

RSPO PRINCIPLE AND CRITERIA PUBLIC SUMMARY REPORT

☐ Initial Assessment

☒ Annual Surveillance Assessment (2)

☐ Recertification Assessment (Choose an item.)

☐ Extension of Scope

Client Company Name / Parent Company: SOCFIN SA
Client Company / Parent Company Address: Square des Places 3, 1700 Fribourg - Switzerland
Certification Unit: Brabanta S.A. - Brabanta Palm Oil Mill
Location of Certification Unit: Mapangu, Territoire d'Ilebo, Kinshasa, Kasai, Democratic Republic of the Congo
Date of Final Report: 14/05/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Socfin SA		
RSPO Membership Number	1-0269-19-000-00	Membership Approval Date	15/02/2019
Address	Square des Places 3, 1700 Fribourg - Switzerland		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Brabanta S.A. - Brabanta Palm Oil Mill		
Location / Address	Mapangu, Territoire d'Ilebo, Kinshasa, Kasai, Democratic Republic of the Congo.		
Website	www.socfin.com		
Management Representative	Fabian PHILIPPART	E-mail	fphilippart@brabantacd.com
Telephone	+243991006501 +243829908222	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 753137	Certificate Start Date	05/04/2022
Date of First Certification	05/04/2022	Certificate Expiry Date	04/04/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO P&C 2018 for Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	20 Mt/Hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

3. Other Certifications

Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
N/A	N/A	N/A	N/A

4. Location(s) of Mill & Supply Bases

Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Brabanta Palm Oil Mill	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 22' 36.11" S	20° 17' 22.95" E
Sanga Sanga Estate	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 20' 45.76" S	20° 12' 12.79" E
Kadima Estate	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 22' 58.14" S	20° 13' 45.76" E
Kanangai Estate	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 23' 37.30" S	20° 18' 26.64" E
Lumbundji Estate	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 23' 50.7" S	20° 21' 11.4" E
Savannah Estate	Mapangu, Territoire d'Ilebo, Kasai, Democratic Republic of the Congo	04° 27' 32.5" S	20° 17' 10.3" E

5. Description of Supply Base

New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Sanga Sanga Estate	508.00	25.00	27.00	560.00	90.71
Kadima Estate	320.00	-	3.00	323.00	99.07
Kanangai Estate	503.00	-	123.00	626.00	80.35
Lumbundji Estate	4,660.50	460.00	1,430.30	6,550.80	71.14
Savannah Estate	198.50	-	102.50	301.00	65.95
Total	6,190.00	485.00	1,685.80	8,360.80	74.04

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Sanga Sanga Estate	-	508.00	-	-	508.00	-
Kadima Estate	-	320.00	-	-	320.00	-
Kanangai Estate	-	503.00	-	-	503.00	-
Lumbundji Estate	-	4,660.50	-	-	4,660.50	-
Savannah Estate	-	198.50	-	-	198.50	-
Total (ha)	-	6,190.00	-	-	6,190.00	-

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 2023 - Mar 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Apr 2024 - Mar 2025)
		Previous license period (Jan 2023 - Mar 2023)	Current license period (Apr 2023 - Dec 2023)	
Sanga Sanga Estate	8,000.00	348.120	5,350.01	5,388.08
Kadima Estate	5,000.00	122.940	3,185.03	3,520.00
Kanangai Estate	8,000.00	654.369	6,980.62	6,969.07
Lumbundji Estate	40,000.00	-	363.92	40,160.55
Savannah Estate	3,000.00	-	20.28	1,250.55
Total	64,000.00	17,025.289		57,288.25

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 2023 - Mar 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Apr 2024 - Mar 2025)
		Previous license period (Jan 2023 - Mar 2023)	Current license period (Apr 2023 - Dec 2023)	
N/A		N/A	N/A	
Total		N/A		

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Apr 2023 - Mar 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Apr 2024 - Mar 2025)
		Previous license period (Jan 2023 - Mar 2023)	Current license period (Apr 2023 - Dec 2023)	
Lumbundji Estate		1,543.104	28,733.66	
Savannah Estate		188.947	2,379.98	
Local communities		180.420	1,392.14	
Total		34,418.251		
Note: The crop from Lumbundji and Sacvannah estates was classified as non-certified since the two estates only officially included in the scope and certified in November 2023.				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Jan-23	221.72	335.42	557.14
2	Feb-23	279.18	447.32	726.50
3	Mar-23	624.53	1,129.73	1,754.26
4	Apr-23	526.80	993.30	1,520.10
5	May-23	746.86	1,424.58	2,171.44
6	Jun-23	2,125.58	3,467.56	5,593.14
7	Jul-23	3,541.50	6,333.98	9,875.48
8	Aug-23	3,015.48	7,171.96	10,187.44
9	Sep-23	2,747.72	6,279.90	9,027.62
10	Oct-23	1,804.34	4,656.10	6,460.44
11	Nov-23	775.14	1,990.12	2,765.26
12	Dec-23	616.44	188.28	804.72
TOTAL		17,025.29	34,418.25	51,443.54

10. Summary of Certified Tonnage (MT)			
Estimated last year (Apr 2023 - Mar 2024)	Actual (Jan 2023 – Dec 2023)		Forecast (Apr 2024 - Mar 2025)
	Previous license period (Jan 2023 - Mar 2023)	Current license period (Apr 2023 - Dec 2023)	

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FFB	FFB		FFB
64,000.00 mt	1,125.43 mt	15,899.86 mt	57,288.25 mt
	TOTAL	17,025.29 mt	
CPO (OER: 23.00 %)	CPO (OER:25.14 , 25.66 %)		CPO (OER: 24.00 %)
14,720.00 mt	282.95 mt	4,079.98 mt	13,750.00 mt
	TOTAL	4,362.93 mt	
PK (KER: 0%)	PK (KER: 0 %)		PK (KER: 4.36 %)
-	-	-	2,500.00 mt
	TOTAL	-	

Note:

- 1) As reported in the previous assessment, Brabanta POM still does not process and sell the PK. This is due to the low PK volume and high transportation cost; it is not economical to process and sell PK. The palm nuts were not processed further to produce PK.
- 2) Information on the estimated last year and actual volumes are referred from the previous published summary audit report.
- 3) The forecast production is the result of the combination between the volumes from the previous published summary report and volumes resulting from this scope extension
- 4) Low fertilizer application affecting the yield. However, situation to improve in subsequent years as effort have been put in place to secure enough fertilizer

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jan-23	48.649	-
2	Feb-23	65.786	-
3	Mar-23	171.852	-
4	Apr-23	146.827	-
5	May-23	215.562	-
6	Jun-23	560.343	-
7	Jul-23	983.460	-
8	Aug-23	882.862	-
9	Sep-23	795.310	-
10	Oct-23	543.680	-
11	Nov-23	221.596	-
12	Dec-23	63.200	-
TOTAL		4,699.127	-

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11. Summary of Actual Volume sold					
Current License period (Apr 2023 - Dec 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	23.92	23.92
PK (MT)	-	-	-	-	-
Credits	4,339.00	-	-	-	4,339.00
Previous License period (Jan 2023 - Mar 2023)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Note: Conventional is RSPO certified material but sold as non-RSPO.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11B. Records of certified CPO & PK Sold under other schemes since the last audit (Jan 2023 - Dec 2023)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

11C. Records of CPO & PK Sold as conventional since the last audit (Jan 2023 - Dec 2023)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	Non-disclosure 1	1,938.63	-
2	Non-disclosure 2	2,424.29	-
TOTAL		4,362.92	-

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (Jan 2023 - Dec 2023)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	Non-disclosure 1	ST-TR-9edc5e27-069c	2,260.00
2	Non-disclosure 2	ST-TR-ec22749b-5b40	2,079.00
TOTAL			4,339.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (Not Applicable)			Actual (Not Applicable)			Forecast (Not Applicable)		
Phase	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	
12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit									
No.	Month - Year		FFB (MT)	Certified CPO (MT)		Certified PK (MT)	Certified PKO (MT)		Certified PKE (MT)
1	N/A		N/A	N/A		N/A	N/A		N/A
TOTAL			N/A	N/A		N/A	N/A		N/A
Note: 1 mt = 1 credit									

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not Applicable)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A	N/A	N/A	N/A

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639

Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)

Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **27/01/2024 – 31/01/2024**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on 15/03/2024. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. RSPO P&C 2018 for Production of Sustainable Palm Oil was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the certification unit with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer 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. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

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This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Brabanta Palm Oil Mill	✓	✓	✓	✓	✓
Sanga Sanga Estate	✓	✓	✓	✓	✓
Kadima Estate	✓	✓	✓	✓	✓
Kanangai Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: January 27, 2025 - January 30, 2025

Total Number of Mandays: 12 Mandays

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2.2 BSI Assessment Team

Name	Role	Competency
Valence Shem (VSH)	Team Leader	<p>Education: Holds a Bachelor of Technology BTech (Hons.) Industrial Technology, University of Science Malaysia.</p> <p>Work Experience: He has more than 20 years of working experience with 9 years in oil palm plantation industry and 13 years in management system auditing since 2009 for various standards such as ISO 14001, RSPO P&C, RSPO SCCS, MSPO and SMETA.</p> <p>Training attended: He has completed ISO 14001 Lead Auditor Course, ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Assessor Course, MSPO Awareness Training, ISO 45001 Lead Auditor Course, SMETA Auditor training, HCV-HCS training and RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Dennis Yaw Acquah (DYA)	Team Member	<p>Education: BSc. In Natural Resource management with specialization in Silviculture and Forest Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana; MSc in logistic and Supply Chain Management from Kwame Nkrumah University of Science and technology, Kumasi, Ghana.</p> <p>Work Experience: RSPO Lead Auditor with audit experience across Asia, West, Central and South Africa, Rainforest Alliance Lead Auditor, Project Coordinator (Forest and Biodiversity). Also experienced in implementing forest governance project, building relations, and sustaining communications with forest communities, acting as resource person for awareness and training and engaging government towards policy reforms. 14 years of experience as an Operation Managers having worked with two of the leading timber processing industries in Ghana.</p> <p>Training attended: Non-Conformity writing, Interviewing 7-hour training, Gender Inclusion in Agri-commodity Production, Introduction to Responsible Business, Introduction to the Multi-stakeholder Process, Natural Resource Conflict Management, Respecting the Rights of IPs and LCs, Successfully completed the Endorsed RSPO P&C 2018 Lead Auditor Course; Endorsed RSPO SCCS Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Refresher Training, SA 8000, ISO 9001, ISO 45001, FSC Forest management/CoC Lead Auditor Course, Rainforest Alliance Sustainable Agriculture Standard (RA SAS) Farm/CoC Lead Auditor Course. Have has also participated in ESIA and SEA trainings</p> <p>Attended several RSPO online trainings which includes, FPIC, DWL, RSPO Dispute Settlement Facility, RSPO Palm GHG Assessment, Introduction to RSPO P&C Metric Template, Gender Guidance to RSPO, Palm trace New</p>

		<p>Features for ISH, RSPO Remediation and Compensation Procedures, RSPO revised NPP 2021.</p> <p>Language proficiency: Fluent in verbal/written English.</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Mohamad Amirul Saifullah bin Mohamad Senan (MAS)</p>	<p>Team Member</p>	<p>Education: Holds a Bachelor of Agricultural Science from Universiti Putra Malaysia.</p> <p>Work Experience: With over 6 years of experience in oil palm plantation operations, agriculture, safety, and health-related fields, he has been an integral part of a large publicly listed plantation organization since 2012. His job responsibilities include supervising and monitoring estate operations to ensure compliance with RSPO, ISCC, and MSPO requirements and regulations, Good Agricultural Practice, and other standard operating procedures. He has also actively participated in internal audits of plantation operations to ensure adherence to RSPO, ISCC, and MSPO requirements.</p> <p>Subsequently, he spent 6 years working with an international Certification Body (CB), conducting certification audits of plantation operations for compliance with RSPO, MSPO, and ISCC requirements. He is a qualified Lead Auditor for RSPO P&C, RSPO Supply Chain, ISCC, MSPO OPMC, and MSPO Supply Chain certification audits, as well as a qualified Auditor for ISO 9001:2015 certification audits. Since January 2019, he has conducted audits in various countries, including Malaysia, Indonesia, Cambodia, Thailand, Singapore, Japan, India, Germany, and Spain. His expertise extends to the Palm Oil sector, encompassing industry fundamentals such as good agricultural practices (GAP), best management practices (BMP), sustainability, social issues (e.g., worker welfare and employment terms, gender issues), occupational health and safety (OHS) matters, and environmental considerations (e.g., pollution control and resource conservation).</p> <p>Training attended: Attended, completed and passed ISO 9001:2015 Lead Auditor Course (CQI-IRCA certified), ISO 45001:2018 Lead Auditor Course (CQI-IRCA certified), RSPO P&C Lead Auditor Course (endorsed by RSPO Secretariat), RSPO Supply Chain Certification Training Course (endorsed by RSPO Secretariat), RSPO P&C 2018 Version Introduction Course (endorsed by RSPO Secretariat), RSPO Supply Chain Certification Update Course (endorsed by RSPO Secretariat), MSPO Lead Auditor Course (endorsed by MPOCC), MSPO Supply Chain Certification Training Course (endorsed by MPOCC), ISCC EU and PLUS Basic Training, ISCC Greenhouse Gas Training, ISCC Waste and Residues Training, SA8000 Introduction & Basic Auditor Course, and HCV-HCSA Assessor Training Course.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English languages.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p>

		<input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
John Manyitabot Takang (JMT)	Team Member	<p>Education: Holds a Bachelor of Science in Environmental and Resource Management and Master of Science in Environmental Sciences from the University of Cologne, specializing in environmental law and governance.</p> <p>Work Experience: He was a Resident Scholar at the United Nations University's International Human Dimensions Programme on Global Environmental Change (UNU-IHDP) in Bonn-Germany. John has also served at the International Forest Policy Unit, in the Department of Natural Resources Governance and Climate Change of the German Technical Cooperation (GIZ). He was the Academic Officer of the International Master of Environmental Sciences (IMES) Programme at the University of Cologne, where he equally taught classes in international environmental law. Additionally, he has taught classes in international environmental law in the Technology and Resources Management master study programme offered at the Institute for Technology and Resources Management in the Tropics and Subtropics of Cologne University of Applied Sciences. John is involved in a number of governance initiatives. Among others, he is a Fellow of the African Good Governance Network (AGGN). Since 2011, he is founding Executive Director of the Environmental Governance Institute (EGI), where he is engaging in the conception and implementation of a wide range of projects including, policy, development, renewable energies, sustainable agriculture among other.</p> <p>Training attended: He has successfully completed the Endorsed RSPO P&C 2018 Lead Auditor Course, ISO 14001:2015 Lead Auditor Course (attended), RSPO Smallholder Academy (Partner to the Academy) and training in HCV/HCS.</p> <p>Language proficiency: He is fluent in English and French language.</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Aimé Fulgence Gbakre (AFG)	Translator and Technical Expert	<p>Education: Holds a Vocational Bachelor in Quality Control and Environment Management, ESTC, Abidjan and MSc. Environmental Sciences, University of Cologne - Germany.</p> <p>Work Experience: Has 4 years working experience as research/scientific assistant, University of Cologne</p> <p>Training attended: Completed ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Child Labour Centred Due Diligence Process and Gender workshop for Associated trainers</p> <p>Language proficiency: Fluent in English and French</p>

Nkemtah née Nchongong Angeline (NNA)	Translator and Technical Expert	<p>Education: Holds a Bachelors Degree in English Modern Letters – Ecole Normal Supérieur (ENS and Bachelor of arts in English translation and interpretations)</p> <p>Work Experience: Has worked as local expert and translator with the Auditing teams of SCS Global services for RSPO in several assignments. Translator during several seminars in view to improve the skills of young learners of French and English. Translator and moderator during several conferences on Gender issues. (March 2022). Translated Live speaking presentations on child abuse. Performed various translation and field interpretation assignments (World ii) Philosophy Day in Cameroon, International Women's Day Conference; from French to English and vice versa, including written tasks.</p> <p>Training attended: N/A</p> <p>Language proficiency: Fluent in in English and French</p>
Ndikefor Chrysantus Alotang (NCA)	Translator	<p>Education: Holds an (Higher National Diploma) in Agricultural Production Technology</p> <p>Work Experience: Has worked as local expert and translator with the Auditing teams of SCS Global services for RSPO in several assignments.</p> <p>Training attended: N/A</p> <p>Language proficiency: Fluent in in English and French</p>

Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	VSH & NNA	DYA & AFG	MAS & NCA	JMT
Saturday 27/01/2024	0900-0915	Opening meeting: • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation)	✓	✓	✓	✓
	0915-1300	Sanga Sanga and Kadima Estates Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc. and documentation review.	✓	✓	✓	✓
	1300-1400	Lunch break	✓	✓	✓	✓
	1400-1630	Sanga Sanga and Kadima Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓	✓
Sunday 28/01/2024		Rest day	✓	✓	✓	✓
Monday 29/01/2024	0900-1300	Lumbundji Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓	✓
	1300-1400	Lunch break	✓	✓	✓	✓
	1400-1630	Lumbundji Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓	✓
Tuesday 30/01/2024	0900-1300	Brabanta POM Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc..	✓	✓	✓	✓

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Date	Time	Subjects	VSH & NNA	DYA & AFG	MAS & NCA	JMT
	1000-1300	<u>Stakeholder consultation</u> Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g., neighbouring estates, smallholders, villages, workers representative, etc.), etc.	-	✓	-	-
	1300-1400	Lunch break	✓	✓	✓	✓
	1400-1630	<u>Brabanta POM</u> Document Review P1 – P7: SOPs, Supply chain, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	✓	✓	✓	✓
	1630-1700	Interim closing briefing				
Wednesday 31/01/2024	0900-1300	<u>Kanangai Estate</u> Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc. and documentation review.	✓	✓	✓	✓
	1300-1400	Lunch break	✓	✓	✓	✓
	1400-1530	<u>Kanangai Estate</u> Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓	✓
	1530-1600	Interim closing briefing	✓	✓	✓	✓
	1600-1630	Audit team discussion & preparation for closing meeting	✓	✓	✓	✓
	1630-1700	Closing meeting	✓	✓	✓	✓

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NC Closure Assessment Plan

Date	Time	Subjects	JMT
Friday 15/03/2024	0900-0915	Opening Meeting <ul style="list-style-type: none"> Opening Presentation by Audit team leader Briefing on the verification plan 	✓
	0915-1230	Major NC verification <ul style="list-style-type: none"> 2447076-202401-M1 – Document review and management/stakeholders' interview 2447076-202401-M2 – Document review and management/stakeholders' interview 2447076-202401-M3 – Document review and management/stakeholders' interview 	✓
	1230-1330	Lunch break	
	1330-1630	Major NC verification <ul style="list-style-type: none"> 2447076-202401-M4 – Document review and management/stakeholders' interview 2447076-202401-M5 - Document review and management/stakeholders' interview 	
	1630-1700	Closing meeting - conclusion and recommendation	✓

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Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Yes. The timebound plan for Socfin SA has listed all estates and mills under their management. Refer TBP approved on 27/12/2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	PT. Socfin Indonesia have been an RSPO members since 6 December 2004. All management unit under the original PT. Socfin Indonesia Group has been RSPO certified. PT. Socfin Indonesia merge under Socfin SA since 15 February 2019 whereby grouping all Indonesian and African oil palm operations under one membership number. Socfin SA only becomes RSPO Member on 15 February 2019. Refer TBP approved on 27/12/2023.	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No. There are new acquisitions since membership. Remaining uncertified units will be certified on 2024 as per TBP approved on 27/12/2023.	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Refer TBP approved on 27/12/2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Refer TBP approved on 27/12/2023.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There is no isolated lapse in implementation of the plan. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified. Latest Update: Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024. Agripalma Titolo 410 has been audited on 01/09/2023 and expected to be certified in 2024.	Complied

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	<p>PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024.</p> <p>Refer TBP approved by RSPO on 27/12/2023.</p>	
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No. There is no fundamental failure. Socfin SA has obtained an extension on the TBP up till 2024 to ensure all operating units to be RSPO Certified.</p> <p>Latest Update:</p> <p>Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024.</p> <p>Agripalma Titulo 410 has been audited on 01/09/2023 and expected to be certified in 2024.</p> <p>PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024.</p> <p>Refer TBP approved by RSPO on 27/12/2023.</p>	Complied
Un-Certified Units or Holdings		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.</p>	<p>Socfin SA have submitted LUCA for review of all uncertified unit to RSPO Secretariat on 13 December 2017. Later, Socfin SA submitted revision on 8 September 2018. The decision on replacement after 2005 for primary forest and/or area required to maintain or enhance HCV in accordance to RSPO P&C criterion – awaiting LUCA review from RSPO.</p> <p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p> <p>Okomu: LUCA approved by RSPO on 22 June 2021.</p> <p>Safacam: LUCA approved by RSPO on 4 February 2021. RSPO finalized Annex 7 Concept Note in 12 May 2021. Annex 7 Concept Note validated by Compensation Panel 16 August 2021. RSPO approved the Annex 8 remediation and compensation plan on 8 September 2022.</p> <p>Socapalm Kienke: LUCA approved in December 2021.</p> <p>Brabanta: LUCA for all Brabanta was approved by RSPO on 22 October 2021. RaCP: Annex 7 was approved on 23 August 2022. Brabanta and Socfin are now drafting Annex 8.</p> <p>Plantations Socfinaf Ghana (PSG): LUCA for PSG Manso MU submitted 26 May 2021. Approved on 7 October 2022.</p>	Complied

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	<p>SoGB: LUCA for all SoGB submitted 22 July 2020. Approved LUCA by RSPO on 6 October 2020. RaCP submitted Annex 8 Remediation Plan on 9 July 2021. Approved on 19 May 2022.</p> <p>Agripalma: LUCA for Titulo 410 was approved on 8 November 2021. RaCP: The Annex 7 for Agripalma Titulo 410 was approved on 7 October 2022. SOCFIN and Agripalma now drafting Annex 8.</p> <p>Latest Update:</p> <p>Okomu Extension 1 has been audited on 17/11/2023 and expected to be certified in 2024.</p> <p>Agripalma Titulo 410 has been audited on 01/09/2023 and expected to be certified in 2024.</p> <p>PSG Subri has been audited on 21/09/2023 and expected to be certified in 2024.</p> <p>Refer TBP approved by RSPO on 27/12/2023.</p>	
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	<p>PT. Socfin Indonesia made New Planting Procedure Public Notification on 16 February 2017. After 30 days, there was no comment received by RSPO secretariat. Link https://www.rspo.org/certification/new-planting-procedure/public-consultations/socfin-group-pt-socfindo-and-socfinco-sa-pt-socfin-indonesia--lima-puluh-estate</p> <p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p>	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	<p>Based on review to RSPO RaCP Tracker for Socfin SA (October 2022), audit team noted: 9 management units with potential liability; 9 management units with LUCA submitted; 9 management units with LUCA review completed; 8 management units with Concept Notes required; 6 management units with Concept Note submitted; 3 management units with Concept Note approved; 2 management unit with Compensation Plan submitted; 2 management units with Compensation Plan endorsed; 7 management units with Remediation Plan required; 3 management unit with Remediation Plan submitted; 2 management unit with Remediation Plan approved.</p>	Complied

Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>The labour and land dispute reported in the African Operation, published on January 2020 and January 2021; have been addressed as informed in RSPO website dated 21 June 2022. Related link: RSPO CONCLUDES VERIFICATION ASSESSMENT AT SOCAPALM - Roundtable on Sustainable Palm Oil (RSPO)</p> <p>SOCAPALM is required to undertake remediation and mitigation measures for each breach, and to submit a quarterly progress report to the RSPO Compliance Subdivision on the measures taken.</p>	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	<p>Based on audit and based on review upon RSPO Case Tracker (https://askrspo.force.com/Complaint/s/casetracker) in October 2022, there is no legal non-compliance reported for Socfin SA and its subsidiary.</p> <p>Based on internal audit reports for uncertified unit, there is no legal non-compliance.</p>	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	<p>Yes. Socfin SA manages and monitors internal audit for uncertified management units. The internal audit covers RSPO P&C 2018 (Generic) and relevant RSPO P&C Certifications System June 2020. Internal audit reports covered RSPO P&C criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12.</p> <ul style="list-style-type: none"> • Internal audit for Agripalma (Sao Tome) carried out January 2021. • Internal audit for Okomu Oil Palm Company PLC – Extension 1 (Nigeria) carried out February 2021. • Internal audit for Plantations Socfinaf Ghana (PSG) Subri Management Units (Ghana) carried out May 2021. <p>Positive assurance: Socfin SA committed to fulfill all the requirement related to RSPO certification process. Socfin SA has detailed the correction and corrective action plan and any unresolved issues has been on the right path towards the certification process. The company keeps track of its compliance per P&C on a regular basis, last update is on 10 October 2022.</p> <p>The company gave a positive assurance statement as "Internal audits are, at our level, tools for continuous improvement. We have opted for a simple presentation of the discrepancies found during the audit. Positive statements provided by the auditors are included in the presentation of the internal and external audits findings inside the annual management review".</p>	Complied
Are there any Critical (Major) non-compliance	Yes. The Critical (Major) non-compliance was issued related to RSPO P&C criterion 7.12. The management	Complied

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<p>raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>units prepared corrective action in form of carried out HCV assessment and Land Use Change Analysis to RSPO Secretariat.</p> <ul style="list-style-type: none"> • Agripalma finalized an HCV assessment of their whole concession in November 2020, with the field visit happening in October 2020. The LUCA for Titulo 410 was approved on the 8 November 2021. The Annex 7 for Agripalma Titulo 410 was approved on the 7 of October 2022. The Annex 8 was approved on the 23rd of May 2023. • Okomu Extension 1 finalized a HCV assessment in January 2016, with the field visit happening in September 2015. This was approved by the HCV RN. The LUCA for Okomu Extension 1 was submitted on the 3 of March 2021 and was approved by RSPO on 22 June 2021. The Annex 7 concept note was approved by the RSPO compensation panel on the 7 October 2022. The Annex 8 was approved on the 25th of August 2023. • PSG conducted an HCV assessment in 2017 on several prospected lands within the concession. This was validated by the HCV RN on 6 December 2017. PSG finalized an HCV assessment of their whole concession in July 2021, with the field visit happening in November 2020 and follow-up engagement visits with all stakeholders in February 2021. A LUCA has been conducted for the Manso MU and was approved on the 7 October 2022. The Annex 7 concept note for PSG Manso was approved by the RSPO compensation panel on the 11th of April 2022. The Annex 8 for PSG Manso was approved on the 7th of October 2023. The LUCA of PSG Subri was approved on the 21st of September 2023. The Annex 7 concept note for PSG Subri was approved by the RSPO compensation panel on the 7th of November 2023. The Annex 8 for PSG Subri was approved on the 26th of January 2024. 	
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Yes. Stakeholder consultation carried out in uncertified management unit.</p> <p>Social Impact Assessment (SIA) report recorded the stakeholder consultation process for villages near Agripalma (Sao Tome): for Emolve village in 21 March 2011, Vila Clotilde in 15 March 2011, Ribeira Piexe in 15 March 2011, Monte Mario in 8 August 2011, Praia Pesqueira in 15 March 2011, Lo Grande in 15 March 2011, Healthcare NGO (AMI) in 28 February 2011, Women group in 14 March 2011,</p>	<p>Complied</p>

	<p>FPIC meeting in Safacam (Cameroon) for Chefferie de Dikola in 7 December 2010, for Chefferie de Koungue in 11 September 2011.</p> <p>Sao Tome Agripalma Retrocession FPIC report June 2021_Final.</p> <p>FPIC 2014 PSG and Manso Chief, Elders and Farmers_New. FPIC 2017 PSG Estate Land Negotiations with Dabaose. MOU 2019 PSG and Tufuhene of Dabaose.</p>	
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	There are no Scheme Smallholders within the Brabanta Certification Unit.	Not Applicable

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	REVISION OF THE TBP (Only applicable when revision is made)			
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
PT Socfin Indonesia - Tanah Gambus	Indonesia	Tanah Gambu Mill	-	Certified	2011	2011	No			
PT Socfin Indonesia - Tanah Gambus	Indonesia	Tanah Gambu Estate	4974	Certified	2011	2011	No			
PT Socfin Indonesia - Bangun Bandar	Indonesia	Bangun Bandar Mill	-	Certified	2011	2011	No			
PT Socfin Indonesia - Bangun Bandar	Indonesia	Bangun Bandar Estate	4147	Certified	2011	2011	No			
PT Socfin Indonesia - Negeri Lama	Indonesia	Negeri Lama Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Negeri Lama	Indonesia	Negeri Lama Estate	2165	Certified	2014	2014	No			
PT Socfin Indonesia - Mata Pao	Indonesia	Mata Pao Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Mata Pao	Indonesia	Mata Pao Estate	2463	Certified	2014	2014	No			
PT Socfin Indonesia - Sungai Liput	Indonesia	Sungai Liput Mill	-	Certified	2014	2014	No			
PT Socfin Indonesia - Sungai Liput	Indonesia	Sungai Liput Estate	3842	Certified	2014	2014	No			

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Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	REVISION OF THE TBP (Only applicable when revision is made)			
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
PT Socfin Indonesia - Aek Loba	Indonesia	Aek Loba Mill	-	Certified	2015	2015	No			
PT Socfin Indonesia - Aek Loba	Indonesia	Aek Loba Estate	9674	Certified	2015	2015	No			
PT Socfin Indonesia - Seumanyam	Indonesia	Seumanyam Mill	-	Certified	2015	2015	No			
PT Socfin Indonesia - Seumanyam	Indonesia	Seumanyam Estate	4447	Certified	2015	2015	No			
PT Socfin Indonesia - Seunagan	Indonesia	Seunagan Mill	-	Certified	2015	2015	No			
PT Socfin Indonesia - Seunagan	Indonesia	Seunagan Estate	4506	Certified	2015	2015	No			
PT Socfin Indonesia - Lae Butar	Indonesia	Lae Butar Mill	-	Certified	2015	2015	No			
PT Socfin Indonesia - Lae Butar	Indonesia	Lae Butar Estate	4727	Certified	2015	2015	No			
Okomu Oil Palm Company Main Estate and Extension 1	Nigeria	Okomu Oil Palm Company Main Estate and Extension 1 Mill	-	Certified	2019	2020	No			

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Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	REVISION OF THE TBP (Only applicable when revision is made)			
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Okomu Oil Palm Company Main Estate and Extension 1	Nigeria	Okomu Oil Palm Company Main Estate	15578	Certified	2019	2020	No			
Okomu Oil Palm Company Main Estate and Extension 1	Nigeria	Okomu Oil Palm Company Extension 1 Estate	4154	Not Certified	2024		Yes	2024	Closing out critical non-conformities	27-Dec-23
Okomu Oil Palm Company Extension 2	Nigeria	Okomu Oil Palm Company Extension 2 Mill	-	Certified	2023	2023	No			
Okomu Oil Palm Company Extension 2	Nigeria	Okomu Oil Palm Company Extension 2 Estate	11416	Certified	2023	2023	No			
Socfin Agricultural Company (SL) Limited (SAC)	Sierra Leone	SAC Mill	-	Certified	2020	2021	No			
Socfin Agricultural Company (SL) Limited (SAC)	Sierra Leone	SAC Estate	18473	Certified	2020	2021	No			
Société Africaine Forestière et Agricole du Cameroun (Safacam)	Cameroon	Safacam Mill	-	Certified	2020	2020	No			

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							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	Cameroon	<i>Safacam TF129, TF136, TF180, TF, Bail Ossa</i>	3993	<i>Certified</i>	2020	2020	No			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	Cameroon	<i>Safacam TF151</i>	11403	<i>Certified</i>	2022	2023	No			
<i>Société Africaine Forestière et Agricole du Cameroun (Safacam)</i>	Cameroon	<i>Safacam Provisional Concession</i>	2161	<i>Certified</i>	2023	2023	No			
<i>La Société des Caoutchoucs de Grand Béréby (SoGB)</i>	Côte D'Ivoire	<i>SOGB Mill</i>	-	<i>Certified</i>	2020	2021	No			
<i>La Société des Caoutchoucs de Grand Béréby (SoGB)</i>	Côte D'Ivoire	<i>SOGB TF464</i>	6096	<i>Certified</i>	2020	2021	No			
<i>La Société des Caoutchoucs de Grand Béréby (SoGB)</i>	Côte D'Ivoire	<i>SOGB TF465, TF466, TF467</i>	28643	<i>Certified</i>	2022	2023	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Eséka</i>	Cameroon	<i>Socapalm Eséka Mill</i>	-	<i>Certified</i>	2021	2021	No			

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							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Société Camerounaise de Palmeraies (Socapalm) Mbongo</i>	Cameroon	<i>Socapalm Mbongo Mill</i>	-	<i>Certified</i>	<i>2021</i>	<i>2021</i>	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Mbongo</i>	Cameroon	<i>Socapalm Mbongo Estate</i>	<i>6467</i>	<i>Certified</i>	<i>2021</i>	<i>2021</i>	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Mbambou</i>	Cameroon	<i>Socapalm Mbambou Mill</i>	-	<i>Certified</i>	<i>2021</i>	<i>2021</i>	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Mbambou</i>	Cameroon	<i>Socapalm Mbambou Estate</i>	<i>11112</i>	<i>Certified</i>	<i>2021</i>	<i>2021</i>	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Edea</i>	Cameroon	<i>Socapalm Edea Mill</i>	-	<i>Certified</i>	<i>2021</i>	<i>2022</i>	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Edea</i>	Cameroon	<i>Socapalm Edea Estate</i>	<i>7770</i>	<i>Certified</i>	<i>2021</i>	<i>2022</i>	No			
<i>Société Camerounaise de Palmeraies</i>	Cameroon	<i>Socapalm Dibombari Mill</i>	-	<i>Certified</i>	<i>2021</i>	<i>2022</i>	No			

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							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>(Socapalm) Dibombari</i>										
<i>Société Camerounaise de Palmeraies (Socapalm) Dibombari</i>	Cameroon	<i>Socapalm Dibombari Estate</i>	11181	<i>Certified</i>	2021	2022	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Kienké</i>	Cameroon	<i>Socapalm Kienké Mill</i>	-	<i>Certified</i>	2022	2023	No			
<i>Société Camerounaise de Palmeraies (Socapalm) Kienké/Camseeds</i>	Cameroon	<i>Socapalm Kienké / Camseeds Estate</i>	21720	<i>Certified</i>	2022	2023	No			
<i>Brabanta</i>	RDC	<i>Brabanta Mill</i>	-	<i>Certified</i>	2021	2022	No			
<i>Brabanta</i>	RDC	<i>Sanga Sanga, Kadima and Kanangai Estates</i>	1528	<i>Certified</i>	2021	2022	No			
<i>Brabanta</i>	RDC	<i>Lumbundji and Savannah Estates</i>	5971	<i>Certified</i>	2023	2023	No			
<i>Agripalma</i>	Sao Tome et Principé	<i>Agirpalma Mill</i>	-	<i>Certified</i>	2021	2021	No			
<i>Agripalma</i>	Sao Tome et Principé	<i>Titulo Estate</i>	409 665	<i>Certified</i>	2021	2021	No			

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							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Agripalma</i>	<i>Sao Tome et Principé</i>	<i>Titulo Estate 410</i>	<i>1735</i>	<i>Not Certified</i>	<i>2023</i>		Yes	2024	Closing out critical non-conformities	27-Dec-23
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Mill</i>	<i>-</i>	<i>Certified</i>	<i>2022</i>	<i>2022</i>	No			
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Manso Estate</i>	<i>910.7</i>	<i>Certified</i>	<i>2022</i>	<i>2022</i>	No			
<i>Plantations Socfinaf Ghana (PSG)</i>	<i>Ghana</i>	<i>PSG Subri Estate</i>	<i>17242</i>	<i>Not Certified</i>	<i>2024</i>		Yes	2024	Change of timing due to RaCP validation process	27-Dec-23

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were five (5) Critical; two (2) Minor nonconformities and two (2) Opportunity For Improvement raised. The Brabanta S.A. - Brabanta POM Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2447076-202401-M1	Issued Date	31/01/2024
Due Date	30/04/2024	Closure Date	22/03/2024
Indicator & Category (Critical / Minor)	3.8.16 – Critical		
Statement of Nonconformity:	Removal of certified stock in the RSPO PalmTrace was not made for volumes sold as conventional.		
Requirement Reference:	Registration of Transactions i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date. ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.		
Objective Evidence:	In the previous license period (05/04/2022 to 04/07/2023), there were 3,581.751 mt of certified CPO sold as conventional. However, there was no removal of certified stock made in the RSPO PalmTrace.		
Corrections:	1) Contact Mr Thomas, who is the responsible RSPO coordinator for the Socfin group, to organise training on the subject. 2) The course is scheduled for 09.02.2024 3) In-depth training on how to use the Palm Trace platform 4) Remove stock sold as conventional from the platform for the entire period required 5) Continue operations after each sale.		
Root Cause Analysis:	We have not withdrawn certified stock sold as conventional due to a lack of information and knowledge about how withdrawal operations are carried out on the Palm Trace platform.		
Corrective Actions:	1) Contact has been made with Mr Thomas and a date has been set for the training course. 2) The training took place on 09.02.2024 3) The certified stock sold as conventional from 04/07/2023 to date is withdrawn.		

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Assessment Conclusion:	<p>A training of the Head of Sustainable development was conducted on 09/02/2024 as evidenced by signed attendance sheet. The theme of the training was 'PalmTrace' and facilitated by the Group RSPO Coordinator for Africa.</p> <p>For the current license, the mill is anticipating to place credits in the RSPO Book and Claim. Should there be any balance of unused credits, the facility will remove them before the PalmTrace license expired.</p>
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Non-conformity			
NCR Ref #	2447076-202401-M2	Issued Date	31/01/2024
Due Date	30/4/2024	Closure Date	22/03/2024
Indicator & Category (Critical / Minor)	6.2.1 – Critical		
Statement of Nonconformity:	Contract workers do not have access to their documents of pay and terms of engagement.		
Requirement Reference:	Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand.		
Objective Evidence:	<p>Workers conditions of service are regulated by the negotiated agreement captioned Convention Collective and it provides information on working hours, overtime, annual leave, maternity leave and many more. This document is available to the worker through their Union representatives. Brabanta workers also have access to their appointment letters upon recruitment which provides information on the terms of engagement. The workers are also issued copies of the pay slip with information on the rate of pay, deductions, overtime payment among others. All this information is documented in French, the official language in Congo DR.</p> <p>However, interview with contract workers of S.K Security, a third party contracted to provide security services in the company indicates they do not have access to their contract letters or payslips even though they receive salaries each month.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Hold a meeting with all service providers working in Brabanta, in particular SK Protection 2. Discuss the method of managing agents with reference to the Congolese labour code 3. Raise awareness among all service providers of the need to comply with legal texts and other regulations in force 4. Set up a mechanism to ensure that all service providers are aware that requirements are being met 5. SK must submit records or reports showing that copies of contract letters and pay slips have been issued to all its agents. 6. Breach the contract with the service provider who fails to meet the requirements 		
Root Cause Analysis:	Brabanta does not have a control and monitoring system to ensure that SK Protection complies with the employment contract requirements, even though		

	Brabanta had organised meetings with SK to explain its obligations and had it sign a memorandum of understanding in point 3.2 lines 2,3,3,4,5.
Corrective Actions:	<ol style="list-style-type: none"> 1. A meeting was held with all the service providers 2. Decisions were taken with recommendations encouraging service providers to meet legal requirements in accordance with Congolese law. 3. Awareness-raising campaigns and meetings organised with service providers 4. A regular monitoring system is in place 5. Inspections are carried out at all service providers to ensure that the system is respected by all. 6. Management has been in contact with other partners and companies with a view to replacing service providers unable to meet requirements.
Assessment Conclusion:	<p>Records that show that the copy of contract letters and payslips have been given to all the workers of SK Security were seen during the NC closure audit onsite. This was evidenced by "Contrat de travail" documents between SK Security and its agents. All contracts have been signed by the agents concerned, the employer and approved by the labour inspector. e.g.:</p> <p>Mat. No: 245/24, 12/24, 004/24, 017/24, 007/24, and 172/24. All contracts were accompanied with payslips for the month of February 2024.</p> <p>Additionally, Brabanta held a meeting with all its service providers to sensitize them on how to update their paperwork (documents) in fulfilment of all legal aspects of their contracts with Brabanta, and to refresh service providers' understanding of RSPO norms. The meeting took place on 3rd February 2024 as evidenced by minutes of the meeting seen during the site verification for NC closure. The meeting was attended by 19 participants from different service providers, including SK Protection (represented by its Deputy Director).</p> <p>Moreover, Brabanta has developed a procedure for the management of service providers (titled: Procedure de Gestion des Sous-Traitants, dated 19/02/2024, to guide its management and follow-up of all service providers.</p> <p>Consequently, Brabanta has developed a checklist of all requirements to be fulfilled by sub-contractors titled "Checklist exigences a respecter pour la sous-traitance" (Checklist of Requirements to be fulfilled by sub-contractors). The checklist consists of a column with different documents (e.g. employee contracts, proof of registration with social insurance, proof of registration with chamber of commerce, etc.) and a second column with heading "verification" to denote whether the respective documents were seen during the inspection. An interview with the head of the legal department confirmed that he was charged with the verification of compliance of sub-contractors and that the inspection was ongoing.</p>

Non-conformity			
NCR Ref #	2447076-202401-M3	Issued Date	31/01/2024
Due Date	30/4/2024	Closure Date	22/03/2024
Indicator & Category (Critical / Minor)	6.2.3 – Critical		
Statement of Nonconformity:	Evidence of legal compliance for a contractor was not adequately demonstrated.		
Requirement Reference:	There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.		
Objective Evidence:	<p>A review of sampled pay slips and their appointment letters for workers with registration numbers 008114, 006397, 005506 and 007811 all shows compliance to the country's labour laws which includes compliance to overtime payment for work done in excess of 8 hours a day, annual leave, maternity leave, deductions and payments of Taxes and Social security for and on behalf of workers.</p> <p>However, Brabanta could not provide evidence of compliance to the legal labour requirements by S K Security, a third party service provide with regards to workers leave, legal deductions of Taxes and Social security (<i>Arrêté interministériel n° 20/CAB/VPM/ETPS/WM/2015 et n°CAB/MIN/FINANCES/2015/0143 du 12 mai 2015 portant institution de la déclaration et du paiement uniques des impôts, cotisations sociales et contributions patronales sur les rémunérations.</i>) on behalf and for the contract workers.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Holding a meeting with SK protection 2. Raise SK's awareness and encourage it to comply with its legal obligations, failing which the service contract will be terminated. 3. Helping SK to fulfil her duties 4. Follow up to ensure that SK respects and pays annual leave to its employees, pays overtime, grants weekly rest to its employees, registers its employees with the INSS and pays legal and regulatory taxes. 5. Breach the contract and award the contract to another company 		
Root Cause Analysis:	SK protection does not respect that its agents each have annual leave, that overtime is paid in accordance with current Congolese regulations, that the weekly working week is respected, that its agents are affiliated to the CNSS, and that it pays the legal and regulatory taxes, etc. And Brabanta has not set up a regular monitoring and control system to ensure that SK complies with the legal and regulatory requirements relating to employment contracts.		
Corrective Actions:	<ol style="list-style-type: none"> 1. A bipartite meeting was held between SK and Brabanta, at which SK was given clear and precise instructions. 2. SK was asked to contact Brabanta's Human Resources Department to help it set up a responsible and legally compliant workforce management system. 3. Regular checks will be carried out at agreed times to ensure that SK is complying with the terms of the agreements. 		

Assessment Conclusion:	<p>In addition to the contracts duly approved by the labour inspectorate, workers' payslips were seen during the onsite verification.</p> <p>The payslips reflect basic salary, transport allowance and lodging allowance as specified in the contract. Moreover, the payslip specifies the amounts deducted such as social insurance (CNSS), contribution to workers' syndicate and income tax.</p> <p>Additionally, Brabanta held a meeting with SK Security on the 3rd of February 2024 to discuss and clarify the legal requirements that must be fulfilled by SK Protection. Additionally, and as measure of precaution should in case SK Protection does not meet up with its legal and other requirements, Brabanta has already held a meeting with a different security company (SECURICO) and has already requested for an offer for their service. Negotiations are ongoing for potential replacement of SK Protection by SECURICO.</p> <p>Meanwhile, an interview with the head of SK Protection revealed that a responsible and legally compliant workforce management system has been put in place. This consists of:</p> <ul style="list-style-type: none">• A database of all the workforce• Contracts of all workers produced in 3 copies (1 for the worker, 1 for SK Protection files, and 1 for labour inspectorate)• All workers have 48 hours to read their contract and seek for clarifications before signing• All workers are issued a payslip showing deductions made on their salaries• All workers sign on the payment sheet when they receive their pay <p>Interviews with some workers of SK Protection confirmed that they have received their contracts and payslips for the month of February.</p>
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Non-conformity																	
NCR Ref #	2447076-202401-M4	Issued Date		31/01/2024													
Due Date	30/4/2024	Closure Date		22/03/2024													
Indicator & Category (Critical / Minor)	6.7.3 – Critical																
Statement of Nonconformity:	The monitoring of the H&S plan aimed at addressing health and safety risks to people is deemed less than fully effective.																
Requirement Reference:	Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.																
Objective Evidence:	Location: Lumbundji Estate As per the latest revision dated 22/03/2023 in the " <i>Analyse de Risque</i> " (Risk Analysis), it is explicitly stated that the tractor driver is mandated to wear a safety helmet, and safety boots as Personal Protective Equipment (PPE) identified as one of the Mitigation Measures while operating the machine. However, during the site visit, it was observed that a tractor was transporting FFBs to the Brabanta POM with the driver not adhering to the specified mitigation measures outlined in the Risk Analysis. Specifically, the driver was not wearing a safety helmet as required.																
Corrections:	1) Clarify in the matrix that the sub-sector in question concerns pedestrians and not drivers 2) Organise a meeting with all drivers, especially those who drive tractors 3) Review the risk analysis matrix, specifying the PPE to be worn by tractor drivers as distinct from the PPE to be worn by other team members. 4) Equip all drivers with the appropriate PPE for their work areas 5) Raise awareness and encourage all drivers to wear PPE, failing which a penalty will be imposed on any driver found in flagrante delicto. 6) Follow-up by each manager in charge of tractors (transport manager, section manager, division manager, DA and other plantation managers). 7) Penalising repeat offenders																
Root Cause Analysis:	Confusion created in the risk analysis matrix because it was not made clear in the sub-section that the risk analysis concerned pedestrians and not drivers. <table><tr><th>SECTOR</th><th>SUB-AREA</th><th>SOURCES OF DANGER / HAZARDS</th><th>CURRENT CONTROL RESOURCES</th><th>ADDITIONAL CONTROL RESOURCES</th></tr><tr><td rowspan="2">Transport</td><td rowspan="2">road conditions</td><td>stagnant water</td><td>creation of drains and trenches, backfill, PPE (boots)</td><td>awareness-raising, permanent canoeing, road rehabilitation</td></tr><tr><td>hard objects (wood, stones)</td><td>PPE: boots, helmet</td><td>training, awareness-raising</td></tr></table>				SECTOR	SUB-AREA	SOURCES OF DANGER / HAZARDS	CURRENT CONTROL RESOURCES	ADDITIONAL CONTROL RESOURCES	Transport	road conditions	stagnant water	creation of drains and trenches, backfill, PPE (boots)	awareness-raising, permanent canoeing, road rehabilitation	hard objects (wood, stones)	PPE: boots, helmet	training, awareness-raising
SECTOR	SUB-AREA	SOURCES OF DANGER / HAZARDS	CURRENT CONTROL RESOURCES	ADDITIONAL CONTROL RESOURCES													
Transport	road conditions	stagnant water	creation of drains and trenches, backfill, PPE (boots)	awareness-raising, permanent canoeing, road rehabilitation													
		hard objects (wood, stones)	PPE: boots, helmet	training, awareness-raising													

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			mud	backfill, (boots) PPE	idem
			holes	backfill,	raising awareness, signposting
			Sharp and blunt tools	PPE (boots, gloves, helmet or cap)	training and awareness-raising, improving road conditions, repairing site machinery and purchasing a rotary harvester
				Tool case (partial)	Improving and extending first-aid training
					Widespread use of tool cases
			Vehicles	Road maintenance	Improving driver training and awareness
				Vehicle maintenance	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator
				Driver training and awareness	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
				Traffic rules and road signs	Tougher traffic rules and improved road signs
				driver training, road signs, PPE (reflective waistcoats)	Raising pedestrian awareness
		vehicles and equipment	traffic vehicles and machinery	Road maintenance	Improving road conditions:
				Vehicle maintenance	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
				PPE: boots , helmet	Tougher traffic rules and improved road signs

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					Traffic rules and road signs	Training and awareness-raising
			Light vehicles	Light vehicles	Safety features: seat belts, etc.	Improving training and awareness
				Other vehicles	Road maintenance	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator
				Route	Vehicle maintenance	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
					Training and awareness-raising	Tougher traffic rules and improved road signs
					Traffic rules and road signs	Periodic inspection and repair of safety components
			Staff transport	Vehicle (Truck or tractor and tipper)	Vehicle fitting (partial)	Improved planning and organisation of employee transfers
				Route	Road maintenance	Improving vehicle fittings
					Maintenance vehicles	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator
						Fitting new vehicles
						Reduced transfer of workers: housing construction
				Other vehicles	Vehicle conversion (partial)	Improving driver training and awareness
				Sharp and blunt tools	Road maintenance	Improving vehicle fittings
				Route	Vehicle maintenance	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator

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			Vehicle (Truck or tractor and tipper)	Driver training and awareness	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
				Tool case (partial)	Fitting new vehicles
				Traffic rules and road signs	Reduced transfer of workers: housing construction
					Tougher traffic rules and improved road signs
					Widespread use of tool cases
		Regime transport (sub-contracting)	Diet	Loading instructions	training and awareness- raising
			Route	compliance with the highway code and road safety instructions	training and awareness- raising on rules of conduct
			Route	Road maintenance	Improving training and awareness
			Truck	Vehicle maintenance	Improved vehicle maintenance
			Other vehicles	Training and awareness- raising	Improving road conditions: repairs to site machinery and purchase of a rotary harvester
				Traffic rules and road signs	Tougher traffic rules and improved road signs
		Evacuation	Woodpecker	Station development	Improving training and awareness
			Diet	Trailer fittings	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator
			Route	Road maintenance	Improving and extending first- aid training
			Embankments	PPE: boots, helmet	Training and awareness- raising

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			Tractor and tipper	Road maintenance	Improving training and awareness
				Vehicle maintenance	Improving road conditions: repairs to site machinery and purchase of a rotary cultivator
				First aid training	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
				Training and awareness-raising	Improving procedures
				Procedures	Improving and extending first aid training
		Dust and debris	Training and awareness-raising	PPE: goggles	
		troubleshooting	Heat	Training and awareness-raising	Improving the condition of vehicles: repairs and renewal of the vehicle fleet
			Vehicle weight	EPC: hoists and other lifting equipment	Setting up a locker
					training and awareness-raising
			Moving parts	PPE: safety boots or shoes, gloves, helmet, visor	training and awareness-raising
	Heat		compliance with instructions, training and awareness-raising, preventive maintenance	stepping up training and awareness-raising, replacing faulty parts and equipment, PPE (e.g. visors, gloves, heat-resistant jackets)	

	<p>3) All tractor drivers in the agricultural department are equipped with the appropriate PPE</p> <p>4) An awareness programme has been drawn up</p> <p>5) A memo has been issued requiring all drivers to wear their PPE while on duty.</p>
Assessment Conclusion:	<p>Brabanta has revised the matrix for analysing risks in the workplace, and a change has been made to clarify the vehicle and machinery traffic sub-sector by adding pedestrians to the parenthesis.</p> <p>Additionally, Brabanta held a meeting with all agro-tractor drivers, the head of transport, DA, HR, and the DG to discuss and sensitize the workforce on PPE. Meeting titled: Sensibilization sur le Port des EPI) was held on 19/02/2024. Brabanta equally holds regular HSE Meetings in which drivers participate as evidenced by minutes of HSE meetings (Minutes HSE) held on 05/02/2024 and 05/03/2024, on the theme "What is HSE". These meetings include drivers and other members of the workforce, as prescribed by Planning Hebdomadaire de Minutes HSE (Planning of Daily HSE Meetings), signed by the General Manager.</p> <p>All tractor drivers in the agricultural department are now equipped with the appropriate PPE as demonstrated by signed distribution forms for the months of January and February 2024 for Lumbundji Estate that was concerned with this NC. Interviews with some drivers in Lumbundji estate during the NC closure confirmed that they have received their PPE.</p> <p>Brabanta has drawn up an awareness programme as evidenced by daily HSE meetings titled: Planning Hebdomadaire des Minutes HSE, signed by the Managing Director. According to this plan, HSE meetings are held every Thursday at 7 a.m. for agro-sections of the plantation.</p> <p>Brabanta has issued a memo requiring all drivers to wear their PPE while on duty. This memo is titled: Note de Service, with Subject: Port des EPI Chauffeurs Tracteurs (Wearing of PPE by Tractor Drivers); Ref.: DG/BTA/10.03.2024, and signed by the Director General.</p>

Non-conformity			
NCR Ref #	2447076-202401-M5	Issued Date	31/01/2024
Due Date	30/4/2024	Closure Date	22/03/2024
Indicator & Category (Critical / Minor)	7.2.2 – Critical		
Statement of Nonconformity:	The records of pesticide use are deemed inadequate.		
Requirement Reference:	Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.		
Objective Evidence:	<p>Location: All audited estates</p> <p>The management has diligently maintained records of pesticide use for the year 2023 with latest updated in Jan-2024 by "<i>Responsable des Phyto</i>" (Manager of Phyto) and "<i>Secrétaire de Direction Agronomique</i>" (Secretary of Agronomy Department). The existing records include information such as the commercial name of the pesticides, the area applied (in hectares), and the total pesticide usage per hectare. However, the records do not include details, specifically the active ingredients used and their LD50, the amount of active ingredients applied per hectare, and the number of applications made.</p>		
Corrections:	<p>1) Organise a working meeting between the agricultural department and the sustainable development and management department to explain the requirements of the indicator to the agri staff so that they understand the information to be included in the pesticide use register.</p> <p>2) Sharing information on pesticide registers</p> <p>3) Create a single file of pesticide use records that will include the name, active ingredient, amount of product per ha per application, amount of active ingredient per ha per application, LD50 and frequency.</p>		
Root Cause Analysis:	Information about the registers was not requested from the person who had all the relevant information. The information collected was not complete with regard to pesticide use registers because not all the information was contained in a single register.		
Corrective Actions:	<p>1) A working session was held between Agro and RSPO coordination during which the guidelines for the indicator were explained, i.e., the relevant information that pesticide use registers must contain.</p> <p>2) The registration file is harmonised and complete with all useful and necessary information.</p>		
Assessment Conclusion:	<p>Brabanta has now created a singled file titled: Suivi d'Utilisation des Pesticides (Monitoring of use of Pesticides), which used to record the name, active ingredient, amount of product per ha per application, amount of active ingredient per ha per application, LD50 and frequency.</p> <p>Additionally, Brabanta head of sustainability held a meeting with agro-department during which the guidelines for the indicator were explained, i.e., the relevant information that pesticide use registers must contain. The meeting held</p>		

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	on 15th February 2024 as evidenced by minutes of the meeting seen during the NC verification.
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Non-conformity			
NCR Ref #	2447076-202401-N1	Issued Date	31/01/2024
Due Date	Next annual surveillance assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	2.1.2 – Minor		
Statement of Nonconformity:	Evidence of legal due diligence of Thirds Party service providers was not satisfactorily demonstrated.		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.		
Objective Evidence:	<p>Brabanta has in place a documented system for tracking legal compliance as evidenced by their annual legal reviews (Veille Reglementaire) that is conducted twice a year. The last legal review was conducted in December 2023 and was seen during the audit.</p> <p>However, there was no evidence of compliance to the legal requirements by their third-party service providers. This was seen during a review of sampled workers contracts for S K Security with contract dates from the March shows some of the workers are paid below the national minimum wage. Also, there are no evidence of compliance to the deduction and payment of Taxes and Social security for the workers.</p>		
Corrections:	<ol style="list-style-type: none"> 1) Cfr NC 2447076-202401 M3 2) Share the payslip model used by Brabanta with SK with acknowledgement of receipt 3) Instruct SK to pay its agents with a legitimate and legal payslip 4) If the contract is not fulfilled within the first month after this stage, terminate it. 		
Root Cause Analysis:	SK agents are not paid with a payslip containing all the information required by the legal requirements in terms of remuneration, such as the deduction of professional taxes and duties, the deduction for the CNSS, a guaranteed minimum inter-professional wage as provided for by Congolese law in terms of remuneration, etc...		
Corrective Actions:	<ol style="list-style-type: none"> 1) The payslip model used by Brabanta is shared with SK with acknowledgement of receipt 2) SK has implemented the bulletin model shared by Brabanta 3) All agents are paid by a legitimate and legal bulletin 		
Assessment Conclusion:	The correction and corrective action plans are accepted. Evidence of implementation shall be verified in the next assessment visit.		

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Non-conformity			
NCR Ref #	2447076-202401-N2	Issued Date	31/01/2024
Due Date	Next annual surveillance assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	3.3.2 – Minor		
Statement of Nonconformity:	The implementation of the internal audit procedure has not been satisfactorily demonstrated, as the frequency of internal audits is not in line with the procedure.		
Requirement Reference:	A mechanism is in place to check that procedures are implemented consistently.		
Objective Evidence:	<p>Location: Brabanta POM and all audited areas</p> <p>Section 6.3 "the audit programme" of the "Internal Audit Procedure" (Rev. 00, approved on 22/09/2021 by the Managing Director) states that "The audit to verify the implementation of the operational procedures and work instructions is scheduled twice a year". (The audit to verify the implementation of operational procedures and work instructions is scheduled twice a year). However, evidence from the internal audit report indicates that the RSPO P&C internal audit for the year 2023 was only carried out once, i.e., from 3 to 10 May 2023.</p>		
Corrections:	<p>1) Reviewing the internal audit procedure</p> <p>2) Change the frequency from twice a year to at least once a year</p>		
Root Cause Analysis:	Only one audit was carried out during the year 2023, although in the procedure it was planned to be carried out twice. 2023 was a year with many realities that did not allow us to carry out our audit twice, with fewer changes in management, three RSPO audits, presidential, legislative and municipal elections, and other activities.		
Corrective Actions:	<p>1) The procedure has been revised</p> <p>2) The frequency is reviewed from twice to at least once a year.</p>		
Assessment Conclusion:	The correction and corrective action plans are accepted. Evidence of implementation shall be verified in the next assessment visit.		

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2447076-202401-I1</p> <p><u>Indicator 6.2.4</u></p> <p>The supply of water to housing can be improved to ensure the continuous availability of adequate water for workers and their families.</p>
OFI 2	<p>2447076-202401-I2</p> <p><u>Indicator 7.8.3</u></p> <p>Brabanta treats the plant's effluent using a lagoon system. In addition, Brabanta carries out analyses, including BOD and COD, on water samples taken at various stages of the lagoon system. However, analyses of treated water samples could be carried out in such a way as to minimise bias.</p>

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Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
PF 2	Retrieval of relevant documents was efficient.
PF 3	High interest was shown by the sampled workforce in implementing the RSPO Standard requirements.

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2299249-202301-M1	Issued Date	11/01/2023
Due Date	10/04/2023	Closure Date	30/03/2023
Indicator & Category (Critical / Minor)	3.4.3 – Critical		
Statement of Nonconformity:	The social management and monitoring plan has not been reviewed and updated in a participatory manner.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p>Brabanta Certification Unit commissioned an independent social and environmental impact assessment. According to national legal requirements, this assessment must be reviewed and updated every five years. In fulfilment of this legal requirement, Brabanta reviewed and updated its SEIA in June 2022.</p> <p>However, the social management action and monitoring plan has neither been reviewed nor updated in a participatory manner.</p>		
Corrections:	<ol style="list-style-type: none"> 1) Organise a meeting with community representatives and involve the sector chief as local authority (political-administrative authority) 2) Present the table of planned actions in favour of the communities and their costs. 3) Present all actions carried out and their costs. 4) Present the actions not carried out and their costs. 5) Give the reasons and causes that did not allow the realisation of these actions. 6) Present a new programme of actions with their costs and deadlines for completion. 7) completion. 8) Set the date for the next meeting to review the social action plan. 		
Root Cause Analysis:	The social management plan was not reviewed at the end of 2022, as the last quarterly meeting was postponed to January for logistical and social reasons, during which the action plan for actions to be carried out in favour of the local communities was to be discussed		
Corrective Actions:	<ol style="list-style-type: none"> 1) A meeting is held with community representatives and the head of sector. 2) The management action plan developed in 2021 is presented to the assembly with their costs. 3) The actions carried out in favour of the communities were presented and approved, with their costs. 4) The actions not carried out and their costs were presented, along with the reasons and causes that did not allow them to be carried out. 5) A revision of the social management action plan was made taking into account the actions not carried out in 2022 with the agreement of all the participants and the validation of the head of the sector as local authority. 6) Signature and validation of the action plan by the authority. 7) A next review date for the plan is set for January 2025 in accordance with the guideline on indicator 3.4.3. The review plan will also be included in the yearly management plan developed at the beginning of the year to ensure the review is done at the planned time. 8) A report has been drawn up. 		

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Assessment Conclusion:	<ol style="list-style-type: none"> 1) Reviewed the updated Social management plan (Plan d'Action Gestion Sociale, Document Ref: AGS, Review Index: 01, and dated 14 March 2023) 2) Reviewed minutes of meeting with riparian village communities that was held on 01/03/2023. The purpose of the meeting was to consult with the communities on the new actions to be taken as part of the social management plan. The meeting was held in Mapangu and was attended by 25 person from all the different communities. The attendance list was attached to the minutes of the meeting. The meeting was facilitated by an external expert from Le Carnet Consulting, represented by Mr. Talambote. 3) Held a meeting with community leaders to corroborate their involvement in updating the social management plan. The meeting took place in Mapangu as part of NC closure verification field visit on 29/03/2023. Discussions with 22 participants from the different communities confirmed that they were duly consulted by Brabanta Certification Unit in view of updating the social management plan. An attendance sheet of participants is attached. <p>Based on the evidence presented this NC has been closed on 30/03/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Brabanta reviewed and updated its SEIA in June 2022 and the social management plan (Plan d'Action Gestion Sociale, Document Ref: AGS, Review Index: 01), was updated as of 14 March 2023, in a participatory manner.</p> <p>No non-conformity was raised during the present audit hence, this NC is effectively closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2299249-202301-M2	Issued Date	11/01/2023
Due Date	10/04/2023	Closure Date	30/03/2023
Indicator & Category (Critical / Minor)	5.1.5 – Critical : Escalated due to Reoccurrence of Previous Minor.		
Statement of Nonconformity:	Contracts for FFB Suppliers did not include agreed timeframe.		
Requirement Reference:	Contracts are fair, legal and transparent and have an agreed timeframe.		
Objective Evidence:	The contract agreement entitled Contract D'Achat Noix Villageois dated 08/10/2021 between Brabanta and the Village FFB Collectors did not have an agreed timeframe stated in it. Due to this being a reoccurrence under the same indicator, a critical non-conformity is raised.		
Corrections:	<ol style="list-style-type: none"> 1) Organise a meeting with the representatives of the cutters supplying the loose fruit. 2) Discuss purchase prices for the year 2023. 3) Draw up the contract for the purchase and/or sale of the detached fruit for 2023, including the period or timeframe for payment upon delivery of the palm fruit. 4) Have the contract signed by both parties (Brabanta and the cutters represented). 		
Root Cause Analysis:	When the village nut (oil palm) purchase contract was signed, both parties agreed that the payment would be made as soon as Brabanta received the ticket or voucher for the weighbridge, but unfortunately this was not included in the contract.		

Corrective Actions:	<ol style="list-style-type: none"> 1) The sustainability team to ensure and monitor that all pricing agreements between Brabanta and contractors are stated in the contract agreement and not limited to verbal agreements. 2) A meeting was held with representatives of the cutters who supply the village nuts. <ul style="list-style-type: none"> – The wind price for 2023 was discussed and agreed upon. – The contract is drawn up in duplicate with a payment period or deadline. – The contract is signed by all parties involved. – The signed contract is reproduced according to the number of groups of cutter-suppliers represented, which corresponds to the number of communities involved. <p>Each group of village nut cutter-suppliers concerned receives a copy of the contract.</p>
Assessment Conclusion:	<p>Henceforth, Brabanta does not buy fruits directly from village FFB collectors. Rather, Brabanta buys the collected FFBs from Mr. Alex Kumambange, who in return buys the FFB collected by villagers.</p> <ol style="list-style-type: none"> 1) Reviewed contract between Mr. Alex Kumambange and Brabanta for purchase of FFB (Contrat d'Entreprenariat No 001/2023, of 15 March 2023). 2) Reviewed contract for sale of FFB by community members titled (<i>Contrat d'Achat Noix Villageoises</i>, dated 20/03/2023) between Mr. Alex Kumambange and village FFB collectors. Article 2 of this contract fixes current price at 6.300 Congolese Francs per box of 50Kg of FFB. Meanwhile, Article 4.2 of the contract stipulates that FFB collectors will be paid after a maximum period of 48 hours after they supplied their FFB. <p>Based on the evidence presented this NC has been closed on 30/03/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>The company has a contract with the contractor who purchases wild palm for the company. The contract was signed on the 15/03/2023 by both parties and Article 7 of the contract states that the duration of the contract is one year from the date both parties signed the agreement.</p>

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: 2299249-202301-I1 : From ASA1 Indicator 1.1.5</p> <p>The company has a documented list of its stakeholders which was made available to the audit team. The list contains information on the Name of the stakeholder, activities they perform and contact address. Some of the stakeholders such the communities, Workers Union and FFB suppliers were selected during this audit period for consultations. However, the stakeholder list can be improved to include the date and categorization of the different stakeholder.</p> <p>Verification / Follow-up actions: The current list of stakeholders has been sorted based on the categories of the stakeholders e.g., government authorities, NGO, surrounding communities, contractors/vendors, to name a few. The date of last update was also clearly stated in the list.</p>
OFI 2	<p>OFI Statement: 2398640-202308-I1 : From EoS</p>

Indicator 6.2.1

Interview with 17 workers in the Lumbundji estate and 18 workers in the Savannah estates all confirmed the company provides them with copies of their contract. These documents are explained to workers who cannot read. However, they complained of not been paid their leave allowance whenever a worker returns from their leave.

However, a review of 12 sampled workers' pay slips shows all workers are paid their leave allowance prior to going on leave and this was further confirmed by the workers' representatives during the audit interview.

Management can improve on the sensitizations to ensure workers have an understanding of their contracts and all payment information.

Verification / Follow-up actions:

Interview with sampled workers in the Lumbundji and Kanaiga estate shows workers awareness on the payment they receive. They indicated that they were taking through all information on the payslips to ensure all workers understand what is given to them each month.

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2111113-202108-M1	Critical	3.6.1	03/09/2021	Closed on 23/12/2021
2111113-202108-M2	Critical	3.6.2	03/09/2021	Closed on 23/12/2021
2111113-202108-M3	Critical	5.1.2	03/09/2021	Closed on 23/12/2021
2111113-202108-M4	Critical	6.1.5	03/09/2021	Closed on 23/12/2021
2111113-202108-M5	Critical	6.2.4	03/09/2021	Closed on 23/12/2021
2111113-202108-M6	Critical	6.3.1	03/09/2021	Closed on 23/12/2021
2111113-202108-M7	Critical	6.7.1	03/09/2021	Closed on 23/12/2021
2111113-202108-M8	Critical	6.7.3	03/09/2021	Closed on 23/12/2021
2111113-202108-M9	Critical	7.2.7	03/09/2021	Closed on 23/12/2021
2111113-202108-M10	Critical	7.10.1	03/09/2021	Closed on 23/12/2021
2111113-202108-M11	Critical	3.8.5	03/09/2021	Closed on 23/12/2021
2111113-202108-M12	Critical	3.8.6	03/09/2021	Closed on 23/12/2021
2111113-202108-M13	Critical	3.8.7	03/09/2021	Closed on 23/12/2021
2111113-202108-M14	Critical	3.8.12	03/09/2021	Closed on 23/12/2021
2111113-202108-M15	Critical	3.8.9	03/09/2021	Closed on 23/12/2021
2111113-202108-N1	Minor	3.7.3	03/09/2021	Closed on 11/01/2023
2111113-202108-N2	Minor	6.2.6	03/09/2021	Closed on 11/01/2023
2111113-202108-N3	Minor	6.3.2	03/09/2021	Closed on 11/01/2023
2111113-202108-N4	Minor	6.4.1	03/09/2021	Closed on 11/01/2023
2111113-202108-N5	Minor	6.5.3	03/09/2021	Closed on 11/01/2023
2111113-202108-N6	Minor	7.8.3	03/09/2021	Closed on 11/01/2023
2111113-202108-N7	Minor	7.9.1	03/09/2021	Closed on 11/01/2023
2111113-202108-N8	Minor	2.2.1	03/09/2021	Closed on 11/01/2023
2111113-202108-N9	Minor	2.2.2	03/09/2021	Closed on 11/01/2023
2111113-202108-N10	Minor	2.2.3	03/09/2021	Closed on 11/01/2023
2111113-202108-N11	Minor	3.3.2	03/09/2021	Closed on 11/01/2023
2111113-202108-N12	Minor	5.1.1	03/09/2021	Closed on 11/01/2023
2111113-202108-N13	Minor	5.1.5	03/09/2021	Escalated to Critical
2111113-202108-N14	Minor	6.7.2	03/09/2021	Closed on 11/01/2023
2299249-202301-M1	Critical	3.4.2	11/09/2023	Closed on 30/03/2023
2299249-202301-M2	Critical	5.1.5	11/09/2023	Closed on 30/03/2023

2447076-202401-M1	Critical	3.8.16	31/01/2024	Closed on 22/03/2024
2447076-202401-M2	Critical	6.2.1	31/01/2024	Closed on 22/03/2024
2447076-202401-M3	Critical	6.2.3	31/01/2024	Closed on 22/03/2024
2447076-202401-M4	Critical	6.7.3	31/01/2024	Closed on 22/03/2024
2447076-202401-M5	Critical	7.2.2	31/01/2024	Closed on 22/03/2024
2447076-202401-N1	Minor	2.1.2	31/01/2024	"Open"
2447076-202401-N2	Minor	3.3.2	31/01/2024	"Open"

3.4 Stakeholders and previous landowner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Brabanta S.A. - Brabanta POM Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal	Workers Representatives	Face to Face
Contractor	Loose Fruit Supplier	Face to Face
Communities	Ngoyi, Sanga-sanga, Kadima beach, Kayaya riviere, Malongo, Kununzadi, Munbende, Kayaya, Mapangu-village, RC Mapangu, Inbongo, Tshianundenda, Basongo-Cite, Kawawa, Nkanga,	Face to Face
NGO	Observatoire Congolais des Droits Humains asbi (OCDH)	Face to Face

Stakeholders comment	
1	Feedbacks: Interview with the workers representative brought together all the five workers union in the company. They confirmed that all workers are free to join any of the workers union and also continue to have a good working relationship with management. They indicated that they currently in negotiations with management on revising the workers conditions of service which was expired. AT the time of this audit, they indicated they do not have any issue of concern
	Audit Team verification and response: Interview with workers during field visit and review of documents did not identify any issue of concern.
2	Feedbacks: Interview with the Contractor who is the sole supplier of loose wild palm to the company. His works with his team of four workers who move from one community to another to buy loose fruits from the communities. The communities get these loose fruits from the palm trees in the community forest. No one owns these wild palms in the community forest and as such people go and harvest or collect the loose fruits for sale. Its these wild palms that the contractor buys and sells to the company. There is normally a general price of these loose fruits in the community. However, Brabanta always offer a higher price than the common prices. The contractor indicated he has a good working relations with the company.
	Audit Team verification and response: Review of documents did not identify any issue of concern
3	Feedbacks: Interview with the communities brought together all the communities of interest to Brabanta S A. They include Ngoyi, Sanga-sanga, Kadima beach, Kayaya riviere, Malongo, Kununzadi, Munbende, Kayaya, Mapangu-village, RC Mapangu, Inbongo, Tshianundenda, Basongo-Cite, Kawawa, Nkanga . All the representatives of the different communities indicate they have no issue with regards to land with the company. However, they will appreciate if the company's assistance to the communities can be improved.
	Audit Team verification and response: Review of documents did not identify any issue of concern. Management stated they will continue to engage the communities to ensure a In continuous good relation.
4	Feedbacks: During an interview with the Mapangu coordinator of OCDH (NGO), he indicated that at some times they hear of issues of concern about the workers but they do not get evidence to confirm such concerns. They mentioned some of the concerns to include low salaries and dismissals without compensations. On the issue of low salary, he could not confirm or provide evidence if the company is paying below the national minimum wage.
	Audit Team verification and response: A follow up interview with the workers representatives indicates payment of salaries by Brabanta was following the national regulations which also form the basis of their negotiated conditions of service. They emphasised that since September 2022 to January 2023, the workers salaries has been increased by 20% in addition to the mandatory 3% increase which is given to workers every year. They also indicated that the union is still in negotiation with management to revise the current workers conditions of service. On the issue of alleged dismissal without compensation, the workers representatives indicated that the conduct of management and workers are regulated by the negotiated workers conditions of service which is based on the national labour code.

	Review of the workers conditions of service and a sampled workers files confirms the company's compliance to the labour code.
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List of landowner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Kanaiga, Kadima, Sanga Sanga	2015	1,508.59	Yes	NA	Complied
Lumbundji	2009	300	Yes	Yes	Complied
Savannah	2013	6,851	Yes	Yes	Complied

Previous landowner / user comment	
	Feedbacks:
	Audit Team verification and response:
<p>Note:</p> <p>The previous landowner, which is the Government of Democratic of Congo had been contacted during the previous Extension of Scope assessment. There were no issues with regards to the rights to use the land. Please refer to BSI's previous Extension of Scope RSPO Public Summary Report dated 30/11/2023 for further details.</p>	

3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Brabanta S.A. - Brabanta POM has complied with the RSPO P&C 2018 for Production of Sustainable Palm Oil and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Brabanta S.A. - Brabanta POM is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: Valence Shem	Name: Urban NBRBV
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: Brabanta S.A.
Title: Lead Auditor	Title: Responsible Development durable
Signature: 	Signature: (I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.) 
Date: 09/04/2024	Date: 19/04/2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.			
Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -	Brabanta continued to maintain their list of documents and have made the documents publicly available through various means. This includes display on the company's notice boards in and around the company premise, on their website (Commitments Socfin) and sharing with the different community chief's. Some of the documents verified on the notice boards are: <ol style="list-style-type: none"> 1) Child Labour policy 2) Freedom of Association policy 3) Sexual harassment policy 4) Environmental policy 5) Communication and Consultation procedures 6) Grievance Mechanism During stakeholder interviews with the communities including Ngoyi, Sanga-sanga, Kadima beach, Kayaya riviere, Malongo, Kununzadi, Munbende, Kayaya, Mapangu-village, RC Mapangu, Inbongo, Tshianundenda, Basongo-Cite, Kawawa, Nkanga, all confirmed that copies of the policies has been shared with the community chiefs. Based on the company's communication and consultations procedure, some of the documents can be made available upon request such as: <ol style="list-style-type: none"> 1) Occupational health and safety plans. 2) Environmental and social impact studies and plans. 	Complied

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		3) Documentation on High Conservation Value (HCV) and High Carbon Stock areas (HSC). 4) Continuous improvement plan. 5) The pollution prevention and reduction plan.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Most of the company's documents reviewed are written in French which is the official written and spoken language in Congo DR. However, some of the documents made available to the audit team for review were also written in Kikongo language commonly spoken by the communities and workers. Based on interview with the sampled workers at all the sampled operating units, they had confirmed that the policies and other information were explained to them in both the French and Kikongo languages during the morning muster. Interview with the communities also confirmed that the content of the documents were clearly by the company's community liaison officer.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	Brabanta continued to maintain and update their records of all requests for information and their response which were received from all their stakeholders including workers and the communities. The request which can be presented either in verbal or written form. It will then be recorded in a notebook entitled Reception Indicateur/Courrier. Nonetheless, there has been no requests for information by any stakeholders since the last assessment visit.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official. - Critical (Major) compliance -	The company has a documented external communication procedure dated 31/01/2020 and approved by the Director General. The objective of the procedure is to identify the company's external stakeholders and to determine how they can get in touch within the framework of communication and consultation with them. The procedure is applicable to all Brabanta external stakeholders which includes communities, NGOs, government, local and traditional authorities. The document identifies the Director of Public Relations and Communication (DRPC) as the person responsible when comes	Complied

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		to communication and consultation with external stakeholder at the local level. He meets the communities and give out information from the company. Brabantia continued to maintain their Consultation and Communications procedures for internal stakeholders dated 10/09/2019 which was approved by the Director General. The main purpose of this procedure is to ensure accessible and transparent communication between Brabantia and all their internal stakeholders. The procedure is applicable to all Brabantia S.A.'s operation departments such as the Plantations, Hospital, Security and Administration in Kinshasa. Interview with the workers union confirmed the procedure has been shared and explained to them.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	The company has a documented list of its stakeholders which was made available to the audit team. The list contains information on the name of the stakeholder, activities they perform and contact details. Among the stakeholders registered in the list were government authorities, NGO, surrounding communities, contractors/vendors, and internal stakeholders. The list was last updated on 22/01/2023.	Complied
Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	The company has a policy for ethical conduct in place entitled Brabantia Employee code of ethics and dated April 2019. The policy is applicable to all parties including those who are having business relationship with the company or on behalf of the company. This policy is publicly displayed on all notices as seen during the site visits. Interview with workers and local communities showed that the policy has been clearly communicated to them and able to demonstrate good understanding of the policy. Review of sampled contract agreements showed that the policy together with all other policies were attached as part of the contract agreements.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Among the methods used to monitor the compliance and the implementation of the policy and overall ethical business practice were internal audit, financial audit, and due diligence of all contracted third parties to name a few.	Complied

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		Interview with the contracted parties also revealed that the business engagement was done in a fair and unbiased manner.	
Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.			
Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The unit of certification complies with applicable legal requirements. - Critical (Major) compliance -	<p>The unit of certification complies with applicable legal requirements. To ensure this, Brabanta has developed a list of national and international laws signed and ratified by the DRC, and continually updates the list. The list includes laws pertaining to different sectors of Brabanta operations such as environmental laws, labour laws, fiscal laws, laws pertaining to service providers, etc.</p> <p>For instance, Brabanta has developed Protocole d'Accord Sous-Traitance et Prestation des Services a Brabanta (Protocol on Service Providers), that is signed by all contractors and third parties. This was signed for instance by El Nelfi Group (signed on 12/10/2021.) that provides workers to offload fertilizers from boats for Brabanta.</p> <p>Section 3 of the Protocol covers compliance with all legal requirements (3.1 official documents: contract with Brabanta, official registration of said company with chamber of commerce, proof of registration with national social insurance service); 3.2 legal obligations: respect of labour code provisions, annual declaration of workers, work contracts, compliance with environmental laws etc.) 3.3 covers aspects related to health and safety (risk assessment for workers and provision of PPE, etc.)</p>	Complied
2.1.2	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the law and also includes listing and evidence of legal due diligence of all contracted third parties, recruitment agencies, service providers and labour contractors.	Brabanta has put in place a documented system for tracking legal compliance as evidenced by their annual legal reviews (Veille Reglementaire) that is conducted twice a year. The last legal review was conducted in December 2023 and was seen during the audit. Brabanta has duly subscribed to the National Official Journal to help them keep track of all changes in laws.	Non-compliance

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	- Minor compliance -	<p>However, there was no evidence of compliance to the legal requirements by their third-party service providers. This was seen during a review of sampled workers contracts for S K Security with contract dates from March 2022 shows some of the workers are paid below the national minimum wage. Also, there is no evidence of compliance to the deduction and payment of Taxes and Social security for the workers.</p> <p>Brabanta has in place a documented system for tracking legal compliance as evidenced by their annual legal reviews (Veille Reglementaire) that is conducted twice a year. The last legal review was conducted in December 2023 and was seen during the audit.</p> <p>However, there was no evidence of compliance to the legal requirements by their third-party service providers. This was seen during a review of sampled workers contracts for S K Security with contract dates from the March shows some of the workers are paid below the national minimum wage. Also, there are no evidence of compliance to the deduction and payment of Taxes and Social security for the workers.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>Brabanta has established a procedure for inspection and Maintenance of Boundary Pillars (Procédure d'Inspection et d'Entretien des Bornes, of 23 February 2019, revised on 12 April 2021, Index 2. The procedure prescribes boundary pillar maintenance every 2 months, corresponding to 6 times every year.</p> <p>In accordance with this procedure, Brabanta has put in place a road network around the entire plantation to serve as boundaries between its concession and neighbouring communities. Additionally, boundary pillars have been placed at several positions to indicate the limits of the concession. Field visits revealed that the boundary pillars are clearly visible maintained and GPS</p>	Complied

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		<p>points collected during the field visit corresponds with Brabanta concession maps:</p> <p>Additionally, field visits did not reveal any evidence that the company was operating beyond its legal boundaries.</p>	
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The company maintains a list of all their third-party contractors in the stakeholder list. Contract of agreement for sampled third parties were reviewed and all were found to be valid. Among the sampled agreements were with the following contracotrs:</p> <ol style="list-style-type: none"> 1) Societe de Transport et de Logistique du Congo (STLC Sarl) 2) Etablissement La Voix du Tonnerre 3) L'ong/ASBL (Unis Pour Le Developpement) 4) L'establissement KIKU 5) SK Protection 	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>Addressed in an addendum, <i>Protocole D'Accord Sous-Traitance et Prestation des Services a Brabanta</i> (Agreement between Brabanta and Contractors for the services provided).</p> <p>Reviewed sampled contracts from the list of contracted parties. The contract is signed between Brabanta SAU and</p> <ol style="list-style-type: none"> 1) Societe de Transport et de Logistique du Congo (STLC Sarl) 2) Etablissement La Voix du Tonnerre 3) L'ong/ASBL (Unis Pour Le Developpement) 4) L'establissement KIKU 5) SK Protection 	Complied

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		Clause on meeting all applicable legal requirements stated in Clause 3.2 of the agreement.	
2.2.3	All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. - Minor compliance -	Based on sampled the above-mentioned contracts (Indicator 2.2.2), disallowing child, forced and trafficked labour stated in Clause 3.3 where bullet no. 20 is about disallowing child labour, and bullet no. 24 is about to comply with the company's Human Rights Policy (dated 12/04/2019 – rev. 1, signed by Director of General) where the disallowing forced and trafficked labour was stated.	Complied
Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Proof of the ownership status or the right/claim to the land by the grower/smallholder • Where applicable, valid planting/operating/trading license, or is part of a cooperative which allows the buying and selling of FFB - Critical (Major) compliance -	The mill sources its FFB from its own supply base estates that are certified within the certification unit, namely Sanga Sanga Estate, Kadima Estate and Kanangai Estate. All the information required by the standard such as geo-location, proof of ownership, and license to trade was available for verification.	Complied
2.3.2	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1. - Minor compliance -	For the indirectly sourced FFB, the mill receives Loose Fruits collected by the villagers via a centralised collector. Previously, the loose fruits were sent directly to the mill by the villagers themselves. Thus, the mill continues to maintain all the information of the villagers and it is updated from time to time. Among the information obtained was geo-location of FFB Origins and proof of land usage rights.	Complied
PROCEDURAL NOTE: For Implementation Procedure for 2.3.2 refer to Annex 4.			
Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.			

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Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>A business plan of a period of 10 years has been developed for the entire Socfin Group. At the certification unit level, the business plan is broken down into a 5-year plan entitled Plan d’Affaires Brabanta, dated January 2024. The major components of the plan include:</p> <ul style="list-style-type: none"> - production/yield, agronomy, industrial processing and investments (costs and cost projections), sales of CPO and financial indicators. <p>No associate smallholders or other structured smallholder scheme applies to this unit of certification.</p> <p>The Brabanta Business Plan is reviewed based on annual budgets and production projections. The performance in terms of expenditure and production is monitored on a monthly progress report which is verified by the Director General. The budget covers activities for upkeep, cultivation, harvesting & evacuation, workers welfare, capital expenditure, RSPO compliance, etc.</p>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>Brabanta plantation is a replanting of an old and abandoned plantation. Replanting of the current planted area took place between 2008-2014. There is no replanting programme for the next 5 years as the oldest palms were planted in 2008.</p>	Complied
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>Latest management review meeting was last conducted on 15/07/2023. It was chaired by the General Director, attended by 17 participants from various functions Plantation Director, Human Resource Manager, Chemical Main Store Representative, Sustainability Manager, Field Supervisors, Agric Department, Medical Doctor, Finance, Mill Director, Community Liaison Officer, Mill Manager, and Logistics. Among the agenda recorded in the minutes of meeting were:</p> <ol style="list-style-type: none"> 1) Follow up action from the previous management review. 2) Information about the performance of Brabanta: 	Complied

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		<ul style="list-style-type: none"> - Internal audit and its results - Status of non-conformity and corrective actions - Product conformity - Customer satisfaction and feedback - Results of monitoring and control measures (ETP, bore hole water analysis and the source, follow-up of chemical application) <p>3) The effectiveness of corrective actions for the non-conformities</p> <p>4) Resource adequacy</p> <p>5) Opportunities for improvement</p>	
Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.			
3.2.1	(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. - Critical (Major) compliance -	<p>The Brabanta Continuous Improvement Plan covers several areas such as workers living conditions, firefighting, reductions in use of chemicals, GHG, water and waste management among others. In addition to the established plan, allocation of capital expenditure for process improvement, social and environmental components were also verified during the audit.</p> <p>For instance, continuous improvement plans for all operating units for review periods 2022 and 2023 were documented under Environment and Social Improvement Plans Brabanta.</p> <p>Progress is measured and documented in monthly performance reports that were seen during the audit.</p>	Complied
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the RSPO metrics template. - Minor compliance -	Brabanta uses RSPO Metrics template version 2.1 to report its metrics including environmental, economic, and social aspects, and these were verified during the audit and found to be consistent.	Complied

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Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>BRABANTA S.A. has implemented Standard Operating Procedures (SOPs) to govern its operations in both its plantations and Palm Oil Mill. These SOPs were made accessible for scrutiny during the audit and were deemed suitable, effectively covering the pertinent processes and activities within the plantation and the mill. All SOPs are appropriately dated and approved by management. Notably, these SOPs are presented in the French language, which is the official language of the Democratic Republic of Congo. Current versions were verified to be available at the relevant sites visited during the audit. The following are examples of the SOPs reviewed:</p> <ol style="list-style-type: none"> (1) The Socfin Oil Palm Manual – Norms & Procedures (2016 – Version 1) (2) <i>Procédure de Planting et Replanting</i> [(2) Planting and Replanting Procedure] (Rev. 00, approved on 13/09/2022 by General Director) (3) Supply Chain Procedure entitled "<i>Procédure De Gestion De La Chaîne D'Approvisionnement Et De La Tracabilité</i>" dated 07/07/2021. (4) <i>Procédure D'Audit Interne</i> [Internal Audit Procedure] (Rev. 00, approved on 22/09/2021 by General Director) (5) <i>Procédure D'Analyse des Risques Au Travail</i> [Workplace Risk Analysis Procedure] (Rev. 00, dated 16/11/2017) (6) <i>Procédure de Gestion des Grievs Internes et Externes</i> [Internal and External Grievance Management Procedure] last updated on 31/01/2020. (7) Procedure for Pricing of Villagers Loose Fruits; Document Date: 20/10/2021. (8) <i>Procédure de Contrôle et Lutte Contre les Ravageurs: Rynchophorus</i> [Procedure for the control and fight against pests: Rhynchophorus] (Document Ref.: CLCR, Index 01, dated 23/08/2019) (9) <i>Procédure de la Sanitization du Ganoderme</i> [Procedure for sanitization of Ganoderma (document Ref. SAGA, Index 01, dated 23/08/2019)] 	Complied

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		Interviews with relevant personnel, staff, and workers, along with a review of records, have confirmed that these procedures are generally understood by the workforce and are effectively implemented.	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>BRABANTA S.A. has established a comprehensive mechanism to ensure the consistent implementation of its Standard Operating Procedures (SOPs). This mechanism includes the diffusion of procedures, sensitization, training, monitoring, internal audits, and evaluation of implementation, among other approaches.</p> <p>The implementation of SOPs was verified to be consistently performed. Records of implementation, including system monitoring via internal audits and operational activities such as daily, weekly, and monthly field inspections, were verified. It was confirmed that monitoring was conducted by trained and competent personnel, such as Estate Managers, Field Staff, and experienced Supervisors for field operations. Estate Managers maintained records for each operation to monitor procedures and work progress, which were regularly checked and verified by the Director of Agronomist.</p> <p>An RSPO Internal Audit was conducted from 03 to 10 May 2023 by 16 internal auditors. The Internal Audit Summary (dated 10/05/2023) revealed 8 non-conformities, and this report was discussed during the Management Review Meeting.</p> <p>In addition to the RSPO Internal Audit, there are Financial Audits conducted by Ernst & Young Global Limited (EY), which is one of the largest professional services networks in the world, with the latest conducted in Jan-2024.</p> <p>Weekly operational meetings are held every Wednesday by the Director of Agronomist with each operating unit manager to discuss plantation conditions, yield enhancement, productivity of harvesters, costing, KPIs, and other relevant matters.</p> <p>The company also used the weekly Toolbox Talks specific to each department and daily briefings done by supervisors at each work site. For monitoring and evaluation of implementation of the procedures, an evaluation is done using</p>	Non-compliance

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		<p>the evaluation sheet for each procedures every 6 month and records are kept, sample of which were reviewed.</p> <p>As per <i>Procédures de Traitement de Non-Conformités Réelles Ou Potentielle</i> of 18/06/2015 [Procedures for Handling Actual or Potential Non-Conformities, dated 06/18/2015], whenever there is non-conformance found during the monitoring, the management are directed to conduct corrective actions which are followed closely by the Sustainability Department. Related personnel are also retrained on the related procedures to ensure the procedures are adequately implemented.</p> <p>Procedures are diffused by sending them to relevant workers to read and sign, indicating that they have acknowledged having read the procedures.</p> <p>Section 6.3 "<i>le programme d'audit</i>" (Audit Program) of "<i>Procédure D'Audit Interne</i>" (Internal Audit Procedure) (Rev. 00, approved on 22/09/2021 by the General Director) stated that "<i>L'audit de vérification de la mise en oeuvre des procédures opérationnelles et instructions de travail est programme deux fois par an.</i>" (Verification audit of the implementation of operational procedures and working instructions is scheduled twice a year). However, the evidence from the Internal Audit Report indicates that the RSPO P&C Internal Audit for the year 2023 was conducted only once, i.e., from 03 to 10 May 2023. Therefore, a Minor NC has been raised against this indicator.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>Records of monitoring and actions taken had been maintained for more than 12 months at the mill and estates.</p> <p>Daily Muster chits and briefing records were available at POM and estates.</p> <p>Actual operational and field activities were verified during on-site field inspection at the POM and estates audited.</p> <p>Verified that estates monitoring records on spraying, manuring, and harvesting operations, and mill monitoring records on daily production report (FFB processed/Ramp balance, throughput/ starting & stopping time, and boiler monitoring sheet), Daily notification report (machinery status), Daily</p>	Complied

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		<p>supervision and walkabouts by Supervisor and respective Operating Unit Managers were maintained and available during the assessment at the estates and mill.</p> <p>Evident from the Management Review Meeting minutes which is properly maintained that the input from the internal audit findings were discussed as to identify the effectiveness of the implementation of the RSPO P&C requirement.</p> <p>The on-site audit confirmed that the records were satisfactorily maintained.</p>	
Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/outgrower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta commissioned an independent social and environmental impact assessment (SEIA). It was conducted by "OKAPI Environment Conseil sprl" and resulted in the report titled "Étude d'impact environnemental et social des équipements additionnels (Usine, quai, extension plantation Forêt de Lumbundji et Malembe) of November 2011" and has been approved by the "Ministère de l'Environnement, Conservation de la Nature et Tourisme (MECNT)".</p> <p>This ESIA covered, the Factory, wharf, and plantation extension in Lumbundji and Malembe. This study integrated an earlier "Environmental and Social Impact Study (ESIA) of the BRABANTA-MAPANGU Project (PBM) carried out by Pierre Bois d'ENGHIEN in July 2010 which focused mainly on the existing plantation.</p> <p>Additionally, Brabanta commissioned an independent environmental and social assessment for the construction of new lagoons for the treatment of its POME as evidenced by "Project D'aménagement D'un Bassin De Retention A Mapangu/Brabanta, Etude D'impact Environnemental Et Social".</p> <p>According to these studies some documented impacts of the assessment include (but not limited to) noise emissions, air pollution, destruction of flora and fauna habitats, odors, soil erosion, soil contamination with oils from</p>	Complied

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		<p>accidental spillage, risk of destruction of cultural heritage sites, risk of pollution of Kasai River resulting from accidental releases from lagoons. With these, Brabanta has SEIA studies covering the scope of its new developments.</p> <p>The SEIA studies included consultations with the affected stakeholders at different levels and stages of the study in a participatory manner as evidenced in the OKAPI ESIA (Consultation du Public" pages 163-167).</p> <p>The studies included a participatory stakeholder consultation process which included different stakeholders with a particular focus of local communities. This was demonstrated by consultation meetings in Malembe and Mapangu villages that held on 30 May 2011. The meetings held at the Catholic Church in Mapangu. These meetings proceeded by a presentation of the Brabanta project, followed by a question-and-answer sessions to address concerns, expectations, suggestions, or requests raised freely by different members of the community.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>Brabanta has an Environmental and Social Management plan for its existing plantation titled "Etude D'impact et Plan De Gestion Environnementale Et Sociale Approche Sociologique" by Alain Kanza Mopela Pendje, Sociologue et Anthropologue, and dated 15 June to 15 July 2010. Brabanta has integrated these plans into its environmental management plan "Plan de Gestion environnementale" of 15/01/2021 and the "Plan d'action Gestion Sociale of 05/07/2021.</p> <p>Additionally, the Brabanta SEIA cited in 3.4.1 above included a Social and Environmental Management Plan (SEMP) which covers environmental and social monitoring. The SEMP was developed as part of the overall SEIA study and included inputs from stakeholder at all stages of the study in a participatory manner as previously mentioned.</p> <p>Interviews with the relevant stakeholders during the audit confirmed their participation in this process.</p>	Complied

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3.4.3	(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.	<p>According to national legal requirements, social and environmental assessments (SEIA) as well as associated management plans (SEMP) must be reviewed and updated every five years. In fulfilment of this legal requirement, Brabanta reviewed and updated its SEIA in June 2022 and the social management plan (Plan d'Action Gestion Sociale, Document Ref: AGS, Review Index: 01), was updated as of 14 March 2023, in a participatory manner.</p> <p>Minutes of meeting with riparian village communities that was held on 01/03/2023 were seen during the audit. The purpose of the meeting was to consult with the communities on the new actions to be undertaken as part of the social management plan. The meeting was held in Mapangu and was attended by 25 persons from all the different communities. The attendance list was attached to the minutes of the meeting. The meeting was facilitated by an external expert from Le Carnet Consulting.</p>	Complied
Criteria 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives.</p> <p>- Minor compliance -</p>	The company has a documented procedure for the recruitment, selection, hiring, promotion, retirement and termination of workers. The procedure is captioned Procedure de Recrutement du Personnel dated 09/07/2019 and approved by the General Manager. During interview with all the different workers representatives, they confirmed to the audit team that not only have copies of the recruitment procedure been made available to the workers representatives but have also been communicated to the workers. In also stated that the company follows the procedure in the recruitment, selection, hiring, promotion, retirement and termination of their employees.	Complied
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	Review of records confirms the implementation of the documented procedure for the recruitment, selection, hiring, promotion, retirement and termination of workers. Records reviewed includes mails, advertisements and workers files.	Complied

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Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>BRABANTA S.A. has established a Risk Register documented in "Brabanta - <i>Departement Agronomique: Analyse De Risques</i>" (latest version dated 22/03/2023 by the Sustainability Manager and H&S Manager), which carried out on all operations, where health and safety are an issue, in order to determine the significant hazards and implement control measures. Significant hazards determined and documented include noise exposure, pesticides/ chemicals, accident, fire, fuel spillage, working at heights, working in enclosed space, hot work, lightning, electrocution, machinery, etc. For each identified risk, the management has developed mitigation measures. These measures include the provision of Personal Protective Equipment (PPE), training programs, fire drill training, first aid training, etc.</p> <p>Both the mill and estate management conduct monthly site inspections to ensure that the risk mitigation methods are adhered to accordingly. Additionally, training programs are implemented to regularly train all personnel on the mitigation plans.</p> <p>During the field visit and document reviews, the implementation of the risk controls was verified. Evidence such as the implementation of safe operating procedures, usage of PPE, and sensitization programs were available and verified.</p>	Complied
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The "Politique HSE," approved by the General Director on 17/07/2018 stated "In order to develop our activities towards sustainability, we always anticipate and take cautions for our security, health and safety of workers, village communities, natural resources and environment generally under the strict respect of rules and regulations."</p> <p>To ensure health and safety in their operations, the mill and estate undertake continuous monitoring:</p> <p>(1) Weekly monitoring of stations and activities is conducted to assess the effectiveness of safety implementation. A weekly checklist is established,</p>	Complied

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		<p>covering pre-work checks as well as ongoing monitoring during work activities.</p> <p>(2) Monthly site inspections are carried out by the HSE Sustainability team at both the mill and estate to verify the presence and adherence to safety plans by workers and staff.</p> <p>(3) The Brabanta Health Centre conducts regular check-ups for workers, particularly those handling chemicals, to monitor their health condition and assess any potential occupational consequences.</p> <p>These measures demonstrate a proactive approach to safeguarding the well-being of workers and communities, ensuring compliance with safety requirements and promoting safety & health practices.</p>	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and outgrowers, taking into account gender-specific needs, and which covers applicable aspects of the RSPO P&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>BRABANTA S.A. has developed a comprehensive training program for the year 2024, titled "<i>Programmede sensibilisation et de formation - Brabanta – 2024</i>". This program encompasses identified training needs for each worker at every operation, including gender-specific training, training for smallholders, stakeholders, and more. The estates and mill have commenced implementing the planned trainings for the year.</p> <p>Furthermore, the training plan for 2023 was reviewed, confirming that all planned trainings were conducted as scheduled. The training topics covered in the program include RSPO training, HSE training, Sexual Harassment training, among others. This commitment to ongoing training and development underscores management's dedication to enhancing the skills and knowledge of its workforce while promoting a safe and inclusive work environment.</p>	Complied
3.7.2	Records of training are maintained, where appropriate on an individual basis.	BRABANTA S.A. has diligently maintained records of all training and sensitization sessions conducted in accordance with the training programs.	Complied

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	- Minor compliance -	<p>These records were made available for verification. Sampled training records for the following sessions were reviewed:</p> <ul style="list-style-type: none"> (1) Awareness on No Child Labour (12/08/2023) (2) Principles on how gender equity works (21/02/2023) (3) RSPO & its importance (14/08/2023) (4) Fight against sexual harassment (09/08/2023) (5) Conflict Management (08/07/2023) (6) First Aid (20/08/2023) (7) Protection of water sources against contamination (14/02/2023) (8) The manipulation of chemicals (14/10/2023) (9) Fight against fire incidents (01/04/2023) (10) Environmental Policy (10/02/2023) (11) Roles & Responsibilities of HSE Leaders (07/02/2023) (12) Sensitization on accidents caused by chemicals (24/02/2023) (13) Equal Rights (28/08/2023) <p>These records demonstrate Brabanta's commitment to providing comprehensive training on various topics related to safety, environmental protection, and ethical practices, ensuring a well-informed and prepared workforce.</p>	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor compliance -</p>	<p>The last RSPO SCCS Training (entitled Supply Chain Management) was conducted by Sustainable Development Manager on 10/06/2023, attended by 13 participants from various departments such as chief laboratory, plantation manager, H&S, technical, community liaison officer, mill manager, logistic, estates representative, weighbridge operator, and section leader. The training records were available for verification.</p>	Complied
Criteria 3.8: Supply chain requirements for mills.			

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Procedure note: all requirements are classified as Critical Indicators . However it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	NA as the mill opted for MB model.	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	The mill receives both certified and non-certified FFB. Therefore, qualifies for the Mass Balance supply chain system and module. The volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products, were verified.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report (see Table 10).	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	The parent company (Socfin SA) is the member of RSPO. Membership No.: 1-0269-19-000-00 since 15/02/2019. Palmtrace member ID: RSPO_PO1000011313 (BRABANTA S.A.).	Complied

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3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a. Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b. Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c. Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d. The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<ul style="list-style-type: none"> a) The current supply chain procedure for the mill is addressed in "Procedure De Gestion De La Chaine D' Approvisionnement Et De La Tracabilite" dated 07/07/2021. b) Complete and up-to-date records related to supply chain were well maintained by the mill. Among the records verified were inventory records, daily production reports, mass balance accounting, training on supply chain records, and incoming and outgoing material and products shipping documents, to name a few. c) The mill manager has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. Based on interview with the mill manager, he was able to explain and demonstrate the implementation of the company's supply chain procedures. d) The mill has documented procedures (as mentioned above) for the incoming FFB, processing, ensuring no contamination and outgoing palm products (CPO). 	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i. The mill shall have a written procedure to conduct annual internal audit to determine whether the mill; <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. ii. Any non-conformities found as part of the internal audit shall 	<p>The <i>Procedure D'Audit Interne</i> [Internal Audit Procedure] (Rev. 00, approved on 22/09/2021 by General Director) is referred to in conducting the internal audit. The latest internal audit was conducted on 03-10/05/2023 by trained internal auditors. Based on the audit report, the supply chain elements were adequately covered. There was no non-conformity raised related to supply chain.</p>	Complied

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	be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.		
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i. The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii. The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii. The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<ul style="list-style-type: none"> i) When FFB delivered to the mill from the estates, the transporters presented Delivery Order (DO) to the mill weighbridge clerk in order the FFB to be received by the mill. E.g., of information available in the estate's dispatch tickets is as follows: <ul style="list-style-type: none"> • FFB Delivery Order No. • Estate's names • Date & time of delivery • Field No. ii) There has been no projected overproduction for the period under reviewed. Nonetheless, the mill is aware of the action to be taken should there be any. iii) Should there be any non-conforming FFB and/or documents it will be handled according to supply chain procedure. 	Complied
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a. The name and address of the buyer; b. The name and address of the seller; 	As of to date all RSPO Product (CSPO) were sold as conventional. There were no sales of RSPO Certified products from the mill. Nevertheless, the mill has established procedure - Supply Chain Procedure entitled " <i>Procedure De Gestion De La Chaine D' Approvisionnement Et De La Tracabilite</i> " dated 07/07/2021. The procedure details out the minimum information required for RSPO Certified Products when sold available in a document form.	Complied

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	<ul style="list-style-type: none"> c. The loading or shipment / delivery date; d. The date on which the documents were issued; e. RSPO certificate number; f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g. The quantity of the products delivered; h. Any related transport documentation; i. A unique identification number. 		
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i. The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii. The mill shall ensure the following: <ul style="list-style-type: none"> a. The mill has legal ownership of all input material to be included in outsourced processes b. The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c. The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 	<p>The mill does not outsource any of the processing activities. Transportation of CPO is borne by the buyer themselves, therefore the responsibility of the mill ends at the mill exit point. Thus, this indicator is not applicable.</p>	Not Applicable

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	d. The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	NA as no activity is engaged by outsourced contractor.	Not Applicable
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Although there is no activity engaged by outsourced contractor, the mill is aware of this requirement.	Complied
3.8.12	<p>Record keeping</p> <p>i. The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii. Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii. For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv. For Mass Balance Module, the mill:</p> <p>a. Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b. All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p>	<p>i) The mill has maintained the accurate, complete, up-to-date, and accessible records and reports covering all aspects of this standard, which among others are:</p> <ul style="list-style-type: none"> - Mass balance accounting - FFB dispatch documents from supplying estates - Daily Production Report - CPO Transportation documents - Training records - Internal audit reports <p>ii) Records are kept for 2 years as addressed in their supply chain procedure</p> <p>iii) NA as the mill opted for MB model.</p> <p>iv) Verification of the MB accounting showed that:</p> <ul style="list-style-type: none"> a) all receipts of RSPO certified FFB and deliveries of RSPO certified CPO were recorded on daily basis. b) all volumes of certified CPO and PK that were delivered were deducted from the material accounting system according to the mill's actual OER. c) all deliveries of certified CPO were made from positive stock. 	Complied

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	c. The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO production is depending on the actual OER. Nonetheless, in forecasting the future productions, the OER is estimated based on experience and performance. It was verified that the estimated OER mentioned in Table 10 are in line with the mill's previous performance. The mill, however, does not produce PK.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The facility is using the actual extraction rate and therefore updating of rates is not necessary. Nonetheless, in forecasting the future productions, the OER is estimated based on experience and performance. It was verified that the estimated OER mentioned in Table 10 are in line with the mill's previous performance. The mill, however, does not produce PK.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	NA as the mill opted for MB model.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i. Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii. Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or</p>	<p>Shipping announcement in the RSPO PalmTrace platform will be carried out by the mill when RSPO certified products are sold as certified to buyers, should there be any. There have been no sales of certified products since the last assessment visit.</p> <p>In the previous license period (05/04/2022 to 04/07/2023), there were 3,581.751 mt of certified CPO sold as conventional. However, there was no removal of certified stock made in the RSPO PalmTrace. Thus, a non-conformity was assigned due to this lapse.</p>	Non-compliance

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	damage shall be removed in the RSPO IT platform.		
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	Corporate communication which highlighting its RSPO membership and/or its commitment to the objectives and principles of RSPO was seen made on the company's website.	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <ul style="list-style-type: none"> A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 	<p>Verification of the company's website (https://socfin.com/en/) showed that the parent company has:</p> <ul style="list-style-type: none"> A) highlighted their RSPO membership status B) displayed the RSPO web address C) stated their support the work of RSPO D) stated their member's history with regard to RSPO E) not used the RSPO Trademark. 	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Socfin does not use the RSPO corporate logo in any of their communication tools such as company's website, letterhead, business cards, and flyers to name a few.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	Socfin does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied
4.5	Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and	Socfin does not make any statements that highlight their RSPO certification status and product-related claims.	Complied

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	<p>product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 		
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p>	NA as the mill is an RSPO member under its parent company, Socfin SA.	Not Applicable

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	C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	NA as no product specific communication was made.	Not Applicable
5.1.2	Product-specific communications are voluntary.	NA as no product specific communication was made.	Not Applicable
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	NA as no product specific communication was made.	Not Applicable
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	NA as no product specific communication was made.	Not Applicable
5.1.5	If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below	NA as no product specific communication was made.	Not Applicable

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	<ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain	NA as no product specific communication was made.	Not Applicable
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	NA as no off-pack claim was made.	Not Applicable
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	NA as no off-pack claim was made.	Not Applicable

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5.2.3	<p>Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options:</p> <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	NA as no off-pack claim was made.	Not Applicable
5.3 On pack claims			
5.3.1	<p>Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.</p>	NA as no on-pack claim was made.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* 	NA as no on-pack claim was made.	Not Applicable

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	<ul style="list-style-type: none"> Contains RSPO IP/SG palm oil* Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>		
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> RSPO MIXED* Contributes to the production of RSPO certified palm oil* Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim was made.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> RSPO 50% MIXED* Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim was made.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> RSPO CREDITS* Supports the production of RSPO certified palm oil* Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim was made.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	NA as no on-pack claim was made.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	NA as no on-pack claim was made.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	NA as no on-pack claim was made.	Not Applicable

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5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	NA as no on-pack claim was made.	Not Applicable
MODULE A – IDENTITY PRESERVED			
	95% of the palm oil content must be RSPO IP certified.	NA as the mill opted for MB model.	Not Applicable
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	NA as the mill opted for MB model.	Not Applicable
Messaging			
	<p>Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:</p> <ul style="list-style-type: none"> • The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org • RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org • Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org • RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 	NA as the mill opted for MB model.	Not Applicable
Product-Specific Communications Labelling			

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	Members are allowed to use the RSPO Label in one of the following ways: <ul style="list-style-type: none"> • RSPO Trademark that includes the tag "CERTIFIED"; or • RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	NA as the mill opted for MB model.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Oil palm claimed for MB certified contain of 100% CPO or PK MB-certified.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Oil palm claimed for MB certified contain of 100% CPO or PK MB-certified.	Complied
Messaging			
	Messaging ALLOWED in storytelling in product-specific communications includes: <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 	No evidence of storytelling in product related communication. Hence, this requirement is not applicable.	Not Applicable
Product-Specific Communications Labelling			
	Members are allowed to use the RSPO Label in one of the following ways: <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass 	NA as no product-specific communications labelling was made by the facility.	Not Applicable

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	<p>Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 		
Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.			
Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>The company has a documented human rights policy dated 11/04/2019 and approved by the General Manager. The policy states that the company does not make distinctions with regard to race, colour, sex, religion and political opinion in all its activities. The policy was available for verification during the assessment. In addition, the company has a documented policy for the protection of the Human Rights Defenders signed by the General Manager. All these documents were displayed on the company's notice boards and has also been shared with the various communities and the third parties including the Security. Interview with the workers and their representatives confirmed the policy has been communicated to them during their morning muster.</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations.</p> <p>- Minor compliance -</p>	<p>During stakeholder consultations with the communities and the workers representatives, there were no evidence of abuse of human rights or use any form of harassment, including the use of mercenaries and paramilitaries by the company against their workers or communities</p>	Complied
Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner,</p>	<p>The company has a documented revised grievance for their external stakeholders captioned Procedure De Gestion Des Griefs Externes dated</p>	Complied

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	ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	10/06/2023. The procedure has been approved by the Director General. Clause 6 of the procedure indicates a complainant can raise an anonymous grievance if he so wishes. The procedure provides for a period of 30 days to address all grievances received.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	The company holds meetings with the communities every quarter and during such meetings the community liaison manager explains all the procedures, policies and other company information to them. Records of the last meetings was made available for review	Complied
4.2.3	The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders. - Minor compliance -	The company maintains a file for all the complains they receive from their stakeholders especially the communities. Sampled records of grievance were reviewed during this audit. It was observed that the company received a complaint from a member of the Sanga Sanga community on the 16/05/2023 with reference number 005/2023. The company concluded their investigations on the issue on the 03/06/2023 which fall within the timelines as indicated in their procedure. They indicated that at all levels the progress made and outcomes are communicated to the parties. This was also confirmed by the communities during the audit consultations.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	A review of the procedures shows there are provisions which allows parties the option to have access to independent legal and technical advice and also for complainants to choose individuals or groups to support them during the resolution of the conflict.	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	The company has made a number of social contributions to the different communities. The contributions are based on the request and consultations with the communities. Base on the consultations, the company has developed a plan captioned Plan D'Action Gestion Sociale (Social Action Plan) last revised in March 2023. The action plan has information on all the beneficial	Complied

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		<p>communities and the plan projects with their projections. Records of meeting with the communities on the action plan was made available for review.</p> <p>1. Minutes of Meeting between Brabanta and Communities of Social Contribution</p> <p>Date: 1st March 2023</p> <p>Attendance: 35 people</p> <p>The communities involved are Ngoyi, Sanga-sanga, Kadima beach, Kayaya riviere, Malongo, Kununzadi, Munbende, Kayaya, Mapangu-village, RC Mapangu and others</p>	
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Reviewed the company's land documents which shows proof of their right to the use of land for their operations in all five estates. The land document captioned Certificat D'Enregistrement D'une Concession, Original. The agreement to lease the land was made between the state which who is the land owners and the company. The agreements to lease land was made between 2009 to 2015 for all the estates for a period of twenty-five years.</p> <p>Evidence of payment of annual ground rent for use of land for Brabanta operations in all five estates were made available for review. The bank payment was made on the 18/05/2023 for the 2023 year. A document from the Ministry of Finance captioned Note de Perception with reference number 0029858 was made available for review. The document is a confirmation from the Ministry that Brabanta has made payment for the annual ground rent.</p>	Complied
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in</p>	<p>The company is an existing plantation acquired following an agreement with the Government of Congo DR who is the owner of the land. The communities did not contribute land for Brabanta operations.</p> <p>However, in 22/08/2018, the company secured a lease to operate an additional 50 ha for the Savannah estate. And in line with the country's laws, the company in consultations with the chief and elders of the Tshiya community agreed on the use of the land for Brabanta Oil palm plantations.</p>	Complied

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	the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making	The agreement includes the payment of a defined amount of money to be made to the Tshiya community among others. Evidence of payment was made available and it was on the 22/08/2018 when the company made a cash payment to the chief. Reviewed a letter signed by the chief acknowledging receipt of the payment.	
	4.4.2b Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken	<p>The company is an existing plantation acquired following an agreement with the Government of Congo DR who is the owner of the land. The communities did not contribute land for Brabanta operations.</p> <p>However, in 22/08/2018, the company secured a lease to operate an additional 50 ha for the Savannah estate. And in line with the country's laws, the company in consultations with the chief and elders of the Tshiya community agreed on the use of the land for Brabanta Oil palm plantations. The agreement includes the payment of a defined amount of money to be made to the Tshiya community among others. Evidence of payment was made available and it was on the 22/08/2018 when the company made a cash payment to the chief. Reviewed a letter signed by the chief acknowledging receipt of the payment.</p>	
	4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	<p>The company is an existing plantation acquired following an agreement with the Government of Congo DR who is the owner of the land. The communities did not contribute land for Brabanta operations.</p> <p>However, in 22/08/2018, the company secured a lease to operate an additional 50 ha for the Savannah estate. And in line with the country's laws, the company in consultations with the chief and elders of the Tshiya community agreed on the use of the land for Brabanta Oil palm plantations. The agreement includes the payment of a defined amount of money to be made to the Tshiya community among others. Evidence of payment was made available and it was on the 22/08/2018 when the company made a cash payment to the chief. Reviewed a letter signed by the chief acknowledging receipt of the payment.</p>	

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4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	<p>The company has documented maps showing their rights to the use of land for their oil palm plantations. The maps were made available for review. Interview with the communities during this audit indicates they were made aware of the mapping process and the company is not operating beyond their legal limits. Also review of the company's social impact assessment report all established the participation of the communities in the development of the map</p>	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>All of the company's information are documented in the French language which is the official spoken and written language in Congo DR. Interview with the communities indicates the company has made available all relevant information to them and the information are explained in the Lingala language which is commonly spoken by the communities. .</p>	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>During this audit consultations, the communities indicated that they are represented by their chiefs and elders. In some cases, the chief can authorise some selected opinion leaders in the community to represent the community in some cases.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>Brabanta is an existing plantation acquired following an agreement with the Government of Congo DR who is the owner of the land. The communities did not contribute land for Brabanta operations.</p> <p>However, in 22/08/2018, the company secured a lease to operate an additional 50 ha for the Savannah estate. And in line with the country's laws, the company in consultations with the chief and elders of the Tshiya community agreed on the use of the land for Brabanta Oil palm plantations. The agreement includes the payment of a defined amount of money to be made to the Tshiya community among others. Evidence of payment was made available and it was on the 22/08/2018 when the company made a cash payment to the chief. Reviewed a letter signed by the chief acknowledging receipt of the payment.</p>	Complied

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Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.3	Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by	Not Applicable

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	options are considered. There is transparency of the land allocation process. - Minor compliance -	the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.7	New lands will not be acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations in the national interest without consent (eminent domain), except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Not Applicable Brabanta is an existing plantation and the company has not carried out any new plantings or acquired new land since the last audit. All the land use by the company are state acquired land and the company has legal documents showing right to the use of the land for their oil palm plantations.	Not Applicable

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Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings.</p> <p>- Minor compliance -</p>	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment.	Complied

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		Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Not Applicable
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Not Applicable
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	Brabanta is an existing plantation and no new plantings has been carried out within the scope of this assessment. Also, all within the scope of this assessment for Brabanta operations were acquired through negotiated agreement with the government of Congo DR. None of the communities contributed land to the operations under the scope of this assessment. Therefore, there were no need for negotiations on compensations for this matter. Hence, this indicator is not applicable.	Not Applicable
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been	Brabanta has land titled documents showing their rights to the use of the land and also there are no dispute on the land as confirmed by the	Complied

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	made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	communities during the community engagements. If disputes arise, the company has a grievance procedure in place which is well known by the communities to be used to address such disputes. Furthermore, the country legal regulations can be used to address such land disputes if any.	
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Brabanta has land titled documents showing their rights to the use of the land and also there are no dispute on the land as confirmed by the communities during the community engagements. If disputes arise, the company has a grievance procedure in place which is well known by the communities to be used to address such disputes. Furthermore, the country legal regulations can be used to address such land disputes if any.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use right, there claims will be settled using the relevant requirements (Indicator 4.4.2, 4.4.3 and 4.4.4). - Minor compliance -	Brabanta has land titled documents showing their rights to the use of the land and also there are no dispute on the land as confirmed by the communities during the community engagements. If disputes arise, the company has a grievance procedure in place which is well known by the communities to be used to address such disputes. Furthermore, the country legal regulations can be used to address such land disputes if any.	Complied
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	Brabanta has land titled documents showing their rights to the use of the land and also there are no dispute on the land as confirmed by the communities during the community engagements. If disputes arise, the company has a grievance procedure in place which is well known by the communities to be used to address such disputes. Furthermore, the country legal regulations can be used to address such land disputes if any.	Complied

Principle 5: Support smallholder inclusion

Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.

Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.

5.1.1	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	<p>There are no smallholders in the operations of Brabanta S A. The communities as part of their economic activities go into the forest to collect loose fruits from the wild palm. These fruits are sold to agents who travel from one community to another in search of fruits to purchase. These agents of a contractor have a contract with Brabanta for the purchase of these wild palm.</p> <p>The company maintains records of previous and current prices of the wild palm from the communities. The prices are placed in two categories base on the mode of transportation. The last reviewed price was in March 2023. The documented prices is approved by the Director General. The prices are posted on notice boards in the company and also shared with the contractor who supply wild palm to the company. The prices are as below</p> <table><tr><td>FFB</td><td>2022</td><td>2023</td></tr><tr><td>Transported River</td><td>6500</td><td>7300</td></tr><tr><td>Transported Road</td><td>6300</td><td>6800</td></tr></table>	FFB	2022	2023	Transported River	6500	7300	Transported Road	6300	6800	Complied
FFB	2022	2023										
Transported River	6500	7300										
Transported Road	6300	6800										
5.1.2	<p>(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The company does not have smallholders in their operations. However, interview with the contractor who supplies wild palm to the company indicates the company explains every revised loose fruit price with him. Evidence of communication was seen and reviewed. The letter is captioned Note of Service and Referenced: DG/BTA/MPU/002/03-05-2023.</p>	Complied									
5.1.3	<p>(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no smallholders in Brabanta operations. However, the company purchases loose fruits from a contracted third party who purchases the fruits from the communities. The communities harvest the fruits of the wild palm and sells to the contractors who then sells to the company. Interview with the contractor indicate when there are changes in the price of the loose fruits,</p>	Complied									

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		the company discusses with him and all such prices are well documented and shared with him.	
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	The company has a contract with the contractor who purchases supplies wild palm for the company. The contract was signed on the 15/03/2023 by both parties and Article 7 indicates the contract has a validity period of one year from the date both parties signed the agreement.	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	Interview with the Contractor indicates payment for the supply of loose fruits is made within two days after the supply of the wild palm. During the two days, receipts with information on the quantity, amount, name and other information are given to the supplier.	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	All fruits coming to the mill are measured on the company's weighbridge which is the only weighing equipment in the company. Every year the weighbridge is verified ones by a state approved independent company. The last verification was done on the 21/08/2023 by the Congolese Office of Control. The verification report was made available for review.	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable

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5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	The company has a documented external grievance which is available to all their stakeholders. Copies have been shared and explained to the communities.	Complied
Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable
PROCEDURAL NOTE: The RSPO is currently developing a separate standard for Independent Smallholders.			
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable

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5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.</p> <p>- Minor compliance -</p>	<p>Not Applicable</p> <p>There are no smallholders in the operations of Brabanta SA</p>	Not Applicable
<p>Principle 6: Respect workers' rights and conditions</p> <p>Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	<p>(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.</p> <p>- Critical (Major) compliance -</p>	<p>The company has an anti-discrimination policy dated 09/09/2020 and signed by the Director General. The policy highlights the company respects for the country's law which prohibits all forms discrimination in the workplace based on ethnic or racial origin, sex, handicap, place of origin, marital status, etc. The policy is implemented through the company's recruitment process which ensures equal employment opportunities to everyone. During field visit to the estates, the policy was observed to be displayed on all the notice boards and copies has also been shared with the communities.</p>	Complied
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>There are no migrant workers in the operations of Brabanta as confirmed from review of workers files. Also, interview with the workers representatives and communities all indicated there are no issues of discrimination in the operations of the company.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>To ensure fairness and equal opportunity for all persons, the company has a documented recruitment procedure captioned Procedure de Recrutement du Personnel dated 09/07/2019 and approved by the General Manager. The recruitment process is initiated when the head of department makes a request based on a vacant position in the department. The request is forwarded to the General Manager for approval before the Human Resource department makes an advertisement which is posted on all the notice boards of the company in the various communities and estates. The company also</p>	Complied

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		<p>relies on their workers and communities to further broadcast the information to people in faraway towns or communities. This procedure is applicable in the recruitment for both skilled and unskilled workers.</p> <p>The company following the advertisement will short list the applicants and arrange for interviews for the qualified applicants. The most qualified is selected and made to take a medical fitness test and issued an appointment or contract letters if fully qualified.</p> <p>Evidence of implementation of the procedure was seen in a mail sent by the Mill manager on the 20th of October 2023 and a subsequent advertisement by the Human Resource which was posted on the notice boards. The process followed through with application letters, selection and interview and the medical fitness result were all seen and reviewed. The procedure ended with the recruitment of a laboratory Officer with Registration number 9612 on the 21/11/2023.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Interview with the Human Resource manager indicates the company does not conduct pregnancy test on their workers. It is only done upon request by the worker. This was also confirmed by workers during the estate visit</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta CU has established their gender committee which consists of all representatives from each operating unit. The objectives of the committee is guided by the Information et sensibilisation des Managers de BRABANTA sur Genre et Principaux concepts (Information and sensitization to manage Brabanta gender main issues), dated April 2022.</p> <p>For 2024, the gender committee has delivered the following activities:</p> <ol style="list-style-type: none"> 1) Follow-up of work for new mothers and pregnant women on 08/01/2024, attended by 14 participants from Sanga Sanga Estate 2) Follow-up of work for new mothers and pregnant women on 09/01/2024, attended by 7 participants from Savana Estate 	Complied

		3) Follow-up of work for new mothers and pregnant women on 10/01/2024, attended by 24 participants from Kalomba (Div. 3 of Lumbundji Estate)	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Pay for workers in the company are determined by the level or category that one is placed. Workers are also grouped into field workers, specialised workers, semi-qualified workers, qualified workers, high qualified workers and many more. Hence workers who find themselves in the same level or category earn same salary. Interview with sampled workers (manual weeding, pruning team) during a filed visit to the Lumbundji and Kanaiga estate all confirmed there is equal pay for same work done. This was further confirmed during the stakeholder interviews with the representatives of the workers union.	Complied
Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in language they understand. - Critical (Major) compliance -	Workers conditions of service are regulated by the negotiated agreement captioned Convention Collective and it provides information on working hours, overtime, annual leave, maternity leave and many more. This document is available to the worker through their Union representatives. Brabanta workers also have access to their appointment letters upon recruitment which provides information on the terms of engagement. The workers are also issued copies of the pay slip with information on the rate of pay, deductions, overtime payment among others. All the information are documented in French, the official language in Congo DR. However, interview with contract workers of S.K Security, a third-party contracted to provide security services in the company indicates they do not have access to their contract letters or payslips even though they receive salaries each month.	Non-compliance
6.2.2	(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement,	Reviewed workers conditions of service sampled workers appointment letters and pay slips. All the documents provides consistent and accurate information with regards to compensation for work done by the workers. Interview with	Complied

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	maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members. - Critical (Major) compliance -	sampled workers in the Lumbundji, Kanaiga estate and the workshop also confirmed they receive the right pay for the work done without any differences	
6.2.3	(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements. - Critical (Major) compliance -	A review of sampled pay slips and their appointment letters for workers with registration numbers 008114, 006397, 005506 and 007811 all shows compliance to the country's labour laws which includes compliance to overtime payment for work done in excess of 8 hours a day, annual leave, maternity leave, deductions and payments of Taxes and Social security for and on behalf of workers. However, the company could not provide to evidence of compliance to the legal labour requirements by S K Security, a third party service provide with regards to workers leave, legal deductions of Taxes and Social security (Arrêté interministériel n° 20/CAB/VPM/ETPS/WM/2015 et n°CAB/MIN/FINANCES/2015/0143 du 12 mai 2015 portant institution de la déclaration et du paiement uniques des impôts, cotisations sociales et contributions patronales sur les rémunérations.) on behalf of and for the contract workers.	Non-compliance
6.2.4	(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure. - Critical (Major) compliance -	The water supply to the housing facilities can be improved to ensure a continuous availability of adequate water for the workers and their families.	OFI

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6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Interview with sampled workers during the estate visit and with the workers representatives confirmed the availability of food for workers. The workers relies on nearby markets in the communities for all their food and other provisions.	Complied
6.2.6	A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. - Minor compliance -	Brabanta SA has assessed the DLW for the workers to be 10,682 CF which is above the national minimum wage of 7075 CF. To close the wage gap, the company provides some in-kind benefits to their workers and it includes accommodation or rent allowance, free medical care and access to portable water. The company from September 2022 to January 2023 has increased the salaries of all their workers by 20%. The company is also currently in negotiations with the workers representatives to improve their working conditions.	Complied
PROCEDURAL NOTE: The RSPO Labour Task Force will prepare guidance on the DLW implementation, including details on how to calculate a DLW, expected for 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist.			
6.2.7	Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal. - Minor compliance -	Review of workers files and interview with sampled workers in the Lumbundji and Kanaiga estate shows all the workers employed directed by company are permanent staff. There are no contracted workers under the management of Brabanta SA.	Complied
Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			
6.3.1	(C) A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented. - Critical (Major) compliance -	The company has a documented Freedom of Association policy last updated 1st September 2021 and the General Director. The document highlights the company's supports for the rights of workers to associate freely with others, including the right to form and join trade unions for the protection of their	Complied

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		<p>interest. The policy is displayed on the company's notice boards at the various estates and also shared with the communities.</p> <p>Interview with the workers representatives indicates there are five workers union in the company and every worker belongs to any one of their choice. They also confirmed the policy has been communicated to workers in the Lingala language to ensure they all understand the policy. During a field visit to Q14 of Lumbundji estate, workers on site confirmed belonging to one of the workers union.</p>	
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request.</p> <p>- Minor compliance -</p>	<p>The management of Brabanta hold meetings with the workers representatives every quarter and before the close of the year, they hold a general meeting. For all the meetings, records of the meetings are taken and shared with each of the workers representatives and also government agency in charge of workers in the Iliebo in the Kasai Province. Copies of the meetings were made available for review.</p> <p>1. Minutes of the Meetings Between Management and Workers Representative for the 4th Quarter, 2023 Date: 12/12/2023 Attendance: 5 management and 17 workers representatives</p> <p>Interview with the workers representatives during this audit confirmed copies of the meeting records are shared with them</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Interview with the workers representatives indicates they have a good working relation with management. They hold meetings every quarter and general meetings before the close of the year. They stated that management provides support where applicable during their elections but they do not interfere in the operations of the union.</p>	Complied
Criteria 6.4: Children are not employed or exploited.			

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6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>The company has a documented child labour policy dated 13/08/2019. The policy defines Child labour as work that deprives children of their childhood, potential harm, and dignity, and which is detrimental to their physical and mental development. Brabanta also complies with all local laws on the minimum employment age and ensures that people under the age of 18 are not employed by the company or by third parties in accordance with the code of the work.</p> <p>Based on verification of the following samples of contracts, prohibition of child labour was included in the agreement:</p> <ol style="list-style-type: none"> 1) Societe de Transport et de Logistique du Congo (STLC Sarl) 2) Etablissement La Voix du Tonnerre 3) L'ong/ASBL (Unis Pour Le Developpement) 4) L'establissement KIKU 5) SK Protection 	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview, the human resource manager explained that the company requires the workers to present their electoral card as proof of age before they are recruited. Employees data base was made available which has the information about the name of workers, date of birth, and date of joining. Based on the database, there was no workers recruited under the age of 18 years observed. Based on the site visits at the sampled estates, and interview with sampled workers, there was no underaged worker being employed.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Based on verification of employee database, copies of identity documents, site observations, and interview with the employees, there was no evidence of young person was being employed.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and</p>	<p>The company has a 'no child labour' policy which has been made available to the communities and posted on all the notice boards of the company. the</p>	Complied

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	promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	prohibition of child labour has also been included in all the agreements with contractors.	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	The company has a policy against sexual and moral harassment dated 26/02/2017 and signed by the Plantation Director. Among the means of communication of the policy used were display on the various notice boards, briefing during morning muster, and circulation to the surrounding local communities. Based on interview with the workers at all the sampled operating units, showed that the workers understood the meaning of sexual and other forms of harassment and violence. There was also no evidence of any harassments occurred in the company.	Complied
6.5.2	(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	The company has a documented policy for the protection of reproductive rights for women dated 22/03/2018 and signed by the Plantation Director. Among the means of communication of the policy used were display on the various notice boards, briefing during morning muster, and circulation to the surrounding local communities. Interview with sampled female workers at all the sampled operating units showed that there was no violation of their reproductive rights.	Complied
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	Based on document review of the Birth Register Record books from Jan 2023 until December 2023, Brabanta Health Centre have recorded new babies born with acknowledgement from operating unit representatives. The document Statistique Des Femmes Au Niveau De L'hôpital De Notre Membre was made available for verification which states the statistics of new mothers in the operating unit. The needs of the new mothers are documented in "Action Plan for the needs of New Mothers". The document has the information about Conditions, Measures to address the conditions, PICs. Among the conditions/needs identified through the sensitization were:	Complied

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		<ul style="list-style-type: none"> - time to breastfeeding - exposure to works that involve chemical application - pregnant or breastfeeding women carrying out heavy works in the field <p>Among the measures to address the issues were:</p> <ul style="list-style-type: none"> - provide times for new mothers to breastfeed their babies - construction of nursery centre to take care of the babies while the mothers at work - to assign the pregnant women and breastfeeding women to other works where no chemicals are involved - to assign the identified pregnant women to light works 	
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>The company has a documented procedure captioned Procedure de Gestion des Grievs Internes et Externes (Internal and External Grievance Management Procedure) last updated on the 07/08/2021, should there be any grievance related to harassment or abuse in the workplace, and reproductive rights. The procedure makes provision for filing anonymous complains and timelines for addressing grievances made. This mechanism had been communicated to the workers through trainings and meetings during morning muster. Crosschecking with the workers through interview confirmed that they aware and understood about how the mechanism works. Nonetheless, there has been no report of any forms of harassment since the last assessment visit.</p>	Complied
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution 	<p>There are no migrant or temporal workers in the operations of the company. Interview with the workers during the estate and mill visit indicates their activities including recruitment, termination overtime work among others are regulated by the workers conditions of service which are captured in their Convention.</p>	Complied

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	<ul style="list-style-type: none"> • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>		
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	There are no migrant or temporal workers in the operations of the company. Interview with the workers during the estate and mill visit indicates their activities are regulated by the workers conditions of service which are captured in their Convention.	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>BRABANTA S.A. has designated the HSE Manager as the responsible individual for overseeing the company's Health, Safety, and Environment (HSE) initiatives. This appointment was formalized through an Appointment Letter (Ref. No. DG/BTA/MAP/003/08-2023) issued by the General Director of BRABANTA S.A. on 07/08/2023.</p> <p>To support HSE management, a dedicated Health and Safety (H&S) Unit was established under the Sustainability Department of the company. The company ensures effective communication of its Health, Safety, and Environment policies, procedures, and related issues to workers through weekly toolbox talks. Each week, the HSE Manager selects a department to address Health and Safety concerns.</p> <p>Records of toolbox talks, including attendance of workers and topics discussed, are meticulously maintained by the company. These records were thoroughly reviewed during the audit process. Interviews with managers and workers confirmed that toolbox talks provide a platform for workers to raise their H&S concerns, further emphasizing the company's commitment to fostering a safe and healthy work environment.</p>	Complied

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6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Accident and emergency procedures are readily available in the mill and estates, displayed at various locations within the head office, divisional office, and mill compound. Workers undergo training on these procedures, and evacuation and response drills are regularly simulated to prepare them for real-life situations.</p> <p>First aiders are stationed in both the mill and estates, with first aid boxes strategically placed. In the estates, first aid boxes are located with the supervisors of each operation, who are designated as the responsible first aiders. Similarly, in the mill, first aid boxes are positioned at respective stations, with the Station Heads identified as the responsible first aiders. All personnel responsible for handling the first aid boxes have received specific training conducted by the Brabanta Medical Centre. Interviews with sampled first aiders confirmed their ability to identify the items in the first aid boxes and understand their uses.</p> <p>The Medical Centre of BRABANTA S.A. maintains records of all accidents and incidents that occur within the company. These records were made available for verification, with updates provided by the Doctor in-charge. Detailed breakdowns of accidents are documented under Indicator 6.7.5 in the report, ensuring transparency and accountability in accident reporting and management.</p>	Complied
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Awareness and training program had been carried out. All workers involved had been adequately trained in safe working practices. The objective was to ensure all workers involved have been adequately trained in understanding SDS, safe working practices and the correct use of PPE.</p> <p>Suitable PPE has been provided to the workers based on the Risk Assessment established and information in the SDS. During the site visit, the PPE were adequately implemented, e.g., Sterilizer Station, Press Station, loading ramp, oil room, boiler, manuring, harvesting, and spraying. Based on interviews with workers, each PPE they received was free, and the management did not charge any payments for the PPE. If there is any damage or it is time to</p>	Non-compliance

		<p>change to new PPE, the worker only needs to bring the used PPE to the management and the management will issue new PPE to the worker. This PPE issuance will be recorded by the management. The issuance records of the PPE to the workers were sighted during the audit. Used PPE will be collected by management for disposal. The record for PPE Issuance were sighted.</p> <p>Sanitization facilities are provided at each division within the estate. During a visit to the sanitization facility at Kanangai Estate, it was observed that the facility is well-maintained. Pesticide applicators utilize this facility to change out of their PPE, wash, and put on their personal clothing before returning home. Similarly, a visit to the Lumbundji Estate revealed that the company has constructed a sanitation facility for workers handling pesticides, allowing them to change out of their PPE, wash, and change into personal clothing before leaving work. However, it was noted that there is no sanitation facility at the Savannah Estate. Pesticide applicators from the Kanaiga Estate are brought in whenever their services are needed, thus obviating the need for a dedicated facility at the Savannah Estate.</p>	
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection.</p> <p>- Minor compliance -</p>	<p>BRABANTA S.A. operates its own Medical Health Centre staffed by qualified medical personnel who offer various healthcare services to workers, their spouses, and children at no cost. In the event of severe accidents, injuries, or illnesses not related to work, the company issues guarantee letters to major hospitals for referrals. If workers seek medical attention at hospitals independently, they are reimbursed for their hospitalization costs.</p> <p>Furthermore, all workers of BRABANTA S.A. are covered by accident insurance provided by the National Institute for Social Security (NISS). The management ensures monthly contributions to NISS for all its workers. Sample contribution records for the months of September 2023, October 2023, and November 2023 were reviewed and are available for verification. This comprehensive insurance coverage underscores BRABANTA S.A.'s commitment to the health and well-being of its workforce.</p>	Complied

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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>Reviewed an Excel report titled "Monthly Accident Report for 2023," which includes calculations for occupational injuries using the Lost Time Accident (LTA) metric. The summary as below:</p> <table border="1" data-bbox="1059 475 1955 858"> <thead> <tr> <th></th><th>Number of Lost Time Injuries</th><th>Total Hours Worked</th><th>Lost Time Frequency Rate</th></tr> </thead> <tbody> <tr> <td>Mill</td><td>6</td><td>26</td><td>230,769</td></tr> <tr> <td>Sanga-sanga</td><td>1</td><td>7</td><td>142,857</td></tr> <tr> <td>Kadima</td><td>0</td><td>0</td><td>0</td></tr> <tr> <td>Kanangai</td><td>4</td><td>13</td><td>307,692</td></tr> <tr> <td>Savannah</td><td>0</td><td>0</td><td>0</td></tr> <tr> <td>Lumbundji</td><td>6</td><td>33</td><td>181,818</td></tr> </tbody> </table> <p>This report aligns with the RSPO Metric Template submitted prior to the audit, which was verified during the audit process. The consistency between these documents ensures transparency and accuracy in reporting occupational injuries, demonstrating BRABANTA S.A.'s commitment to compliance with RSPO P&C standard.</p>		Number of Lost Time Injuries	Total Hours Worked	Lost Time Frequency Rate	Mill	6	26	230,769	Sanga-sanga	1	7	142,857	Kadima	0	0	0	Kanangai	4	13	307,692	Savannah	0	0	0	Lumbundji	6	33	181,818	Complied
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Lumbundji	6	33	181,818																												
Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.																															
Criteria 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.																															
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	<p>Procedure de controle et de lute contre les ravageurs: rats (Rev. 01, dated 09/10/2019)</p> <p>Brabanta has developed an integrated pest management to plan titled: (Plan de Gestion Intégrée des Ravageurs, Document Code GIR, Document Index:</p>	Complied																												

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		<p>00, revised on 05/07/2021), that is used to manage pests such as rats, birds, Coelaenomodera minuta, Oryctes monoceros, and Cercospora elaeidis.</p> <p>Chapter 12 of the IPM plan clearly stipulates that prophylactic use of pesticides in pest control is not a recommended approach at Brabanta. Pesticides are used uniquely for curative treatment.</p> <p>The IPM plan prescribes actions such as routine field checks and specific field interventions for each identified pest type. For instance, Sub-section K-03: Disease Management, identifies: Fusarirose (vascular wilt) and Ganoderma (basal stem rot) as key diseases and the methods for their management. As part of the IPM, censuses are conducted and sanitation reports are established as illustrated by reports seen during the audit.</p> <p>Meanwhile, in areas where it occurs, palms affected by spill root complex (SRC) are managed by completely uprooting them. This is done in accordance with a procedure specifically developed for the sanitization of spill rot complex (Procedure de Sanitation du Spear Rot Complex; dated 27/04/2019).</p>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>None of the species referenced in Global Invasive Species Database and CABI.org are used in areas managed by Brabanta. This was confirmed based on the interviews with the management, workers and local surrounding communities. Records of pest and disease control also confirmed that there is no use of such species in the managed area.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. [For NI to define process].</p> <p>- Minor compliance -</p>	<p>There is no use of fire in pest control at Brabanta as prescribed by the IPM plan cited in 7.1.1 above. Additionally, interviews with workers confirmed that Brabanta does not use fire in pest control or other field operations.</p>	Complied
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			

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7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritized.</p> <p>- Critical (Major) compliance -</p>	<p>Each estate of BRABANTA S.A. continued to use herbicides based on the F-01 Circle Weeding – Chemical and K-02 Integrated Pest Management of The SOCFIN Oil Palm Manual – Norms & Procedures (2016 – Version 1) for fields operations. The manual has included the chemicals list which indicates the purpose of usage (intended target), active ingredients names as well as the specific targets. Among types of pesticides used with justifications included:</p> <ul style="list-style-type: none"> • <i>Glyphosate Isopropylamine</i> 41% • <i>2,4-D Methyl Amine</i> 60% • <i>Haloxypyr-r-methyl</i> 10.5% • <i>Fluroxypyr-meptyl</i> 29.7% • <i>Metsulfuron Methyl</i> 20% • <i>Triclopyr Butoxy Ethyl Ester</i> 32% • <i>Thiocyclame hydrogenoxalate</i> 50% <p>All chemicals usage was based on the “need to do basis” to enhance field operations. Specific pesticides had been used to deal with the respective target pest, weed, or disease. It was found that no Class I chemicals had been used.</p>	Complied
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The management has diligently maintained records of pesticide use for the year 2023 (<i>Consommation Agro – 2023</i>) with latest updated in Jan-2024 by “<i>Responsable des Phyto</i>” (Manager of Phyto) and “<i>Secrétaire de Direction Agronomique</i>” (Secretary of Agronomy Department). The existing records include information such as the commercial name of the pesticides, the area applied (in hectares), and the total pesticide usage per hectare.</p> <p>However, the records do not include details, specifically the active ingredients used and their LD50, the amount of active ingredients applied per hectare,</p>	Non-compliance

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		and the number of applications made. Hence, a Major NC has been raised against this indicator.	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>As part of its pesticide's reduction plan, BRABANTA S.A. has developed an Integrated Pest Management Plan [<i>Plan de Gestion Integree des Ravageurs</i>], (Documents Code GIR, Document Index 00, revised on 05/07/2021). This plan establishes critical limits to guide the use of pesticides effectively.</p> <p>For each identified pest type, the Integrated Pest Management (IPM) plan delineates a comprehensive management strategy encompassing routine and special control measures. Notably, the plan prioritizes physical elimination methods over chemical usage, particularly evident in strategies addressing Rodents and Ganoderma. Mechanical traps are also incorporated into the IPM plan, reflecting BRABANTA S.A.'s commitment to minimizing reliance on chemical pesticides and promoting environmentally sustainable pest control practices.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best.</p> <p>- Minor compliance -</p>	<p>Brabanta has developed an integrated pest management plan [<i>Plan de Gestion Integree des Ravageurs</i>] (Documents Code GIR, Document Index 00, revised on 05/07/2021) to address identified pest categories such as <i>Coelaenomoderia minuta</i>, <i>Oryctes monoceros</i>, rats, birds, and <i>Cercospora elaeidis</i>.</p> <p>Chapter 12 of the IPM plan explicitly states that the prophylactic use of pesticides in pest control is not recommended at any estates of BRABANTA S.A. Instead, pesticides are exclusively utilized for curative treatment. This policy is applicable across all estates, emphasizing Brabanta's commitment to sustainable pest management practices and minimizing pesticide usage whenever possible.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional</p>	<p>Based on the Chemical Register, which meticulously documents all chemicals used in the mill and estates, along with records of pesticide use for the year 2023 (<i>Consommation Agro</i> – 2023) last updated in Jan-2024 by the</p>	Complied

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	<p>circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> - Minor compliance - <p>7.2.5a Judgment of the threat and verify why this is a major threat</p> <p>7.2.5b Why there is no other alternative which can be used</p> <p>7.2.5c Which process was applied to verify why there is no other less hazardous alternative</p> <p>7.2.5d What is the process to limit the negative impacts of the application</p> <p>7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p>	<p><i>Responsable des Phyto</i> (Manager of Phyto) and <i>Secrétaire de Direction Agronomique</i> (Secretary of Agronomy Department), site visits, and interviews with relevant personnel (storekeepers, workers, etc.), it has been confirmed that BRABANTA S.A. does not utilize chemicals classified as high toxicity or falling under the World Health Organisation's Class 1A or 1B categories, nor those listed by the Stockholm or Rotterdam Conventions, including <i>paraquat</i>, within their operations.</p> <p>With the exception of <i>2,4-D-Dimethylammonium</i>, which falls under Class II chemicals, all other chemicals used are classified as Class III & IV. Furthermore, the use of <i>paraquat</i> has been eliminated in line with BRABANTA S.A. policy and has been replaced by contact or systemic herbicides such as <i>Glyphosate Isopropylammonium</i>, <i>Triclopyr-Butotyl</i>, <i>2,4-D-Dimethylammonium</i>, <i>Metsulfuron-Methyl</i>, etc. This strategic shift underscores BRABANTA S.A.'s commitment to responsible chemical management and adherence to stringent safety standards.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Pesticide operators at BRABANTA S.A. undergo thorough training on the safe handling and application of pesticides. They are provided with suitable PPE and application equipment based on PPE issuance forms.</p> <p>The Manager of HSE conducts regular training sessions on chemical handling for the respective estate management teams. The latest training session was held on 15 Dec 2023, with detailed records properly documented and maintained by the Manager of HSE.</p> <p>In turn, the Head of each Estate Management Team conducts daily briefings and training sessions for chemical handlers and pesticide operators at their respective estates. Sampled records of training sessions held on 05/01/2024 for Sanga Sanga Estate and 18/12/2023 for Lumbundji Estate were found to cover spraying techniques, precautions, and symptoms of toxic reactions.</p> <p>Appropriate safety and application equipment, including safety boots, helmets, rubber boots, cartridge masks, goggles, gloves, aprons, and</p>	Complied

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		<p>raincoat-type long trousers, are provided to pesticide operators and consistently utilized.</p> <p>All precautions outlined in the Safety Data Sheets (SDS) of pesticides are observed, applied, and understood by workers. During site visits, First Aid Kits were found to be readily available during pesticide spraying activities in the fields.</p> <p>Overall, programmes and training records were verified to be satisfactory.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>BRABANTA S.A. has implemented a procedure to manage the storage of chemicals, including pesticides, outlined in the <i>Procedure de Stockage des Produits Chimiques</i> (Code STPC) dated 25/08/2015.</p> <p>The HSE Department has developed a detailed checklist (Ref. No. STPC/FOR1) for recording purposes of monitoring storage zones dedicated to pesticides. This checklist covers aspects of safety, security, proper aeration, inventory management, and availability of personal protective equipment (PPE) in and around the storage zones. A monthly action plan for monitoring storage areas has been devised by the UoC and diligently executed. The most recent monitoring was conducted in Dec 2023 by respective store managers.</p> <p>This procedure is applicable to both the main chemical storage site behind the mill and the storage site at Lumbundji Estate. During field visits, the chemical mixing station in Lumbundji Estate was observed to adhere to best practices for temporary storage.</p> <p>Pesticides are securely stored under lock and key, and their usage is strictly in accordance with established procedures. Chemical mixing occurs in designated pre-mixing areas within the store.</p> <p>Emergency shower and eye wash facilities are available at the pesticides store to address accidents promptly, with sufficient water pressure noted for such purposes.</p>	Complied

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		<p>Safety Data Sheets (SDS) are readily accessible in the stores, provided in French for the comprehension of workers.</p> <p>The Manager of HSE for BRABANTA S.A. conducts training sessions on Chemical Store Management, with the latest training recorded and verified dated 15/12/2023 for store managers, ensuring continuous improvement in storage practices and safety protocols.</p>	
7.2.8	<p>All pesticide containers are properly disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>BRABANTA S.A. has established a Waste Management Policy, including the management of pesticide containers, outlined in the <i>Procédure de Gestion des Déchets</i> (Code: GDD, Index: 00 dated 15/10/2015). This procedure includes a dedicated Checklist (GDD/FOR1: <i>Check Liste Gestion des Déchets</i>) to track various waste types, including pesticide containers. It delineates waste classification, handling/storage methods, associated risks, and the necessary personal protective equipment (PPE) for personnel in waste storage areas.</p> <p>During the audit, storage sites for pesticide containers and other waste types were inspected and deemed adequate. Interviews with staff at the waste storage sites confirmed their proper training to carry out their activities. An inventory of waste entering the storage site is meticulously maintained on a daily basis. Moreover, BRABANTA S.A. has established a separate policy for managing waste storage sites (<i>Gestion de la Déchetterie Interne</i>, GDI dated 23/04/2020), which provides a framework for handling and storing waste, including pesticide containers, at various sites within the company. Records of waste inventory were available for verification.</p> <p>Furthermore, management at BRABANTA S.A. has constructed designated areas for waste storage at Lumbundji Estate, as evidenced by field visits. These areas serve as temporary storage facilities from where waste is transported to the main storage area behind the mill, ensuring organized and efficient waste management practices across the company.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This</p>	<p>Based on documentation reviews (chemical usage records, chemical register, justification of pesticides, chemical bin cards, chemical stock purchase), site</p>	Complied

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	requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	visits, and interview with relevant personnel (storekeeper, workers, etc.), it was noted that each estate of the UoC had not practicing the aerial spraying.	
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	BRABANTA S.A. conducts specific annual medical surveillance for chemical operators through its medical unit. Before commencing chemical-related activities, new workers undergo baseline sampling, including blood, faeces, urine, and other parameters such as weight, to establish reference values. Workers then undergo annual surveillance to monitor these values over time. If any results raise concerns, a memo is issued to the head of the operating unit to remove the worker from chemical-related tasks. Between June 2023 and November 2023, a total of 123 workers underwent annual medical surveillance conducted by the BRABANTA S.A. medical unit. The reports indicate that all tested workers were deemed fit for work. During field visits, sampled pesticide operators were interviewed, and feedback confirmed the absence of symptoms related to toxic reactions, including skin disorders, rashes, mouth, and throat pain, breathing difficulties, or nail problems. This rigorous medical surveillance program underscores BRABANTA S.A.'s commitment to ensuring the health and well-being of its workers engaged in chemical-related activities, while also demonstrating proactive measures to mitigate potential health risks associated with their roles.	Complied
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	BRABANTA S.A. does not hire workers below the age of 18, ensuring compliance with legal and ethical standards regarding child labor. The management also implemented the <i>Politique De Protection De Droit a la Reproduction Chez Femme</i> (Female Reproductive Rights Protection Policy) dated 22/03/2018, which prohibits pregnant or breastfeeding women from engaging in chemical-related work. Presently, BRABANTA S.A. does not enlist any females for tasks involving chemicals.	Complied

		Moreover, recommendations from medical examinations conducted at the BRABANTA S.A. main clinic in Mapangu are carefully considered by the Doctor In-Charge. If any medical restrictions are identified, the concerned worker's current workstation or post is reevaluated, and alternative equivalent work is offered based on the doctor's recommendation. This practice was verified through interviews with staff and the medical doctor during the audit, highlighting BRABANTA S.A.'s commitment to ensuring the health and safety of its workforce and adhering to ethical labor practices.	
Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	<p>Brabanta has a waste management procedure (Procedure de Gestion des Dechets, Code: GDD, Index: 00 of 15/10/2015) which guides the management of wastes from all its operations. This procedure includes a Checklist for tracking different types of waste (GDD/FOR1: Check Liste Gestion des Dechets).</p> <p>According to the waste management procedure, management options for wastes include prevention, reuse, recycling (composting for organic waste), energy recovery through methanation, and incineration. The procedure equally stipulates waste separation (according to source and toxicity), collection and transportation to waste storage areas. Different waste types (scrap metals, household waste, empty pesticide containers, etc. are collected, transported and stored according to their separate categories. Metal waste and plastic waste are collected and stored for onward recycling.</p> <p>Meanwhile, biomedical wastes from the medical facilities are stored in secured designated areas for onward elimination at a specially designed incinerator onsite. For instance, the maternity clinic at Lumbundji is equipped with an incinerator for treatment of waste from minor surgical operations while waste from births is buried in a well-constructed and fully protected septic pit.</p>	Complied

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		<p>Chemical waste, including empty pesticide containers are collected and stored at a designated chemical waste storage site.</p> <p>Interviews with staffs at the waste storage site confirmed that they are properly trained to manage the site. Additionally, a register of all the waste that enter the site is kept on a daily basis. For this, Brabanta has developed a separate policy for the management of the waste storage site (Gestion de la Dechetterie Interne, GDI) of 23/04/2020 to guide all actions within the waste storage site.</p> <p>Brabanta has signed contracts with specialised service providers for the collection and treatment of different wastes, such as with:</p> <p>Angelas Consulting: Certificate No; 423/ACE/CM/JCEE/DIE/2023 and dated 16/07/2023 for recycling of waste. Received from the Congolese Environmental Agency (Agence Congolaise de l'Environnement – ACE). Evidence of payment of fiscal requirements respected by Angelas Consulting as demonstrated by:</p> <p>Attestation de Situation Fiscal No. D.G.I. 18.01/95/DGI/OPI/1.DEC/2023/DGDA NO. 1292/DGDA/20221 issued by the Ministry of Finance and dated 21/05/2023 proving fulfilment of all fiscal requirements.</p> <p>On its part, effluent emanating from mill activity is collected and treated through a system of lagoons and the end product stored in designated storage lagoon.</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Brabanta regularly holds meetings with its workforce to educate them on waste management systems in place. This is evidenced by minutes of HSE Meetings on Waste management (02/02/2024: Kanangai; 03/02/2024: Sanga sanga; 04/02/2024: Lumbundji; 05/02/2024: Mapangu).</p>	Complied

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		<p>Moreover, interviews with clinic staffs revealed that they are fully aware of the treatment reserved for different waste types.</p> <p>Additionally, Brabanta has built a chemical mixing site/station in Lumbundji, equipped with changing rooms and showers for chemical sprayers. There is a separate section for temporary storage of empty pesticides containers. From here, the empty pesticide containers are transported to the main chemical waste storage site behind the mill in Mapangu. Interviews with staffs at both the station in Lumbudji and the main waste station in Mapangu confirmed that they are versed with the waste management system of Brabanta.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>Brabanta does not use fire in the disposal of waste as inscribed in the Brabanta fire management policy (Procedure de Lutte Anti-incendie, Code: PAI, of 01/12/2015), which equally helps to track and manage all fire incidents within the unit of certification.</p> <p>More so, field observation during the audit did not reveal any use of fire in waste disposal.</p>	Complied
Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Brabanta has developed several SOPs on good agricultural practices to manage soil fertility and to optimize yields and minimise environmental impacts such illustrated in the SOCFIN Oil Palm Manual: Norms and Procedures, of 2016, Version 1 is applicable to Brabanta. Section 5.2: Methods and techniques for Land Clearing, clearly stipulates that burning is prohibited, while terracing is prescribed for slopes greater than 15 degrees.</p> <p>Section 8 on drainage prescribes for field drains, collection drains, outlet drains, and security drains all designed to drain away standing and ponding</p>	Complied

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		<p>water and to lower the water table to allow palm roots to exploit a relatively large volume of adequately drained soil to produce good crop.</p> <p>Section 10: Legume Cover Plant crop Establishment. Done for erosion control, improving soil conditions, controlling undesirable weeds, controlling pests (legumes prevent pests such as oryctes and augosoma from finding breeding areas.). LCP include: Mucuna pruriens, calopogonium mucunoides, centrosome pubescens.</p> <p>Other guiding principles prescribed in SOCFIN agricultural policy manual include:</p> <p>Section F-01: Circle Weeding – Chemical F-02: Circle Weeding – Manual F-3: Canopy Ring Weeding – Chemical and Manual F-04: Path Weeding – Chemical F-05: Inter-Row Eradication and Extirpation of Weed – Manual F-06: Selective Inter-Row Weeding – Chemical F-07: Pruning and Trunk Weeding F-08: Manual Cleaning of Circles F-09: Most Common Weeds</p> <p>Section G: Organic Fertilizer Management Section H: Mineral Fertilizer Management Section I: Fertilizer Storage</p> <p>These have translated into SOPs such as:</p>	
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		<ul style="list-style-type: none"> ➤ Procedure for Chemical weeding (Procédure de désherbage Chimique des Ronds, Document Code: DCR, of 23 August 2019) ➤ Procedure for Palm Fertilization (Procédure de fertilization de Palmier a Huile, Document Code: FPH, Version 01, of 31/08/2019) ➤ Procedure for harvesting (Procédure de Prevision de la Recolte, Code: PRE, Version 01 of 23/08/2019) ➤ Procedure for Pruning (Procédure d'Elargage Palmiers a Huile, Code: EPH of 05/04/2019). ➤ Procedure for plantation maintenance (Procédure d'Instruction et Control des Operations d'Entretien en Plantation, Code: ICOE, of 23/08/2019) <p>The plans are implemented as evidenced by implementation and monitoring reports seen during the audit.</p>	
7.4.2	<p>Periodic tissue and soil sampling is carried out to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>At Brabanta, periodic soil and tissue sampling is carried out to monitor and manage changes in soil fertility and plant health, Interviews with staff of the agronomic department revealed that soil analyses are done every 2 years, while tissue analyses are done every year.</p> <p>The report of annual tissue sampling for 2023 (Campagne de Diagnostic Foliaire Palmier (2023), Plantation Brabanta, Rapport Annexe), was seen during the time of the audit. The results of the sampling are used in determining the quantities of fertilizers applied.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Section G of SOCFIN Oil Palm Manual is on: Organic Fertilizer Management, and covers EFB and fibre application.</p> <p>Based on this policy, a nutrient recycling strategy that includes use of EFB, is in place. Records of EFB application in fields to compensate for organic fertilization were seen during the time of the audit. These records are kept on a monthly basis as evidenced by the Monthly Fertilizer Data (Rapport Mensuel SSE 2023 – 6 – Produits Phytosanitaires et Fertilisants, created on</p>	Complied

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		01/08/2018 and lastly revised on 31/01/2023). The report covers the period spanning from January to December 2023. According to this report, a total of 483.00 tons of EFB were applied in 2023, while 470.80 tons of fiber were used in 2023.	
		According to this report, 647 hectares of the plantation received EFB in 2023.	
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Brabanta has developed a fertilization plan for 2023 titled: (Consommation Agro 2023). The plan includes quantities and types of fertilizers applied per division of the plantation. The quantities of fertilizer applied and recorded are based on the results of the tissue and soil analyses.	Complied
Criteria 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Brabanta has developed maps identifying marginal and fragile soils, including steep terrain as evidenced by Brabanta Regional Soil Map (Brabanta_Regional_Soil_Map_HWSD_v1.21), conducted by Programme de Cartographie. Additionally, the HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo, Final Version of May 2020) assessed soils in the Brabanta concession and generated soil maps.	Complied
7.5.2	There is no extensive replanting of oil palm on steep terrain.	The steep slope analysis conducted as part of the Brabanta HCV assessment, based on Digital Elevation Model (DEM) revealed that the slope of Brabanta concession varies from 0 to 20 degree and that nowhere within the concession boundaries has a slope greater than 20 degrees been identified. According to the Socfin Oil Palm Manual: Norms and Procedures, Version 1 of 2016 planting is only carried out in areas of inclination of less than 20%. Therefore, there was no replanting of oil palm on steep terrain as observed during field visit to the estates.	Complied

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		<p>The Socfin Oil Palm Manual: Norms and Procedures, Version 1 of 2016 prescribes agricultural practices company-wide and as such to Brabanta as well.</p> <p>Specifically, Section 4 on Plantation Design defines the planting design to be used at different inclinations. E.g. from 19-40% terracing is required while for 9-19% use of individual platforms is recommended.</p>	
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	No steep terrain was identified in the Brabanta concession, hence there is no extensive planting on steep terrain.	Complied
Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p>(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>The HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo, Final Version of May 2020), conducted soils assessments in the Brabanta concession.</p> <p>This HCV assessment revealed that the soil in the plantation area is predominantly sandy clay loam with sand dominating the entire texture. However, the risk of critical soil erosion due to steep slopes in the plantation appears relatively low as a result of the low-lying and generally flat topography in most of the plantation.</p> <p>Other aspects covered in the assessment included topography and drainage, geology and geomorphology, and climate. The study equally resulted in the production of soil maps.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	<p>Considering that no marginal no fragile soils were identified, there is no extensive planting on marginal or fragile soils in Brabanta.</p> <p>Moreover, and in and in accordance with the Socfin Oil Palm Manual: Norms and Procedures, Version 1 of 2016, terraces have been established at places deemed to be steep slopes to avoid and control erosion.</p>	Complied

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7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Section 9 of Socfin Oil Palm Manual: Norms and Procedures, Version 1 of 2016 is on Road Design and Construction and integrates soil and cartographic information in road design and construction. According to this section, the road system is designed on a topographic estate map before implementing in the field, and consists of main roads, connection roads, collection roads and boundary roads. Additionally, and based on the Brabanta soil survey, topographic information is used to guide all road maintenance activities as evidenced in Roads Map. Brabanta's road maintenance program includes grading and compacting and construction of gutters to prevent erosion.	Complied
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	The HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo, Final Version of May 2020), indicates the occurrence of peat in the adjacent Kasai River. No planting was done in these areas. Moreover, no replanting was done at Brabanta after 15 November 2018.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. - Minor compliance -	The HCV assessment revealed that, while no detailed field assessment was done, a review of available data indicates the occurrence of peat in the adjacent Kasai River and very limited occurrence (ca 1.5 ha) in parts of the Brabanta concession. Additionally, no replanting was done at Brabanta after 15 November 2018.	Not Applicable
PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	No peat soil identified at all estates within Brabanta Certification Unit. Verified there is no new planting activity in the estates as well. Hence, this criterion is not applicable.	Not Applicable

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7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified at all estates within Brabanta Certification Unit. Verified there is no new planting activity in the estates as well. Hence, this criteria is not applicable.	Not Applicable
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified at all estates within Brabanta Certification Unit. Verified there is no new planting activity in the estates as well. Hence, this criterion is not applicable.	Not Applicable
<p>PROCEDURAL NOTE: Full details of the RSPO Drainability Assessment Guidelines and related concepts and detailed actions are in the manual currently being fine-tuned/tested by PLWG. A final version should be approved by PLWG in January 2019 and will include additional guidance on the steps to be followed after the decision not to replant as well as implications for other stakeholders, smallholders, local communities and the unit of certification. It is recommended that a further twelve-month methodology trial period is proposed for all related management units (i.e. those with plantations on peat) to utilise the methodology and provide feedback to the PLWG to enable further refinement of procedure as appropriate before January 2020. Units of certification have the option to defer replanting till after the availability of the revised guidelines. Additional guidance on alternative crops and rehabilitation of natural vegetation will be provided by PLWG.</p> <p>PROCEDURAL NOTE:</p> <p>PLWG and the Smallholder Interim Group (SHIG) will collaboratively develop guidance for Independent Smallholders [cross links to SHIG and GHG issues].</p>			
7.7.6	<p>(C) All existing plantings on peat are managed according to the RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat, version 2 (2018) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified at all estates within Brabanta Certification Unit. Verified there is no new planting activity in the estates as well. Hence, this criteria is not applicable.	Not Applicable

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7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as “peatland conservation areas”; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the ‘RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat’, version 2 (2018) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	No peat soil identified at all estates within Brabanta Certification Unit. Verified there is no new planting activity in the estates as well. Hence, this criteria is not applicable.	Not Applicable
Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>- Minor compliance -</p> <p>7.8.1a The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p>	<p>Brabanta has established a water management plan (Plan de Gestion d’Eau, PGE) of July 2020. The water management plan addresses all water used by Brabanta including for milling, and in all housing units, in view of promoting more efficient use and to avoid negative impacts on other users in the catchment. The major objectives set out in the water management plan include:</p> <ul style="list-style-type: none"> a. Reduce water use from all Brabanta operations including households b. Control pollution from waste water from Brabanta operations c. Protect watercourses from pollution resulting from Brabanta plantations d. Protect soils from erosion and degradation. <p>Brabanta does not restrict access to clean water or contribute to pollution of water used by communities. To ensure this, Brabanta conducts regular water analysis on all riparian water bodies/rivers. A sample is collected upstream and downstream on each river and tested to determine possible impacts by Brabanta activities.</p> <p>Water samples were collected on 27 December 2023 as follows: Sample No. 03: Kasai River downstream Sample No. 04 Kasai River Upstream</p>	Complied

		<p>Additionally, and to ensure that water supplied to the workforce is portable, Brabanta carries out tests on water samples collected from it different water distribution stations/points such as Sample No. 1 (Sanga Sanga); Sample No. 6 (Hospital).</p> <p>The water analyses report was dated 22 January 2024 and conducted by Ecole de Sante Publique, University of Kinshasa.</p>	
	7.8.1b Workers have adequate access to clean water.	<p>Workers have adequate access to clean water through a system of water points developed by Brabanta. The water points have been provided for riparian village communities and for workers who live in those communities. Additionally, Brabanta has constructed boreholes and equally supplies water with the use of water tanks to some residential areas and workers' camps. The water provided through tanks is equally subject to bacteriological and physico-chemical analysis to ensure that it is safe for drinking and home use as evidenced by:</p> <p>No. 12 : Mumbende No. 13 : Mission Catholique No. 14 : Kabila No. 18 : Mill</p> <p>All the samples were proven to be safe for home use and drinking.</p>	
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017).</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta monitors buffer zones as part of its HCV monitoring activities (Plan d'Action – Zone HVC, dated May 2020). This is done as part of the measures to the maintain and restore appropriate riparian and other buffer zones. According to the HCV management plan, measures include sensitization of workforce and local populations; sustainable management of swamps, identification and delineation of buffer zones.</p> <p>Additionally, according to Brabanta Water Management Plan previously cited, other actions aimed at protecting water courses include:</p> <p>a. Planting and maintaining cover crops to slow down erosion and siltation</p>	Complied

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		Use of EFB in plantations to slow down runoff from heavy rains	
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Brabanta treats mill effluent through a system of lagoons. The system consists of 5 lagoons (1 for cooling, 2 for anaerobic digestion, and 2 for aerobic digestion) and one treated-effluent retention basin.</p> <p>Additionally, Brabanta conducts analysis including BOD and COD on water samples taken from different stages of the lagoon system. However, the analyses on the treated water samples could be carried out in a manner that minimises biases.</p> <p>In conformity with national regulations related to the environment, Brabanta received an authorisation from the Ministry of Environment and Sustainable development to discharge effluent from the lagoon that was full due to excessive rainfall. Autorisation d'Evacuation No. 009/SM/2023; No. 5520/EDD/012/SPS/SM/2023, dated 23/11/2023 authorised Brabanta to discharge waste water into the adjacent Kasai River. This is not an annual authorisation and must be sought each time Brabanta needs to discharge wastewater into the natural environment.</p>	OFI
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Mill water use is monitored through a system of meters placed at the point of extraction of water from the Kasai River, and another meter after the raw water is treated. Thereafter, Barabanta has a system of daily reporting sheets that capture water use at the mill. The daily sheets capture daily operational hours, water production, water use at the mill, etc.</p>	Complied
Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised			
7.9.1	<p>A plan for improving efficiency of the use of fossil fuels and to optimize renewable energy is in place, monitored and reported.</p> <p>- Minor compliance -</p>	<p>Brabanta has developed an action plan for the reduction of use of fossil fuels titled (Plan d'Action Pour la Reduction de l'Utilisation des Energies Fossiles), dated 23/07/2021.</p> <p>Actions in the plan include:</p>	Complied

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		<p>Reduction of use of diesel generators and use of gasoil. The actions to be undertaken include adoption of generators that use biofuels at the mill. Meanwhile a plan to install solar panels is envisaged to reduce fossil fuel use in workers housing.</p> <p>In an effort to reduce use of generator fuel, Brabanta has put in a place a schedule for energy provision to housing units. This entails providing energy when it is absolutely required and switching off as required. For instance, power is supplied in the mornings to permit workers prepare for work and children for school, after which power is cut. As a rule, power is also cut after 10 p.m. until 6 a.m. in the morning.</p> <p>Other means used to reduce fossil fuel use include, providing fuel quotas for different vehicles/departments, regular maintenance of vehicles/machines, tractors and trucks to improve their efficiency. Monthly reports were seen during the audit. Additionally, Brabanta plans to install solar lamps.</p>	
Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimize them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta has identified all GHG sources and reports them publicly through Palm GHG. The 2022 Summary was seen at the time of the audit. The summary includes, summary emissions, mill emission credits, estate/plantation field emissions and sinks (own, group and 3rd party). Brabanta has developed a plan for the management of GHG (Plan de Gestion de Gaz a Effet de Serre, Reference: PGGES, of 10 September 2022), and actions taken to reduce GHG emissions include implementation of quotas for use of vehicle fuels, and regular control/maintenance of vehicle engines to ensure efficiency.</p> <p>All these actions are documented through Brabanta HSE Monthly Reporting, Reporting POM & RSPO and Reporting workshop.</p>	Complied

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7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimize them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	There have been no new developments within the unit of certification since 2014.	Not Applicable
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimize them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	As mentioned in 7.10.1 above, Brabanta GHG calculation captures all significant pollutants. All significant pollutants, including POME, have been identified and plans to minimise them are implemented as part of Brabanta GHG Management Plan.	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Socfin SA has developed a policy on responsible management (Politique de Gestion Responsable du Groupe Socfin, revision of 30th March 2022). More specifically, section 5.1 of this policy forbids the use of fire in all operations of Socfin and her affiliates including Brabanta.</p> <p>Field visits carried out as part of the audit did not reveal the use of fire in any Brabanta operations.</p>	Complied
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Brabanta has developed a procedure to monitor and control fires for the areas they directly manage (Procedure de Lutte Anti-Incendie, Code: LAI, Version 00 of 01/12/2015), that describes prevention and control measures to be taken in case of a fire outbreak in all its operations including in the plantation.</p> <p>The Brabanta HCV monitors fires and reports through the daily HCV reports as evidenced by report of fire in Shanga, report dated 01/09/2023 and 05/09/2023</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	The unit of certification engages with adjacent communities on fire prevention and control measures through sensitization meetings held with communities especially at the start of the dry season as seen from meeting reports titled:	Complied

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		<p>Sensibilization – Lutte Contre Incendie:</p> <p>05/09/2023 in Shanga</p> <p>17/08/2023 in Sanaga Sanga</p> <p>15/06/2025 in Kayaya</p> <p>26/05/2023 in Kadima Port</p> <p>27/05/2023 in Mapangu village</p>	
<p>Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>			
<p>PROCEDURAL NOTE for 7.12:</p> <p>The 2018 RSPO P&C include new requirements to ensure the effective contribution of RSPO to halting deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Toolkit in the revised standard.</p> <p>The RSPO ToC also commits RSPO to balancing sustainable livelihoods and poverty reduction with the need to conserve, protect and enhance ecosystems.</p> <p>High Forest Cover Countries (HFCCs) urgently require economic opportunities that enable communities to choose their own development path, while providing socio-economic benefits and safeguards.</p> <p>Adapted procedures will be developed to support the sustainable development of palm oil by indigenous peoples and local communities with legal or customary rights. These will apply in specific HFCCs, and within those, in High Forest Cover Landscapes (HFCLs).</p> <p>The development of these procedures will be guided by a No Deforestation Joint Steering Group (NDJSG) of RSPO and HCSA members. In HFCCs, RSPO will work through national and local participatory processes with governments, communities and other stakeholders to develop these procedures. A timeframe for these activities is stipulated in the Terms of Reference for the NDJSG and publicly available.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta has not undertaken new land clearing since November 2005. The Brabanta Oil Palm Plantation is a replanting of an old oil palm plantation that was established in 1911 by Unilever. The replanting by Brabanta began in 2009, with a phased planting of the various blocks of the plantation until 2014.</p> <p>However, in Lumbundji Estate, ground verification identified that 25.68 ha of oil palms have been planted in riparian areas in an area that requires</p>	Complied

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		<p>remediation, of which 11.94 ha were planted between 2009 and 2014 (as defined by the RSPO Manual on Best Management Practices (BMPs) for the Management and Rehabilitation of Riparian Reserves). The company used the RSPO BMP's due to a lack of National Guidelines or Regulations on buffer widths, and this was further recommended by the HCV assessor.</p> <p>A Land Use Change Analysis (LUCA) was conducted by Brabanta and SOCFINCO for the palm plantations of Brabanta, in the Democratic Republic of Congo. The data presented in the report followed the guidance provided by Annex 3, a revision to the LUCA under RSPO Remediation and Compensation Procedures (RaCP) issued by the RSPO on 9th May 2014. Additionally, the data presented in the report is based on the RSPO reporting template for LUCA and Compensation Liability Calculation (Revised version. March 2017). The historic Land use Change Analysis (LUCA) was conducted July 2021, with final report submitted on 27 July 2021.</p>	
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>7.12.2 b: Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p>	<p>Brabanta has not carried out any new land clearing after 15 November 2018. However, Brabanta commissioned an HCVs assessment with report titled: HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo, Final Version of May 2020. The assessment was conducted by Proforest.</p> <p>The Brabanta Oil Palm Plantation is a replant of an old plantation that was established in 1911 by Unilever. The replanting began in 2007, with a phased planting of the various blocks of the plantation.</p> <p>No new land clearing was carried out in the existing plantation. However, Brabanta carried out an HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo,</p>	Complied

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		Final Version of May 2020), was conducted by Proforest, with Armand Yevide as Lead Assessor.	
PROCEDURAL NOTE for 7.12.2: For details of transitional measures, refer to Annex 5: RSPO transition from HCV assessments to HCV-HCSA assessments.			
7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>The landscape surrounding Brabanta SA is naturally a Savannah area. This was confirmed during the site visit to the plantation. Thus, Brabanta is not in a In High Forest Cover Landscapes (HFCLs) area.</p> <p>This notwithstanding, and as cited in 7.12.2 above, Brabanta carried out an HCV Assessment (HCV assessments for the SOCFIN Brabanta Oil Palm Plantation in Mapangu, Democratic Republic of Congo, Final Version of May 2020), was conducted by Proforest, with Armand Yevide as Lead Assessor. Furthermore, no new land clearings have been carried out after 15 November 2018.</p>	Complied
PROCEDURAL NOTE for 7.12.3: There should be demonstrable benefits to the local community; clear recognition of legal and customary lands based on participatory land use planning; development should be proportional to the needs of the local community; with a balance between conservation and development. This procedure will also cover planting on previous or abandoned agricultural land / plantations. All other P&C requirements apply, including FPIC and HCV requirements.			
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and</p>	<p>Brabanta has carried out no new planting its concession since 15 November, 2018. The current developed area is a replanting, and an HCV Assessment was conducted. Additionally, as part of the HCV Assessment, management and monitoring recommendations were made by Proforest (Chapter 7). Based on this, Brabanta has developed management and monitoring plans for all the HCVs identified in its concession. The management and monitoring plan was viewed at during the audit. Management actions include demarcation of HCVs in collaboration with local communities, sensitization of riparian local communities. The HCV management has not yet made up to 5 years hence a review is not yet necessary.</p>	Complied

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	<p>any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Meanwhile, monitoring activities include participatory actions with local communities to identify and report incidents such as bushfires, etc. as evidenced by minutes of meetings held in Dec 2023: Nursery (Block Q10/P10), Kabala(Block S8), Basongo (Block T5/T6), Sanga Sanga ((B5), Kadima (D9), Kanagai (N9).</p> <p>Moreover, the monitoring activities are captured in the HSE Monthly reports.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Brabanta HCV assessment identified social HCVs including HCV 5 and 6 and these have been documented accordingly in the assessment report.</p> <p>Additionally, the HCV assessment team carried out consultations with the communities around the concession and involved them in the identification and mapping of such sites. This was also confirmed by the communities during the audit stakeholder meetings. Additionally, Brabanta does not restrict communities from accessing the social HCVs as confirmed by the communities during the consultations. Monitoring of social HCVs is done by Brabanta community liaison team in collaboration with the communities themselves. Brabanta is however not permitted into community sacred sites because these are kept secret and have not been disclosed.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Brabanta has employed Security Guards and Forestry Service Agents to monitor HCVs and other areas meant to be protected.</p> <p>A monitoring programme is in place and daily reporting sheets have been prepared to capture field observations (e.g., number of trees cut, clearings sited, fires, location/site/estate/block, number/surface area, RTE capture, harm, collect, trade, possession, killing, person who committed the act, Village/Camp, Comments).</p> <p>Sensitization campaigns are held in Camps and communities on RTE and HCV.</p>	Complied

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		<p>HCV reports were seen during the audit. Reports title: Surveillance des Zones Ripariennes (Hors Zones Proteger). Reports for the months of December 2023, November 2023, October 2023 and September 2023 were seen during the audit. Aspects verified during the visits include chemical application, incineration, unauthorised, waste deposition, etc.</p> <p>Dec 2023: Nursery (Block Q10/P10), Kabala(Block S8), Basongo (Block T5/T6), Sanga Sanga ((B5), Kadima (D9), Kanagai (N9).</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>Brabanta Security and Forest Guards conduct daily monitoring of protected areas and capture their observation in daily reports titled (Rapport Hebdomadaire Suivi et Surveillance des Zones Proteger – Daily Monitoring and Observations Report for Protected Areas). Aspects monitored and reported on include cutting of trees, field clearing, fires, etc. The report for the period 14/11-20/11 2023 was seen during the audit.</p>	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>Brabanta has not undertaken any new land clearing since 2005.</p> <p>The Brabanta Oil Palm Plantation was established in 1911 by Unilever. It was abandoned in the 1980s with activities entirely stopping in the early 1990s. The Socfin Group acquired the Brabanta plantation in 2007 and re-planted 3018.4 ha of the existing neglected oil palm (with improved palm varieties) and added 3720.79 ha of oil palm plantation. The areas extended were mainly agricultural land (3039.31 ha) and further open degraded land (380.25 ha), shrub land (209.06 ha) and a smaller area of degraded riparian zones (91.87 ha).</p> <p>Ground verification conducted during the LUCA assessment identified that 25.68 ha of oil palms have been planted in riparian areas in the area that requires remediation (in Lumbundji), of which 11.94 ha were planted between 2009 and 2014 prior to Brabanta HCV assessment.</p> <p>As a result, a Land Use Change Analysis (LUCA) was conducted by Brabanta and SOCFINCO for the palm plantations of Brabanta, in the Democratic</p>	Complied

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		Republic of Congo. The data presented in the report followed the guidance provided by Annex 3, a revision to the LUCA under RSPO Remediation and Compensation Procedures (RaCP) issued by the RSPO on 9th May 2014. Additionally, the data presented in the report is based on the RSPO reporting template for LUCA and Compensation Liability Calculation (Revised version, March 2017). The historic Land use Change Analysis (LUCA) was conducted July 2021, with final report submitted on 27 July 2021.	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2023 for Brabanta Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill data include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in 2023 for Brabanta Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	0.23	OER	25.72
PKO	-	KER	-

Production	t/yr	Land Use	Ha
FFB Process	51,443.60	OP Planted Area	6,159.93
CPO Produced	13,231.22	OP Planted on peat	
PKO Produced	0	Conservation (forested)	349.18
		Conservation (non-forested)	50
		Total	6,559.11

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	54008.68	1.08					54008.68	1.08
CO ₂ Emission from fertilizer	860.12	0.02					860.12	0.02
NO ₂ Emission	129.83	0.00					129.83	0.00
Fuel Consumption	2287.58	0.05					2287.58	0.05
Peat Oxidation								
Sink								
Crop Sequestration	-54246.46	-1.09					-54246.46	-1.09
Conservation Sequestration	-2903.63	-0.06					-2903.63	-0.06
Total	136.07	0.00					136.07	0.00

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	1527.60	0.03
Fuel Consumption	1318.91	0.03
Grid Electricity Utilization		
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	2846.51	0.06

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	-
PK from other source	-
Fuel Consumptions	-
Total Crusher emissions	-

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases



BRABANTA - ESTATE LOCATIONS - DEMOCRATIC REPUBLIC OF CONGO



Appendix D: Estate Field Map

Refer to Appendix C

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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied			
Number of samples			
Remarks			

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									
Note: * are smallholders sampled in this audit.									

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Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure