

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

Client Company Name / Parent Company: Khaotor Oil Palm Grower Community Enterprise Group
Client Company / Parent Company Address: 12 Moo 1 Khaotor subdistrict, Plaipraya District, Krabi Province, 81160 Thailand
Certification Unit: Khaotor Oil Palm Grower Community Enterprise Group Location of Certification Unit: 12 Moo 1 Khaotor subdistrict, Plaipraya District, Krabi Province 81160, Thailand
Date of Final Report: 01/11/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Khaotor Oil Palm Grower Community Enterprise Group		
RSPO Membership Number	1-0353-22-000-00	Membership Approval Date	7 Jan 2022
Address	12 Moo 1 Khaotor subdistrict, Plaipraya District, 81160 Krabi Province, Thailand		
Palm Oil Mill / Group manager / Estate (Certification Unit)	Khaotor Oil Palm Grower Community Enterprise Group		
Location / Address	12 Moo 1 Khaotor subdistrict, Plaipraya District, Krabi Province, 81160 Thailand		
Website	None		
Management Representative	Parichat Arisa Seangtan	E-mail	khaotor.gm@gmail.com
Telephone	66 927508606	Facsimile	None

2. Certification Information			
Certificate Number	RSPO 790046	Certificate Start Date	17/11/2024
Date of First Certification	17/11/2023	Certificate Expiry Date	16/11/2029
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunches 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 (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	N/A
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" 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)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
NIL	NIL	NIL	NIL

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Khaotor Oil Palm Grower Community Enterprise Group (88 members)	12 Moo 1 Khaotor subdistrict, Plaipraya District, 81160 Krabi Province, Thailand	8°34'9.53"N	98°44'14.08"E

Note: The total number of members indicated in the report is less than the public announcement because prior the audit 6 members resigned (Member ID: 64-05-02, 64-02-13, 64-02-25, 64-02-33, 64-01-06, 64-07-02, 64-02-38) after public announcement has been made

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
Khaotor Oil Palm Grower Community Enterprise Group	370.02	0.00	30.17	400.19	92.46
Total	370.02	0.00	30.17	400.19	92.46

Note:

- IA E&MSA: Last certificate 77 group members. Total land areas is 300.19 ha which; 296.18 ha of Oil palm planted area (Mature is 290.18 ha and immature is 6 ha)
- IA MSB:
 - 1 Existing member (ID 2023-2202 Plot A) cancelled his membership transferred the plot to his wife (ID 64-02-15 Plot E) and 6 Existing members resigned, Total land area is 23.31 ha with Oil Palm Planted area is 23.31 ha
 - 1 Existing member change (reduce) area, Total land area reduce is 0.16 ha with Oil Palm Planted area is 0.16 ha
 - 25 Existing member change (increase) area, Total land area increase is 21.43 ha with Oil Palm Planted area is 7.29 ha
 - 5 Existing member change their Infrastructure and Other area to be Oil Palm Planted area 1.69 ha
 - 18 new members, Total land area is 80.29 ha with Oil Palm Planted area is 68.52 ha
 - 5 existing members add oil palm plot, Total land area is 21.75 ha with Oil Palm Planted area is 19.81 ha

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		

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Khaotor Oil Palm Grower Community Enterprise Group	19.79	139.84	156.63	53.76	350.23	19.79
Total (ha)	19.79	139.84	156.63	53.76	350.23	19.79

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (17 Nov 2023 to 16 Nov 2024)	Actual (17 Nov 2023 to 31 Aug 2024)		Forecast (17 Nov 2024 to 16 Nov 2025)
		Previous license period (key in period covered)	Current license period (17 Nov 2023 to 31 Aug 2024)	
Khaotor Oil Palm Grower Community Enterprise Group	4,176.27	-	3,798.71	7,989.51
Total	4,176.27	3,798.71*		7,989.51

Note:

- The forecast, based on the database from November 2023 to August 2024, is 22.81 MT FFB/ha (3.65 MT FFB/rai).
- Actual data (*) is 70% of total certified FFB 5,426.73 MT

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
		Previous license period (key in period covered)	Current license period (key in period covered)	
N/A		N/A	N/A	
Total				

Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.

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

Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.

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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)
N/A	N/A	N/A	N/A	N/A
TOTAL		N/A	N/A	N/A

Note: This table is not applicable for ISH.

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (key in period)	Actual (key in period)		Forecast (key in period)
	Previous license period (key in period covered)	Current license period (key in period covered)	
FFB	FFB		FFB
N/A	N/A	N/A	N/A
	TOTAL	N/A	
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
N/A	N/A	N/A	N/A
	TOTAL	N/A	
PK (KER: %)	PK (KER: %)		PK (KER: %)
N/A	N/A	N/A	N/A
	TOTAL	N/A	

Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A

Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.

11. Summary of Actual Volume sold					
Current License period (key in period)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A

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Previous License period (key in period)					
CPO (MT)	N/A	N/A	N/A	N/A	N/A
PK (MT)	N/A	N/A	N/A	N/A	N/A
Credits	N/A	N/A	N/A	N/A	N/A
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.					

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)
N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.				

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)
N/A	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
N/A	N/A	N/A	N/A
TOTAL		N/A	N/A
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.			

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
N/A	N/A	N/A	N/A
TOTAL			N/A
Note: This table is not applicable for ISH. Fill up details in table 12, 12A, 13 and 13A.			

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12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (17 Nov 2023 to 16 Nov 2024)			Actual (17 Nov 2023 to 31 Aug 2024)			Forecast (17 Nov 2024 to 16 Nov 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			4,176.27			3,798.71			7,989.51
IS-CSPO	N/A	835.25		N/A	759.75		N/A	N/A	
IS-CSPKO	N/A	93.97		N/A	85.47		N/A	N/A	
IS-CSPKE	N/A	114.85		N/A	104.47		N/A	N/A	
CSPK	N/A	208.81		N/A	189.94		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
1	Nov-23	473.44	94.69	23.67	10.65	13.02
2	Dec-23	468.34	93.67	23.42	10.54	12.88
3	Jan-24	421.48	84.30	21.07	9.48	11.59
4	Feb-24	439.07	87.81	21.95	9.88	12.07
5	Mar-24	594.31	118.86	29.72	13.37	16.34
6	Apr-24	682.92	136.58	34.15	15.37	18.78
7	May-24	712.26	142.45	35.61	16.03	19.59
8	Jun-24	689.95	137.99	34.50	15.52	18.97
9	Jul-24	487.53	97.51	24.38	10.97	13.41
10	Aug-24	457.44	91.49	22.87	10.29	12.58
TOTAL		5,426.73	1,085.35	271.34	122.10	149.24
Note: 1) 1 mt = 1 credit 2) The records of Certified CPO, PK & PKE data as MS B (100%)						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (17 Nov 2023 to 16 Nov 2024)							
Credits				584	-	65	-
Physical	-	-	-				
Previous License period (key in period)							

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Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
1	Confidential data	RSPO_PO1000006642	0	260	0	0	0
2	Confidential data	RSPO_PO1000007261	0	100	0	0	0
3	Confidential data	RSPO_PO1000004587	0	100	0	0	0
4	Confidential data	RSPO_PO1000004587	0	124	0	0	0
5	Confidential data	RSPO_PO1000006029	0	0	0	29	0
6	Confidential data	RSPO_PO1000004587	0	0	0	36	0
TOTAL			0	584	0	65	0
Note: -							

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,

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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 **3-6 Sep 2024**. 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 BSI website on **30 Jul 2024**.

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 on-site assessment was conducted on **30 Sep 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 Khaotor Oil Palm Grower Community Enterprise Group 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.

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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.

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) 2023	Year 2 (MSB) 2024	Year 3 (ASA1) 2025	Year 4 (ASA2) 2026	Year 5 (ASA3) 2027
Khaotor Oil Palm Grower Community Enterprise Group	X	X	X	X	X

Tentative Date of Next Visit: September 2, 2025 - September 5, 2025

Total Number of Mandays: 10.0

2.2 BSI Assessment Team

Name	Role	Competency
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: Completed ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Refresher Course and 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 on 14 -16 Mar 2022 by RSPO, Endorsed RSPO SCCS Lead Auditor course, ISO 14001 Lead Auditor course and ISO 45001 Lead Auditor course.</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 type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p>

		<input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Jettana Insuwan	Team member	<p>Education: Bachelor's degree of Environmental science ,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,ISO 45001:2018, 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 type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input checked="" type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
Jutamas Gunthong	Team Member and TL under supervision	<p>Education: Hold a Bachelor degree of Science (Fisheries), Kasetsart University, Thailand and Master degree of Science in Aquaculture and Aquatic Resources Management, Asian Institute of Technology, Thailand.</p> <p>Work Experience: Over 12 years of working experience as consultant/trainer of conformity assessment standards (e.g. ISO/IEC 17065, ISO/IEC 17021-1) and ICS for group certification of agricultural scope (Food crops, Rice, Aquatic animals) including certification of oil palm plantation. She also has audit experience and technical knowledge for audit GAP/Organic standards which according to ISO 19011.</p> <p>Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO 9001:2015, ISO 14001:2015, OHSAS 18001 (now ISO 45001), Endorsed RSPO P&C Lead Auditor Course, RSPO SCCS Lead Auditor course, RSPO ISH Training (RISS 2019) and also conformity assessment such as ISO/IEC 17020, ISO/IEC 17024, ISO/IEC 17065 and ISO/IEC 17021-1</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 type="checkbox"/> Supply chain requirements</p> <p><input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input 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> <p>Training attended:</p> <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
N/A	N/A

2.3 Assessment Plan

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

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Date	Time	Subjects	Supiwat (TL)	Jettana (TM)	Jutamas (TM)
03/09/2024 (Day 1)	09:00-10:00	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc.	√	√	√
	10:00-12:00	Field visit at the 6 smallholders' plantations Interview with smallholders and Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.	√ (2 Plots)	√ (2 Plots)	√ (2 Plots)
	13:00-17:30	Field visit at the 12 smallholders' plantations Interview with smallholders and Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.	√ (4 Plots)	√ (4 Plots)	√ (4 Plots)
	17.30-18.00	Interim closing briefing of Day 1	All		
	12.00-13.00	Lunch Break	All		
04/09/2024 (Day 2)	09:00-12:00	Field visit at the 7 smallholders' plantations Interview with smallholders and Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.	√ (3 Plots)	√ (2 Plots)	√ (2 Plots)
	13:00-17:30	Group Manager: P1-P2, P4 Document review: Land use type, customary right land, complaints and grievance, training record such as GAP, BMP, group meeting documents, registration document for group members, financial records, yield record, documentation of risk assessments, documentation of the formation and management of smallholder groups, etc. 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)	√	√	√
		Group Manager: ICS C-D Document review: Business Plan, Group meeting report, training record, financial document, Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, Annual production records and sales of certified volumes, premium distribution process, PalmTrace system record (if any)	√	√	√

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Date	Time	Subjects	Supiwat (TL)	Jettana (TM)	Jutamas (TM)
05/09/2024 (Day 3)	17.30-18.00	Interim closing briefing of Day 2 and K. Jettana go to Suratthani Province	All		
	12.00-13.00	Lunch Break	All		
	09:00-12:00	Stakeholders' consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.) <ul style="list-style-type: none"> Mr.Jarae K., Village Headman, Village No. 3, Khaotor Subdistrict Mr.Pairee T., Director of Bang Hoi School Mrs.Somana K., Plai Phraya District Agricultural Officer, Plai Phraya District Agricultural Office 2 Representative of Casual workers (Harvester and/or sprayer) 	√	-	√
	13:00-17:30	Group Manager: P1, P3 Document review: Land use type, customary right land, complaints and grievance, training record such as GAP, BMP, group meeting documents, registration document for group members, financial records, yield record, documentation of risk assessments, documentation of the formation and management of smallholder groups, etc. Document review: Complaints and grievance, safe work practices, worker payment, safety equipment and implementation, employment conditions, training and competency of member and workers, etc.	√	-	√
		Group Manager: ICS A-B, D Review of members' profiles & key management documents Document Audit: Public documents, SOPs, Policies, LUCA & Rap, 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. Annual production records and sales of certified volumes, premium distribution process, PalmTrace system record (if any)	√	-	√
	17.30-18.00	Interim closing briefing of Day 3	All		
	12.00-13.00	Lunch Break	All		

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Date	Time	Subjects	Supiwat (TL)	Jettana (TM)	Jutamas (TM)
06/09/2024 (Day 4)	08:30-12:00	Cont. Group Manager: P1, P4 Document review: Land use type, customary right land, complaints and grievance, training record such as GAP, BMP, group meeting documents, registration document for group members, financial records, yield record, documentation of risk assessments, documentation of the formation and management of smallholder groups, etc. 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)	√	-	√
	13:00-15:30	Cont. Group Manager: ICS A-B, D Document Audit: Public documents, SOPs, Policies, LUCA & Rap, 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. Annual production records and sales of certified volumes, premium distribution process, PalmTrace system record (if any)	√	-	√
	15:30-16:30	Prepared closing meeting	√	-	√
	16:30-17:30	Closing meeting and end of Initial audit	All		
	12:00-13:00	Lunch Break	All		

NOTES:

List of sampled group Members: Total actual 25 members

No.	Member ID	Member Name	Plot No.	Location			GPS Coordinates		Area Summary (Ha)		Note
				Sub-district	District	Province	Latitude	Longitude	Total Certified Area	Planted Area	
1	64-02-18	Amphon Thongdee	B	Khaotor	Plaipraya	Krabi	8°38'23.69"N	98°46'13.72"E	1.90	1.74	Jutamas 03/09/24
2	64-07-05	Bamrong Klomsuk	A2	Khaotor	Plaipraya	Krabi	8° 35' 54.863" N	98° 45' 1.256" E	2.03	2.03	Jettana 04/09/24
3	64-02-26	Charoen Prichakan	B	Khaotor	Plaipraya	Krabi	8°38'13.16"N	98°46'36.36"E	1.66	1.66	Jettana 03/09/24

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No.	Member ID	Member Name	Plot No.	Location			GPS Coordinates		Area Summary (Ha)		Note
				Sub-district	District	Province	Latitude	Longitude	Total Certified Area	Planted Area	
4	64-07-03	Mano Phumbut	A	Khaotor	Plaipraya	Krabi	8°36'21.47"N	98°44'51.72"E	1.86	1.67	Jettana 03/09/24
5	64-05-01	Monsri Lueanloi	B	Khaoyai	Aoluk	Krabi	8° 29' 7.987" N	98° 42' 55.541" E	7.15	5.95	Jettana 03/09/24
6	64-06-04	Niyom Michai	A	Khaotor	Plaipraya	Krabi	8°37'2.94"N	98°45'39.32"E	2.55	2.55	Jutamas 03/09/24
7	64-02-22	Authairat Congrong	A	Khaotor	Plaipraya	Krabi	8°39'26.43"N	98°45'27.85"E	1.61	1.61	Jutamas 04/09/24
8	64-02-31	Piphat Bunthoi	A	Khaotor	Plaipraya	Krabi	8°39'14.46"N	98°46'23.32"E	1.71	1.71	Supiwat 03/09/24
9	64-02-17	Prarob Chuchern	A	Khaotor	Plaipraya	Krabi	8°38'6.25"N	98°46'38.69"E	3.35	3.31	Jettana 03/09/24
10	64-01-10	Ruai Chanphen	C	Khaotor	Plaipraya	Krabi	8°37'26.77"N	98°44'10.28"E	1.58	1.58	Supiwat 04/09/24
11	64-07-09	Samroeng Chanphen	A	Khaotor	Plaipraya	Krabi	8°37'20.78"N	98°44'19.52"E	3.26	3.00	Supiwat 04/09/24
12	64-07-07	Sanyarak Phumbut	D	Khaotor	Plaipraya	Krabi	8° 38' 39.973" N	98° 44' 45.769" E	1.88	1.88	Jettana 03/09/24
13	64-06-05	Jare intog	B	Khaotor	Plaipraya	Krabi	8°36'15.08"N	98°47'6.89"E	2.19	2.19	Jutamas 04/09/24
14	64-02-36	Rattanaphon Chosom	A	Khaotor	Plaipraya	Krabi	8°38'57.48"N	98°45'34.70"E	3.52	2.98	Jutamas 03/09/24
15	64-06-01	Trithip Raknu	C	Khaoyai	Aoluk	Krabi	8° 29' 7.746" N	98° 42' 57.971" E	3.48	2.51	Jettana 03/09/24
16	64-01-11	Wirasak Chuenarrom	B	Khaotor	Plaipraya	Krabi	8° 35' 11.417" N	98° 42' 57.702" E	2.17	2.17	Supiwat 03/09/24
17	65-03-04	Amnuai Thianpa	A	Khaotor	Plaipraya	Krabi	8° 35' 38.483" N	98° 43' 50.178" E	1.43	1.28	Supiwat 03/09/24
18	65-01-15	Arphon Naktakuathung	A	Khaotor	Plaipraya	Krabi	8° 33' 8.413" N	98° 43' 31.109" E	1.35	1.35	Jettana 04/09/24
19	65-02-43	Chaiaem Phophuet	A	Khaotor	Plaipraya	Krabi	8° 38' 56.062" N	98° 46' 4.105" E	0.91	0.91	Supiwat 03/09/24
20	65-02-40	Janriam Gadgaew	B	Khaotor	Plaipraya	Krabi	8° 38' 41.367" N	98° 45' 44.482" E	2.4	2.34	Supiwat 03/09/24
21	65-07-12	Khiao Prakopsin	A	Khaotor	Plaipraya	Krabi	8° 35' 38.479" N	98° 44' 4.081" E	1.37	1.37	Supiwat 04/09/24
22	65-02-40	Manop Seangchaisri	A	Khaotor	Plaipraya	Krabi	8° 38' 18.881" N	98° 46' 13.609" E	1.3	0.8	Jutamas 03/09/24
23	65-02-41	Phayao Phophuet	A	Khaotor	Plaipraya	Krabi	8° 38' 40.078" N	98° 45' 48.431" E	2.62	2.41	Supiwat 03/09/24
24	65-06-09	Chanokporn Rodphrai	A	Khaotor	Plaipraya	Krabi	8° 38' 26.894" N	98° 46' 27.16" E	2.96	2.96	Jutamas 03/09/24
25	66-06-10	Malee Khongdee	A	Khaotor	Plaipraya	Krabi	8° 38' 12.61" N	98° 44' 40.229" E	1.69	1.69	Jutamas 03/09/24

Note : Existing member with additional plot = green colour text
 New member = orange text

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Assessment Plan (On site visit Audit NCR Close)

Date	Time	Subjects	Jettana
Monday, 30/09/2024 (NCR Close Out Visit Audit)	09.00-09.30	Description of activity for each day, including travelling/flight detail, opening meeting, documentation review, site visit, closing meeting, etc	√
	09:30-17:30	Field visit and interviewed with group member (2 sampled) member ID 65-02-04 Plot B, member ID no. 65-03-04 Plot A Verification of effective implementation of corrective and corrective action for >NC No.2544154-202409-M1, criteria 4.6 MS B >NC No 2544154-202409-M2, criteria 4.8 MS B	√
	12.00-13.00	Lunch Break	All
	17.30 -18.00	Interim closing briefing of Day	All

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 for ISH	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 December 2020/21?	Not applicable for ISH	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 December 2020/21.	Not applicable for ISH	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable for ISH	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 for ISH	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not applicable for ISH	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 for ISH	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 for ISH	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable for ISH	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 for ISH	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 for ISH	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not applicable for ISH	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 for ISH	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 for ISH	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable for ISH	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 for ISH	Not Applicable

Approved Time Bound Plan

Not applicable for Independent Smallholders Certification.

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 two (2) Critical; (0) Minor nonconformities and (0) Opportunity For Improvement raised. The Khaotor Oil Palm Grower 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 #	2544154-202409-M1	Issued Date	06/09/2024
Due Date	05/11/2024	Closure Date	30/09/2024
Indicator & Category (Critical / Minor)	4.6 MS B / Critical		
Statement of Nonconformity:	Waste management and control was not monitored by ISH organization.		
Requirement Reference:	4.6 MS 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.		
Objective Evidence:	Based on a field visit to smallholders, the audit team found that 1 out of 25 sampled members (e.g., member ID 65-02-40 Plot B) showed evidence of waste burning. That not comply with group practice. Based on field visit, audit team found plastic refuse from food and plastic bags spread around the oil palm of member ID No. 64-01-11 Plot B		
Corrections:	<ol style="list-style-type: none"> 1. For member ID 65-02-04, plot B, the member has coordinated with the Subdistrict Administrative Organization (SAO) to install garbage bins (which include a monthly waste collection fee). As for the current waste in the pit, it will be buried, and a sign will be placed to prevent members from dumping in the same spot again. 2. The member ID 64-01-11, plot B, will put up a "No Littering" sign to warn neighbours and the community in that area. 3. A risk assessment plan regarding waste burning and its potential impacts will be created. The group will complete this by Tuesday, September 20, 2024. 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Since the members' land is located near the community, such as member plot 64-01-11, plot B, which is adjacent to the village meeting hall and the school, the member's palm plantation area is often used for activities. This leads to waste being left behind, causing an accumulation of garbage. 2. Since the community is under the administration of the Khaotor Subdistrict Administrative Organization (SAO), which cannot collect waste from all villages effectively and lacks sufficient garbage bins, some members may lack awareness and manage waste improperly, such as gathering garbage and disposing of it by burning. 		

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Corrective Actions:	<p>Organize training sessions to raise awareness about waste management in oil palm plantations. Members whose homes are located within the plantation are at higher risk of littering, so it is essential to continuously promote proper waste disposal practices. This can be done through general meetings and training sessions held at least once a year.</p> <p>A meeting will be scheduled for December 2024. During the general meeting, the second agenda item will focus on training to raise awareness about waste management and the dangers of burning waste.</p> <p>Monitor members' waste management practices and their use of fire for waste disposal during site visits or via phone calls and online communication every three months</p>
Assessment Conclusion:	<p>Evidence of Corrective Actions:</p> <ol style="list-style-type: none"> 1.Waste management evidence: -The Subdistrict Administrative Organization (SAO) has placed waste bins in the plot area of member ID 65-02-04, Plot B. - The group has installed warning signs prohibiting littering in members' plot areas (as shown in the attached images). 2.The group has added a risk assessment plan regarding waste burning and its impacts in the "Risk Assessment and Hazard Prevention Plan," dated September 22, 2024. 3. The group conducted waste management/risk and impact training for members ID 65-02-04 and 64-01-11 on September 17, 2024, followed by a review on September 22, 2024, as recorded in the palm plantation logbook. 4.The group developed an annual training plan for 2024-2025, adding topics on occupational health and safety, as well as environmental management (waste management/burning/fire use in plots), with training scheduled for December 2024 <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment.</p>

Non-conformity			
NCR Ref #	2544154-202409-M2	Issued Date	06/09/2024
Due Date	05/11/2024	Closure Date	30/09/2024
Indicator & Category (Critical / Minor)	4.8 MS B / Critical		
Statement of Nonconformity:	Smallholders were not effectively implemented on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal.		
Requirement Reference:	4.8 MS 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.
Objective Evidence:	<p>During site visit at chemical store of member ID no. 65-03-04 Plot A found that</p> <ul style="list-style-type: none"> - There is no separation between the areas for stored chemicals and drinking water - Not found MSDS in the chemical storage place. - There is no update on the list of chemicals used e.g. Thiram, Coal tar
Corrections:	<p>1. Encourage members to store work equipment more safely to prevent risks to health and life, including:</p> <ul style="list-style-type: none"> - Chemical containers with leftover chemicals and chemical sprayers must be stored securely, not inside homes or kitchens, and must not be mixed with food or drinking water. - Tools like harvesting knives must be safely stored when not in use. When being transported by truck, they should be sheathed to ensure safety. <p>2. Designate a clear chemical storage zone to prevent mixing with drinking water and food. Place hazardous chemical signs and display instructions for proper behaviour before and after using chemicals.</p> <p>3. Register and control chemicals by updating the list of chemicals that members are allowed to use for plant disease management and pest control, as approved by the Ministry of Agriculture.</p> <p>The group aims to complete this by September 24, 2024.</p>
Root Cause Analysis:	<p>1. Members are part of a vulnerable group, including the elderly and those lacking communication with other members. Due to this, they have a limited understanding of proper chemical storage and do not follow correct procedures.</p> <p>2. The group has not assigned anyone to be responsible for updating the chemical usage list and the material safety data sheets (MSDS)</p>
Corrective Actions:	<p>Verify all member information. If any member uses chemicals, place labels indicating safe chemical storage areas and zones with appropriate warnings. This will be completed by September 20, 2024.</p> <p>Include training on occupational health and safety in chemical usage in the 2025 annual plan.</p> <p>Incorporate Integrated Pest Management (IPM) training into the 2025 annual plan to educate members on reducing chemical use, lowering costs, and maintaining natural balance.</p> <p>Monitor members' chemical usage every four months by visiting farms and homes.</p> <p>Appoint Ms. Parichat Siangtan to update and monitor hazardous substance and chemical regulations from the Ministry of Agriculture and other relevant agencies every six months.</p> <p>Create a comprehensive risk management plan for chemical usage in various activities, to be completed by September 24, 2024</p>
Assessment Conclusion:	<p>Evidence of Corrective Actions:</p> <p>From the inspection of the storage area of member number 65-03-04, it was found that:</p>

	<p>1.The storage area for work equipment is separated and not mixed with other items.</p> <p>2.Sickles are stored with protective covers every time.</p> <p>3.Warning signs for hazardous chemicals and instructions for handling chemicals before and after use have been placed in the chemical storage area.</p> <p>4.Member ID 65-03-04 received training on the proper storage and use of chemicals on 18/09/2024, and the group conducted a follow-up on 24/09/2024.</p> <p>5.The group has registered chemicals and updated the list of chemicals that can be used for plant protection, such as copper oxychloride, thiram, carbaryl 85%, and flubendiamide 20% WG.</p> <p>6.The group has prepared an annual training plan for 2024-2025, adding topics on occupational health and safety and Integrated Pest Management (IPM), with training scheduled for December 2024.</p> <p>7.The group reviewed the risks associated with the use of chemicals, including the use of herbicides and pesticides, and the storage of chemical containers, according to the risk assessment documents and the hazard prevention plan for activities.</p> <p>The action plan by group is effective, this non-conformity has been addressed and it is now closed. Effectiveness of corrective action taken will be further verified in the next assessment</p>
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Opportunity for Improvements	
OFI #	Description
OFI 1	Nil

Positive Findings	
PF #	Description
PF 1	Nil

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2376484-202308-M1	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	09 Oct 2023
Indicator & Category (Critical / Minor)	B.1.1 Eligibility/ Critical		
Statement of Nonconformity:	ICS does not cover all members at Eligibility (E) Criteria and Indicators		
Requirement Reference:	B.1.1 Eligibility : A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits.		

Objective Evidence:	In relation to the ICS of Group implemented on 11 Feb 2022 to 30 Mar 2022 for 77 members, the verification based on the ICS checklist founded it was conducted only MS A not conducted as state Eligibility.
Corrections:	Reviewed and appointed to perform re-ICS for 70% of Members (40 of 77) by using the ICS checklist as stage Eligibility within 28 Aug 2023 to 6 Sep 2023 and Announcement of 4 ICS team. All NCs will be close out within 30 days (23 Sep 2023)
Root Cause Analysis:	The ICS template was separated in different format and sheet, and Lack of understanding of ICS requirements. The group understood group applied to certify as MS. A, just conducted ICS only criteria MS. A, skipped the criteria for the. Eligibility.
Corrective Actions:	<p>The group manager determine the ICS practice at group manual issued on Sep 2023 to conducted ICS cover all criteria as ST E., MS. A and MS. B effective date on 1 Jan 2024 in period March to May 2024, UpToDate of the ICS checklist to cover all criteria for all members</p> <ul style="list-style-type: none"> - Reviewed and update the ICS checklist to cover all criteria (ST. E and MS. A) - Brainstorm and update the ICS check list and then Refresh training to all ICS team to ensure understanding the requirement and ICS checklist including refresh training to internal auditor. <p>Group manual Issued 5 Oct 2023 at page 19-23 to used new ICS checklist cover all criteria (ST.E and MS. A) and will be review the ICS checklist before perform.</p>
Assessment Conclusion:	<p>From verified onsite found objective evidence as follows</p> <ul style="list-style-type: none"> • The group manager made amendment on the ICS checklist issued 22 Aug 2023, by adding detail in checklist of ST. E and MS.A. and refresh training on 25 Aug 2023 • Appointment 2 team ICS to conduct the ICS for 40 members and conduct ICS to cover ST. E and MS. A which was conducted in period 28 Aug 2023 to 6 Sep 2023 by 2 ICS Team • ICS team announcement was made on 24 Aug 2023 follows <ul style="list-style-type: none"> ○ Team 1. Ms. Parichat and Mr. Jutupoom P. ○ Team 2. Mr. Teerayut P. and Mr. Sarayut T. • Conducted 40 members by adding ST.E such as member ID 2023-2029 conducted on 25 Aug 2023 • Found 10 NCs against with clause 1.3 (GAP as waste management), 4.8 (Riparian Zone with Chemical used at oil palm) all NCs closed out 23 Sep 2023 • The Group manual issued 5 Oct 2023, defined to apply the ICS check list cover all criteria (state Eligibility and MS.A) <p>The correction and corrective action have been implemented and the update group manual was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The Effectiveness will be followed up next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Based on document verification, the audit team found revised ICS checklist issued 22 Aug 2023 which cover all stage E, MSA, MSB and was used to audit for all members (77 members) at stage E and MSA in Aug – Sep 2023. For internal audit of 2024, all members were audit by revised checklist and cover all stage E, MSA

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	and MSB. Furthermore, found refresh training on ICS knowledge and internal audit for internal auditor as training on Internal Control System and Internal Audit of RSPO ISH on 25 Oct 2023 and refresh training on ICS knowledge for group members in annual group meeting on 20 Jan 2024. Therefore, this NC Major remains closed.		
NCR Ref #	2376484-202308-M2	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	B.1.2 : Eligibility/Critical		
Statement of Nonconformity:	Group manager was not applicable the practical in case members was revised and update the members data to actual.		
Requirement Reference:	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		
Objective Evidence:	<p>From onsite assessment and reviewing the data of oil palm planted areas found some members had decreasing oil palm planted areas (On RSPO) but the group databases were not updated in actual data.</p> <p>Examples of cultivated areas that have changed, such as</p> <ol style="list-style-type: none"> 1. Member ID 2023-2215, plot A, was digging a pond instead oil palm plot amounting to 6.25 Ha 2. Member ID 2023-2217: Plot C has been replanted 1.67 Ha, since June 2023. 3. Member ID 2023-2212, Plot A, was planting durian instead of palm trees about 6.25 Ha, since July 2023 <p>This caused the database of the group not to update and inconsistency with actual and updated RSPO certification.</p>		
Corrections:	<ol style="list-style-type: none"> 1. Create a requestion form for all members and group manager communication such as to inform of any changing changes in the oil palm area. 2. Prepare the steps in the group management manual. Regarding changes in member planting areas 3. Members can report the increase or decrease of planted areas via telephone, LINE, or at the group office on 15 Sep 2023 		
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Member not inform group manager for any changed 2. Miss communicate between Group manager and all group members 3. No requestion form implement and no training on communication way 4. No monitoring group data 		
Corrective Actions:	<ul style="list-style-type: none"> • Mention to group manager update data and monitoring every 3 months • Training on communication channel to all member • Established 3 channel for members to inform to group manager • Refresh training on 25 Aug 2023 to group committee, and for all members communicated via Group line application on 15 Sep 2023 • Training to concerning members on 21 Sep 2023 		
Assessment Conclusion:	From verified on 09 Oct 2023 found objective evidence as follows		

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	<p>Group reviewed and adding the practical of communication for all members in the group manual issued 5 Oct 2023 by adding the details of communication at page 27-28 followings;</p> <ol style="list-style-type: none"> 1. Group Line application 2. Requestions form 3. Recording and monitoring by group manager 4. The group had to review and update data from 8 members such as Member ID 2023-2015, plot A, was digging a pond instead oil palm plot amounting 6.25 Ha, Member ID 2023-2017: Plot C has been replanted 1.67 Ha, since June 2023. And Member ID 2023-2212, Plot A, was planting durian instead of palm trees about 6.25 Ha, since July 2023) on 15 Sep 2023. <p>The correction and corrective action have been implemented and the update group manual was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The Effectiveness will be followed up next assessment.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on document verification, the audit team found that the database of group members has been reviewed and updated for 8 members who were found to have inundated data. For example, the database for member ID 2023-2217, Plot C (ID changed to 64-01-13), was revised from a 1.67 mature area to an immature area. Furthermore, based on field observation, the audit team found that the area was in conformity with the database of sampled group members. In cases where a member has changed their area, they inform the Group Manager, who then verifies and records it in the database. For instance, member ID 2023-2202 transferred their area to member ID 64-02-15, Plot E. Therefore, this NC Major remains closed.</p>

NCR Ref #	2376484-202308-M3	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	Criteria 3.5 Milestone A/ Critical		
Statement of Nonconformity:	No evidence of an assessment to identify health and safety risks associated with garden work, including evidence of training. workers and family members		
Requirement Reference:	<p>Criteria 3.5; Working conditions and facilities are safe and meet minimum legal requirements.</p> <p>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>		
Objective Evidence:	<p>No evidence of specifying measures to manage health and safety risks in the workplace, and found no evidence of training records or raising awareness on the use of pesticides as well as work safety for independent small farmers, workers, and family members, such as new workers in Ms. Uwara Pengkit's contractor team, which do not comply with RSPO ISH standard 3.5 MS A.</p>		
Corrections:	<ul style="list-style-type: none"> • Group established risk assessment cover all activity and how to mitigate them in oil palm filed • Create public media about health and safety risks in the workplace. 		

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	<ul style="list-style-type: none"> • Training to all members, and family members as risk assessment and how to mitigate them in oil palm filed on Sep 2023 workers, complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them
Root Cause Analysis:	A course that the sponsor, the Department of Promotion (TOPZA), has used to train group members. There is still a lack of occupational health in managing health and safety risks in the workplace and Group Managers have not verified the current RISS requirements.
Corrective Actions:	The group had to review the health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them at least once a year or when members had new practical in oil palm planted filed and appointment to provide training at least once a year.
Assessment Conclusion:	<p>From verified objective evidence on 09 Oct 2023 as follows</p> <ol style="list-style-type: none"> 1. The health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them lasted on 8 Sep 2023 2. The public media about health and safety risks in the workplace. This socialization was attended by 77 members/farmers and workers, attendance lists on 21 Sep 2023 by group manager. 3. Health and Safety training Planning of Y2023 and 2024 established and appointment to conduct on September 2024 <p>The correction and corrective action have been implemented and the update group master plan and training plan was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The continuous implementation will be verified in next surveillance.</p>
Effectiveness Closure (for previous audit closed Critical NC):	Based on document review, the audit team found that the group has conducted training course on Health and Safety, Law and Regulation for group member and casual workers by Banna Subdistrict Health Promoting Hospital Officers on 21 Sep 2023, which including new workers e.g., Ms. Uwara Pengkit's contractor team. Based on interviewed with sampled group member and their workers found that they are understanding and practicing proper and safe practices at work. Furthermore, there is a training plan for Occupational Health and Safety, labor, and forced labor for group members and workers scheduled for next year. Therefore, this NC Major remains closed.

NCR Ref #	2376484-202308-M4	Issued Date	5 Aug 2023
Due Date	4 Aug 2024	Closure Date	9 Oct 2023
Indicator & Category (Critical / Minor)	Criteria 4.7 MS A / Critical		
Statement of Nonconformity:	Action plan to maintain and/or enhance riparian buffer zones was insufficiently implemented.		
Requirement Reference:	Criteria 4.7 MS A Requirement Reference: Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.		
Objective Evidence:	During visit to a sample farm site of Khaotor Oil Palm Grower Community Group has member ID # 2023-2250, member ID # 2023-2228 in Khaotor subdistrict		

	<p>next to Lao Canal, it was found that no marking established at the buffer zone area. Although it was found that the Khaotor Oil Palm Grower Community Group has given the training to member ID # 2023-2250, member ID # 2023-2228 on 17/May/2022, this finding showed that action plan to maintain and/or enhance riparian buffer zones provided my Group Manager during training dated 25/2/2022 as well as recommendation was insufficiently implemented by the members.</p> <ul style="list-style-type: none"> No evidence that the sample Khaotor Oil Palm Grower Community Group member ID #2023-2250, member ID # 2023-2228 maintain and/or enhance riparian buffer zone areas.
Corrections:	<p>Group manager reviewed the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation.</p>
Root Cause Analysis:	<p>The group manual issued 1 Sep 2022 did not mention the action plan to maintain and/or enhance the riparian buffer zones. And group members misunderstanding maintain and/or enhance riparian buffer zones.</p>
Corrective Actions:	<ul style="list-style-type: none"> The group manager reviewed the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation which was updated on 5 Oct 2023 by mentioning the buffer zone is a distance from the riverbank at least 15 M. Survey all group members, who had oil palm plots planted near the canal, creek, Pus swamp river, etc. and then registered Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones Monitoring and follow-up by group manager. Providing training to all members and casual workers on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones. Create a conservation sign Warning not to use chemical Buffer line along the riverbank by marking at Oil palm tree.
Assessment Conclusion:	<p>From verified objective evidence on 09 Oct 2023 as follows</p> <ul style="list-style-type: none"> The group manager reviewed and updated the group manual to cover the action plan to maintain and/or enhance the riparian buffer zones for implementation lasted update on 5 Oct 2023, The group manager surveys all group members, who had oil palm plots planted near the canal, creek, swamp river, etc., and then registers The group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones lasted on 15 Sep 2023 , 22 oil palm plots nearly river, canal , creek, 8 oil palm plots located mountainside plot area, 9 oil palm plots located step slop area Monitoring and follow-up by group manager at least every 3 months Training to all members and casual workers on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones lasted on 21 Sep 2023 such as member ID 2023-2250, 2023-2228, 2023-2250 and 2023-2228 Create a warning sign on the riverbank to be installed such as member ID 2023-2250, 2023-2228, 2023-2250, and 2023-2228

	The correction and corrective action have been implemented and the update group manual , including the mitigation and monitoring plan was carried out as mechanisms to prevent reoccurrence. The action plan by the group is effective, this non-conformity has been addressed and it is now closed. The continuous implementation will be verified in next surveillance.
Effectiveness Closure (for previous audit closed Critical NC):	Based on document review, the audit team found that the group has conducted training course on Health and Safety, Law and Regulation for group member and casual workers by Banna Subdistrict Health Promoting Hospital Officers on 21 Sep 2023, which including monitoring of riparian buffer zone management. The action plan for monitoring of riparian buffer zone management was reviewed and approved by group chairman on 20 July 2024. Furthermore, based on field observation and interviewed with sampled group member found that they are understand with riparian buffer zone management and has warning sign on the riverbank e.g., member ID 64-02-36. Therefore, this NC Major remains closed.

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <ul style="list-style-type: none"> Consideration should be made to determine more procedures related to maintaining annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts and related to the group actual's method. (2376484-202308-I1 ; D2.1 MS A) Clear hardcopy of documented information related to evidence of communication and transparency to all group members and Premiums disbursed to members at all stages is recorded and the premiums are paid in a timely and convenient manner. (2376484-202308-I2; D3.1 E) Consideration should determine more procedures related to disputes, including implementing dispute resolution processes and ensuring that all parties involved are involved.(2376484-202308-I3 ; 2.3 MS A) <p>Verification / Follow-up actions:</p> <ul style="list-style-type: none"> Based on document verification, the audit team found that the Group has prepared guidelines for the PalmTrace system as defined in the PalmTrace trading process on pages 64-71 of "Group Management manual" issued on 01 Jul 2024. The group manager and group committee have considered providing benefits to group members as dividends, as mentioned in the "Group Management Manual" issued on 01 Jul 2024, on page 38 and has update announcement of group member's dividend on 27 Jul 2024. The group has provided procedure of implementing dispute resolution process in the "Group Management Manual" issued on 01 Jul 2024, on page 36 and has conducted refresh training of FPIC and implementing dispute resolution process to all members on 20 Jan 2024.

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2376484-202308-M1	Critical	B.1.1 E	5 Aug 2023	Closed on 09 Oct 2023
2376484-202308-M2	Critical	B.1.2 E	5 Aug 2023	Closed on 09 Oct 2023
2376484-202308-M3	Critical	3.5 MS A	5 Aug 2023	Closed on 09 Oct 2023

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2376484-202308-M4	Critical	4.7 MS A	5 Aug 2023	Closed on 09 Oct 2023
2544154-202409-M1	Critical	4.6 MS B	6 Sep 2024	Closed on 30 Sep 2024
2544154-202409-M2	Critical	4.8 MS B	6 Sep 2024	Closed on 30 Sep 2024

3.4 Stakeholders and previous land owner / 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 Khaotor Oil Palm Grower 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)
Communities	Mr. Jarae K., Head of village, Moo. 3, Khaotor Subdistrict, Plai Phraya District, Krabi Province	Face to face interview
Communities	Mr. Pairee T., Director of Bang Hoi School, Khaotor Subdistrict, Plai Phraya District, Krabi Province	Face to face interview
Governmental Department	Mrs. Somana K., Plai Phraya District Agricultural Officer, Plai Phraya District Agricultural Office	Face to face interview
Contractor	Mr. Surasak K. (Harvester)	Phone interview
Contractor	Mr. Jakrik K. (Harvester)	Phone interview

Stakeholders comment	
1	Feedbacks: Head of village, Moo. 3, Khaotor Subdistrict <ul style="list-style-type: none"> The group has provided clear communication regarding the RSPO standards. No conflict of land right. The boundaries of the plantation are clear No complaint raised by people who lived surrounding the plantation or affected by FFB transportation. He is pleased to cooperate and support smallholder in his area to participate in implementing RSPO standards.

	Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up. No Complaints from local community.
2	Feedbacks: Director of Bang Hoi School <ul style="list-style-type: none"> Communication Policy, Employee Rights & Equal Employment Opportunities Policy, Gender Right Policy, Human Rights Policy, Child labor ,Sexual Harassment Policy and Whistleblowers Policy; covering is well established. Received assistance in scholarship. No complaints from activities of oil palm cultivation such child labor or family (parent) Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up. No Complaints from local community.
3	Feedbacks: Plai Phraya District Agricultural Officer <ul style="list-style-type: none"> Communication was good. No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation No outbreak of diseases and insects in the area. No fire-based site preparation was found use IPM. No peat areas in Khaotor Subdistrict The company representative regularly participates the meeting with the community. That is a good chance to receive comments from the local people Activities performed by the company is responsible for environment and social, there was no negative impact Audit Team verification and response: <ul style="list-style-type: none"> There is no issue to be verified by the audit team. Therefore, the comments are taken as positive input against the company's approach.
4-5	Feedbacks: Casual workers (Harvesting and pruning) <ul style="list-style-type: none"> The training on safe working and PPEs on oil palm plantation is useful for all workers to protect accident during working. They were informed by group members to understand and aware on labour, wage and benefit, working condition and safety, social and environment issue covering pesticide usage control, child labour, waste management, environmental protection (water source, soil, RTE, HCV), working details and condition, the procedure for grievance and complaint, etc. During working, they were supervised by group member who is employer to ensure that they can work properly and prevent the negative issue from their activity. Audit Team verification and response: Management Responses: <ul style="list-style-type: none"> Communication and coordination with casual worker (Contractor) will always be maintained and improved for further. Provide Training program as Safety Environment, Labour were implement with contractor Communication and provided annual healthy check up to all worker and all members as who worked with chemical. Audit Team verification and response: <ul style="list-style-type: none"> Positive feedback not required to follow-up.

- Verified the Training record were implement

List of land owner / 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
PLU Member ID 64-01-11, Plot B	16 Nov 1987	2.17	Yes	Yes	Comply / It is the transfer of inheritance from father to son. The ownership has been transferred for about 27 years and The area was planted with oil palm before the change of ownership.
PLU Member ID 65-03-04, Plot A	29 May 1990	1.43	Yes	Yes	Comply / It is the transfer of inheritance from father to son. The ownership has been transferred for about 34 years and The area was planted with oil palm before the change of ownership.
Member ID 64-01-10, Plot C	16 Jan 2019	1.58	Yes	Yes	Comply / It is the transfer of inheritance from father to son. The ownership has been transferred for about 5 years and The area was planted with oil palm before the change of ownership.
Member ID 64-02-31, Plot A	25 May 1998	1.71	Yes	Yes	Comply / It is for sale according to the wishes of the original owner since 25 May 1998 and transfer of inheritance from mother to son since 20 May 2008.

Assessor Notes: *Although the land acquisition is before November 2005 without HCV assessment, the LUCA process has been done by RSPO*

Previous land owner / user comment

All	Feedbacks: <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. <p>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>The process of transferring land ownership rights (land sale and purchase) has not experienced problems or conflicts, either internal or external. The right to membership is processed freely and voluntarily for the new landowner.</p>

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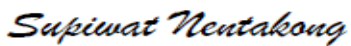

	Audit Team Findings: Coordination and the process of transferring land ownership has carried out well must be maintained properly.
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3.5 Impartiality and conflict of interest

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

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 Khaotor Oil Palm Grower 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 Khaotor Oil Palm Grower Community Enterprise Group is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mr. Supiwat Nentakong	Name: Ms. Parichat Arisa Seangtan
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: Khaotor Oil Palm Grower Community Enterprise Group
Title: Client Manager	Title: Group manager
Signature: 	Signature: 
Date: 30 Oct 2024	Date: 30 Oct 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	Legally registered entities have documented evidence to include: 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).	Khaotor Oil Palm Grower Community Enterprise Group is an organization that has fulfilled the requirements as a legal entity that manages oil palm smallholders in the form of "Community Enterprise" and has related documented evidence as follow; 1) The group has registered with the Plaipraya District Agriculture Office and holds license number 5-81-06-03/1-0022 since 11 May 2021. For the year 2024, it was registered on 30 Jan 2024, valid until 31 Dec 2024. As required by Thai laws, the group has to re-register with the Plaipraya District Agricultural Office annually to update any changes, especially the list of group members. Based on the list of group members as annex in this license, there are a total 88 group members on the re-registration date. (data before member resignation) 2) Decision-making and governance are made fair and transparent through group meetings with all members, which were conducted at annual group meeting on 20 Jan 2024. All attending members were informed about general information and the group's regulations, such as <ul style="list-style-type: none"> Information about group structure, group policy, procedures for applying for group membership, member punishment, summary of group budget and etc. 	Complied

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		<ul style="list-style-type: none"> Guidelines for managing member productivity and group management funds derived from the income generated by selling credit. <p>3) The Group manager had prepared smallholder declaration letter for group members. All group members have signed a declaration letter acknowledging and understanding the terms for applying to become group members. Sampling the signed declaration letter as following;</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID: 64-02-36 (Rattanaphon C.), Joining group on 26 Mar 2021, signed group agreement and the declaration letter on 26 Mar 2021. Member ID: 64-06-04 (Niyom M.), Joining group on 25 Feb 2021, signed group agreement and the declaration letter on 25 Feb 2021. Member ID: 64-02-26 (Charoen P.), Joining group on 19 Mar 2021, signed group agreement and the declaration letter on 19 Mar 2021. <p><u>Existing member with additional plot:</u></p> <ul style="list-style-type: none"> Member ID: 64-07-07 (Sanyarak P.), Joining group on 11 Apr 2022, signed group agreement and the declaration letter on 11 Apr 2022. Member ID: 64-06-01 (Trithip R.), Joining group on 01 Sep 2023, signed group agreement and the declaration letter on 01 Sep 2023. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID: 66-06-10 (Malee K.), Joining group on 14 Nov 2023, signed group agreement and the declaration letter on 14 Nov 2023. 	
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		<ul style="list-style-type: none"> Member ID: 65-02-40 (Manop S.) Joining group 19 Oct 2023, signed group agreement and the declaration letter on 19 Oct 2023. 	
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>The group has implemented an internal control system by following the documents "Group Management manual" issued on 01 Jul 2024. The organization structure of ICS, qualification and responsibilities of Group manager and group members as defined in "Group Management manual" issued on 01 Jul 2024 page 13-16.</p> <p>Based on document verification and interviewed Group manager, Group committee and group members who were sampled could show proof of their qualification as identified.</p> <ul style="list-style-type: none"> Found revised appointment of the Group manager and committee (13 persons) as indicate in annual group meeting report of year 2024 on 20 Jan 2024, which has changed one group committee from Ms. Pasuta B. to Mr.Wanchalerm C. and responsibilities of the Group manager and committee are defined in "Group Management Manual". Found application form with personal documents of group members and signed declaration letters e.g. member 64-05-01 (Monsri L.) signed agreement and smallholder Declaration letter on 01 Sep 2023 and member ID 64-07-03 (Mano P.) signed agreement and smallholder Declaration letter on 03 Mar 2021. <p>Group has implemented ICS process as identified in "Group Management manual" such as;</p> <ul style="list-style-type: none"> New member registration Record control Training 	Complied

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		<ul style="list-style-type: none"> • Internal Audit • Complaint and grievances • Social and Environment <p>The Group manager established plan for implementation of ICS at least once a year, which was conducted as training plan for 2024 which was specified training plan such as:</p> <ul style="list-style-type: none"> • RSPO ISH standard • ICS • GAP, BMPs, IPM • FPIC/HCV • Occupational health and safety. • Guideline for oil palm plantation record • Labor, forced labor, wages <p>Training on oil palm pricing mechanisms, financial management, and best practices for group members was conducted on 20 Jan 2024 with 88 participants. Based on document verification and interviewed sampled members found that they have attended this training course e.g., member ID: 66-06-10 (Malee K.), 64-02-36 (Rattanaphon C.), member ID 65-03-04 (Amnuay K.).</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 	<p>Khaotor Oil Palm Grower Community Enterprise Group has statutes to transparent decision-making and governance.</p> <p>As follows that:</p> <ul style="list-style-type: none"> • A meeting is declared valid if it is attended by more than half of the number of members. 	Complied

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		<ul style="list-style-type: none"> Decision making is carried out by deliberation and consensus. If there is a deadlock, then the decision is taken based on a mechanism approved by the forum but still on an accountable basis. Group willing to get involved and willing to promote RSPO certified palm oil. Appointed Ms. Parichat Arisa Seangtan as a Group Manager who responsible for implementation of RSPO principles and criteria. <p>All member of Khaotor Oil Palm Grower Community Enterprise Group will support all the joint declaration point. The group also has a business plan that demonstrates its sustainable financial management and has established an action plan for development and a budget for 2024, which includes a request for funding support from RSPO. Furthermore, credits from transactions are sold, and the proceeds are used to manage the group, ensuring sustainable financial management.</p>	
Criteria 1.2 Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable

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Milestone A	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>Khaotor Oil Palm Grower Community Enterprise Group has held trainings related to palm oil business. The trainings have been conducted as follows:</p> <ul style="list-style-type: none"> • Training on RSPO ISH Standard and related topics including knowledge of procedures implementation, record keeping for production, including inputs and yields, transactions. Presented by Group manager on 20 Jan 2024, with 88 participants. • Training on GAP, IPM, Using fertilizer for palm plantations, garden management was conducted by Mr.Jaran Budpech, Garden Management Specialist on 11 May 2024, with 55 participants. • Dissemination of the material through document file of RSPO introduction and implementation given to all smallholders. <p>Based on interviews with sampled members, it was found that they had recorded their production information on forms provided by the group, which were then submitted to the group's facilitator for verification and entry into the database each year. Upon verifying their records, it was found that the members understood how to accurately complete the forms, ensuring consistency with the weighing bill.</p>	Complied
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	<p>Based on field observation to sampled group members, found that group members are managing their farm effectively and maintain records of production and transaction data as follow;</p> <ul style="list-style-type: none"> • FFBs were sold to oil palm ramp in the local area. • Records of production and sale of FFB by individual members have consistently record the FFB production and sales. • Sample seen of transaction data of FFB sale: <ul style="list-style-type: none"> - Weighing receipt from Look Por Khun oil palm ramp to Malee K. (Member ID: 66-06-10) regarding sales of FFB on 07 Jul 2024, total weight 2,900 kg. received 14,500 baht. 	Complied

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		<ul style="list-style-type: none"> - Weighing receipt from Kong Rong oil palm ramp to Rattanaphon C. (Member ID: 64-02-36) regarding sales of FFB on 29 Aug 2024, total weight 895 kg. received 5,907 baht. - Weighing receipt from Look Por Khun oil palm ramp to Niyom M. (Member ID: 64-06-04) regarding sales of FFB on 10 Aug 2024, total weight 1,940 kg. received 11,834 baht. 	
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).	Khaotor Oil Palm Grower Community Enterprise Group has developed an application form and smallholders declaration letter which outlines the necessity to implement good agricultural practices in their farms. The Smallholders' Declaration form signifies members' commitment to implementing good agricultural practices on their farms, and it is signed by each member. Currently, there are 88 group members. Examples of these members can be found in the group's documents, as follows: <ul style="list-style-type: none"> • Member ID: 64-02-36 (Rattanaphon C.), Joining group on 26 Mar 2021, signed group agreement and the declaration letter on 26 Mar 2021. • Member ID: 64-07-07 (Sanyarak P.), Joining group on 11 Apr 2022, signed group agreement and the declaration letter on 11 Apr 2022. • Member ID: 66-06-10 (Malee K.), Joining group on 14 Nov 2023, signed group agreement and the declaration letter on 14 Nov 2023. 	Complied
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	From verified the training year plan in business plan of 2024 and interviewed sampled members found the group provide training course on Good Agriculture Practices (GAP) as follow;	Complied

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		<ul style="list-style-type: none"> • Training on RSPO ISH Standard and related topics including GAP which presented by Group manager on 20 Jan 2024, with 88 participants. • Training on GAP, IPM, Using fertilizer for palm plantations, garden management was conducted by Mr.Jaran Budpech, Garden Management Specialist on 11 May 2024, with 55 participants. <p>Based on interview with Group manager and document verification, most of trainers have a competence of each topic to training.</p>	
Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	<p>Based on field observations conducted in group member areas, such as those of member ID: 66-06-10, 64-02-36, 64-06-04 and 65-02-40, it shows that all smallholders are effectively managing their farms and diligently maintaining records of production and transaction data. Moreover, they have implemented GAP in accordance with the SOPs and training that have been delivered, such as;</p> <ul style="list-style-type: none"> • Not using paraquat. • Prepared garden management plan which cover GAP implementation. • Carrying out farmer activity records, such as harvest records and fertilizer use records. • Properly conducting as planned e.g., weed management and fertilization. <p>Furthermore, based on interviews with sampled group members, it was found that they understand GAP and garden management knowledge and have tried to implement it as they perceive, such as using fertilizer based on soil analysis results. This indicates good farm management practices across various areas within the group.</p>	Complied
Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Comply with the law and respect communities' rights			

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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).	Khaotor Oil Palm Grower Community Enterprise Group has established a comprehensive database containing the land holdings of all group members, encompassing member details such as name, address, ID code, and coordinate points, along with land ownership status, planting year, and total area. This information has been gathered from specific document data in various formats, including the membership application form and related documents such as copies of the land ownership certificates submitted by the members e.g., member ID: 66-06-10 (Malee K.) has submitted the application form along with her personal documents and a copy of the Sor Por Kor certificate No. 1526.					Complied																																			
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.	<div>Based on document verification, all sampled group members of group were able to provide proof of their land ownership, demonstrated as sample follows:</div> <table><tr><th>Smallholder</th><th>Plot</th><th>ID</th><th>Land title type and No.</th><th>Area (Ha)</th></tr><tr><td>Arphon N.</td><td>Plot A</td><td>65-01-15</td><td>Title deed no. 2585</td><td>3.16</td></tr><tr><td>Bamrong K.</td><td>Plot A</td><td>64-07-05</td><td>Title deed no. 1347</td><td>2.8</td></tr><tr><td>Sanyarak P.</td><td>Plot D</td><td>64-07-07</td><td>Sor Por kor no. 2339</td><td>1.88</td></tr><tr><td>Trithip R.</td><td>Plot C</td><td>64-06-01</td><td>Title deed no. 9773/131/9677/449</td><td>7.15</td></tr><tr><td>Prarob C.</td><td>Plot A</td><td>64-02-17</td><td>Title deed no. 225/14216</td><td>0.85</td></tr><tr><td>Mano P.</td><td>Plot A</td><td>64-07-03</td><td>Title deed no. 1376/1377</td><td>1.85</td></tr></table>					Smallholder	Plot	ID	Land title type and No.	Area (Ha)	Arphon N.	Plot A	65-01-15	Title deed no. 2585	3.16	Bamrong K.	Plot A	64-07-05	Title deed no. 1347	2.8	Sanyarak P.	Plot D	64-07-07	Sor Por kor no. 2339	1.88	Trithip R.	Plot C	64-06-01	Title deed no. 9773/131/9677/449	7.15	Prarob C.	Plot A	64-02-17	Title deed no. 225/14216	0.85	Mano P.	Plot A	64-07-03	Title deed no. 1376/1377	1.85	Complied
Smallholder	Plot	ID	Land title type and No.	Area (Ha)																																						
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Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	Based on field observations of the example smallholder (mentioned in 2.1 MS A) show that all land boundaries are clearly present, visible and maintained. All smallholder can display their land boundaries e.g. for smallholder who has land deed always indicates the legal boundary and the concrete pillar numbers e.g., member ID: 65-01-15 (Arphon N.), 64-07-05 (Bamrong K.) and 64-07-03 (Mano P.). The concrete pillars given by the Department of Land were marked as a boundary of the land. Moreover, based on stakeholder consultation to interested parties, there is no boundary overlapping with other landowner.	Complied
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).	Based on document verification, land acquisition of all members was found as both of land title deeds and a certificate from the related government department, however the smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.	Complied
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).	Based on document verification, land acquisition of all members was found as both of land title deeds and a certificate from the related government department, however the smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.	Complied
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).	Based on document verification, land acquisition of all members was found as both of land title deeds and a certificate from the related government department, however the smallholder never acquires land from indigenous peoples, local communities, or other users without their Free, Prior and Informed Consent (FPIC) based on a simplified FPIC approach.	Complied

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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).	Based on document verification found that all group members hold land deeds and land utilization certificates for their land used of oil palm cultivation and no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officer, therefore the customary right was not applied. Based on interviewed of example members, head village and related stakeholder organization found currently there are no land disputes between group members or with indigenous peoples, local communities or other users. Apart from that, they also have a land conflict resolution mechanism which member has been perceived by smallholder declaration and communicated these mechanism to members by training e.g. Social and Environmental training topic on 20 Jan 2024 by Group manager.	Complied
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	Based on document verification and interviews with example members, there is no evidence of any land claims, disputes, or complaints raised by indigenous people, stakeholders, community leaders, government officers, or local communities. Furthermore, from stakeholder consultations, no disputes were found 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	Based on document verification and interviews with example members, there is no evidence of any land claims, disputes, or complaints raised by indigenous people, stakeholders, community leaders, government officers, or local communities. Furthermore, from stakeholder consultations, no disputes were found among indigenous peoples, local communities, or other users.	Complied

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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.

Eligibility	as Smallholder plots are located outside of areas classified as national parks or protected areas defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	The result of the document review and interviewing 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. Furthermore, based on the lasted Land Use Change Analysis report on 19 April 2024 indicated that Krabi Province has protected areas and the group member plots are not located near the inland protected areas.	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).		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).		Complied

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 their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).	These criteria are not applicable because the group has no plans for new oil palm planting or the development of new areas. All sampled members have checked their plot coordinates and maps to confirm their boundaries and oil palm planted areas and interviewed about previous landowner and land used. Furthermore, the auditor has verified related documents, such as the new planting plan of the group to confirm the information from site verification. However, all group members have signed the Smallholder Declaration, committing not to clear or acquire land from indigenous people, local communities, or other users.	Complied
Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach.		Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities		Complied

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	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>Khaotor Oil Palm Grower Community Enterprise Group has policies related to discrimination, violence, forced labor and abuses at work based on Sustainable Group Manual issued 01 July 2024 at page 31/73 and the small holder declaration letter.</p> <p>Smallholder members have signed the agreement and smallholder declaration statement which stated at point "no use of forced labour on the oil palm plantation".</p> <p>Through verification by onsite observation found the source of labour of the group members are both family and hired labour. Type of worker are Harvesting, trimming, and weeding. The gender of the worker both of Men and Women and the type of employment is daily employed and monthly employed. The most of employment was casual work and reviewed the document as signed a declaration to commit to not use forced labour to ensure all members acknowledgment and practice comply with requirement for example;</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. 	Complied

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		<ul style="list-style-type: none"> Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 new member (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
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; 	<p>Khaotor Oil Palm Grower Community Enterprise Group has provided training to all members on orientation program for 18 new members and for all members on 21/9/2023 and 20 Jan 2024 refresh training program for all members (88 members: 70 existing members and 18 new member) on date 20 Jan 24 via Annual meeting of Y2023 and 2024 (respectively). The material provided at the training includes Prohibition of Discrimination, Forced Labor and Trafficking, Prohibition of employing minors and prohibition of Using Child labor, Retention of identity documents including but not limited to passports, Payment of recruitment fees by workers, contract substitution, Involuntary</p>	Complied

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	<ul style="list-style-type: none"> • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>overtime, Lack of freedom of workers to resign, Penalty for termination of employment, Debt bondage and With holding of wages.</p> <p>Khaotor Oil Palm Grower Community Enterprise Group shows the policy for Identification of Impact forced labour and Risk (Document Number: policy dated 07 May 2023, Revision 00), issued by the Chairman of the Khaotor Oil Palm Grower Community Enterprise Group .</p> <p>The policy explains the mechanism for implementing the identification of forced labour aspects and impacts, including:</p> <ul style="list-style-type: none"> - Dissemination of the implementation of impact aspect identification - Each section carries out identification of forced labour impact aspects - Review/Analysis of the results of forced labour impact aspects. <p>Based on interviews and verified the acknowledgment with 2 harvesters (casual worker) representative, they confirm they no use of forced labour i.e. Mr. Jakrik Kongyot (Harvester) that he were given the freedom to access or to services to all 25 farmers and could freely option for the jobs and other employer.</p>	
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.	<p>All workers in the plot, including their families, have the right of access to obtain the casual work agreement. For all casual workers no need the issued the contract agreement.</p> <p>Based on interviews and verified the acknowledgment with 2 harvesters (casual worker) representative, they confirm they no use of forced labour i.e. Mr. Jakrik Kongyot (Harvester) that he were given the freedom to access or to services to all farmers and could freely option for the jobs and other employer.</p>	Complied

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>Khaotor Oil Palm Grower Community Enterprise Group has a policy regarding the prohibition of Using Child Labor, For Khaotor Oil Palm Grower Community Enterprise Group members not to employ children under 18 years of age.</p> <p>For children aged less than 15 years, the group not allow to employ. If they work in the field with the aim of helping their parents (family workers), it must be under parental supervision, and not do risky jobs. This policy refers to the existing laws and regulations in Thailand, concerning the prohibition of using child labor.</p> <p>Khaotor Oil Palm Grower Community Enterprise Group has provided training to all members on orientation program for 3 new members and for all members (88members: 70 existing members and 18 new member) on 20 Jan 2024 via Annual meeting of Y2023 and 2024 to refresh training program (respectively).</p> <p>From result of interview with sampling 25 members found that they were aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility and they were awareness of child labour and commitment to no child labour.</p> <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. Verify the casual worker registered found age was over 18 years old, youngest worker as 26 years 3 months (BD is 5 May 1998, joining team 5 Jan 2021).</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. 	<p>Khaotor Oil Palm Grower Community Enterprise Group has a policy regarding the prohibition of Child labor, the policy was state at Chapter 1 on Introduction (Scope, Policy) and Chapter 2 on Labor, contractors, employees topic of Sustainable manual group issued 01 July 2024</p> <p>1) For Group members not to employ children under 18 years of age.</p>	Complied

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	<p>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</p>	<p>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. Signed declaration to commit to not use child labour from all members available to verified.</p>	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <p>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.</p> <p>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</p> <p>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</p>	<p>Based on sampling members to interview such as</p> <ul style="list-style-type: none"> Existing members: Member ID 64-02-17 (Prarob C.) and Member ID 64-07-03 (Mano P.) Existing members with additional plot: Member ID 67-07-07 (Sanyarak P.) New members: Member ID 65-01-15 (Arphon N.) Casual workers: Nusorn C., Montha N., Mana K., Apichart A. <p>They can implement, demonstrate and there are no practices used child labor on workplace.</p> <p>The youngest age on the list of Khaotor Oil Palm Grower Community Enterprise Group casual workers such as harvester; youngest worker as 26 years 3 months (BD is 5 May 1998, joining team 5 Jan 2021).</p>	Complied
<p>Criteria 3.3</p> <p>Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>			
Eligibility	<p>Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).</p>	<p>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 Jan 2024, Minimum wage at Krabi Province is 347 baht/day and Surat Thani Province is 345 baht/day .</p> <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 600-1000 Baht per ton, 	Complied

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		<ul style="list-style-type: none"> • Transportation to factory is 200-300 Baht per ton. • Pruning work on average 15-30 baht per tree • fertilization work of 50 baht per bag • Spraying work of 150 baht per litter. • Weed control by manual (using machinery) of 450-500 baht/rai or 150 baht/litter (fuel oil) 	
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.	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 Aug 2023 to Jul 2024 such as <ul style="list-style-type: none"> • Record payment of wages on: 1 Jul 2024 	Complied
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.	<ul style="list-style-type: none"> • On behalf of: Jakrik K. • Plot owner/Farmer: Member ID no. 64-05-01 • Type of Work: harvesting • Total Weight: 3.010 MT • Wages received by workers: 2,709 Baht (900 baht/MT), Exclude transportation) for 2 casual worker (1,104.50 baht/person/day; harvester) and 1 casual worker (500 baht/person/day; picking loose fruit only) <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.</p> <p>During interviews were conducted with Casual workers members and verified the record that the payment had been made fairly and no discrimination.</p>	Complied
Criteria 3.4			

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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).	<p>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.</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	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>The group has completed training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance, on 20 Jan 2024 via Annual meeting of Y2024 for all 88 members (70 Existing members and 18 New members), Presented group manager, Sampled members interviewed and training record reviewed such as</p> <ul style="list-style-type: none"> Existing members: Member ID 64-02-17 (Prarob C.) and Member ID 64-07-03 (Mano P.) Existing members adding new plot planting: Member ID 67-07-07 (Sanyarak P.) New members: Member ID 65-01-15 (Arphon N.) Casual workers: Nusorn C. and Montha N. 	Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	<p>Results from interviews with sampled members and casual workers confirmed that they are aware of the complaints and grievance mechanism by phone and the Group Line application (Khaotor Oil Palm Grower Community Enterprise), and the suggestion/complaints box located at the group office, which is collected every Monday. They also demonstrated their understanding of the process for compliance and grievance. The farm record book showed no evidence of any disputes or complaints raised by stakeholders, community leaders, government officers, or local communities, despite their awareness of the right to file complaints and grievances regarding the group and its members' activities.</p> <p>Based on interview with harvester, they said that they have been provided awareness to submit the grievance through suggestion box in the group office of Khaotor Oil Palm Grower Community Enterprise or phone all and Line application directly to Group manager. They also said that until current, there is no grievance/or complaint need to be submitted.</p>	Complied

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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).	<p>The group members signed a declaration to provide safe working conditions and facilities for the workers. The group established the Occupational health and safety procedure stated on "Group Management manual" issued on 01 Jul 2024.</p> <p>Smallholder members have signed the statement to provided PPE for workers. However, all members had only casual workers and they been prepared by themselves.</p>	Complied
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 members, casual workers, and family members of Khaotor Oil Palm Grower Community Enterprise Group have completed training and are aware of the health and safety risks associated with farm work, including pesticide use, and how to mitigate them. The training program for all group members and casual worker was conducted on 21 Sep 2023, with 52 participants. The training records have been verified, including those for casual workers such as Mr.Mana K., Mr. Apichart A., Mrs. Duangjai K., and Mr. Kawee S.</p> <p>Based on sampling members and casual worker to interviewed Casual worker Harvesting and Chemical spraying , they can demonstrate and there prepared Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. Adequate drinking water the workers arrange by them self-members provided only some soft drink, and access to toilets do not restrict.</p>	Complied
Milestone B	Workers, including smallholder family members, have access to safe working conditions and amenities that include: <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies 	<p>Casual workers including family member have access to safe working conditions and amenities. Each worker and smallholder have their own housing.</p> <p>During field observation confirmed that first aid kit provide has met with the standard. Evidence of first aid kit provision is available. PPE</p>	Complied

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	<ul style="list-style-type: none"> Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. Adequate drinking water Access to toilets 	<p>has been prepared by casual workers themselves, they can be demonstrated during audit.</p> <p>Based on sampling members to interviewed such as</p> <ul style="list-style-type: none"> Existing members: Member ID 64-02-17 (Prarob C.) and Member ID 64-07-03 (Mano P.) Existing members with additional plot: Member ID 67-07-07 (Sanyarak P.) New members: Member ID 65-01-15 (Arphon N.) Casual workers: Nusorn C., Montha N., Mana K., Apichart A. <p>They can demonstrate and there prepared Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. Including adequate drinking water the workers arrange by them self, if it is not enough, they can access additional supplies without restriction. Members also provide some soft drinks for the workers. Access to toilets is not restricted.</p>	
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).	<p>All of 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.</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a 	Complied

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		<p>complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021.</p> <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	<p>All of members of Group 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 were conducted on 20.01.2024 via annual meeting. Based on sampled members interviewed and training record such as</p> <ul style="list-style-type: none"> Existing members: Member ID 64-02-17 (Prarob C.) and Member ID 64-07-03 (Mano P.) Existing members with additional plot: Member ID 67-07-07 (Sanyarak P.) New members: Member ID 65-01-15 (Arphon N.) Casual workers: Nusorn C., Montha N., Mana K., Apichart A. 	Complied

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Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	<p>This policy of no discrimination, harassment, or abuse they can freely express that they are working in place on the farm was established and communicate to all members and all casual worker, socialized to all members and workers at the time via annual meeting lasted on 20 Jan 2024. This socialization was attended 88 members (70 existing members and 18 new member) attendance lists and materials can be shown during the audit.</p> <p>Based on interviews and verified the acknowledgment with 2 harvesters (casual worker) representative, they confirm they no discrimination, harassment i.e. Mr. Jakrik Kongyot (Harvester) that he were given the freedom to access or to services to all 25 farmers sampling and could freely option for the jobs and other employer.</p>	Complied
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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).

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.

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.

Remediation and Compensation Procedure (RaCP)

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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.

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.

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.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	<p>During MSA - year 2024, there no change information related to HCVs and HCS. Khaotor Oil Palm Grower Community Enterprise Group and all smallholder members have committed to protect HCV area and maintain HCV area. HCV assessment has been conducted in 07 Nov – 15 Dec 2023 by internal assessor from ICS Khaotor Oil Palm Grower Community Enterprise Group and Facilitator GIZ. Internal assessor has been trained by facilitator from GIZ.</p> <p>The LUCA assessment report "Khaotor Oil Palm Grower Community Enterprise Group /High Conservation Value (HCV) Khaotor Oil Palm Grower Community Enterprise Group " dated 19 April 2024.</p> <p>- This report calculates the compensation liability for Khaotor Oil Palm Grower Community Enterprise Group for 68 plots. - The spatial data submitted to RSPO has been processed, and all the smallholder areas consisted of vegetation coefficient 0.00 in November 2005. The total area of all assessed plots is 216.62ha.</p> <p>The total area of raw liability for this ISH group is 216.62 ha. However, since the land clearing was involved with only 0.00 vegetation coefficient, the Final Conservation Liability (FCL) value applied to Khaotor Oil Palm Grower Community Enterprise Group is 0.00 ha.</p>	Complied
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		<p>- Remediation area identified in Khaotor Oil Palm Grower Community Enterprise Group due based on the LUCA scope of Khaotor Oil Palm Grower Community Enterprise, Thailand, has no plots within riparian buffer zones requiring remediation by the ISH, no plots on steep slopes, and no plots planted on peat areas.</p> <p>- Consider the summary points above; the reviewer concluded that LUCA Analysis of Khaotor Oil Palm Grower Community Enterprise Group Surat Thani Province, Krabi Province Thailand, the status of the LUCA report for Khaotor Oil Palm Grower Community Enterprise Group ISH is "Satisfactory"</p>	
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 member trained on HCVs and HCS practices and are aware of riparian buffer zone management approach on 27 July 2024; by separate training in each area such as Multipurpose Hall, Village No. 7 and following the 2023 -2024 Training plan and following the Training plan as record.</p> <p>Verifying during the audit found the content of training material covered all of the topics in the indicator and trained by Mis. Chayapha Sirung (Forest Specialist). Verifying the evidence of the training founded training plan, training record as record and Training attendance sheet as record Conducted the training on 27 July 2024.</p> <p>Based on document verification and interviewed sampled members found that all member and labor attended important training courses as following;</p> <ul style="list-style-type: none"> - 88 members: 70 existing members and 18 new member trained on 27 July 2024 via orientation program - 26 casual workers trained on 27 July 2024 - And all members refresh training on 20 Jan 2024 via annual meeting <p>The attendance lists and materials can be shown during the audit.</p> <p>Based on sampling members and casual worker to interviewed such</p>	Complied

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		<ul style="list-style-type: none"> Existing members: Member ID 64-02-17 (Prarob C.) and Member ID 64-07-03 (Mano P.) Existing members with additional plot: Member ID 67-07-07 (Sanyarak P.) New members: Member ID 65-01-15 (Arphon N.) Casual workers: Nusorn C., Montha N., Mana K., Apichart A. 	
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	<p>The group demonstrated a basic understanding of the availability of the primary forest and HCV areas surrounding the certification unit. Based on interview with smallholder members during audit, confirmed that they aware regarding the RTE species protection and wildlife in the smallholder plots. Wildlife hunting is prohibited by the policy of Khaotor Oil Palm Grower Community Enterprise Group . and also regulation. All of the planted areas after November 2005 by the group members have been developed before the date they joined the group certification. In the QM "Khaotor Oil Palm Grower Community Enterprise Group " Dated 1 July 2024, protection measures have been regulated which include not catching or injuring, not keeping and selling them, letting animals pass, marking the path, and reporting findings.. Based on the HCV assessment report, no RTE or HCV is available within any smallholder's area. The date of land development and first oil palm planting is recorded and made available at the group manager's office.</p> <p>Based on an interview with the sampling group manager, they have communicated the procedure/mechanism for group members to report any HCV threats.</p>	Complied

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	<p>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>	<p>Based on verification of year crop in member of certification of Khaotor Oil Palm Grower Community Enterprise Group, there was crop planted after November 2005 which is: 1 Dec 2007-24 Nov 2023. Khaotor Oil Palm Grower Community Enterprise Group has reported to the RSPO as a follow-up to the RSPO regulations that planting years after November 2005 must be carried out LUCA (Land use change Analysis). Khaotor Oil Palm Grower Community Enterprise Group has communicate with RSPO Secretariat about planting years and LUCA Analysis. Based on document review, there was observed that LUCA Analysis report has been done by RSPO and published on 19 April 2024.</p> <p>The conclusion in the report stated that landcover in categorized as coefficient 0 or non-forest (non-tree plantation or palm oil, bare soil, low vegetation, fruit trees, vegetable crops). Total final compensation liability is 0 hectare and remediation area are 0 hectare. Records of correspondence with RSPO is available, Khaotor Oil Palm Grower Community Enterprise Group send their email on 25 March 2024. Smallholder member has signed the commitment in "Khaotor Oil Palm Grower Community Enterprise Group" which stated in point 11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".</p> <p>Smallholder also commit to provide information to group manager among others:</p> <ul style="list-style-type: none"> • Location (coordinates) of all plots currently planted with oil palm • Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders) • Any plots located on steep slopes • Details on plans for replanting and expansion of oil palm. 	Complied
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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.	Based on verification of year crop in member of certification of Khaotor Oil Palm Grower Community Enterprise Group, there was crop planted after November 2005 which is: 1 Dec 2007-24 Nov 2023. Khaotor Oil Palm Grower Community Enterprise Group has reported to the RSPO as a follow-up to the RSPO regulations that planting years after November 2005 must be carried out LUCA (Land use change Analysis). Khaotor Oil Palm Grower Community Enterprise Group has communicate with RSPO Secretariat about planting years and LUCA Analysis. Based on document review, there was observed that LUCA Analysis report has been done by RSPO and published on 19 April 2024. The conclusion in the report stated that landcover in categorized as coefficient 0 or non-forest (non-tree plantation or palm oil, bare soil, low vegetation, fruit trees, vegetable crops). Total final compensation liability is 0 hectare and remediation area are 0 hectare. Records of correspondence with RSPO is available, Khaotor Oil Palm Grower Community Enterprise Group send their email . Records was sighted and reviewed such as Letter document "Khaotor Oil Palm Grower Community Enterprise Group" dated 19 April 2024.	Complied
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	Audit MSB, there is 18 new additional members or plot in the scope of audit, therefore there is changing in the Land Use Change Analysis Based on verification of year crop in member of certification of Khaotor Oil Palm Grower Community Enterprise Group, there was crop planted after November 2005 This audit MSB (88 members: 70 existing members and 18 new member), Total land area is 400.19 ha with Oil Palm Planted area is 370.02 ha Khaotor Oil Palm Grower Community Enterprise Group has reported to the RSPO as a follow-up to the RSPO regulations that planting years after November 2005 must be carried out LUCA (Land use change Analysis). Khaotor Oil Palm Grower Community Enterprise Group has communicate with RSPO Secretariat about planting years and LUCA Analysis. Based on document review, there was observed that LUCA	Complied

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		<p>Analysis report has been done by RSPO . completed on 19 April 2024. Previous land use change analysis is applicable.</p> <p>There is no environmental remediation and conservation liability according to LUCA report by RSPO. Khaotor Oil Palm Grower Community Enterprise Group has reported the disclosure form to RSPO, Land Use Change Analysis has been conducted and review by RSPO. Report of Land Use Change Analysis available in "Smallholder Land Use Change Analysis for Khaotor Oil Palm Grower Community Enterprise Group" dated 19 April 2024 . According to LUCA report conclude that:</p> <ul style="list-style-type: none"> - Result of LUCA Analysis Methodology Review: Passed - Final conservation liability: 0.00 ha - Environmental remediation areas: There are no plots located on steep slope (>40%).verify no peatland area - Total number of smallholders: 47 (68) Pilot <p>Total area to be certified: 216.62 ha. based on the analysis result, the reviewer concluded the status for Khaotor Oil Palm Grower Community Enterprise Group LUCA analysis is Pass.</p>	
<p>Criteria 4.3</p> <p>New planting of independent smallholders, since November 2019:</p> <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).	During audit MSB, based on interview with smallholder members, ICS and head cooperatives it was confirmed that there is no planned for new plantings for their plantation. All member plantations are existing palm oil plantation. There is no more land bank in surrounding	Complied

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		<p>plantation of Khaotor Oil Palm Grower Community Enterprise Group. Smallholder member has signed the commitment in "Khaotor Oil Palm Grower Community Enterprise Group" which stated in point 11 that "No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)". Smallholder also commit to provide information to group manager among others:</p> <ul style="list-style-type: none"> - Location (coordinates) of all plots currently planted with oil palm - Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders). - Any plots located on steep slopes. - Details on plans for replanting and expansion of oil palm. <p>Sample seen for 25 smallholder member commitment, among others</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> • Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. • Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> • Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. 	
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		<ul style="list-style-type: none"> Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
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>Based on data of palm oil planting Khaotor Oil Palm Grower Community Enterprise Group , there is no oil palm planted after November 2019. Mostly smallholder plots have been planted since 2001 – May 2015. This also confirmed with liability disclosure form submit to RSPO.</p> <p>During audit MSB , based on interview with smallholder members, ICS and Group manager it was confirmed that there is no planned for new plantings for their plantation. All member plantations are existing palm oil plantation. Sample seen for 25 smallholder member commitment, among others. they will not carry out new planting in HCV areas or HCS forests, areas with steep slopes (more than 25 degrees or as stipulated in the National Interpretation), SEIA evaluation date on. 13-18 July 2024 or on peat on the declaration form. Moreover, the group was surveyed and monitored yearly during the internal audit. There are currently no HCV set-asides with existing rights of local communities that have been identified. As such, there are no negotiated agreements with the local communities regarding the protection of HCVs and ownership of local communities.</p>	Complied

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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.	Based on data of palm oil planting Khaotor Oil Palm Grower Community Enterprise Group, there is no oil palm planted after November 2019. Mostly smallholder plots have been planted since 2001 – May 2015. This also confirmed with liability disclosure form submit to RSPO. During audit MSB, based on interview with smallholder members, ICS and Group manager it was confirmed that there is no planned for new plantings for their plantation. All member plantations are existing palm oil plantation.	Complied
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>The group have not the presence of peat on existing plots within the group and smallholder. The member signed a declaration to commit that no new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion. Moreover, commit to using of BMPs (Best management practices). Sampling sign declaration from. Sampling the signed declaration letter as following;</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a 	Complied

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		<p>complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021.</p> <ul style="list-style-type: none"> Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
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.	<p>According to soil maps overlay and field visit to smallholder member plots, it was confirmed that there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group has overlay all smallholder plot with soil maps of Land Development Department , Surat Thani , Krabi province.</p> <p>According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in " Land Development Department " with scale 1:50,000 in year 2023.</p> <p>According to soil maps, soil type in smallholder plantation Khaotor Oil Palm Grower Community Enterprise Group refer Land Development Department .</p>	Complied
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.	<p>According to soil maps overlay and field visit to smallholder member plots, it was confirmed that there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group.</p> <p>Khaotor Oil Palm Grower Community Enterprise Group has overlay all smallholder plot with soil maps of Land Development Department , Surat Thani and Krabi province.</p>	Complied

		<p>According to soil maps overlay indicated that there is no peat soil in area of smallholder plantation. Soil maps available in " Land Development Department " with scale 1:50,000 in year 2024. According to soil maps, soil type in smallholder plantation Khaotor Oil Palm Grower Community Enterprise Group refer Land Development Department .</p> <p>As mentioned per 4.4 E, The group have not the presence of peat on existing plots within the group and smallholder. There is no need action plan being implemented as there is no peat soil in Khaotor Oil Palm Grower Community Enterprise Group.</p>	
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).	<p>During MSB, the auditor team has reviewed the soil maps available in "Khaotor Oil Palm Grower Community Enterprise Group" with scale 1:50,000 year 2024 shown that generally plantation of Khaotor Oil Palm Grower Community Enterprise Group was far from the river or sea and there is no risk of flooding, in addition there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group.</p> <p>Also, all smallholder member of Khaotor Oil Palm Grower Community Enterprise Group has signed the commitment letter which stated in point 13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion". The auditor teams have taken 25 smallholder sample from each farmer group. Sample seen for Smallholder commitment declaration</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. 	Complied

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		<ul style="list-style-type: none"> Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	During MSB, the auditor team has reviewed the soil maps available in "Khaotor Oil Palm Grower Community Enterprise Group" with scale 1:50,000-year 2024 shown that generally plantation of Khaotor Oil Palm Grower Community Enterprise Group was far from the river or sea and there is no risk of flooding, in addition there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group. Although the area does not have any peat area, the group has provided training about identification of future risks of flooding or saline intrusion and alternate land development strategies.to its members. From the interviews, it was found that the members	Complied

		understand the training content and seen for Smallholder commitment declaration .	
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.	During MSB, the auditor team has reviewed the soil maps available in "Khaotor Oil Palm Grower Community Enterprise Group" with scale 1:50,000-year 2024 shown that generally plantation of Khaotor Oil Palm Grower Community Enterprise Group was far from the river or sea and there is no risk of flooding, in addition there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group. Record on training implementation the RSPO ISH requirement, HCV awareness and socialization the ICS policy to all smallholder member as per document of Khaotor Oil Palm Grower Community Enterprise Group year update 01 July 2024. According to soil maps overlay and field visit to smallholder member plots, it was confirmed that there is no peat soil in area of Khaotor Oil Palm Grower Community Enterprise Group. Therefore, this indicator is not applicable.	Complied
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).	During MSB year 2024, the auditor team has interview with smallholder member of Khaotor Oil Palm Grower Community Enterprise Group that smallholder's sample has shown the commit to no burning for preparing land or for pest control, nor open fire for waste management The smallholder has signed the commitment letter which stated in point 15 that "No burning for preparing land or pest control". Sample seen for Smallholder commitment declaration <u>Existing member:</u> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a 	Complied

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		<p>complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021.</p> <ul style="list-style-type: none"> Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p> <ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. <p>Based on interview with head of Khaotor Oil Palm Grower Community Enterprise Group , there is no land preparing by burning. Land preparation conducted mechanically.</p>	
Milestone A	<p>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:</p> <ul style="list-style-type: none"> Alternatives to fire for land preparation and farm waste management (where appropriate possible). 	<p>During MSB year 2024, the auditor team has interview with small holder member of Khaotor Oil Palm Grower Community Enterprise Group that smallholder's sample has signed the commitment letter which stated in point 15 that "No burning for preparing land or pest control". Based on interview with head of Khaotor Oil Palm Grower Community Enterprise Group, there is no land preparing by burning.</p>	Complied

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	<ul style="list-style-type: none"> • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their plots. 	<p>Land preparation conducted mechanically. This also confirmed with smallholder member sampled (25 member) during field visit and interview Khaotor Oil Palm Grower Community Enterprise Group has a procedure for land preparation as under name "Khaotor Oil Palm Grower Community Enterprise Group".</p> <p>The procedure covers:</p> <ul style="list-style-type: none"> • Land Clearing Procedure – SOP Khaotor Oil Palm Grower Community Enterprise Group dated 01 July 2024. • Replanting Procedure – SOP Replanting Khaotor Oil Palm Grower Community Enterprise Group dated 01 July 2024. <p>According to procedure, the land preparation conducted mechanically without burning.</p> <p>Training for Fire handling on palm oil plantation has been conducted by facilitator dan ICS to smallholder member. The training was attended (88 members: 70 existing members and 18 new member) smallholder members.</p> <p>Evidence: attendance list, photograph, training material. The training also has included alternatives to fire for land preparation and farm waste management, alternatives to fire for pest control and fire prevention and how to respond to and manage fires in their plots. They conducted assessments or quizzes to test participants' knowledge and retention of the training content</p>	
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.	During MSB year 2024, the auditor has interviewed with 25 smallholder member sampled all sampling member 25 member during field visit and interview confirmed that they have aware regarding the prohibition of use fire or practice burning for land preparation, waste management or pest control on their farm. During field audit to smallholder plots has also confirmed that there is no evidence that	Non-compliance

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		<p>smallholder members use fire for land preparation, waste management or pest control on their farm.</p> <p>However based on a field visit to smallholders, the audit team found that 1 out of 25 sampled members (e.g., member ID 65-02-40 Plot B) showed evidence of waste burning. That not comply with group practice.</p> <p>Based on field visit to smallholder No. 64-01-11 plot B, audit team found plastic refuse from food and plastic bags spread around the oil palm.</p> <p>Reference the details as Major NC no. 2544154-202409-M1</p>	
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).	<p>The group member signed a declaration to commit that to commit to no new plantings in riparian zones. Moreover, The best management practice for palm oil was stated in the Khaotor Oil Palm Grower Community Enterprise Group manual on page 50/73 for apply distance between the riparian zones at least \pm 15 meters.</p> <p>Sample seen for Smallholder commitment declaration</p> <p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID 64-02-17 (Prarob C.) Plot A, Joining date 07 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 07 Mar 2021. Member ID 64-07-03 (Mano P.), Plot A, Joining date 03 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 03 Mar 2021. <p><u>Existing members with additional plot:</u></p>	Complied

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		<ul style="list-style-type: none"> Member ID 67-07-07 (Sanyarak P.), Plot D, Joining date 11 Apr 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 11 Apr 2021. Member ID 64-05-01 (Monsri L.) Plot B, Joining date 10 Mar 2021, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter on 01 Mar 2021. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID 65-01-15 (Arphon N.) Plot A., Joining date 08 Apr 2022, commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed Agreement and Smallholder declaration letter signed 08 Apr 2022. 	
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.	<p>The group member trained on HCVs and HCS practices and are aware of riparian buffer zone management approach on 27 July 2024; by separate training in each area at Multipurpose Hall, Village No. 7 and following the 2023 -2024 Training plan and following the 2024 Training plan as record.</p> <p>Verifying during the audit found the content of training material covered all of the topics in the indicator and trained by Miss Sorraya Thepnarong, Mr.Nattachai Apaipagdee (Agricultural specialist). Verifying the evidence of the training founded training plan as form, training record as record. and Training attendance sheet conducted the training on 27 July 2024.</p> <p>Based on document verification and interviewed sampled members found that all member and labor attended important training courses. Record of training in the form of attendance list, training material and minutes of training are available during audit.</p>	Complied

		During interview with smallholder member all sampling member 25 member) confirmed that they have aware the riparian buffer zone management and maintenance by not conducted the spraying and chemical application and maintain natural vegetation.	
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	<p>According to HCV assessment result and maps overlay of plantation maps with river maps of Krabi and Surat Thani Province and Krabi Province confirmed that there is Paklao Canal near to Khaotor Oil Palm Grower Community Enterprise Group .There has been riparian in area of smallholder plots. Khaotor Oil Palm Grower Community Enterprise Group has a plan to conserve and protect the waterways/water source in area of smallholder plots by marking the boundary of waterways and install the warning signboards to prohibit the agrochemical spraying activity near to waterways. Khaotor Oil Palm Grower Community Enterprise Group also planting vetiver grass to prevent the soil erosion near to waterways.</p> <p>During interview and field visit to smallholder plots sampled, smallholders are aware to conserve the waterways by not apply the chemical spraying and fertilizing near to waterways.</p> <p>During field visit to sampled smallholder 25 plots form all sampling 25 smallholder members) update 10 Aug 2024, it was note that smallholder members are aware to conserve the waterways by not apply the chemical spraying and fertilizing near to waterways.</p>	Complied
Criteria 4.8 Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			
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 	The group member 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 as required by this indicator and refer to the BMP. Verify the Declaration document during the audit found signature's member on the	Complied

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	<ul style="list-style-type: none"> • 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>declaration form state confirmation that phase out paraquat and pesticides categorized as WHO Class 1A or 1B.</p> <p>During a field visit to smallholder plots and interviews with smallholders, members confirmed that they were 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 "Log Books" on-site found no usage pesticide. ICS Khaotor Oil Palm Grower Community Enterprise Group all pesticide/herbicide usage by smallholder members and keep the record in the office. The training has attended by 88 members: 70 existing members and 18 new member smallholder members.</p> <p>Record on training implementation the RSPO ISH requirement, HCV awareness and socialization the ICS policy dated with refresh training on 27 th July 2024 The training was attended all sampling smallholder's sampling members.</p> <p>Based on monitoring of list pesticides used in 2023, there was no paraquat and pesticides categorized as WHO Class 1A or 1B.</p> <p>Sample verified during MSB-year 2024 – the pesticides use only Glyphosate-isopropylammonium 480 g/l (trademark: Roll-Up 480)</p>	
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Milestone A	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>Khaotor Oil Palm Grower Community Enterprise Group has a policy to prohibit pregnant and breastfeeding woman and young workers for pesticide handling as per "Khaotor Oil Palm Grower Community Enterprise Group" dated 27 July 2024.</p> <p>The policy has been disseminated smallholder's member together with refresh training on 27 th July 2024 by Miss Sorraya Thepnarong. Mr.Nattachai Apaipagdee (Agricultural Extension Officer) subject: Khaotor Oil Palm Grower Community Enterprise Group related to harvesting practices, pesticides application (including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO) and manuring. The training has attended by 88 members: 70 existing members and 18 new member smallholder members.</p> <p>During field visit to smallholder plots and interview they have demonstrated understanding risks for pregnant and breastfeeding women and young workers. Also, there were no pesticides by pregnant and breastfeeding women and young workers.</p>	Complied
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.	<p>During field visit to smallholder plots and interview e.g. : Member ID: 64-02-31 (Piphat B.) , Member ID: 65-03-04 (Amnuai T.) they have demonstrated 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.</p> <p>Based on review the document of "Khaotor Oil Palm Grower Community Enterprise Group" the youngest workers namely Mr Watcharin (pesticides and fertilizer applicator), age: 21 years old. Furthermore, there are no pregnant or breastfeeding women and young workers among the workforce during the audit process Annual health check by Ban Na Health Promotion Hospital date on 12 Feb 2024. The results are at a no risk level.</p>	Non-compliance

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		<p>However during site visit at schedule chemical store smallholders ID 65-03-04 Plot A found that</p> <ul style="list-style-type: none"> - There is no separation between the areas for stored chemicals and drinking water - Not found MSDS (Material Safety Data Sheets) in the chemical storage place. - There is no update on the list of chemicals used e.g, Thiram, Coaltar. <p>Reference the details as Major NC no. 2544154-202409-M2</p>	
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	Not Applicable
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.	<p>During MSB year 2024, the smallholder member has shown evidence on complete training of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management. Record the training on BMP to all smallholder member as per document of Khaotor Oil Palm Grower Community Enterprise Group year 2024 ,Date 17th Feb2024, location in plot name Member ID: 64-01-10 (Ruai Chenphen).Subject: GAP, harvesting procedure, limited on pesticides and integrated pest management training. The training was attended by 88 members: 70 existing members and 18 new member smallholder members smallholder members. During field visit to smallholder plots and interview they have demonstrated that the smallholders have following the smallholder's declaration above such good agriculture practices, zero burning policy, no longer use paraquat, using proper PPE during agrochemical.</p>	Complied

Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Khaotor Oil Palm Grower Community Enterprise Group has defined the pest and disease control Procedure – SOP Khaotor Oil Palm Grower Community Enterprise Group dated 01 July 2024. Khaotor Oil Palm Grower Community Enterprise Group has demonstrated the record on implementation the best agriculture practices.</p> <p>Sample seen:</p> <ul style="list-style-type: none"> Report on monitoring of integrated pest control under “Khaotor Oil Palm Grower Community Enterprise Group” year 2024. Pest and disease monitoring and census conducted annually. Based on pest and disease monitoring dated March 2023, there were pest attack such as: <ul style="list-style-type: none"> Rats: 1.78% Oryctes: 0.01% Caterpillar: 0.21% Ganoderma: 0.041% During field visit at Smallholder sample plots and interview, they have demonstrated that the smallholders have following the smallholder’s declaration above such as zero burning, no longer use paraquat, using proper PPE during agrochemical. Report of Leaf Sample Unit year 2023-2024 for fertilizer recommendation as per “Khaotor Oil Palm Grower Community Enterprise Group ” updated on 20th July 2024. Another action for integrated pest management is conserving the pest biological enemy such as: Snake as enemy for rats, eagle, and barn owl as enemy of rats. smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm. Khaotor Oil Palm Grower Community Enterprise Group has provided the barn owl nest 2 unit (location at smallholder name Member ID: 64-01-10 (Ruai Chenphen). 	Not Applicable
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		<ul style="list-style-type: none">To prevent the caterpillar attack, Khaotor Oil Palso planting the beneficial plant Turnera subulate along of the main road (±1.5 km – updated in June 2023,). Sample seen: Penamaan Turnera, dated January 2024.To reduce herbicide usage smallholder member using mechanics way to control the weeds and reduce the herbicide usage.	
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. Parichat Arisa Seangtan has been appointed as the Group manager of the Khaotor Oil Palm Grower Community Enterprise Group. She was continued appointed as Group manager as specified in annual group meeting on 20 Jan 2024. The Group manager is the individual. The meeting for consideration the revised of the appointment of The Group manager was made available to the group members on 20 Jan 2024 via annual group meeting. All members were acknowledgement and approved Group manager including Group committee.	Complied
Milestone A	The Group has appointed a Group manager		Complied
Milestone B	The Group has appointed a Group manager		Complied
A1.2			
Eligibility	The Group manager has evidence of legal identity.	Khaotor Oil Palm Grower Community Enterprise Group is a registered organization according to the Community Enterprise Promotion Act, B.E.2548 (2005) that latest registered with Plaipraya District Agriculture office of Year 2024 valid till 31 Dec 2024. The registration	Complied

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Milestone A	The Group manager has evidence of legal identity.	number is 5-81-06-03/1-0022. As required by Thai laws, the group has to re-register with Plaipraya District Agriculture Office, Krabi Province. The certificate of registration is kept by Group manager at the office.	Complied
Milestone B	The Group manager has evidence of legal identity.		Complied
A1.3			
Eligibility	The group has membership requirements.	The group has defined membership requirements in a “Group Management manual” issued on 01 July 2024 which includes procedures and relevant forms. It covers all activities for the management of the group members. The procedure for new member registration is stated in the manual under Topic Group Membership Application and Membership Recruitment Process, sub-topic 'Member qualification' in page 17, which includes the details of member qualifications as follows: 1. Committed to producing sustainable palm oil according to the RSPO framework. 2. Cooperate in participating in training and group meetings regularly. 3. Have palm oil cultivation areas not exceeding 312.5 Rai (50 ha). 4. There is land held in an area determined by the Group manager and committee according to the geographical boundaries. 5. The title deed can be verified and the land ownership information can be disclosed to the group. 6. The plantation area must have a valid title deed, not encroaching on primary forests, reserved forests, restricted forests and no disputes with neighbouring areas.	Complied
Milestone A	The group has membership requirements.		Complied
Milestone B	The group has membership requirements.		Complied

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		<p>7. Management of the oil palm plantation is in accordance with best practices and appropriateness.</p> <p>8. Must strictly accept and comply with the group's regulations.</p> <p>The implementation for registration has been verified based on a review of the personal files of each member, including the membership application, declaration to implement sustainability standards, ID card, and land rights document. The Group manager or group committee evaluates the readiness of new applicants according to the Smallholder Evaluation Form (Gap Analysis) through interviews and documentary evidence, recording information accordingly. Subsequently, the group will organize orientation provides knowledge and understanding about RSPO standards, internal control systems. Furthermore, smallholders must sign the Agreement for Sustainable Palm Oil Smallholders and Acknowledge the smallholder declaration letter.</p> <p>Based on document review, all existing and new members were evaluated against the membership requirements.</p>	
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>All members of group who joined the Khaotor Oil Palm Grower Community Enterprise Group signed the Application letter of membership and Acknowledge the smallholder declaration letter (see criteria 1.3). In addition, they also fulfil the membership requirement as described in indicator A.1.3.</p> <p>Based on interviews with sampled members and sampling records signed and acknowledged, it was found that they can demonstrate understanding of membership requirements such as;</p>	Complied
Milestone A	All members can demonstrate understanding of membership requirements.		Complied

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Milestone B	All members can demonstrate understanding of membership requirements.	<p><u>Existing member:</u></p> <ul style="list-style-type: none"> Member ID: 64-02-36 (Rattanaphon C.), Joining group on 26 Mar 2021, signed group agreement and the declaration letter on 26 Mar 2021. Member ID: 64-06-04 (Niyom M.), Joining group on 25 Feb 2021, signed group agreement and the declaration letter on 25 Feb 2021. Member ID: 64-02-26 (Charoen P.), Joining group on 19 Mar 2021, signed group agreement and the declaration letter on 19 Mar 2021. <p><u>Existing member with additional plot:</u></p> <ul style="list-style-type: none"> Member ID: 64-07-07 (Sanyarak P.), Joining group on 11 Apr 2022, signed group agreement and the declaration letter on 11 Apr 2022. Member ID: 64-06-01 (Trithip R.), Joining group on 01 Sep 2023, signed group agreement and the declaration letter on 01 Sep 2023. <p><u>New member:</u></p> <ul style="list-style-type: none"> Member ID: 66-06-10 (Malee K.), Joining group on 14 Nov 2023, signed group agreement and the declaration letter on 14 Nov 2023. Member ID: 65-02-40 (Manop S.) Joining group 19 Oct 2023, signed group agreement and the declaration letter on 19 Oct 2023. 	Complied
A.2 The Group manager is responsible for managing the Group for certification.			
A.2.1			

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Eligibility	The Group manager has planned for the implementation of the ICS.	<p>The Group manager has arranged the 'Internal Control System Plan' as identified in 'Activities plan of Year 2024' and 'Business Plan of Year 2024', it contains activities and implementation time targets.</p> <p>The plan has been reviewed by Group manager and committees and approved by Group chairman in 20 Jul 2024 and communicate to all members via group committee visit and Line group. Some of the programs that including:</p> <ol style="list-style-type: none"> 1. Recruit members to join the group 2. Preliminary assessment for new member 3. Internal audit 4. Training 5. Annual meeting 6. External audit <p>The ICS has planned and implemented for all the group members.</p>	Complied
Milestone A	The Group manager can demonstrate compliance of the ICS by individual members.	<p>The Group manager has implemented an ICS plan for each member across various activities. Based on document reviewed and interviewed of sample members found that group members have complied with the specified membership recruitment procedures and received a preliminary evaluation and receive training courses as planned.</p>	Complied
Milestone B	The Group manager can demonstrate compliance of the ICS by individual members.	<p>Furthermore, the internal audit for the year 2024 of group members was conducted following the procedure. There was a total of 4 internal auditors appointed by the Group Chairman, and the internal audit was conducted for all members in 10 Jan 2024 – 30 Apr 2024.</p> <p>Based on interviews with sampled group members, it was found that the ICS plan has been implemented as planned across various activities, including conducting internal audits, holding group meetings, and providing training courses.</p>	Complied
A.2.2			

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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 was able to demonstrate good understanding of the RSPO ISH Standard. She has attended the various training courses related to RSPO ISH standard e.g., training on a Sustainable Financial Management for Independent Smallholder Group's management on 09-11 Jun 2024 by RSPO, Facilitator technique training on 22-23 Apr 2024 by RSPO.</p> <p>The Group manager can effectively allocate resources to manage the group. Existing resources are utilized according to the organizational structure of the group, guided by the direction of the Group manager. This includes the latest appointment of the group committee on 20 Jan 2024, which consists of 13 Group committees.</p>	Complied
Milestone A	The Group manager can demonstrate capacity to manage and operate group certification and certification requirements.	Based on interview with Group manager confirmed that she has sufficient understanding on RSPO ISH standard for independent smallholder and related topics to RSPO ISH standard. She used her knowledge from several training courses related to RSPO ISH standards and palm oil production to teach the group members. The Group manager can explain the procedures for implement RSPO ISH standard e.g. process for recruiting group members, FFB data collecting, process of training, process of internal audit, etc.	Complied
Milestone B	The Group manager can demonstrate capacity to manage and operate group certification and certification requirements.	Furthermore, the Group manager plays an important role in supporting ICS implementation by providing advice, resolving issues related to its implementation, supporting knowledge of GAP, garden management and ensuring compliance with group regulations.	Complied
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 certification process) and other topics as outlined in the ISH Standard.	The group's annual training plan for 2024-2025 was conducted and the latest version was approved by Group chairman on 07 Jul 2024, which includes activities and implementation time targets.	Complied

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		<p>The plan has been discussed with the group committee, after which it was communicated to group members. Sample programs included in the plan are as follows:</p> <ul style="list-style-type: none"> • RSPO ISH standard • ICS • Orientation for new member • GAP/BMP/ IPM/ Garden management • FPIC • Recording of production costs • OHS training • Compliant management 	
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.	<p>The Group manager provided training to the group members according to the established training plan. The training attended by the members was recorded in attendance sheets, and the training documents were communicated and distributed to the members, and kept in their document folders.</p> <p>Based on document verification and interviewed sampled members found that all member and labor attended important training courses as following;</p>	Complied

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		<table><tr><th>Training courses</th><th>Date</th><th>No. of Participants</th></tr><tr><td>1) Training on Internal Control System and Internal Audit of RSPO ISH by Mr.Prapas N.</td><td>25 Oct 2023</td><td>4</td></tr><tr><td>2) Training on Health and Safety, Law and Regulation for group member and casual workers by Banna Subdistrict Health Promoting Hospital Officers.</td><td>21 Sep 2023</td><td>52</td></tr><tr><td>3) Training on group management, RSPO standard and related topics such as ICS, garden management, FFB collecting and record, financial management, environment and social for existing and new members by Group manager.</td><td>20 Jan 2024</td><td>88</td></tr><tr><td>4) Conservation of forests, wildlife, plants, environment, land law and HCV &FPIC by Forest Protection Unit 5 (Plai Praya) officer.</td><td>27 Jul 2024</td><td>68</td></tr></table>	Training courses	Date	No. of Participants	1) Training on Internal Control System and Internal Audit of RSPO ISH by Mr.Prapas N.	25 Oct 2023	4	2) Training on Health and Safety, Law and Regulation for group member and casual workers by Banna Subdistrict Health Promoting Hospital Officers.	21 Sep 2023	52	3) Training on group management, RSPO standard and related topics such as ICS, garden management, FFB collecting and record, financial management, environment and social for existing and new members by Group manager.	20 Jan 2024	88	4) Conservation of forests, wildlife, plants, environment, land law and HCV &FPIC by Forest Protection Unit 5 (Plai Praya) officer.	27 Jul 2024	68	
Training courses	Date	No. of Participants																
1) Training on Internal Control System and Internal Audit of RSPO ISH by Mr.Prapas N.	25 Oct 2023	4																
2) Training on Health and Safety, Law and Regulation for group member and casual workers by Banna Subdistrict Health Promoting Hospital Officers.	21 Sep 2023	52																
3) Training on group management, RSPO standard and related topics such as ICS, garden management, FFB collecting and record, financial management, environment and social for existing and new members by Group manager.	20 Jan 2024	88																
4) Conservation of forests, wildlife, plants, environment, land law and HCV &FPIC by Forest Protection Unit 5 (Plai Praya) officer.	27 Jul 2024	68																
		Based on the interview and document review, the Group Manager has ensured that all members attend the training as scheduled. In case a member cannot attend the training, follow-up training and training materials are shared with the group member via the Line application or provided in hardcopy by the group committees and facilitator during their visits to the member's area.																

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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.	Based on document verification and interviewed with the sampled smallholder show that group members had attended the training courses as planned and demonstrated their understanding knowledge from the training courses as mentioned in A.2.3 MS A	Complied
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 members who fail to comply, and a procedure to conduct internal audits	<p>A group ICS is available for operational management including procedures of expulsion and sanctions for members who fail to comply, which are specified in "Group Management manual" issued on 01 Jul 2024, Topic Punishments Regulation on page 18 and the procedure for conduct internal audit in Topic Internal Audit on page 22-25.</p> <p>Detail of the procedures define that;</p> <ul style="list-style-type: none"> • Internal audit consists of 1) internal audits for group management and 2) internal audits for group members. • Internal audit for group member and group management specify that there will be conducted at least once a year by internal auditor who has qualification as determination and was approved by group and that assessment and non-conformity shall be completed before the certification body's audit. • The process of internal auditing includes the preparation for audit plan, appoint internal auditors, audit preparation, conducting the audit, audit results summary, control of nonconformity and Internal Audit reporting. • For the sanction process, it has been identified that members who are found to be non-compliant with the requirements must face consequences. Punishments will be imposed based on the severity 	Complied

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		of the non-compliance, ranging from verbal warning, letter warning and then withdrawal from group membership, which will be considered as the final step.	
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 group is audit for MS-B certification. Please refer to MS-B information.	Complied
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.	<p>The group has shown the implementation of internal audit for 2024. (For internal audit of year 2023 was conducted on 28 Aug – 6 Sep 2023 which was audit when closing NC by auditor team on 09 Oct 2023.)</p> <p>An internal audit in Eligibility, Mile Stone A and Mile Stone B Stage were conducted from 10 Jan 2024 – 30 Apr 2024. Additionally, an internal audit for group management was conducted on 02 Jul 2024.</p> <p>Data verified of internal audit 2024 implementation as following;</p> <ul style="list-style-type: none"> • According to the sampling method for internal audits, 100% of group members were audit as detailed in the "Group Management manual" issued on 01 Jul 2024 on page 22-25. Document review revealed that the internal audit plans were considered and planned for all existing and new members. The audit was conducted as planned, covering all group members. • It was found that the appointment of internal auditors for group members has appointed and approved by Group chairman. The internal auditors for group member are Chatupoom P., Sarawut T., Teerayut P. and Alisa S. which were appointed since 04 Nov 2020. • Furthermore, found the appointment of 2nd party auditor for group management audit as Mr.Kuakun S. Group manager of Univanich-Plaipraya Community Enterprise Group through the consideration via group meeting on 18 Jun 2024. • All internal auditors have passed the RSPO ISH and internal audit training courses such as training on Internal Control System and Internal Audit of RSPO ISH by Mr.Prapas N. on 25 Oct 2023. 	Complied

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		<ul style="list-style-type: none"> As a result of the internal audit, there were 2 NCs for group member as Principle 4.6 MSB, 1.3 MSB and already closed. For group manager audit, there was 1 NC as B.1.1 MSB and already closed. 	
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	The group has retained all member information, including basic details, farm information, production data, legal documentation of group members, and signed smallholder declarations.	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to The Group manager	Based on document verifications, interviews with the Group manager, and interactions with sampled group members during field observation, it was confirmed that all members have signed and acknowledged the membership requirements.	Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to The Group manager	<p>All members need to sign in several documents and submitted attach documents as follows:</p> <ul style="list-style-type: none"> Membership application. Power of attorney (if any) Plot location of member. The land ownerships evidence such as a land deed. Group member regulation and declaration letter for sustainable palm oil smallholders. <p>For FFB production data, group members record their information using forms provided by the group. This information is then collected and verified by the group committee every three months.</p> <p>Example of a group member data as;</p> <ul style="list-style-type: none"> Member ID: 64-02-26 (Charoen P.) Plot B, Joining group on 19 Mar 2021, Signed agreement and Smallholder Declaration letter on 19 Mar 2021, hold Title deed no. 65 covering the production area of 1.66 ha. 	Complied

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		<ul style="list-style-type: none"> Member ID: 64-06-01 (Trithip R.) Plot C, Joining group on 01 Sep 2023 , Signed agreement and Smallholder Declaration letter on 01 Sep 2023, hold Nor Sor3Kor no. 445 – 448 covering the production area of 3.48 ha. Member ID: 65-02-40 (Manop S.) Plot A, Joining group 19 Oct 2023, Signed agreement and Smallholder Declaration letter on 19 Oct 2023, hold Title deed no. 383 covering the production area of 1.3 ha. 	
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>The annual group business plan for Khaotor Oil Palm Grower Community Enterprise Group was shown through annual budgets projected from 2023-2025. Among the elements covered in the budget are:</p> <ul style="list-style-type: none"> FFB forecast. Production cost. Expansion plan. Certification costs Training cost Improvement cost <p>The above expenses will be absorbed by Mr.Chatree suksri chairman group update 20 Jul 2024.</p>	Complied

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Milestone A	The group business plan is implemented and reviewed at least annually.	<p>Khaotor Oil Palm Grower Community Enterprise Group has establish the annual group business plan year 2023-2025 Annual group business plan regarding Production and income forecasting has reviewed at least annually as mentioned in the Business year plan. Record in annual meeting report date 20 Jan 2024 and review 20 Jul 2024.</p> <p>The latest premium prices have been utilized and reported based on Annual Member Meeting dated 20 Jan 2024. The Annual Member Meeting report was acknowledged by meeting participants (farmers). Based on the Annual Member Meeting Report, the premium utilization among others for audit cost, ICS contribution and capacity building, administrative tools, signboard. Based on interview with sample of farmer, they have known the expenses of dividend and has been disseminated through Annual Member Meeting.</p>	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	<p>Khaotor Oil Palm Grower Community Enterprise Group has an Internal Inspection Unit which functions to oversee the operational and financial activities of the association. Khaotor Oil Palm Grower Community Enterprise Group has prepared procedures for controlling financial expenses ("Group Management manual" issued on 01 Jul 2024 page 38). The procedure regulates the spending expenses including the implementation of internal financial audits. Based on the latest financial report 2023-2024 on 20 Jan 2024, the financial condition of Khaotor Oil Palm Grower Community Enterprise is presented fairly.</p>	Complied
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. 	<p>The group management plan is incorporated in the ICS Management Plan Khaotor Oil Palm Grower Community Enterprise Group which includes the following:</p> <p>1) Management and Organization Structure</p>	Complied

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	<ul style="list-style-type: none"> An approach to strengthen links within the supply chain. Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>2) Membership details and requirements</p> <p>3) Compliance with the RSPO Independent Smallholder Certification Standard including prepared the relevant training program to improve productivity of group members, as in "prepared the relevant training program to improve productivity of group members, as in "Timeline Khaotor Oil Palm Grower Community Enterprise 2024-2025" including best management practices, OHS, capacity building on record keeping for production, including inputs and yields, transactions, and variety 2024-2025" including best management practices, OHS, Basic Fire, capacity building on record keeping for production, including inputs and yields, transactions, and variety</p> <p>4) Commitment to transparency</p> <p>5) Use of appropriate best practices by ISH member</p> <p>6) Trading of RSPO certified fresh fruit bunches by the group and PalmTrace management.</p> <p>Based on minutes of Annual Meeting 2024, it was prepared budget for development for Board and Smallholder Member of Khaotor Oil Palm Grower Community Enterprise Group. The group manager will manage the implementation of the plan and ensure the smallholder.</p>	
Milestone A	The group management plan is implemented and reviewed at least annually.	Annual meeting Khaotor Oil Palm Grower Community Enterprise Group fiscal year 2023 was held on 20 Jan 2024 in Khaotor Oil Palm Grower Community Enterprise Office. The meeting attended by ICS board and group members. The annual meeting presented the report of work program and financial report status, complaint and management plan 2024-2025 .	Complied
Milestone B	The Group manager demonstrates the group's compliance with this ISH Standard.	<p>This group has an annual group business plan which includes continual improvement plan 2024-2025</p> <ul style="list-style-type: none"> FFB forecast 	Complied

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		<ul style="list-style-type: none"> • Certification costs • Improvement cost • Production cost • Expansion plan • Goal of the business plan • Social and environment impact plan • Training Cost reducing plan: training, soil & leave testing, follow up for soil fertility improvement and fertilizer use, fertilizer applied. According to their business plan, they were implemented as plan and was done annually reviews with lasted done on 20 Jan 2024. <p>The group manager demonstrates the group's compliance with this ISH Standard by registered their group compliance to Thailand legal, registered in RSPO member and PalmTrace system, set ICS for this group ICS team has been formed to monitor the implementation of the standard. Internal audit also has been conducted annually covering all farmers, policy appointment covering to social and environment, set the business plan etc. Finally, to monitoring and reviews of the effectiveness of their system with annually meeting.</p> <p>The effectiveness of this group system will be verified in the next onsite audit.</p>	
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.	Group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in excel file. Group members have reported sale and/or harvested FFB volume to Group manager every 3 months both of sale for certified and none certified	Complied

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		<p>RSPO, then Group manager and facilitator were verified the data by compare the data from logbook with the weighing bill from oil palm ramp to ensure correct data and traceability of all FFB.</p> <p>Furthermore, the Group has prepared guidelines for the PalmTrace system as defined in the PalmTrace trading process on pages 64-71 of "Group Management manual" issued on 01 Jul 2024.</p>	
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>The group manager maintains records of the annual production and sales of certified volumes, ensuring traceability for all group members in an Excel file. Group members report their sales and/or harvested FFB volumes to the group manager every 3 months for both certified and non-certified RSPO. RSPO-certified volumes can be traced using the PalmTrace system via the book & claim module, following the procedure mentioned in D.1.1 E.</p> <p>The auditor verifies the credits sold from PalmTrace and checks the volume sold as credits in the IP model.</p> <p>The group has appointed Ms. Parichat (Group Manager) to be responsible for selling the credits. The group manager also compares FFB volumes from the previous year every 3 months and uses the results to estimate FFB for the next cycle.</p>	Complied
Milestone B	Group manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>The group manager maintains the annual production and sales of certified volumes, ensuring traceability of all group members in an Excel file. Group members must report sales and/or harvested FFB volumes to the group manager every 3 months for both certified and non-certified RSPO.</p> <p>The group manager then reviews the data for accuracy. The recorded data includes FFB net weight, name of the smallholder member, ID number, year planted, area, price, and buyer name.</p>	Complied

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		From verifying the records and traceability from Nov 2023 to Aug 2023, it was found that 70% of FFB can be sold as RSPO Smallholder Credits (see details in section 1).	
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	The group manager maintains the annual production and sales of certified volumes, ensuring traceability of all group members in an Excel file. Group members must report sales and/or harvested FFB volumes to the group manager every 3 months for both certified and non-certified RSPO. RSPO-certified volumes can be traced using the PalmTrace system via the book & claim IP module. All group members are aware of the book & claim method, as the group manager informs them during every meeting.	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.	Based on Khaotor Oil Palm Grower Community Enterprise Group's certificate scope covers the production of FFB from independent smallholders under the RSPO Independent Smallholder Standard (RISS). The certification phase of the group members is Milestone A Phase, where 70% of FFB can be sold as RSPO Credits (CSPO, CSPKO, or CSPKE Credits) through the RSPO IT platform. Verification of the records and traceability from Nov 2023 to Aug 2023 showed that the group sold 70% of its credits (see details in section 1). The Group Manager, Ms. Parichat, has been appointed and is responsible for selling the credits.	Complied
D.3 The group has a procedure and system for premium distribution.			
D.3.1			

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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 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.	The group manager and group committee have considered providing benefits to group members as dividends, as mentioned in the "Group Management Manual" issued on 01 Jul 2024, on page 38. Decision-making and governance were conducted fairly and transparently at the annual group meeting on 20 Jan 2024. The latest announcement of group members' dividends on 27 Jul 2024, showed that the group provides an additional benefit by distributing 20 baht/MT/Rai from their FFB sold to all members. Based on interviews with the group manager and a review of documents, it was found that she had informed the group members during annual meetings about certified product sales at premium prices. She also provided this information during her visits to members. Additionally, interviews with sampled group members revealed that they are aware of and understand the premium sharing mechanism.	Complied
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	Based on the group sold RSPO Smallholder Credits, therefore the Group manager and committees provide additional benefit to all member during annual meeting on 20 Jan 2024, which is the first dividend and equal shared to all members.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	In the annual group meeting, Group manager and members have agreed on how the additional benefit should be used as dividends as mention in the "Group Management Manual" issued on 01 Jul 2024, on page 38 and announcement of group members' dividends on 27 Jul 2024. However, the Group manager plans to negotiate with the Palm Oil Mill for an MOU between the mill and the group, which could lead to a premium price for the members in the future. During field observation and interview sampled members, found that they know, understand additional benefit as dividend and the existing members has received their dividend.	Complied

Appendix B: GHG Reporting Executive Summary

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	N/A
PKO	N/A

Extraction	%
OER	N/A
KER	N/A

Production	t/yr
FFB Process	N/A
CPO Produced	N/A
PKO Produced	N/A

Land Use	Ha
OP Planted Area	N/A
OP Planted on peat	N/A
Conservation (forested)	N/A
Conservation (non-forested)	N/A
Total	N/A

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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CO ₂ Emission from fertilizer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NO ₂ Emission	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fuel Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Peat Oxidation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sink								
Crop Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conservation Sequestration	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	N/A	N/A	N/A

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	N/A	N/A
Fuel Consumption	N/A	N/A
Grid Electricity Utilization	N/A	N/A
Credit		
Export of Grid Electricity	N/A	N/A
Sales of PKS	N/A	N/A
Sales of EFB	N/A	N/A
Total	N/A	N/A

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	N/A
PK from other source	N/A
Fuel Consumptions	N/A
Total Crusher emissions	N/A

*This mill has no kernel crusher operation.

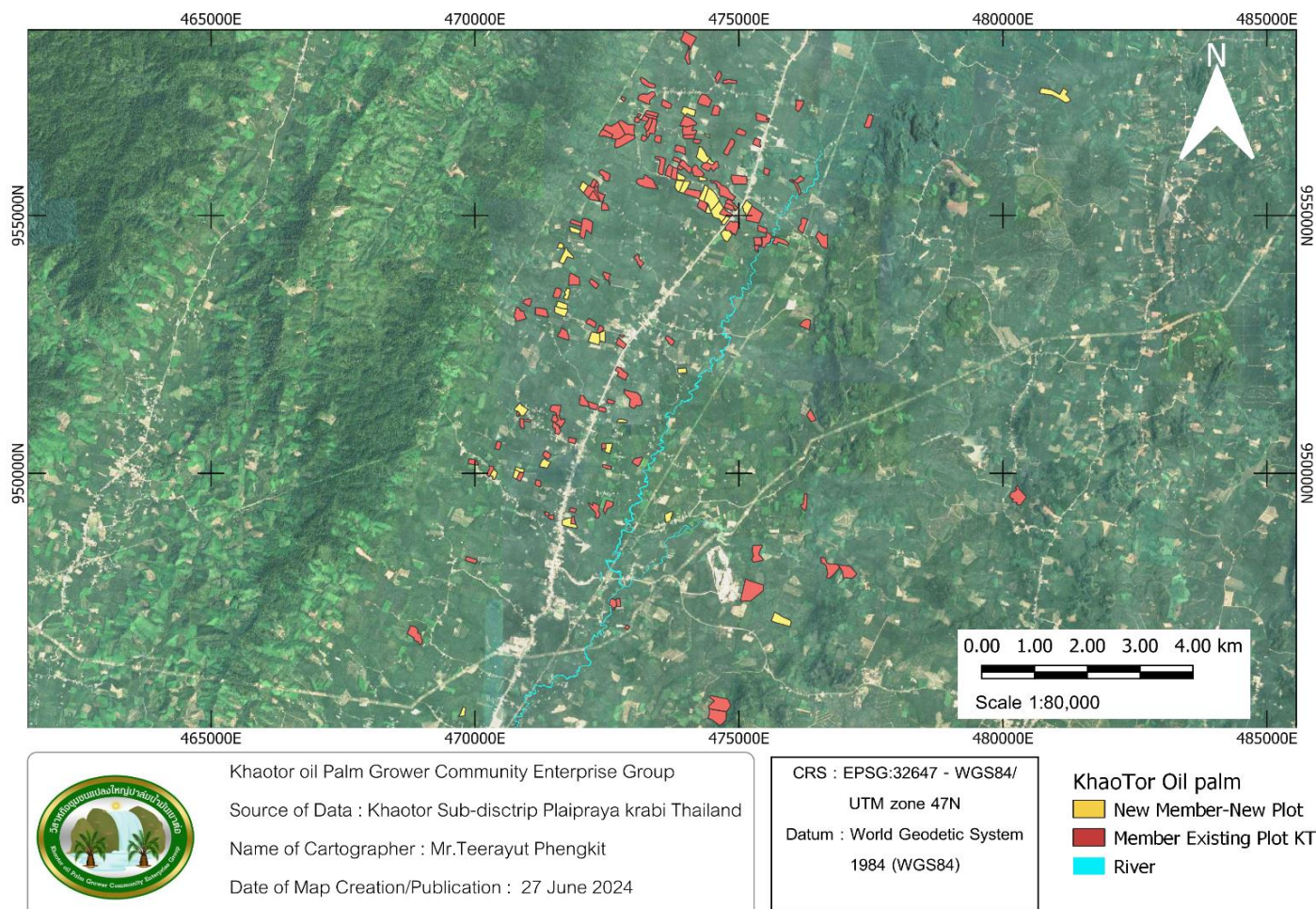
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	N/A
Divert to anaerobic diversion (%)	N/A

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

Appendix C: Location Map of Certification Unit and Supply bases

Not Applicable

Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	1.2 (medium risk)	2.0 (high risk)	N/A
Justification of Risk Factor Applied	The ISH certification Phase Milestone B	The ISH certification Phase Milestone B	
Number of samples	11 of 70 existing members	<ul style="list-style-type: none"> 9 of 18 new members 5 of 5 existing members with additional plots 	
Remarks	None.	None.	

No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
				Latitude (N)	Longitude (E)	Certified area (ha)	Planted area (ha)			
1	Amphon Thongdee	A	Khaokhen, Plaipraya, Krabi	8°35'24.65"N	98°49'15.68"E	6.34	6.34	144.63	10/1/2022	64-02-18
	Amphon Thongdee*	B	Khaotor, Plaipraya, Krabi	8°38'23.69"N	98°46'13.72"E	1.90	1.74	39.69	10/1/2022	
2	Aubonrat Phueakdaeng	A	Khaotor, Plaipraya, Krabi	8°39'34.48"N	98°46'0.84"E	4.16	3.99	91.02	10/1/2022	64-02-37
3	Authairat Congrong*	A	Khaotor, Plaipraya, Krabi	8°39'26.43"N	98°45'27.85"E	1.61	1.61	36.73	10/1/2022	64-02-22
	Authairat Congrong	B	Khaotor, Plaipraya, Krabi	8°39'23.40"N	98°45'23.74"E	1.16	1.16	26.46	10/1/2022	
	Authairat Congrong	C	Khaotor, Plaipraya, Krabi	8°39'16.23"N	98°45'13.16"E	5.20	3.17	72.32	10/1/2022	
4	Auwara Phengkit	A	Khaotor, Plaipraya, Krabi	8°39'15.39"N	98°45'50.03"E	3.65	3.60	82.13	10/1/2022	64-01-08
5	Bamrong Klomsuk	A	Khaotor, Plaipraya, Krabi	8°35'56.31"N	98°44'58.30"E	0.78	0.78	17.79	10/1/2022	64-07-05
	Bamrong Klomsuk*	A2	Khaotor, Plaipraya, Krabi	8° 35' 54.863" N	98° 45' 1.256" E	2.03	2.03	46.31	10/1/2022	
	Bamrong Klomsuk	B	Khaotor, Plaipraya, Krabi	8° 36' 12.37" N	98° 45' 9.356" E	1.04	1.04	23.73	10/1/2022	
6	Buntham Saengchan	A	Khaotor, Plaipraya, Krabi	8°38'6.29"N	98°47'13.79"E	4.50	4.50	102.66	10/1/2022	64-02-02
7	Charoen Thongthip	A	Khaotor, Plaipraya, Krabi	8°38'13.16"N	98°46'36.36"E	5.98	5.34	121.82	10/1/2022	64-02-24
8	Charoen Prichakan	A	Khaotor, Plaipraya, Krabi	8°40'1.81"N	98°45'49.95"E	1.74	1.74	39.69	10/1/2022	64-02-26
	Charoen Prichakan*	B	Khaotor, Plaipraya, Krabi	8°38'42.73"N	98°45'25.15"E	1.66	1.66	37.87	10/1/2022	
9	Chatree Shudsri	A	Khaotor, Plaipraya, Krabi	8°37'6.94"N	98°44'33.29"E	3.00	3.00	68.44	10/1/2022	64-07-01
10	Chrit Kliangklaio	A	Khaotor, Plaipraya, Krabi	8°38'44.39"N	98°46'22.07"E	4.65	4.65	106.08	10/1/2022	64-02-04
11	Fanjai Sutsri	A	Khaotor, Plaipraya, Krabi	8°37'14.29"N	98°44'50.82"E	1.90	1.90	43.34	10/1/2022	64-07-11
12	Jare intog	A	Khaotor, Plaipraya, Krabi	8°38'28.47"N	98°45'59.43"E	2.55	2.55	58.17	10/1/2022	64-06-05
	Jare intog*	B	Khaotor, Plaipraya, Krabi	8°36'15.08"N	98°47'6.89"E	2.19	2.19	49.96	10/1/2022	

No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
				Latitude (N)	Longitude (E)	Certified area (ha)	Planted area (ha)			
13	Jaruek Khongyot	A	Khaotor, Plaipraya, Krabi	8°39'19.24"N	98°45'25.67"E	2.28	2.05	46.77	10/1/2022	64-02-12
14	Jatupoom Pongcho	A	Khaotor, Plaipraya, Krabi	8°33'5.27"N	98°46'9.11"E	7.44	7.44	169.73	10/1/2022	64-05-03
	Jatupoom Pongcho	B	Khaotor, Plaipraya, Krabi	8°34'16.83"N	98°45'4.26"E	1.97	1.97	44.94	10/1/2022	
	Jatupoom Pongcho	C	Khaotor, Plaipraya, Krabi	8°34'17.31"N	98°45'7.44"E	1.12	1.12	25.55	10/1/2022	
	Jatupoom Pongcho	D	Khaotor, Plaipraya, Krabi	8°34'1.77"N	98°45'12.71"E	0.47	0.47	10.72	10/1/2022	
15	Jiraporn Arttasap	A	Khaotor, Plaipraya, Krabi	8°35'11.47"N	98°44'25.89"E	0.79	0.79	18.02	10/1/2022	64-01-13
	Jiraporn Arttasap	B	Khaotor, Plaipraya, Krabi	8°35'9.30"N	98°44'39.22"E	0.95	0.95	21.67	10/1/2022	
	Jiraporn Arttasap	C	Khaotor, Plaipraya, Krabi	8°34'44.25"N	98°43'36.16"E	1.67	1.67	0.00	10/1/2022	
	Jiraporn Arttasap	D	Khaotor, Plaipraya, Krabi	8°38'14.93"N	98°44'47.29"E	5.98	5.98	136.42	10/1/2022	
16	Kannika Chankiin	A	Khaotor, Plaipraya, Krabi	8°38'57.26"N	98°45'43.47"E	0.94	0.94	21.44	10/1/2022	64-02-19
	Kannika Chankiin	B	Khaotor, Plaipraya, Krabi	8°39'24.49"N	98°45'27.20"E	1.16	1.16	26.46	10/1/2022	
	Kannika Chankiin	C	Khaotor, Plaipraya, Krabi	8°39'25.30"N	98°45'19.89"E	0.30	0.30	6.84	10/1/2022	
	Kannika Chankiin	D	Khaotor, Plaipraya, Krabi	8°39'10.70"N	98°45'22.84"E	0.94	0.94	21.44	10/1/2022	
17	Karuna Na Takuathung	A	Khaotor, Plaipraya, Krabi	8°35'13.39"N	98°44'23.15"E	0.49	0.49	11.18	10/1/2022	64-01-07
18	Kodchanipha Sutsri	A	Khaotor, Plaipraya, Krabi	8°36'41.21"N	98°45'10.02"E	3.07	1.61	36.73	10/1/2022	64-07-04
19	Mano Khongrong	A	Khaotor, Plaipraya, Krabi	8°38'37.41"N	98°46'12.19"E	5.95	5.31	121.13	10/1/2022	64-02-14
	Mano Khongrong	B	Khaotor, Plaipraya, Krabi	8°39'46.73"N	98°46'16.04"E	1.59	1.59	36.27	10/1/2022	
20	Mano Phumbut*	A	Khaotor, Plaipraya, Krabi	8°36'21.47"N	98°44'51.72"E	1.90	1.74	39.69	10/1/2022	64-07-03
	Mano Phumbut	B	Khaotor, Plaipraya, Krabi	8°38'42.05"N	98°44'51.78"E	1.12	1.12	25.55	10/1/2022	
21	Metta samakkit	A	Khaotor, Plaipraya, Krabi	8°35'20.39"N	98°47'3.07"E	2.14	2.14	48.82	10/1/2022	64-04-01
22	Monsri Lueanloi	A	Khaotor, Plaipraya, Krabi	8°34'39.51"N	98°47'17.72"E	5.68	5.63	128.43	10/1/2022	64-05-01
	Monsri Lueanloi	B	Khaoyai, Aoluk, Krabi	8° 29' 7.987" N	98° 42' 55.541" E	7.15	6.18	140.98	10/2/2022	
23	Naphaphak Ruedinalin	A	Khaotor, Plaipraya, Krabi	8°38'43.83"N	98°46'54.60"E	0.23	0.23	5.25	10/1/2022	64-02-15
	Naphaphak Ruedinalin	B	Khaotor, Plaipraya, Krabi	8°38'44.44"N	98°46'55.23"E	0.06	0.06	1.37	10/1/2022	
	Naphaphak Ruedinalin	C	Khaotor, Plaipraya, Krabi	8°38'44.49"N	98°46'58.97"E	1.40	1.40	31.94	10/1/2022	
	Naphaphak Ruedinalin	D	Khaotor, Plaipraya, Krabi	8°39'49.40"N	98°46'9.12"E	1.56	1.56	35.59	10/1/2022	
	Naphaphak Ruedinalin	E	Khaotor, Plaipraya, Krabi	8°38'39.92"N	98°46'58.49"E	1.20	1.20	27.38	10/1/2022	

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	Naphaphak Ruedinalin	F	Khaotor, Plaipraya, Krabi	8°38'29.18"N	98°46'17.47"E	1.12	1.01	23.04	10/1/2022	
24	Niyom Michai*	A	Khaotor, Plaipraya, Krabi	8°37'2.94"N	98°45'39.32"E	1.58	1.53	34.90	10/1/2022	64-06-04
25	Noei Khamkoed	A	Khaotor, Plaipraya, Krabi	8°39'23.48"N	98°46'35.78"E	2.54	2.34	53.38	10/1/2022	64-02-06
26	Noppakhun Khongdee	A	Khaotor, Plaipraya, Krabi	8°38'17.35"N	98°44'41.00"E	1.45	1.45	33.08	10/1/2022	64-01-03
27	Pagamas Choolap	A	Khaotor, Plaipraya, Krabi	8°37'0.73"N	98°45'9.12"E	2.00	1.74	39.69	10/1/2022	64-06-02
	Pagamas Choolap	B	Khaotor, Plaipraya, Krabi	8°37'9.81"N	98°44'56.24"E	1.10	1.10	25.09	10/1/2022	
	Pagamas Choolap	C	Khaotor, Plaipraya, Krabi	8°37'38.84"N	98°44'52.20"E	1.61	1.61	36.73	10/1/2022	
28	Patumwdi Khongdi	A	Khaotor, Plaipraya, Krabi	8°35'17.72"N	98°44'59.83"E	2.36	2.33	45.63	10/1/2022	64-01-02
	Patumwdi Khongdi	B	Khaotor, Plaipraya, Krabi	8°35'15.68"N	98°44'53.74"E	3.16	3.16	72.09	10/1/2022	
29	Phairit Meaungsuk	A	Khaotor, Plaipraya, Krabi	8°38'47.28"N	98°44'59.33"E	2.56	2.56	58.40	10/1/2022	64-06-03
30	Phayom Phophuet	A	Khaotor, Plaipraya, Krabi	8°38'53.04"N	98°46'4.04"E	3.12	3.05	69.58	10/1/2022	64-02-20
31	Piphat Bunthoi*	A	Khaotor, Plaipraya, Krabi	8°39'14.46"N	98°46'23.32"E	1.71	1.71	0.00	10/1/2022	64-02-31
	Piphat Bunthoi	B	Khaotor, Plaipraya, Krabi	8°39'4.61"N	98°46'15.58"E	2.85	2.85	65.02	10/1/2022	
	Piphat Bunthoi	C	Khaotor, Plaipraya, Krabi	8°38'5.74"N	98°46'33.66"E	2.09	2.09	47.68	10/1/2022	
32	Prakhong Ketkaeo	A	Khaotor, Plaipraya, Krabi	8°39'20.56"N	98°45'50.25"E	4.04	4.02	91.71	10/1/2022	64-02-35
33	Pranee Chuchaen	A	Khaotor, Plaipraya, Krabi	8°39'31.45"N	98°46'59.18"E	2.24	2.24	51.10	10/1/2022	64-02-32
	Pranee Chuchaen	B	Khaotor, Plaipraya, Krabi	8°39'8.24"N	98°46'32.95"E	1.53	1.42	32.39	10/1/2022	
34	Praphan Saengchaisi	A	Khaotor, Plaipraya, Krabi	8°39'35.68"N	98°45'10.08"E	0.47	0.47	10.72	10/1/2022	64-02-01
	Praphan Saengchaisi	B	Khaotor, Plaipraya, Krabi	8°39'45.05"N	98°45'25.33"E	2.46	2.46	56.12	10/1/2022	
35	Praphat Thadi	A	Khaotor, Plaipraya, Krabi	8°36'13.43"N	98°44'27.98"E	1.20	1.20	27.38	10/1/2022	64-01-05
	Praphat Thadi	B	Khaotor, Plaipraya, Krabi	8°36'16.57"N	98°44'5.15"E	0.38	0.38	8.67	10/1/2022	
	Praphat Thadi	C	Khaotor, Plaipraya, Krabi	8°36'12.49"N	98°44'9.72"E	1.77	1.71	39.01	10/1/2022	
36	Prarob Chuchern*	A	Khaotor, Plaipraya, Krabi	8°38'6.25"N	98°46'38.69"E	3.35	3.31	75.51	10/1/2022	64-02-17
	Prarob Chuchern	B	Khaotor, Plaipraya, Krabi	8°38'49.76"N	98°46'38.98"E	1.20	1.20	27.38	10/1/2022	
37	Prateep Megon	A	Khaotor, Plaipraya, Krabi	8°35'46.66"N	98°45'19.06"E	2.07	2.07	47.22	10/1/2022	64-01-06
38	Putsadee Phrommuad	A	Khaotor, Plaipraya, Krabi	8°38'49.60"N	98°45'38.65"E	2.21	1.94	44.26	10/1/2022	64-02-05
39	Rattanaphon Chosom*	A	Khaotor, Plaipraya, Krabi	8°38'57.48"N	98°45'34.70"E	3.52	2.98	67.98	10/1/2022	64-02-36

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40	Ruai Chanphen	A	Khaotor, Plaipraya, Krabi	8°35'15.82"N	98°44'39.07"E	0.83	0.83	18.93	10/1/2022	64-01-10
	Ruai Chanphen	B	Khaotor, Plaipraya, Krabi	8°35'36.82"N	98°44'6.38"E	1.34	1.34	30.57	10/1/2022	
	Ruai Chanphen*	C	Khaotor, Plaipraya, Krabi	8°37'26.77"N	98°44'10.28"E	1.58	1.58	36.04	10/1/2022	
41	Sakonphat Bangkram	A	Khaotor, Plaipraya, Krabi	8°38'27.52"N	98°46'15.71"E	1.12	1.02	23.27	10/1/2022	64-02-23
42	Samrit Khongyot	A	Khaotor, Plaipraya, Krabi	8°39'17.01"N	98°45'28.39"E	2.77	2.77	48.59	10/1/2022	64-02-27
43	Samroeng Chanphen*	A	Khaotor, Plaipraya, Krabi	8°37'20.78"N	98°44'19.52"E	3.10	2.94	67.07	10/1/2022	64-07-09
44	Sanyarak Phumbut	A	Khaotor, Plaipraya, Krabi	8°36'19.40"N	98°44'57.54"E	1.11	0.81	18.48	10/1/2022	64-07-07
	Sanyarak Phumbut	B	Khaotor, Plaipraya, Krabi	8°36'24.23"N	98°45'2.57"E	0.95	0.95	21.67	10/1/2022	
	Sanyarak Phumbut	C	Khaotor, Plaipraya, Krabi	8°38'34.86"N	98°44'52.48"E	4.00	4.00	91.25	10/1/2022	
	Sanyarak Phumbut	C	Khaotor, Plaipraya, Krabi	8°38'34.86"N	98°44'52.48"E	4.00	4.00	0.00	10/1/2022	
	Sanyarak Phumbut*	D	Khaotor, Plaipraya, Krabi	8°38'39.973"N	98°44'45.769"E	1.88	1.88	42.89	10/1/2022	
45	Saowalak Phumbut	A	Khaotor, Plaipraya, Krabi	8°39'11.76"N	98°45'50.89"E	1.55	1.55	35.36	10/1/2022	64-06-08
	Saowalak Phumbut	B	Khaotor, Plaipraya, Krabi	8°38'27.43"N	98°44'58.77"E	1.58	1.53	34.90	10/1/2022	
46	Sarawut Thungkhanal	A	Khaotor, Plaipraya, Krabi	8°36'25.92"N	98°45'17.83"E	6.87	6.87	156.72	10/1/2022	64-07-10
	Sarawut Thungkhanal	B	Khaotor, Plaipraya, Krabi	8°35'56.46"N	98°43'52.82"E	1.28	1.28	0.00	10/1/2022	
47	Sinnawat Sengfan	A	Khaotor, Plaipraya, Krabi	8°40'13.14"N	98°45'50.64"E	5.12	5.12	116.80	10/1/2022	64-02-08
48	Sirikon Phlaichana	A	Khaotor, Plaipraya, Krabi	8°36'14.99"N	98°44'29.83"E	4.95	4.95	112.92	10/1/2022	64-01-01
49	Sittichai Thatkaew	A	Khaotor, Plaipraya, Krabi	8°37'43.09"N	98°45'0.16"E	1.51	1.51	34.45	10/1/2022	64-06-06
	Sittichai Thatkaew	B	Khaotor, Plaipraya, Krabi	8°37'5.97"N	98°45'9.56"E	0.32	0.32	7.30	10/1/2022	
50	Somchai Ketkaeo	A	Khaotor, Plaipraya, Krabi	8°38'36.17"N	98°45'53.24"E	3.74	3.74	85.32	10/1/2022	64-02-16
	Somchai Ketkaeo	B	Khaotor, Plaipraya, Krabi	8°38'52.17"N	98°45'45.51"E	0.63	0.63	14.37	10/1/2022	
51	Somsook Pugkpun	A	Khaotor, Plaipraya, Krabi	8°35'46.22"N	98°43'36.90"E	1.57	1.57	35.82	10/1/2022	64-03-01
52	Sui Samorphak	A	Khaotor, Plaipraya, Krabi	8°33'56.31"N	98°43'1.91"E	5.24	4.47	101.97	10/1/2022	64-03-03
53	Sukanya Saret	A	Khaotor, Plaipraya, Krabi	8°38'15.47"N	98°47'1.58"E	2.82	2.05	46.77	10/1/2022	64-02-10
54	Sunet Phommuad	A	Khaotor, Plaipraya, Krabi	8°38'14.37"N	98°46'18.09"E	4.58	4.38	99.92	10/1/2022	64-02-39
55	Sunthon Bunchuea	A	Khaotor, Plaipraya, Krabi	8°35'50.42"N	98°44'23.08"E	1.50	1.50	34.22	10/1/2022	64-01-12
56	Suphin Koedsap	A	Khaotor, Plaipraya, Krabi	8°37'40.99"N	98°44'39.98"E	3.80	3.80	86.69	10/1/2022	64-07-06

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	Suphin Koedsap	B	Khaotor, Plaipraya, Krabi	8°37'32.09"N	98°44'29.26"E	2.24	2.24	51.10	10/1/2022	
57	Suriya Chumchit	A	Khaotor, Plaipraya, Krabi	8°39'3.66"N	98°45'45.59"E	2.63	2.63	60.00	10/1/2022	64-02-03
58	Suriyong Klomsuk	A	Khaotor, Plaipraya, Krabi	8°38'50.85"N	98°45'52.06"E	6.03	6.03	118.85	10/1/2022	64-02-34
59	Suwan Tokeaw	A	Khaotor, Plaipraya, Krabi	8°35'32.88"N	98°44'17.56"E	1.13	0.97	22.13	10/1/2022	64-01-09
60	Tanong Detkla	A	Khaotor, Plaipraya, Krabi	8°37'53.15"N	98°45'19.96"E	1.93	1.86	42.43	10/1/2022	64-02-09
	Tanong Detkla	B	Khaotor, Plaipraya, Krabi	8°39'8.94"N	98°45'55.82"E	0.92	0.92	20.99	10/1/2022	
	Tanong Detkla	C	Khaotor, Plaipraya, Krabi	8°38'6.40"N	98°46'46.24"E	2.57	0.65	14.83	10/1/2022	
61	Thammanun Prommuad	A	Khaotor, Plaipraya, Krabi	8°38'48.12"N	98°45'41.93"E	2.23	2.16	49.28	10/1/2022	64-02-28
62	Thinnakon Khongrong	A	Khaotor, Plaipraya, Krabi	8°39'9.20"N	98°45'10.16"E	5.48	4.90	111.78	10/1/2022	64-02-07
	Thinnakon Khongrong	B	Khaotor, Plaipraya, Krabi	8°39'13.35"N	98°44'59.61"E	2.33	2.33	53.15	10/1/2022	
63	Trithip Raknu	A	Khaokhen, Plaipraya, Krabi	8°34'36.74"N	98°47'29.90"E	5.49	5.42	123.64	10/1/2022	64-06-01
	Trithip Raknu	B	Khaotor, Plaipraya, Krabi	8°37'13.35"N	98°47'3.87"E	2.64	2.64	60.23	10/1/2022	
	Trithip Raknu*	C	Khaoyai, Aoluk, Krabi	8° 29' 7.746" N	98° 42' 57.971" E	3.48	2.51	57.26	10/1/2022	
64	Venit Congrong	A	Khaotor, Plaipraya, Krabi	8°39'15.18"N	98°45'5.09"E	7.58	4.85	110.64	10/1/2022	64-02-21
65	Wanna Khongyot	A	Khaotor, Plaipraya, Krabi	8°36'24.69"N	98°44'45.43"E	2.50	1.42	32.39	10/1/2022	64-07-08
	Wanna Khongyot	B	Khaotor, Plaipraya, Krabi	8°34'47.43"N	98°46'33.04"E	4.96	4.96	0.00	10/1/2022	
66	Wanni Prakapsin	A	Khaotor, Plaipraya, Krabi	8°38'1.31"N	98°46'32.96"E	0.79	0.79	18.02	10/1/2022	64-02-11
	Wanni Prakapsin	B	Khaotor, Plaipraya, Krabi	8°38'21.70"N	98°46'31.69"E	6.51	6.51	113.38	10/1/2022	
67	Wattana Srinak	A	Khaotor, Plaipraya, Krabi	8°39'10.19"N	98°45'31.74"E	1.53	1.53	34.90	10/1/2022	64-02-30
68	Wirasak Chuenarrom	A	Khaotor, Plaipraya, Krabi	8°34'24.21"N	98°46'29.50"E	10.30	10.30	234.97	10/1/2022	64-01-11
	Wirasak Chuenarrom*	B	Khaotor, Plaipraya, Krabi	8° 35' 11.417" N	98° 42' 57.702" E	2.17	2.17	49.50	10/1/2022	
69	Wondee Thongsog	A	Khaotor, Plaipraya, Krabi	8°36'7.16"N	98°44'29.39"E	1.99	1.99	45.40	10/1/2022	64-01-04
70	Yindee Thairak	A	Khaotor, Plaipraya, Krabi	8°35'40.03"N	98°43'47.82"E	1.45	1.37	31.25	10/1/2022	64-03-02
71	Amnuai Thianpa*	A	Khaotor, Plaipraya, Krabi	8° 35' 38.483" N	98° 43' 50.178" E	1.44	1.29	29.43	22/12/2022	65-03-04
72	Arphon Na-takuathung*	A	Khaotor, Plaipraya, Krabi	8° 33' 8.413" N	98° 43' 31.109" E	1.36	1.36	30.92	1/2/2022	65-01-15
	Arphon Na-takuathung	B	Khaotor, Plaipraya, Krabi	8° 35' 8.124" N	98° 44' 35.819" E	3.27	3.27	74.60	1/2/2022	
	Arphon Na-takuathung	C	Khaotor, Plaipraya, Krabi	8° 34' 7.007" N	98° 46' 47.637" E	5.34	5.34	121.82	1/2/2022	

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73	Chaiaem Phophuet*	A	Khaotor, Plaipraya, Krabi	8° 38' 56.062" N	98° 46' 4.105" E	0.91	0.91	20.76	3/2/2022	65-02-43
74	Chanokporn Rodphrai*	A	Khaotor, Plaipraya, Krabi	8° 38' 26.894" N	98° 46' 27.16" E	2.96	2.96	67.53	12/6/2022	65-06-09
	Chanokporn Rodphrai	B	Bangnong, Phunpin, Sathap	9° 5' 31.513" N	99° 5' 7.303" E	0.76	0.76	17.34	12/6/2022	
75	Charoen Paklao	A	Khaotor, Plaipraya, Krabi	8° 36' 44.078" N	98° 45' 46.937" E	1.54	1.49	33.99	2/11/2023	66-06-14
76	Janriam Gadgaew	A	Khaotor, Plaipraya, Krabi	8° 38' 35.614" N	98° 46' 0.041" E	2.81	2.23	50.87	19/12/2022	65-02-40
	Janriam Gadgaew*	B	Khaotor, Plaipraya, Krabi	8° 38' 41.367" N	98° 45' 44.482" E	2.41	2.34	53.38	19/12/2022	
	Janriam Gadgaew	C	Khaotor, Plaipraya, Krabi	8° 38' 42.144" N	98° 45' 44.842" E	1.53	1.53	34.90	19/12/2022	
77	Khamnueng Sukchuang	A	Khaotor, Plaipraya, Krabi	8° 37' 21.576" N	98° 44' 31.196" E	3.11	3.11	70.95	14/11/2023	66-01-17
78	Khiao Prakopsin*	A	Khaotor, Plaipraya, Krabi	8° 35' 38.479" N	98° 44' 4.081" E	1.37	1.37	31.25	3/2/2022	65-07-12
	Khiao Prakopsin	B	Khaotor, Plaipraya, Krabi	8° 35' 41.471" N	98° 44' 6.205" E	1.12	1.03	23.50	3/2/2022	
	Khiao Prakopsin	C	Khaotor, Plaipraya, Krabi	8° 35' 45.388" N	98° 44' 21.664" E	2.31	2.31	52.70	3/2/2022	
79	Malee Khongdee*	A	Khaotor, Plaipraya, Krabi	8° 38' 12.61" N	98° 44' 40.229" E	1.69	1.69	38.55	20/11/2023	66-06-10
80	Manop Seangchaisri*	A	Khaotor, Plaipraya, Krabi	8° 38' 18.881" N	98° 46' 13.609" E	1.31	0.80	18.25	19/10/2023	65-02-40
	Manop Seangchaisri	B	Khaotor, Plaipraya, Krabi	8° 38' 26.074" N	98° 46' 8.958" E	5.54	3.33	75.97	19/10/2023	
	Manop Seangchaisri	C	Khaotor, Plaipraya, Krabi	8° 38' 32.183" N	98° 46' 5.027" E	6.73	4.33	98.78	19/10/2023	
	Manop Seangchaisri	D	Khaotor, Plaipraya, Krabi	8° 38' 25.591" N	98° 46' 2.946" E	0.97	0.97	22.13	19/10/2023	
	Manop Seangchaisri	E	Khaotor, Plaipraya, Krabi	8° 38' 9.553" N	98° 46' 14.16" E	3.07	3.07	70.03	19/10/2023	
81	Nipon Sukchuang	A	Khaotor, Plaipraya, Krabi	8° 37' 32.563" N	98° 44' 35.272" E	1.64	1.57	35.82	20/11/2023	66-06-13
82	Phairat Nontha	A	Khaotor, Plaipraya, Krabi	8° 37' 4.397" N	98° 44' 52.22" E	4.07	3.82	22.36	20/11/2023	66-06-12
83	Phayao Phophuet*	A	Khaotor, Plaipraya, Krabi	8° 38' 40.078" N	98° 45' 48.431" E	2.63	2.41	54.98	20/8/2022	65-02-41
	Phayao Phophuet	C	Khaotor, Plaipraya, Krabi	8° 39' 27.889" N	98° 45' 50.53" E	3.16	1.53	34.90	20/8/2022	
84	Saiphen Thongkham	A	Khaotor, Plaipraya, Krabi	8° 39' 4.165" N	98° 45' 59.81" E	4.45	2.32	52.93	20/8/2022	65-02-42
	Saiphen Thongkham	B	Khaotor, Plaipraya, Krabi	8° 38' 45.532" N	98° 45' 59.591" E	0.93	0.54	12.32	20/8/2022	
85	Samran Somphum	A	Khaotor, Plaipraya, Krabi	8° 37' 57.393" N	98° 44' 34.483" E	4.48	4.48	102.20	20/11/2023	66-06-15
86	Samran Yenchum	A	Khaotor, Plaipraya, Krabi	8° 36' 19.736" N	98° 44' 6.986" E	3.32	2.86	65.24	12/1/2022	65-01-14
87	Somphak Prakapsin	A	Khaotor, Plaipraya, Krabi	8° 37' 5.693" N	98° 44' 57.476" E	1.91	1.73	39.47	14/11/2023	66-06-10
88	Subin Sahakit	A	Khaotor, Plaipraya, Krabi	8° 37' 25.515" N	98° 44' 32.19" E	2.15	1.77	40.38	14/11/2023	66-07-13

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No.	Member name	Plot no.	Location	GPS coordinate		Area summary		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
				Latitude (N)	Longitude (E)	Certified area (ha)	Planted area (ha)			
Total						400.19	370.02	7989.51		

Note : * are smallholders sampled in this audit.

New member = orange text

Existing member with additional plot = green colour text

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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