

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**☒ **Initial Assessment (MSA)**☐ **Annual Surveillance Assessment** (Choose an item.)☐ **Recertification Assessment** (Choose an item.)☐ **Extension of Scope**

Client Company Name / Parent Company: Ban Nadoem Oil Palm Collaborative Farming Community Enterprise
Client Company / Parent Company Address: Moo.3, Tharuea Sub-District, Donsak District, Ban Nadoem District, Suratthani Province 84240 Thailand
Certification Unit: Ban Nadoem Oil Palm Collaborative Farming Community Enterprise Location of Certification Unit: Moo.3, Tharuea Sub-District, Donsak District Ban Nadoem District, Suratthani Province 84240 Thailand
Date of Final Report: 04/03/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Ban Nadoem Oil Palm Collaborative Farming Community Enterprise		
RSPO Membership Number	1-0365-22-000-00	Membership Approval Date	25 March 2022
Address	Moo.3, Tharuea Sub-District, Donsak District, Ban Nadoem District, Suratthani Province, 84240 Thailand		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Ban Nadoem Oil Palm Collaborative Farming Community Enterprise		
Location / Address	Moo.3, Tharuea Sub-District, Donsak District, Ban Nadoem District, Suratthani Province, 84240 Thailand		
Website	None.		
Management Representative	Mr. Charuek Thipdet (Group Manager)	E-mail	banaadoemoilpalm.cofarm@gmail.com
Telephone	+ 66 86-2700297	Facsimile	None.

2. Certification Information			
Certificate Number	RSPO 798338	Certificate Start Date	04/03/2024
Date of First Certification	04/03/2024	Certificate Expiry Date	03/03/2025
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholders		
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 checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (Choose an item.) <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"/> Independent Smallholder Standard 2019		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	None
ISH certification Phase	<input type="checkbox"/> Eligibility <input checked="" type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input 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
NA	NA	NA	NA

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Ban Nadoem Oil Palm Collaborative Farming Community Enterprise	Moo.3, Tharuea Sub-District, Donsak District, Ban Nadoem District, Suratthani Province, 84240 Thailand	8° 57' 8.8524" N	99° 15' 8.1684" 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
Ban Nadoem Oil Palm Collaborative Farming Community Enterprise	65.12	0.00	1.68	66.80	97.48
Total	65.12	0.00	1.68	66.80	97.48
Note: At the audit date, the total area was lesser than the confirmation from RSPO secretariat from 85.20 ha					

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Ban Nadoem Oil Palm Collaborative Farming Community Enterprise	0	30.56	26.84	7.72	65.12	0.00
Total (ha)	0	30.56	26.84	7.72	65.12	0.00
Note: Only Mature area is considered as production area is 65.12 ha						

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not applicable for initial certification audit)	Actual (Not applicable for initial certification audit)		Forecast (March 2024 – Feb 2025)
		Previous license period (key in period covered)	Current license period (key in period covered)	
Ban Nadoem Oil Palm Collaborative Farming Community Enterprise	NA	NA	NA	985.00
Total	NA	NA		985.00
Note: <ul style="list-style-type: none">This is Initial certificateThis is Certify as MS A = 70%, Therefore the certified volumes claimable are as follows				
Product	Volume Projected (MT)			
	MSB (100%)	MSA (70%)	Eligibility (40%)	
FFB	1406.84	985.00	562.74	
CPO	281.37	197.00	112.55	
CPK	70.34	49.25	28.17	
CSPKO	31.65	22.16	12.67	
CSPKE	38.69	27.08	15.48	

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (NA)	Actual (NA)		Forecast (NA)
		Previous license period (NA)	Current license period (NA)	
NA		NA	NA	
Total		NA		
Note: This table is not applicable for ISH.				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (NA)	Actual (NA)		Forecast (NA)
		Previous license period (NA)	Current license period (NA)	

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NA	NA	NA	NA	NA
Total	NA	NA	NA	NA

Note: This table is not applicable for ISH.

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)
NA	NA	NA	NA	NA
TOTAL		NA	NA	NA

Note: This table is not applicable for ISH.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)

Estimated last year (NA)	Actual (NA)		Forecast (NA)
	Previous license period (NA)	Current license period (NA)	
FFB	FFB		FFB
NA	NA	NA	NA
	TOTAL	NA	
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
NA	NA	NA	NA
	TOTAL	NA	
PK (KER: %)	PK (KER: %)		PK (KER: %)
NA	NA	NA	NA
	TOTAL	NA	

Note: This table is not applicable for ISH.

10A. Monthly Records of Certified CPO & PK since the last audit

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
NA	NA	NA	NA
TOTAL		NA	NA

Note: This table is not applicable for ISH.

11. Summary of Actual Volume sold

Current License period (NA)				
	RSPO Certified	Other Schemes Certified	Conventional	Total

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		ISCC	Others		
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Previous License period (NA)					
CPO (MT)	NA	NA	NA	NA	NA
PK (MT)	NA	NA	NA	NA	NA
Credits	NA	NA	NA	NA	NA
Note: This table is not applicable for ISH.					

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)
NA	NA	NA	NA	NA
TOTAL			NA	NA
Note: This table is not applicable for ISH.				

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
NA	NA	NA	NA	NA
TOTAL			NA	NA
Note: This table is not applicable for ISH.				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
NA	NA	NA	NA
TOTAL		NA	NA
Note: This table is not applicable for ISH.			

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
NA	NA	NA	NA
TOTAL			NA

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Note: This table is not applicable for ISH.

12. Independent Smallholders Certified Tonnage (MT) / Volume

	Estimated last year (Not applicable for initial certification audit)			Actual (Not applicable for initial certification audit)			Forecast (March 2024 – Feb 2025)		
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	NA	NA		NA	NA		NA	197.00	
IS-CSPKO	NA	NA		NA	NA		NA	22.16	
IS-CSPKE	NA	NA		NA	NA		NA	27.08	
CSPK	NA	NA		NA	NA		NA	49.25	

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)
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

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 for initial certification audit)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Not applicable for initial certification audit)							
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)
N/A	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
Note: Not applicable for initial certification audit							

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 12 – 14 Dec 2023. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and stated in the BSI website on 3rd Nov 2023.

The approach to the audit was to treat the independent smallholders 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 off-site assessment was conducted on 16 Feb 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. Independent Smallholder Standard 2019 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 (MSA)	Year 2 (MSB)	Year 3 (ASA1)	Year 4 (ASA2)	Year 5 (ASA3)
Ban Nadoem Oil Palm Collaborative Farming Community Enterprise Group	X	X	X	X	X

Tentative Date of Next Visit: December 12, 2024 - December 14, 2024

Total Number of Mandays: 5.5

2.2 BSI Assessment Team

Name	Role	Competency
Mr. Supiwat Nentakong	Team Leader	<p>Education: Bachelor of Science (Fisheries) KASETSART University, Thailand in 1998..</p> <p>Work experience: He is oil palm plantation owner. Hence, he has more than 10 years' experience in working in the palm oil sector and more then 5 years working experience as RSPO P & C, RISH and SCC Auditor and 1 years working experience as RSPO Lead Auditor of P &C, RISH and SCC scheme before joining with BSI group.</p> <p>His knowledge in agriculture sector (oil palm) has been evaluated through interview and demonstrated by directly involved in managing oil palm belong to his family.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015 Lead auditor IRCA 14154 EMS, BS OHSAS 18001:2007 standard, CQI-IRCA Certified: PR356: OHSMS ISO 45001:2018 Lead Auditor Conversion Training Course, Thai Labour Standard TLS Lead auditor TLS 8001, SA8000 Basic auditor Course, ESEP Lead auditor course, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 and Endorsed RSPO SCCS Lead Auditor.</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental</p>

		<input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Ms. Jettana Insuwan (JI)	Team Member	<p>Education: Bachelor's degree of Environmental Ccience, Silpakorn University and Bachelor's degree of Occupational health and safety, Sukhothai thummathirat university</p> <p>Work Experience: She is an oil palm plantation owner and worked at Oil Palm Mill, including Group manager of the independent smallholder (ISH) Smothong Sustainable palm oil Production community enterprise and Sustainable palm oil production (Thachana-Chaiya) community enterprise. Hence, she has more than 5 years' experience working in the palm oil sector and more than 3 years of working experience as RSPO P & C, RISH, and SCC internal auditor before joining with BSI group. Her knowledge in the agriculture sector (oil palm) has been evaluated through interviews and demonstrated by being directly involved in managing oil palm belonging to her family.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019)</p> <p>Language proficiency: Fluent in Thai language and moderate in English.</p> <p>Aspect covered in this audit:</p> <p><input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Environmental</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p>Education:</p> <p>Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience:</p> <p>Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p>

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		Training attended: <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards: MS 2530:2013 part 1, 2 , 3 and 4 7. Problem Solving Technique: 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard: Global GAP, Euro GAP.
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Accompanying Persons:

Name	Role
NA	NA

2.3 Assessment Plan

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

Date	Time	Subjects	SWN	JNI	Auditor name
Tuesday, 12/Dec/2023	09:00-09:30	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc	√	√	
	09:30-12:00	Group Manager/Internal Control System <ul style="list-style-type: none"> • Review of members' profiles & key management documents • Document Audit: Public documents, SOPs, Policies, LUCA & RaCP, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc. 	√	√	
	09:30-12:00	Field visit at the 5 smallholders' plantations <ul style="list-style-type: none"> • Interview with smallholders • Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, PLU,etc. 	√	√	

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Date	Time	Subjects	SWN	JNI	Auditor name
	12:00-13:00	Lunch Break	✓	✓	
	13:00-17:30	Group Manager/Internal Control System <ul style="list-style-type: none"> • Review of members' profiles & key management documents • Document Audit: Public documents, SOPs, Policies, LUCA & RaCP, Internal audit, Production & traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc. 	✓	✓	
	13:00-17:30	Field visit at the 5 smallholders' plantations (continuously) <ul style="list-style-type: none"> • Interview with smallholders • Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	✓	✓	
	17:30-18:00	Interim closing briefing of Day 1	✓	✓	

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Date	Time	Subjects	SWN	JNI	Auditor name
Wednesday 13/Dec/2023	9:00-12:00	Stakeholders' consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.) <ul style="list-style-type: none"> Mr. Anek Phopphet / Representative of Chief Executive of Tha Ruea Subdistrict Administrative Organization (Phone No.: +66 82 421 7716) Mr. Sommai Sae Lim / President of Ban Tha Ruea Tai Fish cage farming Group (Phone No.: + 84 845 9588) Mr. Panuwat Rodpai / Head of village Moo 5, Tha Ruea Subdistrict, Tha Ruea district (Phone No.: +6685 793 9493) Mr. Arom Chuchan/ Head of village Moo 5, Saphawee Subdistrict Subdistrict, Tha Ruea district (Phone No.: +6685 793 9493) Miss Araya Saedan / Andaman Broker the purchase of the palm (Phone No.: +6691 559 5992) 	√	√	
	9:00-12:00	Group Manager: P1 to P4 Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	√	
	12:00-13:00	Lunch Break			
	13:00-17:30	Group Manager: P1 to P4 Group Manager/Internal Control System Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	√	√	

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Date	Time	Subjects	SWN	JNI	Auditor name
	17:30-18:00	Interim closing briefing of Day 2	✓	✓	
Thursday 14/Nov/2023	09:00-12:00 and 13:00-14:00	Group Manager: P1 to P4 Group Manager/Internal Control System (continuously) Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)	✓	✓	
	13:00-14:00	Prepared closing meeting	✓	✓	
	14:00-15:00	Closing meeting and end of Initial audit	✓	✓	
		Travel to AIRPORT	✓	✓	

NOTES:

List of sampled group Members:

No.	Member	Location			GPS Coordinates		Planted Area	Joining date (for ISH)
		Sub-district	District	Province	Latitude	Longitude		
1	Amphan Chawang (B)	Watprado	Ban Nadoe	Suratthani	8° 58' 46.1424" N	99° 19' 1.956" E	2.8	11/9/2563
2	Charuek Thipdet	Tharuea	Ban Nadoe	Suratthani	8° 56' 33.5832" N	99° 16' 13.0944" E	0.64	11/9/2563
3	AmonPromchiam	Subtawee	Ban Nadoe	Suratthani	8° 53' 8.4732" N	99° 11' 56.5368" E	1.43	11/9/2563

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4	Manapat Phetprasit	Tharuea	Ban Nadoem	Suratthani	8° 57' 32.8896" N	99° 16' 2.5284" E	2.3	11/9/2563
5	Papasri Chuaybangyeero	Subtawee	Ban Nadoem	Suratthani	8° 56' 33.3996" N	99° 14' 24.7668" E	4.33	11/9/2563

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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?	Not applicable	Not Applicable
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	Not applicable	Not Applicable
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.	Not applicable	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable	Not Applicable
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?	Not applicable	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not applicable	Not Applicable
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	Not applicable	Not Applicable
Un-Certified Units or Holdings		
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.	Not applicable	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable	Not Applicable
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.	Not applicable	Not Applicable

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Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not applicable	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not applicable	Not Applicable
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.	Not applicable	Not Applicable
Are there any Critical (Major) non-compliance 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?	Not applicable	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable	Not Applicable

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? 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.	Not applicable	Not Applicable

Approved Time Bound Plan

Not applicable

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 Three (2) Critical; 0 Minor nonconformities and (0) Opportunity For Improvement raised. The Ban na doem oil palm collaborative farming community enterprise Group 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 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 #	2432389-202312-M1	Issued Date	14 Dec 2023
Due Date	13 Dec 2024	Closure Date	16 Feb 2024
Indicator & Category (Critical / Minor)	Criteria 3.1 Eligibility / Critical		
Statement of Nonconformity:	Not found information on the number of workers, type of workers and what they do (harvest, picking loose fruit, weeding, etc.). Indicate the number of female and male workers, workers with families,		
Requirement Reference:	Criteria 3.1 Eligibility Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).		
Objective Evidence:	<p>From onsite assessment and interviews with group members found that the members who were selected for the audit has no information related to the foreign workers worked in the plantation, such as</p> <ul style="list-style-type: none"> - The origin of the labor = (Family or hired labor) - Type of labor (harvest Picking up fallen fruit weed control, etc.) - Gender of workers (male, female, etc.) - Including not communicating the process for accessing complaints of workers working in the plantation. 		
Corrections:	<ul style="list-style-type: none"> - Training & awareness to relevant smallholders on requirements for labour laws. - Survey list of Interested parties have been updated with the workers who work in the plantation and communicating the process for accessing complaints of Interested parties. 		
Root Cause Analysis:	Lack of understanding of the requirements for information on the source of labour on the farm, including family of the audit.		
Corrective Actions:	<ul style="list-style-type: none"> - Training to site smallholders on data required for the compilation of labour laws. - Quarterly review of annual training plan (planned vs done) by Sustainability Manager Group. Results of review shall be discussed with 		

	the relevant Interested parties and actions communicating the process for accessing complaints of Interested parties.
Assessment Conclusion:	<p>Audit team made verification to sampled smallholders 2024:</p> <ul style="list-style-type: none"> - Training Program of 2024, that has included smallholders training (including Interested parties) - Training records for smallholders on requirements for labour laws., company's policy) on 08 Feb 2024 and update list of Interested parties have been update with the workers to work in the plantation and communicating the process for accessing complaints of Interested parties. - Based on field observation and interview with suspended smallholder (Mr. Sanai), he has been given trainings related RSPO requirements. He has understood the oil palm best practices, requirements for labour laws mechanism of communicating the process. <p>Audit team verified the training/field day attendance for smallholder. Based on verification of correction, root cause analysis, and corrective actions, this non-conformity has been complied and closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

NCR Ref #	2432389-202312-M2	Issued Date	14 Dec 2023
Due Date	13 March 2024	Closure Date	16 Feb 2024
Indicator & Category (Critical / Minor)	ICS B.1.1 Milestone A / Critical		
Statement of Nonconformity:	Internal audit for the group manager has not yet reflected on the problems encountered.		
Requirement Reference:	B.1.1 Milestone A: The ICS is implemented, and an internal audit is conducted for at least half of the group members and all audit findings are closed		
Objective Evidence:	From verifying the ICS record of group manager and all members from date 11 Aug 2023, found the checklist of all members was not cover business plan review and no action of 3 NC issues from the assessment of group members and managers and the ICS resulting of group manager was not cover to check whether the group's production monitoring process to be consistent with what was specified in the manual.		
Corrections:	<p>Re-conduct ICS for all Plantation operations FFB product in detail and align with the Checklist and all relevant SOPs, procedures & processes within the plantation operations and business plans.</p> <p>Complete training/awareness session on ICS for all Plantation operations FFB product in detail and align with the update checklist and all relevant SOPs, procedures & processes within the plantation operations and business plans.</p>		

Root Cause Analysis:	Those responsible for internal auditing and group manager auditors is still a lack of knowledge and understanding about internal auditing for Group Managers that must bring requirements and indicators for monitoring.
Corrective Actions:	<ul style="list-style-type: none"> - Regular ICS meetings and the Ban Nadoem Oil Palm Collaborative Farming Community Enterprise chairperson to discuss consistency and problems with registration by members. Series of briefing and meeting evaluation between ICS and Ban Nadoem Oil Palm Collaborative Farming Community Enterprise chairperson has been carried out since 12-13 Feb 2024. - Improving the ICS recording system in Ban Na Doem Oil Palm Collaborative Farming Community Enterprise FFB traceability SOP, where members of farmer groups are required to report their activities to the Ban Na Doem Oil Palm Collaborative Farming Community Enterprise management. The Ban Na Doem Oil Palm Collaborative Farming Community Enterprise management then records the results of production Business plan and collects notes of FFB sales transactions from members. Furthermore, Ban Na Doem Oil Palm Collaborative Farming Community Enterprise ICS reports the results of the recapitulation to the manager. SOP has been revised as per "SOP Ban Na Doem Oil Palm Collaborative Farming Community Enterprise Rev.1 dated 12 Feb 2024.
Assessment Conclusion:	Audit team checked on Smallholder data. Based on field visit, interview with smallholder member and document verification as above, confirmed that The Ban Na Doem Oil Palm Collaborative Farming Community Enterprise has implementing correction and corrective action with satisfactory dan effectively. Effectiveness of corrective action taken will be further verified in the next assessment.

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
	Retrieval of relevant documents was efficient.
	Group members have a good understanding the intention of sustainability standard.

3.3.1 Status of Nonconformities Previously Identified and Observations

Not applicable, according to this is an initial audit

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2432389-202312-M1	Critical	Criteria3.1 Eligibility	14 Dec 2023	16 Feb 2024
2432389-202312-M2	Critical	ICSB.1.1 Milestone A	14 Dec 2023	16 Feb 2024

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 Ban na doem oil palm collaborative farming community enterprise Group 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 ISH standard 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)
Governmental Department	Mr. Anek Phopphet / Representative of Chief Executive of Tha Ruea Subdistrict Administrative Organization (Phone No.: +66 82 421 7716)	face to face interview
Communities	Mr. Panuwat Rodpai / Head of village Moo 5, Tha Ruea Subdistrict, Tha Ruea district (Phone No.: +6685 793 9493)	face to face interview
Communities	Mr. Arom Chuchan/ Head of village Moo 5, Sapthawee Subdistrict Subdistrict, Tha Ruea district (Phone No.: +6685 793 9493)	Phone interview
External	Mr. Sommai Sae Lim / President of Ban Tha Ruea Tai Fish cage farming Group (Phone No.: + 84 845 9588)	face to face interview
External	Miss Araya Saedan / intermediaries purchase of the palm (Phone No.: +6691 559 5992)	face to face interview

Stakeholders comment	
1	Feedback: Representative of Chief Executive of Tha Ruea Subdistrict Administrative Organization <ul style="list-style-type: none"> No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation.

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	<ul style="list-style-type: none"> For the last 2 years, there is no complaints issue from Government. The group regularly assists social and local communities with CSR projects such as Increase the area to plant trees
	Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from Government
2	Feedback: Head of village of Moo 5, Tha Ruea subdistrict <ul style="list-style-type: none"> No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation. The group committee regularly participates the meeting with the community. That is a good chance to receive comments from the local people. Activities performed by the group is responsible for environment and social, there was no negative impact.
	Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from local community
3	Feedback: Head of village Moo 5, Saphawee Sub district, <ul style="list-style-type: none"> No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation. The group committee regularly participates the meeting with the community. That is a good chance to receive comments from the local people. Activities performed by the group is responsible for environment and social, there was no negative impact.
	Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from local community
4	Feedback: intermediaries of Palm Fruit Purchasing <ul style="list-style-type: none"> Communication and coordination with understand and aware on labour, wage and benefit, working condition and safety, social and environment issue covering, child labour, waste management, environmental protection (watercourse, soil, RTE, HCV), working details and condition, the procedure for grievance and complaint, etc.. The group committee regularly participates the meeting with the community. That is a good Activities performed by the group is responsible for environment and social, there was no negative impact
	Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up
5	Feedback: President of Ban Tha Ruea Tai Fish cage farming . <ul style="list-style-type: none"> They were informed by group members and group manager to understand and aware on labour, wage and benefit, working condition and safety, social and environment issue covering, child labour, waste management, environmental protection (watercourse, soil, RTE, HCV), working details and condition, the procedure for grievance and complaint, etc. Activities performed by the group is responsible for environment and social, there was no negative impact

	Audit Team verification and response: <ul style="list-style-type: none"> • Positive feedback not required to follow-up • Verified the Training record were implemented

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
Amphan Chawang/ BND-ST-001	Since 1993	6.876	Yes	Yes	Transfer to inheritance with Father about 30 year
Charuek Thipdet / BND-ST-002	Since 1998	3.4312	Yes	Yes	Transfer to inheritance with Father about 25 year
Amon Promchiam / BND-ST-005	Since 1993	4.9072	Yes	Yes	Transfer to inheritance with Father about 30 year
Manapat Phetprasit / BND-ST-015	Since 1993	0.7912	Yes	Yes	Transfer to inheritance with mother about 30 year
Papasri Chuaybangyeero/ BND-ST-016	Since 1993	11.36	Yes	Yes	Transfer to inheritance with Father about 30 year


Previous landowner / user comment	
All	<p>Feedback:</p> <ul style="list-style-type: none"> • The process of transferring land ownership was carried out well, there is no coercion and problems related to land. • The transfer of land ownership can be proven by the issuance of a land sale and purchase receipt, which will then be processed at the Land Department Office to issue land title deed. So far, there is no conflict or grievance have occurred after the land sale and purchase process was carried out <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • The process of transferring land ownership rights (land sale and purchase) has not experienced problems or conflicts, either internal or external. • The right as a member of Ban na doem oil palm collaborative farming community enterprise Group will be processed freely and voluntarily for the new • landowner. The rights of the new landowner (as a member of Ban na doem oil palm collaborative farming community enterprise Group) will be communicated according to established procedures. <p>Audit Team Findings: Coordination and the process of transferring land ownership is carried out well and is maintained properly.</p>

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Ban na doem oil palm collaborative farming community enterprise Group has complied with the Independent Smallholder Standard 2019 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 Ban na doem oil palm collaborative farming community enterprise Group is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mr. Supiwat Nentakong	Name: Mr. Charuek Thipdet
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: Ban na doem oil palm collaborative farming community enterprise
Title: Team Leader	Title: Group Manager
Signature: <i>Supiwat Nentakong</i>	Signature: 
Date: 16 Feb 2024	Date: 16 Feb 2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.			
Criteria 1.1: Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.			
Eligibility	E Legally registered entities have documented evidence to include: <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance. 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>The documentation available to prove the legal identity of the group is registration to community enterprise in the name Ban na doem oil palm collaborative farming community enterprise Group which had to registered since on 9 April 2021 and lasted re-registered to the government (Ban na doem District Agricultural Extension Office Suratthani Province on 3 Jan 2023 (In period Jan - Dec 2023). As required by Thai law, the group must re-register with the Ban na-doem District Agricultural Office on an annual basis to update the change, particularly the list of group members. According to the list of group members attached to this license, there are a total of 31 group members which is in conflict with the group database.</p> <p>The address is no. Moo.3, Tharuea Sub-District, Donsak District, Ban Nadoem District, Suratthani Province, 84240 had registered as the Community Enterprise under the Community Enterprise Act B. E. 2648(2005), no. Tor Wor Chor 2 no. 5-84-13-02/1-0013 issues on date 9 April 2021. Latest approval on the update was done on 3 Jan 2023 whilst due date is Dec 2023.</p> <p>Decision making and governance made fair and transparent via annual meeting with all members. Reference the Meeting report dated 9 August 2023</p> <p>Subject: Group member dividend conditions Ban na doem oil palm collaborative farming community enterprise members about dividends once a year to all members with the following conditions:</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>1. Become a certified member.</p> <p>2. Guidelines for recording production data in the application i-PALM, method of calculation for member's productivity and informed about group management fee to be collected</p> <p>3. There are complete and continuous records in the activity book.</p> <p>Send a notebook to the group every 3 months.</p> <p>The first round of dividends: When the group has been certified.</p> <p>Dividend payments will be approved by the board of directors and the dividend payment date will be determined. All members receive the same amount.</p> <p>Calculation of regular dividends:</p> <p>>Dividends income two part by</p> <ul style="list-style-type: none"> - 60% use for group cost management - 40% use for payment to all member <p>However, because this is initial audit, the group had only made only the guidance for the members.</p> <p>Sampling the signed declaration letter, acceptance form to be the member of Ban na doem oil palm collaborative farming community enterprise</p> <p>Smallholders and agreed for example:</p>	

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Criterion / Indicator		Assessment Findings						Compliance
		member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	
		BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
Milestone A	Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.	<p>Ban na doem oil palm collaborative farming community enterprise Smallholders Group has established an internal audit implementation mechanism and ICS team based on the Sustainable group manual, issued on February 4, 2022, on page no. 17-21. The original resources are managed based on the Organizational Structure of the Independent Oil Palm Farmer Ban na- doem Group based on the Group Manager (Mr Charuek Thipdet), dated 25 Mar 2021, reviewed and approved on 9 Aug 2023 by all members. The ICS is implemented, and an annual internal audit of the group is conducted for all group. members all audit findings are resolved according to the ICS plan, which meets all the ICS Eligibility and MS A requirements. The ICS manual included criteria for expulsion and sanctions for members who failed to comply with group requirements; resigned, the land changed owner, and the group manager and committee resolved to withdraw. from membership due to the violation of the group regulations. The training plan on oil palm pricing mechanisms, financial management, and best practices for all members, lasted completed. training via the annual meeting on 9 Aug 2023 for 31 members. Training topics as planned included RISS standards, Internal control.</p>						Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>system, legal compliance, Social, environmental, group activities, and others that may affect the group, trained by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager).</p> <p>Sampling training record as: interviewed and training record reviewed.</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphan Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), <p>They have the competence to conduct the training as well.</p>	
Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> • Fair and transparent decision-making and governance • Sustainable financial management 	Not applicable	Not Applicable
Criteria 1.2: Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable
Milestone A	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	<p>Ban na doem oil palm collaborative farming community enterprise Group has held trainings related to palm oil business. The trainings have been conducted in several sessions since preparation of RSPO certification until this:</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Training on GAP, BMPs, SOPs, and RSPO requirement, SEIA, Health & safety, chemical handling (agrochemical), Prevention and Handling of Forest on 31 May 2022, on 9 Aug 2023, 31 May 2022 and 29 Sep 2022 respectively. • Training and socialization for Palm Oil Replanting for Smallholder, worker welfare, Updating SOP, RSPO Independent Smallholder Standard 2019, Determination of FFB Prices based on FFB quality, financial management, member registration, socialization of RSPO premium sharing credit, appeal for prohibition of burning land and prohibition of using paraquat. Presented by the staff of the Group on 9 Aug 2023 with 31 participants. Dissemination of the material through document file of RSPO Introduction and Implementation given to all smallholders. Awareness training of general RSPO ISH standard has been conducted at Orientation program 24 Nov 2021 	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	Not applicable	Not Applicable
Criteria 1.3 Smallholders implement good agricultural practices (GAP) on their farms.			
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	There was an annual training plan established for all the group members. According to training registered, they were training of 33 existing member each topic such as Training chemical handling (agrochemical), Prevention and Handling of Forest and Land Fires by the Fertilizer, IPM, GAP, BMP, HCV, IPM and human right, Pesticide Commission team, which was held on 31 May 2022, on 9 Aug 2023, 31 May 2022 and 29 Sep 2022 respectively with 31 participants by Group manager and RSPO group partners, all trainer has a competence of each topic to training. Smallholders' declaration form states the commitment toward implementing good agricultural	Complied

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Criterion / Indicator		Assessment Findings	Compliance																																				
		<p>practices on their farms and is signed by the members. Currently, there are 31 members joined for Ban na doem oil palm collaborative farming community enterprise Group. Refer to document of, for example member as follow:</p> <table><tr><th>member ID</th><th>name</th><th>Joining date</th><th>orientation</th><th>Signed agreement</th><th>signed the declaration letter</th></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table>	member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
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BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020																																		
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>From verified the training plan of Y2020 and 2023, interviewed members sample found the group provide training as follows: Training on GAP, Integrated Pest Management (IPM), HCV Management, Management of Hazardous and Toxic Materials and Occupational Accident, Health Training and Weed Control conducted at Ban na doem Group on 31 May 2022, on 9 Aug 2023, 31 May 2022 and 29 Sep 2022 respectively.</p> <p>Sampling training record as: interviewed and training record reviewed.</p> <ul style="list-style-type: none">• Member ID BND-ST-002 (Mrs. Amphan Chawang),• Member ID BND-ST-005 (Mr Charuek Thipdet• Member ID BND-ST-001 (Mrs. Amon Promchiam• Member ID BND-ST-015 (Mrs Manapat Phetprasit• Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), <p>They have the competence to conduct the training as well.</p>	Complied																																				

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Criterion / Indicator		Assessment Findings	Compliance
Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	Not applicable	Not Applicable
Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities' rights			
Criteria 2.1: Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).	<p>On site auditor from a verification the data sheet of group members, the database of group member in the excel file are made available to the audit team. The group manager has maintained and updated the database.</p> <p>The data consists of a list of member codes, planting plots, planting areas, GPS coordinates, years of planting, etc. including the LUCA status. An information using a shapefile to compare the land for confirming the consistency. Moreover, the group was developing an application for gathering the data of the members to help to collecting and using of the data.</p> <p>The group manager maintains a list of the members, including the coordinates. The group manager obtained the coordinate from the member to prove the land's ownership.</p> <p>Comparing the information between the shapefile and the ownership to use the land document. Verified the accuracy between onsite assessment and found land right document from the 31 sample members for example:</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphan Chawang), joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Member ID BND-ST-005 (Mr Charuek Thipdet , joining date 09 Nov 2020, signed agreement on 29 Dec 2020and Signed Smallholder Declaration letter on 29 Dec 2020 Member ID BND-ST-001 (Mrs. Amon Promchiam, joining date 09 Nov 2020, signed agreement on 29 Dec 2020and Signed Smallholder Declaration letter on 29 Dec 2020 Member ID BND-ST-015 (Mrs Manapat Phetprasit joining date 09 Nov 2020, signed agreement on 29 Dec 2020and Signed Smallholder Declaration letter on 29 Dec 2022 Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero joining date 09 Nov 2020, signed agreement on 29 Dec 2020and Signed Smallholder Declaration letter on 29 Dec 2020 <p>They can demonstrate the document to prove their land and all document issue by Department of land Thailand and the government approved (permit).</p>	
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Based on the onsite assessment, most of the members have developed the land far earlier before joining RSPO certification under this group. Therefore, there is no FPIC process conducted at this point at that time. All individual members have the full right to use the land for oil palm cultivation under land deeds and licenses from the governmental authorities, such as the Department of Land, Agricultural Land Reform Office of Ministry of Agriculture and Cooperatives.</p> <p>The group can demonstrate the list of members based on the document List of Members Ban na doem oil palm collaborative farming community enterprise maintained by Mr. Charuek Thipdet the Group Manager, including the document stating land ownership rights or land. Sampling the group members during the onsite assessment on</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>hold land deeds or land-use rights issued by the Department of Land as following:</p> <ul style="list-style-type: none"> Member ID BND-ST-002 (Mrs. Amphan Chawang), joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 Sor title land deed no. 13392. Member ID BND-ST-005 (Mr Charuek Thipdet , joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 title land deed no. 48132. Member ID BND-ST-001 (Mrs. Amon Promchiam, joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 title land deed no. 12843. Member ID BND-ST-015 (Mrs Manapat Phetprasit joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2022 land deed no. 12486. Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 title land deed no. 5181. 	
Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Not applicable	Not Applicable
Criteria 2.2: Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	The group members can show evidence about how long they started owning the land. The details of the time for owning the land were found on the back of land indeed and founded another detail such as	Complied

Criterion / Indicator		Assessment Findings	Compliance
		<p>Landowner name, the started period of holding the land, Grant Number/Land Title Details, Date of Transfer and the previous landowner's name. All members never acquire land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.</p> <p>Based on the result of the interviews, it was confirmed that there are no problems with other users' legal rights and customer rights. Therefore, the participatory mapping with involved parties is not applicable. Verifying the evidence from the land and interviewing found mostly land obtained bypassed down from ancestors. The group has existing members 31 members with a total of 37 plots. The land is a private ownership area that has been completed with a title of ownership. Ownership rights are obtained from the Department of Land.</p>	
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>The group members can show evidence about how long they started owning the land. The details of the time for owning the land were found on the back of land indeed and founded another detail such as Landowner name, the started period of holding the land, Grant Number/Land Title Details, Date of Transfer and the previous landowner's name. All members never acquire land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.</p> <p>Based on the result of the interviews, it was confirmed that there are no problems with other users' legal rights and customer rights. Therefore, the participatory mapping with involved parties is not applicable. Verifying the evidence from the land and interviewing found mostly land obtained bypassed down from ancestors. The group has existing members 31 members with a total of 37 plots. The land is a private ownership area that has been completed with a title of</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		ownership. Ownership rights are obtained from the Department of Land.	
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	Not applicable	Not Applicable
Criteria 2.3: The right to use the land is not disputed by indigenous peoples, local communities or other users			
Eligibility	Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).	<p>Each member under Ban na doem oil palm collaborative farming community enterprise has signed smallholder's declaration dated 29 Dec 2020. Those declaration letter (point number 5 and 10) stated the commitment to:</p> <ul style="list-style-type: none"> Do not expand the land or acquire land from indigenous peoples, local communities or other users without their FPIC based on a simple FPIC approach. Resolve all existing disputes with a mechanism that has been regulated in the Ban na doem oil palm collaborative farming community enterprise and the RSPO. <p>For instance, members signed the smallholder's declaration letter respectively from the joining date as follows:</p> <ul style="list-style-type: none"> Member ID BND-ST-002 (Mrs. Amphan Chaweng), joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 Member ID BND-ST-005 (Mr Charuek Thipdet , joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 Member ID BND-ST-001 (Mrs. Amon Promchiam, joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Member ID BND-ST-015 (Mrs Manapat Phetprasit joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2022) Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero joining date 09 Nov 2020, signed agreement on 29 Dec 2020 and Signed Smallholder Declaration letter on 29 Dec 2020) 	
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Interviewed with the sampled ISH members found that no land dispute cases reported. The land title detailing the type of ownership freehold/leasehold and right to use the land was clearly stated. Demarcation of the boundary of land was sighted during field visit such as boundary stone and markers. Other physical demarcation such as trenches, or frond staking was sighted along the boundary. The group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities. Moreover, from stakeholder consultation, not found disputes among indigenous peoples, local communities, or other users.	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Not applicable	Not Applicable
Criteria 2.4: Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			

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Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Based on the document review and interviewed during the audit found all plots of group members are located outside of areas classified as national parks or protected areas as defined by national, regional, or local law or as specified in National Interpretation. Verified the lasted Land Use Change Analysis report on 24 August 2023; no smallholder plots are located under area classified as national park, there are environmental remediation areas are 0.97 ha (riparian buffer zone), that they treat the riparian zone has managed to comply with the requirement as well. This year haven't been the new member and have not submitted the LUCA analysis.	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Based on the document review and interviewed during the audit found all plots of group members are located outside of areas classified as national parks or protected areas as defined by national, regional, or local law or as specified in National Interpretation. Verified the lasted Land Use Change Analysis report on 21st December 2022; no smallholder plots are located under area classified as national park, there are environmental remediation areas are 0.97 ha (riparian buffer zone), that they treat the riparian zone has managed to comply with the requirement as well. This year haven't been the new member and have not submitted the LUCA analysis.	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Not applicable	Not Applicable
Criteria 2.5: For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without	The group has no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration	Complied

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	their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).	committed not to clear or acquire land from indigenous people, local communities, or other users. The group no plans for new oil palm planting/development of new areas.	
Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach.	<p>The group has no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration committed not to clear or acquire land from indigenous people, local communities, or other users. The group has no plans for new oil palm planting/development of new areas.</p> <p>Even though neither any new planting has been conducted nor plan to conduct new planting, the smallholders have been given simplified FPIC approach training as a preventive action of land learing/acquisition with no FPIC. The simplified FPIC approach training has been refreshed for all members was trained on 09 Dec 2023 by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager)</p> <p>Sampled members and casual worker interviewed and training record reviewed.</p> <ul style="list-style-type: none"> Member ID BND-ST-002 (Mrs. Amphan Chawang), Member ID BND-ST-005 (Mr Charuek Thipdet Member ID BND-ST-001 (Mrs. Amon Promchiam Member ID BND-ST-015 (Mrs Manapat Phetprasit Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), <p>They have the competence to conduct the training as well.</p>	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities	Not applicable	Not Applicable

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Criterion / Indicator		Assessment Findings	Compliance																																				
	and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.																																						
Principle 3: Respect human rights, including workers’ rights and conditions																																							
Safeguard human rights and protect workers’ rights, ensuring safe and decent working conditions																																							
Criteria 3.1: There is no use of forced labour.																																							
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>The group already established Policy and the information as prohibited forced labour Discrimination, and Trafficking to ensure that any use of forced labour on the farm is terminated. The policy was state on page no. 2 of 21 of Sustainable group manual, issued on February 04, 2022, that also include related source of worker, gender, type of activity, etc. Based on an interview with Group committee and sampling members, they provide information on the source of labour on the farm, including family, contract and hired labour requirements found that they were able to show a signed declaration regarding not using workers from forced labor practices and that the casual worker conducts the job voluntarily. Sampling signed declaration by members as follows:</p> <table><tr><th>member ID</th><th>name</th><th>Joining date</th><th>orientation</th><th>Signed agreement</th><th>signed the declaration letter</th></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table>	member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	Non-compliance
member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter																																		
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		<p>However, from onsite assessment and interviews with group members found the members is no information on detailed documents related to the foreign workers to work in the plantation, such as - the origin of the labor. (Family or hired labor)</p> <ul style="list-style-type: none"> - Type of labor (harvest Picking up fallen fruit weed control, etc.) - Gender of workers (male, female, etc.) - Including not communicating the process for accessing complaints of workers working in the plantation. 	
Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has provided refresh training to all members and their casual workers (Harvesters, fertilizers and sprayers) on 09 Aug 2023 was attended by 31 members. The material provided at the training includes:</p> <p>RSPO requirement</p> <ul style="list-style-type: none"> • Prohibition of Discrimination, Forced Labor and Trafficking. • Prohibition of employing minors and prohibition of Using Child labor. • Prohibited of Retention of identity documents including but not limited to passports, Payment of recruitment fees by workers. • Contract substitution, Involuntary overtime, Lack of freedom of workers to resign, Penalty for termination of employment, Debt bondage, Withholding of wages. • Manpower socialization, including workers' rights, work contracts, standardization of wages, working overtime, termination of employment in accordance with applicable laws and regulations. 	Complied

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Milestone B	Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.	Not applicable	Not Applicable
Criteria 3.2: Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children's rights to education is unrestricted and respected. <p>(Refer to appendix 1).</p>	<p>Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has a policy regarding the prohibition of Child labor, the policy was state at page no. 2 of Sustainable group manual, issued on February 4, 2022:</p> <ol style="list-style-type: none"> 1. For Group members not to employ children under 18 years of age. 2. And for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit. <p>All members signed group commitment and declaration to commit to not use child labour since on registered and orientation. The policy is also stated in the member recorded book Moreover. Verify the casual worker registered found age was over 18 years.</p>	Complied
Milestone A	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has a policy regarding the prohibition of Child labor, the policy was state at page no. 2 of 21 of Sustainable group manual, issued on February 4, 2022</p> <ol style="list-style-type: none"> 1. For Group members not to employ children under 18 years of age. 2. And for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit. <p>Signed declaration to commit to not use child labour announcement issued 29 Dec 2020. The policy is also stated in the member recorded</p>	Complied

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		<p>book. Moreover, verification the casual worker registered found age was over 18 years.</p> <p>Based on field visits to harvest activities in the plot of Member ID BND ST-016 (Mrs Papasri Chuaybangyeero), and the harvester, it was proven that there were no workers under 18 years of age. Based on the list of workers, also include personal identity (ID Card number) to see the age of the worker. The youngest age on the list is - date of birth 12 Jan 2005 (18 year and 8-month years old) and working from Mar 2023.</p>	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	Not applicable	Not Applicable
Criteria 3.3: Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	The group was able to show a signed declaration regarding providing workers' wages in accordance with the minimum requirements in applicable laws and the Thai Labor Protection Act BE 2541 announced on 1 Oct 2022. Minimum wage at Krabi province and Suratthani Province is 340 baht/day.	Complied

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		<p>Based on document of Logbook and weighing Billing record in accordance with the type of work they do:</p> <ul style="list-style-type: none"> • Harvest work of 700-1000 Baht per ton, including transportation to factory • Pruning work on average 15-30 baht per tree • fertilization work of 50 baht per bag • Spraying work of 150 baht per liter. • Weed control by manual (using machinery) of 10 baht per tree 	
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	<p>At the time of this audit conducted a document (Record payment / receipt) verification, based on the verification of harvesters' wages/pay record for the period of Jan- Apr 2023 such as</p> <ul style="list-style-type: none"> • Record payment of wages on: 30 Aug 2023 • On behalf of: Mr. Wanchai P. <p>Plot owner/Farmer: Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero)</p> <ul style="list-style-type: none"> • Type of Work: harvesting • Total Weight: 4.320 MT • Wages received by workers: 3,240 Baht (750 baht/MT including transportation) for harvesting is 2,160 baht/4 worker (540 baht/person/day) <p>The payment of harvest wages is by the verbal contract agreement in harvester's employment and also has not been identified as discrimination against workers both men and women. Based on the harvester's wage payment record above, Farmers provides worker's wages above the Minimum wage. During the field assessment interviews were conducted with Casual workers members and verified</p>	Complied

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		the record that the payment had been made fairly and no discrimination.																																					
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	Not applicable	Not Applicable																																				
Criteria 3.4: Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.																																							
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	<div>The group member signed a declaration to respect worker’s rights to file a complaint/grievance. Verified the sampling member who signed a declaration to commit that respect the rights of workers to file a complaint such as members.</div> <table><tr><th>member ID</th><th>name</th><th>Joining date</th><th>orientation</th><th>Signed agreement</th><th>signed the declaration letter</th></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table>	member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	Complied
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Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>All of members and casual workers of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise have complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance, on 09 Aug 2023 for all members were provided on 09 Aug 2023 orientation training by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager)</p> <p>Sampled members and casual worker interviewed and training record reviewed.</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphan Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), were trained and understood. 	Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Not applicable	Not Applicable
Criteria 3.5: Working conditions and facilities are safe and meet minimum legal requirements.			
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	The group members signed a declaration to provide safe working conditions and facilities for the workers. The group established the Occupational health and safety stated on Ban Nadoem Oil Palm Collaborative Farming Community Enterprise Sustainable Manual Issued 25 Aug 2023. Smallholder members have signed the statement to provide PPE for permanent workers.	Complied

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		However, all members had only casual workers and they been prepared by themself. The matrix PPE is the guide for workers when they are working in oil Palm plot plants such as Harvesters and chemical sprayers should be wearing Safety helmets, Safety boots, and Safety glasses, spraying workers should be wearing aprons, Chemical masks, Rubber Hand gloves, Safety Glasses.	
Milestone A	Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them	<p>All of members, casual workers, and family members of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise have completed training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them. The latest training for all members via orientation training and on 09 Aug 2023 by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager)</p> <p>Based on sampling members and casual worker to interviewed and training record such as</p> <ul style="list-style-type: none"> Member ID BND-ST-002 (Mrs. Amphan Chawang), Member ID BND-ST-005 (Mr Charuek Thipdet Member ID BND-ST-001 (Mrs. Amon Promchiam Member ID BND-ST-015 (Mrs Manapat Phetprasit Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero) Casual worker name Mr. Maitree K. Harvestingthey were trained and understood. 	Complied
Milestone B	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> Safe and adequate housing, where applicable, 	Not Applicable	Not Applicable

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	<ul style="list-style-type: none">• Access to basic first aid supplies• Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work.• Adequate drinking water• Access to toilets																																											
Criteria 3.6: There is no discrimination, harassment, or abuse on the farm.																																												
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).	<div>All the group member signed a declaration to commit to no discrimination, harassment or abuse on the farm. Verified the sampling member who signed a declaration letter such as members.</div> <table><tr><td>member ID</td><td>name</td><td>Joining date</td><td>orientation</td><td>Signed agreement</td><td>signed the declaration letter</td></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table>						member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	Complied
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Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	All of members and casual workers of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise have completed training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace follows training program. The latest training for all members via orientation training and on 09 Aug 2023. By Mrs.						Complied																																				

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		<p>Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager)</p> <p>Based on sampled members and casual worker interviewed and training record</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphan Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero) • Casual worker name Mr. Maitree K. Harvestingthey were trained and understood. <p>There is no practices of discrimination, harassment and abuse on workplace.</p>	
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	Not Applicable	Not Applicable

Principle 4: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

Preamble

High Conservation Value (HCVs) and High Carbon Stock (HCS) forests

This Independent Smallholder Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices which also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting (see here).

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<p>Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.</p> <p>In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.</p> <p>Remediation and Compensation Procedure (RaCP)</p> <p>Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.</p> <p>The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.</p>		<p>Criteria 4.1: High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.</p>	
Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	Smallholder members have signed the statement letter "Members Ban Nadoem Oil Palm Collaborative Farming Community Enterprise (BND)," which stated at point D item 12, "Protect HCVs and HCS forests through the approach of the precautionary practice." Ban Nadoem Oil Palm Collaborative Farming Community Enterprise commits to protecting the HCV area and maintaining the HCV area. HCV assessment has been conducted since 21st December 2022. Last monitoring on 21st December 2022 by RSPO for new smallholder members could demonstrate the group member's signature to commit to no new planting or expansion of existing farms in primary forests, HCV areas, HCS forests, and riparian areas, or on the steep slope. From Interviewing, the group representative understood HCV areas and HCS forests' basic concepts.	Complied

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		<p>Sampling the declaration from the group member found the sampling group member has signed the declaration that commits to protecting the HCV areas and HCS forests. For example,</p> <table><tr><th>member ID</th><th>name</th><th>Joining date</th><th>orientation</th><th>Signed agreement</th><th>signed the declaration letter</th></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table> <p>Report of HCV assessment dated 21st December 2022 is available. Based on HCV and HCS identification, no forest is identified, and an area with high carbon stock at the smallholder plot. No smallholder area was planted with oil palm within prohibited areas (riparian area and steep slope). Thus, total area needs to be remediated is 0 ha.</p>	member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
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Milestone A	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none">• The importance of maintaining and conserving HCVs and HCS forests• Human-wildlife conflict; and• Rare, threatened and endangered species and important ecosystems.	<p>The group trained on HCVs and HCS practices approach and conserving HCVs and HCS forests, rare, threatened, and endangered species and essential ecosystems on 09 August 2023 for member by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager) training conducted on 09 Aug 2023 . Evidence of training can be demonstrated during the audit.</p>	Complied																																				

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		<p>The training was held at the Community Hall, Village No 3,. Training attended by 31 smallholder members.</p> <p>During field visits to the smallholders' plots and interview with smallholder members, they confirmed that they have followed the trained-on HCV.</p> <p>From verified the training record of all members (31) found the group manager provided training on 09 Aug 2023 such as</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphan Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), <p>The training content covered the topics listed in the indicator, such as the importance of maintaining and conserving HCVs and HCS forests, human-wildlife conflict, and mitigation efforts, and RTE species and essential ecosystems. Etc. by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer),</p> <p>and Mr Charuek Thipdet (Group Manager the team of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise, was verifying the evidence of the training record is maintained.</p>	
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	Not Applicable	Not Applicable
Criteria 4.2: Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).			

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Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	<p>Ban Nadoem Oil Palm Collaborative Farming Community Enterprise commits to protecting the HCV area and maintaining the HCV area. HCV assessment has been conducted since 21 Dec 2022 by Ban Nadoem Oil Palm Collaborative Farming Community Enterprise for all smallholder members.</p> <p>During the evaluation, smallholder members provided information on all smallholder plots converted and planted with oil palm after 2005. Report of HCV assessment was available in Ban Nadoem Oil Palm Collaborative Farming Community Enterprise" dated 21 Dec 2022. According to the HCV assessment, no HCV area non-RTE species is identified in the smallholder plot. Based on HCV and HCS identification, no forest is recognized, and an area with high carbon stock at the smallholder plot.</p> <p>The group manager has identified the riparian buffer zone and confirmed that there was a riparian buffer zone identified.</p>	Complied
Milestone A	Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>Based on the latest Land Use Change Analysis report dated 21st December 2022 some recommendations from LUCA are indicated. Based on communication 09 Aug 2023, the group reconfirm the hectareage/total size of land, the planting month and year. The interim FCL of independent smallholders under Ban Nadoem Oil Palm Collaborative Farming Community Enterprise Thailand is 0.00 ha.</p> <p>Ban Nadoem Oil Palm Collaborative Farming Community Enterprise needs to remediate a total of 0.00 ha of palm oil. The group decided to use the BMP to develop for the certified area. Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has developed the plan to remediate the riparian by Planting the wooden trees (Bamboo trees, vetiver), Marking the boundary of riparian and installing the warning sign to prohibit the chemical activity in the riparian zone, and monitoring the areal. Evidence of plan implementation can be</p>	Complied

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		demonstrated during the audit; the marking of riparian boundaries, warning sign installation, and planting (Bamboo trees, vetiver) Considering the above, it concluded that LUCA Analysis which included HCV-HCS assessment identified for any new oil palm planting after 2005 of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise, Thailand on 21st December 2022 was Satisfactory.	
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	Not Applicable	Not Applicable
Criteria 4.3: New planting of independent smallholders, since November 2019: <ul style="list-style-type: none"> Do not replace any HCVs Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach Are not on steep slopes (more than 25 degrees or as in the National Interpretation) Are not on peat areas of any depth. 			
Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	<p>The group has no plans for new oil palm planting/development of new areas. However, all group members have signed to commit that if one day develops a new area, they will not carry out new planting in HCV areas or HCS forest, areas with steep slopes (more than 25 degrees or as stipulated in the National Interpretation), or on peat on the declaration form. Moreover, the group surveyed and monitored yearly during the internal audit to confirmed.</p> <p>It is verified during the current on-site assessment that Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has declared and submitted its Land Use Change details for analysis for its plantings since Nov 2005 as per the calculations specified in the RSPO LUCA Report date on 21 Dec 2022. The record of the submission made to the RSPO Secretariat for the current year was verified on 21 Dec 2022 LUCAs been submitted and completed its review. Based on the details</p>	Complied

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		provided in the record of submission, it is confirmed that there is no potential liability under the RSPO Remediation and Compensation Procedure at this Ban Nadoem Oil Palm Collaborative Farming Community Enterprise. Moreover, the group was surveyed and monitored yearly during the internal audit to confirmed.	
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	<p>The group informed all members via the annual meeting on 09 Aug 2023. If any smallholders within the group have plans for new planting of oil palm, Smallholders provide information on all planned new planting and commit to no new planting on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat and before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences.</p> <p>Since last year smallholders have not planned for new plantings and no smallholders within the group have plans for new planting of oil palm.</p>	Complied
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	Not Applicable	Not Applicable
Criteria 4.4: Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	<p>During the site visited no smallholders within the group have existing plots on peat.</p> <p>The group does not have a peat presence on existing and smallholder plots. The member signed a declaration to commit no new planting on</p>	Not Applicable

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		peat and replanting on peat only in areas with a low risk of flooding and saline intrusion. Moreover, commit to using of BMPs (Best management practices). The group has no presence of peat on existing plots within the group, and smallholder Water management and monitoring of subsidence rate are not applicable since there is no peat soil identified in the area of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise and Refer Suratthani Land Development Station Data.	
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	No smallholders within the group have existing plots on peat.	Not Applicable
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	Not Applicable	Not Applicable
Criteria 4.5: Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).	No smallholders within the group have plans for replanting plots that are located on peat.	Not Applicable
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	No smallholders within the group have plans for replanting plots that are located on peat.	Not Applicable
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Not Applicable	Not Applicable

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Criteria 4.6: Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.																																										
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<div>The group member signed a declaration to commit to no burning for preparing land or pest control. Sampling sign declaration, for example,</div> <table><tr><th>member ID</th><th>name</th><th>Joining date</th><th>orientation</th><th>Signed agreement</th><th>signed the declaration letter</th></tr><tr><td>BND-ST-002</td><td>Amphan Chawang (B)</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-005</td><td>Charuek Thipdet</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-001</td><td>Amon Promchiam</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-015</td><td>Manapat Phetprasit</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr><tr><td>BND-ST-016</td><td>Papasri Chuaybangyeero</td><td>9 Nov 2020</td><td>24 Nov 2020</td><td>29 Dec 2020</td><td>29 Dec 2020</td></tr></table> <div>Verifying the group's relevant record found none burning before members joined the group. Use of fire for waste disposal is also prohibited. Moreover, the zero burning policy was stated in the group manual on page 6. During an interview with smallholders, members confirmed that they were aware of the policy of no burning for land preparation, pest control, and waste management.</div>				member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	Complied
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Milestone A	<div>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</div> <ul style="list-style-type: none">• Alternatives to fire for land preparation and farm waste management (where appropriate possible).• Alternatives to fire for pest control.• Fire prevention and how to respond to and manage fires in their plots.	<div>Verifying during the audit found the content of training material covered all of the topics in the indicator as follows:</div> <ul style="list-style-type: none">• Alternatives to fire for land preparation and farm waste management (where appropriate possible).• Alternatives to fire for pest control. <div>Fire prevention and how to respond to and manage fires in their plots. Trained by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk</div>				Complied																																				

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		<p>(External trainer), and Mr Charuek Thipdet (Group Manager). and Group committee.</p> <p>Verifying the evidence of the training record. The refresh training was conducted on 09 Aug 2023 for all members by Group manager and Group Committee For example:</p> <p>Member ID BND-ST-002 (Mrs. Amphan Chawang),</p> <ul style="list-style-type: none"> • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), 	
Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.	Not Applicable	Not Applicable
Criteria 4.7: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).	The group members signed a declaration to commit to no new plantings in riparian zones. Moreover, the best management practice for palm oil was stated in the Sustainable group manual, issued on February 4, 2022 for apply distance between the riparian zones at least 4 meters.	Complied
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	The group members trained on HCVs and HCS practices and are aware of the riparian buffer zone management approach and an action plan to maintain and/or enhance riparian buffer zones on 27 Aug 2022 and refresh training 09 Aug 2023 by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>Manager and the team verified the evidence of the training record. The group has conducted training and attended by smallholder members. During a field visit to the smallholder plot and interview with the smallholder, members confirmed that they had followed HCV training by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager). and the team was verifying the evidence of the training record.</p> <p>Riparian buffer zones management plan has been established by the Sustainable group manual, issued on February 4, 2022, manual as per "Ban Nadoem Oil Palm Collaborative Farming Community Enterprise". For the riparian buffer zone identified, the Ban Nadoem Oil Palm Collaborative Farming Community Enterprise has implemented the action to maintain the riparian buffer zone, covering:</p> <ul style="list-style-type: none"> - Boundary marking of riparian zone to prohibit spraying and chemical application activity with the distance \pm 4 m or one last row of crops from the riverbank. Based on the Ban Nadoem Oil Palm Collaborative Farming Community Enterprise manual regulated that chemical spraying is prohibited near riverbanks. - Installation of riverbank protection information boards. - Enrichment by planting woody plants and Bamboo trees. - Monitoring of riparian area last Monitoring result date on 11/Aug/2023 (internal audit). 	
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	Not Applicable	Not Applicable
Criteria 4.8: Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			

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Criterion / Indicator		Assessment Findings	Compliance
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(Refer to appendix 1)</p>	<p>The group members signed a declaration committing to phasing out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Convention by actions required by this indicator and referred to as the BMP. Verify the Declaration document during the IA. The audit found a signature member on the declaration form stating that phase-out paraquat and pesticides are categorized as WHO Class 1A or 1B.</p> <p>During a field visit to smallholder plots and interviews with smallholder members confirmed that they are aware of stopping purchasing paraquat and no longer using paraquat for weed control. Smallholder members provided a record of pesticide usage and recorded as per "Logbooks" on-site found no usage pesticide. Ban Nadoem Oil Palm Collaborative Farming Community Enterprise all pesticide/herbicide usage by smallholder members and keep the record in the office.</p>	Complied
Milestone A	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>The group trained on the best management practices (BMPs) for pesticides, including pesticide usage and safe chemical use by Ms. Supreeya petrak (FA), Ms Nuttinan chongkrajuk (External trainer), and Mr Charuek Thipdet (Group Manager) and staff of group with completion of each train on 9 August 2023. The training content in the training presentation covers best practices for pesticide use, chemical storage, and safe chemical use. Verifying during the audit found the range of training material covered all the topics mentioned above by Staff of group, Auditor has verified training record objective from their certificate of an individual member for each course such as</p> <ul style="list-style-type: none"> Member ID BND-ST-002 (Mrs. Amphan Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mrs. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), <p>Training on BMPs for pesticides, including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions has been conducted on 9 August 2023.</p> <p>During field visits to smallholder plots and interviews with a member confirmed that they know the BMP on pesticide usage. Member farmers or contractors must use pesticides according to the instructions on the product label. Appropriate and safe pest control tools and equipment are used. There is a record of the use of chemicals. Disinfect as specified in the palm plantation logbook, including the risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat restriction usage.</p>	
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	Not Applicable	Not Applicable
Criteria 4.9: The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.			
Eligibility	Not applicable	Not applicable	Complied
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	Training with completion of each train for BMPs, including, but not limited to safe chemical use, IPM, weed, and invasive species management, has been conducted on 19 August 2023. Evidence of	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>training can be demonstrated. There is evidence that the organization has a formal training program that covers all aspects of the RSPO Principles and Criteria and includes regular assessment of training needs and program documentation. During the interview with smallholders, members confirmed that they were aware of BMPs and well implemented in the field.</p> <p>Auditor has verified training record objectives from the certificate of an individual member for each course, such as</p> <ul style="list-style-type: none"> • Member ID BND-ST-002 (Mrs. Amphang Chawang), • Member ID BND-ST-005 (Mr Charuek Thipdet • Member ID BND-ST-001 (Mr. Amon Promchiam • Member ID BND-ST-015 (Mrs Manapat Phetprasit • Member ID BND-ST-016 (Mrs Papasri Chuaybangyeero), 	
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	Not Applicable	Not Applicable
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	Ms. Chareuk T. has been appointed as group manager of Ban na doem oil palm collaborative farming community enterprise Group he be appointed since on 24 Nov 2020, during annual meeting of the year 2020 (24 Nov 2020) with the approval of the group committee. The group manager is the individual and he is one of the group members.	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		The meeting record for the year 2023 (9 Aug 2023) for the appointment of the group manager is made available to the group members. All members were acknowledgement the approved Group manager including Group committee made on 24 Nov 2020	
Milestone A	The Group has appointed a group manager	Ms. Chareuk T. has been appointed as group manager of Ban na doem oil palm collaborative farming community enterprise Group he be appointed since on 24 Nov 2020, during annual meeting of the year 2020 (24 Nov 2020) with the approval of the group committee. The group manager is the individual and he is one of the group members. The meeting record for the year 2023 (9 Aug 2023) for the appointment of the group manager is made available to the group members. All members were acknowledgement the approved Group manager including Group committee made on 24 Nov 2020	Complied
Milestone B	The Group has appointed a group manager	Not Applicable	Not Applicable
A.1.2			
Eligibility	The group manager has evidence of legal identity.	The documentation available to prove the legal identity of group is registration to community enterprise in the name of Ban na doem oil palm collaborative farming community enterprise Group had to registered since on 9 May 2021 and lasted registered to the government (Ban na doem District Agricultural Extension Office Suratthani Province) was done on 3 Jan 2023 (In period Jan – Dec 2023). As required by Thai laws, the group has to re-register with ban na doem District Agricultural Office annually to update the change especially list of the group members. Based on the list of group members as annex in this license, there are a total 31 group members (New members) which is incompliance with the group database. The address is no. Moo.3, Tharuea Sub-District, Donsak District,Ban	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		Nadoem District, Suratthani Province,84240 had regstired as the Community Enterprise under the Community Enterprise Act B. E. 2648(2005), no. Tor Wor Chor 2 no. 5-84-13-02/1-0013 issues on date 9 April 2021.Lastest approval on the update was done on 3 Jan 2023 whilst due date is Dec 2023.	
Milestone A	The group manager has evidence of legal identity.	The documentation available to prove the legal identity of group is registration to community enterprise in the name of Ban na doem oil palm collaborative farming community enterprise Group had to registered since on 9 May 2021 and lasted registered to the government (Ban na deom District Agricultural Extension Office Suratthani Province) was done on 3 Jan 2023 (In period Jan – Dec 2023). As required by Thai laws, the group has to re-register with ban na doem District Agricultural Office annually to update the change especially list of the group members. Based on the list of group members as annex in this license, there are a total 31 group members (New members) which is incompliance with the group database. The address is no. Moo.3, Tharuea Sub-District, Donsak District,Ban Nadoem District, Suratthani Province,84240 had regstired as the Community Enterprise under the Community Enterprise Act B. E. 2648(2005), no. Tor Wor Chor 2 no. 5-84-13-02/1-0013 issues on date 9 April 2021.Lastest approval on the update was done on 3 Jan 2023 whilst due date is Dec 2023.	Complied
Milestone B	The group manager has evidence of legal identity.	Not Applicable	Not Applicable
A1.3			
Eligibility	The group has membership requirements.	The Group has established documented manual and relevant procedures covered all activities for management of the group members. In particular, the procedure for the participation of	Complied

Criterion / Indicator		Assessment Findings	Compliance
		individual members to become formal members was also established. The requirement state at manual issued 4 Feb 2022 at page no. 17-21; Module Membership; Qualifications of group members and Membership procedure/Certification of RSPO Independent ISH. These are included as Eligibility, Milestone A and Milestone B. Implement with both existing group members for add new oil palm plot planted and the newcomer of group, here below are requirement the qualifications of group members for joining: 1. Be committed to sustainable oil palm production according to the RSPO framework. 2. Cooperate in participating in training. and group meetings regularly 3. There is land owned in the area controlled by the group manager. and the working group determines the geographic boundaries. 4. Oil palm plantation area not exceeding 50 hectares or 312.5 rai 5. Rights documents can be inspected, and land ownership information revealed to the group. 6. The planting plot area must have correct rights documents, must not encroach on primary forests, reserved forests, or restricted forests, and have no disputes. with nearby areas 7. There is the management of oil palm plantations. according to best and appropriate practice guidelines 8. Must accept and strictly follow group regulations. All formal members of the group have signed an agreement with the group manager, group chairman and witness are kept at the group administration office. Signed the joint declaration and comply with Ban na doem oil palm collaborative farming community enterprise Group requirement and registered in membership of Ban na doem oil palm collaborative farming community enterprise Group.	
Milestone A	The group has membership requirements.	The Group has established documented manual and relevant procedures covered all activities for management of the group members. In particular, the procedure for the participation of	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		individual members to become formal members was also established. The requirement state at manual issued 4 Feb 2022 at page no. 17-21 ; Module Membership; Qualifications of group members and Membership procedure/Certification of RSPO Independent ISH. These are included as Eligibility, Milestone A and Milestone B. Implement with both existing group members for add new oil palm plot planted and the newcomer of group, here below are requirement the qualifications of group members for joining: 1. Be committed to sustainable oil palm production according to the RSPO framework. 2. Cooperate in participating in training. and group meetings regularly 3. There is land owned in the area controlled by the group manager. and the working group determines the geographic boundaries. 4. Oil palm plantation area not exceeding 50 hectares or 312.5 rai 5. Rights documents can be inspected, and land ownership information revealed to the group. 6. The planting plot area must have correct rights documents, must not encroach on primary forests, reserved forests, or restricted forests, and have no disputes. with nearby areas 7. There is the management of oil palm plantations. according to best and appropriate practice guidelines 8. Must accept and strictly follow group regulations. All formal members of the group have signed an agreement with the group manager, group chairman and witness are kept at the group administration office. Signed the joint declaration and comply with Ban na doem oil palm collaborative farming community enterprise Group requirement and registered in membership of Ban na doem oil palm collaborative farming community enterprise Group.	
Milestone B	The group has membership requirements.	Not Applicable	Not Applicable
A.1.4			

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Criterion / Indicator		Assessment Findings						Compliance
Eligibility	All members have signed and acknowledged membership requirements.	Each of the member of groups who joined the: Ban na doem oil palm collaborative farming community enterprise signed the application Letter of Membership and member Group Declaration. In addition, they also fulfil the membership requirement as described in indicator A 1.3. Sampling record signed and acknowledged and aware of membership requirements including interviewed all sampling to confirmed they can demonstrate understanding of membership requirements such as						Complied
		member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	
		BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
Milestone A	All members can demonstrate understanding of membership requirements.	Each of the member of groups who joined the: Ban Nadoem Oil Palm Collaborative Farming Community Enterprise signed the application Letter of Membership and member Group Declaration. In addition, they also fulfil the membership requirement as described in indicator A 1.3. Sampling record signed and acknowledged and aware of membership requirements including interviewed all sampling to confirmed they can demonstrate understanding of membership requirements such as						Complied

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Criterion / Indicator		Assessment Findings						Compliance
		member ID	name	Joining date	orientation	Signed agreement	signed the declaration letter	
		BND-ST-002	Amphan Chawang (B)	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-005	Charuek Thipdet	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-001	Amon Promchiam	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-015	Manapat Phetprasit	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
		BND-ST-016	Papasri Chuaybangyeero	9 Nov 2020	24 Nov 2020	29 Dec 2020	29 Dec 2020	
Milestone B	All members can demonstrate understanding of membership requirements.	Not Applicable						Not Applicable
A.2 The Group Manager is responsible for managing the Group for certification.								
A.2.1								
Eligibility	The group manager has planned for the implementation of the ICS.	The Group Manager has arranged the annual ICS program, including trainings, internal audit, HCV management, land title improvement, OHS management, FFB sales reporting and transparency, external audit, annual member meeting, and annual report.						Complied
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	The group manager has established a plan and implemented the internal audit of all group members (31 members). The plan was reviewed once a year. The group manager established plan for implementation of ICS at least once a year, of Y2023 was conducted since on 3 January to 31 March 2023. There is total 5 internal auditors, registered and approved by the group. According to the audit program, the internal audit will be split into teams. 5 auditors who were chosen to be visited and audited are in each group. The training for internal auditors was given by the group manager on 24 Nov 2021 Based on the interview with the 31 sample group members found the plan ICS has implemented with conducted the group meeting. BMP						Complied

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Criterion / Indicator		Assessment Findings	Compliance
		refresher training, Health & Safety including the risk assessment and internal audit.	
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	Not Applicable	Not Applicable
A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>The Group Manager has attended the Training on 20 Jan 2022. Several training record that the Group Manager has participated including Group committee are the training on 20 Jan 2022 and refreshing training on 9 Feb 2023 by Ms Supreya P/ Group Advisor. The group manager has formed organization structure and has managed sufficient resources to manage the Ban na doem Group. The original resources are managed based on the Organizational Structure of the Independent Oil Palm Farmer Ban na doem Group lead by Group Manager (Mr. Charuek T), dated 25 Mar 2021, reviewed, and approved on 24 Nov 2020 by all members, concerning the formation of Work Units in the Ban na-doem ICS Structure, as follows:</p> <ul style="list-style-type: none"> • Mr. Chareuk T /Vice of Committee and approval Committee is the unit responsible for examining and approving candidate members. • 14 committee announcements to responsibility of RSPO RISH of Ban na doem oil palm collaborative farming community enterprise Group reviewed and approved on 24 Nov 2020. • Mr. Chareuk T. announcement to Group Manager representative for management and monitoring all of activity of RSPO RISH of Ban na doem oil palm collaborative farming community enterprise Group reviewed and approved on 24 Nov 2020. <p>The task for 14 committee as follows:</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • Planning production, replanting and the best cultivation techniques for oil palm plantations, planning fertilization and providing production facilities for members. • Extension and Registration Unit is a unit that is responsible for socialization and field extension related to Oil Palm Cultivation and certification regulations and field implementation, this unit is also in charge of implementing new recruits. • Internal Assessment Unit is a unit that is responsible for assessing members in the application of the P&C standard for sustainable palm oil, both documents and plantation application. • Occupational Health and Safety Unit is the unit responsible for identifying risks of work in the garden, office. Conducting outreach on the use of Personal Protective Equipment and waste management • HCV and Field Practices units are units responsible for identifying High Conservation Values in the Ban na doem Group management area, carrying out management and monitoring and disseminating the importance of maintaining and protecting HCV. • Marketing Unit is a unit that is responsible for marketing FFB members and documenting the amount of production on a regular basis. • Administrations units is a unit that is responsible for data and documents in the institution. <p>Based on the interview during the onsite audit, the group manager was able to demonstrate a good understanding of the RSPO ISH Standard, Group certification and related topics are ICS system, oil palm plantation, sanction, complaint, and grievant, H&S, continual improvement, etc. The financial status was report and reviews in the meeting schedule no. 5.4, It can support itself financially refer to the</p>	

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Criterion / Indicator		Assessment Findings	Compliance
		financial plan of the year 2023 presented during the latest annual meeting report on 09 Aug 2023.	
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>During the interview with the Group Chairman and Committee of Ban na doem Group, ICS teams, and members, can be concluded that the effectiveness of the ICS system and implementation in the field is because of the result of the effective management system conducted by the Group Manager.</p> <p>For instance, monthly and annual ICS meetings have been conducted regularly to monitor the implementation of the standard, and confirmation by interviews with a sample of smallholders it can be concluded that the Group Manager has sufficient capacity to manage and implement the RSPO standard in the field. The resources have been mentioned and sufficiency in the report such as organization structure (team) and report to all members via annual meetings and monthly information. Thus, can be concluded that the Group Manager has understood the implementation of RSPO ISH standards and how to manage the group.</p> <p>According to procedure, RSPO sharing will be used Mandatory contribution, Organization, Members, member's plot, Organization development, members group and annual member meeting, all matter were reviewed, informed, acknowledgment and approved by all members via annual meeting lasted on 09 Aug 2023.</p>	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	Not Applicable	Not Applicable
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the	Ban na doem oil palm collaborative farming community enterpriseGroup has determined the 2023 Training Plan program, it	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	certification process) and other topics as outlined in the ISH Standard.	contains: Objectives, activities, achievement indicators, targets, PIC and implementation time targets, as follows: <ul style="list-style-type: none"> • Training for members, including limited pesticide use training, as well as fire prevention and control training. • Training on RSPO Principles and Criteria 2019, SOP. • Oil palm plantation best practice and sustainability • Limited use of pesticides • Hazardous Waste Management • Prevention and Handling of Forest and Forestry • Financial Management Training <ul style="list-style-type: none"> • Internal Audit Training and etc. 	
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	The group established the annual training plan (2023-2024) to implement a phased approach to ensure members have progressively attended training on the ISH Standard, group management, and other topics as outlined in the ISH Standard.	Complied
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	Not Applicable	Not Applicable
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for	ICS of Group implement on 7 july-7 Aug 2023 and 18-28 Dec 2023 for 31 members. Ban na doem Oil Palm Grower Community Group has established an internal audit implementation mechanism based	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	members who fail to comply, and a procedure to conduct internal audits	on Sustainable group manual, Rev. dated 4 Feb 2022 concerning Risk Assessment. The procedure explains that: "Internal assessment is a systemic and documented process, carried out by an internal assessment without having a relationship with the subject of the assessment (clear of conflicts of interest), to assess the performance of group members and determine the effectiveness of the ICS system implemented by the Group". The sample study should always include interviews of Group members whose locations are being studied. Based on the results of the risk assessment of Ban Nadoem Oil Palm Collaborative Farming Community Enterprise is the 31 members were low risk level. According to group is not yet certified, the group decided to used method for ICS is 100% of all members. However, ICS of Group was conducted on 7 july-7 Aug 2023 and 18-28 Dec 2023.	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	The ICS is implemented, and an annual internal audit of the group is conducted for all group members all audit findings are resolved according to the ICS plan, Internal audit checklist, and CAR log. Auditor verified objective evidence for all internal auditors not to audit his/her their own work. 5 internal auditor announcements on 25 Mar 2022; Ms. Sureeya C., Mr chareak T., Mr. Pornthep C.,and Mr.Charuwat M.,Mr.Sane S they were trained in ICS and RISS on 20 Jan 2022, most of the 5 internal auditors teams have competence in Internal audit and RISS standards from interviews during an audit. All members (31 members) was conducted from 7-19 July 2022 by internal auditor, the result ICS found 3 NCs raised by Internal audit,FY2023 the result found 0 NC ,The group Manager conducted an audit on 19 Dec 2022 by Ms. Nuttinan J.(External expert) ,the result 3 NC, 11 Aug 2023 by Ms. Nuttinan J.(External expert) the result found 0 NCs. However, Based on reviewed the ICS results of Group	Non-compliance

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Criterion / Indicator		Assessment Findings	Compliance
		<p>manager on 11 Aug 2023 and found in report: The Internal audit is not efficient enough and unable to show evidence including:</p> <ul style="list-style-type: none"> - not found evidence the issue of; business plan review ;group operational plan review ;Plan to reduce chemical use review - No evidence of follow up NC was found from the results of the internal audit FY2022 that found 3 NC issues from the assessment of group members and managers. - No evidence was found for the group's product monitoring process to be consistent with what was specified in the manual <p>Reference the details as Major NC.</p>	
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	Not Applicable	Not Applicable
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>The group has kept all plantations information including production data for each group member per month, recorded legality documents (Copy of land title documents), and a copy of the smallholder member declaration. Documents verifications, interviews with the group manager, and group members during field visits it was known all members have signed and acknowledged membership requirements.</p> <p>All members prior to join with the association need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, house registration etc. furthermore the members also need to sign several documents as follows:</p> <ul style="list-style-type: none"> • Group members signed the letter of acknowledged membership requirements to follow the RSPO certification. • Declaration letter of Smallholder for sustainable Palm oil smallholders 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> • The land ownerships evidence such as a land deed. • The FFB production data. <p>The complete document for members has been checked and evaluated before joining and documented of group member data which explains the completeness of member data.</p> <p>Example of a group member data: Member ID BND-ST-005 (Charuek Thipdet); Joining date 9 Nov 2020, orientation on 24 Nov 2020, Signed agreement on 29 Dec 2020 and signed the declaration letter on 29 Dec 2020 ,Plot A, landeed no. Nor sor 3. No. 80, oil palm planted more than 14 years</p>	
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>The group has kept all plantations information including production data for each group member per month, recorded legality documents (Copy of land title documents), and a copy of the smallholder member declaration. Documents verifications, interviews with the group manager, and group members during field visits it was known all members have signed and acknowledged membership requirements.</p> <p>All members prior to join with the association need to complete the requirements as a prospective member, among others copy id cards, land ownerships evidence, house registration etc. furthermore the members also need to sign several documents as follows:</p> <ul style="list-style-type: none"> • Group members signed the letter of acknowledged membership requirements to follow the RSPO certification. • Declaration letter of Smallholder for sustainable Palm oil smallholders • The land ownerships evidence such as a land deed. • The FFB production data. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<p>The complete document for members has been checked and evaluated before joining and documented of group member data which explains the completeness of member data.</p> <p>Example of a group member data: Member ID BND-ST-005 (Charuek Thipdet); Joining date 9 Nov 2020, orientation on 24 Nov 2020, Signed agreement on 29 Dec 2020 and signed the declaration letter on 29 Dec 2020 ,Plot A, landed no. Nor sor 3. No. 80, oil palm planted more than 14 years</p>	
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	Not Applicable	Not Applicable
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	<p>An annual group business plan is available, which includes</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	<p>This group has an annual group business plan which includes:</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records and plans for expansion. Reference to their business plan for 3-5 years (2023 – 2025) and focus 2023 to 2025. • The group business plan is implemented and reviewed at least annually with lasted reviews on 09 Aug 2023 by group monthly meeting. • The group demonstrates financial stability and growth and it's able to support itself financially by referring to financial plans of the year 2023 to 2025 of their financial efficiency. 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> A distribution channel for the premium price difference that members can get. Plans to expand the area 1,000 rai in 5 years (200 rai per year) according to the capacity of the group. 	
Milestone A	The group business plan is implemented and reviewed at least annually.	<p>The group business plan is implemented by the group manager and committee to follow according to plan and communication to all group member and monitoring effectiveness of implemented such as: group member feedback or social complaint.</p> <p>Based on the Annual Member Meeting Report, the premium utilization among others for audit cost, ICS contribution and capacity building, administrative tools, and signboard. Based on interviews with a sample of farmers, they have known the expenses of premium prices which have been disseminated through the Annual Member Meeting.</p> <p>Lastest business plan has reviewed on 09 Aug 2023 via monthly meeting by group committee and will be report to all member via annual meeting on 09 Aug 2023.</p>	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	Not Applicable	Not Applicable
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> Training/capacity building plans to improve productivity of group members. An approach to strengthen links within the supply chain. Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>This group has an annual group business plan which includes:</p> <p>Continual improvement plan 2023</p> <ul style="list-style-type: none"> Training for pesticide application Fertilities management in the oil palm plantation Harvesting management 	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		<ul style="list-style-type: none"> Increasing productivity of oil palm Reduce production cost. Social and environment impact plan Training SEIA evaluation Interested parties survey. Summary result and report Water management Training for water use in oil palm plantation and water source management. Member filed visit with 100% of all members (Within 1 cycle of certificate). Waste management: training and monitoring of waste management. Cost reducing plan; training, soil & leave testing, follow up for soil fertility improvement and fertilizer use, fertilizer applied. <p>According to their business plan, they were implemented as plan and was done annually reviews with lasted done on 09 Aug 2023 and approve by chairman on 30 August 2023.</p>	
Milestone A	The group management plan is implemented and reviewed at least annually.	All the management plans have been implemented by the identified person in charge. When this plan has been implemented to the involved person or other related, the responsibility is reporting the process and result to the group manager and then to report in the meeting again. This plan has reviewed at least once a year with the latest reviews was done on 09 Aug 2023 and approve by chairman on 30 August 2023. (it included group ordinary meeting).	Complied

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Criterion / Indicator		Assessment Findings	Compliance
Milestone B	The group manager demonstrates the group's compliance with this ISH Standard.	Not Applicable	Not Applicable
D – ICS: Group trading system for certified volumes			
D.1 The group has a procedure and system in place for the tracking of FFB.			
D.1.1			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>Group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in excel file. Group member has report sale and/or harvested FFB volume to group manager every three months both of sale for certified and noncertified RSPO. The group manager will verify the data by compare the data from logbook with the weighing bill and record from purchasing Mill to ensure correct data and traceability of all FFB.</p> <p>For RSPO certified can trace from palm trace system by book & claim module as define in documented procedure of FFB purchase of RSPO group members selling products in page no. 35-42 of Group Manual issue 6 Nov 2023.</p>	Complied
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>The group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in an excel file.</p> <p>A group members must report the sales and/or harvested FFB volume to the group manager every three months, both for certified and noncertified RSPO. RSPO certified can be traced from the palm trace system as defined in the sustainable manual of FFB purchase of RSPO group members. The group has established the procedures and a system in place for tracking FFB. Mr. Charuek Thipdet (Group Manager) has been appointed and responsible for selling the credit. The group manager has compared FFB volume from the previous year</p>	Complied

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Criterion / Indicator		Assessment Findings	Compliance
		with every 3 months and keeps the result to estimate FFB in the next cycle.	
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	Not Applicable	Not Applicable
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	Group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in excel file. Group members have to report sale and/or harvested FFB volume to group manager every three months both of sale for certified and noncertified RSPO. For RSPO certified can trace from palm trace system by book & claim IP module. All of group members are aware of their sold the book and claim method with group manager has informed during meeting every time.	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	Not Applicable	Not Applicable
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium	According to this initial audit, there is only evidence that the group manager has set up a model on how the premiums should be used, and the agreement was recorded on 18 Jul 2023.The	Complied

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Criterion / Indicator		Assessment Findings	Compliance
	payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.	group manager informed the group meeting that all members of the certified product sales as premium price were received. Decision making and governance made fair and transparent via annual meeting with all members lasted conducted 28 Jan 2023 to all members, the disbursement of premiums to all members paid for annual premium paid 0.10 BTH /Kg FFB.	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is the initial certification. The group still has no income from credit sales. Therefore, there is still no evidence of the disbursement of premiums, including the price and timing of the disbursement to the group members to verify.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.		Not Applicable

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Appendix B: GHG Reporting Executive Summary (Not Applicable for ISH)

The GHG emissions that were produced in [year] for [mill] and supply base was calculated using the PalmGHG Calculator version 3.0.1. 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 datas 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 [YEAR] for [MILL] and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	NA
PKO	NA

Extraction	%
OER	NA
KER	NA

Production	t/yr
FFB Process	NA
CPO Produced	NA
PKO Produced	NA

Land Use	Ha
OP Planted Area	NA
OP Planted on peat	NA
Conservation (forested)	NA
Conservation (non-forested)	NA
Total	NA

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	NA	NA	NA	NA	NA	NA	NA	NA
CO ₂ Emission from fertilizer	NA	NA	NA	NA	NA	NA	NA	NA
NO ₂ Emission	NA	NA	NA	NA	NA	NA	NA	NA
Fuel Consumption	NA	NA	NA	NA	NA	NA	NA	NA
Peat Oxidation	NA	NA	NA	NA	NA	NA	NA	NA
Sink								
Crop Sequestration	NA	NA	NA	NA	NA	NA	NA	NA
Conservation Sequestration	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA

*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	NA	NA
Fuel Consumption	NA	NA
Grid Electricity Utilization	NA	NA
Credit		
Export of Grid Electricity	NA	NA
Sales of PKS	NA	NA
Sales of EFB	NA	NA
Total	NA	NA

Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

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

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

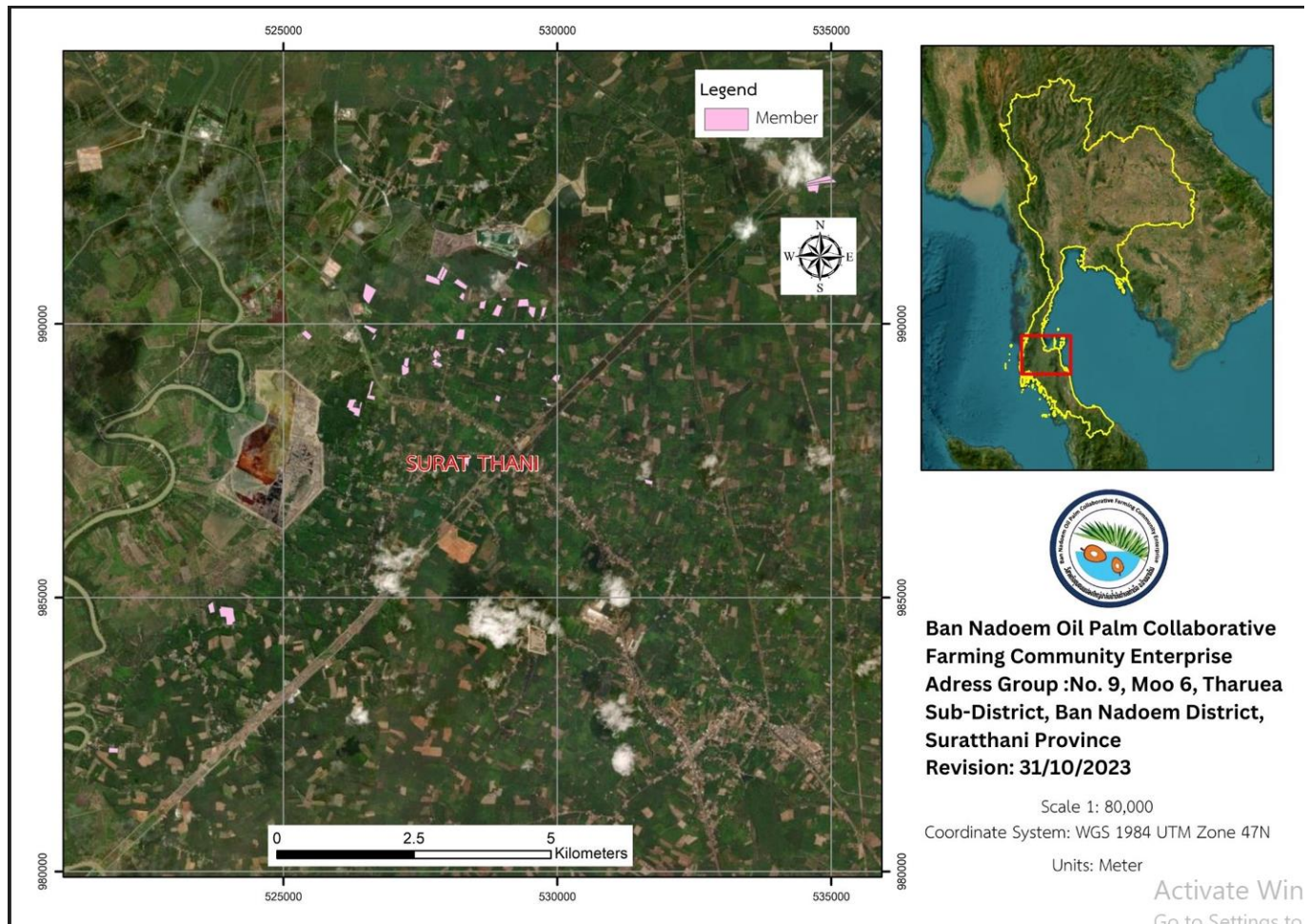
Appendix C: Location Map of Certification Unit and Supply bases

Refer to Appendix D

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Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: None
31 members	0.8 (assessment at MSA)	N/A	N/A
Justification of Risk Factor Applied	New members used 0.8 (assessment at MSA).		
Number of samples	Total actual 31 members: samples = 5 of members		
Remarks	None.		

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder Member ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
1	Amon Promchiam*	Subtawee,BanNadoem, Suratthani	8° 53' 8.4732" N	99° 11' 56.5368" E	1.43	1.43	44.12	9/11/2020	BND-ST-001
2	Amphan Chawang	Tharuea,BanNadoem, Suratthani	8° 56' 43.8" N	99° 14' 30.9696" E	1.00	1.00	20.69	9/11/2020	BND-ST-002
2	Amphan Chawang*	Watpradoo,BanNadoem, Suratthani	8° 58' 46.1424" N	99° 19' 1.956" E	2.80	2.80	33.04	9/11/2020	BND-ST-002
3	Bencha Phattanasiri	Tharuea,BanNadoem, Suratthani	8° 57' 28.5804" N	99° 16' 14.1204" E	1.44	1.16	0.00	9/11/2020	BND-ST-003
4	Chaluai Chueasakun	Tharuea,BanNadoem, Suratthani	8° 57' 2.214" N	99° 16' 5.3544" E	0.33	0.33	0.00	9/11/2020	BND-ST-004
5	Charuek Thipdet*	Tharuea,BanNadoem, Suratthani	8° 56' 33.5832" N	99° 16' 13.0944" E	0.64	0.64	20.85	9/11/2020	BND-ST-005
6	Chim Chaiyot	Tharuea,BanNadoem, Suratthani	8° 57' 55.3896" N	99° 15' 14.0436" E	1.44	1.44	7.68	9/11/2020	BND-ST-006
7	Chinda Rakmueang	Tharuea,BanNadoem, Suratthani	8° 55' 49.0584" N	99° 17' 16.5768" E	0.96	0.96	0.00	9/11/2020	BND-ST-007
8	Chokdee Puttong	Tharuea,BanNadoem, Suratthani	8° 57' 17.8416" N	99° 14' 32.4924" E	1.59	1.59	39.18	9/11/2020	BND-ST-008
9	Chuea Pradap	Subtawee,BanNadoem, Suratthani	8° 54' 29.9124" N	99° 13' 3.8496" E	6.49	6.28	88.20	9/11/2020	BND-ST-009
10	Jaruwat Maungprom	Tharuea,BanNadoem, Suratthani	8° 56' 49.5348" N	99° 16' 22.08" E	1.28	1.28	0.00	9/11/2020	BND-ST-010
11	Kamonsin Intason	Tharuea,BanNadoem, Suratthani	8° 57' 13.392" N	99° 15' 26.3088" E	2.43	2.40	34.68	9/11/2020	BND-ST-011
11	Kamonsin Intason	Tharuea,BanNadoem, Suratthani	8° 57' 6.3576" N	99° 15' 48.2256" E	0.80	0.80	24.65	9/11/2020	BND-ST-011
12	Kanlayani Thorarit	Tharuea,BanNadoem, Suratthani	8° 57' 57.7044" N	99° 16' 0.2064" E	1.43	1.43	18.98	9/11/2020	BND-ST-012
13	Kimliang Petcharanan	Tharuea,BanNadoem, Suratthani	8° 56' 1.284" N	99° 15' 27.5868" E	1.17	1.17	24.08	9/11/2020	BND-ST-013
14	Lamom Phetthae	Tharuea,BanNadoem, Suratthani	8° 57' 33.678" N	99° 15' 37.926" E	1.33	1.33	12.54	9/11/2020	BND-ST-014
15	Manapat Phetprasit*	Tharuea,BanNadoem, Suratthani	8° 57' 32.8896" N	99° 16' 2.5284" E	2.54	2.30	59.61	9/11/2020	BND-ST-015

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No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder Member ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
16	Papasri Chuaybangyeero*	Subtawee,BanNadoem, Suratthani	8° 56' 33.3996" N	99° 14' 24.7668" E	4.33	4.33	157.33	9/11/2020	BND-ST-016
17	Patnaree Petchprasit	Tharuea,BanNadoem, Suratthani	8° 56' 53.016" N	99° 14' 51.3384" E	1.85	1.85	49.66	9/11/2020	BND-ST-017
18	Phayom Denduang	Tharuea,BanNadoem, Suratthani	8° 56' 58.5744" N	99° 15' 10.2924" E	2.12	1.43	52.15	9/11/2020	BND-ST-018
18	Phayom Denduang	Tharuea,BanNadoem, Suratthani	8° 57' 2.4696" N	99° 15' 11.4552" E	1.36	1.12	22.35	9/11/2020	BND-ST-018
19	Phonthep Chaiyos	Tharuea,BanNadoem, Suratthani	8° 56' 59.0532" N	99° 14' 52.3032" E	1.22	1.22	57.10	9/11/2020	BND-ST-019
19	Phonthep Chaiyos	Tharuea,BanNadoem, Suratthani	8° 57' 48.2436" N	99° 15' 7.4304" E	2.89	2.89	71.04	9/11/2020	BND-ST-019
20	Piyanart Chuaybangyeero	Subtawee,BanNadoem, Suratthani	8° 54' 31.734" N	99° 12' 56.016" E	1.60	1.60	45.69	9/11/2020	BND-ST-020
21	Sane Suksom	Tharuea,BanNadoem, Suratthani	8° 57' 40.4748" N	99° 14' 30.084" E	5.15	5.15	177.91	9/11/2020	BND-ST-021
22	Saowani Chaiyos	Tharuea,BanNadoem, Suratthani	8° 57' 52.7184" N	99° 15' 14.958" E	1.33	1.33	15.26	9/11/2020	BND-ST-022
22	Saowani Chaiyos	Tharuea,BanNadoem, Suratthani	8° 57' 37.0404" N	99° 15' 25.3116" E	0.84	0.84	14.08	9/11/2020	BND-ST-022
23	Sunisa Choochim	Tharuea,BanNadoem, Suratthani	8° 56' 36.8268" N	99° 15' 47.6856" E	0.84	0.84	16.73	9/11/2020	BND-ST-023
24	Supawan Udomthongsakul	Tharuea,BanNadoem, Suratthani	8° 57' 13.6476" N	99° 14' 32.6112" E	0.34	0.34	15.21	9/11/2020	BND-ST-024
25	Suphakan Thueaksuban	Tharuea,BanNadoem, Suratthani	8° 57' 44.082" N	99° 15' 24.8112" E	2.12	2.12	26.90	1/10/2022	BND-ST-025
26	Suriya Chaiyos	Tharuea,BanNadoem, Suratthani	8° 57' 29.0412" N	99° 16' 6.8484" E	1.80	1.80	65.10	9/11/2020	BND-ST-026
27	Suton Wareepech	Tharuea,BanNadoem, Suratthani	8° 57' 35.9892" N	99° 15' 50.742" E	0.32	0.32	0.00	9/11/2020	BND-ST-027
28	Unchalee Chavang	Watpradoo,BanNadoem, Suratthani	8° 58' 48.5832" N	99° 19' 1.632" E	2.26	2.26	33.92	9/11/2020	BND-ST-028
28	Unchalee Chavang	Tharuea,BanNadoem, Suratthani	8° 56' 38.0724" N	99° 14' 31.1244" E	1.00	1.00	20.83	9/11/2020	BND-ST-028
29	Vichan Savangsri	Tharuea,BanNadoem, Suratthani	8° 57' 14.5152" N	99° 13' 52.9428" E	1.70	1.70	21.18	9/11/2020	BND-ST-029
30	Wanida Wangchai	Tharuea,BanNadoem, Suratthani	8° 57' 25.83" N	99° 15' 49.1292" E	2.22	2.22	84.80	9/11/2020	BND-ST-030
31	Wittaya Chawang	Watpradoo,BanNadoem, Suratthani	8° 58' 42.7584" N	99° 18' 57.8916" E	2.41	2.41	31.30	9/11/2020	BND-ST-031
Total					66.80	65.12	1406.84		

Note:

1. * Smallholders sampled in this audit.

This is Certify MS A =70%, Therefore the certificate is 985.00 MT, CSPO = 197.00 MT and CSPK = 49.23 MT

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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