implemented, including the need for medical 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>Risk assessment on occupational health and safety was carried out by the group under the advisory support by the partnering mill on 16 January 2017. Risk assessment was conducted according to the guideline on Occupational Health and Safety procedure established by collaboration between GIZ, Syngenta, Prince of Songkhla University and Agricultural Economic Office. Identified risks on occupational health and safety compose of accident from the activities and health effect from pesticide application. List of PPE especially for pesticide application was adopted from the required PPE indicated in the Occupational Health and Safety procedure.</p> <p>This Occupational Health and Safety procedure also contains the first aid manual and pre-caution procedures. Based on the record of distribution of relevant documents and procedure in form Sor Wor Bore 052, it was confirmed that all group members have received the manual and Occupational Health and Safety procedure on 1 January 2015.</p> <p>With regards to record members' accidents on the farm, up to now there is no accident happened in the farm. However, form for recording the accident is available as code Sor Wor Bor 032. Log of accident is also created in form of Sor Wor Bor 033.</p>	Yes
Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.		
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.		Major
4.8.2 Records of training for each employee shall be maintained.		Minor
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size 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>During site visits, auditor found that all selected members have been trained by group manager and other trainer. The training records are available in their farm records book, such as, requirements of RSPO P&C, Best practice for oil palm plantation, fertilizer use, agrochemical use, health and safety, waste management. Moreover, the training record for all group members are also maintain in the database at the group administration office.</p> <p>For subcontractors, individual group members are responsible person to give the training to their subcontractors or workers. Anyway, group manager has also provided the training courses concerned to workers or subcontractors such as fertilizer and agrochemical use and health and safety in oil palm plantation. Therefore, not only group members but also subcontractors have also attended the training carried out on 4 February 2017.</p>	Yes
<p>Requirement for Group Manager Group Manager shall ensure that all members are trained on the</p>	<p>Training has been given for both group members and subcontractors who are engaged by group members on 4 February 2017 (during the group meeting). The training cover</p>	Yes

<p>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>Appropriate to scale, training records shall be kept.</p>	<p>several training subjects e.g. ICS, palm oil plantation management, soil sample collection and analysis, foliar sample collection and analysis, HCV management, environmental and GHG conservation and how to record in the record book.</p>	
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Principle 5: Environmental Responsibility and Conservation of Natural Resources and Biodiversity

Criterion 5.1 Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.		
5.1.1 An environmental impact assessment (EIA) shall be documented.		Major
5.1.2 Where the identification of impacts requires changes in current practices, in order to mitigate negative effects, a timetable for change shall be developed and implemented within a Comprehensive management plan. The management plan shall identify the responsible person/persons.		Minor
5.1.3 This plan shall incorporate a monitoring protocol, adaptive to operational changes, which shall be implemented to monitor the effectiveness of the mitigation measures. The plan shall be reviewed as a minimum every two years to reflect the results of monitoring and where there are operational changes that may have positive and negative environmental impacts.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate an understanding of the environmental risks of their operations.</p> <p>Individual members shall demonstrate an understanding of the mitigation plan to reduce the environmental impacts.</p> <p>Individual members shall contribute to the reduction of environmental impacts.</p>	<p>As all group members have participated the environmental impact assessment (EIA) while contacting to the community leader, not only 11 selected group members but also the rest of group members aware with the result from environmental impact assessment.</p> <p>Especially for those group members who have plots closed to river, they understood of the mitigation plan and procedure set up to minimize impact from palm oil operation to the water bodies. Based on the number of visited group members, there are 3 group members who have a plantation close to water bodies (group member ID 001-048, 001-037 and 001-045). During site visits, these 3 group 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 a watercourse if it is not used appropriately. They also aware they can reduce the impact by reducing use of chemical. That's reason why there is no pesticide use at plots owned by these 3 group members. Onsite inspection also found that the natural vegetation along those waterways is still well maintained.</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>Technical advisory team of the partnering mill assisted the group in conducting the EIA, SIA and HCV assessment. Guideline of an initial environmental examination (IEE) from Office of Environmental Policy and Planning was adopted for assessment. IEE report can be considered as the generic assessment result on environmental impacts of the group. Besides, environmental impact assessment for each plot owned by both existing group member was carried out by the community leaders. According to this methodology, environmental impact assessment was conducted during 1-10 August 2016 under the participatory approach with the stakeholder.</p> <p>Based on the results of environmental assessment, the significant negative impacts were identified. Mitigation was also suggested by the community leader for minimizing the impacts. Negative impact identified from this assessment, for example, is the contamination of agrochemical into the river if it is not used appropriately. For those 24 group members who have plots</p>	Yes

Group Managers shall monitor implementation of mitigation plan.	closed to river, they have been trained on mitigation procedure to minimize impact on water bodies during the group meeting on 4 February 2017. To monitor the implementation according to the mitigation plan for plots closed to water bodies, farm advisor has been assigned to take this responsibility and report to group manager if there is evidence of deterioration of vegetation along the water bodies.	
Criterion 5.2 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.		
5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).		Major
5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.		Major
5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.		Minor
5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; Outcomes of monitoring shall be fed back into the management plan 		Minor
5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate basic understanding of HCVs and RTEs and the need to protect them.</p> <p>Individual members shall check with the Group Manager status of HCVs and RTEs of their farm based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall make their workers aware of the status of RTE species and the applicable disciplinary measures.</p> <p>Individual members shall be aware of the rights of other local communities that are related to</p>	<p>All 11 group members who were chosen for second annual surveillance assessment could demonstrate their understanding what is identified HCV. According to result from HCV assessment, HCV 1.2 with regard to the Gurney's Pitta (<i>Hydrornis gurneyi</i>) was identified. All group members who were visited are aware this kind of bird. They also understood how to protect them and notify if there is any threat observed on this kind of bird. To educate and boost awareness to maintain this bird, no hunting signs were posted on plots own by group member. This sign is not only for Gurney's Pitta but also other animals.</p> <p>Besides this bird, moreover, the group identified that 24 plots located close to river are also considered as high conservation value area. The measure to maintain the condition of the vegetation and buffer zone was also initiated by the group. As mentioned above, riparian zone is well maintained at all plots where are closed to water way and chosen for the audit.</p>	Yes

<p>identified HCVs and RTEs.</p> <p>Requirement for Group Manager 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>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>HCV 1.2 with regard to the Gurney's Pitta (<i>Hydrornis gurneyi</i>) was assessed by the group that it may present in the plot. This kind of bird is considered as RTE species that can be found in Trang province. HCV assessment was conducted on 1-10 August 2016 by farm advisor and group committee (Mr Panya who is responsible for plantation management) under the facilitation by the group manager. To confirm the correctness of the HCV assessment, stakeholder especially community leader were joined the assessment during 1-10 August 2016. List of stakeholder who joined the assessment is available in the HCV assessment report. Based on the list of stakeholder, stakeholders from all areas where plots of group members are located have participated HCV assessment. For example, Mr Saravut Sangwisut, the community leader at Saikhao sub-district, has also joined the HCV assessment.</p> <p>For plan for management of the identified HCV, all plots are required to post the warning sign to prevent hunting. During onsite inspection at plots found that warning signs to prevent hunting are available at all plots. Beside, all group members who were visited and assessed could also demonstrate their understanding what kind of RTE species especially Gurney's Pitta which is considered as one of RTE species. Mechanism to report on threats to this kind of bird was also established by the group manager. This mechanism has been explained during the group meeting on 4 February 2017. Result from interviewing with group members confirmed that they realize on the mechanism to report the threat.</p>	<p>Yes</p>
<p>Criterion 5.3 Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner.</p>		
<p>5.3.1 All waste products and sources of pollution shall be identified and documented.</p>	<p>Major</p>	
<p>5.3.2 All chemicals and their containers shall be disposed of responsibly.</p>	<p>Major</p>	
<p>5.3.3 A waste management and disposal plan to avoid or reduce pollution shall be documented and implemented.</p>	<p>Minor</p>	
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size 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>Waste management and disposal plan established by the group is distributed to all group members. During the onsite audit, it was confirmed that all group members could show the availability of the document. Result from onsite inspection also found that there is no waste scatter at all plots visited.</p> <p>Since no one applied pesticide, there is also no empty container of pesticide where is required special managed and disposed. Only fertilizer bags and bottom of drinking water are considered as wastes originated in palm oil plantation. As fertilizer application was normally carried out twice a year, there was not much number of empty fertilizer bags generated by the group member. Moreover, as all selected members hired subcontractor for applying fertilizer, fertilizer bags are also disposed by subcontractors after use. Therefore, wastes especially fertilizer bags are not seen during the on-site assessment.</p>	<p>Yes</p>

<p>Members shall ensure that the workers are trained on waste management and disposal. Records of such training shall be kept.</p>		
<p>Requirement for Group Manager Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan is in place.</p> <p>Group Manager shall communicate to all members on the waste management and disposal plan.</p> <p>The Group Manager shall ensure that all chemical containers are properly handled and disposed</p> <p>The Group Manager shall ensure that the members are trained on waste management and disposal. Records of such training shall be kept.</p>	<p>Waste management and disposal plan is written in procedure Sor Wor Sor 004 dated 1 July 2017. For empty fertilizer bags, it will be collected and disposed by Sub-district administration office. For those empty containers, it will be rinsed 3 times before disposal in the landfill at plot owned by group member.</p> <p>With regard to the training, all group members have received the procedure for waste management and disposal. Moreover, group members have also been trained during the group meeting on 4 February 2017.</p>	Yes
<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>		Minor
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size Appropriate to scale, members shall implement the actions as outlined in the Group's plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p>	<p>During site visit, the selected members who eliminate weeds by themselves, they have the records of fuel consumption of lawn mowers keep in the farm record book. However, this data has not monitored and recorded into the database of the group. This record is ready for group manager to take and develop as an action plan for improving and monitoring the efficiency of the use of fossil fuels and to optimize renewable energy.</p>	Yes
<p>Requirement for 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.</p>	<p>Since there is no actual data of the use of fossil fuel. Therefore, group has no plan for improving and monitoring the efficiency of the use of fossil fuel</p>	Major NC
<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>		Major
<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>		Minor
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of</p>	<p>Result from interview confirmed that all the selected members understood the no Burning Policy of the group. They could</p>	Yes

<p>plantation size</p> <p>5.5.1 Individual members shall provide evidence that they understand the No Burning Policy of the group.</p> <p>5.5.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.</p>	<p>explain the impacts if they use fire for burning, such as the global warming issue.</p> <p>Result from onsite inspection also confirmed that there was no evidence showing that fire was used to dispose of waste or for land preparing at the selected members' plantation. Interview with stakeholder during public consultation meeting also confirmed that fire has never been used in this region</p>	
<p>Requirement for Group Manager</p> <p>5.5.1 The Group Manager shall:</p> <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group. <p>5.5.2 The Group Manager shall:</p> <ul style="list-style-type: none"> • Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. • Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 	<p>Zero burning is one of the group policies established by the group. Explanation of the zero burning is given during the group meeting on 4 February 2017. Therefore, group members are aware that they cannot use fire for land preparation during replanting.</p> <p>During field visit, there is no evidence of any kind of burning sign notices at the sampled group members. Interview with stakeholders during public consultation meeting confirmed that fire has never been used in this region</p>	Yes
<p>Criterion 5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>		
<p><i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i></p>		
<p>5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).</p>		Major
<p>5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.</p>		Major
<p>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.</p>		Minor
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size</p> <p>Nil</p>	<p>Not applicable</p>	<p>N/A</p>
<p>Requirement for Group Manager</p> <p>The Group Manager shall:</p> <ul style="list-style-type: none"> • List significant pollutants and identify sources of emissions. • Identify options to reduce pollutants and emissions and 	<p>Up to now, there are no pollutions caused by palm oil activities. Therefore, there is also no identified pollutant where is required to have the mitigation measure or plan.</p>	<p>Yes</p>

<p>consider whether the group can implement any of these.</p> <ul style="list-style-type: none"> Based on the above, where possible, mitigation measures shall be developed and implemented. Socialise the information to the group members. 		
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Principle 6: Responsible Consideration of Employees and of Individuals and Communities Affected by Growers and Millers

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
<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>Since there is no identified impact caused by activities on social, there is no mitigation plan to reduce the social impacts. However, group members could demonstrate an understanding what risks associated to social impacts are such as issues if illegal migrant workers are employed, health and safety issues, accidents and injurie</p> <p>Moreover, group members are free to share their experience and opinion if there is any change that can alter the result of social impact assessment</p>	Yes
<p><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</p>	<p>Questionnaire survey was used to evaluate 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 SIA includes details on positive and negative effects (if any) and documented affected parties. The participatory meeting between the community leader and group members were conducted on 1-10 August 2016. Based on the result of participatory meeting, it is also confirmed that the stakeholders including subcontractors hired by group memberes have not been affected by group member operation. On the other hand, there is no identified impact on social. 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 CB auditor; moreover, the public</p>	Yes

training for members on social risks and mitigation measures. Group Managers shall monitor implementation of mitigation plan.	consultation meeting was held to verify the social impacts. Result of interview during the public consultation confirmed that the stakeholders have not been affected by group member operation.	
Criterion 6.2 There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.		
6.2.1 Consultation and communication procedures shall be documented.		Major
6.2.2 A management official responsible for these issues shall be nominated.		Minor
6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that effort are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> The individual member shall demonstrate understanding of the group's consultation and communication procedures.	All selected members are aware that stakeholders may visit and request for relevant information. Moreover, they can demonstrate their understanding on the consultation and communication procedures when the community or stakeholders require the group to participate the meeting.	Yes
<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)	Procedure for open and transparent system of consultation and communication with local and external stakeholders is available. It was integrated into the sustainability manual. An identified line of communication is developed for the group. Once the problems issued by stakeholders are raised, it is responsibility of group manager to handle these concerns from the stakeholders. For communication with group members, communication procedure defined in the sustainable manual is used. Channel for communication between group manager and group member was also established e.g. calling, meeting, announcement. To communicate with the stakeholder, stakeholder list updated by the end of year 2016 is available. Stakeholder has been contacted by auditor to verify whether contact detail provided in the stakeholder list is corrected and up-to-date.	Yes
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.		
6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistle-blowers', where requested.		Major
6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.		Major
Interface	Findings	Compliance
<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.	Result from interview with 11 selected members confirmed that they are aware complaints and grievance mechanism. They can also demonstrate their understanding the process for complaint and grievance. So far, the record on the farm record book showed that there was no evidence of any dispute and complaints raised by stakeholder, community leader, governmental officers, and local communities even though they know the right to give the complaints and grievances regarding	Yes

<p>The workers shall understand the process.</p> <p>Appropriate to scale, the procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p>	<p>the group and group members activities.</p>	
<p>Requirement for Group Manager The Group Manager shall have a documented grievance mechanism in place.</p> <p>The procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p> <p>The Group Manager shall ensure 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>Complaints and grievance procedure is available in the sustainability manual. Group manager and farm advisor have visited the stakeholders who are listed in the stakeholder list to obtain their perspective on the group's operation. Complaint and grievance form are given out to stakeholders during the meeting. When complaints and grievance are raised, it is responsible of group manager to handle and resolve complaints within 3 days.</p> <p>Based on the result of complaint log at the group administration office, there is no complaint raised by stakeholder. However, group members may be given complaint directly by stakeholder. Then, group has given the training to group members on the complaint and grievance procedure on 4 February 2017.</p> <p>During the audit, auditor has invited stakeholder to participate the stakeholder consultation meeting. Result from interview with stakeholder without interference by group members confirmed that stakeholder do not have any complaint to the group. On the other hand, they have never given complaint to the group.</p>	<p>Yes</p>
<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>
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures.</p>	<p>There was no any claim or compensation requested by stakeholders during the assessment</p>	<p>Yes</p>
<p>Requirement for Group Manager 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>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. Moreover, the audit team studied the whole compensation mechanism indicated in the sustainable manual when it deems necessary. The compensation will be made according to the decision of independent arbitrator or court of justice (if any).</p>	<p>Yes</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>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>		
<p>6.5.1 Documentation of pay and conditions shall be available.</p>		<p>Major</p>
<p>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.</p>		<p>Major</p>
<p>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.</p>		<p>Minor</p>
<p>6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.</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>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 	<p>From the on-site assessment, there are no permanent workers hired by group members for oil palm operation. Therefore, contract contained condition e.g. working hours, deduction, overtime, sick leave and other social benefit is not required.</p> <p>The subcontractors were hired for temporarily season for harvesting, transporting of FFB from the plantation to mill, weeding, and fertilizer application only. The rate of payment is determined by each task and agreed upon by both parties. For instance, both harvesting and transporting of FFB rate range between 500 Baht/ton depend on the distance between plantation and mill. Meanwhile, rate for other activities composes of weeding rate 10 Baht/oil palm tree, frond cutting rate 16 Bath/oil palm tree, and fertilizer application 40 Baht/bag. According to laws on minimum wage for contractors employed temporary, there is no minimum wage for agricultural workers hired on daily basis. However, the minimum wage on 300 Baht/day for industrial worker in Trang province is known by all group members. Inspection of the payment on the record book of all selected members confirmed that subcontractors were paid on average 500 Bath/person/day. Signature of the hired subcontractor as benefit receiver is shown on the record book. Since all group members hired subcontractor to work at their plots seasonally, the labor welfare required by Thai labor laws is not applicable. However, those subcontractors have been supported the food, drinking water, energy drink and etc. while working at plots owned by group member</p>	<p>Yes</p>

access to food to workers, including providing allotment (space) for growing food.		
Requirement for Group Manager 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). The Group Manager shall be aware of the legal or industry standards minimum wage.	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. Notification letter on the minimum wage for workers in Trang province by authority has been kept in the file at the group administration office. Group manager also provided the training on the minimum wage and relevant laws and regulation related to worker welfare during the group meeting on 4 February 2017.	Yes
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.		
6.6.1 A published statement in local languages recognising freedom of association shall be available.		Major
6.6.2 Minutes of meetings with main trade unions or workers' representatives shall be documented.		Minor
Interface	Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size If individual members employ workers: <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) 	Since there are no permanent workers hired by group members for oil palm operation, this criterion is not applicable.	Yes
Requirement for Group Manager The Group Manager shall be aware of the statement, if applicable.	This criterion is not applicable to group smallholders	NA
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
Requirement for Individual Member with up to 50ha of plantation size Member shall be aware of the child labour policy and implement it. Member shall keep records of their employees including age, including copies of birth certificate/national identification card/passport.	All 11 selected members are aware of the policy of child labour. They do not employ any children to work in their plantation. To support the child labour policy, all group members are required to maintain the list of hired workers even casual workers. Based on the list of subcontractors with copied of ID card which were kept by the group manager and also group member themselves, it confirmed that there is no children employed by group members.	Yes
Requirement for Group Manager	Child labour is one of the policies established by the group.	Yes

Write a policy on Child Labour and keep records of documented evidence of awareness rising on child labour. The policy shall be clear that children can only work under supervision, are family members and not doing hazardous work.	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.	
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
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
<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.	From the interview, all the selected members are aware of the equal opportunities policies and implement it. There is no evidence of discrimination among workers employed by the group member is observed during the on-site assessment.	Yes
<u>Requirement for Group Manager</u> Write a policy on equal opportunities and keep records of documented evidence of awareness rising on it.	Policy on equal opportunity is written in the sustainability manual of the group. 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.	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
<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. 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	Result from interview showed that all 11 selected members are aware of the policy to prevent sexual and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights. They also could demonstrate their understanding what they should have to do to make it compliance. During site visits, there was no evidence of harassment or abuse in the work place. Interview with the women workers also confirmed that they have never been abused by employer or group member	Yes

<p>reproductive rights.</p> <p>Members shall be aware of the policy/policies and procedures for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p>		
<p>Requirement for Group Manager Group Manager shall develop the Policy/Polices and procedure to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall make sure that all members are aware of the policies and procedures to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall ensure members are aware of the policy/polices and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p>	<p>Policy on preventing sexual harassment and violence against women and protection is documented as one of the group policies in the sustainable manual. This policy is also posted on the board of the group. Moreover, all group members were informed about the policy again during the group meeting on 4 February 2017. The grievance mechanism to address sexual harassment issues is similar to the complaint procedure as highlighted in indicator 6.3.</p>	<p>Yes</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>Requirement for Individual Member with up to 50ha of plantation size 6.10.2 The individual member understands the pricing mechanism of the purchaser. 6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p>	<p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders</p>	<p>N/A</p>
<p>Requirement for Group Manager 6.10.1: Where Group Managers sell the FFB on behalf of the group members, the Group Manager</p>	<p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders. However, all group members prefer to sell their FFB to partnering mill because the price of FFB will be added 0.10-0.20 Baht/kg of FFB from the FFB gate price.</p>	<p>N/A</p>

<p>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 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>Since the group has fully been supported by the partnering mill, group can ask the partnering mill for FFB gate price in the past years anytime in order to crosscheck the accuracy of the payment.</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</p>	<p>Based on the procedure for communication with the stakeholder, group has consulted with stakeholder to promote projects related to sustainable development of the community. Even though</p>	<p>Yes</p>

communities and stakeholders. Where contributions have been identified as necessary based on the consultation carried out, the Group Manager shall ensure that these are implemented	group has recently sold the certified volume of IS-CSPO and IS-CSPKE through GreenPalm, group has not been paid yet. Therefore, partnering mill who supports the funding to the group is main player who is also support the donation for sustainable development project to the community too. According to the plan for communication updated on 16 January 2017, group will organize the public hearing with stakeholder for not only any feedback or perspective from stakeholder on group's operation but also sustainable development projects in November 2017.	
Criterion 6.12 No forms of forced or trafficked labour are used.		
6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.		Major
6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.		Minor
6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.		Major
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall have a policy on no forms of forced or trafficked labour. Members/workers shall be aware of the policy and ensure that no forms of forced or trafficked labour are used. Members shall keep relevant records of employment contracts. Where applicable, copies of post-arrival orientation programme and records of participation shall be kept.	All 11 selected members can demonstrate the awareness of the policy on preventing no forms of forced or trafficked labour. During site visits, there was no evidence of forms of forced or trafficked labour is being used. Interview with the subcontractors employed by group members during onsite inspection at plots also confirmed that they have never been abused by employer or group member	Yes
<u>Requirement for Group Manager</u> The Group Manager shall write a policy on no forms of forced or trafficked labour. The Group Manager shall ensure that members/workers are aware of the policy and that no forms of forced or trafficked labour are used.	This policy is indicated in the sustainability manual. Group members have been trained to boost awareness on this policy during the group meeting conducted on 4 February 2017.	Yes
Criterion 6.13 Growers and millers respect human rights.		
6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1).		Major
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 6.13.1 Individual members to show evidence that they understand the policy.	All selected members could demonstrate their sufficient knowledge of the policy to respect human rights. Interview with the workers and public consultation meeting were also conducted at the time of assessment. Results confirmed that all workers hired by the group members have never been treated unfairly.	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. Communication of this policy was conducted during the group meeting on 4 February 2017.</p>	<p>Yes</p>
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Principle 7: Responsible Development of New Plantings

All criterion of principle 7 is not applicable to this assessment since there is no new planting area since 2005 until the present. Only replanting from the conversion of the existing agricultural crop especially rubber plantation has been carried out for some plots after 2005.

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.		
	<p>The Group Action Plan for continuous improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides (Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 	<p>Major</p>
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size 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 selected members maintain individual records of pesticide use, fertilizer application, agrochemical application, FFB production, fuel used in their farm record book according to a standard template provided by the Group Manager. They have participated the annual meeting regularly with the group manager for consultation and discuss the action plan for continual improvement as well as the timing of the replanting programme. Latest meeting was carried out on 4 February 2017. Based on the result of discussion especially timing of the replanting programme, no one disclosed the replanting plan in 2018.</p>	<p>Yes</p>
<p>Requirement for Group Manager 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>Plan for continual improvement in 2016 composes of encourage group members to plant beneficial host plants, support cake and ash and EFB, health examination once a year, CSR 3 projects a year, and training according to the plan 100%, and maintain the riparian zone. Based on the actual implementation, obviously that expansion of area for planting beneficial host plant to support IPM and also maintain the riparian zone have been done 100% according to the plan.</p> <p>Monitor the implementation whether it is compliant with the continual improvement plan has done monthly. The record of implementation from each group member has also brought into database of the group.</p>	<p>Yes</p>

<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>Even though second surveillance assessment has took place before releasing the continual improvement plan for year 2018, key operation of the group for further improvement will be remain the same but more strictly especially reduction the use of agrochemical.</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

Group was fully supported by partnering mill (Lamsoon Trang Plant). Partnering mill allocated their staff to facilitate in establishing of relevant documents and record forms for the group. Staffs of the partnering mill are now in charge of group manager, database officer, and farm advisor. Since they are familiar with certification schemes, they can assist the group to achieve the compliance of RSPO group certification. Moreover, not only allocation of staffs but also financial support was provided by the partnering mill.

All selected group members could demonstrate their understanding on the RSPO requirements for RSPO P&C for smallholders under group certification. Based on the visual inspection at the member's plots, guidelines for best management practice given by the group were well carried out properly. Guideline of initial environmental evaluation (IEE) was used for assessing impact on environment. This IEE covered physical environment, biological environment, cultural, and socioeconomic. Moreover, group held the stakeholder meeting to join assessing the EIA, SIA and HCV.

Database of the group covered each group member contains relevant information. Recorded in the record book of each group member is included in the database. Map of plots owned by all group members is carried out using GPS to delineate and overlay with Google.

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 Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) acknowledge and confirms acceptance of the Report contents and including the assessment findings.

I, the undersigned, representing Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset) (Certification Unit) acknowledge and confirm the contents of the assessment report and findings of the assessment.

 (Client's Signature)		
Name	:	Mr. Apichart Sophonmongkolkul
Position	:	Group manager
Date	:	30.8.2017

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	:	Lead assessor
Date	:	30.8.2017

APPENDIX 1: TIMEBOUND PLAN

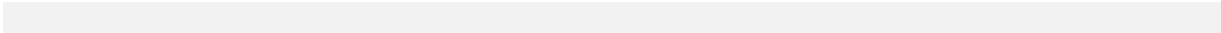
Currently, there are 119 independent smallholders member of the group. All of them are included in the certification assessment. At present, there are no members (perspective members) excluded from the certification. Therefore, there is no time bound plan required at the time of assessment.

APPENDIX 2: ASSESSMENT PROGRAM

AUDIT				
Person	Date	Time	Place	Activity
Day 1 (4.7.2017)				
CS + PN	4.7.2017	09.00-09.30	Group administration office	Opening meeting Find tune the understanding on the audit plan and briefings the RSPO audit process
CS + PN		09.30-12.00	Group administration office	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
CS + TW + BP		12.00-13.00		Lunch break
CS + PN		13.00-14.30	Sub-district 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		14.30-17.00	Group administration office	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
		17.00		End of day 1
Day 2 (5.7.2017)				
PN + PK	5.7.2017	09.00-10.00	Kowit Werattanausom	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + PK		10.00-11.00	Sarapee Lokittitrkun	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + PK		11.00-12.00	Teanchai	<ul style="list-style-type: none"> • Opening briefing

			Thongsuk	<ul style="list-style-type: none"> • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
CS + PN + PK		12.00-13.00		Lunch break
PN + PK		16.00-17.00	Tawach Chiewphu	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
CS		09.00-17.00	Group administration office	<ul style="list-style-type: none"> • Group certification standard • 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
		17.00-17.30		Auditor meeting
		17.30		End of day 2
Day 3 (6.7.2017)				
PN + PK		09.00-10.00	Ronnakrit Suksangem	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
PN + PK		10.00-11.00	Sopon Rakroo	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
CS		09.00-10.00	Surachate Rueangroj	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
CS	6.7.2017	10.00-11.00	Tirasak Champa	<ul style="list-style-type: none"> • Opening briefing • Onsite inspection of smallholder estate and interview with the member • Informal inform audit results
CS + PN + PK		11.00-12.00	Group administration office	<ul style="list-style-type: none"> • Group certification standard • 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
CS + PN + PK				
CS + PN + PK		13.00-14.00	Group administration office	<ul style="list-style-type: none"> • Group certification standard • 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
CS + PN + PK		14.00-15.00	Group administration office	Auditor time
CS + PN + PK		15.00-16.00	Group administration office	Closing meeting
		16.00		End of audit



APPENDIX 3: LIST OF STAKEHOLDERS CONTACTED

Contacted Smallholder	Organization / type of stakeholder	Feedback/Comments Received	Verification or Follow-Up Required by Clients / Bureau Veritas
Mr Yongyut Theeho	Community leader	No comments	NA
Mr Pairat Kongtamni	Community leader	No comments	NA
Mr Wichit Prasongkij	Community leader	No comments	NA
Mr Weerayut Damchuay	Community leader	No comments	NA
Mr Peerapon Lungmuang	Community leader	No comments	NA
Mr Somyod Aungaew	Villager	No comments	NA
Mr Somnuk Peangpet	Villager	No comments	NA
Ms Saowalak Niraso	Subcontractor	No comments	NA
Mr Chet Srijantong	Subcontractor	No comments	NA

APPENDIX 4: NON CONFORMITIES RAISED IN THIS AUDIT

NCR No.	M01	Date Issued	6 July 2017
Category	Major	Due Date	5 September 2017
Requirements/Indicators	E2.1.2 (c)		
Statements of NCR	The Group Manager has not implement a system to maintain all central records and reports.		
Objective Evidence(s)	The group has established the database in order to maintain the record of implementation; however, information related to land use right and planted area of each group member is not consistency with the result verified on the ground. Consequently, the total certified FFB production could not determine at the end of the audit		
Root Cause Analysis	Title area and planted area in the record book of each group member are required to use for entering this information into the database. While entering the information especially title area and planted area of each group member, it was an error made by database officer or human error. Consequently, it was not consequence with the actual data or result from verification by auditor		
Corrective Action	Not only title area and planted area of members who were chosen for the assessment by CB auditor but also other group members have now been reviewed and crosscheck the consistency. The revised database is done on 28.8.2017.		
Preventive Action	Group has set the system for verification after entering new information into the database. Group manager is the responsible person who will verify the correctness and consistency.		
Verification of Corrective Action(s)	Database especially information related to land use right and planted area is now revised especially information for members who were chosen for the surveillance assessment. Group has also set the verification system to prevent reoccurrence of the human error		
Status	Closed	Date of Closure	28.8.2017

NCR No.	M02	Date Issued	6 July 2017
Category	Major	Due Date	5 September 2017
Requirements/Indicators	5.4.1		
Statements of NCR	No procedure and plan to improve the efficiency of the use of fossil fuel		
Objective Evidence(s)	Since there is no actual data of the use of fossil fuel. Therefore, group has no plan for improving and monitoring the efficiency of the use of fossil fuel.		
Root Cause Analysis	Use of fossil fuel which is one information recorded in the record book of each group member has not taken into account to identify which group members used fossil fuel and how much it used.		
Corrective Action	Group has recalled group committee and some group members who responsible to take care their management zone for having a meeting on 6 August 2017. Then, group committees were assigned to monitor which group members used fossil fuel and how much it used. According to the result of survey, there are 24 group members used fossil fuel in their plantation. Average fossil fuel used for weed cutting is about 0.7 liter / rai or equal to 0.112 liter / ha. Based on this consequence, group has set up the plan for improving and monitoring the efficiency of the use of fossil fuel. According to the plan, the fossil fuel consumption should be less than the average in the past year. Maintenance especially when lawn tractor is used is also one of the plan for efficiency of the use of the fossil fuel		
Preventive Action	Group has released the form (Sor Wor Bor 059) to survey the use of fossil fuel to all group members. All group members are required to record the use of fossil fuel for purposes in their palm oil activities and are required to return to the group at least once a year, so that group can then use it for revising the plan for improving and monitoring the efficiency of the use of fossil fuel		
Verification of Corrective Action(s)	Group has surveyed the actual data of the use of the fossil fuel. There are 24 group members used fossil fuel for weed controlling by themselves. According to the result of the survey, it was used to establish the plan for improving and monitoring the efficiency of the use of fossil fuel.		
Status	Closed	Date of Closure	28.8.2017

APPENDIX 5: STATUS OF NON CONFORMITIES IDENTIFIED PREVIOUSLY

NCR No.	M01	Date Issued	23/9/2016
Category	Major	Due Date	23.11.2016
Requirements/Indicators	RSPO P&C Indicator 2.2.1		
Statements of NCR	The group is unable to demonstrate the compliance with both RSPO standard and laws related to land ownership		
Objective Evidence(s)	Mr Nattaporn (group member) could not show document or evidence of the legal land ownership or land use right. This plot owned by Mr Nattaporn has accepted to be included in the scope of the certification even though there is no document showing legal land ownership		
Root Cause Analysis	While Mr Nattaporn was applying as formal group member with the group, only one plot from 3 plots was in process to issue as the land deed by Trang Land Office. Moreover, Mr Nattaporn claimed that he expected to get the land deed for this plot in the end of March 2016. Therefore, the group database officer who has responsible to deal with new prospective members allowed in registering this plot into the database of the group without the availability of the land deed. After that, group has no system to monitor whether Mr Nattaporn got the land deed from Tran Land Office		
Corrective Action	Up to now, Mr Nattaporn could not get the land deed for this plot from Trang Land Office. According to monitoring the change system written in sustainable manual, group has asked Mr Nattaporn to remove the plot by using the form Sor Wor Bor 007. The database of the group was changed accordingly		
Preventive Action	Requirements and procedures for joining the group indicated in sustainable manual were modified by adding the list of land deeds and land licenses. Not only group database officer will be responsible to deal with the prospective members who want to join the group, but also group manager will be the last person to double check the availability of the required documents. Relevant officers of the group have been retrained on 15 October 2016 to prevent the reoccurrence of the problem		
Verification of Corrective Action(s)	To prevent the reoccurrence of the problem, procedure for joining as formal group member was revised. List of land deeds and land licenses were established to guide the database officer and group manager. Relevant officers including the group manager have been trained on 15 October 2016. Plot owned by Mr Nattaporn which could not show the land need at the present has now been removed from the database		
Status	Closed	Date of Closure	23.11.2016

NCR No.	m01	Date Issued	23/9/2016
Category	Minor	Due Date	Next surveillance audit
Requirements/Indicators	RSPO P&C Indicator 4.6.3		
Statements of NCR	Group could not demonstrate their understanding on the requirement of the standard as well as implementation according to the requirement of the standard		
Objective Evidence(s)	Group and selected group member (Mr Chamnong) has no system to recommend farm worker (Mr Thaveep who is employed by Mr Chamnong) who use pesticide to conduct regular health screening		
Root Cause Analysis	Even though subcontractors who were employed by group members have been trained about effect of pesticide on health, they have refused to go to the doctor. Most of subcontractors concerned on the costs for health screening and lost wages from visiting the doctor. Moreover, group has no system to monitor whether subcontractors engaged by group member have checked health screening regularly		
Corrective Action	Group has contacted to the provincial public health office to conduct the health screening by testing chlorinesteres to not only Mr Thaveep but also all subcontractors engaged by other group members on 12 October 2016. Senior public health officer reported the results of examination to all subcontractors. For those who are in high risk level of chlorinesteres including Mr Thaveep, they have been trained by senior public health officer how to treat and recover themselves from this effect. As Mr Thaveep also engaged by others who are not group member for spraying, it is not possible for Mr Chamnong to ask him to stop spraying as it is only one his career. Therefore, Mr Chamnong has committed to the group that spraying of agrochemical will not be used in his plot anymore according to the document Sor Wor Bor 057 signed on 23 November 2016		
Preventive Action	Group has set the system to monitor the list of subcontractors engaged by the group members. The latest list of subcontractors for spraying agrochemical was established on 21 November 2016. Questionnaire for evaluate whether they are risk to be affected by spraying agrochemical was used to interview before examining the health by the public health officer. To support the subcontractors who are concerning on the cost of health screening, the group has included cost for health screening into their annual budgetary plan of year 2017.		
Verification of Corrective Action(s)	Group has contacted to the provincial public health office to conduct the health screening by testing chlorinesteres to not only Mr Thaveep but also all subcontractors engaged by other group members. Result of examination on Mr Thaveep showed that he has now taken risk from exposure of spraying agrochemical. For those who are in high risk level of chlorinesteres including Mr Thaveep, they have been trained by senior public health officer how to treat and recover themselves from this effect. To deal with this case, Mr Chamnong decided to stop using agrochemical in his plot. To support the program for health screening annually, the group has planned to responsible the cost for health screening for those subcontractors		
Status	Closed	Date of Closure	23.11.2016

APPENDIX 6: LIST OF SUSTAINABLE OIL PALM GROWERS

Group ID No	Name of smallholder	Plot	Location			Planted Area(ha)
			Sub-district	District	Province	
001-001	Miss. Pornlikhit Lichiang	Plot 1	Kalase	Sikao	Trang	2.72
001-002	Mr. Chuea Magnakhon	Plot 1	Bohin	Sikao	Trang	6.57
001-003	Mr. Dang Tongruang	Plot 1	Kalase	Sikao	Trang	0.26
		Plot 2	Kalase	Sikao	Trang	0.80
		Plot 3	Kalase	Sikao	Trang	4.00
001-004	Miss. Pornpan Srinaunpan	Plot 1	Kalase	Sikao	Trang	3.52
001-005	Mr. Santisuk Chumkong	Plot 1	Kalase	Sikao	Trang	1.32
		Plot 2	Kalase	Sikao	Trang	1.92
		Plot 3	Kalase	Sikao	Trang	2.06
001-006	Mr. Thawichat Phutprao	Plot 1	Kalase	Sikao	Trang	6.22
001-008	Mrs.Aean Thongsuk	Plot 1	Kalase	Sikao	Trang	0.49
		Plot 2	Kalase	Sikao	Trang	0.97
		Plot 3	Kalase	Sikao	Trang	2.54
001-010	Mr.Klong Piyadeelok	Plot 1	Kalase	Sikao	Trang	2.40
001-011	Mr.Teanchai Thongsuk	Plot 1	Kalase	Sikao	Trang	2.40
001-012	Mr.Pun Kon-klong	Plot 1	Khao Mai Kaeo	Sikao	Trang	2.90
001-013	Mrs.Chumsang Thaiyuan	Plot 1	Kalase	Sikao	Trang	2.19
		Plot 2	Kalase	Sikao	Trang	1.40
001-014	Mr.Nukool Thokong	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.12
		Plot 2	Khao Mai Kaeo	Sikao	Trang	2.92
001-015	Mr.Yaunyong Chaittra	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.60
		Plot 2	Kalase	Sikao	Trang	2.63
001-016	Mr.Surachon Pongpet	Plot 1	Kalase	Sikao	Trang	1.57
		Plot 2	Kalase	Sikao	Trang	2.88
001-017	Mr.Khalil Sioae	Plot 1	Kalase	Sikao	Trang	9.89
		Plot 2	Kalase	Sikao	Trang	26.44
001-018	Miss.Sunahyin Saekaw	Plot 1	Kalase	Sikao	Trang	0.64
001-019	Mr.Wiwat Hangtek	Plot 1	Kalase	Sikao	Trang	1.71
		Plot 2	Kalase	Sikao	Trang	2.22
		Plot 3	Kalase	Sikao	Trang	2.64
		Plot 4	Kalase	Sikao	Trang	3.66

001-020	Mr.Tawhin Chiaophu	Plot 1	Kalase	Sikao	Trang	2.82
001-021	Mr.Chumnong Cheawphoo	Plot 1	Kalase	Sikao	Trang	1.68
		Plot 2	Kalase	Sikao	Trang	6.28
001-022	Mr.Suriya Siaophu	Plot 1	Kalase	Sikao	Trang	1.60
		Plot 2	Kalase	Sikao	Trang	2.62
001-024	Mr.Thamwisit Phatsrl	Plot 1	Wangmaprangnuar	Wangwiset	Trang	6.40
		Plot 2	Wangmaprangnuar	Wangwiset	Trang	14.40
		Plot 3	Wangmaprangnuar	Wangwiset	Trang	28.80
001-025	Mr.Teerawut Bukong	Plot 1	Kalase	Sikao	Trang	1.13
		Plot 2	Kalase	Sikao	Trang	3.21
		Plot 3	Kalase	Sikao	Trang	3.45
		Plot 4	Khao Mai Kaeo	Sikao	Trang	1.39
001-026	Mr.Boonlea Saehug	Plot 1	Khao Mai Kaeo	Sikao	Trang	2.09
		Plot 2	Khao Mai Kaeo	Sikao	Trang	2.07
		Plot 3	Khao Mai Kaeo	Sikao	Trang	2.45
		Plot 4	Khao Mai Kaeo	Sikao	Trang	1.76
		Plot 5	Khao Mai Kaeo	Sikao	Trang	1.92
001-027	Mrs.Pranee Srisamai	Plot 1	Khao Mai Kaeo	Sikao	Trang	0.70
		Plot 2	Kalase	Sikao	Trang	2.05
		Plot 3	Khao Mai Kaeo	Sikao	Trang	4.99
001-028	Mr.Panya Lilawattanaphong	Plot 1	Kalase	Sikao	Trang	1.76
001-029	Mrs.Payon Wangngen	Plot 1	Kalase	Sikao	Trang	2.20
001-030	Mrs.Ouan Sang-kaew	Plot 1	Khao Mai Kaeo	Sikao	Trang	0.68
001-032	Mr.Sombat Rotchanachaikit	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.60
		Plot 2	Khao Mai Kaeo	Sikao	Trang	2.08
		Plot 3	Khao Mai Kaeo	Sikao	Trang	2.39
		Plot 4	Khao Mai Kaeo	Sikao	Trang	4.00
		Plot 5	Khao Mai Kaeo	Sikao	Trang	4.32
001-033	Miss.Ratsami Chiawheng	Plot 1	Kalase	Sikao	Trang	0.60
		Plot 2	Kalase	Sikao	Trang	1.82
001-034	Mr.Jaroon Yodsanit	Plot 1	Kalase	Sikao	Trang	2.28
		Plot 2	Kalase	Sikao	Trang	3.49
		Plot 3	Kalase	Sikao	Trang	1.85
001-035	Mrs.Wanna Linchum	Plot 1	Kalase	Sikao	Trang	2.65
		Plot 2	Kalase	Sikao	Trang	2.35
		Plot 3	Kalase	Sikao	Trang	3.91
001-036	Mrs.Lamduan Ketuthep	Plot 1	Kalase	Sikao	Trang	1.37

		Plot 2	Kalase	Sikao	Trang	0.83
001-037	Miss.Watsana Nunchuphon	Plot 1	Kalase	Sikao	Trang	1.92
		Plot 2	Kalase	Sikao	Trang	1.29
001-040	Mr.Somnuek Yongpradoem	Plot 1	Kalase	Sikao	Trang	1.76
001-041	Mr.au Dom Sae Lim	Plot 1	Kalase	Sikao	Trang	1.35
001-042	Mr.Chamlong Bokong	Plot 1	Kalase	Sikao	Trang	1.77
		Plot 2	Kalase	Sikao	Trang	1.92
		Plot 3	Kalase	Sikao	Trang	2.45
		Plot 4	Kalase	Sikao	Trang	3.02
001-043	Mr.Veerapong Kaewploy	Plot 1	Kalase	Sikao	Trang	2.99
		Plot 2	Kalase	Sikao	Trang	5.01
001-044	Mr.Akarat Mattayangkul	Plot 1	Kalase	Sikao	Trang	2.08
001-045	Mr.Ronnakrit Suksangem	Plot 1	Maifad	Sikao	Trang	12.00
001-046	Mr.Kowit Werattananusorn	Plot 1	Saikhao	Khlongthom	Krabi	4.84
001-047	Mr.Suphat Suthan	Plot 1	Saikhao	Khlongthom	Krabi	1.70
		Plot 2	Saikhao	Khlongthom	Krabi	4.80
001-048	Mrs.Sarapee Lokittitrkun	Plot 1	Kalase	Sikao	Trang	0.54
		Plot 2	Kalase	Sikao	Trang	3.30
001-049	Mr.Jakkrapong Tongruang	Plot 1	Kalase	Sikao	Trang	1.28
		Plot 2	Kalase	Sikao	Trang	1.28
		Plot 3	Khao Mai Kaeo	Sikao	Trang	2.56
		Plot 4	Wang Maprang	Sikao	Trang	3.20
001-050	Mr.Surachate Rueangroj	Plot 1	Kalase	Sikao	Trang	1.60
		Plot 2	Kalase	Sikao	Trang	3.73
001-052	Mr.Tirasak Champa	Plot 1	Kalase	Sikao	Trang	1.09
		Plot 2	Kalase	Sikao	Trang	3.20
001-053	Mr.Authit Bousrikaew	Plot 1	Bohin	Sikao	Trang	0.35
		Plot 2	Bohin	Sikao	Trang	1.60
		Plot 3	Bohin	Sikao	Trang	1.72
		Plot 4	Bohin	Sikao	Trang	2.80
001-054	Mrs.Mouy Pornsupmanee	Plot 1	Kalase	Sikao	Trang	5.93
001-055	Mr.Songkran Noopeak	Plot 1	Bohin	Sikao	Trang	0.74
		Plot 2	Bohin	Sikao	Trang	1.99
		Plot 3	Bohin	Sikao	Trang	3.44
		Plot 4	Bohin	Sikao	Trang	6.40
		Plot 5	Bohin	Sikao	Trang	1.30
		Plot 6	Bohin	Sikao	Trang	1.90

001-056	Mr.Sawang Niamchuchuen	Plot 1	Wangmaprangnuar	Wangwiset	Trang	0.80
		Plot 2	Wangmaprangnuar	Wangwiset	Trang	2.42
		Plot 3	Wangmaprangnuar	Wangwiset	Trang	3.80
001-057	Mr.Somboon Thongpradab	Plot 1	Bangdee	Huai Yot	Trang	1.37
		Plot 2	Bangdee	Huai Yot	Trang	0.32
001-058	Mr.Aekkapong Tong-jam	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.18
		Plot 2	Khao Mai Kaeo	Sikao	Trang	0.80
		Plot 3	Khao Mai Kaeo	Sikao	Trang	1.28
		Plot 4	Khao Mai Kaeo	Sikao	Trang	1.28
		Plot 5	Khao Mai Kaeo	Sikao	Trang	1.41
		Plot 6	Khao Mai Kaeo	Sikao	Trang	2.56
		Plot 7	Khao Mai Kaeo	Sikao	Trang	0.96
		Plot 8	Khao Mai Kaeo	Sikao	Trang	1.44
		Plot 9	Khao Mai Kaeo	Sikao	Trang	2.76
		Plot 10	Khao Mai Kaeo	Sikao	Trang	1.28
		Plot 11	Khao Mai Kaeo	Sikao	Trang	1.66
		Plot 12	Khao Mai Kaeo	Sikao	Trang	1.34
001-059	Mr.Chaleampol Thongkhum	Plot 1	Wangmaprangnuar	Wangwiset	Trang	1.05
		Plot 2	Wangmaprangnuar	Wangwiset	Trang	1.25
		Plot 3	Wangmaprangnuar	Wangwiset	Trang	1.44
		Plot 4	Wangmaprangnuar	Wangwiset	Trang	1.83
001-060	Mr.Narong Pairyal	Plot 1	Wangmaprangnuar	Wangwiset	Trang	1.30
		Plot 2	Wangmaprangnuar	Wangwiset	Trang	5.28
001-061	Mr.Songsak Bukong	Plot 1	Kalase	Sikao	Trang	1.61
		Plot 2	Kalase	Sikao	Trang	4.38
		Plot 3	Kalase	Sikao	Trang	1.92
001-062	Mr.Chairit Thaiyuan	Plot 1	Kalase	Sikao	Trang	2.72
		Plot 2	Sai Khao	Khlong Thom	Krabi	5.02
		Plot 3	Kalase	Sikao	Trang	6.50
		Plot 4	Kalase	Sikao	Trang	6.72
		Plot 5	Phru Din Na	Khlong Thom	Krabi	6.88
001-063	Mr.Kongkrit Thaiyuan	Plot 1	Sai Khao	Khlong Thom	Krabi	2.62
		Plot 2	Phru Din Na	Khlong Thom	Krabi	16.48
001-064	Miss.Suthiporn Truktrong	Plot 1	Wangwiset	Wangwiset	Trang	3.45
		Plot 2	Kalase	Sikao	Trang	1.73
001-065	Mrs.Yuklam Truektrong	Plot 1	Kalase	Sikao	Trang	2.57
		Plot 2	Kalase	Sikao	Trang	2.97

001-066	Mr.Chanchai Saekhoi	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.76
		Plot 2	Khao Mai Kaeo	Sikao	Trang	0.64
001-067	Mr.Assadawut Rotchanachaikit	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.81
		Plot 2	Khao Mai Kaeo	Sikao	Trang	2.40
		Plot 3	Khao Mai Kaeo	Sikao	Trang	2.56
001-068	Mr.Tawach Chiewphu	Plot 1	Khao Mai Kaeo	Sikao	Trang	6.01
		Plot 2	Khao Mai Kaeo	Sikao	Trang	14.40
001-069	Mr.Pongpipat Hwanthong	Plot 1	Kalase	Sikao	Trang	1.13
		Plot 2	Kalase	Sikao	Trang	4.00
001-070	Mr.Yuan Pongsirikul	Plot 1	Kalase	Sikao	Trang	1.91
		Plot 2	Kalase	Sikao	Trang	2.92
		Plot 3	Kalase	Sikao	Trang	4.58
001-072	Mr.Samphan Engchuan	Plot 1	Kalase	Sikao	Trang	8.32
001-073	Mr.Varaporn Thepsuban	Plot 1	Kalase	Sikao	Trang	6.91
001-075	Mr.Kokiet Kongjaroen	Plot 1	Sai Khao	Khlong Thom	Krabi	3.36
		Plot 2	Sai Khao	Khlong Thom	Krabi	3.65
		Plot 3	Sai Khao	Khlong Thom	Krabi	5.12
		Plot 4	Sai Khao	Khlong Thom	Krabi	7.68
001-076	Mr.Panupol Dechapun	Plot 1	Kalase	Sikao	Trang	4.96
001-078	Mr.Tanapong Saengkhanee	Plot 1	Kalase	Sikao	Trang	2.08
001-079	Mr.Somchot Chawchong	Plot 1	Aowtong	Wangwiset	Trang	8.00
001-080	Mr.Natthaporn Sinchai	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.60
		Plot 2	Khao Mai Kaeo	Sikao	Trang	2.46
		Plot 3	Khao Mai Kaeo	Sikao	Trang	2.97
		Plot 4	Wangwiset	Wangwiset	Trang	22.40
		Plot 5	Wangwiset	Wangwiset	Trang	20.00
002-001	Miss.Naphasorn Nanon	Plot 1	Kalase	Sikao	Trang	1.49
		Plot 2	Kalase	Sikao	Trang	3.44
002-002	Mr.Nichok Thongrueang	Plot 1	Kalase	Sikao	Trang	1.12
		Plot 2	Kalase	Sikao	Trang	1.46
002-003	Mr.Chaiyapong Teehor	Plot 1	Kalase	Sikao	Trang	1.31
		Plot 2	Kalase	Sikao	Trang	11.15
		Plot 3	Kalase	Sikao	Trang	10.12
002-004	Mr.Manat Longti	Plot 1	Kalase	Sikao	Trang	2.49
002-005	Mr.Somporn Na-kaew	Plot 1	Kalase	Sikao	Trang	1.92
		Plot 2	Kalase	Sikao	Trang	1.24
002-006	Mr.Surln Chiaoheng	Plot 1	Kalase	Sikao	Trang	1.09

002-007	Mrs.Manida Srinualkhao	Plot 1	Khao Mai Kaeo	Sikao	Trang	0.55
002-008	Miss.Ain-on Tawatchaipiboon	Plot 1	Khao Mai Kaeo	Sikao	Trang	2.51
002-009	Miss Siripak Sae Hao	Plot 1	Khao Mai Kaeo	Sikao	Trang	1.51
002-010	Mrs. Saaing Ninlaka	Plot 1	Khao Mai Kaeo	Sikao	Trang	4.53
002-011	Mrs.Muai Buadaeng	Plot 1	Khao Mai Kaeo	Sikao	Trang	3.30
002-012	Miss Thotsaporn Phoolphol	Plot 1	Bohin	Sikao	Trang	4.62
		Plot 2	Bohin	Sikao	Trang	2.50
002-013	Miss.Tippawan Poolphol	Plot 1	Bohin	Sikao	Trang	5.18
		Plot 2	Bohin	Sikao	Trang	2.72
002-014	Mr.Santi Charoanphirlya	Plot 1	Kalase	Sikao	Trang	3.88
		Plot 2	Kalase	Sikao	Trang	5.13
002-015	Mr.Rotrittisak Mukda	Plot 1	Kalase	Sikao	Trang	7.44
		Plot 2	Aowtong	Wangwiset	Trang	4.80
		Plot 3	Wangmaprangnuar	Wangwiset	Trang	5.39
		Plot 4	Wangmaprangnuar	Wangwiset	Trang	3.80
002-016	Mr.Januwat Damjuti	Plot 1	Kalase	Sikao	Trang	3.43
002-017	Mrs.Amporn Darahim	Plot 1	Bohin	Sikao	Trang	1.55
		Plot 2	Bohin	Sikao	Trang	8.79
002-018	Mr.Nanthayost Tanthanapinant	Plot 1	Kalase	Sikao	Trang	0.95
		Plot 2	Kalase	Sikao	Trang	3.57
002-019	Mrs.Suwandee Noonchoopol	Plot 1	Kalase	Sikao	Trang	1.41
002-020	Miss.Patraporn Phodproh	Plot 1	Kalase	Sikao	Trang	3.27
		Plot 2	Kalase	Sikao	Trang	1.81
		Plot 3	Kalase	Sikao	Trang	1.21
002-021	Mr.Sutheep Sripaoraya	Plot 1	Khao Mai Kaeo	Sikao	Trang	5.16
		Plot 2	Khao Mai Kaeo	Sikao	Trang	4.08
002-022	Miss.Chatiya Yongpradern	Plot 1	Bohin	Sikao	Trang	2.55
002-023	Mr.Chaiyong Rittlrat	Plot 1	Khaowiset	Wangwiset	Trang	1.47
		Plot 2	Bohin	Sikao	Trang	1.08
		Plot 3	Khaowiset	Wangwiset	Trang	4.10
002-024	Mr.Bantoon Pondat	Plot 1	Kalase	Sikao	Trang	3.58
		Plot 2	Kalase	Sikao	Trang	2.11
002-025	Mr.Wittaya Maknakhon	Plot 1	Bohin	Sikao	Trang	3.09
002-026	Mr.Chalaemchai Jaisoudee	Plot 1	Kalase	Sikao	Trang	1.07
002-027	Mr.Wiwat Phudhai	Plot 1	Kalase	Sikao	Trang	4.65
002-028	Mr.Montree Phumithaksinakul	Plot 1	Kalase	Sikao	Trang	3.81
		Plot 2	Kalase	Sikao	Trang	3.28

		Plot 3	Kalase	Sikao	Trang	1.87
		Plot 4	Kalase	Sikao	Trang	1.87
002-029	Mrs.Worawanni Thawinsitthiwat	Plot 1	Kalase	Sikao	Trang	4.01
002-030	Mr.Thip Khaobat	Plot 1	Khao Mai Kao	Sikao	Trang	2.02
		Plot 2	Khao Mai Kao	Sikao	Trang	1.38
002-031	Mr.Subin Kaewnam	Plot 1	Kalase	Sikao	Trang	2.42
002-032	Mr.Wirat Thongkham	Plot 1	Wangmaprangnuar	Wangwiset	Trang	8.70
002-033	Miss.Sunee Saetun	Plot 1	Khao Mai Kao	Sikao	Trang	2.18
002-034	Mr.Kodchakon Kaeokamyam	Plot 1	Kalase	Sikao	Trang	3.38
002-035	Mr.Khamron Siaophu	Plot 1	Kalase	Sikao	Trang	1.92
		Plot 2	Kalase	Sikao	Trang	2.46
002-036	Mr.Manoon Prabrok	Plot 1	Kalase	Sikao	Trang	1.21
002-037	Mr.Pricha Longit	Plot 1	Kalase	Sikao	Trang	4.43
002-038	Mrs.Mayura Tabsut	Plot 1	Kalase	Sikao	Trang	2.44
		Plot 2	Kalase	Sikao	Trang	1.29
002-039	Mr.Sitthisak Phongphaet	Plot 1	Kalase	Sikao	Trang	1.38
002-040	Mrs.Sauen Pongpaet	Plot 1	Kalase	Sikao	Trang	4.12
		Plot 2	Kalase	Sikao	Trang	3.03
002-041	Mr.Korawit Saengkaeo	Plot 1	Wangmaprangnuar	Wangwiset	Trang	0.52
002-042	Mr.Woottiphong Pondat	Plot 1	Kalase	Sikao	Trang	3.13
002-043	Miss.Duangporn Phondate	Plot 1	Kalase	Sikao	Trang	1.24
		Plot 2	Wangmaprangnuar	Wangwiset	Trang	6.45
002-044	Mr.Surapol Mayoan	Plot 1	Tasaba	Wangwiset	Trang	3.46
002-045	Miss.Kanyakorn Chidchue	Plot 1	Tasaba	Wangwiset	Trang	5.21
002-046	Mrs.Chanpen Chidchue	Plot 1	Tasaba	Wangwiset	Trang	1.38
		Plot 2	Tasaba	Wangwiset	Trang	4.41
		Plot 3	Tasaba	Wangwiset	Trang	3.12
		Plot 4	Tasaba	Wangwiset	Trang	1.65
002-047	Mr.Apichart Soponmongkolkul	Plot 1	Sai Khao	Khlong Thom	Krabi	5.83
002-048	Mr.Sopon Rakroo	Plot 1	Bohin	Sikao	Trang	0.69
		Plot 2	Bohin	Sikao	Trang	1.03
002-049	Miss.Kimmoai Thainguan	Plot 1	Kalase	Sikao	Trang	2.47
Total						834.79

APPENDIX 7: LOCATION MAPS OF THE SMALLHOLDINGS



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



Figure 2 Geographical Map of member's plots of Community enterprise growers palm oil and palm oil sustainability (Sikao-Wangwiset)

End of Report