



RSPO PRINCIPLES AND CRITERIA GROUP CERTIFICATION REPORT

(Annual Surveillance Assessment 02)

Srijaroen Sustainable Oil Palm Production Community Enterprise Group

RSPO Membership No.: 1-0165-14-000-00

99 Moo 3, Nueklong-Chaiburi Rd., T.Khaodin, A.Khaopanom,
Krabi Province 81140 Thailand

Date of assessment: 20th – 22nd June 2017

PUBLIC SUMMARY REPORT

BV Contract No.	TH2772940	Date Contract	23 March 2017
Name of Group	Srijaroen Sustainable Oil Palm Production Community Enterprise Group		
Address of Group	99 Moo 3, Nueklong-Chaiburi Rd., T.Khaodin, A.Khaopanom, Krabi Province 81140 Thailand		
Group Manager's Name	Mr. Thongsak Banpeung	Contact Details	+66 75 689221-3
Country	Thailand		
Group e-mail	thongsak2552@hotmail.com	Website	Not available
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.	1-0165-14-000-00	Date Registration	24 April 2014
RSPO Certificate No.	82562 (TUV Nord)	Date of Issue	28 May 2015
		Date of Expiry	27 May 2020
Supply Chain Module	Identity Preserved		
No. of Smallholders	146	Certified Area (Ha)	1, 463.04
Annual FFB Produced (MT)	25,867.57	Annual PK Produced (MT)	1,293.37
Annual CPO Produced (MT)	5,173.51	Annual PKO Produced (MT)	582.02
Annual PKE Produced (MT)	711.35		

End of Public Summary

EVALUATION INFORMATION

MAIN ASSESSMENT			
Dates:	3 rd – 4 th Dec 2017		
Lead Auditor:	Mr. Chaiyaporn Seekao		
Audit Team Members:	Assoc. Prof Dr. Benchamaporn Pimpa, Ms. Saowalak Thongsong		
Technical Reviewer:	Done by TUV Nord	Date of Review:	Done by TUV Nord
Report approved by:	Done by TUV Nord	Date of Approval:	Done by TUV Nord
Certification Decision:	Done by TUV Nord	Date of Decision:	Done by TUV Nord
SURVEILLANCE 01			
Dates:	20 th – 22 nd Jun 2016		
Lead Auditor:	Mr. Cheong, Chun Yen (Robert)		
Audit Team Members:	Ms. Saowalak Thongsong, Ms. Warangkana Thongprapak		
Technical Reviewer:	Done by TUV Nord	Date of Review:	Done by TUV Nord
Report approved by:	Done by TUV Nord	Date of Approval:	Done by TUV Nord
Certification Decision:	Done by TUV Nord	Date of Decision:	Done by TUV Nord
SURVEILLANCE 02			
Dates:	20 th – 22 nd Jun 2017		
Lead Auditor:	Muhammad Shazaley Abdullah (Lead Auditor under Witness)		
Audit Team Members:	Mr. Prapat Naras; Mr. Valence Shem (Witness Auditor); Dr. Chaiyaporn Seekao (Witness Auditor); Ms. Kusumluck (Translator)		
Technical Reviewer:	Dr. Chaiyaporn Seekao	Date of Review:	15.09.2017
Report approved by:	M. Shazaley Abdullah	Date of Approval:	18.09.2017
Certification Decision:	M. Shazaley Abdullah	Date of Decision:	18.09.2017
SURVEILLANCE 03			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	
SURVEILLANCE 04			
Dates:			
Lead Auditor:			
Audit Team Members:			
Technical Reviewer:		Date of Review:	
Report approved by:		Date of Approval:	
Certification Decision:		Date of Decision:	

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LIST OF ABBREVIATION

Short Form	Meanings
CHRA	Chemical Health Risk Assessment
CPO	Crude Palm Oil
CU	Certification Unit
DID	Department of Drainage and Irrigation, Malaysia
DOE	Department of Environment, Malaysia
EFB	Empty Fruit Bunch
EIA	Environment Impact Assessment
EMS	Environmental Management System
EQA	Environmental Quality Act
ERT	Endangered, Rare and Threatened species
FFA	Free Fatty Acids
FFB	Fresh Fruit Bunches
Ha	Hectare
HCV	High Conservation Value
HDPE	High Density Polyethylene
IPM	Integrated Pest Management
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature and Natural Resources
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
SEIA	Social and Environment Impact Assessment
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 **Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)** 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 on **20th to 22nd June 2017**.

The group of independent smallholders is directly managed by **Srijaroen Sustainable Oil Palm Production Community Enterprise Group** (Group Manager) located in **99 Moo 3, Nueklong-Chaiburi Rd., T.Khaodin, A.Khaopanom Krabi Province 81140 Thailand**. The group has become a member of RSPO since **24th April 2014** with membership number **1-0165-14-000-00**.

The group manager has decided to use both trading system (Physical Trading and Book & Claim). The certification scope for the CU is Production of FFB from independent smallholders.

1.2 Location and Description of Group Managers

Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG) is located in **Khao Din, Khao Phanom, Krabi Province, Thailand**. Overview of the Group 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 FFB collection centre which belong to supporting palm oil mill, namely **Srijaroen Palm Oil Mill Co. Ltd.**

Table 1: Details of Group Managers

No. Name of the Group	GPS Coordinate		Location Address
	Longitude	Latitude	
Srijaroen Sustainable Oil Palm Production Community Enterprise Group	8° 17' 26.20" N	99° 03' 18.77" E	99 Moo 3, Nueklong - Chaiburi Rd., T. Khaodin, A. Khaopanom, Krabi 81140 Thailand

1.3 Description of Independent Smallholders producing FFBs

The FFB is sourced from plantation which is directly managed by **Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)** which is listed in details in **Appendix 6**.

Currently, there are 146 independent smallholder members in this group. Meanwhile, there are 328 plots with covering an area of 1,318.47 ha palm oil plantation. Majority of individual group member have supplied their FFB to the partnering mill (Srijaroen Palm Oil Mill). Even though there are some traders (intermediaries) listed as the approved venders for the partnering mill, FFB supplied by group members to these traders will be non-RSPO certified. This condition has been mutually agreed by group members during the group meeting.

For those group members who supply FFB to the partnering mill, the identity card (ID) issued by the group for individual group members will be used within the partnering mill for identification and traceability of group members even though majority of group members engaged sub-contractors for transporting their FFB to the partnering mill. The weighing bill issued by the mill will indicate the group member's name for traceability and identification. The weighing bills for all group members can also be used to calculate annual FFB production. This system can be used to track and trace

FFB produced by the group members even though the group is not responsible for selling of FFB produced by each group member.

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

1.4 Date of Planting and Cycles

1.4.1 Date of planting

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

Table 2: Details of Certified Area of Srijaroen Sustainable Oil Palm Production (SOPEG)

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*
SOPEG	1,463.04	1,318.47	117.51	0	0	27.06

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

Based on table above, oil palm area can be divided into mature and immature area which are 1,289.51 ha and 28.96 ha, respectively.

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

Table 3: Age Profiles for Srijaroen Sustainable Oil Palm Production (SOPEG)

Year of Planting	Areas (Ha)	Maturity Status	Planting Cycles
Before 1990	64.484	Mature	Cycle 1
1990-1991	56.116	Mature	Cycle 1
1992-1993	75.41	Mature	Cycle 1
1994-1995	108.168	Mature	Cycle 1
1996-1997	86.428	Mature	Cycle 1
1998-1999	138.722	Mature	Cycle 1
2000-2001	152.342	Mature	Cycle 1 & 2
2002-2003	122.956	Mature	Cycle 1
2004-2005	104.632	Mature	Cycle 1
2006-2007	103.494	Mature	Cycle 1
2008-2009	116.66	Mature	Cycle 1 & 2
2010-2011	86.92	Mature	Cycle 1 & 2
2012-2013	102.141	Mature	Cycle 1
2014-2017	0	N/A	N/A
Total Planted Area	1,318.47		

1.4.2 Replanting program

Most of the group members are unable to carry out replanting although the age of palm is more than 25 years old due to financial obligation. However, the group manager has established good agriculture practice (GAP) guidelines to encourage all group members to conduct replanting activities after 25 years old.

1.5 Other Certification Held by the Certificate Holder

The certification unit did not hold any other certificates.

1.6 Organizational Information/Contact Person

The contact person for **Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)** and Organizational Chart showing the certification scheme are as below.

Name of Organization	:	Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)
Head Office Address	:	99 Moo 3, Nueklong-Chaiburi Rd., T.Khaodin, A.Khaopanom, Krabi Province 81140 Thailand
Websites	:	Not available
Head Office Telephone No.	:	098-016-8120
Head Office Fax No.	:	075-689-821
RSPO Membership No.	:	1-0165-14-000-00
Contact Person	:	Mr. Thongsak Banpeung
Position	:	Group Manager
Telephone No./Mobile No.	:	098-016-8120
e-mail Address	:	thongsak2552@hotmail.com

1.7 Tonnage to be certified

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

Table 4: Certified Products sold and Claimed for the Certification Period (Apr 2016-May 2017)

Supply Chain Model	Quantity Claimed for the Certification Year (MT)				
	Physical trading	Book and claim (Palm Trace credit)			
	FFB	CPO	PK	PKO	PKE
Identity Preserved	3,195	1,500	-	353	116

Table 5: Actual Products Claimed for Last Certification Period (Apr 2016-May 2017)

	Quantity for Last Reporting Period (MT)		Projected Quantity for Next Reporting Period (MT)
	Actual Quantity Claimed	Certified Volume in Previous Certification	
Certified FFB	3,195	19,200.00	25,867.57
Certified CPO (20%)	1,500	3,840.00	5,173.51
Certified PK (5%)	-	960.00	1,293.37

Certified PKO (2.25%)	353	432.00	582.02
Certified PKE (2.75%)	116	528.00	711.35

1.8 Time-bound Plan/Progress against Time Bound Plan

See Appendix 1.

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

Not applicable because this is group certification for smallholders

1.10 Partial certification

1.10.1 General

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

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

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

If one of above mentioned requirements is non-compliant, this leads to a major non-conformity.

The following requirements about a time bound plan (2.2) and requirements for uncertified management units and/ or holdings (2.3) are applicable, if the registered RSPO member is the holding company or one of its subsidiaries.

1.10.2 Requirements for Time Bound Plan

Requirement	Findings/Compliance
A challenging time-bound plan for certifying all its relevant entities (Relevant entities – including both the business units and parent company (ies)' commitment to RSPO, membership status and involvement with palm oil for each subsidiary) is available. The time-bound plan should contain a list of subsidiaries, estates and mills.	All formal members of the Srijaoen Sustainable Oil Palm Community Enterprise Group are certified. Hence, the requirement for time-bound plan is not relevant.
The time bound plan is appropriate (in particular, the time scale is sufficiently challenging, taking into	Not Applicable.

account circumstances around each entity), taking into account comments received from stakeholders following the public consultation process.	
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.
Are there any revisions to the time-bound plan or to the circumstances of the company?	Not Applicable.
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.

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

1.10.3 Requirements for Uncertified Management Units/or holdings

Requirement	Findings/Compliance
No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. Any new plantings since January 1st 2010 must comply with the RSPO New Plantings Procedure.	Even though some formal members of the Srijaroen Sustainable Oil Palm Community Enterprise Group have recently planted their plantation, the previous land used before converting to palm oil plantation was agricultural area e.g. paddle field and rubber plantation. Although some of the group members have planted oil palm after 2010, the land is previously is already been established or planted with other crops. However, it is not relevant to assess the group members with RSPO New Planting Procedure as the group has been assessed during the audit against Principle 7.
Land conflicts, if any, are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.	All square meters of land owned by all formal members have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives
Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.	There is no labour disputes
Legal non-compliance, if any, is they being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1.	There is no legal non-compliance

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

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

2. ASSESSMENT PROCESS

2.1 Assessment Methodology and Programme

The assessment was conducted on 20th Jun 2017 to 22nd Jun 2017 at the Group Manager's Office and onsite audit involving 146 members of **Srijaoren Sustainable Oil Palm Production Community Enterprise Group** respectively. The audit covers documentation review, internal procedures, management system, field inspection as well as identification of any significant issues for both environment or social issues. Details of the actual assessment programme are given in **Appendix 2** (Audit Plan).

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

Under the requirement, size of samples was based on formula $[0.8\sqrt{(y)*(z)}]$; where 'y' is total number of independent group member; and 'z' is the multiplier defined by the risk assessment. Based on risk assessment from desk review, **Medium** risk level ($z = 1.2$) was determined. Therefore, total number of smallholder to be audited resulting from $0.8\sqrt{(146)*(1.2)}$ was **12**.

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 be 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 **02** assessors which hold sufficient qualification and experiences to conduct RSPO Assessment. Summary of auditors' background and qualifications are listed in **Table 6** below.

Table 6: Auditors Profile and Qualification

Assessment Team Leader: M. Shazaley Abdullah (Lead Auditor under Witness)	
Requirements	Description
A minimum of post high school (post-secondary school) training in either agriculture/forestry, environmental science or social sciences;	Holds a Bachelor Degree in Forestry Science from University Malaysia Sabah in 2008.
At least 5 years professional experience in area of work relevant to the assessment (e.g., palm oil management; agriculture/forestry; ecology; social science);	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013
Training in the practical application of the RSPO criteria, and RSPO certification systems;	Successfully completed RSPO endorsed Lead Auditor Course (P&C) conducted by Wild Asia in 2012. Successfully completed RSPO endorsed Lead Auditor Course (SCC) conducted by David Ogg & Partners in

		2015.
Successfully completion of an ISO 9000:19011 lead assessors course;		Successfully completed IRCS approved ISO 9001:2008 Lead Auditor Course conducted by Neville Clarke (M) Sdn Bhd in 2013.
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.		Has been conducted more than 50 days of RSPO P&C assessment and approved as RSPO P&C Lead Auditor since 2013.
Team Member(s): Mr. Prapas Noras		
Requirement	Team Members Name	Description
Field working experience in the palm oil sector, or demonstrable equivalent.	Auditor 1: M. Shazaley Abdullah	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013.
	Auditor 2: Prapas Noras	Has been working as Sustainability executive in forest plantation company. Directly involved in managing own oil palm area (smallholder). Qualified as FSC Forest Management auditor in BVC since 2016.
Good Agricultural Practices (GAP), and Integrated Pest Management (IPM), pesticide and fertilizer use.	Auditor 1: M. Shazaley Abdullah	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013.
	Auditor 2: Prapas Noras	Has been working as Sustainability executive in forest plantation company. Directly involved in managing own oil palm area (smallholder). Qualified as FSC Forest Management auditor in BVC since 2016.
Health and safety auditing on the farm and in processing facilities, for example OHSAS 18001 or Occupational, Health & Safety Assurance System.	Auditor 1: M. Shazaley Abdullah	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013.
	Auditor 2: Prapas Noras	Has been working as Sustainability executive in forest plantation company. Directly involved in managing own oil palm area (smallholder). Qualified as FSC Forest Management auditor in BVC since 2016.

		Successfully completed ISO18001:2007 Lead Auditor Course in 2016
Worker welfare issues and social auditing experience, for example with SA8000 or related social or ethical accountability codes.	Auditor 1: M. Shazaley Abdullah	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013. Undergo FPIC & SIA professional training conducted by Wild Asia in 2012.
	Auditor 2: Prapas Noras	Has been working as Sustainability executive in forest plantation company. Directly involved in managing own oil palm area (smallholder). Qualified as FSC Forest Management auditor in BVC since 2016. Successfully completed SA8000 Basic Auditor Course in 2017.
Environmental and ecological auditing, for example experience with organic agriculture, ISO 14001 or Environmental Management Systems (EMS).	Auditor 1: M. Shazaley Abdullah	Has been working with in Oil Palm Plantation Company in 2008. Served as Research Executive for the production of bio-fertilizer (Mycorrhiza spp.) to promote development of FFB production in oil palm. Qualified as RSPO Lead Auditor since 2013. Undergo HCV professional training conducted by Wild Asia in 2012.
	Auditor 2: Prapas Noras	Has been working as Sustainability executive in forest plantation company. Directly involved in managing own oil palm area (smallholder). Qualified as FSC Forest Management auditor in BVC since 2016. Successfully completed ISO14001:2015 Lead Auditor Course in 2016.
Fluent in Local Language and English	Auditor 1: M. Shazaley Abdullah	Fluent in Malay and English. Communication in Thailand language is conducted by Translator.
	Auditor 2: Prapas Noras	Fluent in Thailand language and English.

2.4 Certification Body

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

As a trusted partner, Bureau Veritas offers innovative solutions that go beyond simple compliance with regulations and standards, reducing risk, improving performance and promoting sustainable

development. Bureau Veritas core values include integrity and ethics, impartial counsel and validation, customer focus and safety at work.

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

2.5 Stakeholder Consultation Process

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

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

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

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

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

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

3. ASSESSMENT FINDINGS

3.1 Summary of Findings

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

A total of **03 Major** non-conformity and **03 Minor** non-conformity reports against **RSPO Principles & Criteria 2013** and/or **RSPO Management System Requirements and Guidance for Group Certification of FFB Production** (March 2016); requirements were raised as shown in **Appendix 4**.

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

assessment team. The verification comments for the non-conformities raised in the previous assessment can be seen in **Appendix 5**.

3.2 Group Certification of FFB Production Requirements

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

E1.1: The Group Entity shall be legally formed		
<i>Rationale: In order to be able to have commercial relationships in the transactions of FFB certificates the group entity carries a liability, which requires it to be legally registered.</i>		
Requirements	Findings	Compliance
<p>E1.1.1 There shall be documentary evidence of a clearly identified and legal entity.</p> <p>The Group Entity shall:</p> <ul style="list-style-type: none"> a. Be a registered organisation as defined by law in the country of registration (e.g. as a company or an organisation) b. Be a member of the RSPO c. Establish the structure of the organisation d. Appoint a Group Manager (see E1.2) 	<ul style="list-style-type: none"> a. The smallholder's Group Manager has been registered by Kao Panom District Agricultural Office on 17 July 2014. Registration number of the group manager is 5-81-02-02/1-0034. To maintain this license, the group need to renew the license every year with the Kao Panom District Agriculture where is authorized government. b. The RSPO membership status of the group is active, group is required to maintain RSPO membership by paying annual RSPO membership fee to RSPO. The latest payment was done on 18 May 2017. The RSPO membership of the group is verified during the onsite inspection through RSPO website. The result confirmed that the membership status of the group is active (approved). c. Structure management of the group is evident in the Group Organization Structure. The group is managed by Mr. Chaowalit Wuttipong (Group Chairman) basically remaining unchanged from the previous assessment conducted by TUV NORD Integra. According to the structure of the group, there are 11 group committees of the group. The group committees are also acts as Group Managers. d. The Chairman of the Group Manager is Mr. Chaowalit Wuttipong. He is assisted by 11 committees which is also acts as the Group Manager. e. The group manager has been appointed based on result from election on 30 Jan 2016 as evidence in The Minutes for Ordinary Group Meeting. The committee remains unchanged from the past 3 years. 	Yes
<p>E1.1.2 The Group Entity shall have documented membership requirements for the participation of individual members in the Group which will also cover new membership.</p> <ul style="list-style-type: none"> a. There shall be documentary evidence that the Group members have formally joined the Group. 	<p>The Group Manager has established documented manual and relevant procedures covering all activities for the management of group members. In particular, the procedure for the participation of individual members to become formal members was also established as evidence in The Procedure for Accepting New Member. The procedure has been distributed for all group members.</p> <ul style="list-style-type: none"> a. The group manager has showed documented evidence for the participation of every group 	Yes

	<p>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.</p> <p>c. The Group Manager shall keep copies of the agreements and shall demonstrate that each member has received a copy thereof.</p> <p>d. The Group Manager shall retain copies for a minimum of 5 years.</p>	<p>members. The participation is accompanied by Agreement for Sustainable Palm Oil Smallholders. Example of the agreement reviewed during the audit are:</p> <ul style="list-style-type: none"> • Sittiporn Choomai (4 Feb 2014) • Mrs. Chantana (12 July 2015) • Mr. Chaowalit Wuttipong (3 Jun 2014) <p>b. Content of the agreements has clearly indicated that all members shall comply with applicable RSPO standards and requirements.</p> <p>c. It was confirmed that the group manager has maintained a copies of the agreements for all 146 members as evidence in Member Folders. Site inspection conducted to sampled farmers also found that the smallholders are keeping copy of the said agreement.</p> <p>d. As stated in Recording Procedure (11), all documents related to RSPO shall be maintained for at least 5 years.</p>	
E1.1.3	The Group Manager shall keep evidence that the nature and structure of the group has been communicated to all members of the Group in an appropriate manner.	The group manager has communicated their roles and the structure of the group to their group members. This has been communicated during the new membership into the groups. Example of materials delivered for the communication is evident in the membership presentation. Latest briefing about the group manager has been conducted for Smallholders dated 4 Feb 2017.	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> <ul 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 to become the group advisors in order to facilitate the smallholders the knowledge and awareness for the management system.</p> <p>To ensure the group operation in compliance with the requirements, group has conducted internal audit against group certification requirements E1-E3 on 6 June 2017. The internal audit was done by external person (Mr Thitinai Pongpiriya).</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.	The group managers consist of 11 committees which will directly involve in managing the Group Certification. The group manager is obtaining financial resources from the partnering mill (Srijaroen Palm Oil Mill) according to the MoU. The group managers are paid on 0.25THB/kg FFB. 0.10THB will be segregated for the group operations and another 0.15THB are given back to the smallholders. This has been confirmed in budgetary	Yes

		<p>plan for year of 2017. The projected FFB production in 2017 is 22,045.10MT at least (please be noted that the projected production to be certified tonnage for year 2017 is slightly greater than the group's estimation).</p> <p>Currently, there is number of group management committees who assist on the group activities. With regard to the financial support, partnering mill is always given the support to the group.</p> <p>Therefore, group manager demonstrated that number of the resource is sufficient.</p> <p>All expenditures/costs of the group are supported by the partnering mill (Srijareon Palm Oil Co., Ltd). Group administration office is also supported by the partnering mill.</p>	
E1.2.3	<p>The Group Manager and / or their personnel shall be able to demonstrate competence and knowledge of:</p> <ol style="list-style-type: none"> Principles and Criteria for the Production of Sustainable Palm Oil 2013 (Endorsed by the RSPO Executive Board and Accepted at the Extraordinary General Assembly by RSPO Members on April 25th 2013) RSPO Management System Requirements and Guidance for Group Certification of FFB Production – March 2016 (this standard) RSPO Supply Chain Certification Standard Final Document (As approved by RSPO Executive Board 21 November 2014) Internal group procedures and policies 	<p>Speaking to group manager confirms that they are able to indicate their competencies and knowledge in understanding on:</p> <ol style="list-style-type: none"> RSPO P&C Requirements RSPO Management System Requirements for Guidance of Group Certification <p>The group manager is aware of the updated requirements for group certification as evidence in the Minutes of meeting dated 6th May 2017.</p>	Yes
E1.2.4	<p>The Group Manager shall provide potential and existing Group members with the following:</p> <ol style="list-style-type: none"> An explanation of the RSPO certification process. An explanation of the criteria for group membership. An explanation as to the Group Manager's needs and the rights of the certification body to access the group members' documentation and plantations for the purposes of evaluation and monitoring. An explanation of the certification bodies and RSPO requirements with respect to public information. An explanation of any obligations with respect to group membership, such as: 	<p>The group manager is actively promoting the RSPO certification for smallholders by making public announcement and awareness training. The group manager is forecasting to employ 250 members in 2018.</p> <p>Upon receive any new application, the group manager will provide:</p> <ol style="list-style-type: none"> Explanation of the RSPO Certification Process (The group manager will arrange a private session to explain the Sustainable Manual to every new members) Smallholders Handbook includes all information listed in a to e. <p>The group manager is conducting the progress meeting with all members once a year. The latest meeting has been conducted on 4th Feb 2017.</p>	Yes

	<ul 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 		
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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> <ul style="list-style-type: none"> a. Identifying the geographical area to be covered by the Group. b. Preparing, maintaining and documenting the Group management structure c. Clearly identifying the responsibilities of all individuals employed by the Group Manager for the running of the Group. d. Prepare and maintain the rules of the Group including the criteria for membership. e. Organise at least one group meeting annually (see also 8.1.1 of Section 3 on preparation of group management plan). f. Procedure for initial gap audit which can be a self-assessment. 	<p>According to the ICS where is indicated in the sustainability manual, the relevant system and procedures for group manager to manage and control group members are indicated in this manual. Decision making and responsibility of each group committee are also indicated in the sustainability manual</p> <p>To manage the group in a systematic and effective manner, the procedures were established and addressed in the sustainability manual. Here below are details of procedures:</p> <p>According to the zone management, there are 7 zones of the management monitored by the group committees. The political boundary was determined by the group as the geographical area to be covered by the group. 4districts (Muang, Khao Panom, Aoluk, Nua khlong) of krabi province and also one district (Chaiburi) of Suratthani province</p> <p>Responsibilities of the group manager and the procedures for decision making are clearly defined in the manuals and Smallholders Handbook.</p> <p>The group manager has:</p> <ul style="list-style-type: none"> a. Identify the location of smallholders area covered under group smallholders as evident in the Google Earth files. b. Established and updates documented procedures for the implementation of RSPO requirements and management of group smallholders. c. Responsibilities for all individuals in the group manager have been explained in Smallholders Handbook. d. Maintained all members' files and records including the agreement for membership in the Group Members Folder. e. Annual meeting with group members has been conducted on 4th Feb 2017. <p>Internal audit has been conducted for members in November 2016. Procedure for initial gap audit or gap analysis was established. For those potential members who wish to join the group, they will be evaluated the gap analysis at the time application with the group.</p> <p>The potential group member will be interviewed by the group committee of the group.</p>	Yes

<p>E2.1.2</p>	<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> <ul 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 database of the group was created to maintain the following information:</p> <ul style="list-style-type: none"> a. List and name of the group members are one of the information available in the database. To access the contact details, hyperlink was made to access the contact detail. Another channel to access the contact details is also made in the excel file. Address and cell phone no. of individual group member are included in the database. b. Map of each plot owned by group members was produced by using Google Earth. The location maps are consistency with the result from onsite inspection c. Total land title area according to the several types of land deed is 9367 rai, 3 njan and 87 square root or equal to 1,498.84 ha d. The date that the group members signed the agreement with the group manager is accepting date to join the group or becoming a member of the group. This date is indicated in the database. For instance, the newest group member (Ms Vajira Musika) has signed on 6 May 2016. Based on this database, there are totally 24 new group members e. Unique member registration is given as the code. For instance, Ms Vajira who is new group member has been given code no. 192. f. Up to now, there are totally 5 group members resigned from the group (Saowanee, Natwadee, Auraiwan, Monthip and Kowit). The date of leaving from the group for those previous group members is also indicated in the database. For example, Saowanee has resigned from the group on 29.12.2016. Previous no. of group member indicated in previous certificate is 125 group members. During the past year, 3 group members (Saowanee, Natwadee and Monthip) were resigned from the group. Then, total new group member who joined in the group is 25 group members. g. Projected annual FFB production was estimated based on the actual production in the previous year. Based on the information, average FFB production is about 3.37 tons/ha/year or 21.06 tons/ha/year. The average FFB production of 21.06 tons/ha/year was used to estimate the total FFB production for the group. Based on this estimation, the total FFB production for the group is 25,867.57 tons/year h. Training plan in 2016 and record showing that when training was given to the group members is recoded in the database. For example, the training on fertilizer application and soil nutrient analysis was given on 16 May 2017. The monitoring the training for those group members who have not attended the training conducted at the group administration office were followed by the farm advisor on site. <p>However, one of information required by standard "corrective actions raised and action taken against internal and external audit" has not been made available in the database. Therefore, minor non-</p>	<p>Minor NC</p>
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		conformity has been raised against indicator E2.1.2	
E2.1.3	Relevant group records shall be archived for a minimum of 5 years using an appropriate secure system.	Application form and copies of signed agreement for all group members are available. Some records since 2014 were maintained e.g. application form, agreement, and quantity of FFB production weighed by the weighing department of the partnering mill	Yes
E2.1.4	The Group Internal Control System shall include an initial gap audit procedure (i.e. baseline assessment and needs for compliance) for applicants wishing to join the Group.	The gap audit for those new potential group members who declared to wish to join the group was carried out by using new checklist adopted from latest RSPO standard on 7 March 2016. The plot owned by Khun Prakaitip has been assessed by using the latest RSPO standard which is mandatory since 7 March 2017	Yes

Element 3 (E3): Internal Control System – Operations

E3.1 The Group Internal Control System shall develop and implement an internal audit programme of Group members.			
	Requirements	Findings	Compliance
E3.1.1	<p>The Group Manager shall develop and implement the internal audit programme, which includes, but not exclusively: timeline, operational plans, monitoring and evaluation records.</p> <p>As a minimum the following shall be included:</p> <ol style="list-style-type: none"> Establish, implement and maintain (a) procedure(s) for internal audits which must include (but not be limited to) the methodology, competence of internal auditors, audit criteria, frequency of internal audits, and addressing non-conformity. Conduct regular (at least annual) internal audits of Group members in order to confirm continued conformance with all the Group Certification requirements. Maintenance of all internal audit records. 	<p>The group manager has established internal audit program which includes the internal audit program, monitoring and reports. Responsibilities of the group manager and the internal audit procedures are clearly defined in the manuals and Smallholders Handbook. Latest internal audit has been conducted for members in November 2016.</p> <p>All records of internal audit report are well maintained by the Group Manager.</p>	Yes
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.</p> <p>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.) 	<p>The group manager has established a procedure to conduct internal audit by calculating the samples as evidence in Steps for Implementation of Internal Audit. The document has included the risk factor to identify the risk.</p> <p>According to the latest internal audit report, the group manager has identified 13 smallholders according to the determined risk factor High.</p>	Yes

	b. any perceived risk relating to the activities being undertaken (e.g. how much replanting or expansion is occurring, how many members are new and, for subsequent assessments, whether there is a history of non-conformities).		
E3.1.3	The Group Manager and the internal auditors shall jointly declare no conflict of interest for the internal audit process.	The group manager is aware of the requirements of conflicts of interest when conducting internal audit. Cross check has been conducted on internal audit program to confirm no internal auditors auditing their own estate.	Yes
E3.1.4	<p>The Group Manager shall conduct initial gap audits with any potential new member, to assess the following pre-requisites for membership:</p> <p>a. no plantings have replaced primary forest, or affected one or more High Conservation Values (HCVs) (RSPO P&C 2013 criteria 5.2 & 7.3) In the case of scheme smallholders, the company (owning/managing the mill) holds the liability for compensation for any new plantings undertaken since November 2005 and before 14th of May 2014. Following compliance with the compensation procedure, scheme smallholders may join the group.</p> <p>b. no existing land conflict.</p> <p>c. land title or right to use the land can be demonstrated.</p>	<p>There is no potential new member to participate in the group certification. However, the group manager has identified a system to analyse gaps prior accepting any new members.</p> <p>All new members shall fill up a complete checklist such as:</p> <ul style="list-style-type: none"> a. Application Form b. Questionnaire for Stakeholders c. Pre Assessment Record d. General information Checklist e. Self-Assessment on farmers performance f. Land conflict Information <p>All potential new members will be consulted prior accepting them as group members to evaluate the issued in a to c.</p>	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>According to the resolution from the group meeting, the group decided to choose for trading through both physical trading and book and claim.</p> <p>To implement a system for the tracking and tracing of FFB produced by the group members, ID card given to all existing and new group meeting. For those existing group members, the y can sell their FFB with RSPO claim. This system for identity who can sell FFB with RSPO claim is collaborating with the partnering mill.</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.</p> <p>If certified FFB is combined with non-certified FFB prior to the sale and delivery to a palm oil mill, a mass balance system shall be in</p>	The group has no clear procedures on mechanism to control the selling of certified FFB for both Physical and Book and Claim to ensure it is not exceeded the certified volume stated on the certificate. Major NC has been raised for the Group Manager on requirements E3.2.2.	Major NC

	place to ensure the quantity of FFB sold as Mass Balance is equal to the quantity of RSPO certified FFB in the mix.		
E3.2.3	<p>All sales of FFB originating from the plantations of Group members shall be documented and recorded.</p> <p>This shall include:</p> <p>a. Invoices and receipts (purchase and sale).</p> <p>b. Information on transport (i.e. registration number/number plate).</p> <p>c. The relevant group members' group identification number.</p> <p>d. Classification of the FFB sold (i.e. RSPO certified or not), FFB volume and destination.</p> <p>e. Information of FFB price.</p>	<p>Sale of FFB with RSPO claim from the plantation is to partnering mill. According to the weighing bill, here below is information indicated on the weighing bill for all group members.</p> <p>a. Since the group do not collect FFB from group members and sell as the group produce, all group members are free to choose to sell to any mills. However, majority of group members prefer to sell to the partnering mill</p> <p>b. Truck no. where is used to carry FFB originated from the planation is always indicated in the weighing bill.</p> <p>c. Group ID for payment recorded in the computerized system of the partnering mill is always indicated in the weighing bill. Even though this ID no. is different with the group ID no. issued by the group, it is proven that it is traceable</p> <p>d. RSPO certified or not was indicated through the member code.</p> <p>e. Information of FFB price is indicated on payment issued by the partnering mill.</p>	Yes
E3.2.4	The Group Manager shall maintain copies of all documentation and records mentioned in E3.2.3 related to Group FFB transactions for a period of a minimum of 5 years.	Group manager and group advisor from the partnering mill have 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>	There are 3 traders who have signed the contract with the group (Nai Chong, Khao Kaew and Thung Payom). The contents indicated on the contract covers how to identify whether FFB supplied by the group members and other independent smallholder that are being RSPO certified and the trader must accept to be visited and assessed by CB. The contract, for example, between the group and Nai Chong has been signed on 12 September 2015. The staffs of the traders are supported by the partnering mill. The training to those staffs was given by group's advisor (Khun Arothai Daengbanchong) on 17 April 2017.	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></p> <p>Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p>	<p>All selected members, well understood that all visitors and all requests for information are referred to the farmer mentor and the farmer mentor will report to Group Manager.</p> <p>During the on-site assessment at the selected members' plot, land right and a copy of an agreement between the group manager and the member are available.</p> <p>It was noted that there had been no request for information at any the selected members' plot. In case of the request for information occurs, the farmer will record information of the request in the farm record book given by the group, and then the records of such requests will be collected by the farmer mentor and kept at the Group Manager office in the latter step.</p> <p>Based on interview with Headman of local community, Health officer, sub-contractors, and other parties, it was confirmed that they have never requested for information from the group.</p> <p>Stakeholders know how to do when they have a complaint. However, there was no any complaint at the time of assessment. The group also has appointed the farmer mentor to communicate with stakeholders in each area.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall inform all Group members that all requests for information are referred to the Group Manager.</p> <p><u>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).</u></p> <p><u>The Group Manager shall establish and maintain a system to keep records of requests for information and corresponding responses. (1.1.2)</u></p>	<p>Stakeholder has been informed their right during the stakeholder consultation meeting conducted during 14-15 June 2017. However, there is no request from the stakeholder .In order to record when request for information is asked by stakeholder, the request form Ror Cho Bor 003 is now ready for the record.</p>	Yes
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>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); 		Major

<ul style="list-style-type: none"> Public summary of certification assessment report; Human Rights Policy (Criterion 6.13). 		
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Demonstrate an understanding that all visitors and all requests for information are referred to the Group Manager.</p>	<p>All selected members have well understood that all visitors and all requests for information can be referred to the farmer mentor and the farmer mentor will report to Group Manager.</p> <p>During the on-site assessment at the selected members' plot, land right and a copy of an agreement between the group manager and the member are available.</p> <p>It was noted that there had been no request for information at any the selected members' plot. In case of the request for information occurs, the farmer will record in the farm record book given by the group, and then the records of such requests will be collected by the farmer mentor and kept at the Group Manager office.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>Group Managers shall list the following documents as publically available and keep copies centrally:</p> <ul style="list-style-type: none"> Land titles / user rights (Criterion 2.2); Occupational health and safety plans (Criterion 4.7); Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); 	<p>The following documents are prepared for the public disclosure.</p> <ol style="list-style-type: none"> Land deeds and land licenses are available at the group administration office. All relevant information related to individual group member is kept on the same file. Occupation health and safety plan for year 2014-2018 was established and available when it was requested by auditor Plan for minimizing the impacts on social and environment during 2014-2018 was established 	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
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall show that they have accepted and agreed the group's policy on ethical conduct</p>	Based on the interview with all the selected members, it could demonstrate that they know and understand the group's policy on ethical conduct. Moreover, they have accepted and agreed by signing of an agreement between the group manager and member.	Yes
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall develop a written policy committing the Group to a code of ethical conduct and integrity in all operations and transactions.</p>	Policy of the group showing the commitment on the code of ethics is indicated on the manual which shares to all group members. The policy on the code of ethical conduct and integrity was signed and effective since 1 October 2016.	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></p> <p>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>A check the compliance with the legal requirements, in particular, had been conducted when the farmers want to join as a member of the group. The questionnaire was used to assess the legal compliance.</p> <p>The questionnaire was included basic the information related to legal:</p> <ul style="list-style-type: none"> a. Land Title/Land use right b. Land Dispute c. Planting area/ New planting d. Labour employment e. Type of chemical and fertilizer f. FFB Production <p>Training has been conducted and it mentioned about land title, dispute, new planting, GAP, legal requirements and etc. All members folder provided and given by the group contain relevant legal information such as Legal Register, List of HCV and RTE, OSHA and Environmental Plan, policies and consultation, communication and complaint procedure and etc.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>Group Managers shall:</p> <p>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 the relevant laws and regulations are now up-to-date especially regulation related to the minimum wage where was released by the government at the beginning of year 2017.</p> <p>The group manager has been consulted by Group Advisor from the partnering mill (who is familiar with relevant laws and regulations). He is responsible to monitor and update relevant laws and regulations.</p> <p>To inform updated list of relevant laws and regulations, group members were informed during the ordinary meeting. Moreover, the brochures were distributed to group members during the ordinary meeting.</p> <p>The evaluation of the compliance on laws and regulation was conducted for all plots owned by group members on annual basis.</p>	<p>Yes</p>
<p>Criterion 2.2 The right to use the land is demonstrated, and is not legitimately contested by local people who can demonstrate that they have legal, customary or user rights.</p>		
<p>2.2.1 Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land shall be available.</p>	<p>Major</p>	
<p>2.2.2 Legal boundaries shall be clearly demarcated and visibly maintained.</p>	<p>Minor</p>	
<p>2.2.3 Where there are or have been disputes, additional proof of legal acquisition of title and evidence</p>	<p>Minor</p>	

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).		
2.2.4 There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.		Major
2.2.5 For any conflict or dispute over the land, the extent of the disputed area shall be mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).		Minor
2.2.6 To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demarcate the boundaries of their land.</p> <p>If there are conflicts: Explain why and what is the current status. Update this status every quarter until finalised.</p> <p>Record all meetings and who attended.</p> <p>In each case, open a case file starting with a statement regarding the boundaries under dispute outlining the issues and the scope.</p> <p>Check that the titles or deeds allow the growing of oil palm where this is required by country legislation.</p>	<p>There are two types of land title that belongs to the group members which are:</p> <p>1. Land Title / Land use right: Individual</p> <ul style="list-style-type: none"> • Title deed (N.S.4 or Chanod) • Certificate of Utilization (N.S.3) • Pre-emptive Certificate (N.S.2 or Bai-Chong) • Claim Certificate (S.K.1) and Sor Por Kor.4-01) <p>2. Customary Land Rights (approval letter from the headman of the local community).</p> <p>(e.g. Por.Bor.Tor.5 or Por. Bor.Tor.6)</p> <p>Example of land ownership documents verified for group members during the audit are as follow:</p> <ul style="list-style-type: none"> a. Member ID no.019 : N.S.4 #6032, #6100, #6095 (5.92 ha) b. Member ID no.068 : Sor Por Kor.4-01 #456 (2.88 ha) c. Member ID no.091 : N.S.3 Kor # 1966 (2.24 ha) d. Member ID no.058 : Por.Bor.Tor.5 (7.52 ha) <p>All the land titles were attached the maps showing legal boundaries. These land titles kept in each member folders. Result from on-site visit confirmed that all members could able to demonstrate where their boundaries. The boundaries was demarcate using:</p> <ul style="list-style-type: none"> a. Boundary stone; or b. Roads; or c. Fences with barbed wire; or d. Landforms (rivers and creeks). <p>At the time of the assessment, there is no land dispute in Srijaoen Sustainable Oil Palm Production Community Enterprise Group. It was confirmed through interview the farmers and stakeholders.</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>All selected members have the full right to use the land for oil palm cultivation.</p> <p>All square meters of land have been alienated with land deeds and licenses from the governmental authorities (Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives).</p> <p>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.</p> <p>Boundaries of land in each plot of individual group members have been legally demarcated by the Land Department.</p> <p>Pillars used to demarcate are visible and checked during the</p>	Yes

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.	onsite inspection. Based on this evidence, there are currently no disputes.	
Criterion 2.3 Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.		
2.3.1 Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).		Major
2.3.2 Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and shall include: a) Evidence that a plan has been developed through consultation and discussion with all affected Groups in the communities, and that information has been provided to all affected Groups, including information on the steps that shall be taken to involve them in decision making; b) Evidence that the company has respected communities' decisions to give or withhold their consent to the operation at the time that this decision was taken; c) Evidence that the legal, economic, environmental and social implications for permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the company's title, concession or lease on the land.		Minor
2.3.3 All relevant information shall be available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.		Minor
2.3.4 Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing, including legal counsel.		Major
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 2.3.2. Demonstrate that they have the right to use the land and or have customary rights over the land they farm.	At the time of the assessment, there is no land dispute in Srijaroen Sustainable Oil Palm Production Community Enterprise Group. This has been confirmed through interview with the farmers and stakeholders at the time of the assessment.	Yes
<u>Requirement for Group Manager</u> Group Manager has to: 2.3.1. Carry out the participatory mapping with involved parties (including neighbouring communities where applicable, and relevant authorities). 2.3.2 Keep copies of negotiated agreements between individual members and affected stakeholders in appropriate languages. 2.3.3 & 2.3.4: For these processes appropriate local language will be used and negotiations conducted with appropriate representatives.	Investigation that the use of land for palm oil does not diminish the legal or user rights of other users was done through in-depth interview with stakeholders during the public consultation meeting held at Group Administration Office. Based on result of interviews, it was confirmed that there is no issue relating to the legal rights and customary rights of other users. Therefore, the participatory mapping with involved parties is not deemed necessary. Thus, it is also not necessary to have negotiated agreement between individual member and affected stakeholders	Yes

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

Criterion 3.1 There is an implemented management plan that aims to achieve long-term economic and financial viability.		
3.1.1 A business or management plan (minimum three years) shall be documented that includes, where appropriate, a business case for scheme smallholders.		Major
3.1.2 An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.		Minor

Interface	Findings	Compliance
	This Criterion is not applicable to independent smallholders. See reference RSPO P&C 2013, under Criterion 3.1 Guidance. It is recommended for groups of smallholders to have a business plan for long-term economic viability of their operation, considering among others, cost of annual maintenance, replanting, potential expansion and long term sustainability of certification.	
	Although this requirement is not applicable to independent smallholder, the group manager has, however, developed a Budgetary Plan to indicate the sources of income for the group. The Group Manager is sourcing income by selling credit via Book & Claims and receives benefits (subsidy) from the partnering mill (0.1THB for every kg of FFBs supplied by the group member). According to the Budgetary Plan, total estimated income for 2017 is 2,204,510 THB and estimated cost for managing the group (expenses) in 2017 is 1,822,700THB.	

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

Criterion 4.1 Operating procedures are appropriately documented, consistently implemented and monitored.		
4.1.1 Standard Operating Procedures (SOPs) for estates and mills shall be documented.		Major
4.1.2 A mechanism to check consistent implementation of procedures shall be in place.		Minor
4.1.3 Records of monitoring and any actions taken shall be maintained and available, as appropriate.		Minor
4.1.4 The mill shall record the origins of all third-party sourced Fresh Fruit Bunches (FFB).		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>4.1.3 Responsibility of individual members to keep record of their own SOP implementation as per defined in group SOPs.</p>	<p>During the on-site assessment, it found that documents on oil palm management practices in key activities provided by the group manager are available in the member's folder. Example of available documents are:</p> <ol style="list-style-type: none"> sustainable management of oil palm plantation, use of fertilizer and agrochemical for oil palm plantation, IPM, riparian and buffer zone protection and Training materials. <p>All the selected members are regularly trained by the Group Manager.</p> <p>Farm audit has been carried out annually by the committee of the group manager through farm visit. Records of the audit are maintained in the farm record book.</p> <p>The training materials and SOPs were distributed to the farmers. The records of training and activities performed are kept in the farm record book.</p> <p>During the interview, the farmers bring together the material/SOP given by the Group management.</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 	<p>The group manager has developed appropriate SOP covering all activities for the group member. SOPs for all activities are explained in Sustainable Manual (Revision 2) dated 1 October 2016. The SOP contains procedure/guidelines for:</p> <ol style="list-style-type: none"> Fertilizer and Agrochemical Application Assessing FFBs ready for Harvesting <p>The verification of the SOP compliance is done using a checklist (Evaluation on the Palm Oil Operation). The assessments are conducted at all plots owned by group members. For instance, plot owned by Mr Narong Senakin has been assessed by farm advisor on 17.11.2016.</p> <p>The group manager set a plan to ensure Farm Advisor to visit and</p>	Yes

<p>accepted as compliant and consistent with group SOPs.</p> <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>evaluate compliances on every plots owned by group members 3 times a year. They will take this time to assess the implementation against SOP The evaluation with the score given is also oversee and monitored by the group member.</p> <p>Workers doing harvesting have been trained by the group manager on 26 April 2017. Total workers attended the training are 49 persons.</p> <p>Quota is also used to control FFB origin to ensure that it will not exceed than the credit.</p>	
<p>Criterion 4.2 Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		
4.2.1 There shall be evidence that good agriculture practices, as contained in Standard Operating Procedures (SOPs), are followed to manage soil fertility to a level that ensures optimal and sustained yield, where possible.		Minor
4.2.2 Records of fertiliser inputs shall be maintained.		Minor
4.2.3 There shall be evidence of periodic tissue and soil sampling to monitor changes in nutrient status.		Minor
4.2.4 A nutrient recycling strategy shall be in place, and may include use of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), and palm residues after replanting.		Minor
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>The selected members applied different formula of fertilizer depending on the purpose of the use and suggestion given by the group advisor and senior group members who have been proven successful in oil palm plantation.</p> <p>The group members were encouraged to take soil sample for nutrient analysis by Group Management.</p> <p>At the time of the assessment, there were various formulas (N:P:K) of fertilizer used in the plantation of the selected members, for example :</p> <ul style="list-style-type: none"> a. Member ID no.016: 14-8-32 b. Member ID no.068: 15-10-30 c. Member ID no.091: 0-0-60, 18-46-0 d. Member ID no.132: 14-14-21, 7-5-17 e. Member ID no.085: 21-0-0 <p>Some of the selected member, No.09, 132 applied micronutrients (Boron) and No.085 applied chicken dung.</p> <p>Usually individual group member applied chemical fertilizer in their plantation 2-3 times a year, 2-3 kgs. per tree per year. There is no replanting area at the time of assessment. Therefore, there is no supply of palm residue.</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</p>	<p>The group manager could demonstrate to ensure that all soil fertility activities records are regularly maintained by all members. The records are maintained in Record Book.</p> <p>A standard Record Book showing the template to record the fertilizer application is recently revised to be used for year 2017.</p> <p>To ensure the soil nutrient, all group members have the right to take their soil sample for analysis for free of charge. 6 test kit is to test soil nutrients have been purchased. 1 test kit can test for 50</p>	Yes

and mill by-products usage.	soil samples. Even though the test kits have already been purchased, the group is now in process to collect the soil sample from all group members	
4.2.3 Group Manager conducts periodic tissue and soil sampling at minimum for a representative sample of group membership.	The main reason to obstacle the process for soil nutrient analysis is the weather (raining). However, the group has a plan to complete the soil nutrient analysis within this year.	
4.2.4 Group Manager oversees and ensures implementation of nutrient recycling for the group.	Commonly, all fronds are kept at inter-row to promote nutrients recycling.	
Criterion 4.3 Practices minimise and control erosion and degradation of soils		
4.3.1 Maps of any fragile soils shall be available.		Major
4.3.2 A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).		Minor
4.3.3 A road maintenance programme shall be in place.		Minor
4.3.4 Subsidence of peat soils shall be minimised and monitored. A documented water and ground cover management programme shall be in place.		Minor
4.3.5 Drainability assessments shall be required prior to replanting on peat to determine the long term viability of the necessary drainage for oil palm growing.		Minor
4.3.6 A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u>		Yes
4.3.1 Where available individual members shall provide soil maps of their own farm to the Group Manager.	There is numberschematic soil map available for individual smallholders. However, based on geophysical characteristics of the planted areas, all farms are located in a flat area. The group manager did maintain a copy of Soil Map for Krabi region as reference to the soil characteristic of the group members.	
4.3.4 Individual members shall record water levels at regular basis as specified within group SOP	Therefore, there are no significant risks of landslides and erosion causing serious impacts on oil palm plantation and ecosystem. However, most of the selected member applied oil palm leaf stacking to prevent the erosion and degradation of soils. This is common practice for oil palm plantation even in the flat area to reduce fertilizer run-off. Roads surrounding farms are maintained by the plantation owner to ease access for FFB evacuation. There are no peat soils in planted areas of the selected members to record water levels. There are no fragile and problematic soils in planted areas of the selected members.	
<u>Requirement for Group Manager</u>		Yes
4.3.1 Group Manager shall compile and maintain an overall soil map for the group.	The group manager is making reference to district soil maps produced by Thailand agriculture department for all group members.	
4.3.2 Group Manager develops a policy and procedure for planting on slopes.	The group has a procedure for planting on the slope as indicated in the Sustainable Manual. Road Maintenance Program has been established by the group manager; to monitor road maintenance activities conducted by group member (e.g.: Pimpa Choochai).	
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.	All group members are required to send their management plan for several activities (including road maintenance) to the group member. Form used to collect the plans from the group member is called Plan for Improvement on the Palm Oil Management". There are no peat soils in planted areas of the selected members to record water levels.	
4.3.4 Group manage to have monitoring procedure for peat subsidence and water	There are no fragile and problematic soils in planted areas of the selected members. Therefore, it is not necessary to establish the management plan for fragile and peat soil	

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.		
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 within group SOPs.	During on-site assessment, it was found that the selected member (who owned plantation nearby the water courses) are provided with the instruction (by the group manager) to maintain buffer zones with natural vegetation along those waterways. The buffer zones are should not be applied with any agrochemical to avoid the contamination of water resources from run-off of soil, nutrients or pesticide. The on-site verification has been conducted on the selected member ID no.019, 030, 058, 091 and 132 who have planted oil palm nearby the natural canal. It was confirmed that the buffer zone along the waterway is well maintained by the group members and do not applied agrochemical within the buffer zones area.	Yes
<u>Requirement for Group Manager</u> 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.	There is no application/extraction of ground water conducted by the group members. However, some of the group members farm are located next/close to natural watercourses (river, stream). Thus, the Group Manager has established a management plan to maintain and restoring riparian zones along the natural watercourses. The group manager has set regular monitoring plan (every 6 moths) to ensure that all members located next/close to natural watercourses are maintaining the riparian. As of the date of audit, the Group Manager has no specific maps for waterways. However, based on the shapefiles of member's field, the Group Manager made reference to Google Earth to evaluate availability of waterways in member's field.	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
<u>Requirement for Individual Member with up to 50ha of</u>	All the selected members visited during the assessment are trained related to IPM techniques. The training has been	Yes

<p>plantation size 4.5.2 Individual members must attend training.</p>	<p>conducted by group advisors. IPM training record is available in member's Record Book.</p> <p>All members visited could demonstrate an understanding of those techniques. The selected member ID no. 058, 085 and 132 have planted sage rose (<i>Turnera ulmifolia</i> L.) to support for IPM program.</p>	
<p>Requirement for Group Manager 4.5.1 is the responsibility of Group Manager. Have a written procedure on IPM.</p> <p>4.5.2 Group Manager to provide IPM training.</p>	<p>Monitoring and Implementation of IPM is conducted by the Group Manager. Procedure for identification and treatment of IPM has been established in Sustainable Manual.</p> <p>Example of the pests identified within the group members are:</p> <ol style="list-style-type: none"> a. Rat b. Rhinoceros Beetle c. Bagworms d. Ganoderma <p>Training on IPM has been conducted by the Group Manager on 4 Feb 2017. Based on the pest census conducted, there is only 1 field (Jarowan Jinka) affected by Ganoderma in 2016.</p>	Yes
<p>Criterion 4.6 Pesticides are used in ways that do not endanger health or the environment</p>		
<p>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.</p>		Major
<p>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.</p>		Major
<p>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.</p>		Major
<p>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.</p>		Minor
<p>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).</p>		Major
<p>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).</p>		Major
<p>4.6.7 Application of pesticides shall be by proven methods that minimise risk and impacts.</p>		
<p>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 reasonable time prior to application.</p>		Major
<p>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).</p>		Minor
<p>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).</p>		Minor
<p>4.6.11 Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, shall be demonstrated.</p>		Major
<p>4.6.12 No work with pesticides shall be undertaken by pregnant or breast-feeding women.</p>		Major
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p>Requirement for Individual Member with up to 50ha of plantation size 4.6.1 Individual members shall be able to demonstrate knowledge of pest & applicable chemical use.</p> <p>4.6.2 Individual members keep</p>	<p>All the selected members could demonstrate an understanding of pest, weed and applicable chemical use for control.</p> <p>During on-site assessment, only field belongs to member ID.016, 068 and 160 are still using agrochemicals for weed control. Whereas the other group members visited has eliminate use of agrochemicals. Example of agrochemicals applied is glyphosate-isopropyl amine 48% (Roundup) with license no.158-2554. This chemicals is listed in Hazardous Substances Act B.E. 2535 (1992) of Department of Agriculture in accordance with the.</p>	Major NC

<p>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>However, based on the result from inspection of the farm Record Book for member ID.068 and 160, there is no record on the pesticide used is maintained. Thus, major non-conformity was raised against indicator 4.6.2.</p> <p>All the selected members are trained and they understood the hazards involved and how the chemicals should be used in a safe manner. Their records showed that training had been carried out. (Health and Safety during chemical usage).</p> <p>The selected member which still using agrochemicals (member ID 160) is found have appropriate place to store chemicals with proper ventilation and kept locked.</p> <p>Other potentially hazardous items, such as sprayers, buckets, and PPE used for mixing pesticide are kept stored as well.</p> <p>Disposal of waste materials related to pesticide containers are being carried out as per established procedures. The rinsed containers were pierced and stored as per SOPs.</p> <p>From interviews, all selected members were aware that no pregnant or breastfeeding women should handle pesticides. There was no evidence of any and from interviews, it was established that sprayers were all men.</p>	
<p>Requirement for Group Manager</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>The group manager has established a procedure on handling of agrochemicals as available in Sustainable Manual. These procedures have been communicated to all group members on 4 Feb 2017.</p> <p>The group manager has taken proactive action to list up all members and subcontractors whom directly applied agrochemicals. List of sprayers who applied Glyphosate and Paraquat was monitored separately.</p> <p>Health check-up for those group members and subcontractors was conducted by Khaopanom Clinical Laboratory. Cholinesterase is parameter used to check the health condition of the sprayers.</p> <p>There are 20 sprayers from both group members and subcontractors were examined on 18.6.2017 and the results showed that all sprayers are in good health conditions and fit for work.</p>	<p>Yes</p>
<p>Criterion 4.7 An occupational health and safety plan is documented, effectively communicated and implemented.</p>		
<p>4.7.1 A health and safety policy shall be in place. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.</p>	<p>Major</p>	
<p>4.7.2 All operations where health and safety is an issue shall be risk assessed, and procedures and actions shall be documented and implemented to address the identified issues. All precautions attached to products shall be properly observed and applied to the workers.</p>	<p>Major</p>	
<p>4.7.3 All workers involved in the operation shall be adequately trained in safe working practices (see Criterion 4.8). Adequate and appropriate protective equipment shall be available to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, and land preparation, harvesting and, if it is used, burning.</p>	<p>Major</p>	
<p>4.7.4 The responsible person/persons shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings, and any issues raised shall be recorded.</p>	<p>Major</p>	
<p>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.</p>	<p>Minor</p>	
<p>4.7.6 All workers shall be provided with medical care, and covered by accident insurance.</p>	<p>Minor</p>	

4.7.8 Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Member shall collaborate with Group Manager to ensure dangers on farm are identified.</p> <p>Members shall provide input to the development of the OHS policy and management plan.</p> <p>Members shall attend trainings related to OHS.</p> <p>Members shall implement the management plan and at least ensure the provision of PPE and medical check-ups for high risk workers. In the case of hazardous chemical use, a description of the relevant chemicals should be brought to the field.</p> <p>Members shall report accidents on the farm to the Group Manager. Each member ensures that there is a first aid kit available at the work site when there is operation going on in the field.</p> <p>Appropriate to scale, workers shall be provided with medical care and covered by medical insurance.</p> <p>If accidents occur involving casual workers, members shall be expected to provide medical care for the workers involved.</p>	<p>The group has established an Occupational Health and Safety Policy as described in the Sustainable Manual. This manual is used as a guideline document for matters related to OSH. This manual also contains management practices in key activities. A copy of this manual is provided to all group members. It is the responsibility of group members to encourage the hired subcontractors to implement occupational health and safety in accordance with policy and instructions.</p> <p>All members visited during the audit have training record according to an occupational health and safety. Individual group member has also responsible to monitor whether subcontractor implemented according to the occupational health and safety policy and instructions.</p> <p>Example of activities involving subcontractors are:</p> <ol style="list-style-type: none"> a. harvesting of FFB b. transporting of FFB from plot to the mill c. weeding using lightweight mowing machine <p>Although there is no operations sighted during the audit, it was found that all group members kept their PPE at appropriate location. The auditor was informed that these PPE will be provided to the workers (subcontractor) before commencing any work.</p> <p>The record book given by the group contains the relevant information to record the accident related to work. Moreover, guidelines on accident and emergency procedures are available and used to brief the hired subcontractors.</p> <p>Subcontractors are encouraged by group members to inform of any accidents related to work (if any).</p> <p>During the assessment, it is noted that there was no either major or minor accident. Anyway, during the assessment, all selected member have prepared a first aid kit appropriate and adequate for use. All members have understood that they will report the group manager and record in accident form that was given by group manager.</p> <p>There is no worker being employed permanently by the selected members.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>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>There is no evidence showing that risk assessment associate with occupational health and safety has been assessed by the group. Major NC has been issued for criteria 4.7 for group manager.</p>	Major NC

<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>Criterion 4.8 All staff, workers, smallholders and contract workers are appropriately trained.</p>		
<p>4.8.1 A formal training programme shall be in place that covers all aspects of the RSPO Principles and Criteria, and that includes regular assessments of training needs and documentation of the programme.</p>		<p>Major</p>
<p>4.8.2 Records of training for each employee shall be maintained.</p>		<p>Minor</p>
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Anyone working on the farm shall be briefed on best practices relevant to the job they are doing.</p> <p>Members and workers shall participate in the trainings where appropriate.</p> <p>Members inform the Group Manager on participation of workers in training.</p>	<p>From interviews, all members have attended training courses provided by Group manager and recorded in farm Record Book. Example of training provided are:</p> <ul style="list-style-type: none"> a. awareness on relevant RSPO standard b. legal requirements c. SOP d. soil and water management e. IPM f. agrochemical use g. occupation health and safety in palm oil plantation h. farm record keeping i. Good Agriculture Practice of palm oil plantation j. functions of group members and responsibly. <p>Individual group members are responsible for training hired subcontractors or workers. Anyway, group manager has provided the training course that directly concerned to workers or subcontractors such as fertilizer and agrochemical use, occupation health and safety in palm oil plantation and wastes management.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>Group Manager shall ensure that all members are trained on the RSPO P&C and records of such training shall be kept.</p> <p>Appropriate to scale, Group Manager shall prepare a training plan.</p> <p>Appropriate to scale, training records shall be kept.</p>	<p>Training plan for year 2017 has been established by the Group Manager. The training cover several training subjects e.g. ICS, palm oil plantation management, soil sample collection and analysis, foliar sample collection and analysis, HCV management, environmental and GHG conservation and how to record in the record book.</p> <p>The training for year 2017 is on-going. Meanwhile, the training in 2016 was conducted during the group meeting. Latest training session has been recorded on 4 Feb 2017.</p>	<p>Yes</p>

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>During on-site assessment, all the selected members are capable to demonstrate an understanding of the environmental risks caused by their operations. The members can also explain on the mitigation plan to reduce the environmental impacts; such as, the contamination of agrochemical into the river if it is not used appropriately.</p> <p>The group member also aware that they could reduce that impact by reducing the use of chemical.</p> <p>In case their plantation close to the river, they have to maintain natural vegetation along these waterways and do not plant or replant palm tree 10-15 metres from the riverside.</p> <p>From on-site inspection, The plantation owned by member ID 030, 058, 091 and 132 are located close to river. However, the result from onsite inspection was confirmed that natural vegetation along these waterways is still well maintained. Moreover, they also do not use of agrochemical in their plantation.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>Group Managers shall identify all activities that have an impact on the environment.</p> <p>Group Managers shall develop a mitigation plan to reduce environmental risks and review the plan every two years.</p> <p>Group Managers shall organise training for members on environmental risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p>	<p>Group manager and team conducted the EIA, SIA and HCV assessment to plots owned by individual member. All plantations owned by group members were assessed by third party or community leader, for an environmental and social impact using the simplified checklist. Only relevant community leaders were invited by group to be an assessor for environmental and social impact assessment.</p> <p>The plan for mitigation of the impact on environment was reviewed on 30 November 2016.</p> <p>Results from monitoring the implementation were brought into discussion for the review the plan.</p>	Yes
Criterion 5.2 The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.		
5.2.1 Information shall be collated in a High Conservation Value (HCV) assessment that includes both the planted area itself and relevant wider landscape-level considerations (such as wildlife corridors).		Major
5.2.2 Where rare, threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations, appropriate measures that are expected to maintain and/or enhance them shall be implemented through a management plan.		Major
5.2.3 There shall be a programme to regularly educate the workforce about the status of these RTE species, and appropriate disciplinary measures shall be instigated in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect or kill these species.		Minor
5.2.4 Where a management plan has been created there shall be ongoing monitoring: <ul style="list-style-type: none"> The status of HCV and RTE species that are affected by plantation or mill operations shall be documented and reported; Outcomes of monitoring shall be fed back into the management plan 		Minor
5.2.5 Where HCV set-asides with existing rights of local communities have been identified, there shall		Minor

be evidence of a negotiated agreement that optimally safeguards both the HCVs and these rights.		
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate basic understanding of HCVs and RTEs and the need to protect them.</p> <p>Individual members shall check with the Group Manager status of HCVs and RTEs of their farm based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall make their workers aware of the status of RTE species and the applicable disciplinary measures.</p> <p>Individual members shall be aware of the rights of other local communities that are related to identified HCVs and RTEs.</p>	<p>Result from interviews showed that the selected members could demonstrate a basic understanding of HCVs and RTEs and the need to protect them as they participated in the HCV assessment.</p> <p>Since all selected members' plantation has no HCVs and RTEs, the implementation of the HCV management and monitoring plan do not apply.</p> <p>All selected members are understand the ways of communication such as through meeting with their workers and displayed notice board "No hunting" around their field.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>HCV assessments shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available; see guidance).</p> <p>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</p>	<p>For HCV assessment, simplified checklist for HCV assessment was also established for further use by the group to assess the presence of HCV habitat within and adjacent area with the group member plantations.</p> <p>As most plantation owned by group members were planted decades ago, therefore, there is no record of the presence of the HCV in the planted area and adjacent area. It is not only HCV but also RTE were not identified within and adjacent boundary areas.</p>	Yes

<p>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>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><u>Requirement for Individual Member with up to 50ha of plantation size</u> Appropriate to scale, members shall have a documented waste management and disposal plan.</p> <p>Members shall communicate to all workers the waste management and disposal plan.</p> <p>Members shall ensure that all chemical containers are properly handled and disposed.</p> <p>Members shall ensure that the workers are trained on waste management and disposal. Records of such training shall be kept.</p>	<p>During on-site assessment at field belongs to the group member (who still applied the agrochemicals), it was found that disposal of waste materials related to pesticide containers are being carried out as per established procedures.</p> <p>Triple rinsing activities was continually implemented for empty pesticide container. The rinsed containers were pierced and stored as per SOPs.</p> <p>Most of selected members, there was no chemical pesticide use, wastes mainly originate from fertilizer bags. Fertilizer application was normally carried out twice a year. As all selected members hired subcontractor for applying fertilizer, fertilizer bags after use are also disposed by subcontractors.</p> <p>Training on waste management has been communicated to all group members on 4 Feb 2017.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u> Appropriate to scale, the Group Manager shall ensure that there is a documented waste management and disposal plan 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>The group manager has established a documented waste management plan. It is integrated in Sustainable Manual and has been communicated to all members on 4 Feb 2017.</p> <p>Waste management plan covers management of empty chemical containers. Currently, all empty chemicals containers produced by the group members are kept at the storage belong to Srijaroen mill for disposal.</p>	<p>Yes</p>
<p>Criterion 5.4 Efficiency of fossil fuel use and the use of renewable energy is optimised.</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.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Appropriate to scale, members shall implement the actions as outlined in the Group's plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p>	<p>During on-site assessment at the selected members (whom doing manual weeding), they have the records of fuel consumption of lawn mowers in farm Record Book.</p> <p>Group members is aware that these figures should be communicated to group manager to implement the action plan for improving and monitoring the efficiency of the use of fossil fuels and to optimize renewable energy.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>Appropriate to scale, Group Manager shall have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy.</p>	<p>There is no record showing that how many litres of fossil fuel used in palm oil operation. Therefore, there is no evidence of a plan to improve or monitor the efficiency of fossil fuel has been made available. A minor NC against Group Manager has been raised on this Criterion.</p>	Minor NC
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.		
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.		Major
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.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></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>All selected members are aware that they cannot use fire for land clearance for further replanting.</p> <p>Use of fire for waste disposal is also prohibited. Zero burning techniques have been explained to group members through internal training by group manager teams.</p> <p>During on-site visits, there is no evidence showing that fire was used to dispose of waste or for land preparing at the selected members' plantation.</p>	Yes
<p><u>Requirement for Group Manager</u></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. 	<p>Zero burning is one of the group policies established by the group manager. Explanation of the zero burning is given during the group meeting on 4 Feb 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

<ul style="list-style-type: none"> Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 		
Criterion 5.6 Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored. <i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i>		
5.6.1 An assessment of all polluting activities shall be conducted, including gaseous emissions, particulate/soot emissions and effluent (see Criterion 4.4).		Major
5.6.2 Significant pollutants and greenhouse gas (GHG) emissions shall be identified, and plans to reduce or minimise them implemented.		Major
5.6.3 A monitoring system shall be in place, with regular reporting on progress for these significant pollutants and emissions from estate and mill operations, using appropriate tools.		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Nil	Not applicable.	NA
<u>Requirement for Group Manager</u> The Group Manager shall: <ul style="list-style-type: none"> List significant pollutants and identify sources of emissions. Identify options to reduce pollutants and emissions and consider whether the group can implement any of these. Based on the above, where possible, mitigation measures shall be developed and implemented. Socialise the information to the group members. 	There are no significant pollutants affected from oil palm plantation on smallholdings. Thus this requirement is considered not relevant.	NA

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
<u>Requirement for Individual Member with up to 50ha of plantation size</u> Individual members shall demonstrate an understanding of	All selected members have demonstrated understanding of the social risks, mitigation plan to reduce social impacts. Based on the result of interviews during the public consultation with community leaders, Health officer and subcontractors, it was confirmed that the stakeholders have not been affected by group	Yes

<p>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>member operation.</p> <p>A discussion about the topic of related issues on social in particular conflict on water use and migrant workers employment by group members were also done during the public consultation meeting.</p> <p>Stakeholders confirmed that they and their villagers have never been suffering from operation by the group members</p>	
<p>Requirement for Group Manager</p> <p>Group Managers shall identify all activities that have social impacts with the participation of affected parties.</p> <p>Group Managers shall develop a mitigation plan (with clear timetable) to reduce social risks and review the plan every two years in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on social risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of mitigation plan.</p>	<p>Group manager has established a simplified questionnaire to identify and evaluate all activities which might affect social livelihood. The assessment has been conducted during meeting with stakeholders and members on 14-15 Jun 2017.</p> <p>Based on the results, there is no direct impact on social affected from the oil palm field operation done by the group members. Therefore, no mitigation plan is required.</p>	Yes
<p>Criterion 6.2 There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.</p>		
6.2.1 Consultation and communication procedures shall be documented.		Major
6.2.2 A management official responsible for these issues shall be nominated.		Minor
6.2.3 A list of stakeholders, records of all communication, including confirmation of receipt and that effort are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders, shall be maintained.		Minor
Interface	Findings	Compliance
<p>Requirement for Individual Member with up to 50ha of plantation size</p> <p>The individual member shall demonstrate understanding of the group's consultation and communication procedures.</p>	<p>Based on interview with the selected members, they are understood and aware of the consultation and communication procedures.</p>	Yes
<p>Requirement for Group Manager</p> <p>The Group Manager shall develop a documented procedure for consultation and communication with local communities and other affected or interested parties. (6.2.1)</p> <p>The Group Manager shall ensure that individual group members are informed of the consultation and communication procedure.</p>	<p>Procedure for Communication and Consultation with local communities and other affected stakeholders is indicated on page 77 of the Sustainable Manual.</p> <p>The group manager has nominated the group committee and farm advisors as the official person to communicate with stakeholders on social issues on behalf of the group members.</p> <p>List of stakeholder covering all area where plots are located is established and updated in 2017.</p>	Yes

<p>The Group Manager shall nominate an official responsible for these issues (6.2.2)</p> <p>The Group Manager shall make a list of stakeholders or construct a “stakeholder register” and keep records of all communication and actions taken. (6.2.3)</p>		
<p>Criterion 6.3 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>		
<p>6.3.1 The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistle-blowers’, where requested.</p>		<p>Major</p>
<p>6.3.2 Documentation of both the process by which a dispute was resolved and the outcome shall be available.</p>		<p>Major</p>
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Appropriate to scale, the member shall have a documented grievance mechanism in place.</p> <p>The workers shall understand the process.</p> <p>Appropriate to scale, the procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p>	<p>Group manager has distributed a farmer folder to all the members where the complaint and grievances procedure.</p> <p>Result of interview conducted with the selected members confirmed that they have received a copy of the complaint and grievances procedure and understand on that procedure. The procedure has indicated the process and timeline to resolve disputes (if any).</p> <p>There is no dispute case reported or unresolved during the audit.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall have a documented grievance mechanism in place.</p> <p>The procedure shall provide documentation of both how the process of the dispute was resolved and the outcome.</p> <p>The Group Manager shall ensure members are familiar with the grievance procedure.</p> <p>Where necessary, the Group Manager shall support members to put in place documented grievance mechanism.</p>	<p>The group manager has established a Complaint and Grievances Procedure as evident in Sustainable Manual.</p> <p>The procedure has included process and timeline involved in resolving any disputes (if any).</p> <p>This procedure has been communicated to all members on 14 Feb 2017.</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>

6.4.3 The process and outcome of any negotiated agreements and compensation claims shall be documented, with evidence of the participation of affected parties, and made publicly available.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual group members formally request assistance by the Group Manager in this process to assure compliance with the procedures.</p>	<p>Group manager has distributed a farmer folder to all the members where the complaint and grievances procedure.</p> <p>Result of interview conducted with the selected members confirmed that they have received a copy of the complaint and grievances procedure and understand on that procedure. The procedure has indicated the process and timeline to resolve disputes (if any).</p> <p>There is no dispute case reported or unresolved during the audit.</p>	Yes
<p><u>Requirement for Group Manager</u></p> <p>6.4.1 & 6.4.2: The Group Manager develops a procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation and a procedure for calculating and distributing fair compensation.</p> <p>6.4.3: The Group Manager documents the process and outcome of any negotiated agreements and compensation claims with evidence of the participation of affected parties, and makes this publicly available.</p> <p>The Group Manager assists individual group members in these situations upon request by the member.</p>	<p>The group manager has established a Complaint and Grievances Procedure where is indicated in Sustainable Manual.</p> <p>The procedure has included process and timeline involved in resolving any disputes (if any).</p> <p>This procedure has been communicated to all members on 14 Feb 2017.</p> <p>As of the date of audit, no land conflict are recorded.</p>	Yes
Criterion 6.5 Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.		
6.5.1 Documentation of pay and conditions shall be available.		Major
6.5.2 Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to them by a management official.		Major
6.5.3 Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible.		Minor
6.5.4 Growers and millers shall make demonstrable efforts to monitor and improve workers' access to adequate, sufficient and affordable food.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Appropriate to scale, the members shall keep their documentation of pay and conditions.</p> <p>The pay shall meet at least the legal or industry standards minimum wage.</p> <p>If individual members employ</p>	<p>Based on the interview conducted with group member, there is no permanent worker hired by farmers for oil palm operation.</p> <p>Only subcontractors were hired temporarily for harvesting, spraying agrochemical, transporting of FFB from the plantation to mill, weeding and fertilizer application.</p> <p>Rate of payment is determined for each task. Verbal and written wage agreements were recorded in the farmer record book.</p> <p>For instance, agreed rate for both harvesting and transporting of FFB rate is 0.5-0.9 Baht/kg. Meanwhile, rate for other activities composes of weeding rate 10 Baht/oil palm tree, spraying of agrochemical 150 Baht/container of pesticide (1 liters), frond cutting rate 15 Bath/oil palm tree, and fertilizer application 40</p>	

<p>workers or sub-contractors:</p> <ul style="list-style-type: none"> • employment contracts and conditions (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be explained in the language they understand (6.5.2) • appropriate to scale, members shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible (6.5.3). • appropriate to scale, members shall make efforts to ensure access to food to workers, including providing allotment (space) for growing food. 	<p>Baht/bag.</p> <p>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.</p> <p>Evaluation of the payment record on the farmer record books of all selected members confirmed that subcontractors were paid on average 500 Bath/person/day which is higher than the minimum wage of 300 Baht/day</p> <p>Due to, there are no permanent workers hired by farmers for oil palm operation. Therefore, this requirement does not applicable for Individual members.</p>	
<p>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).</p> <p>The Group Manager shall be aware of the legal or industry standards minimum wage.</p>	<p>Evaluation form is established to assess the compliance with the group SOPs and laws and regulations. Based on the results of assessment, there was no issue against the labour laws. There is no legal minimum wage for agricultural workers employed on temporary basis</p>	<p>Yes</p>
<p>Criterion 6.6 The employer respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>		
<p>6.6.1 A published statement in local languages recognising freedom of association shall be available.</p>	<p>Major</p>	
<p>6.6.2 Minutes of meetings with main trade unions or workers' representatives shall be documented.</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 If individual members employ workers:</p> <ul style="list-style-type: none"> • A published statement shall be available in local languages recognising freedom of association (to form and join trade unions) (6.6.1) • Minutes of the meeting with main trade unions or workers' representatives shall be documented and kept (6.6.2) 	<p>There is no direct full time labour employed by the group members. However, based on the policy statement published by the group manager, it was confirmed that the group manager recognized the freedom to establish a workers union. Therefore, there is not necessary to have a meeting with the worker union. However, workers have been informally meeting with the group members who are the owner of the plantation regularly</p>	<p>Yes</p>
<p>Requirement for Group Manager The Group Manager shall be aware of the statement, if applicable.</p>	<p>There is no direct full time labour employed by the group members. However, based on the policy statement published by the group manager, it was confirmed that the group manager recognized the freedom to establish a workers union.</p>	<p>Yes</p>

Criterion 6.7 Children are not employed or exploited.		
6.7.1 There shall be documentary evidence that minimum age requirements are met.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Member shall be aware of the child labour policy and implement it.</p> <p>Member shall keep records of their employees including age, including copies of birth certificate/national identification card/passport.</p>	<p>All selected members are aware of the policy of child labour. They could demonstrate the understanding the age of worker can be considered as child and young worker and they do not hire any children to work in the farm.</p> <p>Speaking to the group members confirmed that they only hire workers above minimum age (18 years old) for work in their field. Most of them are relatives.</p>	Yes
<p><u>Requirement for Group Manager</u> Write a policy on Child Labour and keep records of documented evidence of awareness rising on child labour.</p> <p>The policy shall be clear that children can only work under supervision, are family members and not doing hazardous work.</p>	<p>No Child labour is one of the policies established by the group. Group manager and group management committee are responsible to ensure that group members are not employing any child labour either by direct or indirect employment when subcontractor is responsible to find the service team members.</p>	Yes
Criterion 6.8 Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.		
6.8.1 A publicly available equal opportunities policy including identification of relevant/affected Groups in the local environment shall be documented.		Major
6.8.2 Evidence shall be provided that employees and Groups including local communities, women, and migrant workers have not been discriminated against.		Major
6.8.3 It shall be demonstrated that recruitment selection, hiring and promotion are based on skills, capabilities, qualities, and medical fitness necessary for the jobs available.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Members shall be aware of the equal opportunities policies and implement it.</p>	<p>All selected members are aware of the Equal Opportunities. They could demonstrate the understanding the equal opportunities provided by the group manager.</p>	Yes
<p><u>Requirement for Group Manager</u> Write a policy on equal opportunities and keep records of documented evidence of awareness rising on it.</p>	<p>Equal Opportunities are one of the policies statement established by the group manager.</p> <p>Group manager and group management committee are responsible to ensure that group members are providing equal opportunities on either by direct or indirect employment when subcontractor is responsible to find the service team members.</p> <p>Training on the policies has been conducted on 4 Feb 2017.</p>	Yes
Criterion 6.9 There is no harassment or abuse in the work place, and reproductive rights are protected.		
6.9.1 A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.		Major
6.9.2 A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.		Minor
6.9.3 A specific grievance mechanism which respects anonymity and protects complainants where requested shall be established, implemented, and communicated to all levels of the workforce.		Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p>	<p>Based on interview, all selected members were aware of the policy and procedures to prevent sexual, and all other forms of harassment and violence as well as of the policy of the protection</p>	Yes

<p>Appropriate to scale, members shall develop the policy/policies and procedure to prevent sexual, all other forms of harassment, violence and protection of reproductive rights.</p> <p>Members shall make sure that all staff/workers are aware of the policies and procedures to prevent sexual and all other forms of harassment and violence as well as of the policy of the protection of reproductive rights.</p> <p>Members shall be aware of the policy/policies and procedures for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in the language which the workers can understand (linked to 6.3).</p>	<p>of reproductive rights.</p>	
<p><u>Requirement for Group Manager</u> Group Manager shall develop the Policy/Polices and procedure to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall make sure that all members are aware of the policies and procedures to prevent sexual and all other forms of harassment, violence and protection of reproductive rights.</p> <p>The Group Manager shall ensure members are aware of the policy/policies and procedure for handling sexual and all other forms of harassment, violence and the protection of reproductive rights, in 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 policy in the sustainable manual.</p> <p>The grievance mechanism to address sexual harassment issues is similar to the complaint procedure. To communicate this policy, group members were informed during the group meeting</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><u>Requirement for Individual Member with up to 50ha of plantation size</u> 6.10.2 The individual member</p>	<p>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders</p>	<p>NA</p>

<p>understands the pricing mechanism of the purchaser. 6.10.4 Agreed payments to local businesses shall be made in a timely manner.</p>		
<p><u>Requirement for Group Manager</u> 6.10.1: Where Group Managers sell the FFB on behalf of the group members, the Group Manager shall inform group members of the price of FFB obtained.</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>This requirement is not applicable because all group members have the right to sell their FFB to any mills and traders</p>	<p>NA</p>
<p>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</u></p>	<p>The responsibility for meeting this requirement lies with the Group Manager.</p>	<p>NA</p>

<p><u>plantation size</u> The responsibility for meeting this requirement lies with the Group Manager</p>		
<p><u>Requirement for Group Manager</u> 6.11.1: Evidence of consultation with local communities and stakeholders. Where contributions have been identified as necessary based on the consultation carried out, the Group Manager shall ensure that these are implemented</p>	<p>Group manager has given the education to the village for improvement the career. This project was done in collaboration with District Agricultural Office.</p>	<p>Yes</p>
<p>Criterion 6.12 No forms of forced or trafficked labour are used.</p>		
<p>6.12.1 There shall be evidence that no forms of forced or trafficked labour are used.</p>		<p>Major</p>
<p>6.12.2 Where applicable, it shall be demonstrated that no contract substitution has occurred.</p>		<p>Minor</p>
<p>6.12.3 Where temporary or migrant workers are employed, a special labour policy and procedures shall be established and implemented.</p>		<p>Major</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 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.</p>	<p>During on site assessment, there was no evidence of forms of forced or trafficked labour is being used. All selected members are provided with policy on preventing no forms of forced or trafficked labour the member group. From interviews, they could demonstrate the awareness of the policy and no forced labour or labour from trafficking.</p>	<p>Yes</p>
<p><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.</p>	<p>This policy is indicated in the sustainability manual. Group members have been trained to boost awareness on this policy during the group meeting</p>	<p>Yes</p>
<p>Criterion 6.13 Growers and millers respect human rights.</p>		
<p>6.13.1 A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations (see Criteria 1.2 and 2.1).</p>		<p>Major</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p>	<p>Based on interviews, all selected member demonstrated an understanding the policy to respect human rights and were aware of this policy.</p>	<p>Yes</p>

6.13.1 Individual members to show evidence that they understand the policy.		
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.	Policy to respect the human rights is written in the sustainability manual. Communication of this policy was conducted during the group meeting	Yes

Principle 7: Responsible Development of New Plantings

Criterion 7.1 A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.		
7.1.1 An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.		Major
7.1.2 Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts.		Minor
7.1.3 Where the development includes an out grower scheme, the impacts of the scheme and the implications of the way it is managed shall be given particular attention.		Minor
Interface	Findings	Compliance
Requirement for Individual Member with up to 50ha of plantation size Individual members shall demonstrate an understanding of the environmental and social risks of their operations. Individual members shall demonstrate an understanding of the management plan to avoid or mitigate the social and environmental impacts. Where applicable, individual members shall help to address negative social and environmental impacts in a consultative manner.	Even though no new planting was carried out by all randomly group members who were chosen for this surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that some of new group members joined the group in last year have plots where are recently planted (after year 2010). Even though those new group members have not been chosen for visiting and auditing, the relevant documents kept at the group were asked for the review. For instance, the EIA and SIA reports conducted by the community leader confirmed that there are no negative impacts caused by operation at plots owned by new group members who have new planting on environment and social.	Yes
Requirement for Group Manager A comprehensive SEIA shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available). Group Managers shall confirm land ownership and user rights within the new planting area. Group Managers shall identify all activities that have environmental and social impacts (positive and negative) with the participation of affected parties.	Obviously that 12 new group member has recently planted palm oil plantation. However, all plots owned by those group members have already been assessed the social and environmental impacts by community leaders. Confirmation on the results of the assessment was done again during the village headman meeting. Group manager and group committees have provided the list of group members and results of the SIA and EIA to those community leaders and village headman to reconsider and confirm. This is one method showing that SIA and EIA were carried out under the participation of the affected parties. Based on the result from SEIA showing that there is no negative impact, therefore, the mitigation plan to avoid or mitigate the impacts to environment and social is not necessary.	Yes

<p>Group Managers shall develop a plan to avoid or mitigate environmental and social risks in consultation with the affected parties.</p> <p>Group Managers shall organise training for members on environmental and social risks and mitigation measures.</p> <p>Group Managers shall monitor implementation of SEIA management plan.</p>		
<p>Criterion 7.2 Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>		
7.2.1	Soil suitability maps or soil surveys adequate to establish the long-term suitability of land for oil palm cultivation shall be available and taken into account in plans and operations.	Major
7.2.2	Topographic information adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available and taken into account in plans and operations.	Minor
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> 7.2.1 and 7.2.2 individuals' members can show appropriate understanding of soil type and suitability.</p>	<p>Even though no new planting was carried out by selected group members who were chosen for second surveillance assessment, reviewing the group database while auditing at the group administration office of the group found that some new group members have plots where are recently planted.</p> <p>Since those new group members have not been visited and audited, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit. Therefore, it will be considered as not applicable</p>	NA
<p><u>Requirement for Group Manager</u> 7.2.1 Group Manager shall:</p> <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group • provide required information and or training for individual members <p>7.2.2 Overall soil map to include topographic information.</p>	<p>There are about 12 group members who have recently planted after 2010.</p> <p>Even though the group asked for the soil map from the Krabi Provincial Land Development Department, this soil map has not been used to overlay with the shapefile for plots owned by group members.</p> <p>Therefore, minor non-conformity has been raised against this indicator</p>	Minor NC
<p>Criterion 7.3 New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>		
7.3.1	There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced (see Criterion 5.2).	Major
7.3.2	A comprehensive HCV assessment, including stakeholder consultation, shall be conducted prior to any conversion or new planting. This shall include a land use change analysis to determine changes to the vegetation since November 2005. This analysis shall be used, with proxies, to indicate changes to HCV status.	Major
7.3.3	Dates of land preparation and commencement shall be recorded.	Minor
7.3.4	An action plan shall be developed that describes operational actions consequent to the findings of the HCV assessment, and that references the grower's relevant operational procedures (see Criterion 5.2).	Major
7.3.5	Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and management plans (see Criterion 5.2).	Minor

Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Individual members shall demonstrate basic understanding of primary forest and HCV and the need to avoid clearing of such areas.</p> <p>Individual members shall check with the Group Manager the primary forest and HCV status of their farm within the landscape (see guidance) based on the HCV assessment report.</p> <p>Individual members shall participate in the HCV assessment.</p> <p>Individual members shall be involved in the implementation of the HCV management and monitoring plan (to maintain and/or enhance HCVs).</p> <p>Individual members shall record dates of land preparation and commencement of their own farm.</p>	<p>Since these group members who have recently new planted have not been visited and audited, the relevant documents kept at the group were asked for the review.</p> <p>HCV assessment conducted by the community leader was also reviewed during the audit. It was confirmed that there is no RTE species and HCV identified in the plots owned by these group members and adjacent areas.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall demonstrate basic understanding of primary forest and HCV and inform individual members of the need to avoid clearing of such areas.</p> <p>Prior to new plantings, a comprehensive HCV assessment shall be conducted by an independent party, or where applicable, an internal assessment can be facilitated by the Group Manager (refer to generic P&Cs or NIs where available).</p> <p>The Group Manager shall develop SOPs for recording land preparation and commencement of farms by individual members.</p> <p>The Group Manager shall develop action plans and SOPs (e.g. for RTE species, riparian areas) based on the HCV management and monitoring plan.</p> <p>The Group Manager shall</p>	<p>According to the announcement of RSPO no 15 November 2016 (http://www.rspo.org/smallholders/announcements/announcement-on-the-resolution-to-review-and-amendment-of-the-updated-npp-process-as-applied-to-smallholders), the new oil palm development in smallholder areas (independent, scheme or associate) are relieved from the submission of the NPP.</p> <p>According to the group database, plots owned by these group members, in particular, have planted in few years ago. Group database is used to record when plot of each group member has planted. It can be used to identify which plots have recently planted after 2010.</p> <p>The HCV assessment conducted by internal assessor of the group for plots where have recently planted especially plots owned by them is available. Results from the HCV assessment confirmed that Not only HCV but also RTE were not identified within and adjacent boundary areas as nearby (boundary) areas. Based on this result, therefore, action plans for HCV management is not required.</p>	<p>Yes</p>

<p>implement a mechanism for individual members to report on threats to HCVs.</p> <p>The Group Manager shall collate dates of land preparation and commencement of individual farms.</p> <p>The Group Manager conducts training for their individual members and their workers about the status of HCV.</p>		
<p>Criterion 7.4 Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.</p>		
7.4.1 Maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided.		Minor
7.4.2 Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>7.4.1 and 7.4.2 individuals' members can show appropriate understanding of marginal and fragile soil, to be consistent with group SOP.</p>	<p>Even though new group members were not chosen for visiting and auditing, the relevant documents kept at the group were asked for the review. However, this requirement could not review during the audit.</p>	NA
<p><u>Requirement for Group Manager</u></p> <p>7.4.1 Group Manager shall:</p> <ul style="list-style-type: none"> • compile and maintain an overall soil map for the group, including marginal and fragile soils - this can be part of the HCV map and assessment. • provide required information and or training for individual members. <p>7.4.2 The Group Manager maintains and oversees plans for new development based on overall soil map.</p>	<p>Even though there is no soil map which resulting to cause non-conformity, all plots owned by group members are located in flat area. Therefore, it is not necessary to establish the action plan to manage the fragile soil and planted area on slope</p>	Yes
<p>Criterion 7.5 No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>		
7.5.1 Evidence shall be available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the grower/miller is signed and ratified by these local peoples.		Major
Interface	Findings	Compliance
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u></p> <p>Nil</p>	Not applicable.	NA
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall develop a documented system detailing</p>	<p>Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform</p>	NA

<p>how FPIC is implemented and shall ensure that new group members are included in this.</p> <p>The Group Manager shall retain documentary evidence of participation by affected local peoples and their understanding of the right to say 'no'.</p>	<p>Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable</p>	
<p>Criterion 7.6 Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.</p>		
<p>7.6.1 Documented identification and assessment of demonstrable legal, customary and user rights shall be available.</p>		<p>Major</p>
<p>7.6.2 A system for identifying people entitled to compensation shall be in place.</p>		<p>Major</p>
<p>7.6.3 A system for calculating and distributing fair compensation (monetary or otherwise) shall be in place.</p>		<p>Major</p>
<p>7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit from plantation development.</p>		<p>Minor</p>
<p>7.6.5 The process and outcome of any compensation claims shall be documented and made publicly available.</p>		<p>Minor</p>
<p>7.6.6 Evidence shall be available that the affected communities and rights holders have access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</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>Individual members shall retain copies of the documentary evidence of the process and outcome of compensation claims. (7.6.5)</p>	<p>The relevant documents for those new group members who have new planting where are kept at the group were asked for the review.</p> <p>Based on the inspection on the land deeds, it was confirmed that there is no dispute because all square meter of land area is owned by the group member.</p>	<p>Yes</p>
<p><u>Requirement for Group Manager</u></p> <p>The Group Manager shall:</p> <ul style="list-style-type: none"> • Document identification and assessment of demonstrable legal, customary and user rights (7.6.1). • Establish a procedure for identifying people entitled to compensation. (7.6.2) • Establish a procedure for calculating and distributing fair compensation. (7.6.3) • Document the process and outcome of any compensation claims and make publicly available (7.6.5) • Have documentary evidence that the affected communities and right holders have been informed that they have the right to access information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed 	<p>Since all square meters of plantation area have been alienated with land deeds, licenses from the governmental authorities concerned such as Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives, this requirement is not applicable.</p>	<p>NA</p>

operations on their lands. (7.6.6)		
Criterion 7.7 No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.		
7.7.1 There shall be no land preparation by burning, other than in specific situations, as identified in the 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.		Major
7.7.2 In exceptional cases where fire has to be used for preparing land for planting, there shall be evidence of prior approval of the controlled burning as specified in 'Guidelines for the Implementation of the ASEAN Policy on Zero Burning' 2003, or comparable guidelines in other regions.		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u> 7.7.1 Individual members shall provide evidence that they understand the No Burning Policy of the group. 7.7.2 Individual members shall provide proposals for use of fire to the Group Manager for assessment and approval prior to burning.	To verify the compliance of this requirement, the public consultation meeting was used to confirm with stakeholder whether burning has been used for land clearance. The stakeholder confirmed that all group members including Mr Chaowalit has never been used fire for land clearance.	Yes
<u>Requirement for Group Manager</u> 7.7.1 The Group Manager shall: <ul style="list-style-type: none"> • Provide evidence of a no use of fire policy in group SOPs. • Demonstrate that individual farms have been visited for this requirement. • Explain how all the above is socialised to individual members of the Group. 7.7.2 The Group Manager shall: <ul style="list-style-type: none"> • Demonstrate that any use of fire by any individual member has been assessed to be justified under the ASEAN guidelines ASEAN Policy on Zero Burning' 2003. • Provide written approval from the relevant environment authority on the use of fire in certain situations as prescribed by the ASEAN guidelines. 	There is no use of fire for the land clearance; the meeting with the stakeholder was conducted on 14-15 June 2017. The meeting was split into 4 times at 4 places. More than 40 stakeholders have participated the training. Then, the questionnaire was distributed to the stakeholders in order to invite them to be assessor for EIA, SIA and HCV. Besides that use of fire is one of the questions indicated in the checklist	Yes
Criterion 7.8 New plantation developments are designed to minimise net greenhouse gas emissions. <i>Note on smallholder context: The RSPO Emissions Reduction Working Group (ERWG) and the RSPO SHWG agree that there should be a simplified mechanism for smallholders for compliance on the GHG matters and that smallholder should not be overburdened due to their limited capacity. Further details will be developed.</i>		
7.8.1 The carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be identified and estimated.		Major
7.8.2 There shall be a plan to minimise net GHG emissions which takes into account avoidance of land areas with high carbon stocks and/or sequestration options.		Minor
Interface	Findings	Compliance
<u>Requirement for Individual Member with up to 50ha of plantation size</u>	The relevant documents of group members who have new planting area kept at the group were asked for the review. Therefore, this requirement is not applicable.	NA

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

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

<p>Criterion 8.1 Growers and millers regularly monitor and review their activities, and develop and implement a Group Action Plan that allow demonstrable continual improvement in key operations.</p>		
<p>The Group Action Plan for continuous improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:</p> <ul style="list-style-type: none"> • Reduction in use of pesticides (Criterion 4.6); • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 		<p>Major</p>
<p>Interface</p>	<p>Findings</p>	<p>Compliance</p>
<p><u>Requirement for Individual Member with up to 50ha of plantation size</u> Members shall provide inputs to the Group Action Plan for continual improvement. 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>All selected members maintained individual records of pesticide use, fertilizer application, agrochemical application, FFB production etc. in the farm record book according to a standard template provided by the Group Manager.</p> <p>In addition, 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 (if any).</p>	<p>Yes</p>

<p>Discuss with the Group Manager the timing of the replanting programme.</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 development of the Group Action Plan through an annual group meeting.</p> <p>Group Managers shall be responsible for the continuous improvement in key operations.</p>	<p>Plan for continuous improvement for year 2013-2018 has been established. The plan cover the plan for chemical reduction, IPM, health condition check for those sprayers, training for group members and subcontractors and plan to inspect the record book of the group members.</p> <p>Based on the record of individual group member, for example, plot owned by Mr Sompong Promtong has previously used Paraquat last year. But from the inspection on the record book, Mr Sompong has never used chemical for year 2017.</p>	<p>Yes</p>

3.4 Non-Conformances Raised in this Assessment

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

3.5 Status of Non-Conformities Previously Identified

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

3.6 Noteworthy Positive Comments

Well trained staffs for the group were allocated by the partnering mill to facilitate the group members for all activities. The mains responsible of the staffs allocated by partnering mill are relevant to administration work of the group such as database and documentation work.

Understanding and commitment of all group members to achieve sustainable FFB production is a credit and something not to forget.

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 **Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)** acknowledge and confirms acceptance of the Report contents and including the assessment findings.

I, the undersigned, representing **Srijaroen Sustainable Oil Palm Production Community Enterprise Group (SOPEG)** acknowledge and confirm the contents of the assessment report and findings of the assessment.

 (Client's Signature)		
Name	:	Mr. Chaowalit Wuttipong
Position	:	Chairman (Srijaroen Group)
Date	:	18 Jul 2017

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

 (Lead Assessor's Signature)		
Name	:	M. Shazaley bin Abdullah
Position	:	Lead Auditor
Date	:	18 Jul 2017

APPENDIX 1: TIMEBOUND PLAN

Currently, there are 146 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

Auditors	Date	Time	Location	Activity	
Day 1					
SA + PN	20.6.2017	09.00-09.30	Group administration office	Opening meeting - Finalized the audit plan - Explanation of RSPO audit process	
SA + PN		09.30-11.00	Group administration office	Stakeholder Consultation Meeting at Central Office - EIA, HCV, SIA - Burning Issues, Waste Mgt, Agrochem - Communication, Complaint, Customary Rights - Wages, Trade Union, Anti Child Labour/Discrimination/Sexual Harassment - Payment to Out grower, CSR	
SA + PN		11.00-12.00		Review group database before the audit and follow up previous NC	
SA + PN		12.00-13.00	Lunch break		
SA		13.00-17.00		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	
PN		13.00-14.00	Manas Chimpakdee (มนัส ฉิมภักดี)	Site Inspection (Site 01) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results	
PN		14.30-15.30	Issara Tongsakul (อิสรา ทองสกุล)	Site Inspection (Site 02) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results	
PN		15.30-16.30	Songyot Shimpakdee (ทรงยศ ฉิมภักดี)	Site Inspection (Site 03) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results	
SA + PN		17.00-17.30		Auditor meeting	
		17.30		End of day 1	
Day 2					
SA	21.6.2017	09.00-17.00		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	
PN		09.00-10.00	Chaowalit Wootipong	Site Inspection (Site 04) - Introduction to audit team - Onsite inspection of smallholder estate and	

			(เซาวลิต ภูผิงค์)	interview with the member - Informal inform audit results
PN		10.00-11.00	Prasit Soksakul (ประสิทธิ์ สุขสกุล)	Site Inspection (Site 05) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
PN		11.00-12.00	Sombat Lekmak (สมบัติ เล็กมาก)	Site Inspection (Site 06) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
SA + PN		12.00-13.00	Lunch break	
PN		13.00-14.00	Sittiporn Choomai (สิทธิพร ช่อไม้)	Site Inspection (Site 07) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
PN		14.00-15.00	Wassana Petlook (วาสนา เพ็ชรลูก)	Site Inspection (Site 08) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
PN		15.00-16.00	Chantana Nooseang (ฉันทนา หนูแสง)	Site Inspection (Site 09) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
SA + PN		17.00-17.30	Auditor meeting	
		17.30	End of day 2	
Day 3				
PN		09.00-10.00	Dongjai Khamweera (ดวงใจ คำวีระ)	Site Inspection (Site 10) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
PN	22.6.2017	10.00-11.00	Tuan Chuahom (ตุ๊วน เชื้อหอม)	Site Inspection (Site 11) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
PN		11.00-12.00	Anan Boonprasob (อนันต์ บุญประสพ)	Site Inspection (Site 12) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
SA + PN		12.00-13.00	Lunch break	
SA		09.00-10.30	Sakda Boonthaworn (ศักดิ์ บุญถาวร)	Site Inspection (Site 13) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results
SA		10.30-12.00	Nit Pimchot (นิจ พิมพ์โคตร)	Site Inspection (Site 14) - Introduction to audit team - Onsite inspection of smallholder estate and interview with the member - Informal inform audit results

SA + PN		12.00-13.00	Lunch break	
SA + PN		13.00-14.00	Group administration office	Auditor time
SA + PN		14.00-15.00	Group administration office	Closing meeting
		15.00		End of audit

APPENDIX 3: LIST OF STAKEHOLDERS CONTACTED

Contacted Smallholder	Feedback/Comments Received	Verification or Follow-Up Required by Clients / Bureau Veritas
Mr. Anothai Paengkanjong (Group Advisor)	No comments.	NA
Mr. Arthon Aullim (Farm Advisor)	No comments.	NA
Manas Chimpakdee (Group Member)	No comments.	NA
Issara Tongsakul (Group Member)	No comments.	NA
Mrs.Chaoon Kapkoed (Group Member)	No comments.	NA
Mr.Head Nukoed (Group Member)	No comments.	NA
Mr.Pramuan Thongsakun (Group Member)	No comments.	NA
Mrs.Juree Songkit (Group Member)	No comments.	NA

APPENDIX 4: NON CONFORMITIES RAISED IN THIS AUDIT

NCR No.	m01	Date Issued	22 Jun 2017
Category	Minor	Due Date	21 Jun 2018
Requirements/Indicators	E2.1.2		
Statements of NC	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, one of information required by standard "corrective actions raised and action taken against internal and external audit" has not been made available in the database.		
Root Cause Analysis	The resource who responsible for the database of the group is not sufficient. There is no system to crosscheck whether database created will contain all information required by the standard and group' s requirement		
Corrective Action	The resource who will assist to create the group database has now been supported by the partnering mill. Then, the record of ""corrective actions raised and action taken against internal and external audit" has now included in the database.		
Preventive Action	Group manager has been assigned to check information in the database whether or not it is completed as per group's requirement and standard requirement		
Verification of Corrective Action(s)	Group has been supported by the partnering mill to increase number of resource for responsible to maintain and create the database of the group. The verification system done by group manager is also created to ensure that all information required by the standard are present in the database		
Status	Closed	Date of Closure	15 Jul 2017

NCR No.	M02	Date Issued	22 Jun 2017
Category	Major	Due Date	21 Aug 2017
Requirements/Indicators	E3.2.2		
Statements of NC	No procedure to control the sale of certified FFB to ensure that non-certified FFB are not sold as RSPO certified FFB.		
Objective Evidence(s)	The group has no clear procedures on mechanism to control the selling of certified FFB for both Physical and Book and Claim to ensure it is not exceeded the certified volume stated on the certificate.		
Root Cause Analysis	Group has not familiar with the new platform to sell certified products (CPO, PKO and PKE) as the credit through RSPO PalmTrace. Moreover, the group has not fully understood the system of RSPO SCC		
Corrective Action	The simplified system used to monitor the FFB production generated by each plot of group member and total volume of CPO, PKO and PKE that will be sold as the credit was created by using excel file. This system was also linked to the trucking system of the weighing station of the partnering mill so that total FFB received daily from group member can be recorded		
Preventive Action	Recorded of the input (FFB) and output (CPO, PKO and PKE) that may be sold as the credit will be monitored in every 4 months (end of March, June, September and December) of a year. The group manager will be responsible for the monitoring. As group is supported by partnering mill who has been certified RSPO SCC, the advisor from the partnering mill will be assist to monitor whether sold credit is exceed than FFB received		
Verification of Corrective Action(s)	The simplified system was created by linking with the trucking system used by partnering mill to record FFB received daily. Based on this, total FFB generated by group members can be recorded. Simplified system in excel is also used to monitor whether CPO, PKO and PKE that can be sold as the credit will be exceed than total FFB production received.		
Status	Closed	Date of Closure	15 Jul 2017

NCR No.	M03	Date Issued	22 Jun 2017
Category	Major	Due Date	21 Aug 2017
Requirements/Indicators	4.6.2 (Requirement for Individual Member)		
Statements of NC	Individual members did not keep records of all pesticides use.		
Objective Evidence(s)	During the onsite inspection of group member 068 and 160, chemicals application is evident. However, the record of chemical usage is not made available in the Oil Palm Records Book.		
Root Cause Analysis	Group members who found that there was no record of the pesticide application have not well aware how much important of the record of pesticide use and/or they cannot writing. Farm advisor is one of the person who can identify the problem, but it is not		
Corrective Action	The use of the agrochemical for these group members have now been recorded in their record book. The group has escalated the measure to monitor the completeness of the record. Farm advisor has been appointed to take this responsibility		
Preventive Action	The group has escalated the measure to monitor the completeness of the record. Farm advisor has been appointed to take this responsibility		
Verification of Corrective Action(s)	The correction by recording the use of pesticide was implemented. It is also demonstrated that the group has taken this case into consideration to prevent reoccurrence by assigning to the farm advisor to monitor and check the completeness of the record done by each group member		
Status	Closed	Date of Closure	15 Jul 2017

NCR No.	M04	Date Issued	22 Jun 2017
Category	Major	Due Date	21 Aug 2017
Requirements/Indicators	4.7 (Requirement for Group Manager)		
Statements of NC	Group Manager has not conducted a risk assessment in collaboration with members.		
Objective Evidence(s)	There is no evidence showing that risk assessment associate with occupational health and safety has been assessed by the group.		
Root Cause Analysis	Group has actually determined the risks associated with the plantation activities by establishing the work instruction and PPEs (if required). However, there is no evidence to show that these outputs either work instruction and PPE are resulted from the risk assessment		
Corrective Action	The risk assessment associated with occupational health and safety has not been conducted under the participation of the group members. The severity and likelihood of risk were brought into consideration for assessing the risk. The n, the score of each risk was given. High score of risk means that the work instruction and PPE to reduce the identified risk are required. Based on this assessment, not only work instruction and PPE required, but also increasing the frequency for patrol to be done by farm advisor especially spraying activity was created		
Preventive Action	The group manager and committees have been trained by advisor who is one of the owner of the partnering mill the process for assessing risks associated with the occupational health and safety		
Verification of Corrective Action(s)	Even though some work instructions and PPEs are ready for the reduction of the risks associated with health and safety, the risk assessment has now been conducted under the advice by the advisor from partnering mill. Based on this assessment, group created the system to check whether group members who applied agrochemical have implemented accordingly. Patrol by farm advisor will be used to ensure that PPF and work instruction have been adopted and implemented properly		
Status	Closed	Date of Closure	15 Jul 2017

NCR No.	m05	Date Issued	22 Jun 2017
Category	Minor	Due Date	21 Jun 2018
Requirements/Indicators	5.4 (Requirement for Group Manager)		
Statements of NC	Group Manager did not have a plan for improving and monitoring the efficiency of the use of fossil fuels and to optimise renewable energy		
Objective Evidence(s)	There is no evidence of a plan to improve or monitor the efficiency of fossil fuel has been made available.		
Root Cause Analysis	Record book showing the amount of fossil fuel used by individual group member has not taken into account to establish the plan for improving and monitoring the efficiency of the use of fossil fuel		
Corrective Action	The record book of each group member has now been taken into consideration to establish the plan for improving and monitoring the efficiency of the use of the fossil fuel. The activities in the plan composes of evaluate the maintenance program of machine required to consume fossil fuel, training the group member how to maintain the readiness of the machines in good condition, for example. The monitoring to check whether the implementation for the use of fossil fuel will be align with the plan is set during July-August every year		
Preventive Action	The farm advisors who responsible to check the record book of each group member have now been trained by advisor of the group. The record not only amount of fossil fuel used but also what can be useful to create the plan will be taken into consideration,		
Verification of Corrective Action(s)	The plan to improve or monitor the efficiency of fossil fuel has now been established. The plan was established in accordance with the actual amount of fossil fuel used by group members. To prevent the reoccurrence of the non-conformity, farm advisor has now been trained by advisor of the group		
Status	Closed	Date of Closure	15 Jul 2017

NCR No.	m06	Date Issued	22 Jun 2017
Category	Minor	Due Date	21 Jun 2018
Requirements/Indicators	7.2.1 (Requirement for Group Manager)		
Statements of NC	Group Manager has not compiled and maintains an overall soil map for the group members.		
Objective Evidence(s)	Even though the group download the manual soil map from the government website, the soil map is found not workable and cannot overlay with shape files.		
Root Cause Analysis	Group has not familiar with the techniques and application to use GIS for overlaying the soil map and maps of plots owned by group members		
Corrective Action	The simplified soil map from the Department of Land Development has now been installed in the cellphone of the farm advisor. This application does not need expertise of the user. The result between using this application and GIS is not different.		
Preventive Action	Farm advisors who are required to use this application have now been trained by advisor from the partnering mill. Whenever the group has accepted new group members, the soil map must be checked to ensure that the soil type is suitable for palm oil plantation		
Verification of Corrective Action(s)	The application recommended by the governmental officer from Department of Land Development has now been installed in the cellphone of farm advisor. This is very easy tool to get the result of the soil type on plots that we are going to check. Farm advisors have also been trained by advisor how to use this application		
Status	Closed	Date of Closure	15 Jul 2017

APPENDIX 5: STATUS OF NON CONFORMITIES IDENTIFIED PREVIOUSLY

There is no outstanding NC raised by previous certification body (TUV NORD Integra bvba).

APPENDIX 6: LIST OF SUSTAINABLE OIL PALM GROWERS

Smallholders Name	Plot No.	Location			Planted Area (Ha)
		Sub-District	District	Province	
001-1 Mr. Pongpisit Horkul	1	Khaophanom	Khaophanom	Krabi	1.71
001-2 Mr. Pongpisit Horkul	2	Khaophanom	Khaophanom	Krabi	5.27
002-1 Mr. Prapan Horkul	1	Khaophanom	Khaophanom	Krabi	0.86
002-2 Mr. Prapan Horkul	2	Khaophanom	Khaophanom	Krabi	2.27
002-3 Mr. Prapan Horkul	3	Khaophanom	Khaophanom	Krabi	7.01
002-4 Mr. Prapan Horkul	4	Khaophanom	Khaophanom	Krabi	2.22
002-5 Mr. Prapan Horkul	5	Khaophanom	Khaophanom	Krabi	3.14
004 Mrs. Naruemon Bunsang	1	Khaophanom	Khaophanom	Krabi	3.71
006-1 Mr. Arithat Morakot	1	Khaophanom	Khaophanom	Krabi	4.63
006-2 Mr. Arithat Morakot	2	Khaophanom	Khaophanom	Krabi	1.74
006-3 Mr. Arithat Morakot	3	Khaophanom	Khaophanom	Krabi	1.84
007-1 Mr. Somphong Phrmthong	1	Khaophanom	Khaophanom	Krabi	2.40
007-2 Mr. Somphong Phrmthong	2	Khaophanom	Khaophanom	Krabi	1.60
008-1 Mr. Arthon Gullim	1	Klongya	Aoluk	Krabi	1.05
008-2 Mr. Arthon Gullim	2	Klongya	Aoluk	Krabi	2.88
008-3 Mr. Arthon Gullim	3	Klongya	Aoluk	Krabi	2.24
008-4 Mr. Arthon Gullim	4	Klongya	Aoluk	Krabi	1.92
009-1 Mr. Songsak Banpaung	1	Khaophanom	Khaophanom	Krabi	1.71
009-2 Mr. Songsak Banpaung	2	Nakhao	Khaophanom	Krabi	7.20
009-3 Mr. Songsak Banpaung	3	Khaophanom	Khaophanom	Krabi	3.21
009-4 Mr. Songsak Banpaung	4	Khaophanom	Khaophanom	Krabi	4.50
009-5 Mr. Songsak Banpaung	5	Khaophanom	Khaophanom	Krabi	3.33
009-6 Mr. Songsak Banpaung	6	Khaophanom	Nakhao	Krabi	1.17
009-7 Mr. Songsak Banpaung	7	Huayyung	Nuaklong	Krabi	4.80
011-1 Mr. Prasarn Limbud	1	Khaodin	Khaophanom	Krabi	1.44

011-2 Mr. Prasarn Limbud	2	Khaodin	Khaophanom	Krabi	4.32
012-1 Mrs. Viparat Janjaroen	1	Khaodin	Khaophanom	Krabi	5.07
012-2 Mrs. Viparat Janjaroen	2	Khaodin	Khaophanom	Krabi	2.30
013-1 Mr. Sophon Thongthaen	1	Khaodin	Khaophanom	Krabi	4.80
013-2 Mr. Sophon Thongthaen	2	Khaodin	Khaophanom	Krabi	3.82
014-1 Mrs. Yindee Tawatchaipibun	1	Khaodin	Khaophanom	Krabi	2.32
014-2 Mrs. Yindee Tawatchaipibun	2	Khaodin	Khaophanom	Krabi	2.34
014-3 Mrs. Yindee Tawatchaipibun	3	Khaodin	Khaophanom	Krabi	3.96
014-4 Mrs. Yindee Tawatchaipibun	4	Khaodin	Khaophanom	Krabi	11.20
014-5 Mrs. Yindee Tawatchaipibun	5	Khaodin	Khaophanom	Krabi	4.06
015-1 Mr. Bunsong Khuadkaeo	1	Khaodin	Khaophanom	Krabi	1.19
015-2 Mr. Bunsong Khuadkaeo	2	Khaodin	Khaophanom	Krabi	1.51
015-3 Mr. Bunsong Khuadkaeo	3	Khaodin	Khaophanom	Krabi	1.11
016-1 Mr. Manas Chimpakdee	1	Khaodin	Khaophanom	Krabi	0.55
016-2 Mr. Manas Chimpakdee	2	Khaodin	Khaophanom	Krabi	2.09
016-3 Mr. Manas Chimpakdee	3	Khaodin	Khaophanom	Krabi	3.04
016-4 Mr. Manas Chimpakdee	4	Thitong	Chaiburi	Surattani	2.67
017-1 Mr. Narong Sanaoklin	1	Khaodin	Khaophanom	Krabi	2.53
017-2 Mr. Narong Sanaoklin	2	Khaodin	Khaophanom	Krabi	2.24
017-3 Mr. Narong Sanaoklin	3	Khaodin	Khaophanom	Krabi	2.40
017-4 Mr. Narong Sanaoklin	4	Khaodin	Khaophanom	Krabi	2.40
017-5 Mr. Narong Sanaoklin	5	Khaodin	Khaophanom	Krabi	4.80
017-6 Mr. Narong Sanaoklin	6	Khaodin	Khaophanom	Krabi	1.60
018-1 Mr. Sophon Thongsakun	1	Thitong	Chaiburi	Surattani	6.56
018-2 Mr. Sophon Thongsakun	2	Thitong	Chaiburi	Surattani	2.08
018-3 Mr. Sophon Thongsakun	3	Thitong	Chaiburi	Surattani	8.48
018-4 Mr. Sophon Thongsakun	4	Thitong	Chaiburi	Surattani	2.04
019-1 Mr. Aidsara Thongsakul	1	Thitong	Chaiburi	Surattani	3.12
019-2 Mr. Aidsara Thongsakul	2	Thitong	Chaiburi	Surattani	3.00

020 Mr. Wanchalerm Chaithan	1	Thitong	Chaiburi	Surattani	2.86
021-1 Mrs.Nittaya Chaithan	1	Thitong	Chaiburi	Surattani	1.74
021-2 Mrs.Nittaya Chaithan	2	Thitong	Chaiburi	Surattani	1.22
022 Mrs.Chaoon Kapkoed	1	Khaodin	Khaophanom	Krabi	2.34
023 Mr.Head Nukoed	1	Thitong	Chaiburi	Surattani	1.57
024-1 Mr.Pramuan Thongsakun	1	Thitong	Chaiburi	Surattani	2.22
024-2 Mr.Pramuan Thongsakun	2	Thitong	Chaiburi	Surattani	2.76
024-3 Mr.Pramuan Thongsakun	3	Thitong	Chaiburi	Surattani	4.98
027-1 Mrs.Juree Songkit	1	Thitong	Chaiburi	Surattani	1.60
027-2 Mrs.Juree Songkit	2	Thitong	Chaiburi	Surattani	0.80
028-1 Mr.Aphinan Thongsakun	1	Thitong	Chaiburi	Surattani	4.97
028-2 Mr.Aphinan Thongsakun	2	Thitong	Chaiburi	Surattani	2.53
029-1 Mr.Sueb Udomsri	1	Thitong	Chaiburi	Surattani	3.56
029-2 Mr.Sueb Udomsri	2	Thitong	Chaiburi	Surattani	4.16
029-3 Mr.Sueb Udomsri	3	Thitong	Chaiburi	Surattani	4.37
029-4 Mr.Sueb Udomsri	4	Thitong	Chaiburi	Surattani	3.75
030-1 Mr.Songyod Chimpakdee	1	Nakhao	Khaophanom	Krabi	4.48
030-2 Mr.Songyod Chimpakdee	2	Khaodin	Khaophanom	Krabi	4.21
031 Mr.Punpiphek Nookerd	1	Thitong	Chaiburi	Surattani	5.10
032-1 Mr.Panya Thongsakun	1	Thitong	Chaiburi	Surattani	1.75
032-2 Mr.Panya Thongsakun	2	Thitong	Chaiburi	Surattani	1.60
034-1 Mrs.Patcharin Sukee	1	Thitong	Chaiburi	Surattani	1.92
034-2 Mrs.Patcharin Sukee	2	Thitong	Chaiburi	Surattani	2.56
034-3 Mrs.Patcharin Sukee	3	Thitong	Chaiburi	Surattani	1.34
035 Mrs.Anisara Phueakhong	1	Nakhao	Khaophanom	Krabi	5.57
036 Mrs.Tau Khunppanperng	1	Thitong	Chaiburi	Surattani	11.19
038-1 Mr.Norm Phunmon	1	Nakhao	Khaophanom	Krabi	3.20
038-2 Mr.Norm Phunmon	2	Nakhao	Khaophanom	Krabi	1.76
038-3 Mr.Norm Phunmon	3	Nakhao	Khaophanom	Krabi	2.40

039-1 Mr.Armnuai Muadthong	1	Nakhao	Khaophanom	Krabi	1.48
039-2 Mr.Armnuai Muadthong	2	Nakhao	Khaophanom	Krabi	1.78
039-3 Mr.Armnuai Muadthong	3	Nakhao	Khaophanom	Krabi	1.04
040-1 Mrs.Natdhaporn Nunjun	1	Nakhao	Khaophanom	Krabi	4.32
040-2 Mrs.Natdhaporn Nunjun	2	Nakhao	Khaophanom	Krabi	3.84
041 Miss. Nipa Sripangyang	1	Nakhao	Khaophanom	Krabi	2.51
042-1 Mrs. Chananchida Sudrak	1	Nakhao	Khaophanom	Krabi	3.88
042-2 Mrs. Chananchida Sudrak	2	Nakhao	Khaophanom	Krabi	1.12
043-1 Miss. Sukanya Nulek	1	Nakhao	Khaophanom	Krabi	0.64
043-2 Miss. Sukanya Nulek	2	Nakhao	Khaophanom	Krabi	1.13
043-2 Miss. Sukanya Nulek	3	Nakhao	Khaophanom	Krabi	5.46
044 Mr. Tanom Phonghwan	1	Nakhao	Khaophanom	Krabi	1.92
045-1 Mrs. Wannee Jullawat	1	Nakhao	Khaophanom	Krabi	1.60
045-2 Mrs. Wannee Jullawat	2	Nakhao	Khaophanom	Krabi	1.60
045-3 Mrs. Wannee Jullawat	3	Nakhao	Khaophanom	Krabi	0.48
046-1 Mr. Chaowalit Wuttipong	1	Nakhao	Khaophanom	Krabi	4.80
046-2 Mr. Chaowalit Wuttipong	2	Nakhao	Khaophanom	Krabi	1.44
049-1 Mr. Sommai Chomai	1	Klongya	Aoluk	Krabi	3.68
049-2 Mr. Sommai Chomai	2	Nakhao	Khaophanom	Krabi	4.48
049-3 Mr. Sommai Chomai	3	Nakhao	Khaophanom	Krabi	3.20
049-4 Mr. Sommai Chomai	4	Nakhao	Khaophanom	Krabi	1.92
054-1 Mrs. Nat Phaophan	1	Klongya	Aoluk	Krabi	2.72
054-2 Mrs. Nat Phaophan	2	Klongya	Aoluk	Krabi	1.60
054-3 Mrs. Nat Phaophan	3	Klongya	Aoluk	Krabi	1.60
055-1 Mr. Prajob Panthong	1	Klongya	Aoluk	Krabi	1.28
055-2 Mr. Prajob Panthong	2	Klongya	Aoluk	Krabi	0.80
058 Mr.Prasit Suksakun	1	Klongya	Aoluk	Krabi	5.92
059-1 Mrs. Kanlaya Thosi	1	Klongya	Aoluk	Krabi	0.80
059-2 Mrs. Kanlaya Thosi	2	Klongya	Aoluk	Krabi	0.80

059-3 Mrs. Kanlaya Thosi	3	Klongya	Aoluk	Krabi	0.80
061-1 Mr.Kanong Chuaibamrung	1	Klongya	Aoluk	Krabi	2.56
061-2 Mr.Kanong Chuaibamrung	2	Klongya	Aoluk	Krabi	1.60
061-3 Mr.Kanong Chuaibamrung	3	Klongya	Aoluk	Krabi	1.60
066-1 Mr.Suwichan Duangwong	1	Khaodin	Khaophanom	Krabi	3.36
066-2 Mr.Suwichan Duangwong	2	Khaodin	Khaophanom	Krabi	1.46
066-3 Mr.Suwichan Duangwong	3	Khaodin	Khaophanom	Krabi	1.07
066-4 Mr.Suwichan Duangwong	4	Khaodin	Khaophanom	Krabi	3.04
068 Mr. Sombut Lekmak	1	Khaodin	Khaophanom	Krabi	3.20
069-1 Mrs.Sangiam Sawatdiphrom	1	Khaodin	Khaophanom	Krabi	0.94
069-2 Mrs.Sangiam Sawatdiphrom	2	Khaodin	Khaophanom	Krabi	4.58
070 Mrs.Vilaiwan Moadtong	1	Khaodin	Khaophanom	Krabi	1.45
071 Mrs.Jaree Panthong	1	Khaodin	Khaophanom	Krabi	1.75
072-1 Mr.Tawatchai Nongnuai	1	Khaodin	Khaophanom	Krabi	7.16
072-2 Mr.Tawatchai Nongnuai	2	Khaodin	Khaophanom	Krabi	2.95
072-3 Mr.Tawatchai Nongnuai	3	Khaodin	Khaophanom	Krabi	2.05
073-1 Mrs.Janya Sawatdipirom	1	Khaodin	Khaophanom	Krabi	4.96
073-2 Mrs.Janya Sawatdipirom	2	Khaodin	Khaophanom	Krabi	2.24
073-3 Mrs.Janya Sawatdipirom	3	Khaodin	Khaophanom	Krabi	2.08
073-4 Mrs.Janya Sawatdipirom	4	Khaodin	Khaophanom	Krabi	2.02
074-1 Mr.Sittiporn Chomai	1	Khaodin	Khaophanom	Krabi	1.77
074-2 Mr.Sittiporn Chomai	2	Khaodin	Khaophanom	Krabi	2.40
074-3 Mr.Sittiporn Chomai	3	Khaodin	Khaophanom	Krabi	1.74
076-1 Mr.Phisit Phomwan	1	Klongya	Aoluk	Krabi	6.40
076-2 Mr.Phisit Phomwan	2	Klongya	Aoluk	Krabi	4.00
077-1 Mr.Daeng Thonglek	1	Khaophanom	Khaophanom	Krabi	3.59
077-2 Mr.Daeng Thonglek	2	Pruteaw	Khaophanom	Krabi	1.42
078-1 Mr.Samat Thonglek	1	Pruteaw	Khaophanom	Krabi	1.42
078-2 Mr.Samat Thonglek	2	Khaophanom	Khaophanom	Krabi	1.60

078-3 Mr.Samat Thonglek	3	Khaophanom	Khaophanom	Krabi	1.69
081-1 Mr.Natichok Khairort	1	Nakhao	Khaophanom	Krabi	3.56
081-2 Mr.Natichok Khairort	2	Nakhao	Khaophanom	Krabi	0.80
081-3 Mr.Natichok Khairort	3	Nakhao	Khaophanom	Krabi	1.12
081-4 Mr.Natichok Khairort	4	Nakhao	Khaophanom	Krabi	0.52
082-1 Mr.Adisak Congdee	1	Nakhao	Khaophanom	Krabi	1.28
082-2 Mr.Adisak Congdee	2	Nakhao	Khaophanom	Krabi	2.08
083 Mr.Charan Congdee	1	Nakhao	Khaophanom	Krabi	30.25
084 Mr.Somcaiy Saengprajong	1	Nakhao	Khaophanom	Krabi	4.02
085 Mr.Watsana Pechlook	1	Nakhao	Khaophanom	Krabi	0.80
086-1 Mr. Patrawut Jeenu	1	Pruteaw	Khaophanom	Krabi	2.68
086-2 Mr. Patrawut Jeenu	2	Pruteaw	Khaophanom	Krabi	4.00
089 Mr. Kampol Dangpoo	1	Khaophanom	Khaophanom	Krabi	3.20
090 Miss Krisana Nukhum	1	Pruteaw	Khaophanom	Krabi	0.48
091-1 Mrs. Chanthana Nusaeng	1	Khaophanom	Khaophanom	Krabi	2.25
091-2 Mrs. Chanthana Nusaeng	2	Khaodin	Khaophanom	Krabi	4.00
092-1 Mrs. Nissara Sri-arwut	1	Khaodin	Khaophanom	Krabi	1.49
092-2 Mrs. Nissara Sri-arwut	2	Khaodin	Khaophanom	Krabi	3.65
092-3 Mrs. Nissara Sri-arwut	3	Khaodin	Khaophanom	Krabi	2.01
093-1 Mr. Precha Chauybamrung	1	Khaodin	Khaophanom	Krabi	3.68
093-2 Mr. Precha Chauybamrung	2	Khaodin	Khaophanom	Krabi	2.15
093-3 Mr. Precha Chauybamrung	3	Khaodin	Khaophanom	Krabi	1.32
094-1 Mrs. Pradap Koo	1	Khaodin	Khaophanom	Krabi	3.82
094-2 Mrs. Pradap Koo	2	Khaodin	Khaophanom	Krabi	4.00
094-3 Mrs. Pradap Koo	3	Nakhao	Khaophanom	Krabi	2.60
096-1 Mr. Pin Klabsong	1	Khaodin	Khaophanom	Krabi	1.51
096-2 Mr. Pin Klabsong	2	Khaodin	Khaophanom	Krabi	1.25
096-3 Mr. Pin Klabsong	3	Khaodin	Khaophanom	Krabi	1.92
097-1 Mrs. Noi Rungrueansri	1	Khaodin	Khaophanom	Krabi	6.40

097-2 Mrs. Noi Rungrueansri	2	Thitong	Chaiburi	Surattani	1.92
097-3 Mrs. Noi Rungrueansri	3	Khaodin	Khaophanom	Krabi	0.80
098-1 Mrs. Montha Siyang	1	Nakhao	Khaophanom	Krabi	1.96
098-2 Mrs. Montha Siyang	2	Nakhao	Khaophanom	Krabi	2.24
099-1 Mrs. Jaruwan Jittra	1	Khaophanom	Khaophanom	Krabi	2.83
099-2 Mrs. Jaruwan Jittra	2	Khaodin	Khaophanom	Krabi	3.36
100 Mr. Jaran Kongrabin	1	Khaodin	Khaophanom	Krabi	2.64
101 Mr. Chaed Chaubumroung	1	Khaodin	Khaophanom	Krabi	5.49
102-1 Mr. Sarayut Chaiyapong	1	Khaodin	Khaophanom	Krabi	22.09
102-2 Mr. Sarayut Chaiyapong	2	Khaodin	Khaophanom	Krabi	4.00
103 Mr. Sujin Sangchutong	1	Khaodin	Khaophanom	Krabi	5.60
104-1 Mr. Somjit Bootmit	1	Khaodin	Khaophanom	Krabi	3.68
104-2 Mr. Somjit Bootmit	2	Pruteaw	Khaophanom	Krabi	2.40
105-1 Mr. Daroon Pinyoratanachot	1	Nakhao	Khaophanom	Krabi	5.12
105-2 Mr. Daroon Pinyoratanachot	2	Nakhao	Khaophanom	Krabi	11.20
105-3 Mr. Daroon Pinyoratanachot	3	Nakhao	Khaophanom	Krabi	3.22
106 Mr. Sutap Maneenoy	1	Nakhao	Khaophanom	Krabi	1.64
107-1 Mr. Charoen Maneemai	1	Nakhao	Khaophanom	Krabi	4.61
107-2 Mr. Charoen Maneemai	2	Nakhao	Khaophanom	Krabi	4.29
107-3 Mr. Charoen Maneemai	3	Nakhao	Khaophanom	Krabi	2.70
107-4 Mr. Charoen Maneemai	4	Nakhao	Khaophanom	Krabi	2.56
107-5 Mr. Charoen Maneemai	5	Nakhao	Khaophanom	Krabi	8.90
108-1 Mr. Prasroed Oakson	1	Nakhao	Khaophanom	Krabi	2.40
108-2 Mr. Prasroed Oakson	2	Nakhao	Khaophanom	Krabi	4.00
109-1 Mrs. Sumali Duangmueang	1	Nakhao	Khaophanom	Krabi	0.83
109-2 Mrs. Sumali Duangmueang	2	Nakhao	Khaophanom	Krabi	3.68
110-1 Mr. Ranod Boonnum	1	Nakhao	Khaophanom	Krabi	4.12
110-2 Mr. Ranod Boonnum	2	Nakhao	Khaophanom	Krabi	3.70
110-3 Mr. Ranod Boonnum	3	Nakhao	Khaophanom	Krabi	5.34

111 Miss Klomjit Svadipirom	1	Nakhao	Khaophanom	Krabi	7.22
114 Mr. Keattisak Hlanthai	1	Nakhao	Khaophanom	Krabi	2.09
115-1 Mr. Payom Wetchakun	1	Nakhao	Khaophanom	Krabi	9.74
115-2 Mr. Payom Wetchakun	2	Nakhao	Khaophanom	Krabi	1.28
115-3 Mr. Payom Wetchakun	3	Nakhao	Khaophanom	Krabi	2.41
116-1 Mr. Nipon Malisang	1	Nakhao	Khaophanom	Krabi	3.29
116-2 Mr. Nipon Malisang	2	Nakhao	Khaophanom	Krabi	2.40
117-1 Mr. Chairat Pharthanarak	1	Nakhao	Khaophanom	Krabi	5.60
117-2 Mr. Chairat Pharthanarak	2	Nakhao	Khaophanom	Krabi	4.48
118-1 Mr. Nipitpon Vichaidit	1	Nakhao	Khaophanom	Krabi	1.60
118-2 Mr. Nipitpon Vichaidit	2	Nakhao	Khaophanom	Krabi	0.64
119-1 Mr. Suphatchai Sukphae	1	Thitong	Chaiburi	Surattani	1.65
119-2 Mr. Suphatchai Sukphae	2	Thitong	Chaiburi	Surattani	0.95
119-3 Mr. Suphatchai Sukphae	3	Thitong	Chaiburi	Surattani	3.73
120-1 Mr. Teerasak Boontong	1	Thitong	Chaiburi	Surattani	4.01
120-2 Mr. Teerasak Boontong	2	Nakhao	Khaophanom	Krabi	3.36
120-3 Mr. Teerasak Boontong	3	Thitong	Chaiburi	Surattani	3.04
120-4 Mr. Teerasak Boontong	4	Nakhao	Khaophanom	Krabi	4.80
120-5 Mr. Teerasak Boontong	5	Thitong	Chaiburi	Surattani	2.11
121-1 Mr. Yuean Kaewyai	1	Thitong	Chaiburi	Surattani	2.34
121-2 Mr. Yuean Kaewyai	2	Thitong	Chaiburi	Surattani	1.92
122 Miss Phuangphen Lueachan	1	Nakhao	Khaophanom	Krabi	4.80
123 Mr.Somchard Nadsawai	1	Klongya	Aoluk	Krabi	2.33
127-1 Mr. Somsak Promsri	1	Klongya	Aoluk	Krabi	1.92
127-2 Mr. Somsak Promsri	2	Klongya	Aoluk	Krabi	0.64
128-1 Miss Nuchaeo Bunrit	1	Nakhao	Khaophanom	Krabi	2.88
128-2 Miss Nuchaeo Bunrit	2	Nakhao	Khaophanom	Krabi	4.16
128-3 Miss Nuchaeo Bunrit	3	Nakhao	Khaophanom	Krabi	5.28
129-1 Mr. Ratchaphon Haghchana	1	Nakhao	Khaophanom	Krabi	3.20

129-2 Mr. Ratchaphon Haghchana	2	Nakhao	Khaophanom	Krabi	3.20
129-3 Mr. Ratchaphon Haghchana	3	Nakhao	Khaophanom	Krabi	1.92
130 Mrs. Aopha Chuaibamrung	1	Nakhao	Khaophanom	Krabi	4.16
131-1 Mr. Somphon Phaithunart	1	Nakhao	Khaophanom	Krabi	4.80
131-2 Mr. Somphon Phaithunart	2	Nakhao	Khaophanom	Krabi	3.20
132-1 Mrs. Duangchai Khamwira	1	Klongya	Aoluk	Krabi	1.12
132-2 Mrs. Duangchai Khamwira	2	Klongya	Aoluk	Krabi	1.60
132-3 Mrs. Duangchai Khamwira	3	Nakhao	Khaophanom	Krabi	6.08
132-4 Mrs. Duangchai Khamwira	4	Nakhao	Khaophanom	Krabi	4.00
133 Mr. Thawatchai Sangrot	1	Klongya	Aoluk	Krabi	4.80
134-1 Mrs. Wanli Chuaybamrung	1	Klongya	Aoluk	Krabi	3.20
134-2 Mrs. Wanli Chuaybamrung	2	Klongya	Aoluk	Krabi	3.04
135 Mr. Samat Sangseepet	1	Nakhao	Khaophanom	Krabi	4.48
136-1 Mr. Sunan Sichan	1	Klongya	Aoluk	Krabi	1.28
136-2 Mr. Sunan Sichan	2	Klongya	Aoluk	Krabi	2.72
137 Mrs. Chin Saengchuthong	1	Nakhao	Khaophanom	Krabi	8.00
142-1 Mrs. Sukanya Banyapan	1	Khaothong	Mungkrabi	Krabi	2.40
142-2 Mrs. Sukanya Banyapan	2	Khaothong	Mungkrabi	Krabi	4.00
145-1 Mrs. Jintana Duangkoed	1	Khaothong	Mungkrabi	Krabi	2.17
145-2 Mrs. Jintana Duangkoed	2	Khaothong	Mungkrabi	Krabi	2.40
145-3 Mrs. Jintana Duangkoed	3	Khaothong	Mungkrabi	Krabi	1.60
146 Mr. Somjit Chuaykul	1	Tappik	Mungkrabi	Krabi	1.92
147-1 Mr. Suthat Tangjit	1	Tappik	Mungkrabi	Krabi	4.00
147-2 Mr. Suthat Tangjit	2	Tappik	Mungkrabi	Krabi	2.40
147-3 Mr. Suthat Tangjit	3	Tappik	Mungkrabi	Krabi	1.92
150 Mr. Supot Kongkaew	1	Saithai	Mungkrabi	Krabi	23.52
151 Mr. Somsuk Suklim	1	Khaothong	Mungkrabi	Krabi	1.66
152 Mr. Piyaphat Sripaoraya	1	Tappik	Mungkrabi	Krabi	4.00
152 Mr. Jamlong Marksini	1	Tappik	Mungkrabi	Krabi	3.20

156 Mr. Boonlue Thongkajorn	1	Khaothong	Mungkrabi	Krabi	4.80
157 Mr. Preecha Nunaina	1	Khaothong	Mungkrabi	Krabi	1.60
159 Mrs. Phaini Danphichitchon	1	Tappik	Mungkrabi	Krabi	1.92
160-1 Mr. Tuan Chaehom	1	Tappik	Mungkrabi	Krabi	4.00
160-2 Mr. Tuan Chaehom	2	Tappik	Mungkrabi	Krabi	4.16
161-1 Mr. Anan Boonprasop	1	Khaokharm	Mungkrabi	Krabi	3.07
161-2 Mr. Anan Boonprasop	2	Khaokharm	Mungkrabi	Krabi	7.47
161-3 Mr. Anan Boonprasop	3	Khaokharm	Mungkrabi	Krabi	1.42
161-4 Mr. Anan Boonprasop	4	Khaokharm	Mungkrabi	Krabi	3.92
161-5 Mr. Anan Boonprasop	5	Nakhao	Khaophanom	Krabi	4.00
162-1 Mr. Surapol Hanchana	1	Krabinoi	Mungkrabi	Krabi	2.08
162-2 Mr. Surapol Hanchana	2	Krabinoi	Mungkrabi	Krabi	1.44
162-3 Mr. Surapol Hanchana	3	Krabinoi	Mungkrabi	Krabi	1.92
163-1 Mr. Sakda Boonthawon	1	Krabinoi	Mungkrabi	Krabi	3.52
163-2 Mr. Sakda Boonthawon	2	Krabinoi	Mungkrabi	Krabi	11.52
164 Miss Kanjarada Hanchana	1	Krabinoi	Mungkrabi	Krabi	3.20
165-1 Mrs. Aubol Chormai	1	Krabinoi	Mungkrabi	Krabi	2.40
165-2 Mrs. Aubol Chormai	2	Krabinoi	Mungkrabi	Krabi	6.69
166 Mr. Veerayt Panprommin	1	Klongya	Aoluk	Krabi	48.00
167-1 Miss Sirinut Ponggarung	1	Klongya	Aoluk	Krabi	14.08
167-2 Miss Sirinut Ponggarung	2	Klongya	Aoluk	Krabi	21.60
168 Mrs. Thanchanok Paitoon	1	Khaodin	Khaophanom	Krabi	8.99
169-1 Mr. Narongwit Vattanavisut	1	Khaodin	Khaophanom	Krabi	1.64
169-2 Mr. Narongwit Vattanavisut	2	Khaodin	Khaophanom	Krabi	2.96
170-1 Mrs. Sangwan Aungchun	1	Khaodin	Khaophanom	Krabi	1.29
170-2 Mrs. Sangwan Aungchun	2	Khaodin	Khaophanom	Krabi	3.87
170-3 Mrs. Sangwan Aungchun	3	Khaodin	Khaophanom	Krabi	2.24
170-4 Mrs. Sangwan Aungchun	4	Khaodin	Khaophanom	Krabi	4.00
170-5 Mrs. Sangwan Aungchun	5	Pruteaw	Khaophanom	Krabi	19.20

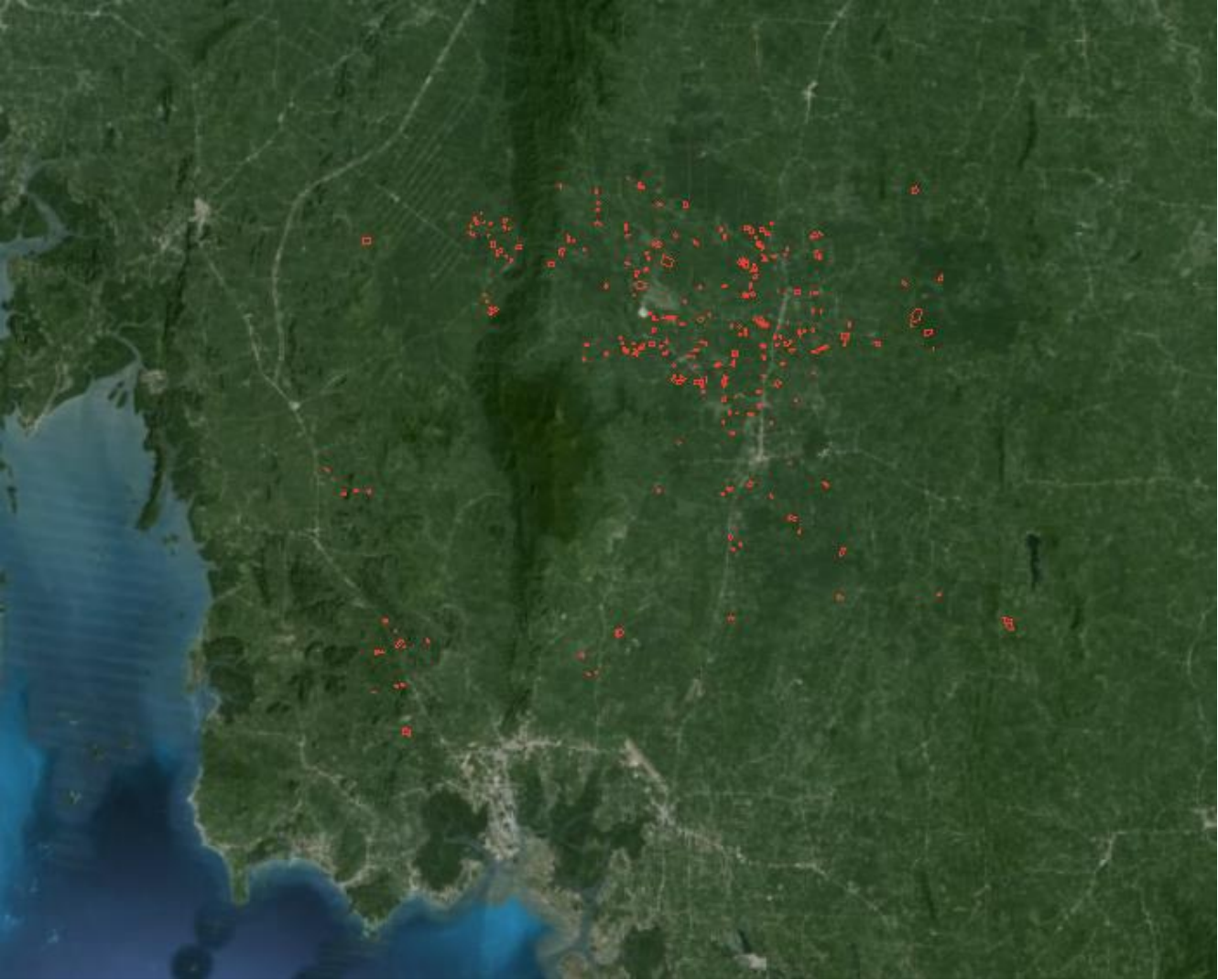
172-1 Mrs.Pirasa Srijanpetch	1	Khaodin	Khaophanom	Krabi	1.74
172-2 Mrs.Pirasa Srijanpetch	2	Khaodin	Khaophanom	Krabi	3.89
172-3 Mrs.Pirasa Srijanpetch	3	Khaodin	Khaophanom	Krabi	4.16
173-1 Mr.Sompornchai Limbut	1	Khaodin	Khaophanom	Krabi	0.80
173-2 Mr.Sompornchai Limbut	2	Khaodin	Khaophanom	Krabi	2.13
173-3 Mr.Sompornchai Limbut	3	Khaodin	Khaophanom	Krabi	3.67
174-1 Miss Kittiya Maneemai	1	Nakhao	Khaophanom	Krabi	0.80
174-2 Miss Kittiya Maneemai	2	Nakhao	Khaophanom	Krabi	0.80
175-1 Mrs.Nit Pimkhot	1	Nakhao	Khaophanom	Krabi	15.68
175-2 Mrs.Nit Pimkhot	2	Nakhao	Khaophanom	Krabi	7.84
176 Mrs.Janthanom Nudang	1	Nakhao	Khaophanom	Krabi	2.72
177 Mrs.Prakaytip Aeusanurak	1	Klongya	Aoluk	Krabi	48.00
178-1 Mrs.Viroj Kaewsuk	1	Nakhao	Khaophanom	Krabi	7.28
178-2 Mrs.Viroj Kaewsuk	2	Nakhao	Khaophanom	Krabi	4.80
178-3 Mrs.Viroj Kaewsuk	3	Nakhao	Khaophanom	Krabi	3.36
179-1 Miss Pimpa Choojai	1	Khaodin	Khaophanom	Krabi	3.53
179-2 Miss Pimpa Choojai	2	Khaodin	Khaophanom	Krabi	1.89
179-3 Miss Pimpa Choojai	3	Khaodin	Khaophanom	Krabi	2.19
179-4 Miss Pimpa Choojai	4	Nakhao	Khaophanom	Krabi	4.98
180-1 Mrs.Samaung Somsri	1	Khaophanom	Khaophanom	Krabi	9.60
180-2 Mrs.Samaung Somsri	2	Khaodin	Khaophanom	Krabi	1.83
181 Mr.Sumatha Dungkhawn	1	Tappik	Mungkrabi	Krabi	1.94
182 Mrs.Soraya Taybamrung	1	Tappik	Mungkrabi	Krabi	1.28
183-1 Mr.Apinya Janya	1	Tappik	Mungkrabi	Krabi	2.40
183-2 Mr.Apinya Janya	2	Tappik	Mungkrabi	Krabi	2.72
184-1 Mrs.Noi Kongkrea	1	Klongya	Aoluk	Krabi	3.20
184-2 Mrs.Noi Kongkrea	2	Klongya	Aoluk	Krabi	3.20
185 Mr.Pinyo Damrit	1	Klongya	Aoluk	Krabi	2.40
187-1 Mrs.Amornrat Hiranrujee	1	Khaodin	Khaophanom	Krabi	2.29

187-2 Mrs.Amornrat Hiranrujee	2	Khaodin	Khaophanom	Krabi	1.92
188-1 Mr.Watchara Kaewkao	1	Nakhao	Khaophanom	Krabi	24.00
188-2 Mr.Watchara Kaewkao	2	Nakhao	Khaophanom	Krabi	0.96
189-1 Mr.Somboon Dungwong	1	Khaodin	Khaophanom	Krabi	8.00
189-2 Mr.Somboon Dungwong	2	Khaodin	Khaophanom	Krabi	3.20
190-1 Mr.Pisit Limaussawapat	1	Aoluknuer	Aoluk	Krabi	5.13
190-2 Mr.Pisit Limaussawapat	2	Aoluknuer	Aoluk	Krabi	5.60
190-3 Mr.Pisit Limaussawapat	3	Aoluknuer	Aoluk	Krabi	7.20
190-4 Mr.Pisit Limaussawapat	4	Klongya	Aoluk	Krabi	28.00
191 Mrs.Kittikanya Suntharak	1	Klonghin	Aoluk	Krabi	36.80
192-1 Mrs.Vajira Musika	1	Klongya	Aoluk	Krabi	3.84
192-2 Mrs.Vajira Musika	2	Klongya	Aoluk	Krabi	3.68
192-3 Mrs.Vajira Musika	3	Klongya	Aoluk	Krabi	2.56
				TOTAL AREA	1,318.47

APPENDIX 7: LOCATION MAPS OF THE SMALLHOLDINGS



Map 1: Location of the Group in Krabi Province



Map 2: Geographical Map of the Group Members

End of Report