

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: Tamneab Oil Palm Community Enterprise
Client Company / Parent Company Address: 52 Moo 7, BanTamneab Sub-district, Kiriratnikom District, Surat Thani Province, 84180, Thailand.
Certification Unit: Tamneab Oil Palm Community Enterprise Location of Certification Unit: 52 Moo 7, BanTamneab Sub-district, Kiriratnikom District, Surat Thani Province, 84180, Thailand.
Date of Final Report: 29/07/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Tamneab Oil Palm Community Enterprise		
RSPO Membership Number	1-0342-21-000-00	Membership Approval Date	31 December 2021
Address	52 Moo 7, BanTamneab Sub-district, Kiriratnikom District, Surat Thani Province 84180, Thailand.		
Palm Oil Mill / Group manager / Estate (Certification Unit)	Tamneab Oil Palm Community Enterprise		
Location / Address	52 Moo 7, BanTamneab Sub-district, Kiriratnikom District, Surat Thani Province 84180, Thailand.		
Website	–		
Management Representative	Mr. Wiwat Monmala (Group Manager)	E-mail	tamneaboilpalm.cofarm@gmail.com
Telephone	+66 - 88 - 7628815	Facsimile	–

2. Certification Information			
Certificate Number	RSPO 802896	Certificate Start Date	29/07/2024
Date of First Certification	29/07/2024	Certificate Expiry Date	28/07/2029
Scope of Certification	Production of Sustainable Oil Palm Fresh Fruit Bunch of Independent Smallholders		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Independent Smallholder Standard 2019		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	Not Applicable
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
Not Applicable	Not Applicable	Not Applicable	Not Applicable

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Tamneab Oil Palm Community Enterprise	52 Moo 7, BanTamneab Sub-district, Kiriratnikom District, Surat Thani Province 84180, Thailand.	8°56'18.5"N	98°58'14.8"E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Tamneab Oil Palm Community Enterprise	97.67	0.00	6.02	103.69	94.19
Total	97.67	0.00	6.02	103.69	94.19

Note: As of the date of the audit, the total area confirmed to be planted was 97.67 hectares.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) – ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Tamneab Oil Palm Community Enterprise	0.00	52.70	29.43	15.54	97.67	0.00
Total (ha)	0.00	52.70	29.43	15.54	97.67	0.00

Note: Only Mature area is considered as production area.

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / Year			
	Estimated Last Year (–)	Actual (–)		Forecast (July 2024 – June 2025)
		Previous License Period (–)	Current License Period (–)	
Tamneab Oil Palm Community Enterprise	–	–	–	1,599.35
Total	–	–	–	1,599.35
Note: This is initial audit and the group certified MS B. Therefore the FFB that can be claim as certify is 100% of 1,599.35 MT of FFB.				
	Products	MS B (100%) mt		
	FFB	1,599.35		
	CSPO	319.87		
	CSPK	35.99		
	CSPKO	43.98		

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / Year			
	Estimated Last Year (–)	Actual (–)		Forecast (July 2024 – June 2025)
		Previous License Period (–)	Current License Period (–)	
N/A		–	–	
Total		–	–	
Note: This table is not applicable for ISH.				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out Growers / Smallholders	Tonnage (MT) / Year			
	Estimated Last Year (–)	Actual (–)		Forecast (July 2024 – June 2025)
		Previous License Period (–)	Current License Period (–)	
–	–	–	–	–
Total	–	–	–	–
Note: This table is not applicable for ISH.				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB From Certified Supply Base (MT)	Volume of FFB From Uncertified Supply Base (MT)	Total FFB/Month (MT)
–	–	–	–	–
TOTAL		–	–	–
Note: This table is not applicable for ISH.				

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated Last Year (–)	Actual (–)		Forecast (July 2024 – June 2025)
	Previous License Period (–)	Current License Period (–)	
FFB	FFB		FFB
–	–	–	–
	TOTAL	–	
CPO (OER: – %)	CPO (OER: – %)		CPO (OER: – %)
–	–	–	–
	TOTAL	–	
PK (KER: – %)	PK (KER: – %)		PK (KER: – %)
–	–	–	–
	TOTAL	–	
Note: This table is not applicable for ISH.			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
–	–	–	–
TOTAL		–	–
Note: This table is not applicable for ISH.			

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11. Summary of Actual Volume Sold					
Current License Period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	—	—	—	—	—
PK (MT)	—	—	—	—	—
Credits	—	—	—	—	—
Previous License Period					
CPO (MT)	—	—	—	—	—
PK (MT)	—	—	—	—	—
Credits	—	—	—	—	—
Note: (1) Conventional is RSPO certified material but sold as non-RSPO. (2) This table is not applicable for ISH.					

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
—	—	—	—	—
TOTAL			—	—
Note: This table is not applicable for ISH.				

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

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

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
–	–	–	–
TOTAL			–
Note: This table is not applicable for ISH.			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated Last Year (–)			Actual (–)			Forecast (July 2024 – June 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	–	–	–	–	–	–	–	–	1,599.35
IS-CSPO	–	–	–	–	–	–	–	–	–
IS-CSPKO	–	–	–	–	–	–	–	–	–
IS-CSPKE	–	–	–	–	–	–	–	–	–
CSPK	–	–	–	–	–	–	–	–	–

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)
–	–	–	–	–	–	–
TOTAL		–	–	–	–	–
Note: 1 mt = 1 credit						

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License Period							
Credits	–	–	–	–	–	–	–
Physical	–	–	–	–	–	–	–
Previous License Period							
Credits	–	–	–	–	–	–	–
Physical	–	–	–	–	–	–	–

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13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
–	–	–	–	–	–	–	–
TOTAL			–	–	–	–	–
Note: Not applicable for initial certification audit							

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638; Fax +60 (3) 9212 9639
Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 18 – 20 March 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 5 Feb 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 07 July 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 Tamneab Oil palm Community Enterprise with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Tamneab Oil Palm Community Enterprise	X	X	X	X	X

Tentative Date of Next Visit: March 18, 2025 - March 20, 2025

Total Number of Mandays: 8.5 mandays.

2.2 BSI Assessment Team

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

		Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply Chain requirements <input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and Claim requirements <input checked="" type="checkbox"/> ISH context (ICS, Internal Audit, Policy, Business Planning and Trading System)
Mrs. Chongrak Takard	Team Member	Education: Bachelor of Science: Plant Protection (Plant Pathology) from Maejo University, Thailand in 1998, and a Master of Arts: Human Resource Development (HRD) from Ramkhamhaeng University, Thailand in 2016. Work Experience: More than 10 years of working experience where makes her familiar with local/regional knowledge of local laws, also undergone ISO9001, SA8000, TLS, SMETA, Social Second party audit (social audit), has been working in the agriculture sector for more than 10 years prior to joining BSI group. 5 years working experience as Sustainability Auditor for RSPO P & C, RISH and SCC Scheme. Training attended: Successfully completed the Quality Management System Auditor/Lead Auditor Course ISO9001:2015, ISO14001:2015 Lead auditor IRCA 14154 EMS, BS OHSAS 18001:2007 standard, CQI-IRCA Certified: PR356: OHSMS ISO 45001:2018 Lead Auditor Conversion Training Course, Thai Labour Standard TLS Lead auditor TLS 8001, SA8000 Basic auditor Course and SA8000 Advances Auditor Course, ESEP Lead auditor course, Endorsed RSPO P&C Lead Auditor Course, Refresher course for Endorsed RSPO P&C Lead Auditor, RSPO ISH Training (RISS 2019) as part of the qualification for RSPO Auditors in fulfilling the requirements of 4.8.6(f) of the RSPO Certification System 2020 and Endorsed RSPO SCCS Lead Auditor. Language proficiency: Fluent in Thai language and moderate in English. Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply Chain requirements <input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and Claim requirements <input checked="" type="checkbox"/> ISH context (ICS, Internal Audit, Policy, Business Planning and Trading System)
Ms. Jettana Insuwan	Team Member	Education: Bachelor's Degree of Environmental Science, Silpakorn University and Bachelor's Degree of Occupational Health and Safety, Sukhothai Thummathirat University 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

		<p>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: <input checked="" type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input type="checkbox"/> Supply Chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and Claim requirements <input checked="" type="checkbox"/> ISH context (ICS, Internal Audit, Policy, Business Planning and Trading System) </p>
Dr. Suhaili Bin Sahari	Peer Reviewer	<p>Education: 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: 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: 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 </p>

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		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
Mr. Chaiyaporn Seekao (CPS)	Qualification Reviewer for Jettana Insuwan

2.3 Assessment Plan

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

Date	Time	Subjects	SWN	CTA	JNI
Monday, 18/03/2024	9:00-9:30	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit Team Leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). 	√	√	√
	9:30-12:00	Group Manager/Internal Control System Internal Control System Requirements for Smallholder Groups Review of members' profiles & key management documents Document Audit: Public Documents, SOPs, Policies, LUCA & RaCP, Internal Audit, Production & Traceability requirements, FFB Pricing, Legal and other requirements, review on SEIA documents and records, Wage Records, Complaint Records, Workers Records, Training Records, Permits, Continual Improvement Plan, etc. <ul style="list-style-type: none"> Principle 1: Optimise Productivity, Efficiency, Positive Impacts and Resilience Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing Principle 3: Respect Human Rights, Including Workers' Rights and Conditions Principle 4: Protect, Conserve and Enhance Ecosystems and The Environment 			√
		Field visit at the 12 smallholders' plantations <ul style="list-style-type: none"> Interview with smallholders Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√	√	

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Date	Time	Subjects	SWN	CTA	JNI
	12.00-13.00	Lunch Break			
	13:00-17:30	Continue on unfinished elements of the Group Manager/Internal Control System Internal Control System Requirements for Smallholder Groups Review of members' profiles & key management documents Document Audit: Public Documents, SOPs, Policies, LUCA & RaCP, Internal Audit, Production & Traceability requirements, FFB Pricing, Legal and other requirements, review on SEIA documents and records, Wage Records, Complaint Records, Workers Records, Training Records, Permits, Continual Improvement Plan, etc. <ul style="list-style-type: none"> • Principle 1: Optimise Productivity, Efficiency, Positive Impacts and Resilience • Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing • Principle 3: Respect Human Rights, Including Workers' Rights and Conditions • Principle 4: Protect, Conserve and Enhance Ecosystems and The Environment 			√
		Continue on unfinished elements of the field visit at the 12 smallholders' plantations <ul style="list-style-type: none"> • Interview with smallholders • Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc. 	√	√	
	17.30 -18.00	Interim Closing Briefing of Day 1	√	√	√

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Date	Time	Subjects	SWN	CTA	JNI
Tuesday, 19/03/2024	9:00-12:00	Group Manager/Internal Control System Internal Control System Requirements for Smallholder Groups Review of members' profiles & key management documents Document Audit: Public Documents, SOPs, Policies, LUCA & RaCP, Internal Audit, Production & Traceability requirements, FFB Pricing, Legal and other requirements, review on SEIA documents and records, Wage Records, Complaint Records, Workers Records, Training Records, Permits, Continual Improvement Plan, etc. <ul style="list-style-type: none"> • Principle 1: Optimise Productivity, Efficiency, Positive Impacts and Resilience • Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing • Principle 3: Respect Human Rights, Including Workers' Rights and Conditions • Principle 4: Protect, Conserve and Enhance Ecosystems and The Environment 		√	√
	9:00- 12:00	Stakeholders' Consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.) (Onsite or Phone) <ul style="list-style-type: none"> • Khirirat Nikhom District Agricultural Office Surat Thani Province (Head or representative) • village headman, Ban Tam Niab Subdistrict. • Ban Tam Niab Subdistrict Health Promoting Hospital (Director or agent) • Contractors for FFB harvesting activities 	√		
	12.00-13.00	Lunch Break			

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Date	Time	Subjects	SWN	CTA	JNI
		Continue on unfinished elements of the Group Manager/Internal Control System Internal Control System Requirements for Smallholder Groups Review of members' profiles & key management documents Document Audit: Public Documents, SOPs, Policies, LUCA & RaCP, Internal Audit, Production & Traceability requirements, FFB Pricing, Legal and other requirements, review on SEIA documents and records, Wage Records, Complaint Records, Workers Records, Training Records, Permits, Continual Improvement Plan, etc. <ul style="list-style-type: none"> • Principle 1: Optimise Productivity, Efficiency, Positive Impacts and Resilience • Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing • Principle 3: Respect Human Rights, Including Workers' Rights and Conditions • Principle 4: Protect, Conserve and Enhance Ecosystems and The Environment 	√	√	√
	17.30 -18.00	Interim Closing Briefing of Day 2	√	√	√
Wednesday, 20/03/2024	9:00-12:00	Continue on unfinished elements of the Group Manager/Internal Control System Internal Control System Requirements for Smallholder Groups Review of members' profiles & key management documents Document Audit: Public Documents, SOPs, Policies, LUCA & RaCP, Internal Audit, Production & Traceability requirements, FFB Pricing, Legal and other requirements, review on SEIA documents and records, Wage Records, Complaint Records, Workers Records, Training Records, Permits, Continual Improvement Plan, etc. <ul style="list-style-type: none"> • Principle 1: Optimise Productivity, Efficiency, Positive Impacts and Resilience • Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing • Principle 3: Respect Human Rights, Including Workers' Rights and Conditions • Principle 4: Protect, Conserve and Enhance Ecosystems and The Environment 	√	√	√
	12.00-13.00	Lunch break			
	13.00-13.30	Audit team discussion & preparation for closing meeting	√	√	√

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Date	Time	Subjects	SWN	CTA	JNI
	13.30-14.00	Closing Meeting	√	√	√

NCR Close-Out On-Site Visit Plan

Date	Time	Subjects	SWN
Friday, 05/07/2024	09:00-09:30	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit Team Leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation). 	√
	09:30-12:00	Sampling onsite and interview (1 or 2) <ul style="list-style-type: none"> ID 61031 or ID 63226, and 2-3 Interview ID C610027 Closing 5 NCRs <ul style="list-style-type: none"> 2468350-202403-M1; Critical; ICS A 2.3.MS A 2468350-202403-M2; Critical; ICS B1.1. MS B 2468350-202403-M3; Critical; D 2.1 MS A 2468350-202403-M4; Critical; 3.1 MS B 2468350-202403-M5; Critical; 4.1 MS A 	√
	12.00-13.00	Lunch Break	√
	13:00-16:00	Continue unfinished elements of: Sampling onsite and interview (1 or 2) <ul style="list-style-type: none"> ID 61031 or ID 63226, and 2-3 Interview ID C610027 Closing 5 NCRs <ul style="list-style-type: none"> 2468350-202403-M1; Critical; ICS A 2.3.MS A 2468350-202403-M2; Critical; ICS B1.1. MS B 2468350-202403-M3; Critical; D 2.1 MS A 2468350-202403-M4; Critical; 3.1 MS B 2468350-202403-M5; Critical; 4.1 MS A 	√
	16:00-17:00	Prepared for the Closing Meeting	√
	17:00-17:30	Closing Meeting	√

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; The section is 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 2021	Not applicable; The section is 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 2021.	Not applicable; The section is not applicable for ISH	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable; The section is 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; The section is 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; The section is 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; The section is 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; The section is not applicable for ISH	Not Applicable
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable; The section is not applicable for ISH	Not Applicable
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints	Not applicable; The section is not applicable for ISH	Not Applicable

System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.		
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C Criterion 4.2	Not applicable; The section is 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; The section is 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; The section is 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; The section is not applicable for ISH	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable; The section is 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; The section is not applicable for ISH	Not Applicable

Approved Time Bound Plan

Not applicable; the section is not applicable for ISH

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 six of critical (6) Critical; 0 of minor (0) Minor nonconformities and 0 of OFI Opportunity For Improvement raised. The Tamneab Oil palm Community Enterprise 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 Nonconformities 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 #	2467606-202403-M1	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	4.9 B Critical		
Statement of Nonconformity:	Group Manager has developed the integrated pest management program, however the evidence programme implementation cannot be demonstrated.		
Requirement Reference:	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.		
Objective Evidence:	An integrated pest control program has been prepared by Tamneab Oil palm Community Enterprise in the "Integrated Pest Control Program or Plan" on 1 Jan 2022. including: planting <i>Turnera subulata</i> for the prevention of caterpillar pests, identification and monitoring of pests and plant diseases , the use of owls to prevent rats pest, prohibiting total spraying, conducting IPM training for members. However, evidence of the implementation of the above programs cannot be shown during the audit.		
Corrections:	<ul style="list-style-type: none"> Organization has conducted early detection according to the Integrated Pest Management Program or Plan, verified document for period April 2024. Organization has already conducted communication to the member to follow up related to caterpillar attack , note of meeting already signed by IPM . in the control process will carry out fogging with detailed assistance: spray equipment, pesticides, and a trained team. Organization has established the mechanism and management plan of Ganoderma including (identification, prevention and responses) Document has shown during on site audit. Organization also has established the Program and Plan for Pest Detection and Plant Diseases as per SOP . In the SOP has explained related to schedule of detection of pest and plant diseases. The SOP has shown during audit. Evidence of planting host plants is available during audit as per document Planting host plan for every Farmer Groups. The document has shown during audit. 		
Root Cause Analysis:	There is no monitoring of the Integrated Pest Management (IPM) techniques so it does not know the actual conditions in the field.		
Corrective Actions:	There is an evidence that Group Manager has received the training related to IPM (Integrated Pest Management) on 1 April 2024 from IPM Section has also attended the training namely as stated in the attendance list of training. Note of training has		

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	already available during NCR Closes Out Visit, the note has explained related to: life cycle of caterpillar pests and their management, technique of performing EWS (Early Warning System), level of attack of caterpillar and biological pest control. Letter of invitations related to IPM training was already available during the NCR Closes Out Visit .
Assessment Conclusion:	During on site has been reviewed that the company has implemented the corrective action plan effectively, so that there are no more findings on this indicator. Based on interview with sampled smallholder members audit team found the smallholder understood. The NC was closed effectively on 07 July 2024. All the follow up evidence is available in the relevant Indicator.

Non-conformity			
NCR Ref #	2467606-202403-M2	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	3.4 MS A		
Statement of Nonconformity:	The training also does not cover third parties who employ employees, such as casual workers, or casual worker teams.		
Requirement Reference:	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance		
Objective Evidence:	From sampling to interview and reviewed training record found some casual workers were not completed training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance such as casual team of Mr. Santi K and Mr. Chawee R. (Leader Gang/Khlong Kanan Broker/Ms. Kanungnit) harvesting service of member ID TN-ST-031, TN-ST-020, TN-ST-027		
Corrections:	<ol style="list-style-type: none"> 1. The group surveys all contractors whose group members use contracting services. This must be completed by 30 April 2024. 2. The group conducts training on law and labor including their own rights and freedoms. In making a complaint/complaint To the group manager to the contractor team (There are photos and signatures as evidence) which was completed on May 30, 2024. 		
Root Cause Analysis:	The group has not incomplete training for the contractor team		
Corrective Actions:	There is an up-to-date survey of workers and contractors every year.		
Assessment Conclusion:	Auditor seen The document for training on law and labor for all member and Based on interview with sampled smallholder members audit team found the smallholder understood .The NC was closed effectively on 07 July 2024. All the follow up evidence is available in the relevant Indicator		

Non-conformity			
NCR Ref #	2467606-202403-M3	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	4.7 E Critical		
Statement of Nonconformity:	The group had not yet collected information from the members on the presence of waterways in and directly around their plots, to use risk calibrated approach to map plots of members onto the landscape to identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management in group training plans and ensure timely execution.		
Requirement Reference:	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1		
Objective Evidence:	From sampling assessment of the members' oil palm planting plots and group record, it was found that the group had not yet collected information from the members on the presence of waterways in and directly around their plots, to use risk calibrated approach to map plots of members onto the landscape to identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management in group training plans and ensure timely execution		
Corrections:	Ensure smallholder record filled by smallholder and completed identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management and incorporate identification of and what are good practices and requirements on riparian buffer zone management in group training plans .		
Root Cause Analysis:	Farmers members on behalf member do not understand the boundaries of identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management		
Corrective Actions:	ICS conducts socialization and training on good practices and requirements on riparian buffer zone management and on importance of smallholder record the activity on the riparian buffer zone makes regular monitoring on the use of pesticide		
Assessment Conclusion:	ISH organization has identified root cause, prepare correction and corrective actionplan. The correction and corrective action has been implemented as planned. NC Critical/Major closed satisfactory.		

Non-conformity			
NCR Ref #	2467606-202403-M4	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	3.5 MS A Critical		
Statement of Nonconformity:	No evidence was found of risk evaluation not cover spays pesticides activity.		

Requirement Reference:	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
Objective Evidence:	No evidence was found of risk evaluation for contractors on work safety in the palm plantations of plots risk evaluation not cover spays pesticides activity
Corrections:	Provision of spraying PPE for workers whose working in smallholder member's oil palm block. PPE handover comprise of apron, hand glove and gumboot. Provision of PPE for FFB loading workers whose working in smallholder member's oil palm block. Verified evidence PPE handover 13 pieces helmet. Provision of first aid kit for each smallholder group. Smallholder member sign commitment statement letter to comply with OHS procedures. Verified evidence: Commitment statement letter.
Root Cause Analysis:	Smallholder member has not consistent in implementing Good Agriculture Practice procedures and Occupational Health and Safety procedures. Transport unit has not implemented result from risk assessment.
Corrective Actions:	Provision of spraying PPE for workers whose working in smallholder member's oil palm block. Verified evidence: PPE handover comprise of apron, hand glove and gumboot. Provision of PPE for FFB loading workers whose working in smallholder member's oil palm block. Verified evidence: PPE handover 13 pieces helmet. Interview with worker admitted he has received safety helmet and now he use it. Provision of first aid kit for each smallholder group Verified evidence: Minutes of handover first aid kit handover 8 sets to 8 smallholder groups. Smallholder member sign commitment statement letter to comply with OHS procedures. Verified evidence: Commitment statement letter
Assessment Conclusion:	ISH organization has identified the root cause; prepare correction plan and corrective action plan. The ISH can demonstrate consistent correction and corrective action planned. NC Critical closed satisfactory on 07 July 2024

Non-conformity			
NCR Ref #	2467606-202403-M5	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	C.2.1 MS A Critical		
Statement of Nonconformity:	Plan for continuous improvement projects not implement and review in Y2023		
Requirement Reference:	The group management plan is implemented and reviewed at least annually.		
Objective Evidence:	Base on review the group management plan such as plan for reduce Fuel ,plan for fuel reduce, plan for reduce chemical use, not found the evidence for collecting data or review at least annually		
Corrections:	ICS makes an annual business plan report and will conduct an annual review of the achievement of the projected plan for reduce Fuel ,plan for fuel reduce, plan for reduce chemical use then socialize it to farmer groups and farmers		

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Root Cause Analysis:	ICS did not know that the annual business plan and implement shall be reviewed annually.
Corrective Actions:	Annual business plan will be review during Annual Member Meeting The ICS Manager and the Cooperative Chair will monitor, evaluate and review the annual business plan the projected plan for reduce Fuel ,plan for fuel reduce, plan for reduce chemical and socialize it to all members
Assessment Conclusion:	Auditor verify evaluation its recommendation are to improve farmers knowledge and skills through training and ensure the availability production infrastructure. Records was sighted and reviewed has conducted monitoring and evaluation for the first time in April 2024 and focus on non-conformities identified during RSPO audit. For the monitoring and evaluation in next year (2025) will monitor an evaluate the implementation of all organization procedures. The NC was closed effectively on 07 July 2024. All the follow up evidence is available in the relevant Indicator

Non-conformity			
NCR Ref #	2467606-202403-M6	Issued Date	23/03/2024
Due Date	22/03/2025	Closure Date	03/07/2024
Indicator & Category (Critical / Minor)	2.3 MS E		
Statement of Nonconformity:	The mapping of members without documents legal rights is incomplete.		
Requirement Reference:	The right to use the land is not disputed by indigenous peoples, local communities or other users (Take part in any participatory mapping processes as organised by the GM)		
Objective Evidence:	From examining the member recruitment process, for example, member number TN-ST-031 Khun Yothin, TN-ST-016 Khun Natthakarn are members without legal documents. However, no evidence of complete participatory mapping of neighboring plots was found. In the application, specify only Land on 2 sides		
Corrections:	<ul style="list-style-type: none"> Create SOP for updating member database and land data with SOP "Updating Database". Each farmer group head confirms member data every month to the secretary. 		
Root Cause Analysis:	The member structure did not understand the policy for managing data recording procedures so that the database of farmer members had not been updated according to the latest conditions.		
Corrective Actions:	<ul style="list-style-type: none"> Group member Structures are given training on the requirements of the Internal Control System regarding policies and managing procedures and updating the member database according to the latest conditions. The secretary updates the database of group members per semester according to the procedures for updating the member database. 		
Assessment Conclusion:	Updated members data has been shown during audit as per document Form Database and updated for every Farmer Group for period April 2024.		

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	Based on interview with the Group Structure that the group already knew related to managing procedures and updating the member database according to the latest conditions. Organization has implemented CAP effectively. Has been reviewed that the company has implemented the corrective action plan effectively, so that there are no more findings on this indicator
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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

Not applicable, according to this is an initial audit.

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2467606-202403-M1	Critical	4.9 MSB	23/03/2024	Closed on 03/07/2024
2467606-202403-M2	Critical	3.4 MS A	23/03/2024	Closed on 03/07/2024
2467606-202403-M3	Critical	4.7 E	23/03/2024	Closed on 03/07/2024
2467606-202403-M4	Critical	3.5 MS A	23/03/2024	Closed on 03/07/2024
2467606-202403-M5	Critical	C.2.1 MS A	23/03/2024	Closed on 03/07/2024
2467606-202403-M6	Critical	2.3 MS E	23/03/2024	Closed on 03/07/2024

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 Tamneab Oil palm Community Enterprise 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	Mrs. Natthanan Wanna / Head of (Ban Tam Niab Subdistrict TAMBON HEALTH PROMOTING HOSPITAL) district	Face to face
Governmental Department	Miss Chanoknan Petchasom / Representative of Chief Executive of Ban Tam Niab Subdistrict Municipality Environmental Officer	Face to face
Governmental Department	Mrs. Natthakan Sriwarom Chef of Ban Tam Niab Subdistrict District Agriculture Office	Face to face
Contractor	Mr. Suchon Chansuk Contractor for harvest	Face to face

Stakeholders' comments	
1	<p>Feedback: Representative of Chief Executive of Miss Chanoknan Petchasom / Representative of Chief Executive of Ban Tam Niab Subdistrict Municipality Environmental Officer</p> <ul style="list-style-type: none"> No conflict of land right. The boundaries of the plantation are clear. And also, no complaint raised by people who live surrounding the plantation, No evident of health impact ,social impact or impact that are critical of environment. For the last 2 years, there is no complaints issue from Government. The group regularly assists social and local communities with CSR projects such as Increase the area to plant trees <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from Government
2	<p>Feedback: Head of Mrs. Natthanan Wanna / Head of Ban Tam Niab Subdistrict TAMBON HEALTH PROMOTING HOSPITAL) district</p> <ul style="list-style-type: none"> No evident of health impact. No complaint raised for health impact. Activities performed by the group is responsible for health impact, there was no negative impact. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> Positive feedback not required to follow-up No Complaints from health impact. <p>Further details reported in the indicator 1.1, 2.1, 2.2, 2.3, 2.5, 3.1, 3.2, 3.3, 3.4, 3.5 and 3.6 below.</p>

3	<p>Feedback: Head of Mrs. Natthakan Sriwarom Chef of Ban Tam Niab Subdistrict Agriculture Office Communication was good.</p> <ul style="list-style-type: none"> • There are no complaints from local communities or group member about using of pesticide by the group members. • Knowledge regarding of RSPO standards is promoted by District Agricultural Extension Officer, and attended the group meeting from time to time, latest in December 2023. • Activities performed by the group is responsible for GAPs, there was no negative impact <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Positive feedback not required to follow-up <p>Further details reported in the indicator 1.1, 2.1, 2.2, 2.3, 2.5, 3.1, 3.2, 3.3, 3.4, 3.5 and 3.6 below.</p>
4	<p>Feedback: Mr. Suchon Chansuk / Head of Contractor for harvest</p> <ul style="list-style-type: none"> • 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 (watercourse, soil, RTE, HCV), working details and condition, the procedure for grievance and complaint, etc. • The training on safe working and PPEs on oil palm plantation is useful for all workers to protect accident during working. • 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. • They understood on Labor requirement and practical to comply with local law define and group regulation The all casual workers were registered to group members and group manager <p>Audit Team verification and response:</p> <p>Management Responses:</p> <ul style="list-style-type: none"> • Communication and coordination with casual worker will always be maintained and improved for further. • Provide Training program as Safety Environment, Labor and Chemical used were implement with casual workers • Communication and provided annual healthy check up to all worker and all members as who worked with chemical. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> • Positive feedback not required to follow-up. • Verified the Training record that has been implemented.

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
Mrs. Pasuk Posew (PLU of member no. TN-ST-022A)	1/1/1998	2.13	Yes	Yes	Comply / It is the transfer of inheritance from mother to son. The ownership has been transferred for about 25 years and The area was planted with oil palm before the change of ownership.
Mr. Wichai Janprachom (PLU of member no. TN-ST-023A)	6/18/1999	3.54	Yes	Yes	Comply / It is for sale according to the wishes of the original owner. Transfer of ownership in 1999 and It is an area that has been used for rice farming before.
Mrs. Kanya Changpan / Mr. Watcharin Sangpro (PLU of member no. TN-ST-013A)	2/24/2000	1.67	Yes	Yes	Comply / It is for sale according to the wishes of the original owner. Transfer of ownership in 2020 and The original area had oil palms planted.

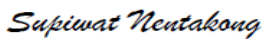
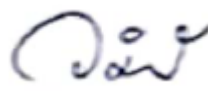
Previous land owner / user comment	
All	<p>Feedbacks: The land acquisitions were conducted participatory by both seller and buyer, witnessed and signed by surrounding landowners and village officials. There is no coercion in land acquisition. There is no conflict during the acquisition process and after land acquisition.</p> <p>Audit Team verification and response: Audit team checked the legal ownership of the land and found in compliance.</p>

3.5 Impartiality and Conflict of Interest

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

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 Tamneab Oil palm Community Enterprise 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 Tamneab Oil palm Community Enterprise is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mr. Supiwat Nentakong	Name: Mr. Wiwat Monmala
Company Name: on behalf of BSI Malaysia Services Sdn Bhd.	Company Name: Tamneab Oil Palm Community Enterprise
Title: Team Leader	Title: Group Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 03/07/2024	Date: 03/07/2024

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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	<p>Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>Legal formation: Tamneab Oil palm Community Enterprise has fulfil the legal regulation related to palm oil plantation for smallholder Kirirat Nikom District Agricultural Extension Office as follows:</p> <ol style="list-style-type: none"> 1) The documented available to prove the legal identity of group is registration to community enterprise in the name of "Tamneab Oil palm Community Enterprise". The group has registered with the Kirirat Nikom District Agriculture office of Year 2024 valid till 31-Jan-2025 The registration number is 5-84-08-10/1-0027 since 28 April 2021. As required by Thai laws, the group has to re-register with Kirirat Nokom District Agricultural Office annually to update the change especially list of the group members. Based on the list of group members as annex in this license, there are a total 30 group members (new members) which is in compliance with the group database. 2) Decision making and governance made fair and transparent via annual meeting with all members lasted conducted 25 Feb 2022 to all members and record in Manual , the disbursement of premiums to all members as <ol style="list-style-type: none"> 1.1 Sell on credit 100% (sell according to the certified production amount As for the FFB that can be sold to any ramp at a good price), the income will be divided into 2 parts, 50% will be divided back to the members from the income from credit sales, divided 	Complied

		<p>back to 70 baht per ton of production, and 50% will be deducted from the group to use as Group administrative expenses next year</p> <p>1.2 The group has a connection with an oil palm mill or made an MOU (by adding more price). Members who can sell FFB to the palm oil mill will receive an additional difference more price. But cannot sell credit. As for members who cannot sell FFB to the palm oil mill, can be sold to local sales ramp and the production numbers of certified members can be sold on credit.</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.• 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. Fair and transparent decision making and governance• A meeting is declared valid if it is attended by more than half of the number of members.• 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. <p>3) There's a declaration letter by the ISH Group Manager, Mr. Wiwat Molmala Group manager that also accepted and agreed by all current members stated that the group manager will be representing and managing the smallholders for the purpose of RSPO Certification Program in year 2024 .</p> <p>4) Sampling the signed declaration letter , acceptance form to be the member of Tamneab Oil palm Community Enterprise and agreed from new member are as following :</p> <table><tr><th>Member ID</th><th>Name</th><th>Date of declaration</th><th>Date of agreement</th><th>Date of register</th></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	Member ID	Name	Date of declaration	Date of agreement	Date of register						
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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>Tamneab Oil palm Community Enterprise has implemented an internal control system by following the documents "Sustainability management manual" issue dated 10 Jan 2022.</p> <p>The organization structure of ICS and qualification of Group manager, group committee and group members as defined in "Sustainability management manual" pg. 12-18.</p> <p>Based on document verification, group manager, group committee and group member who were sampled could show proof of their qualification as identified.</p> <ul style="list-style-type: none">Found appointment of the ICS group committee and Group manager of year 2022 (12 persons) on 10 Jan 2022. Responsibilities of the group manager and other positions (e.g. Chairman, Occupational health and safety department, Sustainability department, Database and document control department, Garden management department) are defined in "Sustainability management manual".	Complied																									

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		<ul style="list-style-type: none"> Found application form with personal documents of group members and signed declaration letters e.g. Kanchana, Teerasathien . (signed on 10 Dec 2020), Krong, Khaojit. (signed on 10 Dec 2020). <p>Group has implemented ICS process as identified in "Sustainability management manual" such as;</p> <ul style="list-style-type: none"> New member registration Competency and Training Garden management OHS Internal Audit Complaint management Social and Environment Labor, Outsource, Contractors <p>The group manager established a plan for the implementation of ICS at least once a year. The ICS plan for the year 2023 and 2024 specified a training course divided into 5 modules, including RSPO knowledge, group management, and social aspects. Training sessions on oil palm pricing mechanisms, financial management, and best practices for group members were conducted on 24 Dec 2021, and 21 Dec 2023, with 30 participants, including new members.</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>The fair and transparent decision-making and governance is demonstrated through various activities such as;</p> <ul style="list-style-type: none"> Group members can perceive related information including changing of group regulation through group meetings or other communication e.g. line application, face to face. Decisions are reached through group consensus during group meetings. Initially, the group committee organizes to establish criteria. 	Complied

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		<p>Subsequently, they hold a meeting with group members to present and ask their opinions, allowing for adjustments to be made. If there are no objections, the established criteria are then announced.</p> <p>In terms of sustainable financial management, the document review revealed that Tamneab Oil palm Community Enterprise demonstrated positive performance.</p>	
Criteria 1.2 Smallholders have the capacity to effectively manage their farm.			
Eligibility	Not Applicable	Not applicable	Not Applicable
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>Tamneab Oil palm Community Enterprise has held trainings related to palm oil business. The trainings have been conducted as follows:</p> <ul style="list-style-type: none"> • Training on Agricultural Management. Presented by Mr Jetnipit P. from Kirirat Nikom district Agriculture Office on 12 Dec 2021, and 21 Dec 2023, with 30 participants. • Training on Group management, RSPO ISH standard and data collection by Mr Jetnipit P and Mr.Wiwat M., Group manager on 21 Dec 2023, with 30 participants. <p>Based on interview, all member had recorded their production information in the forms which were prepared by group and then submitted their forms to the group's facilitator to verify and gather into the database every 3 months.</p>	Complied
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	Based on field observation to sampling group members, found that group members are managing their farm effectively and maintain records of production and transaction data as follow;	Complied

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		<ul style="list-style-type: none">FFBs were sold to the ramps.Records of production and sale of FFB by individual members have consistently record the FFB production and sales.																															
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).	<p>Tamneab Oil palm Community Enterprise has developed an application form and smallholders declaration letter which outlines the necessity to implement good agricultural practices in their farms.</p> <p>The Smallholders' Declaration form signifies members' commitment to implementing good agricultural practices on their farms, and it is signed by each member. Currently, Tamneab Oil palm Community Enterprise totals 30 group (pass away 1 person in year 2023) members. Examples of these members can be found in the group's documents, as follows:</p> <table><tr><th>Member ID</th><th>Name</th><th>Date of declaration</th><th>Date of agreement</th><th>Date of register</th></tr><tr><td>TN-ST-022A</td><td>Sawat Homrup</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-024A</td><td>Somkid Sueanchaidee</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-025A</td><td>Somporn Nobpharit</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-026A</td><td>Sudaporn Pratum</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-027A</td><td>Surin Khwankul</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr></table>	Member ID	Name	Date of declaration	Date of agreement	Date of register	TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020	TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021	10 December 2020	TN-ST-025A	Somporn Nobpharit	25 February 2022	21 February 2021	10 December 2020	TN-ST-026A	Sudaporn Pratum	25 February 2022	21 February 2021	10 December 2020	TN-ST-027A	Surin Khwankul	25 February 2022	21 February 2021	10 December 2020	Complied
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Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>From verified the training year plan of 2023 and interviewed sample members found the group provide training as follows:</p> <ul style="list-style-type: none"> • Training on Agricultural Management (including GAP) on 12 Dec 2022, and 21 Dec 2023, with 30 participants. • Training on Group management, RSPO ISH standard and data collection (including GAP) on 21 Dec 2023, with 30 participants. <p>The training course was conducted by group manager and other specialist e.g. Mr.Jetpipit P. from Kirirat Nikom District Agriculture Office. Most of trainers have a competence of each topic to training.</p>	Complied
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 IDs TN-ST-017, TN-ST-019, TN-ST-029, TN-ST-024, it was evident that 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 has been delivered such as not applying blanked spraying, not using paraquat, and conducting pest and disease control properly.</p> <p>Additionally, the auditor noted that in several plots, the weed condition was found to be satisfactory, indicating 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			
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).	Tamneab Oil palm Community Enterprise 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	Complied

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		<p>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.</p> <p>The Group manager and group consultant verified the group's information using a shapefile to compare the land for confirming the consistency.</p>																										
Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Based on document verification, all sampled group members of Tamneab Oil palm Community Enterprise were able to provide proof of their land ownership, demonstrated as sample follows:</p> <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>Sawat Homrup</td><td>A</td><td>TN-ST-022A</td><td>SorPorKor. Plot no.1516</td><td>2.13</td></tr><tr><td>Somkid Sueanchaidee</td><td>A</td><td>TN-ST-024A</td><td>NS3. Plot No. 313/22</td><td>3.54</td></tr><tr><td>Somporn Nobpharit</td><td>A</td><td>TN-ST-025A</td><td>SorPorKor. Plot no. 2046</td><td>3.57</td></tr><tr><td>Sudaporn Pratum</td><td>A</td><td>TN-ST-026A</td><td>NS3. Plot No.343</td><td>4.44</td></tr></table>	Smallholder	Plot	ID	Land title type and No.	Area (Ha)	Sawat Homrup	A	TN-ST-022A	SorPorKor. Plot no.1516	2.13	Somkid Sueanchaidee	A	TN-ST-024A	NS3. Plot No. 313/22	3.54	Somporn Nobpharit	A	TN-ST-025A	SorPorKor. Plot no. 2046	3.57	Sudaporn Pratum	A	TN-ST-026A	NS3. Plot No.343	4.44	Complied
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Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	<p>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. The concrete pillars given by the Department of Land were marked as a boundary of the land. Moreover, based stakeholder consultation to interested parties, there is no boundary overlapping with other landowner.</p>	Complied																									

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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 village headman, 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 village headman, 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 village headman, 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
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, land acquisition of partly members was found no document of right to own the land , therefore, the customary right does to apply. 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.	Non-compliance

		<p>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 course on 21 Dec 2023, by Mr. Jetpipit P. from Kirirat Nikom District Agriculture office and Ms. Nutthinan C from Suratthani province Agriculture office).</p> <p>However based on document verification and interviewed the group manger found that some member without legal rights no evidence of complete participatory mapping of neighboring plots was found. In the application, specify only Land on 2 side (Take part in any participatory mapping processes as organised by the GM) Reference the details as Major NC no. 2467606-202403-M6</p>	
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	<p>All group members hold land deeds for all land used for oil palm cultivation; therefore, the customary right does not apply.</p> <p>The group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities and from stakeholder consultation not found disputes among indigenous peoples, local communities or other users.</p>	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	<p>All group members hold land deeds for all land used for oil palm cultivation; therefore, the customary right does not apply.</p> <p>The group's record showed no evidence of any Land claim, dispute, or complaints raised from the indigenous, stakeholders, community leaders, governmental officers, and local communities and from stakeholder consultation not found disputes among indigenous peoples, local communities or other users.</p>	Complied
Criteria 2.4			

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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. Reviewed the maps for smallholders' plots for existing members and verified during site visit at the sampled farmers, no smallholders' plots are located in the area classified as national parks or 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).	The group has no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration committed not to clear or acquire land from indigenous people, local communities, or other users. The group no plans for new oil palm planting/development of new areas.	Not Applicable
Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach.	The group has no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration committed not to clear or acquire land from indigenous people, local communities, or other users. The group no plans for new oil palm planting/development of new areas.	Not Applicable

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Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	The group has no plans for new oil palm planting / development of new areas. The group member signed Smallholder Declaration committed not to clear or acquire land from indigenous people, local communities, or other users. The group no plans for new oil palm planting/development of new areas.	Not Applicable
Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.			
Criteria 3.1 There is no use of forced labour.			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	<p>The group already established Policy and the information as prohibited forced labour Discrimination, and Trafficking to ensure that any use of forced labour on the farm is terminated.</p> <p>The policy was state on page no. 7 of 110 of Sustain manual group issued 10 Jan 2022 that also include related source of worker, gender, type of activity, etc.</p> <p>Based on an interview with Group committee and sampling members, they provide information on the source of labour on the farm, including family, contract and hired labour requirements found that they were able to show a signed declaration regarding not using workers from forced labor practices and that the casual worker conducts the job voluntarily.</p> <p>Sampling signed declaration by members as follows:</p> <p>New members</p> <ul style="list-style-type: none"> - Ms. Somkid S. (TN-ST-024A), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 - Mr. Prateep T. (TN-ST-020), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and 	Complied

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		<p>signed the agreement for Sustainable Palm oil smallholders on 12 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022</p> <ul style="list-style-type: none"> - Mr. Wiwat M. (TN-ST-029A), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 - Ms. Wane S. (TN-ST-028), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022. - Mr. Yothin R. (TN-ST-031), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 2022. - Mr. Surin K. (TN-ST-027),), commit to no use of forced labour and ensure that any use of forced labour on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 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; • Penalty for termination of employment; 	<p>Tamneab Oil palm Community Enterprise Group has provided refresh training to all members on 16 Feb 2023 was attended by 31 members. and their casual workers (Harvesters, fertilizers and Sprayer such as Mr. Sarawut T., Mr. Apichart C, Mr. Sumthee C. on 21 Dec 2023 was attended by 13 members. The material provided at the training includes:</p> <p>RSPO requirement</p> <ul style="list-style-type: none"> • Prohibition of Discrimination, Forced Labor and Trafficking. • Prohibition of employing minors and prohibition of Using Child labor. • Prohibited of Retention of identity documents including but not limited to passports, Payment of recruitment fees by workers. 	Complied

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	<ul style="list-style-type: none"> Debt bondage; Withholding of wages 	<ul style="list-style-type: none"> Contract substitution, Involuntary overtime, Lack of freedom of workers to resign, Penalty for termination of employment, Debt bondage, Withholding of wages. 	
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.	From casual worker representative interviewed found all workers understood and confirmed, that they did have unrestricted access to their identity documents, had freedom of movement, and could declare that their employment was freely chosen. All workers are casual workers, and only a verbal contract agreement depending on wages (beyond minimum wage), the document for registering only the copy ID card or the number of ID card, and the birth date, for local workers, in case foreign workers are given a copy passport, Work permit, etc.	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"> Compliance with the minimum age of workers and as defined by local, state, or national law, Not exposing children to hazardous work. Providing adult supervision of young people working on the farm. Ensuring the practice of children's rights to education is unrestricted and respected. (Refer to appendix 1).	<p>Tamneab Oil palm Community Enterprise Group has a policy regarding the prohibition of Child labor, the policy was state at page no. 6 of 110 Sustain manual group issued 10 Jan 2021</p> <ol style="list-style-type: none"> For Group members not to employ children under 18 years of age. And for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit. <p>All members signed group commitment and declaration to commit to not use child labour since on registered and orientation. The policy is also stated in the member recorded book Moreover. Verify the casual worker registered found age was over 18 years.</p>	Complied
Milestone A	Group managers and smallholders implement measures to protect children as follows:	Tamneab Oil palm Community Enterprise Group has a policy regarding the prohibition of Child labor, the policy was state at page no. 33 of 110 of	Complied

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	<ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>Manual group issued 10 Jan 2021. For Group members not to employ children under 18 years of age, and for children aged 15-17 years, if they work in the field with the aim of helping their parents, it must be under parental supervision, and not do risky jobs such as picking the dropped fruit.</p> <p>Based on field visits to harvest activities in the plot of Member no. TN-ST-027A (Surin K.) and the harvester, it was proven that there were no workers under 18 years of age. Based on the list of workers, also include personal identity (ID Card number/Permit/Passport) to see the age of the worker. The youngest age on the list is on date of birth 1 Jan 2003 (21 year and 2 month years old) and working from Jan 2023. He worked as harvester.</p>	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 		Complied
Criteria 3.3 Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	The group was able to show a signed declaration regarding providing workers' wages in accordance with the minimum requirements in applicable laws and the Thai Labor Protection Act BE 2541 announced on 1 Oct 2022, Minimum wage at Suratthani Province is 340 baht/day ,lasted Thai Labor	Complied

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		<p>Protection Act BE 2541 announced on 1 Jan 2024, Minimum wage at Suratthani 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 400-700 Baht per ton, • Transportation to factory is 200-250 Baht per ton. • Pruning work on average 15-30 baht per tree • fertilization work of 50 baht per bag. • Spraying work of 150 -200 baht per litter. • Weed eradication by manual (using machinery) of 400 baht per Rai • Weed eradication by machine 300 -350 bath/Rai 	
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	<p>At the time of this audit conducted a document (Record payment / receipt) verification, based on the verification of harvesters' wages/pay record for the period of Jan 2023 to Feb 2024 such as</p> <ul style="list-style-type: none"> • Record payment of wages on: 3 Mar 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: Mr. Siwanart • Plot owner/Farmer: Member ID no. TN-ST-016 (Mr. Witaya P) • Type of Work: harvesting • Total Weight: 8.380MT • Wages received by workers: 3,771 Baht (450 baht/MT) Exclude transportation) for 2 casual worker (1,885.50 baht/person/day). <p>The payment of harvest wages is by the verbal contract agreement in harvester's employment and also has not been identified as discrimination against workers both men and women. Based on the harvester's wage payment record above, Farmers provides worker's wages above the Minimum wage. During the field assessment interviews were conducted</p>	Complied

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		with Casual workers members and verified the record that the payment had been made fairly and no discrimination.	
Criteria 3.4 Workers understand their rights and freedom to file a complaint/grievance to Group manager or relevant third parties, including RSPO.			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	<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>New members</p> <ul style="list-style-type: none"> – Ms. Somkid S. (TN-ST-024A), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 – Mr. Prateep T. (TN-ST-020), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 12 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 – Mr. Wiwat M. (TN-ST-029A), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 – Ms. Wanee S. (TN-ST-028), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022. – Mr. Yothin R. (TN-ST-031), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 2022. 	Complied

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		<ul style="list-style-type: none"> Mr. Surin K. (TN-ST-027), commit to respect the rights of workers to file a complaint/grievance on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 2022. 	
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>Members and some casual workers of Tamneab Oil palm Community Enterprise Group have complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance, on 16 Feb 2023 for all members and for casual workers on 21 Dec 2023 via Refresh training and training program of Y2023. Sampled members training record reviewed Member ID Ms. Somkid S. (TN-ST-024A), Mr. Prateep T. (TN-ST-020), Mr. Wiwat M. (TN-ST-029A), Ms. Wanee S. (TN-ST-028), Mr. Yothin R. (TN-ST-031) and Mr. Surin K. (TN-ST-027). Casual workers name Ms. Siwanart and Mr. Witaya (Trained by member name Ms. Nattahkarn S. (TN-ST-016) trained on 25 Aug 2023.</p> <p>However, from sampling to interview and reviewed training record found some casual workers were not completed training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance such as casual team of Mr. Santi K and Mr. Chawee R. (Leader Gang/Khlong Kanan Broker/Ms. Kanungnit) harvesting service of member ID TN-ST-031, TN-ST-020, TN-ST-027. (See the details as MAJOR NCR No. 2467606-202403-M2)</p>	Non-compliance
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Result from interview with selected members confirmed that they are aware complaints and grievance mechanism. They can also demonstrate their understanding of the process for compliance and grievance. The record on the farm record book showed no evidence of any dispute and complaints raised by stakeholder, community leader, governmental officers, and local communities even though they know the right to give the complaints and grievances regarding the group and group members activities.	Complied

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		<p>Since established 31 Dec 2021 till 19 Mar 2024 no suggestions or complaints were posted through the suggestion box.</p> <p>Based on interview with harvester, they said that they have been provided awareness to submit the grievance through suggestion box in the office of Tamneab Oil Palm Community Enterprise Group 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>	
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 stated on Tamneab Oil Palm Community Enterprise Manual Issued 10 Jan 2022.</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 of members, casual workers, and family members of Tamneab Oil Palm Community Enterprise Group have completed training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them.</p> <p>The latest training for all members was conducted on 23 Aug 2023, via orientation training and refresh training on 23 Aug 2023. Verifying the training recorded of members and casual workers such as member name Ms. Somkid S. (TN-ST-024A), Mr. Prateep T.(TN-ST-020), Mr. Wiwat M. (TN-ST-029A), Ms. Wanee S. (TN-ST-028), Mr. Yothin R. (TN-ST-031) and Mr. Surin K.(TN-ST-027). Casual worker (Harvesters, fertilizers and Sprayer) name Mr. Sarawut T., Mr. Apichart C, Mr. Sumthee C. Chemical spraying, they were trained and understood.</p>	Non-compliance

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		However, based on onsite assessment and document review the group managers still had not fully identified health and safety risks associated with task work. To provide group members, workers, and family members with training and awareness raising among farmer groups. about the identified health and safety risks associated with garden work and measures to reduce such risks completely. All of those matters against this indicator thus raised major NC for improvement, see the details as MAJOR NC no. 2467606-202403-M4	
Milestone B	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	<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 has been prepared by casual workers themselves, they can be demonstrated during audit.</p> <p>Based on sampling members and casual worker to interviewed such Ms. Somkid S. (TN-ST-024A), Mr. Prateep T.(TN-ST-020), Mr. Wiwat M. (TN-ST-029A), Ms. Wanee S. (TN-ST-028), Mr. Yothin R. (TN-ST-031) and Mr. Surin K.(TN-ST-027). , 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
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>New members</p>	Complied

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		<ul style="list-style-type: none"> - Ms. Somkid S. (TN-ST-024A), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 - Mr. Prateep T. (TN-ST-020), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 12 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 - Mr. Wiwat M. (TN-ST-029A), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022 - Ms. Wanee S. (TN-ST-028), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 24 Feb 2022. - Mr. Yothin R. (TN-ST-031), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 2022. - Mr. Surin K. (TN-ST-027), commit to no discrimination, harassment or abuse on the farm by acknowledge and signed the agreement for Sustainable Palm oil smallholders on 21 Feb 2021 and Signed Smallholder Declaration letter on 25 Feb 2022. 	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	All of members and casual workers of Tamneab Oil Palm Community Enterprise 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 16 Feb 2023 and 23 Aug 2023.	Complied

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		Based on sampled members and casual worker interviewed and training record such Ms. Somkid S. (TN-ST-024A), Mr. Prateep T. (TN-ST-020), Mr. Wiwat M. (TN-ST-029A), Ms. Wanee S. (TN-ST-028), Mr. Yothin R. (TN-ST-031) and Mr. Surin K. (TN-ST-027). Casual worker name Mr. Sarawut T., Mr. Apichart C, Mr. Sumthee C., they can demonstrate and there is no practices of discrimination, harassment and abuse on workplace.	
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	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 16 Feb 2023 and lasted on 23 Aug 2023. This socialization was attended 31 members attendance lists and materials can be shown during the audit.	Complied

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).	Based on document reviews, site observations, and interviews with relevant smallholders, it was evident that during the on-site audit, the group provided evidence of members' signatures committing to refraining from new planting or expanding existing farms in primary forests, High Conservation Value (HCV) areas, High Carbon Stock (HCS) forests, riparian areas, or steep slopes. Through interviews, the group representative demonstrated an understanding of the basic concepts of HCV areas and HCS forests. Sampling declarations from group members confirmed their commitment to protecting HCV areas and HCS forests. All those declaration was signed by smallholder.	Complied																				
		<table><tr><th>Member ID</th><th>Name</th><th>Date of declaration</th><th>Date of agreement</th><th>Date of register</th></tr><tr><td>TN-ST-022A</td><td>Sawat Homrup</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-024A</td><td>Somkid Sueanchaidee</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-025A</td><td>Somporn Nobpharit</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr></table>	Member ID	Name	Date of declaration	Date of agreement	Date of register	TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020	TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021	10 December 2020	TN-ST-025A	Somporn Nobpharit	25 February 2022	21 February 2021	10 December 2020	
Member ID	Name	Date of declaration	Date of agreement	Date of register																			
TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020																			
TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021	10 December 2020																			
TN-ST-025A	Somporn Nobpharit	25 February 2022	21 February 2021	10 December 2020																			

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		TN-ST-026A	Sudaporn Pratum	25 February 2022	21 February 2021	10 December 2020	
		TN-ST-027A	Surin Khwankul	25 February 2022	21 February 2021	10 December 2020	
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 conducted training on High Conservation Value (HCV) and High Carbon Stock (HCS) practices on 21 Dec 2023, for all members. The training schedule was established according to the training plan for the years 2023 and 2024. The training covered various topics, including the significance of maintaining and conserving HCVs and HCS forests, methods to address human-wildlife conflicts, mitigation efforts, identification of Rare, Threatened, and Endangered (RTE) species, and the importance of preserving critical ecosystems.</p> <p>During 2024, dissemination information of about HCV conducted in form of giving refreshments for the members by installing HCV signboards at some point where HCV exists.</p> <p>Based on interviews with sample smallholders on their plots, awareness of conserving HCV area, and protection of RTE's species and another wildlife animal already understand. Particularly to preserve the buffer watercourse and natural canals from chemicals used.</p>					Complied
Milestone B	Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable	<p>The sampled smallholders have effectively implemented precautionary practices and are actively managing and maintaining Rare, Threatened, and Endangered (RTE) species, High Conservation Value (HCV) areas, and High Carbon Stock (HCS) forests, as verified on-site. Interviews with the sampled smallholders revealed their awareness of the importance of maintaining and protecting HCVs, such as rivers, and adhering to regulations prohibiting hunting animals within their plantations. Smallholders implement precautionary practices and manage and maintain HCV and HCS forest by disallowing apply chemicals at HCV area in form of canals.</p>					Complied

		<p>For example: during field observation at Amnuay, Phromthat plot (ID TN-ST- 001A) which borders with main canals , precautionary practices that implemented by manual upkeep for weeding control and totally not applying chemicals.</p> <p>Also, smallholders implement frequent monitoring for HCV area and documented in " Tamneab Oil Palm Community Enterprise Group " dated 25 Sep 2022. HCV location to monitored are at plots of Tamneab Oil Palm Community Enterprise Group .</p>	
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).			
Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	<p>Tamneab Oil Palm Community Enterprise is dedicated to safeguarding and preserving the High Conservation Value (HCV) area. An HCV assessment was conducted by Tamneab Oil Palm Community Enterprise on May 29, 2023, encompassing all smallholder members.</p> <p>During the evaluation, smallholder members provided details on all plots converted and cultivated with oil palm since 2005. The HCV assessment report, dated May 29, 2023, was accessible in Ban Nadoem Oil Palm Collaborative Farming Community Enterprise. According to the assessment, the FCL of independent smallholders within Tamneab Oil Palm Community Enterprise, Thailand, is 0.0 ha. Furthermore, Tamneab Oil Palm Community Enterprise, Thailand, has no plots within riparian buffer zones requiring remediation by the Independent Smallholders (ISH) no plots on steep slopes, and no plots planted on peat areas. The RSPO is currently developing a guide for existing independent smallholder planting no peat. The total environmental remediation area is recorded as 0.0 ha. Given the above, the status of the Land Use Change (LUC) Analysis of Tamneab Oil Palm Community Enterprise, Thailand, is deemed satisfactory. The group manager has identified the riparian buffer zone and confirmed its existence.</p>	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.	<p>Based on the latest Land Use Change Analysis (LUCA) report dated May 29, 2023, several recommendations have been provided. Following communication on August 9, 2023, Tamneab Oil Palm Community Enterprise has reaffirmed the hectareage/total size of land and the planting month and year. The interim FCL area of independent smallholders under Tamneab Oil Palm Community Enterprise Thailand, is recorded as 0.00 ha. Additionally, Tamneab Oil Palm Community Enterprise needs to remediate a total of 0.00 ha of palm oil. The group has decided to utilize Best Management Practices (BMP) to develop the certified area. Tamneab Oil Palm Community Enterprise has formulated a plan to remediate the riparian area by planting wooden trees (such as bamboo trees and vetiver), marking the boundary of the riparian area, installing warning signs to prohibit chemical activity in the riparian zone, and monitoring the area. Evidence of plan implementation, including the marking of riparian boundaries, installation of warning signs, and planting of bamboo trees and vetiver, can be demonstrated during the audit.</p> <p>Considering the above, it is concluded that the LUCA Analysis, which included HCV-HCS assessment, identified for any new oil palm planting after 2005 of Tamneab Oil Palm Community Enterprise , Thailand, on May 29, 2023 was deemed satisfactory</p>	Complied
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	According to reporting template for Disclosure of areas cleared without HCV assessment since November 2005 smallholder members of Tamneab Oil Palm Community Enterprise confirmed that there is no non-compliant land clearance. It was reported by Tamneab Oil Palm Community Enterprise to RSPO on 20 Dec 2023. Based on a review of results by RSPO confirmed on 20 Dec 2023 According to the disclosure form, all the new smallholder members have disclosure no liability, Therefore LUCA will not be applicable and they may proceed with certification. There is no new planting after November 2005 at Tamneab Oil Palm Community Enterprise According to the planting year date of all smallholder members, confirmed that there is no planting after November 2005. Statement of Free Liability – Tamneab	Complied

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		Oil Palm Community Enterprise based on email from RSPO dated May 29th, 2023 , the statement that Tamneab Oil Palm Community Enterprise is free liability and no need to go LUCA. Therefore, Tamneab Oil Palm Community Enterprise no need to submit remediate for HCV lost.	
Criteria 4.3 New planting of independent smallholders, since November 2019: <ul style="list-style-type: none"> Do not replace any HCVs Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach Are not on steep slopes (more than 25 degrees or as in the National Interpretation) Are not on peat areas of any depth. 			
Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	The group has no plans for new oil palm planting or the development of new areas. However, all group members have signed commitments that if they were to develop a new area, they would refrain from carrying out new planting in High Conservation Value (HCV) areas or High Carbon Stock (HCS) forests, areas with steep slopes (greater than ≤ 25 degrees or as stipulated in the National Interpretation), or on peat, as indicated on the declaration form. Moreover, the group undergoes yearly surveys and monitoring during internal audits.	Complied
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	As mentioned in section 4.3(E), the group has no plans for new oil palm planting or the development of new areas. Smallholder members have signed a statement letter indicating their commitment to refrain from new planting or expansion of existing farms in primary forests, High Conservation Value (HCV) areas, High Carbon Stock (HCS) forests, riparian areas, or on steep slopes (≤ 25 degrees or as stipulated in the National Interpretation). Additionally, there have been no new plantings by independent smallholders. Tamneab Oil Palm Community Enterprise have no plan for developing new planting in the future. The organization has plan the possibility of new members that join to certification with similar year of planting. Therefore, this indicator is Not Applicable.	Not Applicable

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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 the interviews and document verification, it has been confirmed that Tamneab Oil Palm Community Enterprise has no plans for new plantings or expansion. All member plantations consist of existing palm oil plantations. Tamneab Oil Palm Community Enterprise have no plan for developing new planting in the future. The organization has plan the possibility of new members that join to certification with similar year of planting. Therefore, this indicator is Not Applicable.	Not Applicable
Criteria 4.4 Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.			
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	The group does not have 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.	Not Applicable
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.	The group does not have 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.	Not Applicable
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	The group does not have 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.	Not Applicable
Criteria 4.5 Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to	The group was an explicit replanting program in the next 5 years (2024-2029). Moreover, The member signed a declaration to commit no new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion. Moreover, Smallholder member has signed	Not Applicable

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	appendix 1).	the statement letter “Tamneab Oil palm Community Enterprise Group” which stated at point 10 “No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion.”																
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	There is no peat in the smallholders area. During initial certification audit, no replanting in smallholders area.	Not Applicable															
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	There is no peat in the smallholders area. During initial certification audit, no replanting in smallholders area.	Not Applicable															
Criteria 4.6																		
Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.																		
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<div>The individual members have signed the smallholder declaration as a requirement before joining RSPO. The commitments outlined in the declaration include adhering to Good Agricultural Practices (GAP) to manage oil palm plantations in accordance with standard requirements. Specifically, members commit to refraining from using fire in land preparation or pest control, as well as implementing proper waste management practices. For example,</div> <table><tr><th>Member ID</th><th>Name</th><th>Date of declaration</th><th>Date of agreement</th><th>Date of register</th></tr><tr><td>TN-ST-022A</td><td>Sawat Homrup</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr><tr><td>TN-ST-024A</td><td>Somkid Sueanchaidee</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr></table>	Member ID	Name	Date of declaration	Date of agreement	Date of register	TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020	TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021	10 December 2020	Complied
Member ID	Name	Date of declaration	Date of agreement	Date of register														
TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020														
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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).• Alternatives to fire for pest control.• Fire prevention and how to respond to and manage fires in their plots.	<p>It's reassuring to know that individual members have actively participated in socialization sessions regarding fire control. For instance, there was a Socialization of Emergency Response held on 21 Dec 2023, which was attended by 30 participants. The training, facilitated by the Group manager, covered important aspects of emergency response, including fire control measures. Documentation of the training session includes an attendance list, training materials, and photographs, indicating a thorough and well-documented approach to training delivery.</p> <p>During a recent field visit to the Tamneab Oil palm Community Enterprise, there was no evidence of fire use observed on the plots. This further</p>	Complied															

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		validates the effectiveness of the training and the group's commitment to adhering to fire control measures as outlined in the socialization sessions	
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.	<p>It's commendable to note that Tamneab Oil palm Community Enterprise has adopted environmentally responsible practices in land preparation and pest control. The community strictly adheres to the prohibition of using fire, ensuring that land preparation is conducted through mechanical means, thus minimizing the risk of environmental damage. The community's commitment to sustainable practices is evident in the Tamneab Oil palm Community Enterprise Manual, which clearly outlines the prohibition of fire use, as well as guidelines for avoiding peat, forest areas, and conflicts. These measures contribute to the preservation of natural resources and biodiversity in the region.</p> <p>In terms of waste management, the community has robust procedures in place for handling both domestic and hazardous waste. Domestic waste is disposed of responsibly in designated waste disposal areas, while hazardous waste disposal is conducted in cooperation with the Tamneab Oil palm Community Enterprise, ensuring legal compliance and proper management of potentially harmful materials.</p> <p>Furthermore, pest control practices within the community are conducted using a combination of manual, biological, and chemical methods. Importantly, the community abstains from using fire in pest control activities, prioritizing environmentally friendly approaches to mitigate pest infestations.</p> <p>Overall, Tamneab Oil palm Community Enterprise sets a commendable example of responsible and sustainable agricultural practices, demonstrating a commitment to environmental stewardship and compliance with regulations. During field observation on sample of smallholders plots, smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm.</p>	Complied
Criteria 4.7			

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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).	It's encouraging to see that the members of Tamneab Oil palm Community Enterprise Group have made commitments to protect riparian zones, essential ecosystems that play a crucial role in maintaining water quality and biodiversity. By signing a declaration to refrain from new plantings in riparian zones, the community demonstrates a proactive approach to environmental conservation. For example,				Non-compliance	
		Member ID	Name	Date of declaration	Date of agreement		Date of register
		TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021		10 December 2020
		TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021		10 December 2020
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		TN-ST-027A	Surin Khwankul	25 February 2022	21 February 2021		10 December 2020
		Furthermore, the inclusion of best management practices for palm oil cultivation in the community manual, specifically regarding the maintenance of riparian zones, underscores the community's commitment to sustainable land use practices. The guideline specifying a minimum distance of 15-20 meters between riparian zones sets a clear standard for protecting these sensitive areas from agricultural activities.					

		<p>The recent review of the community's practices, conducted through interviews and document review, confirms the implementation of measures to safeguard riparian buffer zones. By identifying and taking action on six plots adjacent to rivers and canals, the community shows a proactive stance in preserving these critical habitats. However From sampling assessment of the members' oil palm planting plots and group record, it was found that the group had not yet collected information from the members on the presence of waterways in and directly around their plots, to use risk calibrated approach to map plots of members onto the landscape to identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management in group training plans and ensure timely execution</p> <p>The action plan developed for these plots, which includes commitments such as prohibiting new plantings in riparian zones and implementing leaf trimming to reduce erosion, reflects the community's dedication to maintaining the integrity of riparian areas.</p> <p>Overall, Tamneab Oil palm Community Enterprise Group's initiatives to protect riparian zones demonstrate a commendable commitment to environmental stewardship and sustainability in palm oil production. These efforts contribute to the preservation of vital ecosystems and the long-term health of surrounding landscapes.</p> <p>However from sampling assessment of the members' oil palm planting plots and group record, it was found that the group had not yet collected information from the members on the presence of waterways in and directly around their plots, to use risk calibrated approach to map plots of members onto the landscape to identify waterways in and directly around plots and incorporate identification of and what are good practices and requirements on riparian buffer zone management in group training plans and ensure timely execution.</p>	
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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>It's commendable to see the proactive approach taken by Tamneab Oil palm Community Enterprise Group's in providing training to its members on important topics such as High Conservation Value (HCV) areas. The recent refresh training on HCV conducted on 21 Dec 2023, with the participation of 30 members, demonstrates the commitment of the group manager to ensure that all individuals are well-informed about the significance of conserving these areas.</p> <p>The training session, documented through attendance lists, training materials, and photographs, indicates a thorough approach to knowledge dissemination. By including information on HCV and Rare, Threatened, and Endangered (RTE) species in the training material, members are equipped with the necessary understanding to identify and protect these valuable ecological features within their plots.</p> <p>During field visits and interviews, it is evident that members such as Mr Krong, Khaojit., Mrs. Janjira, Thipphinij., and Mr. Panjarat, Rangsimantuchat. have a clear understanding of the importance of riparian zone protection. This understanding is further reinforced by the presence of documents outlining Riparian Zone management activities for the year 2023, which include measures such as installing riparian protection signage, stream cleansing, and conducting socialization activities to discourage chemical applications near these zones.</p>	Complied
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	During a recent field visit to plot ID TN-ST-009A , it was observed that a stream serves as a boundary between plot ID TN-ST- 005A and plot A . The stream, approximately 8 meters wide, exhibits a consistent flow of clean water. Notably, protection signage is prominently displayed along the streamside, conveying important messages regarding the conservation of riparian zones. The signage clearly prohibits logging activities and chemical applications in the riparian area, indicating a commitment to preserving the ecological integrity of the stream environment.	Complied

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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>The group underwent training on Best Management Practices (BMPs) for pesticides, including pesticide usage and safe chemical handling, on 21 Dec 2023. All members received training during this period. The training schedule was established in accordance with the training plan for the years 2023 and 2024. The training presentation covered various aspects of pesticide use, chemical storage, and safe handling practices. Specifically, it included awareness regarding the risks associated with pregnant and breastfeeding women and young workers, as well as proper storage and disposal methods for chemicals, including paraquat and pesticides listed by WHO Class 1A or 1B, as well as those covered by the Stockholm or Rotterdam Conventions.</p> <p>During verification, it was confirmed that the training material encompassed all the mentioned topics and was conducted by Mr. Teerapong</p>	Complied																									

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		<p>Chantaraniyom, an Agricultural Specialist. Evidence of the training was documented in the training records, which indicated that the training took place on 21 Dec, 2023, for all members.</p> <p>The group committees have been tasked with monitoring the use of herbicides to ensure that only registered or legal herbicides are applied. Additionally, farm advisors designated by the group manager are responsible for overseeing pesticide use to ensure compliance with regulations. On-site verification revealed that group members have implemented an Integrated Pest Management Plan and a Continuous Improvement Plan, demonstrating their commitment to reducing chemical usage. During the site visit, beneficial plants were observed along estate roads and immature areas, further indicating efforts to minimize reliance on chemicals.</p>	
Milestone B	Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.	<p>The Government Gazette dated June 01, 2020, outlines the commitment to banning the use of paraquat in Thailand. Additionally, the Tamneab Oil Palm Community Enterprise Group manual, on page 42, specifies the prohibition of employing pregnant women in chemist work. During field visits and document checks, no instances of pregnant employees or child labor were found on site.</p> <p>A list of pesticide applications used by the Tamneab Oil Palm Community Enterprise Group includes glyphosate, with 12 liters applied in 2023-2024. The group has implemented Integrated Pest Management (IPM) approaches to minimize pesticide usage among smallholder farmers. The Group Manager has developed an Integrated Pest Management (IPM) plan, which is detailed in the Agricultural Best Practice for Estate Sustainability Manual on page 42. Thai Agricultural Standards (TAS) for palm oil plantation are also adhered to, serving as guidelines for the application of suggested IPM techniques.</p> <p>The IPM approach includes:</p>	Complied

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		<ul style="list-style-type: none"> Control of rats: By identifying rat infestations and utilizing natural predators such as owls, snakes, etc. Worm and insect control: Regular surveys of insect populations are conducted, and appropriate measures are taken to eliminate insects when infestations reach levels that pose a threat to business operations. Use of Trichoderma species NST - 009: This species is highly effective in controlling Ganoderma spp., a type of fungus that affects palm trees. 	
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>Tamneab Oil Palm Community Enterprise Group has enacted a policy and decree letter to prevent pregnant and breastfeeding women from engaging in chemical handling, including herbicide/pesticide use. All group members have signed a commitment to adhere to best management practices, which encompass safe chemical use, Integrated Pest Management (IPM), and management of weeds and invasive species. A sampling of signed declarations from members, such as 21 Dec 2023.</p> <p>The most recent training course on best management practices (BMPs), including IPM, was conducted on 21 Dec2023, for existing members, with new members receiving training on 21 Dec 2023. The training schedule aligns with the plan for 2023 and 2024. The training curriculum covers various topics outlined in the indicator, such as IPM, record control, cost management, and task planning. During the audit, verification confirmed that the training material comprehensively covered these topics.</p>	Complied

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Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Tamneab Oil Palm Community Enterprise Group has established the "Tamneab Oil Palm Community Enterprise Group Sustainability Manual" on pages 43-45, Issue 10 Jan 2022. An Integrated Pest Management (IPM) program has been developed by the enterprise as part of the "Program Tamneab Oil Palm Community Enterprise Group 2023 – 2024." Evidence of program implementation is available in the documentation dated March 2024.</p> <p>Notably, there have been no reported pest attacks since 2022 to the present, based on pest and disease monitoring. However, there have been instances of disease attacks by Ganoderma, ranging from 1% to 3%. To address these issues, the member has implemented various measures as part of integrated pest management. These include conserving natural enemies of pests, such as snakes to control rats, and eagles and barn owls to combat rodent populations. Additionally, smallholder members employ IPM approaches to minimize the use of pesticides and herbicides on their farms, with many opting for mechanical weed control methods to reduce herbicide usage.</p> <p>However an integrated pest control program has been prepared by Tamneab Oil palm Community Enterprise in the "Integrated Pest Control Program or Plan" on 1 Jan 2022. including: planting Turnera subulata for the prevention of caterpillar pests, identification and monitoring of pests and plant diseases, the use of owls to prevent rats pest, prohibiting total spraying, conducting IPM training for members. However, evidence of the implementation of the above programs cannot be shown during the audit.</p>	Non-compliance
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.			

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A.1.1			
Eligibility	The Group has appointed a Group manager	The group manager is Mr.Wiwat M. He was appointed as the group manager on 25 Feb 2022 , with the approval of the group members at a group meeting on 25 Feb 2022.The appointment of Mr.Wiwat M as the group manager was communicated to the group members on 25 Feb 2022, through the group meeting . All members acknowledged and approved Mr.Wiwat M. as the group manager, including the 12 group committee members.	Complied
Milestone A	The Group has appointed a Group manager		Complied
Milestone B	The Group has appointed a Group manager		Complied
A.1.2			
Eligibility	The Group manager has evidence of legal identity.	Tamneab Oil palm Community Enterprise is a registered organization according to the Community Enterprise Promotion Act, B.E.2548 (2005) that latest registered with Kirirat Nikom District Agriculture office of Year 2024 valid till 31 Jan 2025. The registration number is 5-84-08-10/1-0027 since 28 April 2021. As required by Thai laws, the group has to re-register with Kirirat Nikom District Agriculture Office, Suratthani Province. The certificate of registration is kept by Group manager at the office.	Complied
Milestone A	The Group manager has evidence of legal identity.		Complied
Milestone B	The Group manager has evidence of legal identity.		Complied
A.1.3			
Eligibility	The group has membership requirements.	Tamneab Oil palm Community Enterprise has defined membership requirements in a "Sustainability Management Manual" which includes procedures and relevant forms. This manual covers all activities for managing group members. Additionally, the group has provided the SOP for New Member Registration (Rev. 00 on Jan 10, 2022), which details the registration process. The procedure for new member registration and related member requirements are stated in the manual on pages 19-22, under the topic "1.7. Membership and Registration," which includes the following sub-topics: <ul style="list-style-type: none">Member qualification.	Complied
Milestone A	The group has membership requirements.		Complied
Milestone B	The group has membership requirements.		Complied

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		<ul style="list-style-type: none">• Membership registration process.• Preliminary assessment steps• Apply members by repeating requests.• Termination of membership.• Termination process <p>Furthermore, there are other member requirements such as the compliant process (Topic 2.4: Requests, Complaints, Grievances,), document control (Topic 2.3: Document and record), and compensation (Topic 2.5: Compensation).</p> <p>The implementation of registration has been verified through a review of each member's personal file, including their application letter, ID card, and land title. Subsequently, the group will organize an introductory training session for members on relevant topics to foster knowledge and understanding. Upon completion of the training, the Group’s facilitator will evaluate the readiness of new applicants using the preliminary assessment form (Gap Analysis), which involves interviews and documentary evidence collection. Information gathered during this process will be recorded. Furthermore, smallholders must sign the Agreement for Sustainable Palm Oil Smallholders and Acknowledge the smallholder declaration letter.</p> <p>They are also required to participate in various activities as determined by the group. A total of 30 group members were evaluated against the membership requirements. An example of a new member is as follows:</p> <table><tr><th>Member ID</th><th>Name</th><th>Date of declaration</th><th>Date of agreement</th><th>Date of register</th></tr><tr><td>TN-ST-022A</td><td>Sawat Homrup</td><td>25 February 2022</td><td>21 February 2021</td><td>10 December 2020</td></tr></table>	Member ID	Name	Date of declaration	Date of agreement	Date of register	TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020	
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A.1.4							
Eligibility	All members have signed and acknowledged membership requirements.	All members of group who joined the Tamneab Oil palm Community Enterprise (30 group members) 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 A1.3. Based on interviewed sampled member and sampling record signed and acknowledged and aware of membership requirements found that they can demonstrate understanding of membership requirements such as					Complied
Milestone A	All members can demonstrate understanding of membership requirements.						Complied
Milestone B	All members can demonstrate understanding of membership requirements.						Complied
		Member ID	Name	Date of declaration	Date of agreement	Date of register	
		TN-ST-022A	Sawat Homrup	25 February 2022	21 February 2021	10 December 2020	
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		TN-ST-026A	Sudaporn Pratum	25 February 2022	21 February 2021	10 December 2020	
		TN-ST-027A	Surin Khwankul	25 February 2022	21 February 2021	10 December 2020	
A.2 The Group manager is responsible for managing the Group for certification.							
A.2.1							
Eligibility	The Group manager has planned for the implementation of the ICS.	<p>The Group manager has arranged the “Business Plan”, including ICS plan for year 2023 - 2024, it contains activities and implementation time targets. The plan has been discussed with group committee and approved by Group manager, then communicated to group members. Some of the programs that including:</p> <ol style="list-style-type: none"> 1. Recruit members to join the group and Preliminary assessment for new member (which planned for Mar-April 2024). 2. Training program for RSPO ISH e.g. RSPO ISH standard, Group management, ICS, OHS, GAP, IPM, HCVs, SEIA and FPIC. 3. Internal audit. 4. External audit. 5. Ordinary meeting program. <p>The ICS was 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 plan.</p> <p>Furthermore, the internal audit for the year 2023 of group members was conducted following the SOP for Internal Audit (Rev. 00 on Jan 10, 2022).</p>					Complied
Milestone B	The Group manager can demonstrate compliance of the ICS by individual members.						Complied

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		There were a total of 5 internal auditors appointed by the Group Chairman. The audit was conducted in May-July 2023. The internal auditors were divided into subgroups to audit members in each area	
A.2.2			
Eligibility	The Group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>The group manager was able to demonstrate good understanding of the RSPO ISH Standard, He has attended the Training of RSPO Independent Smallholder Standard 2019 and internal audit and RSPO ISH standard since 16 Mar 2022 and Refresh on 20 Jan 2023 in TOPSA course , which presented by K Nuttinan C. from Agriculture Suratthani province officer</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 appointment of the group committee for the year 2023, which consists of specific individuals such as;</p> <ul style="list-style-type: none"> • Sustainability Department • Database Management and Document Control Department • Occupational Health and Safety Department • Social and Labor Department • Environmental Department • Marketing and Public Relations Department <p>Furthermore, The Group manager also has sufficient funding to manage the group that comes from RSPO sharing and etc.</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 he has sufficient understanding on RSPO ISH standard for independent smallholder and related topics to RSPO ISH standard. He had used his knowledge from several training courses into palm oil production and taught to group members. The Group manager can explain the procedures for implement	Complied
Milestone B	The Group manager can demonstrate capacity to manage		Complied

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	and operate group certification and certification requirements.	<p>RSPO ISH standard e.g. process for recruiting group members, process of internal audit, etc.</p> <p>After interviewing the group manager, conducting field visits, and observing the group office, it was verified that the group manager has the ability to provide necessary resources in various areas to group members. This includes support for safety equipment, office stationery, organizing training sessions to provide knowledge, and financial coordination. Furthermore, the group manager plays an important role in supporting ICS implementation by providing advice, resolving issues related to its implementation, and ensuring compliance with group regulations.</p>	
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.	<p>The Group manager has arranged the "Business plan", including training plan for year 2023 and 2024, it contains activities and implementation time targets.</p> <p>The plan has been discussed with the group committee and approved by the Group manager, 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 • Training on benefits from RSPO IHS implementation • Group management training • ICS and Internal Audit training • Garden management training • Occupational Health and Safety (OHS) training • Training on High Conservation Values (HCVs) • Integrated Pest Management (IPM) 	Complied

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Milestone A	The Group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	The group manager provided training to the group members as per the training plan established. The training attended by the members which was recorded in attendance sheet and training documents are communicated and distributed to members in RSPO training courses book.	Complied
Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	Based on field observations of the sample smallholder show that both of existing and new members had attended the training courses as planned and demonstrated their understanding knowledge from the courses such as: <ul style="list-style-type: none"> • Knowledge of RSPO ISH/ standards and ICS and refreshing on 16 Feb 2023 • HCV/Environmental Protection/FPIC on 25 Jun 2022 • Stakeholders analysis/SEIA on 25 Jun 2022 • BMPs/GAP on 21 Dec 2022 • Worker/OHS • TOPSA 5 module on 16 Feb 2023 	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	A group ICS is available for operational management including procedures of expulsion and sanctions for members who fail to comply, which are specified in "Sustainability management manual" on page 21-22 item 1.7 and the procedure for conduct internal audit on page 24-29 item 2.1. Detail of the procedures define that; <ul style="list-style-type: none"> • Internal audit consists of 1) internal audits for group management and 2) internal audits for group members. 	Complied

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		<ul style="list-style-type: none"> Internal audit for group specify that there will be conducted at least once a year by internal auditor or 2nd party auditor. New member must be audit and members must get internal audit according to the Interpretation of the ISH Standard before certification. 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 punishment process, it is stated that members who fail to comply with the requirements will face consequences. Punishments will be administered in cases such as a verbal warning on the first instance. If the issue persists without correction, suspension may follow, and ultimately, withdrawal from group membership 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	Group has shown the implementation of internal audit for 2023.	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>An internal audit in Eligibility, Milestone A and Milestone B Stage was conducted for group members on May-July 2023 and internal audit for Group manager was conducted on 25 Feb 2022.</p> <p>Data verified of internal audit Y2023 implementation as following;</p> <ul style="list-style-type: none"> Found the appointment of internal auditors for group members which was appointed as Letter on 25 feb 2022 Furthermore, found the appointment of 2nd party auditor for group management audit as Ms.Nuttinan Chongkraichuk from Suratthani Provincial Agriculture Office through the group's invitation letter dated 10 Jan 2023. All internal auditors have suitable competency as specified criteria, for example, having passed the RSPO Training course, and Group Management course, topic Internal Control System on 16 Feb 2023, which organized by Suratthani Province Agriculture office 	

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		<ul style="list-style-type: none"> The result of the latest internal audit on Jul 2023, all findings of member audit non-compliance with the standard was 11 case , for group management was 1 case of non-compliance of the RSPO ISH standard, as C.1.1. Corrective actions and monitoring of NC was conducted and had effectiveness. 	
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 group members during field visits, 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 have record information in the forms which were provided by group, then their information can be collected and verification by group's facilitator every 3 month. Example of a group member data as:</p>	Complied

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		Member ID	Name	Date Of Declaration	Date Of Agreement	Date Of Register	Planted Area	
		TN-ST-022A	Sawat Homrup	25February 2022	21 February 2021	10 December 2020	2.13	
		TN-ST-024A	Somkid Sueanchaidee	25 February 2022	21 February 2021	10 December 2020	3.54	
		TN-ST-025A	Somporn Nobpharit	25 February 2022	21 February 2021	10 December 2020	3.57	
		TN-ST-026A	Sudaporn Pratum	25 February 2022	21 February 2021	10 December 2020	4.44	
		TN-ST-027A	Surin Khwankul	25 February 2022	21 February 2021	10 December 2020	5.25	
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	An annual group business plan is available, which includes <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	<p>Tamneab Oil palm Community Enterprise has established the business plans for Y2023-2024. The production and income forecasting based on historical records in Y2023, which divided cost into 2 sources as administration cost and RSPO implementation cost.</p> <p>The group has plans to increase the number of members in 2024, therefore incentivizing participating members by supporting by 1). Sell on credit 100% (sell according to the certified production amount As for the FFB that can be sold to any ramp at a good price), the income will be divided into 2 parts, 50% will be divided back to the members from the income from credit sales, divided back to 70 baht per ton of production, and 50% will be deducted from the group to use as Group administrative expenses next year 2). The group has a connection with an oil palm mill or made an MOU (by</p>						Complied

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		adding more price). Members who can sell FFB to the palm oil mill will receive an additional difference more price. But cannot sell credit. As for members who cannot sell FFB to the palm oil mill, can be sold to local sales ramp and the production numbers of certified members can be sold on credit.	
Milestone A	The group business plan is implemented and reviewed at least annually.	The business plan was reviewed on an annual basis by the group committees, they plan to sell as the credit FY2024. All committees will discuss the budget during the annual budget meeting. Implementation of the budget is carried out by the group manager, and communication on monitoring the effectiveness of implementation to all group members via annual meeting. The last review was on 25 Feb 2023. All of the group members are involved in the implementation and review of the business plan when they have the annual meeting.	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	During the group committee meetings, the group reports on the plan FY2024 and review all of plan such as plan for certificated ,expansion member for the group . For the Furthermore, the reports supported by the group are presented,. Members are participant at annual group meetings held on 25 Feb 2023,	Complied
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	A group management plan is available which includes: <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	Tamneab Oil palm Community Enterprise has established a group management plan, which serves as its business plan. Upon reviewing the business plans for the years 2023 and 2024, the important components identified in the business plan are as follows: <ol style="list-style-type: none"> 1. New member assessment cost 2. Group meeting cost 3. Survey member plots for replanting cost 4. Training cost 	Complied

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		<p>5. Member health examination cost 6. Internal Audit cost 7. External Audit cost</p> <p>For training courses were planned such as;</p> <ul style="list-style-type: none"> • RSPO ISH • Group management • ICS • GAP/BMP, IPM • HCV assessment • Occupational health and safety • SEIA and FPIC 	
Milestone A	The group management plan is implemented and reviewed at least annually.	<p>All components of the management plan are implemented by identified personnel in charge. Once implemented, these individuals or related parties are responsible for reporting the process and results to the Group Manager. Subsequently, these reports are presented again during meetings.</p> <p>The group management plan undergoes review at least once a year, with the latest reviews conducted during the annual group meetings on 25 Feb 2023, These meetings present the annual report of group implementation, plans for certificated, plan for reduce fuel, plan for reduce GHG ,plan for reduce cost and other relevant topics.</p> <p>The Group Manager reviews the revised plan with all group committee members to ensure consensus and communicates any changes to the group members.</p> <p>However base on review the group management plan not found the evidence for collecting data reference Major NC No. 2467606-202403-M5</p>	Non-compliance

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Milestone B	The Group manager demonstrates the group's compliance with this ISH Standard.	The Group Manager has been able to demonstrate compliance with the RSPO ISH standard by ensuring adherence to legal requirements, following the annual business plan, conducting an annual review during the annual group meeting, and maintaining records of smallholder activities, including production, fertilizer input, and financial reports. Despite findings of non-conformities in internal audits (including those from Certification Bodies), during interviews with the Group Manager, it was evident that he has a solid understanding of the standards and is committed to operational excellence. All Non-Conformities (NCs) identified in internal audits have been diligently followed up and addressed, as verified during subsequent surveillance assessments.	Complied
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 member has report sale and/or harvested FFB volume to group manager every three months both of sale for certified and noncertified RSPO. The group manager will verify the data by compare the data from logbook with the weighing bill and record from purchasing Mill to ensure correct data and traceability of all FFB. For RSPO certified can trace from palm trace system by book & claim module as define in documented procedure of FFB purchase of RSPO group members selling products in page no. 35-42 of Group Manual issue Issued 10 Jan 2022.	Complied
Milestone A	Group manager maintains annual production records and sales of certified volumes.	The group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in an excel file.	Complied

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		<p>A group members must report the sales and/or harvested FFB volume to the group manager every three months, both for certified and noncertified RSPO. RSPO certified can be traced from the palm trace system as defined in the sustainable manual of FFB purchase of RSPO group members. The group has established the procedures and a system in place for tracking FFB. Mr. Wiwat Monmala (Group Manager) has been appointed and responsible for selling the credit. The group manager has compared FFB volume from the previous year with every 3 months and keeps the result to estimate FFB in the next cycle.</p> <p>All FFB in Tamneab Oil palm Community Enterprise is coming from certified scope 1,599.35 MT. Total area 97.67 Ha plantation.</p>	
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, covering traceability of all group members in an excel file.</p> <p>A group members must report the sales and/or harvested FFB volume to the group manager every three months, both for certified and noncertified RSPO. RSPO certified can be traced from the palm trace system as defined in the sustainable manual of FFB purchase of RSPO group members. The group has established the procedures and a system in place for tracking FFB. Mr. Wiwat Monmala (Group Manager) has been appointed and responsible for selling the credit. The group manager has compared FFB volume from the previous year with every 3 months and keeps the result to estimate FFB in the next cycle.</p> <p>All FFB in Tamneab Oil palm Community Enterprise is coming from certified scope 1,599.35 MT. Total area 97.67 Ha plantation.</p>	Complied
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not Applicable	Not Applicable

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Milestone A	The Group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	Group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in excel file. Group members have to report sale and/or harvested FFB volume to group manager every three months both of sale for certified and noncertified RSPO. For RSPO certified can trace from palm trace system by book & claim IP module. All of group members are aware of their sold the book and claim method with group manager has informed during meeting every time	Complied
Milestone B	The Group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	Group manager maintains the annual production and sales of certified volumes, covering traceability of all group members in excel file. Group members have to report sale and/or harvested FFB volume to group manager every three months both of sale for certified and noncertified RSPO. For RSPO certified can trace from palm trace system by book & claim IP module. All of group members are aware of their sold the book and claim method with group manager has informed during meeting every time. Annual production and sales of certified volumes are available at Tamneab Oil palm Community Enterprise. ICS Manager are responsible to record the production and sales volume.	Complied
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and Group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium 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.	According to this initial audit, there is only evidence that the group manager has set up a model on how the premiums should be used, and the agreement was recorded on 25 Feb 2023. The group manager informed the group meeting that all members of the certified product sales as premium price were received. Decision making and governance made fair and transparent via annual meeting with all members lasted conducted 25 Feb 2023 to all members, the disbursement of premiums to all members paid for annual premium paid 0.70 BTH /Kg FFB.	Complied

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Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is the initial certification. The group still has no income from credit sales. Therefore, there is still no evidence of the disbursement of premiums, including the price and timing of the disbursement to the group members to verify.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	This is the initial certification. The group still has no income from credit sales. Therefore, there is still no evidence of the disbursement of premiums, including the price and timing of the disbursement to the group members to verify.	Complied

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	NA
PKO	NA

Extraction	%
OER	NA
KER	NA

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

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

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	NA	NA	NA	NA	NA	NA	NA	NA
CO ₂ Emission from fertilizer	NA	NA	NA	NA	NA	NA	NA	NA
NO ₂ Emission	NA	NA	NA	NA	NA	NA	NA	NA
Fuel Consumption	NA	NA	NA	NA	NA	NA	NA	NA
Peat Oxidation	NA	NA	NA	NA	NA	NA	NA	NA
Sink								
Crop Sequestration	NA	NA	NA	NA	NA	NA	NA	NA
Conservation Sequestration	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA

*Note: Includes both estates and smallholders

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Summary of Mill Emission and Credit

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

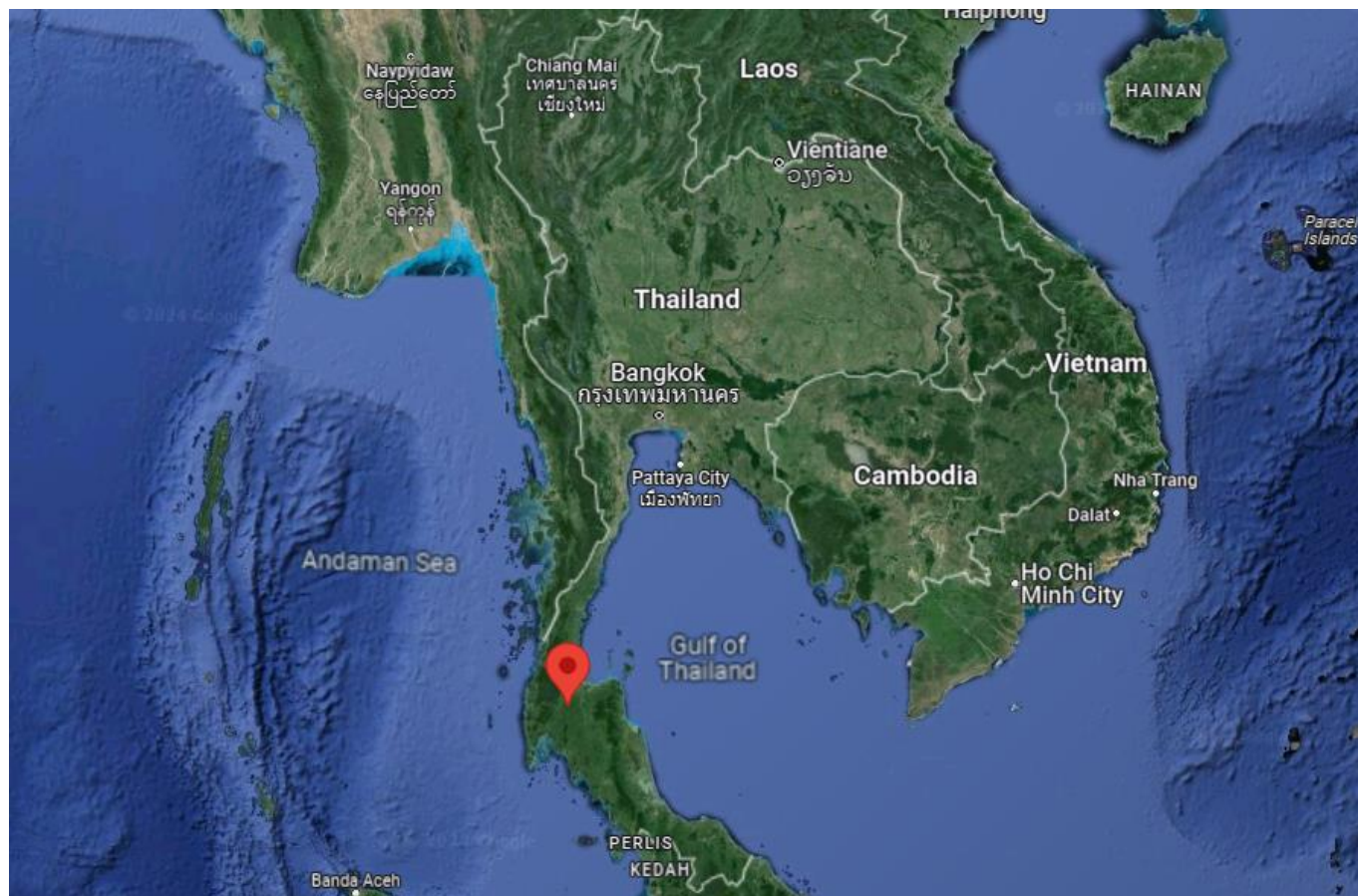
Summary of Kernel Crusher Emission and Credit (if applicable)

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

*This mill has no kernel crusher operation.

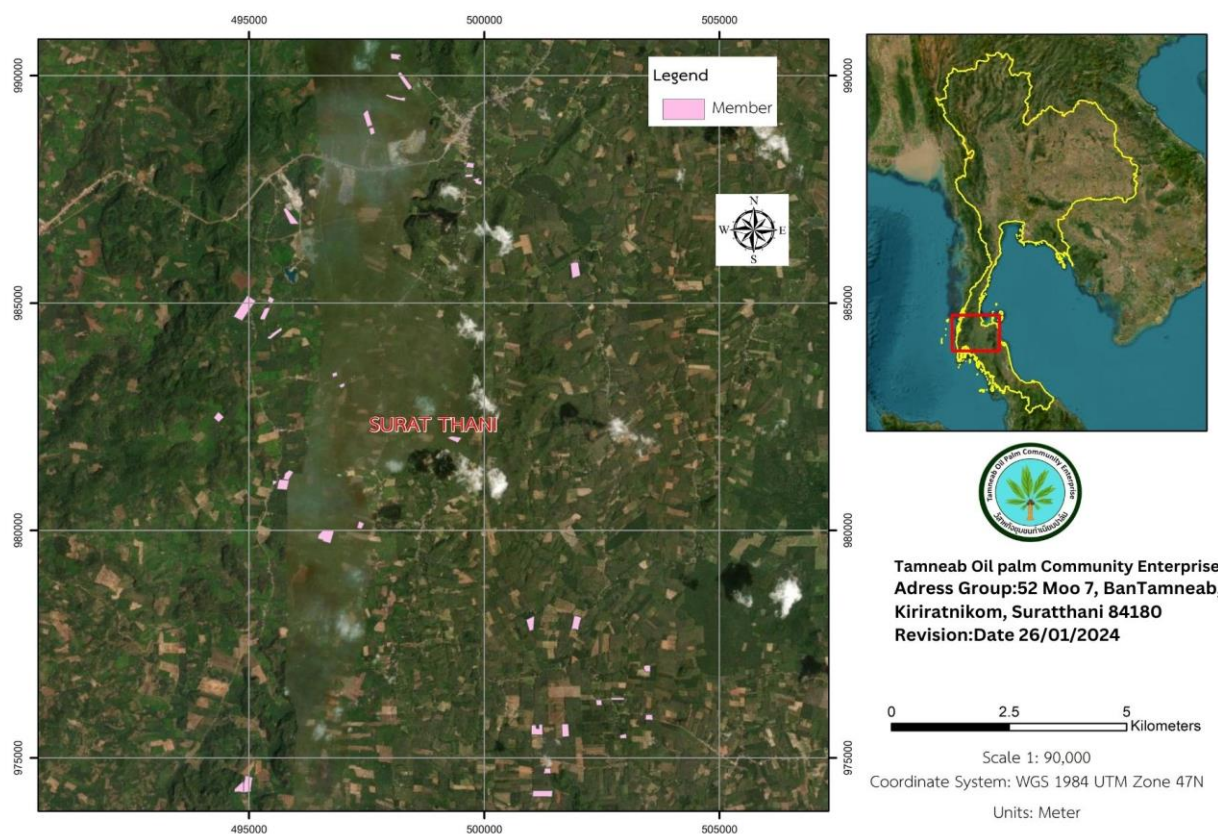
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	NA
Divert to anaerobic diversion (%)	NA

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

Appendix C: Location Map of Certification Unit and Supply Bases

Source: Map data 2024 Google.

Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other:
Risk Factor Applied	2.0 (high risk)	Choose an item.	Choose an item.
Justification of Risk Factor Applied	This Initial certificate the ISH certification Phase Milestone B	N/A	N/A
Number of samples	12 of 31 existing members	N/A	N/A
Remarks	During audit, 1 member resigned, totally 30 members.		

No	Name of Smallholder	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
1	Amnuey promthet A	Ban Tamneab, Kiriratnikom, Suratthani	8° 30' 51.0588" N	98° 35' 0.384" E	6.82	6.82	139.00	10-Dec-20	TN-ST- 001A
2	Arree Chainarong A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 30.5736" N	99° 7' 32.52" E	7.87	4.16	35.06	10-Dec-20	TN-ST- 002A
3	Arun Putphat A	Ban Tamneab, Kiriratnikom, Suratthani	8° 30' 0.072" N	99° 7' 40.116" E	1.00	1.00	27.10	10-Dec-20	TN-ST- 003A
4	Chainan Wisetpraphai A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 47.4516" N	99° 0' 42.84" E	1.53	1.53	35.08	10-Dec-20	TN-ST- 004A
5	Chanpron Rungsimonthuchart A	Ban Tamneab, Kiriratnikom, Suratthani	8° 32' 29.8032" N	98° 35' 0.276" E	11.10	11.10	257.55	10-Dec-20	TN-ST- 005A
6	Chaowalit Phumphithak A	Ban Tamneab, Kiriratnikom, Suratthani	8° 31' 52.7052" N	98° 34' 57.2304" E	0.81	0.81	17.42	10-Dec-20	TN-ST- 006A
	Chaowalit Phumphithak B	Ban Tamneab, Kiriratnikom, Suratthani	8° 32' 5.2836" N	98° 34' 53.7168" E	0.75	0.75	14.89	10-Dec-20	TN-ST- 006B
7	Chuansin Homrub A	Ton Yuan, Phanom, Suratthani	8° 29' 7.332" N	98° 34' 45.336" E	5.42	5.42	43.68	10-Dec-20	TN-ST-007A
8	Gawee Sornnimit A	Ban Tamneab, Kiriratnikom, Suratthani	8° 32' 18.456" N	98° 34' 41.88" E	2.45	2.45	29.48	10-Dec-20	TN-ST-008A
9	Janjira Tippinit A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 45.132" N	99° 7' 3.792" E	1.55	1.55	27.87	10-Dec-20	TN-ST-009A
10	Jaraphon Auppatha A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 40.8264" N	99° 8' 32.676" E	1.15	1.12	22.15	10-Dec-20	TN-ST-010A
11	Jiranan Petchraeng A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 45.3708" N	98° 35' 5.334" E	3.78	3.78	19.03	10-Dec-20	TN-ST-011A
	Jiranan Petchraeng B	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 54.468" N	98° 35' 2.0364" E	1.42	1.42	11.53	10-Dec-20	TN-ST-011B
12	Kanjana Teerasatana A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 37.032" N	99° 8' 4.524" E	4.52	4.52	47.56	10-Dec-20	TN-ST-012A
13	Khrong Khawchitr A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 42.2568" N	99° 1' 21.036" E	1.67	1.67	34.73	10-Dec-20	TN-ST-013A
14	Kittiphong Noilatthi A	Ban Tamneab, Kiriratnikom, Suratthani	8° 31' 16.068" N	98° 35' 1.4028" E	1.49	1.49	29.28	10-Dec-20	TN-ST-014A
15	Maneerat Homroop A	Ton Yuan, Phanom, Suratthani	8° 29' 35.934" N	98° 34' 52.4424" E	2.84	2.84	41.96	10-Dec-20	TN-ST-015A
16*	Nattakarn Srithep A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 43.524" N	99° 2' 23.892" E	4.43	4.43	48.15	10-Dec-20	TN-ST-016A
17*	Nikom Kaewmanee A	Ban Tamneab, Kiriratnikom, Suratthani	8° 30' 22.032" N	99° 7' 57.396" E	1.70	1.70	47.26	10-Dec-20	TN-ST-017A
18*	Nisa Phithak A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 35.9268" N	99° 3' 23.472" E	3.85	3.85	112.09	10-Dec-20	TN-ST-018A

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No	Name of Smallholder	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
19*	Paisan Yokain A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 34.0728" N	99° 7' 53.004" E	1.60	1.60	25.96	10-Dec-20	TN-ST-019A
	Paisan Yokain B*	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 40.7976" N	99° 8' 8.88" E	1.25	1.06	23.46	10-Dec-20	TN-ST-019B
20*	Prathip Thongkluean A	Ban Tamneab, Kiriratnikom, Suratthani	8° 31' 26.1732" N	98° 35' 23.928" E	2.59	2.59	36.35	10-Dec-20	TN-ST-020A
21	Rungnapa Khawjit A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 42.48" N	98° 35' 42.0324" E	0.92	0.92	25.35	10-Dec-20	TN-ST-021A
22*	Sawat Homrup A	Ban Tamneab, Kiriratnikom, Suratthani	8° 31' 57.6228" N	99° 2' 27.6" E	2.13	2.13	38.16	10-Dec-20	TN-ST-022A
23*	Somkid Sueanchaidee A	Ban Tamneab, Kiriratnikom, Suratthani	8° 33' 57.204" N	98° 35' 30.75" E	3.54	3.54	49.92	10-Dec-20	TN-ST-024A
24*	Somporn Nobpharit A	Ban Tamneab, Kiriratnikom, Suratthani	8° 30' 14.13" N	99° 6' 52.92" E	3.57	3.57	58.45	10-Dec-20	TN-ST-025A
25*	Sudaporn Pratum A	Ban Tamneab, Kiriratnikom, Suratthani	8° 31' 16.662" N	98° 35' 1.392" E	4.44	4.44	58.77	10-Dec-20	TN-ST-026A
26*	Surin Khwankul A	Ban Tamneab, Kiriratnikom, Suratthani	8° 32' 32.9028" N	99° 11' 8.88" E	5.25	5.25	14.28	10-Dec-20	TN-ST-027A
27*	Wanee Suwanchaidee A	Ban Tamneab, Kiriratnikom, Suratthani	8° 34' 17.7744" N	98° 35' 57.408" E	2.43	0.56	8.96	10-Dec-20	TN-ST-028A
28*	Wiwat Monmala A	Ban Tamneab, Kiriratnikom, Suratthani	8° 32' 33.4212" N	98° 34' 31.1412" E	2.17	2.17	47.33	10-Dec-20	TN-ST-029A
29	Wiwat Teerasatian A	Ban Tamneab, Kiriratnikom, Suratthani	8° 29' 6.6048" N	99° 6' 41.796" E	5.25	5.25	135.57	10-Dec-20	TN-ST-030A
30	Yotin Rodjarean A	Ban Tamneab, Kiriratnikom, Suratthani	8° 34' 23.6172" N	98° 35' 28.8204" E	2.40	2.18	35.97	10-Dec-20	TN-ST-031A
Total					103.69	97.67	1,599.35		
Note: * are smallholders sampled in this audit.									

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Appendix F: List of Abbreviations

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